CHAPTER 75

POLICE DEPARTMENT

The main function of the Police Department is to maintain law and order. The Police Force in the State is broadly divided into three categories viz.: (1) Greater Bombay Police Force, (2) District and Railway Police Force and (3) State Reserve Police Force. The Inspector-General of Police is the Head of the Department. The Commissioner of Police who is second in hierarchy is in charge of the administration of the Police Force in Greater Bombay. Similar posts of Commissioners of Police have recently been sanctined for Poona and Nagpur. The remaining area of the State is divided into 4 Police Ranges which are placed in charge of officers of the rank of a Deputy Inspector-General of Police. The four Ranges are further divided into districts and each district into sub-divisions. The Head of the Police Administration in a district is the Superintendent of Police, who is assisted by Sub-Divisional Police Officers and Circle Police Inspectors, who are in charge of Sub-Divisions.

2. The higher posts, viz. those of Inspector-General of Police, Commissioners of Police, and Deputy Inspector-General of Police are held by All-India Service Officers. Their pay-scales are, therefore, not considered by us. The designations of various other posts, their existing pay-scales and the revised scales recommended by us for those posts are shown in the appended schedule. Considerations underlying our recommendations in regard to pay-scales of some categories of posts are discussed in the following paragraphs.

3. *Superintendent of Police, Wireless, Poona* (Rs. 900—1,600) :

The recruitment rule for the post of Superintendent of Police, Wireless provides for the post being filled either by promotion of a suitable officer from Bombay Police Force or by nomination from amongst the candidates possessing a degree in Tele-communication or Radio Engineering of a recognised University or an equivalent qualification or a post-graduate degree with Physics with Wireless as a special subject, and having experience of not less than 5 years in a Radio Communication Organisation. Prior to 1st July 1962 the post carried a scale of Rs. 700—30—1,000. The pay-scale was revised in the general revision of 1962 and has again been revised to 900—1,600. The Department considers that the revised scale is still inadequate and has proposed that the scale should be further revised to Rs. 1,600—1,800 or a special pay of Rs. 200 attached to the post. Having regard to the duties and responsibilities attached to the post and the recruitment qualifications prescribed for it and also the pay-scales granted to comparable officers in other States etc., we feel inclined to accept the Department's proposal. The revised scale may be Rs. 1,600—100—1,800. The present designation of the post is misleading and requires to be corrected to signify the technical and special nature of the post.

4. *Superintendent of Police, Motor Transport.* (Rs. 900—1,600) :

The post is filled by nomination from amongst candidates possessing a degree in Automobile Engineering and experience of not less than 10 years in the field. The pay-scale of the post has recently been revised from Rs. 700—30—1,000 to Rs. 900—1,600 but the Department considers it necessary to raise the scale further and has proposed a scale of Rs. 1,600—1,800 for the post. In proposing the scale of Rs. 1,600—1,800 the Department has apparently equated the post with that of Superintendent of Police, Wireless. Though these two posts have carried in the past identical scales, we do not consider that the two posts are comparable. In our opinion the scale as recently revised viz. Rs. 900—1,600 is commensurate with the duties and responsibilities of the post. We are, therefore, unable to recommend any revision in this case. However, as a part of standardisation of the pay structure, a revised scale of Rs. 1,100—50—1,300—60—1,600 is recommended.

5. *Deputy Superintendent of Police/Assistant Commissioner of Police/Assistant Commandant/Adjutant.* (Rs. 300—820 promoted officers to start on Rs. 470) :

Seventy per cent. of these posts are filled by promotion from among Inspectors and the remaining 30 per cent. by nomination from amongst the candidates possessing a degree and required physical qualifications. Prior to 1962 the posts carried two pay-scales, viz. (i) Rs. 250—500 and (ii) Rs. 530—750. In the general revision the two scales were amalgamated. We consider some improvement necessary in the scale and accordingly recommend a revised scale of Rs. 375—25—550—30—640—E.B.—30—850 (fixed pay of Rs. 350 during the period of probation) for them.

At present the persons promoted as Deputy Superintendents of Police from the cadre of Inspectors are eligible for an initial start of Rs. 470. We recommend that the existing arangement for higher start may continue and that the promotees may be allowed an initial pay of Rs. 475 in the revised scale suggested by us.

6. *Inspector* (Rs. 420—550 C/Rs. 325—425),

(*Selection Grades*—Rs. 450 for 8 per cent./Rs. 475 for 7 per cent.) :

The posts are filled either by promotion from amongst Sub-Inspectors or by nomination of candidates, who have passed Intermediate Examination in Arts, Science etc. or possess equivalent qualifications. The Department has recommended that the existing selection grades in the mofussil may be done away with and a running scale be prescribed for all the posts. We accept the suggestion for a running scale and recommend a revised scale of Rs. 350—15—440—20—500 for the posts.

7. *Chief Police Prosecutor* (Rs. 800—1,080 C) :

The post is filled by promotion from the cadre of Police Prosecutor. The pay-scale has been recently revised from Rs. 550—850 (C) to Rs. 800—1,080 (C). We do not consider any further revision necessary but in view of the recommendation to bring all the scales on common basis a revised scale of Rs. 740—45—1,055 is recommended for the post.

8. *Legal Adviser to the Inspector-General of Police* (Rs. 590—790) :

Selection Grade Police Prosecutor (Rs. 730—930 C and Rs. 590—690) :

The pay-scales of these posts also have been recently revised. We do not consider any further revision necessary. However, the existing scale of Selection Grade Police Prosecutors in the mofussil is, in our opinion, a short one and needs to be little longer. We, therefore, suggest a revised scale of Rs. 600—800 for the posts of Legal Adviser and Selection Grade Police Prosecutors in the mofussil. A slightly higher scale of Rs. 700—30—820—40—900 is recommended for the posts of Selection Grade Police Prosecutors in the city.

9. *Police Prosecutor, Greater Bombay* (Rs. 400—800 C) :

The pay-scale of these posts has also been recently revised from Rs. 350—500 (C) to Rs. 400—800 (C). The posts are filled by nomination from amongst candidates who are Law Graduates with three years' practice on the criminal side of the Bar. We recommend a revised scale of Rs. 340—20—500—E.B.—25—650—30—710 for the posts.

10. *Deputy Assistant to the Inspector-General of Police* (Rs. 540—665 C) :

It has been suggested to us that the scale should be improved taking into account the duties and responsibilities of the post and also the fact that this is the highest post available for promotion to the ministerial staff in the Department. We accept the suggestion for an improved scale and recommend a revised scale of Rs. 500—25—650—30—800.

11. *Sub-Inspector of Police* (Rs. 155—275) :

The posts of Sub-Inspector are filled either by nomination or by promotion. The qualification prescribed for direct recruits is Intermediate Arts, Science, etc. On selection for the posts the candidates have to undergo a training course of 18 months in the Police Training School followed by practical training for a period of 12 months. Thereafter they are placed in an independent charge of Police Stations for the period of six months. During the period of probation they are allowed a pay of Rs. 155. The Department considers that the existing scale is not commensurate with the duties and responsibilities attached to the post. We consider that a revised scale of Rs. 170—190—10—300 (Rs. 170 during the period of probation) would adequately meet the requirements of the case.

12. *Assistant Sub-Inspector* (Rs. 145—180 C) :

These posts have been sanctioned on an experimental basis, in the city of Bombay. The Department considers that there is a case for expanding this cadre in order to ensure better officering of the Police Force. A revised scale of Rs. 155—5—170—6—200 is recommended for the posts.

13. *Head Constables* :

Head Constables are in three different grades as shown below:—

	Greater Bombay.	*Districts.*	*State Reserve Police Force.*
	Rs.	Rs.	Rs.
Grade I	... 175 (C)	... 125	
Grade II	... 135—151 (C)	... 100—116	... 120
Grade III	... 110—126 (C)	... 100—116	... 100—116 (Gr. III and Gr. IV)

All the above posts are filled by promotion from among the Constables. The Inspector General of Police considers that the posts should be regrouped so as to form two grades in Bombay and District Police Forces and three grades in the case of State Reserve Police Force. We accept the suggestion for two grades and consider that even in the case of State Reserve Police Force only two grades would be adequate. We accordingly recommend the following two scales for the posts:—

Grade I ... Rs. 130—4—150 in place of the existing Grade I and Grade II Jamadars in Greater Bombay, Grade I in the Districts, and Grade II in the State Reserve Police Force.

Grade II ... Rs. 110—3—125 to include the existing Grade III posts in Greater Bombay, Grade II and III posts in the Districts and Grades III and IV posts in the State Reserve Police Force.

Uniform scales as indicated above have been recommended in view of our suggestion to do away with the distinction between city and mofussil scales. We, however, notice that the conversion of the city scales into mofussil scales as recommended by us would lead to slight reduction in the pay-scales of the City Head Constables. This is because the existing city scales are higher than the mofussil scales by more than the element of compensatory allowance. It seems to us that the existing city scales have been pitched slightly higher than the mofussil scales in view of the more onerous nature of duties performed by the Head Constables in the city of Bombay. In this connection it has been brought to our notice that in 1959 when Government made the services of Police Officers transferable from Bombay to mofussil and *vice-a-versa* Government had prescribed some special rules, *vide* the Bombay Police Officers (Combined Cadre) Condition of Service Order, 1954, providing for a special pay to those officers brought to Bombay city in the

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Similarly, we do not consider that there is any valid reason for differentiating senior' Accountants in the offices of some Superintendents of Police from 'junior' Accountants in the offices of other Superintendents. We have, therefore, brought all these posts on the common scale of Rs. 150—8—190—10—220—E.B.—10—270 which has been recommended for all senior clerks. Here also, as the proposed scale is an improved scale we suggest that the special pay of Rs. 10 drawn by the Senior and Junior Accountants in the offices of the Superintendents of Police be discontinued. For the same reason we also recommend that the special pay of Rs. 20 attached to the posts of Senior and Junior Accountants in the office of the Commandants may also be discontinued.

17. *Senior Stenographer (Confidential Assistant to Deputy Inspector-General)* (Rs. 230—380 C *plus* special pay of Rs. 30) :

The post is filled by promotion of Stenographers. The Department has recommended a higher scale for the post as the Senior Stenographer is attached to the Deputy Inspector-General and has to handle some confidential papers. We, however, consider that as no specially higher qualifications are prescribed for this post, it will be better to bring the post in the standard scale of Stenographers and to attach a special pay to the post in view of the confidential nature of work entrusted to the incumbent. We accordingly recommend a scale of Rs. 180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380 for the post and suggest that the existing special pay of Rs. 30 may continue.

18. *Selection Grade Clerk*-cum-*Stenographer* (Rs. 160—245) :

These posts exist in the offices of some Superintendents only. In the offices of other Superintendents regular posts of Stenographers have been sanctioned. The Selection Grade Clerks-*cum*-Stenographers have represented that they should be given the full scale of Stenographers as admissible to Stenographers in other Districts where posts of Stenographers have been sanctioned. We accept the request made by these Selection Grade Clerks-*cum*-Stenographers and recommend the revised scale of Rs. 180—380 for them.

19. *Shorthand Reporter* : (Rs. 145—275 *plus* special pay of Rs. 20) :

Reporter (Rs. 145—245 C *plus* special pay of Rs. 50) :

These are comparable to Lower Grade Stenographers. We have, therefore, recommended a revised scale of Rs. 180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380, without any special pay. The special pay drawn by the present incumbents may be taken into account for fixation of their initial pay.

20. *Photographer (Modus Operandi Bureau and Anti-Corruption Bureau)* (Rs. 190—270 C *plus* special pay of Rs. 30) :

The post is filled by nomination of a candidate who has passed S. S. C. Examination and has necessary experience. A revised scale of Rs. 200—10—300 without any special pay is recommended for the post. The special pay may be taken into account for fixation of initial pay of the present incumbents.

21. *Assistant Photographer (Modus Operandi Bureau and Anti-Corruption Bureau)* (Rs. 120—165 C *plus* special pay of Rs. 25) :

A revised scale of Rs. 130—4—150—5—170—E.B.—5—200 without any special pay is recommended for the post. Special pay may be taken into account for fixation of initial pay of the present incumbents.

22. *Finger Print Bureau* :

The Finger Print Bureau, which is a wing of the C.I.D., is controlled by the Deputy Inspector-General of Police, C. I. D. The Director, Grade I is in charge of the Bureau. The Bureau has to maintain notes of the persons registered in the Modus Operandi Bureau, persons wanted in connection with crime etc.

23. *Director, Grade I* (Rs. 300—550 *plus* special pay of Rs. 40) :

This is the highest post available in the Organisation for the promotion of non-gazetted staff of the Bureau. The post is filled by promotion from amongst Directors Grade II. The Department has proposed a scale of Rs. 450—25—600, with a special pay of Rs. 50 per month. We consider that revised scale of Rs. 400—20—500—25—650 would be adequate for the post. With the improvement in the pay-scale there will be no justification for the grant of special pay, which we recommend may be discontinued, but be taken into account for fixation of the initial pay of the incumbent.

24. *Director, Grade II* (Rs. 300—350 *plus* special pay of Rs. 30) :

This post is also filled by promotion of the subordinate staff. The scale which has a span of only 6 years is rather short. We recommend a revised scale of Rs. 300—475 without any special pay for the post. The special pay may be taken into account for fixation of the initial pay of the incumbent.

Below the Directors there are two Senior Experts, 10 First Experts, 24 Second Experts, 21 Senior Searchers and 64 Junior Searchers. We have examined whether the pay-scales of any two or more categories of posts could be merged with a view to reducing the number of pay-scales and on the basis of the evidence made available to us we are of the opinion that such amalgamation is feasible only in the case of Junior and Senior Searchers for whom we have recommended a revised scale of Rs. 130—5—150—8—174—E.B.—8—190—10—220. While suggesting this improved scale we have taken into account the limited prospects of promotion available to the members of the staff of the Bureau, who have represented in the matter. We have also recommended improved scales, viz. Rs. 260—10—290—15—410 for the posts of Senior Experts., Rs. 220—10—290—15—320 for the posts of First Experts and Rs. 160—10—250—E.B.—10—300 for those of Second Experts. All these scales are fairly higher than the existing scales. We, therefore, recommend that the special pays, which are now attached to all these posts. should be discontinued. They may, however, be taken into account for fixation of the initial pay of the present incumbents.

25. *Handwriting and Photographic Bureau* :

The Bureau functions under the administrative control of the Deputy Inspector General of Police, C. I. D. The Chief State Examiner of Documents is in charge of the main Bureau at Poona, the branches at Bombay and Nagpur being headed by the State Examiners of Documents. The Bureau gives expert opinion on the questioned documents and attends to identification of handwriting and all photographic requirements at the scenes of accidents, etc.

26 *Chief State Examiner of Documents* (Rs. 270—380 *plus* special pay of Rs. 50) :

State Examiner of Documents (Rs. 270—380 *plus* special pay of Rs. 35) :

Both the posts are on a common scale, but a special pay of Rs. 50 is attached to to the post of Chief Examiner of Documents as against a special pay of Rs. 35 attached to the post of State Examiner of Documents. Since the pay-scale is the same, the posts were presumably intended to carry roughly equal status. The Department considers it necessary to place the two posts on two separate scales as the duties and responsibilities attached to them are different. In view of this, we have suggested two separate scales for the two categories. A revised scale of Rs. 340—20—500 is recommended for the post of Chief State Examiner of Documents and Rs. 300—15—375—20—475 for the post of State Examiner of Documents. The scales proposed for both the categories are considerably higher than the existing scales. In recommending such high scales we have borne in mind the fact that the members of the Bureau have limited prospects of promotion. We, however, recommend that with the improvement in the scales the special pays attached to the two categories of posts should be discontinued. They may, however, be taken into account for fixation of initial pay of the present incumbents.

27. *Assistant Examiner of Documents* (Rs. 285—245) :

The post is filled by direct recruitment of candidates who possess a Second Class B.Sc. degree with Chemistry or Physics as a special subject. Having regard to these qualifications and the nature of duties attached to the post, we recommend a revised scale of Rs. 200—10—300 for it.

28. *Foreman Photographer* (Rs. 145—190 *plus* special pay of Rs. 20 for one post) :

The post is filled either by promotion from amongst Assistant Photographers or by direct appointment from amongst the candidates who are S. S. C. holders and have necessary experience of detailed supervision over a photographic unit. A revised scale of Rs. 150—8—190—10—220—E.B.—10—270 is recommended for the post. We also suggest that the special pay of Rs. 20 drawn by one of the Foreman Photographers may be continued as he supervises the work of the remaining Photographers.

29. *Assistant Photographer* (Rs. 120—145) :

This post is filled by nomination from amongst candidates who are S. S. C. holders and have experience of micro filming and micro photography. A revised scale of Rs. 130—4—150—5—170—E.B.—5—200 is recommended for the post.

30. *Senior Technical Assistant* (Rs. 115—145) :

Appointment to the post is made from amongst candidates who are S. S. C. holders. We accordingly recommend a scale of Rs. 110—4—150—E.B.—5—200 for the post.

31. *Junior Technical Assistant* (Rs. 95—125) :

The post is filled by nomination from amongst candidates who have studied upto the high-school standard. A revised scale of Rs. 100—3—136—4—140 is recommended for the post.

32. *Police Wireless Organisation* :

The organisation is headed by the Superintendent of Police, Wireless, who has a supervisory staff of 3 Deputy Superintendents of Police, 11 Police Inspectors, 23 Police Sub-Inspectors and a large number of technical functionaries. The posts of Deputy Superintendents of Police and of Inspectors are on the scale of pay applicable to corresponding posts on the executive side. We have, therefore, recommended the corresponding revised scales for these posts.

33. *Police Sub-Inspectors* (Rs. 210—380) :

The posts are filled either by promotion from amongst the lower technical personnel or by nomination from among candidates who have passed Intermediate Science Examination with Physics as one of the subjects and have taken a Diploma in Radio Engineering or Electrical Engineering. A revised scale of Rs. 220—10—290—15—320—E.B.—15—410 is recommended for the posts.

34. *Radio Mechanics* (Rs. 195—245) ; *Head Wireless Operator* (Rs. 195—245) :

The post of Radio Mechanic is filled either by promotion or by nomination from amongst candidates who have passed the S. S. C. Examination or have a diploma or certificate in Radio Servicing. The post of Head Radio Operator, on the other hand, is filled by promotion from among Wireless Operators. Having regard to the qualifications prescribed for the post of Radio Mechanics we consider that a revised scale of Rs. 200—10—300 would be adequate. The same scale is recommended for the posts of Head Wireless Operator also.

35. *Wireless Operator* Rs. 125—145 :

The posts are filled by appointment of Policemen, who have specifically undergone training in Wireless Telegraphy in the Police Wireless Training Centre, Poona. We understand that the revised scale of corresponding posts under the Government of India is Rs. 125—155. We, therefore, consider that the revised scale proposed by the Department viz. Rs. 150—250 is on the high side. We recommend a scale of Rs. 125—4—165 for the post. The class pay at present drawn by the Operators may be continued.

36. *Police Motor Transport* :

This organisation looks after the fleet of motor vehicles belonging to the Department. The organisation is headed by the Superintendent of Police, who is assisted by a Deputy Superintendent, 6 Inspectors, 30 Sub-Inspectors and a large other technical staff. The posts of Deputy Superintendent, Police Inspectors and Police Sub-Inspecors are on the scales prescribed for corresponding posts on the executive side. We recommend that this ararngement may continue. The Drivers working in the Organisation in Greater Bombay as well as in the mofussil hold the ranks of Police Jamadars, Head Constables or Police Constables, and draw in addition to the grade pay of the rank, special pay ranging from Rs. 15 to Rs. 40. We recommend that this arrangment may be continued. For other technical staff and launch staff we have recommended revised scales taking into account the qualifications prescribed for the posts and revised scales recommended by us for similar posts in other Departments.

37. *Special pays* :

The Police Department accounts for the largest number of cases of special pays This is because in a large number of cases executive staff is appointed to posts carrying specialised or technical duties and given special pay in addition to the grade pay to bring their emoluments in line with those admissible for holders of corresponding posts in other Departments. In the preceeding paragraphs we have dealt with some of these special pays. Our recommendations in regard to the remaining cases are as follows.

38. We recommend that the special pays sanctioned in the following cases be continued as the conditions laid down for the grant of special pays may be said to have been satisfied in their cases :—

Designation.	No. of posts.	Amount of Special pay.	Reasons for the grant of special pay.
1	2	3	4
		Rs.	
(1) *Criminal Investigation Department* :—			
Deputy Superintendent of Police ..	12	100	In view of arduous, onerous and highly confidential nature of duties.
Inspector of Police	38	75	
Police Sub-Inspector	419	45	
Head Constables/Constables	189	15	
(2) *State Reserve Police Force* :—			
Commandants	5	200	In view of arduous and exacting duties.
Adjutant Commandant/Adjutants ..	16	50	
Batallion Commandant	27	20	
Company Commandants	83	20	
Platoon Commandants/Head Constables ..	1,190	10	

Designation.	No. of posts.	Amount of Special pay.	Reasons for the grant of special pay
1	2	3	4
		Rs.	
(3) *Police Training College, Nasik and Regional Police Training Schools :—*			
Vice Principal, (Deputy Superintendent of Police), Police Training College, Nasik.	1	75	Has to supervise the working of College in addition to teaching duties.
Principals, Regional Police Training Schools. (Deputy Superintendent of Police).	3	75	Strenuous nature of work.
Police Inspector, Police Training College ..	5	50	Do.
Medical Officer, Police Training College ..	1	60	Has to teach Medical Jurisprudence and First Aid in addition to his work as Medical Officer.
Vice Principal (Inspectors of Police) Regional Police Training Schools.	3	35	Has to supervise the working of the institute in addition to teaching duties which are strenuous.
Police Sub-Inspector, Police Training College	1	30	
Police Prosecutor, Police Training College ..	5	50	
Police Prosecutor, Regional Training Schools	10	35	
Law Instructor (Sub-Inspectors), Regional Police Training Schools.	9	20	
Head Drill Instructor (Sub-Inspectors), Regional Police Training Schools.	3	20	
Drill Instructor (Head Constables), Regional Police Training Schools.	31	10	
Assistant Drill Instructor Armourers and Farrier Major (Armed Head Constables).	10	7	
(4) *Motor Transport :—*			
Launch Maintenance Officer (Police Inspector)	1	50	In view of special Technical nature of work.
Police Inspector (State Reserve Police Groups)	5	30	
Head Constable and Constable Driver ..	889	15	
(5) *Wireless Organisation :—*			
Wireless Operator and Radio Mechanics ..	352	15 to 40	For maintaining efficiency by passing the prescribed examinations.
Deputy Superintendent of Police ..	3	90	In view of extensive charge.
Reader to Deputy Inspector General ..	4	30	In view of responsible and specially arduous nature of duties.
(6) *C.I.D. Bombay City :—*			
Assistant Commissioner of Police ..	7	75	In view of arduous, onerous and highly confidential nature of duties. Please also *see* our remarks in paragraph 39(xii) in this connection.
Police Inspectors	35	50	
Police Sub-Inspectors	340	30	
Police Jamadar	6	10	
Police Head Constable	401	7	
Police Constable	889	3	

Designation.	No. of posts.	Amount of Special pay.	Reasons for the grant of special pay.
1	2	3	4
		Rs.	
(7) *Dogs Units* :—			
Police Inspector	1	30	In view of specialised nature of duties.
Police Sub-Inspector	2	15	
Head Constable	6	8	
Constable	4	10	
Constable	2	5	For guarding Kennels, (as Kennel Allowance).
Sweeper	1	5	For Additional work (as Kennel Allowance)
(8) *Traffic Duty (Greater Bombay)* :—			
Police Jamadar	6	5	In view of arduous nature of duties.
Head Constable	9	3.50	
Constable	580	2	
(9) *Writers' Allowance (Greater Bombay)* :—			
Head Constable	401	15	For clerical duties.
Constable	302	10	
(10) *Writer's Allowance (Districts and State Reserve Police Force)* :—			
Writer Head Constable	1,205	10	For clerical duties.
Writer Constable	779	5	
(11) *Protection Branch Allowance—(Greater Bombay and State C.I.D.)* :—			
Head Constable	22	8	In view of secret and onerous duties.
Constable	49	7	
(12) *Chief Operators Allowance* :—			
Head Constable	25	10	In view of specialised nature of work.
Constable	39	5	
(13) *Armourers' Allowance* :—			
Head Constable	59	10	For performing duties of a technical nature.
Constable	99	5	
(14) *Duty Allowance for Telephone Operators* :—			
Head Constable	2	10	For working as Telephone Operator.
Constable	5	5	
(15) *Detective Staff Allowance (On Railways)*:—			
Sub-Inspector	3	20	In view of special type of work to be done on Railways.
Head Constable	9	5	
Constable	14	3	

Designation.	No. of posts.	Amount of Special pay.	Reasons for the grant of special pay.
1	2	3	4
		Rs.	
(16) *Miscellaneous :—*			
Head of Special Branch (Inspector General of Police's Office).	1	30	For dealing with top-secret and confidential nature of work.
Senior Grade Clerk (Inspector General of of Police's Office).	2	20	
Junior Grade Clerk (Inspector General of Police's Office).	3	15	
Stenographaer (Inspector General of Police's Office and C.I.D.).	4	20	
Senior Stenographer (C.I.D.)	1	30	
Storekeeper (Head Constable)	46	10	Higher responsibilities involved and maintaining stores and their accounts.
Assistant Store Keeper (Police Constable) ..	37	7	
Head clerk to the Commandant ..	7	20	In view of arduous nature of duties.
Sub-Inspector (Local Intelligence Bureau) ..	25	10	In view of special nature of work.
Head Constable (Local Intelligence Bureau)	349	5	
Constable (Local Intelligence Bureau) ..	201	3	
Cashier (in Inspector General of Police's office, District State Reserve Police Force, and Bombay City).	96	15 to 35	For handling cash.
Selection Grade Clerk who has completed training in pension matters.	2	15	For specialised nature of work.
Head Constable	24	10	For preparing copies of all the documents which are to be supplied to the accused.
Constable	206	5	
Police Inspector Arms and Ammunition, Inspection Branch.	1	20	For inspection Arms, and cycles which is an arduous and responsible type of work.
Head Typist (Inspector General of Police's Office).	1	20	For supervising the work of typists.
Constable (Buglers)	30	2	For performing stiff duties (as Bugler Allowance).
Constable	2	2	For roneo work.
Daftry	1	2	
Constable typist	64	10	For doing copying work.
Selection Grade Police Prosecutor (Bombay)	1	80	For looking after investigation of important cases in addition to his normal duties.
Electrician, Bombay	6	15 to 40	For maintaining efficiency by passing prescribed examinations.
Police Jamadar Driver, Head Constable Driver, Police Constable Driver.	351	20 to 40	For driving vehicles.
Technician (Head Constable)	42	20 to 45	For proficiency and technical duties.
(17) *Special pay under Combined Cadre Order :—*			
Assistant Commissioner of Police ..	21	60	In view of specially arduous nature of duties in the City.
Police Inspector	63	50	
Police Sub-Inspector	388	50	

39. The Department has proposed that the rates of special pays now admissible in some cases should be increased taking into account the increase in responsibilities of the posts etc. It has also proposed to grant special pays where no special pays are admissible now. Our recommendations on these proposals are as follows:—

(i) We do not accept the proposal to enhance the rates of special pays admissible to the teaching staff at the Police Training College, Nasik and Regional Police Training Schools. The main reason given for increase in the special pay is that the responsibilities of the staff have increased after the rates of special pays were fixed. We, however, do not consider that increase in work in cases of this type should be taken as an argument for enhancement of special pays. In our opinion the teaching duties entrusted to these officers are in no way of a higher order than those of the executive officers performing their normal duties in the Department, though the grant of special pay can be justified on the ground that some incentive is necessary to attract officers of required caliber and aptitude. Therefore, while agreeing to recommend the continuance of the special pays in these cases, we are unable to support the suggestion for an increase in the existing rates.

(ii) We are unable to express an opinion on the proposal to increase the rate of special pay admissible to the Police Inspectors in the State Reserve Police Force Group, from Rs. 30 to Rs. 50. The reason given for raising the rate of special pay viz. 'highly specialised and technical nature of duties' is of a general character and would not justify the proposal. We suggest that the question may be examined by Government after obtaining further justification.

(iii) We accept the proposal to increase the rate of special pay admissible to Head Constable and the Constable Drivers in the Motor Transport Section of the Department from Rs. 15 to Rs. 20 as the emoluments admissible to Drivers in other Departments are fairly high.

(iv) We accept the proposal of the Department to increase the special pays admissible to the three Deputy Superintendents of Police on Railways from Rs. 90 to Rs. 100 as the jurisdiction of these officers is reported to have been increased since the rate was fixed.

(v) *Writers' Allowance* :

Head constables and Police Constables who are doing writers' duties are in receipt of special pays. At present two rates of special pays are in force, one for the Writers in the Districts and State Reserve Police Force and other for Writers in the Bombay Police Force. The Writer Head Constables and Writer Constables in the former cases are in receipt of special pay of Rs. 10 and Rs. 5 respectively against the special pays of Rs. 15 and Rs. 10 admissible to Head Constables and Constables in the Bombay City. The department has proposed uniform rates in both the cases, viz. Rs. 20 in the case of Head Constable Writers and Rs. 10 in the case of Constable Writers. We accept the suggestion for uniformity but do not consider that there is any need to increase the special pay admissible the Head Constables in the Bombay City from Rs. 15 to Rs. 20. We recommend uniform rates viz. Rs. 10 for Writer Constables and Rs. 15 for Head Constables in all cases.

(vi) *Chief Operators' Alowance* :

The proposal to increase the special pay now admissible to Head Constables and Police Constables from Rs. 10 and Rs. 5 respectively to Rs. 15 and Rs. 10 is not acceptable to us as the reason given in support of the proposal viz. "increase in volume of work" is of a general nature. Government may if they consider necessary obtain further justification and examine the proposal in the light of such justification.

(vii) Similarly, the proposal to raise the rates of special pay admissible to Head Constables and Constables for the additional work arising out of amendment to Criminal Procedure Code which is also being justified on the ground of "increase in work consequent to increase in crime" needs to be examined further after obtaining further details.

(viii) *Armourers' Allowance* :

Fifty-nine Head Constables and ninety-nine Police Constables are in receipt of special pay at the rate of Rs. 10 and Rs. 5 respectively for performing duties of "technical nature". It is proposed to increase the rate to Rs. 25 and Rs. 15 respectively. It is stated that the Sub-Committee appointed by the Inspector-Generals of Police Conference had recommended among other things, raising of special pay to attract better type of personnel in this line. We accept the suggestion for raising the rates and recommend revised rates of Rs. 15 and Rs. 10 respectively for the Head Constables and Constables.

(ix) We accept the proposal for enhancement of special pay from Rs. 20 to Rs. 40 admissible to the Police Inspector Arms and Ammunition Inspection Branch as the existing rate is on the low side. We also accept the proposal to grant special pay of Rs. 30 to the Police Sub-Inspector Armourer, Greater Bombay whose duties are similar to those of the Police Inspector, Arms and Ammunition Inspection Branch.

(x) We do not accept the proposal to raise the rate of special pay admissible to Head Typist in the Inspector General of Police's Office from Rs. 20 to Rs. 30 as we are not convinced of the need to increase the rate particularly having regard to the fact that no such arrangments exists in any of the subordinate offices of Government.

(xi) We accept the proposal to increase the rate of special pay admissible to Constables who are required to maintain proficiency in driving to be available for emergency duty as Drivers, from Rs. 2 to Rs. 5 as we feel that existing rate is too meager.

(xii) We accept the proposal made by the Department to bring the rates of special pays admissible to C. I. D. personnel in the Bombay City in line with those of the officers of the corresponding rank in the State C. I. D.

(xiii) On the analogy of the special pay admissible to officers at the Regional Police Training Schools and Police Training College, Nasik, we accept the proposal to sanction special pays at the following rates to the officers of the Traffic Institute for Police Officers, viz:—

Assistant Commissioner of Police	...	...	...	Rs. 75
Police Prosecutor	...	...	...	Rs. 40
Police Inspector	...	...	...	Rs. 40
Police Sub-Inspector	...	...	...	Rs. 25

We also accept the proposal to grant special pay to officers and constabulary staff attached to the Research Bureau in the State Traffic Branch, Bombay on the ground that duties which are required to be performed by the staff of the Bureau are of an arduous nature involving thorough knowledge of Motor Vehicles Act and the Rules, etc. We recommend the following rates of special pays in this case:—

Police Inspector	...	...	...	Rs. 40
Police Sub-Inspector	...	...	...	Rs. 25
Police Head Constable	...	...	...	Rs. 15
Police Constables	...	...	...	Rs. 10

(xiv) We are unable to support the proposal made by the Department for the grant of special pay of Rs. 20 to Police Sub-Inspectors who function as Reader Police Sub-Inspectors to the District Superintendents of Police and Sub-Divisional Police Officers, as in our opinion, the clerical work viz. preparation of periodical returns and compilation of statistical data, etc. entrusted to these officers is not such as would justify grant of a special pay.

(xv) We are unable to recommend the proposal for the grant of special pay to the Deputy Superintendents of Police and Police Inspectors serving in the District Special Branches, as the details furnished to us are not adequate to bring out the extent of arduous nature of their duties compared with those of officers performing normal duties. Similarly, we are also unable to express an opinion on the proposal for the grant of special pay to the staff of the Local Crime Branches in the district. We recommend that further details about the duties and responsibilities of the officers may be obtained and case for grant of special pay be considered by Government in the light of general recommendations made by us in the chapter on 'Special Pays'.

(xvi) We recommend the proposal for the grant of special pays to the Commissioners and Deputy Commissioners of Police at Poona and Nagpur in view of the comparatively heavier responsibilities devolved on these officers consequent on the formation of the Commissarates in the two cities. The rates of special pays may be Rs. 150 in the case of Commissioners and Rs. 100 in the case of Deputy Commissioner.

40. In the above paragraphs we have expressed our opinion on the basis of the material furnished to us by the Inspector-General of Police and the Home Department. We do not, however, wish to suggest that our opinions should be binding in these cases as the information on which they are based is not quite adequate to draw objective conclusions. We, therefore, suggest that before our recommendations in these cases are finally accepted, Government may re-examine the proposals in the light of the observations and take such decisions as they may deem fit having regard to the full facts of the case.

SCHEDULE

POLICE DEPARTMENT

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Superintendent of Police, Wireless, Poona.	1	900—50—1,300—E.B.—60—1,600	1,600—100—1,800	
2	Superintendent of Police (Motor Transport), Poona.	1	900—50—1,300—E.B.—60—1,600	1,100—50—1,300—60—1,600	
3	Deputy Superintendent of Police, Assistant Commissioner of Police, Assistant Commandant Adjutant.	127	300—300—350—20—470—20—550—E.B.—20—820 (Promoted officers to start on Rs. 470) Spl. pays Rs. 100 for 12. Rs. 75 for 11, Rs. 60 for 21, Rs. 50 for 16 posts	375—25—550—30—640—E.B.—30—850 (Fixed pay of Rs. 350 during the period of probation) (Promotees to start on Rs. 475)	
4	Police Inspector ..	377	420—13—550 (C) ..	350—15—440—20—500	
			325—10—425	350—15—440—20—500	
			450 (for 8 %)	350—15—440—20—500	
			475 (for 7 %)	350—15—440—20—500	
5	Police Inspector (Foreman) in Motor Transport.	1	375 (fixed)	350—15—440—20—500	
6	Chief Police Prosecutor.	1	800—45—980—50—1,080 (C) ..	740—45—1,055	
7	Legal Adviser to the Inspector General of Police.	1	590—25—790	600—25—650—30—800	
8	Selection Grade Police Prosecutor.	5	730—25—930 (C) .. Special pay of Rs. 80	700—30—820—40—900 Special pay to one post at Rs. 80 to continue	
		10	590—25—690	600—25—650—30—800	
9	Police Prosecutor (Greater Bombay).	32	400—15—520—E.B.—15—550—20—670—E.B.—20—750—25—800 (C)	340—20—500—E.B.—25—650—30—710	
10	Deputy Assistant to the Inspector General of Police.	3	540—25—665 (C) ..	500—25—650—30—800	
11	Office Superintendent to the Inspector General of Police.	3	400—20—540—25—615 (C) ..	420—20—500—25—600	
	Non-Gazetted				
12	Deputy Inspector of Police.	41	390 (C)	170—190—10—300 (Rs. 170 during the period of probation)	
13	Selection Grade Sub-Inspector.		320—10—340 (C) ..		

Police Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
14	Sub-Inspector of Police.	2,694	235—5—310 (C)	170—190—10—300 (Rs. 170 during the period of probation)	
			155—175—6—205—8—221—E.B.—8—245—10—275.	170—190—10—300 (Rs. 170 during the period of probation)	
15	Assistant Sub-Inspector.	9	145—5—180 (C)	150—5—170—6—200	
			150—5—190	150—5—170—6—200	
16	Head Constable (Greater Bombay)—Grade I (Jamadar)		175 (C)	*Grade I*—(130—4—150 Special pay of Rs. 20	
	Grade II (Jamadar)		135—4—151 (C)	*Grade I*—130—4—150 Special pay of Rs. 20	
	Grade III ..		110—2—126 (C)	*Grade II*—110—3—125 Special pay of Rs. 10	
17	Head Constable (District) Grade I.	13,313	125	*Grade I*—130—4—150	
	Grade II ..		100—2—116	*Grade II*—110—3—125	
	Grade III ..		100—2—116	*Grade II*—110—3—125	
18	Head Constable (State Reserve Police Force) Grade II.		120	*Grade I*—130—4—150	
	Grade III ..		100—2—116	*Grade II*—110—3—125	
	Grade IV ..		100—2—116	*Grade II*—110—3—125	
19	Constable ..	13,565	95—1—105 (C)	85—2—101—E.B.—2—107—3—110 Special pay of Rs. 10	
		37,319	75—1—85	85—2—101—E.B.—2—107—3—110	
20	Police Prosecutor ..	264	270—15—390—E.B.—15—450—20—490—25—590.	300—20—460—E.B.—20—500—25—600	
21	Senior Office Superintendent, Office of the Commissioner of Police, Bombay.	1	450—25—500—30—620 (C) ..	420—20—500—25—600	

Police Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
22	Office Superintendent to the Commissioner of Police, Bombay.	1	350—20—530 (C)	300—15—375—20—475	
23	Superintendent / First Clerk, Office of the Commissioner of Police, Bombay.	2	300—15—390 (C) ..	260—10—290—15—410	
24	Accountant, Office of the Commissioner of Police, Bombay.	1	300—15—390 (C) ..	260—10—290—15—410	
25	Head Clerk to the Inspector General of Police.	1	300—10—350—15—380 (C) ..	260—10—290—15—410	
26	Office Superintendent to Deputy Inspector General.	8	300—10—350—15—380 (C) ..	260—10—290—15—410	
			270—10—350	260—10—290—15—410	
27	Office Superintendent to the Superintendent of Police.	2	270—10—350	260—10—290—15—410	
28	Cashier, Office of the Commissioner of Police, Bombay.	1	220—10—300 (C) .. Special pay of Rs. 40	200—10—290—15—320 Special pay to continue.	
29	Deputy Accountant, Office of the Commissioner of Police, Bombay.	2	220—10—300 (C) .. Special pay of Rs. 30	200—10—290—15—320 Special pay to continue.	
30	Head Clerk, Office of the Commissioner of Police, Bombay.	32	220—10—300 (C) .. Special pay of Rs. 30 for 1 post, of Rs. 25 for 1 post and Rs. 18 for two posts.	200—10—290—15—320 Special pays to continue.	
31	Head of Branch in Inspector General's Office.	22	230—10—330 (C) .. Special pay of Rs. 30 for top Secret, Secret and Confidential work for 1 post	200—10—290—15—320 Special pay of Rs. 30 drawn by Head of Special Branch in the Inspector General of Police's Office to be continued	
32	Head Clerk, Office of the Commandant and Deputy Inspector General.		200—10—300 .. .. Special pay of Rs. 20 for 7 posts.	200—10—290—15—320 Special pay of Rs. 20 to Head Clerk of the Commandant to be continued	
33	Junior Head of Branch, Inspector General's Office. Accountant, Crime Investigation Department.	3	230—10—280 (C) ..	200—10—290—15—320	
34	Head Clerk, Physical Training College, Nasik.	1	195—10—245	200—10—290—15—320	

Police Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
	Non-Gazetted—contd.				
46	Assistant Cashier ..	2	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay of Rs. 20	110—4—150—E.B.—5—200 Special pay to continue.	
47	Senior Stenographer (Confidential Assistant to Deputy Inspector General)	1	230—10—310—E.B.—10—350—15—380 (C) Special pay of Rs. 30 per month	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380 Special pay to continue.	
48	Stenographer ..	12	200—8—280—E.B.—8—320—10—350 (C) Special pay of Rs. 20 for 4 posts	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380 Special pay for 4 posts to continue.	
		4	160—6—190—8—230—E.B.—10—320—15—350	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
49	Selection Grade Clerk-*cum*-Stenographer.	22	160—8—200—9—245 ..	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
50	Shorthand Reporter (C.I.D.).	15	145—5—170—6—200—E.B.—6—230—9—275 Special pay of Rs. 20 per month	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380 Special pay drawn by Shorthand Reporter and Reporter to be discontinued but to be taken into account for pay fixation.	
51	Reporter ..	10	145—5—165—8—189—E.B.—8—245 (C) Special pay of Rs. 50 per month	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380 Special pay drawn by Shorthand Reporter and Reporter to be discontinued but to be taken into account for pay fixation.	
52	Photographer (Modus Operandi Bureau and Anti-Corruption Bureau, Greater Bombay).	5	190—10—270 (C) Special pay of Rs. 30 for 2 posts	200—10—300 Special pay to be discontinued but to be taken into account for pay fixation.	
53	Assistant Photographer (Modus Operandi Bureau and Anti Corruption Bureau, Greater Bombay.)	2	120—4—144—E.B.—4—160—5—185 (C) Special pay of Rs. 25 per month	135—5—170—6—200 Special pay to be discontinued but to be taken into account for pay fixation.	
54	Head Master ..	1	100—3—130—E.B.—4—146 ..	110—3—128—4—144—E.B.—4—180	
55	Assistant Master ..	6	85—2—105—E.B.—3—135 ..	90—2—100—3—115—E.B.—3—136—4—140	

Police Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	FINGER PRINT BUREAU		Rs.	Rs.	
	Gazetted				
56	Director, Finger Print Bureau, Grade I.	1	300—350—20—450—E.B.—20—550 Special pay Rs. 40 per month	400—20—500—25—650 Special pay to be discontinued	* The special pay which is recommended to be discontinued is to be taken into consideration at the time of fixation of initial pay of the present incumbents.
	Non-Gazetted				
57	Director, Finger Print Bureau, Grade II.	2	300—10—350 .. Special pay Rs. 30	300—15—375—20—475 *Special pay to be discontinued	
58	Senior Expert ..	2	260—10—300 .. .. Special pay Rs. 25	260—10—290—15—410 *Special pay to be discontinued	
59	First Expert ..	10	195—10—245 .. .. Special pay Rs. 15	220—10—290—15—320 *Special pay to be discontinued	
60	Second Expert ..	24	145—8—185—10—215 .. Special pay Rs. 10	160—10—250—E.B.—10—300 *Special pay to be discontinued	
61	Senior Searcher ..	21	145—8—185	130—5—150—8—174—E.B.—8—190—10—220	
62	Junior Searcher ..	64	115—3—130—4—150—E.B.—4—170	130—5—150—8—174—E.B.—8—190—10—220	
	HANDWRITING AND PHOTOGRAPHIC, BUREAU				
63	Chief State Examiner of Documents.	1	270—10—350—15—380 .. Special pay of Rs. 50 per month	340—20—500 *Special pay to be discontinued	
64	State Examiner of Documents.	2	270—10—360—15—380 .. Special pay of Rs. 35 per month	300—15—375—20—475 *Special pay to be discontinued	
65	Assistant State Examiner of Documents.	3	185—6—245	200—10—300	
66	Foreman Photographer.	4	145—5—190 .. .. Special pay of Rs. 20 for 1 post	150—8—190—10—220—E.B.—10—270 Special pay to be continued	
67	Assistant Photographer.	4	120—5—145	135—5—170—6—200	
68	Senior Technical Assistant.	4	115—3—145	110—4—150—E.B.—5—200	
69	Junior Technical Assistant.	4	95—2—115—E.B.—2—125 ..	100—3—136—4—140	

Police Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
	WIRELESS ORGANISATION				
	Gazetted				
70	Deputy Superintendent of Police, Wireless.	3	300—300—350—20—470—20—550—E.B.—30—820	375—25—550—30—640—E.B.—30—850 (Fixed pay of Rs. 350 during the period of probation)	
71	Police Inspector Wireless.	11	310—10—360—E.B.—15—450	320—15—440—20—500	
	Non-Gazetted				
72	Police Sub-Inspector, Wireless.	23	210—10—300—E.B.—10—380	220—10—290—15—320—E.B.—15—410	
73	Radio Mechanics ..	53	195—5—245 .. .. (Class pay Ranging from Rs. 15 to Rs. 40)	200—10—300 (Proficiency pay at Rs. 20 per month (Class pay to continue)	
74	Head Wireless Operator	56	195—5—245	200—10—300	
75	Electrician ..	29	145—5—160 .. .. (Ranging from Rs. 15 to Rs. 40 for 6 posts)	155—5—170—6—200 Class pay to continue	
76	Wireless Operator ..	533	125—5—145 .. .. (Class pay Ranging from Rs. 10 to Rs. 40)	125—4—165 (Class pay to continue)	
77	Draftsman ..	1	155—10—225	150—8—190—10—220—E.B.—10—270	
78	Store Keeper ..	1	145—8—185	150—8—190—10—220—E.B.—10—270	
79	Workshop Assistant	2	150—5—175—6—205 ..	155—5—170—6—200—8—240	
80	Fitter ..	1	120—3—150	125—4—165	
81	Carpenter, Tinsmith, Painter, Packer etc.	4	80—2—100—E.B.—3—115 ..	90—2—100—3—115—E.B.—3—130	
	MOTOR TRANSPORT				
	Gazetted				
82	Deputy Superintendent of Police, Motor Transport.	1	300—300—350—20—470—20—550—E.B.—30—820	375—25—550—30—640—E.B.—30—850 (Fixed pay of Rs. 350 during the period of probation)	
83	Police Inspector, Motor Transport.	6	325—10—425	350—15—440—20—500	

Police Department—contd.

Serial No.	Designation	No. of posts.	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
98	Motor Launch Driver (Greater Bombay) Grade II (Jamadar).		120—4—144—E.B.—4—160—5—165 (C)	125—4—165	
99	Assistant Launch Driver.	5	120—3—150	125—4—165	
100	Tandel and Sarang.	4	115—3—130	110—3—128—4—140	
101	Head Constable Tandel (Greater Bombay).	16	110—2—126 (C)	Grade pay of the rank.	
102	Dinghy Driver, D. C. Dinghy Driver.	6	95—1—105 (C)	(*i*) Grade pay of the rank.	
			105—3—132	(*ii*) 110—3—128—4—140	
103	Khalasis and Laskars.	6	75—1—85	(*i*) Grade pay of the rank if drawn from the ranks.	
		159	95—1—105 (C)	(*ii*) 80—2—100—E.B.—2—110 (For others)	
	CLASS IV				
104	Head Cook ..	30	80—2—100	90—2—110	
105	Dresser ..		75—2—95—E.B.—2—105 (For trained men) ..	80—2—100—E.B.—3—115 (For trained men)	
			70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B—2—100 (For untrained)	
106	Daftary ..	2	77—2—97—E.B.—2—107 (C).	80—2—100—E.B.—2—110	
		9	70—1—80—E.B.—2—100 ..	80—2—100—E.B.—2—110	
107	Naik	3	77—1—87—E.B.—1—92 ..	80—2—100	
		7	70—1—80—E.B.—1—85 ..	80—2—100	
108	Tailor ..	22	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
109	Mochi ..	21	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
110	Assistant Cook ..	87	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
111	Nursing Orderly ..	8	65—1—75	70—1—80—E.B.—2—90	
112	Syce ..	2	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
113	Mali	1	72—1—82—E.B.—1—92 (C) ..	70—1—80—E.B.—2—100	
		1	35—1—75—E.B.—1—85 ..	70—1—80—E.B.—2—100	

[illegible]

[illegible]

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

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CHAPTER 76

PROHIBITION AND EXCISE DEPARTMENT

The department is responsible for the administration of Excise and Prohibition Laws of the State. It also co-operates with the Police Department in the prevention and detection of prohibition crimes and also carries out propaganda on prohibition. The Director, who is the head of the Department, is assisted by two Deputy Directors, who are Class I Officers.

2. Designations of the various posts in the Department their existing pay scales and the revised scales recommended by us for those posts are indicated in the appended schedule. Considerations underlying our recommendations in regard to the pay scales of some categories of posts are discussed below.

3. *Director* :

The post is held by an Indian Administrative Service officer. Hence no separate scale is recommended for the post.

4. *Superintendent of Prohibition and Excise (Class I)* (Rs. 350—1,100) :

The posts are filled by promotion from among the Superintendents of Prohibition and Excise, Class II. The posts are on the standard Class I scale and we have recommended corresponding Class I scale for them.

5. *Prohibition Liaison Officer* (Rs. 350—1,100) :

This post is filled by (i) promotion of a suitable Officer in Class II service of the Prohibition and Excise Department, (ii) by transfer of a suitable officer in Class I of the Prohibition and Excise Department, or of any other department, or (iii) by nomination from among candidates possessing at least a Second Class degree in Arts, Science, Commerce, etc. This post also is in the Standard Class I scale and we recommend that it may be continued on the revised Class I scale.

6. *Chief Accounts Officer* (Rs. 400—865 C *Plus* Spl. pay of Rs. 75) :

The post is filled either by promotion from among the officers belonging to the Maharashtra Finance and Accounts Service Class II or by transfer of a suitable Superintendent from Sectt. or by deputation of a suitable officer from the Indian Audit and Accounts Department or by nomination from among the candidates who are Chartered or Associate Chartered or Incorporated or Registered Accountants or possess a degree in Arts, Science, Commerce, etc. of a recognised University. A special pay of Rs. 75 has been attached to the post, for carrying out the additional duties in connection with the assessment of duty under the Medicinal and Toilet preparations (Excise Duties) Amendment Act, 1961. The post was initially included in the Maharashtra Finance and Accounts Service Class I (Jr.) but we understand that the same has, now, been excluded from that service. However, having regard to the responsibilities attached to the post we consider that a revised scale of Rs. 410—30—650—E.B.—45—965 (fixed pay of Rs. 380 during the period of probation) would be appropriate for the post. With the improvement of the scale we do not consider that it is necessary to continue the existing special pay of Rs. 75 in addition to the revised scale. We, therefore, recommend that the special pay be discontinued but be taken into account for fixation of initial pay of the incumbent.

7. *Assistant Director of Prohibition and Excise* (Rs. 325—670 C, Rs. 250—715) :

The recruitment rule for the post provides for the post being filled either by promotion of an office Superintendent in the Prohibition and Excise Department or, in special circumstances, by the transfer of a Superintendent of Prohibition and Excise (Class II). The two scales prescribed for the post viz. one city scale and the other mofussil scale are meant for the two types of appointments provided for in the recruitment rules, the former scale viz. Rs. 325—670 (C) being admissible to those promoted from

the cadre of office Superintendents and the latter scale (viz. Rs. 250—715) being admissible to Assistant Directors appointed from the cadre of Superintendent of P. and E. Department (Class II). We do not consider that it is a happy arrangement to have two scales for one and the same post. Having regard to the duties of the post we consider that the post should be brought on the regular Class II scale. A revised scale of Rs. 300—20—460—E.B.—20—500—25—650—E.B.—30—800 (fixed pay of Rs. 280 during the period of probation) is accordingly recommended for the post.

8. *Superintendent of Prohibition and Excise (Class II)* (Rs. 250—715) :

The post is filled either by promotion from among District Inspectors and Inspectors of Prohibition and Excise or by nomination of candidates recruited on the basis of the results of the competitive examination held by the Public Service Commission for the posts of Probationary Deputy Collectors, Mamlatdars etc. The posts are in the Standard Class II scale and we recommend that they be continued on the revised Class II scale.

9. *Accounts Officer* (Rs. 250—715) :

The post has been included in the Maharashtra Finance and Accounts Service Class II. We have, therefore, recommended the revised scale as in that service.

10. *Prohibition Propaganda Relations Officer* (Rs. 400—550) :

This is a post on an ad-hoc scale and we understand that the post has been held in abeyance. The recruitment rule for the post provides for nomination of a person who has passed S. S. C. Examination and possesses good experience of social work and capacity to carry prohibition propaganda in the city. In our opinion this scale is rather on a high side compared with the prescribed qualifications. As stated above the post has been held in abeyance. We, therefore, suggest that in future this post be included in the cadre of District Inspectors of Prohibition and Excise if it becomes necessary to revive the post.

11. *District Inspector of Prohibition and Excise* (Rs. 270—350) :

The post is filled by promotion from among the Inspectors of Prohibition and Excise. A revised scale of Rs. 275—15—410 is recommended for the post.

12. *Inspector of Prohibition and Excise* (Rs. 205—295) :

The post is filled by promotion of Sub-Inspectors of Prohibition and Excise. A revised scale of Rs. 220—10—290—15—320 is recommended for the post.

13. *Prohibition Propaganda Officer* (Rs. 200—280) :

The posts are filled by nomination from among persons who have passed S. S. C. Examination and have good knowledge and command over the regional languages of the District, and have good hold over masses. A revised scale of Rs. 200—10—300 is recommended for the posts.

14. *Sub-Inspector of Prohibition and Excise* (Rs. 130—245) :

The posts are filled either by promotion from the clerical and constabulary establishment of the Department or by nomination from among candidates who have passed Intermediate Examination or possess equivalent qualifications. A revised scale of Rs. 135—5—170—6—188—E.B.—6—200—8—240—10—270 is recommended for the post.

15. *Petty Officer* (Rs. 100—139 C, Rs. 80—115) :

Prior to the general revision of 1962 the posts carried three different scales in the city and 4 scales in the mofussil. In the general revision all these grades were merged into two scales one for the post in the city and the other for corresponding posts in the mofussil. The posts are generally filled by promotion from among the constables. A common revised scale of Rs. 90—2—100—3—115—E.B.—3—130 is recommended for the posts.

16. *Constables* (Rs. 77—92 C, Rs. 70—85) :

The posts are filled by nomination from among candidates who have passed at least sixth standard examination of an approved primary school. Though they are designated Constables, their duties are not comparable to Police Constables. A revised scale of Rs. 75—1—80—2—90—E.B.—2—100 is recommended for the post.

17. *Head Typist* (Rs. 165—275 C) :

In other offices Head Typists are generally on the scale of Junior Clerks. Only in some cases they are given a special pay. We are unable to see any special reason for departing from the normal practice in the present case. We, therefore, recommend a scale of Typist for the post. We also recommend that a special pay of Rs. 20 may be attached to the post.

18. *Special Pays* :

The special pay attached to the post of Chief Accounts Officer has been dealt with while considering the revised scale for the post. The following are other posts which carry special pays for the reasons mentioned against them :—

Designation.	Amount of Special Pay	Reasons for the grant of special pay.
Superintendent of Prohibition and Excise, Class I, when appointed to hold the post of Deputy Director, Prohibition and Excise.	Rs. 150	Responsibilities attached to the post of Deputy Director are considered to be much heavier than those attached to the post of Superintendent of Prohibition and Excise.
Assistant Director, Prohibition and Excise and Ex-Officio Secretary, Maharashtra State Prohibition Board.	Rs. 50	For handling legal problems of the Department and attending to the duties as Secretary, State Prohibition Board and in view of heavy increase in duties and responsibilities on account of the closure of Nasik Distillery.
Office Superintendent ...	Rs. 20	For maintenance of confidential records and attending to other confidential work.

The special pays sanctioned in the case of Deputy Director and Assistant Director are in view of some additional work or higher responsibilities. They may therefore be continued. We are, however, unable to recommend the continuance of the special pay santioned for the Office Superintendent for the maintenance of confidential records and attending to other confidential work. Handling of confidential papers is a part of the normal duties of all supervisory personnel and we do not see any justification for allowing the special pay in this case particularly having regard to the fact that we have not come across cases of this type in any other Department. We, therefore, suggest that the special pay granted in this case should be discontinued.

19. The special pay is also drawn by some staff handling cash and doing accounts work. These special pays are for doing extra duties and therefore may continue.

[illegible]

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

CHAPTER 77

STAGE PERFORMANCES SCRUTINY BOARD

The Stage Performances Scrutiny Board is constituted under the Bombay Police Act, 1961. It consists of a Chairman and nine members, all nominated by Government from among persons in the literary field. They all work in an honorary capacity. The Board is entrusted with the work of prior scrutiny of scripts of tamashas, dramas, melas, lokanatya and similar other public amusement performances.

2. The designations of posts in the office, their existing scales of pay and the revised scales recommended by us are shown in the appended schedule.

3. As regards the special pay drawn by the Senior Clerk for handling Government money, we recommend its continuation as it falls within the permissible categories of special pays.

SCHEDULE

STAGE PERFORMANCES SCRUTINY BOARD.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
			Rs.	Rs.	
	Non-Gazetted				
1	Secretary ..	1	370—10—490—E.B.—25—665 (C)	340—20—500—E.B.—25—650	
2	Senior Clerk ..	1	165—10—245 (C) .. Special pay Rs. 15 for handling cash.	150—8—190—10—220—E.B.—10—270. Special pay of Rs. 15 to continue	
3	Clerk/Clerk Typist ..	3	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
	CLASS IV				
4	Peon ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	

CHAPTER 78

COMMISSIONER FOR WORKMEN'S COMPENSATION

Commissioner for Workmen's Compensation is the administrative authority for Payment of Wages Act and Minimum Wages Act. He is, also, appointed Judge for Employees' Insurance Court. In addition to the Commissioner, Bombay, there are 27-ex-officio Commissioners in the State who are mostly Civil Judges (Senior Division). They are administrative authorities for these Acts within their areas. They submit statistical returns of the proceedings to enable the Commissioner, Bombay, to compile Annual Administration Report on the working of the Workmen's Compensation Act.

2. The designations and existing scales of pay of various posts in the organisation and the revised scales recommended by us for those posts are shown in the appended schedule.

3. The posts of Commissioner and Additional Commissioner, Workmen's Compensation are filled either by transfer of Assistant Judge or Civil Judge (Senior Division) or by nomination from among candidates having a degree in Law and seven year's practice as an Advocate or a Pleader. The directly appointed Officers are on a scale of Rs. 595—865 (C) and we recommend a revised general scale of Rs. 560—30—650—45—965 for the posts when held by such Officers. As regards the Officers transferred from the Judicial services, we suggest that the existing practice of allowing them, their grade pay in the parent Department plus a special pay of Rs. 150 may continue.

4. For the post of Registrar/Additional Registrar (Rs. 350—550 C) we recommend a revised scale of Rs. 340—20—500.

5. For other posts in the Organisation we have recommended revised scales common with similar posts in other offices.

SCHEDULE

COMMISSIONER FOR WORKMEN'S COMPENSATION

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Commissioner for Workmen's Compensation.	1	(*i*) 595—30—685—45—865 (C) (For direct recruit) (*ii*) Grade pay *plus* special pay of Rs. 150 for persons from Judicial Cadre.	(*i*) 560—30—650—45—965 (For direct recruit) (*ii*) Grade pay *plus* special pay of Rs. 150 for persons from Judicial Cadre.	
2	Additional Commissioner for Workmen's Compensation	1	(*i*) 595—30—685—45—865 (C) (For direct recruit) .. (*ii*) Grade pay *plus* special pay of Rs. 150 for persons from Judicial Cadre).	Do. do.	
3	Second Additional Commissioner for Workmen's Compensation.	1	(*i*) 595—30—685—45—865 (C) (For direct recruit) .. (*ii*) Grade pay *plus* special pay of Rs. 150 for persons from Judicial Cadre.	Do. do.	

Commissioner for Workmen's Compensation—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
			Rs.	Rs.	
	Gazetted—contd.				
4	Third Additional Commissioner for Workmen's Compensation.	1	(*i*) 595—30—685—45—865 (C) (For direct recruit) (*ii*) Grade pay *plus* special pay of Rs. 150 for persons from Judicial Cadre).	(*i*) 560—30—650—45—965 (*ii*) Grade pay *plus* special pay of Rs. 150 for persons from Judicial Cadre	
5	Registrar ..	1	300—15—440—E.B.—15—470—20—550 (C)	340—20—500	
6	Additional Registrar	1	359—15—440—E.B.—15—470—20—550 (C).	340—20—500	
	Non-Gazetted				
7	Accountant ..	1	230—10—300 (C)	260—15—380—E.B.—20—500 For persons belonging to Maharashtra Finance and Accounts Service, Class III.	
8	Superintendent ..	2	220—10—250—15—325—E.B.—15—430 (C)	260—10—290—15—410	
9	Judicial Clerk ..	5	210—10—290 (C)	200—10—290—15—320	
10	Senior Clerk ..	8	165—10—225—E.B.—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270.	
11	Cashier ..	2	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay of Rs. 20	110—4—150—E.B.—5—200 Special pay to continue	
12	Clerk-Typist ..	12	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
13	Steno-Typist ..	2	145—5—185—E.B.—6—245 (C)	(*i*) 110—4—150—E.B.—5—200 (*Plus* shorthand allowance according to speed for those borne on Departmental cadre). (*ii*) 135—5—170—6—188—E.B.—6—200—8—240—10—270 (For direct recruit)	
14	Stenographer ..	3	260—8—280—E.B.—8—320—10—350 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
15	Bailiff ..	4	120—4—152 (C)	90—2—100—3—115—E.B.—3—136—4—140.	
	Class IV				
16	Daftary ..	1	77—2—97—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
17	Naik ..	1	77—1—87—E.B.—1—92 ..	80—2—100	
18	Peon ..	7	72—1—82 (C)	70—1—80—E.B.—2—90.	

CHAPTER 79

DIRECTORATE OF EMPLOYMENT

The Employment Exchange Organisation was taken over by the State Government from the Central Government in 1956. The main functions of this Organisation are (*a*) to register applicants seeking employment assistance, to register demands for workers from employers and to select and submit suitable applications to the employers, and (*b*) to collect employment market information. These functions are performed through a net work of Employment Exchanges at all district headquarters.

The Director of Employment is the Head of Department. He is assisted by a Deputy Director and an Assistant Director at headquarters.

2. Designations of various posts in the organisation, their existing pay scales and the revised scales recommended by us for these posts, are shown in the appended schedule. Considerations underlying our recommendations in regard to the pay scales of a few categories of posts are discussed in the following paragraphs.

3. *Director of Employment* (Rs. 1,300—1,800) :

The post has been created after 1-7-1962. As the existing scale has been recently sanctioned, we do not consider it necessary to revise the pay scale.

4. *Deputy Director* (Rs. 900—1,200—C) :

The post is filled either by promotion or by nomination, minimum qualifications for direct recruitment being a second class degree in Arts, Science, Commerce etc. and experience of not less than 10 years in administration and/or labour management. A revised scale of Rs. 740—45—1,100—50—1,150 is recommended for the post against the present City scale.

5. *Assistant Director/Regional Employment Officer* (Rs. 450—1,000—C) :

The post is generally filled by promotion, though a provision exists in the recruitment rule for the direct appointment of a candidate possessing a second class degree in Arts, Science etc. with 5 years experience in administration and/or labour management. A revised scale of Rs. 410—30—650—E.B.—45—965 (fixed pay of Rs. 380 during the period of probation) is recommended for the post.

6. *Sub-Regional Employment Officer/Employment Market Information Officer/ Employment Liaison and Youth Employment Officer/Sub-Regional Employment Officer/Employment Officer for special Employment Exchange for Physically Handicapped* (Rs. 345—715) :

These posts are filled both by promotion and by nomination. The qualifications prescribed for direct recruits are a degree in Arts, Science, Commerce etc. and three years experience in administration, industry, labour employment organisation etc. The Sub-Regional Employment Officers are in charge of bigger district exchanges and other officers are in administrative and supervisory charge of other branches of the Organisation. Having regard to the qualifications prescribed for direct recruits, we consider that a revised scale of Rs. 300—20—460—E.B.—20—500—25—650—E.B.—30—800 (fixed pay of Rs. 300 during the period of probation) would be adequate for the posts.

7. *District Employment Officer/Assistant Employment Officer* (Rs. 250—390) :

The posts are filled either by promotion of Junior Employment Officer or Superintendent of the Employment Exchange or by nomination of direct candidates possessing a second class degree in Arts, Science, etc. and at least one year's experience in

administration, labour management etc. District Employment Officers are in charge of smaller district Employment Exchanges and Assistant Employment Officers are in charge of Vocational Guidance Units, Scheme of collection of Employment Market Information, etc. A revised scale of Rs. 300—20—500 (fixed pay of Rs. 280 during the period of probation) is recommended for the post.

8. *Junior Employment Officer* (Rs. 220—10—300) :

The post is filled both by promotion and nomination, prescribed qualifications for nomination being a degree. These officers are in charge of registration or submission sections in Exchanges. The Officers in charge of Employment Market Information are responsible for implementing the Information Market Programme. The existing scale has a span of only nine years which is rather short for direct recruits. A longer scale of Rs. 200—10—290—E.B.—15—380 is recommended for the post.

9. *Investigator* (Rs. 220—10—300) :

The mode of recruitment for the post is the same as in the case of Junior Emlpoyment Olficer. They assist Assistant Employment Officers and undertake visits to worksites or establishments to study the material for job definitions and occupational titles etc. A revised scale of Rs. 200—10—290—E.B.—15—380 is recommended for the post.

10. *Cashier-cum-Accountant* (Rs. 105—215 *Plus* Special pay of Rs. 15) :

The post is filled by promotion of a junior clerk or by nomination. The existing scale is an ad-hoc scale which is slightly higher than that of a Junior clerk. Though the designation of the post is Cashier-cum-Accountant, his duties mainly consist of maintenance of cash and accounts, preparation of pay bills, contingent bills, Travelling Allowance bills etc. He also prepares expenditure statement for budget estimates. In other offices such duties are performed by office cashiers who are usually on the scale of Junior Clerk, with a special pay based on the amount of cash handled. As the post is lower than that of a senior clerk, we are unable to equate it to the latter. We, therefore, recommend that the post be brought on the cadre of Junior Clerk (Rs. 110—200) and the special pay which is attached to the post be continued.

11. *Artist* (Rs. 220—300) :

The post is filled by nomination of a candidate possessing a Certificate of Commercial Art and some experience as an Artist. He has to prepare charts, diagrams, graphs, etc. We recommend a revised scale of Rs. 200—10—290—15—320 for the post.

12. *Craft Instructor* (Rs. 205—280) :

The post is filled by nomination of a candidate who is a matriculate or possesses equivalent qualifications and has at least two years' industrial experience in any engineering trade as a Fitter or Machinist. The Instructor assists the Employment Officer in initiating and establishing contacts with employers with a view to placing physically handicapped persons with the employers. In our opinion the minimum of the existing scale is somewhat on the high side. There are similar posts in the Technical Education Department, for which we have proposed a revised scale of Rs. 135—270. For this post also we recommend the same revised scale of Rs. 135—5—170—6—188 E.B.—6—200—8—240—10—270.

11. *Special Pays* :

Special pays at varying rates have been sanctioned for some clerks handling cash, doing accounts work, attending to shorthand work etc. We recommend that these special pays may be continued.

SCHEDULE

DIRECTORATE OF EMPLOYMENT

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Director of Employment.	1	1,300 –60—1,600—100– 1,800	1,300—60 –1,600– 100 – 1800.	
2	Deputy Director of Employment.	1	900– 50—1,200 (C) ..	740—45—1,100– 50 –1,150	
3	Assistant Director of Employment.	1	450—490—30 –610—40 –750— E.B.—45— 1,000 (C).	410—30 –650— E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation).	
4	Regional Employment Officer.	1	450 –490—30 –610—40—750— E.B.—45 –1,000 (C)	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation).	
5	Sub-Regional Employment Officer; Market Information Officer; Employment Liaison and Youth Employment Officer; Sub-Regional Employment Officer (Professional and Executive Office *cum*-Training Unit); Sub-Regional Employment Officer (Vocational Guidance Co-ordination); Employment Officer for special employment exchange for Physically Handicapped.	17	345—15—450—20 –490—E.B.— 25—715	300 –20 –460 –E.B.—20—500— 25 –650 –E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	
6	District Employment Officer/Assistant Employment Officer	56	250—270—15—390 .. (Fixed pay of Rs. 250 during the period of probation).	300—20—500. (Fixed pay of Rs. 280 during the period of probation)	
	Non-Gazetted				
7	Superintendent ..	1	260 –15 –350 –E.B.—20 –450 (C)	200—10—290—E.B. –15—410 (Promotees to start on Rs. 260)	
8	Superintendent ..	1	220—10—250 –15—325—E.B.— —15—430 (C)	200—10—290—E.B.—15—410 (Promotees to start on Rs. 260)	
9	Superintendent (Employment Exchange)	1	220—10—300	200 – 10—290—E.B. –15 –380	
10	Junior Employment Officer.	35	220—10—300	200—10—290 –E.B. –15—380	
11	Employment Officer, Youth Employment Service.	1	220—10—300	200 –10– 290—E.B. –15—380	
12	Investigator ..	2	220—10—300	200—10—290 –E.B.—15—380	
13	Accountant ..	1	260—10—320—E.B.—10—370 (C)	200—10—290 –E.B.—15—410	
14	Assistant (Exchange), Assistant (Employment Market Information).	58	130—5—170—E.B.—8—250—10 —270	150—8—190—10—220—E.B.— 10 –270.	

Directorate of Employment—contd.

Serial No.	Designation	No. of posts.	Existing scale of pay and special pay.	Recommended scale of pay and special pay.	Remarks.
1	2	3	4	5	6
			Rs.	Rs.	
	Non-Gazetted				
15	Senior Clerk ..	10	165—10—225—E.B.—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270.	
16	Senior Clerk ..	1	145—8—185	150—8—190—10—220—E.B.—10—270.	
17	Cashier-*cum*-Accountant	1	105—4—137—E.B.—4—165—5—170—E.B.—5—210 Special pay Rs. 15	110—4—150—E.B.—5—200 Special pay to continue	
18	Junior Clerk ..	10	120—5—160—E.B.—5—185—6 203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
19	Junior Clerk ..	228	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
20	Clerk-Typist ..	2	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
		27	120—5—160—E.B.—5—185—6 203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
21	Typist ..	2	120—5—160—E.B.—5—185—6 203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
22	Telephone Operator	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
		2	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
23	Stenographer ..	2	200—8—280—E.B.—8—320—10—350	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
24	Steno-typist ..	4	145—5—165—8—189—E.B.—8—245 (C)	(*i*) 110—4—150—E.B.—5—200 *plus* (Shorthand Allowance according to speed for those borne on the clerical establishment of the department)	
		2	100—3—130—E.B.—4—170 .. Special pay Rs. 20	(*ii*) 135—5—170—6—188—E.B.—6—200—8—240—10—270 (For others)	
25	Artist ..	1	220—10—300	200—10—290—15—320	
26	Craft Instructor ..	1	205—7—240—8—280 ..	135—5—170—6—188—E.B.—6—200—8—240—10—270	
27	Staff Car Diver ..	4	100—3—130	110—3—128—4—140	
28	Guide ..	7	91—3—130—E.B.—4—150 ..	100—3—130—E.B.—3—136—4—160.	
	CLASS IV				
29	Daftary ..	4	77—2—97—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
		5	70—1—80—E.B.—2—100 ..	80—2—100—E.B.—2—110	
30	Naik	3	77—1—87—E.B.—1—92 (C) ..	80—2—100	
		2	70—1—80—E.B.—1—85 ..	80—2—100	
31	Peon ..	31	72—1—82 (C)	70—1—80—E.B.—2—90	
		91	65—1—75	70—1—80—E.B.—2—90	
32	Chowkidar ..	3	72—1—82 (C)	70—1—80—E.B.—2—90	
		6	65—1—75	70—1—80—E.B.—2—90	
33	Chowkidar-*cum*-Sweeper.	5	65—1—75	70—1—80—E.B.—2—90	
34	Sweeper ..	3	72—1—82 (C)	70—1—80—E.B.—2—90	
35	Trollyman ..	1	65—1—75	70—1—80—E.B.—2—90	

CHAPTER 80

DIRECTORATE OF GEOLOGY AND MINING

The Directorate of Geology and Mining is comparatively a young organisation having been created after the reorganisation of States in 1956. However, a full-fledged Directorate of Geology and Mining was functioning in the erstwhile state of Madhya Pradesh of which the Vidarbha region formed a part prior to 1956. The main functions of the Department, consist of mineral exploration and administration. The Director of Geology and Mining is the head of Department and is assisted by a Deputy Director, 4 Senior Geologists, 14 Geologists and other Geological and Laboratory staff. The Departmental set-up also provides for a post of an Additional Director to be filled when the post of Director is held by a non-technical officer.

2. The designations of the various posts in the Department, their existing pay-scales and the revised scales recommended by us for these posts are indicated in the appended schedule. Considerations underlying our recommendations in regard to the pay-scales of some of the categories of posts are discussed below.

3. *Director of Geology and Mining* (Rs. 1,200—1,600) :

No recruitment rules seem to have been framed for the post so far. The scale of the post was revised from Rs. 800—1,200 to Rs. 1,200—1,600 in the last revision. The Secretariat Department has proposed that the post may be brought on a scale of Rs. 1,450—60—1,750. We do not, however, consider any substantial improvement necessary so soon after the last revision. A revised scale of Rs. 1,300—60—1,600 is recommended for the post.

4. *Joint Director of Geology and Mining* (Rs 1,100—1,300) :

No recruitment rules have been finalised in the case of this post also. The post is intended to be filled only if the post of the Director is held by a non-technical officer. We consider that the existing scale which has a span of only 5 years is rather short and. therefore, recommend a slightly longer scale of Rs. 1,100—50—1,400

5. *Deputy Director of Geology and Mining* (Rs. 880—1,200) :

The post is filled either by promotion from among the members of the staff possessing the prescribed qualifications or by nomination from amongst candidates possessing a post-graduate degree in Geology and Mining of a recognised University or a Diploma in Applied Geology and Mining and have practical experience in a responsible capacity, of not less than 5 years. A revised scale of Rs. 900—50—1,300 is recommended for the post.

6. *Senior Geologist* (Rs. 680—1,150) :

The post is filled either by promotion from among Geologists or by nomination from amongst candidates possessing a post-graduate degree in Geology or applied Geology or a diploma in Geology or Applied Geology and have practical experience of geological field work of not less than 7 years. The Secretariat Department has recommended the continuance of the post on existing scale. However, with a view to bringing the post, on one of the standard scales adopted by us, we suggest a slight modification in the scale and recommend a scale of Rs. 650—45—1,100—50—1,150 for the post.

7. *Geologist* (Rs. 370—930) :

The post is filled either by promotion from amongst suitable Assistant Geologists or by nomination from amongst candidates possessing a post-graduate degree in Geology or Applied Geology or a diploma in Geology or Applied Geology and have

15. *Driller Mechanics* (Rs. 300—375) :

The post is filled by nomination from amongst candidates who are literate in English and have at least 5 years experience with various types of machinery and diamond drilling machines. Driller Mechanics are in overall charge of maintenance of records and drilling equipments. They also guide the field staff in drilling operations. The existing scale which has a span of only 6 years is, in our opinion, rather short for direct recruits. We are also of the view that the minimum of the existing scale viz. Rs. 300 is on the high side from the point of view of the recruitment qualifications prescribed for the post, though we are reluctant to suggest a reduction in view of dearth of skilled hands possessing the required experience. Taking into account all these factors, we recommend a scale of Rs. 300—450 for the post.

16. *Geological Assistants* (Rs. 250—500 for Technical, Rs. 210—425 for non-Technical) :

The post carries two scales one for those possessing prescribed qualifications and the other for those who do not possess the prescribed qualifications. The Department considers it necessary to retain this distinction as Geological Graduates are not available in sufficient numbers. The qualifications prescribed for those holding technical posts are a Master's or Honours Degree in Geology or Applied Geology while those prescribed for Non-technical Geological Assistants are a Secondary School Certificate and 6 years' experience (three years in the case of Graduates) in the field of mineral administration. There is a difference in the work entrusted to the two categories of Geological Assistants also. While technical Geological Assistants attend to the work of geological mapping and the supervision over prospecting, Non-technical Assistants are entrusted with the work of checking the quantity of ore prospected from the mines, issue of royalty clearance certificates and other non-technical duties. We, therefore, accept the need to retain the present two scales and recommend revised scales of Rs. 275—570 for those holding technical qualifications and Rs. 240—470 for those who do not possess the technical qualifications.

17. *Driller* (Rs. 210—425) :

The post is filled either by promotion of Assistant Driller or by nomination from amongst candidates who are literate in Marathi or Hindi and have at least three years' practical experience of handling drilling machines and of drilling by diamond machines. A revised scale of Rs. 240—470 is recommended for the post.

18. *Assistant Driller* (Rs. 125—160) :

The post is filled by nomination from amongst candidates holding a degree or diploma in mining. We consider that the existing scale is too low for the qualifications prescribed and therefore, recommend a revised scale of Rs. 170—320. We further suggest that this scale be allowed only to those satisfying the prescribed recruitment qualifications. For those who do not possess the prescribed qualifications we recommend a revised scale of Rs. 135—5—170—6—188—E.B.—6—200—8—240.

19. *Senior Mechanic* (Rs. 150—360) :

The post is filled either by promotion from amongst Mechanics or by nomination of candidates holding a diploma in Mechanical or Automobile Engineering. A revised scale of Rs. 180—10—290—E.B.—15—380 is recommended for the post.

20. *Operator-cum-Mechanic* (Rs. 130—320) :

The posts are filled by nomination from amongst candidates who have studied upto the matriculation standard and have completed a short-term course of Mechanics of the Department of Technical Education. In our opinion, the existing scale is over-

fixed. We understand that Mechanics doing more or less similar duties in Geological Survey of India are on a scale of Rs. 110—200. We are, however, reluctant to suggest a reduction in the pay scale because of the scarcity of suitable candidates and recommend the retention of the present scale.

21. *Rigmen* (Rs. 105—190) :

The posts are filled by nomination from amongst candidates who are literate in Marathi or Hindi and have practical experience of at least one year in machine operating. Considering the hard type of work attached to the post, we suggest a revised scale of Rs. 110—220 for it.

22. *Senior Surveyor* (Rs. 180—360) :

The post is filled either by promotion from amongst suitable surveyors or by nomination from amongst candidates holding a diploma in Civil Engineering or in Surveying and possessing not less than 5 years practical experience. The Department considers that the responsibilities of the Survey staff are heavy and its duties hard as the surveyors have to work in jungles and isolated localities. Having regard to the nature of duties attached to the post we recommend a revised scale of Rs. 210—425 for the post.

23. *Surveyor* (Rs. 145—300) :

The post is filled by nomination from amonst candidates possessing a diploma in Civil Engineering or in Surveying. A revised scale of Rs. 160—320 (diploma holders in Civil Engineering to start on Rs. 180) is recommended for the post.

24.	Head Draftsman ...	...	Rs. 240—360
	Draftsman ...	...	Rs. 145—215
	Assistant Draftsman ...	...	Rs. 125—160
	Tracer ...	...	Rs. 100—170

The qualifications prescribed for these posts and nature of duties attached to them are more or less comparable to those of corresponding posts in the Buildings and Communications Department. We, therefore, recommend for these posts the same revised scales, as we are recommending for parallel posts in the Buildings and Communications Department.

25. *Sampler* (Rs. 100—170 for S.S.C., Rs. 91—150 for non-S.S.C.) :

In our opinion the post has been wrongly included in Class IV. The recruitment rule provides for the post being filled by nomination from among candidates holding a Secondary School Certificate. As the samplers are expected to assist Laboratory Assistants (who are also Secondary School Certificate holders) we recommend a revised scale of Rs. 100—160 for the post. However, those satisfying the recruitment qualifications may be allowed the scale of Rs. 110—200.

SCHEDULE

DIRECTORATE OF GEOLOGY AND MINING

Serial No.	Designation.	No. of posts.	Existing scale of pay and special pay.	Recommended scale of pay and special pay.	Remarks.
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Director of Geology and Mining.	1	1,200—50—1,600 ..	1,300—60—1,600	
2	Joint Director ..	1	1,100—50—1,300 ..	1,100—50—1,400	
3	Deputy Director ..	1	880—40—1,000—50—1,200 ..	900—50—1,300	
4	Senior Geologist ..	4	680—40—920—E.B.—40—1,000—50—1,150	650—45—1,100—50—1,150	
5	Geologist ..	14	370—370—40—650—E.B.—40—930	410—30—650—E.B.—45—935 (Fixed pay of Rs. 380 during the period of probation)	
6	Senior Chemist ..	1	370—370—40—650—E.B.—40—930	410—20—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation)	
7	Deputy Engineer ..	1	250—270—15—390—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation)	
8	Assistant Geologist ..	20	300—25—550—E.B.—25—625—30—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation)	
9	Assistant Drilling Engineer.	2	300—25—550—E.B.—25—625—30—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation)	
10	Chemist ..	3	300—25—550—E.B.—25—625—30—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	
11	Accounts Officer ..	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	340—20—500—25—550—E.B.—25—650—30—800 (Fixed pay of Rs. 320 during the period of probation)	
12	Statistical Officer ..	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
13	Establishment Officer	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
	Non-Gazetted				
14	Driller Mechanic ..	6	300—15—375	300—15—390—20—450	
15	Geological Assistant	48	250—15—370—E.B.—15—400—20—500 (For technical) 210—10—300—E.B.—10—350—15—425 (For non-technical)	275—15—425—E.B.—15—530—20—570 (For technical) 240—10—290—15—350—E.B.—15—470 (For non-technical)	

Directorate of Geology and Mining—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
			Rs.	Rs.	
	Non-Gazetted—contd.				
16	Driller	20	210—10—300—E.B.—10—350—15—425	240—10—290—15—350—E.B.—15—470	
17	Assistant Driller ..	20	125—125—4—145—5—160 ..	(i) 170—10—250—E.B.—10—290—15—320 (For graduates in mining)	
				(ii) 135—5—170—6—188—E.B.—6—200—8—240 (For others)	
18	Senior Mechanic ..	1	150—10—300—E.B.—15—360	180—10—290—E.B.—15—380	
19	Operator-cum-Mechanic.	3	130—5—150—8—190—E.B.—10—270—E.B.—10—320	130—5—150—8—190—E.B.—10—270—E.B.—10—320	
20	Rigman ..	40	105—5—140—E.B.—5—150—10—190	110—4—150—E.B.—5—190—E.B.—5—220	
21	Senior Surveyor ..	1	180—10—300—E.B.—15—360	210—10—290—15—320—E.B.—15—425	
22	Surveyor ..	14	145—5—190—E.B.—10—300 ..	160—10—270—E.B.—10—290—15—320 (Diploma holders in Engineering to start on Rs. 180)	
23	Head Draftsman ..	1	240—10—300—15—360 ..	250—10—290—15—380	
24	Draftsman ..	11	145—5—185—E.B.—6—215 ..	150—8—190—10—220—E.B.—10—270	
25	Assistant Draftsman	6	125—5—160	130—4—150—5—175—E.B.—5—200—6—230	
26	Tracer ..	3	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
27	Laboratory Assistant.	4	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
28	Superintendent ..	1	250—10—350	260—10—290—15—410	
29	Head Accountant ..	1	250—10—350	260—10—290—15—410	
30	Store Superintendent.	1	200—10—260—E.B.—15—350	200—10—290—E.B.—15—410	
31	Storekeeper ..	2	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
32	Noting Assistant ..	2	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
33	Upper Division Clerk.	3	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
34	Accountant ..	3	160—8—200—9—245 ..	150—8—190—10—220—E.B.—10—270	
35	Cashier ..	1	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
36	Mining Clerk ..	7	125—5—170	150—8—190—10—220—E.B.—10—270	

Directorate of Geology and Mining—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
	Non-Gazetted—contd.				
37	Museum and Library Assistant.	1	150—8—190—10—210—E.B.—10—270	(i) 160—10—250—E.B.—10—300 (For graduates holding a diploma in Library Science)	
				(ii) 150—8—190—10—220—E.B.—10—270 (For others)	
38	Lower Division Clerk.	5	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
39	Assistant Mining Clerk.	9	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
40	Typist ..	5	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
41	Stenographer ..	5	180—6—190—8—230—E.B.—10—320—15—350	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
	CLASS IV				
42	Sampler ..	2	100—3—130—E.B.—4—170 .. (For Secondary School Certificate holders)	110—4—150—E.B.—5—200 (For Secondary School Certificate holders	
			91—3—136—E.B.—4—150 .. (For non Secondary School Certificate holders)	100—3—130—E.B.—3—136—4—150 (For others)	
43	Driver ..	26	(i) 100—3—130— (Jeep Driver)	(i) 110—3—128—4—140 (For post of Jeep Drivers)	
			(ii) 100—3—130—E.B.—4—150 (For those who posses licence for heavy motor vehicle)	(ii) 110—3—128—4—180 (For posts, incumbents of which are required to possess a licence for driving heavy motor vehicles)	
44	Section Grinder ..	1	85—2—105	90—2—100—E.B.—3—115	
45	Naik ..	2	70—1—80—E.B.—1—85 ..	80—2—100	
46	Peon ..	21	65—1—75	70—1—80—E.B.—2—90	
47	Chainman ..	12	35—1—75	70—1—80—E.B.—2—90	
48	Mazdoor ..	6	35—1—75	70—1—80—E.B.—2—90	
49	Cleaner ..	10	65—1—75	70—1—80—E.B.—2—90	
50	Attendant-cum-Watchman	11	65—1—75	70—1—80—E.B.—2—90	
51	Pump Khalashi ..	20	65—1—75	70—1—80—E.B.—2—90	
52	Sweeper ..	1	65—1—75	70—1—80—E.B.—2—90	

4. *Senior Industries Inspector* (Rs. 210—425); *Junior Industries Inspector* (Rs. 200—275) :

The Administrative Department has suggested that a common scale may be prescribed for both the categories of posts. We, however, feel that the present difference in the scales should be maintained. Accordingly we have proposed a revised scale of Rs. 260—455 for the post of Senior Industries Inspector and scale of Rs. 200--320 for the post of Junior Industries Inspector.

5. *Stenographer (Higher Grade)* (Rs. 230—450 C) :

The department has reported that the existing incumbents are allowed this scale as personal to them. We do not consider it necessary to allow them the benefit of the revised scale which we are separately proposing for higher grade Stenographer.

We understand that revised pay scales for the post of Maistry, Head Master and Assistant Cotton Weaving Instructor had not been sanctioned in the general revision of pay scales of 1962. We have now proposed revised scales for the posts on the basis of revised scales which are admissiable to them in the revision of 1962.

6. *Offices under Industries Commissioner*: —

(i) *Government Distillery, Chitli*: —

We find that at present for some posts special pay equal to 15 % of grade pay has been attached. For such posts scales with the benefit of merger of dearness allowance in pay had not been sanctioned, in the revision of pay scales of 1962. We have now proposed revised scales for these posts after taking into account the revised scales which would have been admissible for the posts in the revision of 1962. Government may re-examine now the case for continuance of special pay to the staff.

(ii) *Government Central Workshop and Stores, Nagpur.*

(i) *Assistant Superintendent* (Rs. 250—715) :

From the recruitment rule and duties, it seems that the post is equivalent to the post of Deputy Engineer. We have, therefore, suggested a revised scale of Rs. 325--850 (probationary pay Rs. 325) for the post. The same scale has been proposed by us for the post of Deputy Engineer under Buildings and Communications Department.

(iii) *Junior Engineer* (Rs. 300—375); *Junior Assistant* (Rs. 225—350) :

The Administrative Department has equated these posts with the post of Overseer in the Buildings and Communications Department and hence we have suggested a revised scale of Rs. 160—380 for the posts with provision for higher start of Rs. 180 for Diploma holders and Rs. 240 for Engineering graduates.

The same scale has been proposed by us for Overseer in the Buildings and Communications Department.

7. *Special pay* :

The posts for which special pay is at present sanctioned are mentioned below :

(i) Deputy Director of Industries (Industrial Estate).	Rs. 100
(ii) Assistant Industries Commissioner	Rs. 150 and Rs. 100
(iii) Industries Officer	Rs. 50

We are informed that duties of these Officers are arduous in that they are dealing with State wide planning of industrial estates, etc. We, therefore, recommend the continuance of these special pays.

(iv) *Chief Zonal Inspector* Rs. 50 :

The special pay has been granted as he is required to supervise the work of various Industries Inspectors. The special pay may therefore, continue.

(v) *Senior Clerk* (*Building Control*) Rs. 15, and (vi) *Stores Clerk* : Rs. 15 :

We understand that the special pay has been given for attending to correspondence of building control section and for handling stores respectively. The special pay does not appear to be justified and may therefore be discontinued.

(vii) *Bradma Operator*—Rs. 15 :

Special pay has been given for operating the machine. The special pay may be continued.

(viii) Special pay sanctioned to head typist for supervising the work of typists and to Clerks/Cashiers for handling cash may be contiued.

SCHEDULE

DIRECTORATE OF INDUSTRIES

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Director of Industries	1	1,800—100—2,000 (C) ..	1,800—100—2,000	
2	Joint Director of Industries.	1	900—50—1,200 .. .. (Pay of Rs. 900 during the period of probation)	900—50—1,300 (Fixed pay of Rs. 900 during the period of probation)	
3	Deputy Director of Industries.	13	650—40—730—45—1,000—50—1,100 (Pay of Rs. 650 during the period of probation) Special pay of Rs. 100 for one post	650—45—1,100—50—1,150 (Fixed pay of Rs. 650 during the period of probation) Special pay of Rs. 100 for one post to continue.	
4	Assistant Director of Industries.	16	400—30—610—40—730—E.B.—45—1,000—50—1,100 (Pay of Rs. 350 during the period of probation).	410—30—650—E.B.—45—1,100 50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
5	Accounts Officer ..	1	400—30—610—40—730—E.B.—45—1,000—50—1,100 (Pay of Rs. 350 during the period of probation).	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation) (For officers of the Maharashtra Finance and Account Service)	
6	Officer on Special Duty	1	400—30—610—40—730—E.B.—45—1,000—50—1,100 (Pay of Rs. 350 during the period of probation)	410—30—650—E.B.—45—1,100 50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
7	Industrial Statistician	1	400—30—610—E.B.—40—730—45—865 (C) (Pay of Rs. 350 during the period of probation)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	To be redesignated as Industries Officer.
	Assistant Industries Commissioner.	2	350—400—30—610—40—730 .. Special pays of Rs. 150 and Rs. 100 respectively.	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation). Special pays to continue.	

Directorate of Industries—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
9	Industries Officer ..	2	375—25—500—E.B.—25—550—30—670 (C)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
10	Industries Officer ..	67	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715 Special pay of Rs. 50 for one post.	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the perion of probation). Special pay to continue.	
11	Fibre Expert ..	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation).	
12	Wool Expert ..	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation).	
13	Leather Expert ..	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation).	
14	Superintendent(Work shop) (Nagpur, Sangli and Poona).	3	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation).	
	Non-Gazetted				
15	Senior Industries Inspector.	59	210—10—300—E.B.—10—350—15—425	260—15—455	
16	Jr. Industries Inspector.	163	200—7—235—8—275 ..	200—10—290—15—320	
17	Manager, Industrial Estate.	2	255—10—305—15—350—E.B.—15—410—20—450	260—15—455	
18	Manager, Extension Centre.	2	255—10—305—15—350—E.B.—15—410—20—450	260—15—455	
19	Bradma Operator ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay of Rs. 15	110—3—128—4—144—E.B.—4—180 Special pay to continue.	
20	Mistry ..	4	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
21	Assistant Mistry ..	1	115—3—145	110—3—128—4—136—E.B.—4—160	
22	Machinist ..	8	100—3—130—4—146 at Nagpur 91—3—130—E.B.—4—150 (For non-S.S.C. at Sangli) 100—3—130—E.B.—4—170 (For S.S.C., at Sangli)	110—3—128—4—136—E.B.—4—160	
23	Research Assistant (Chemicals)	6	300—15—420—E.B.—15—450—20—490 (C) 250—10—300—E.B.—10—450	300—15—390—20—430—E.B.—20—550	
24	Assistant Chemist ..	1	200—10—300 (C) ..	170—10—250—E.B.—10—290—15—320	
25	Junior Chemist ..	4	200—7—235—8—275 (C) ..	170—10—250—E.B.—10—290—15—320	
26	Junior Chemist ..	1	160—5—175—7—203—E.B.—7—245.	170—10—250—E.B.—10—290—15—320	
27	Draftsman ..	3	165—5—195—7—265 (C)	130—4—150—5—175—E.B.—5—200—6—230	
		2	125—4—165—E.B.—5—220		
28	Tracer ..	1	91—3—130	110—4—150—E.B.—5—200	
29	Textile Inspector ..	1	160—5—190 (C)	135—5—170—6—200	
30	Cotton Weaving Instructor.	5	115—3—130	125—4—165	

Directorate of Industries—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
	Non-Gazetted—contd.				
55	Typist ..	31	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
		8	100—3—130—E.B.—4—170		
56	Clerk-Typist ..	3	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
		24	100—3—130—E.B.—4—170		
57	Steno-Typist ..	5	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	(*i*) 135—5—170—6—188—E.B.—6—200—8—240—10—270 (For direct recruit)	
		7	100—3—130—E.B.—4—170 .. (*Plus* shorthand allowance according to speed)	(*ii*) 110—4—150—E.B.—5—200 (*Plus* shorthand allowance according to speed for those drawn from clerical cadre).	
58	Cashier ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
59	Storekeeper ..	3	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay of Rs. 15.	110—4—150—E.B.—5—200 Special pay to continue.	
60	Laboratory Assistant	4	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
61	Senior Clerk	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
62	Stenographer (Higher Grade).	4	250—10—350—E.B.—15—500 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
63	Stenographer (Lower Grade).	5	200—8—280—E.B.—8—320—10—350 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
64	Stenographer ..	1	145—5—170—6—200 ..	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
65	Librarian ..	1	190—6—238—E.B.—6—250—10—300 (C)	160—10—250—E.B.—10—300	
	CLASS IV				
66	Daftary ..	1	77—2—97—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
67	Naik ..	3	77—1—87—E.B.—1—92 (C) ..	80—2—100	
68	Peon	75	72—1—82 (C)	70—1—80—E.B.—2—90	
69	Peon ..	163	65—1—75	70—1—80—E.B.—2—90	
70	Cleaner ..	2	65—1—75	70—1—80—E.B.—2—90	
71	Hamal ..	2	72—1—82 (C)	70—1—80—E.B.—2—90	
72	Sweeper ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	
73	Sweeper ..	1	65—1—75	70—1—80—E.B.—2—90	
74	Laboratory Boy ..	2	72—1—82 (C)	70—1—80—E.B.—2—90	
75	Laboratory Boy ..	1	65—1—75	70—1—80—E.B.—2—90	
76	Night Watchman ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	
77	Night Watchman/Chowkidar Watchman.	10	65—1—75	70—1—80—E.B.—2—90	
78	Fireman ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	
79	Fieldman ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	
80	Mazdoor ..	2	65—1—75	70—1—80—E.B.—2—90	

Directorate of Industries—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
			GOVERNMENT DISTILLERY, CHITLI.		
			Rs.	Rs.	
	Gazetted				
1	Accounts Officer ..	1	350—400—30—610—40—730 ..	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation)	
2	Engineer ..	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	
3	Medical Officer ..	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B.—50—850 (Fixed pay of Rs. 325 during the period of probation)	
4	Chemist ..	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
	Non-Gazetted				
5	Assistant Chemist ..	5	200—10—260—E.B.—15—350	200—10—290—E.B.—15—380	
6	Assistant Engineer ..	1	220—10—300—E.B.—10—350—15—380	220—10—290—15—320—E.B.—15—410	
7	Supervisor, Stores Section.	1	220—10—300—E.B.—10—350—15—380	220—10—290—15—320—E.B.—15—410	
8	Overseer ..	1	130—5—150—8—190—E.B.—10—270—E.B.—10—320	160—10—290—E.B.—15—380 (Diploma holders to start on Rs. 180 and Degree holder to start on Rs. 240)	
9	Head Clerk-*cum*-Accountant.	1	210—10—280	200—10—290—15—320	

Director of Industries—contd.

PART B.

Posts of which scales were not revised in 1962 revision.

Serial No.	Designation	No. of posts	Scale of pay which remained to be revised in 1962 general revision	Merger scale of pay admissible in 1-7-1962 revision	Recommended scale of pay
1	2	3	4	5	6
			*CHITALI DISTILLERY		
1	Superintendent ..	1	Rs. 350—30—650—E.B.—45—1,100 (Probationary pay Rs. 300) (Special pay Rs. 150)	Rs. 400—30—610—40—730—E.B.—45—1,000—50—1,100 (Probationary pay Rs. 350)	Rs. 410—30—650—E.B.—45—1,100—50—1150 (Fixed pay Rs. 380 during probation)
2	Accounts Clerk ..	5	100—8—140 .. (Special pay 15 %)	145—8—185 ..	150—8—190—10—220—E.B.—10—270
3	Clerk, Time-keeper, Stores Clerk, Warehouse Clerk.	17	(*i*) 46—3—85 (*ii*) 46—3—85—E.B.—4—125—5—130 (Special pay 15 %)	100—3—130—E.B.—4—170	110—4—150—E.B.—5—200
4	Stenographer ..	1	100—5—125—6—155—E.B.—6—185—8—225 (Special pay 15 %)	160—6—190—8—230—E.B.—10—320—15—350	180—6—210—8—250—10—330—E.B.—10—350—15—380
5	Midwife ..	1	75—5—100 .. (Special pay 15 %)	120—5—145 ..	125—4—165
6	Estate Jamadar, Fitter 'A' Grade, Turbine Attendant, Turner, Blacksmith, Fitter, Welder, Electrician, Carpenter.	17	70—3—100 .. (Special pay 15 %)	115—3—145 ..	125—4—165
7	Engine Driver ..	2	60—4—100 .. (Special pay 15 %)	105—4—145 ..	110—3—128—4—136—E.B.—4—160
8	Motor Driver ..	2	61—3—85 .. (Special pay 15 %)	100—3—130 ..	110—3—128—4—140
9	Operator (Water Works), Fitter, Attendant.	4	55—3—85 .. (Special pay 15 %)	100—3—130 ..	110—3—128—4—140
10	Stores Attendant, Stillman, Wireman.	9	50—2—70 .. (Special pay 15 %)	91—3—130 ..	100—3—136—4—140
	CLASS IV				
11	Fermentation Attendant, Laboratory Attendant, Pump Attendant 'A' Grade, Mason.	11	40—2—60 .. (Special pay 15 %)	85—2—105 ..	90—2—100—3—115
12	Naik, Female Attendant, Oilman ..	1	35—1—45 .. (Special pay 15 %)	70—1—80—E.B.—1—85	80—2—100
13	Female Attendant/Oilman.	3	35—1—45 ..	70—1—80—E.B.—1—85	75—1—80—2—90—E.B.—2—100
14	Assistant Store Attendant, Yeast Attendant, Dilution Attendant, Pump Attendant, Coal-Mazdoor *cum*-Fireman.	31	35—1—40 .. (Special pay 15 %)	70—1—80—E.B.—1—85	75—1—80—2—90—E.B.—2—100
15	Peon, Cleaner, Sweeper, Watchman, Helper, Helper (Warehouse).	38	30—½—35 .. .. (Special pay 15 %)	65—1—75	70—1—80—E.B.—2—90
16	Dresser ..	1	35—1—50 .. .. (Special pay 15 %)	70—1—80—E.B.—1—85	75—1—80—2—90—E.B.—2—100
17	Mali	1	30—½—35 ..	65—1—75—E.B.—1—80	70—1—80—E.B.—2—100

*Regarding continuance of existing special pay, please see remarks in paragraph 6 of the chapter.

[illegible] of Schedule [illegible]

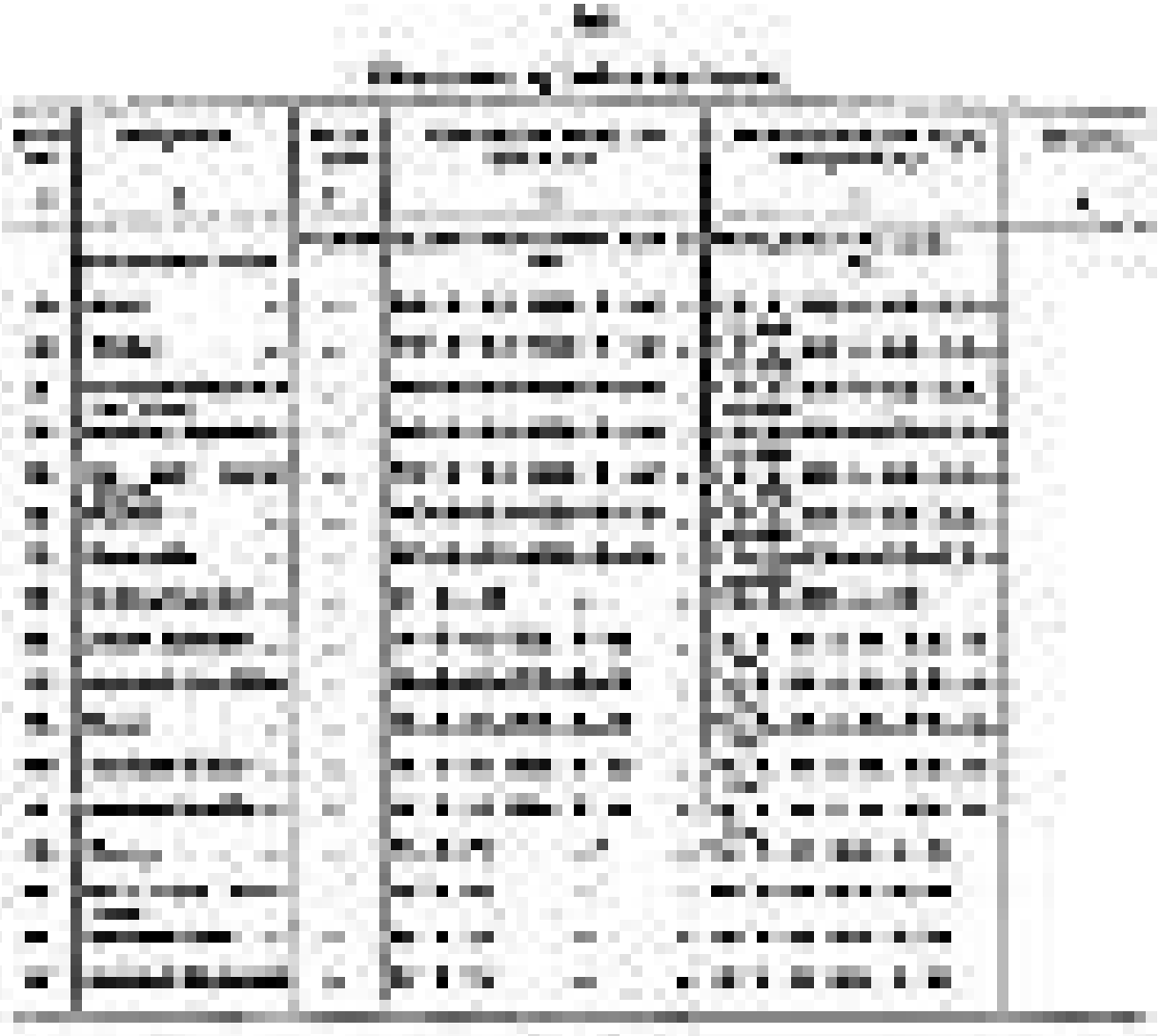
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
			[illegible]		
			[illegible]		
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

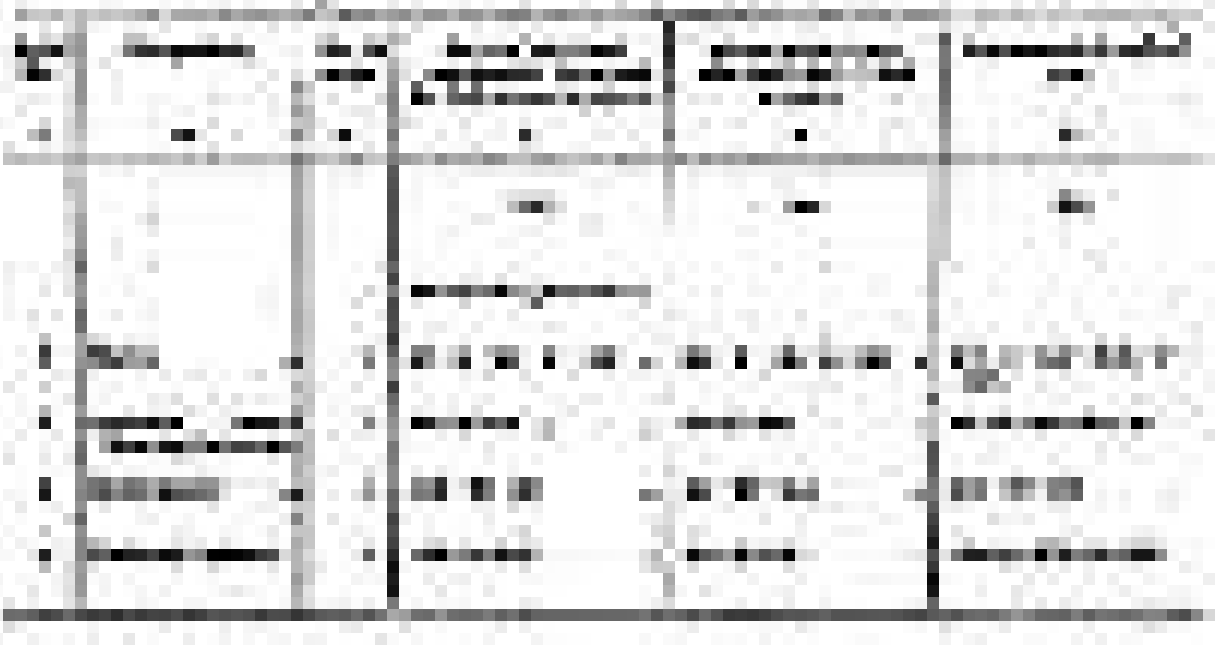
Directorate of Industries—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	INDUSTRIES COMMISSIONER (SMALL INDUSTRIES, RESEARCH INSTITUTE)				
			Rs.	Rs.	
1	Assistant Superintendent (Workshop).	1	250—15—375	275—15—410	
2	Assistant Superintendent (Chemical).	1	200—10—280—E.B.—10—350	200—10—290—E.B.—15—380	
3	Assistant Engineer (Wood Distillation)	1	200—10—280—E.B.—10—350	200—10—290—E.B.—15—380	
4	Assistant Superintendent (Handloom)	1	210—10—270—E.B.—10—330	200—10—290—E.B.—15—380	
5	Artist Designer ..	1	200—10—350	200—10—290—E.B.—15—380	
6	Superintendent (I.E.)	1	230—10—330 (C) ..	200—10—300	
7	Assistant Superintendent (Dyeing and Printing)	1	185—10—225	200—10—300	
8	Assistant Superintendent (Ceramics)	1	160—6—220	200—10—300	
9	Assistant Superintendent (Lock)	1	195—10—245 ..	200—10—300	
10	District Officer ..	1	195—10- 245	200- 10- 300	
11	Assistant Engineer (Oil).	1	185—10—245	200—10—300	
12	Assistant Engineer (Lock).	1	195—10—245	200—10—300	
13	Fancy Jobber ..	1	185—5—215	180—9—270	
14	Spinner ..	1	185—5—215	180—9—270	
15	Assistant Chemist ..	4	145—8—185—10—195—E.B.—10—245	150—8—190—10—220—E.B.—10—270	
16	Shift Foreman ..	3	145—5—170	155—5—170—6—200	
17	Master Table Blower.	2	145—5—185	155—5—170—6—200	
18	Master Machinist ..	2	145—8—185—10—215 (G) ..	155—5—170—6—200	
19	Assistant Mechanic	1	145—8—185	155—5—170—6—200	
20	Instructor ..	1	145—5—170	155—5—170—6—200	
		1	137—4—165—5—185 ..	155—5—170—6—200	
21	Senior Glass Worker.	1	145—5—170	155—5—170—6—200	
22	Turner ..	1	137—4—181	135—5—170—6—200	
23	Carpenter ..	1	125—4—149—E.B.—4—165—5—170	135—5—170—6—200	
		1	125—4—145—5—160 ..	135—5—170—6—200	
24	Ghani Mechanic ..	2	137—4—161	135—5—170—6—200	

Directorate of Industries—contd.

Serial No.	Designation.	No. of posts.	Existing scale of pay and special pay.	Recommended scale of pay and special pay.	Remarks.
1	2	3	4	5	6
			GOVERNMENT WORKSHOP AND STORES, NAGPUR		
	Gazetted.		Rs.	Rs.	
1	Superintendent ..	1	400—30—610—40—730—E.B.—45—1,000—50—1,100 (Probationary pay Rs. 350)	410—30—650—E.B.—45—1,100 50—1,150 (Fixed pay of Rs. 380 during the probation).	
2	Assistant Superintendent.	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
	Non-Gazetted				
3	Junior Engineer ..	..	300—15—375	160—10—290—E.B.—15—380 (Diploma holders to start on Rs. 180 and degree holders to start on Rs. 240)	
4	Junior Assistant ..	..	225—15—300—10—350 ..	160—10—290—E.B.—15—380 (Diploma holders to start on Rs. 180 and degree holders to start on Rs. 240)	
5	Office Assistant Superintendent.	..	200—10—250—15—295 ..	200—10—290—15—320	
6	Senior Accountant ..	..	180—10—280—E.B.—10—300—15—405	200—10—290—E.B.—15—410	
7	Clerk-*cum*-Storekeeper.	..	115—3—145—E.B.—5—190 ..	130—5—150—8—174—E.B.—8 190—10—220	
8	Store-keeper ..	..	115—3—145—E.B.—5—190 ..	130—5—150—8—174—E.B.—8 —190—10—220	
9	Cashier ..	..	145—145—5—195—E.B.—5—245	150—8—190—10—220—E.B.—10—270	
10	Draftsman ..	..	125—125—4—165—E.B.—5—220	130—4—150—5—175—E.B.—5 —200—6—230	
11	Supervisor ..	..	145—5—190—E.B.—10—300 ..	150—8—190—10—230—E.B.—10—300	
12	Auto Fitter ..	..	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4 160	
13	Bench Fitter ..	..	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4 —160	
14	Turner ..	..	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4 —160	
15	Electrician ..	..	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4 —160	
16	Machinist ..	..	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4 —160	
17	Carpenter ..	..	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4 —160	
18	Moulder ..	..	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4 —160	





CHAPTER 82

FACTORY DEPARTMENT

The Factory Department started functioning in 1923. It administers the provisions of Factories Act, 1948. The Chief Inspector of Factories, who is the head of the organisation, works under the administrative control of the Commissioner of Labour and Director of Employment. He is assisted by three Deputy Chief Inspectors of Factories and other inspectorial staff.

2. Designations of various posts in the Department their existing scales and the revised scales recommended by us for them are shown in the appended schedule. Considerations underlying our recommendations in regard to the pay scales of some categories of posts are discussed in the paragraphs below.

3. *Chief Inspector of Factories* (Rs. 1,300—1,600) :

The post is filled either by promotion from amongst Deputy Chief Inspectors of Factories or by nomination of candidates who are (i) graduates in Mechanical and/or Electrical Engineering ; (ii) have experience of not less than 10 years in a responsible position both in technical and managerial capacity ; (iii) have general knowledge of principles of construction of factory buildings including lighting, ventilation and sanitation ; and (iv) are conversant with occupational diseases and methods of their prevention. The post is already in the scale of Rs. 1,300—1,600 i.e. the same as the scale of Superintending Engineers with whom the Secretariat Department has equated the post. We do not consider that any change in the existing scale is necessary.

4. *Deputy Chief Inspector of Factories* (Rs. 610—1,100) :

The post is filled by promotion from amongst the Senior Inspectors of Factories. In addition to the scale of pay the post carries a special pay of Rs. 100 which has been sanctioned to distinguish it from the post of Senior Inspector with which it has a common scale. As the special pay is in lieu of a higher scale, we think that it should be merged with the scale of pay of the post. We accordingly recommend a revised scale of Rs. 740—45—1,100—50—1,150 without any special pay for the post. The special pay may be taken into account for the purpose of initial pay fixation.

5. *Senior Inspector of Factories/Senior Inspector of Factories and Personal Assistant* (Rs. 610—1,100) ; *Junior Inspector of Factories* (Rs. 370—1,100) :

The posts of Senior Inspector and Senior Inspector and Personal Assistant are filled by promotion of Junior Inspectors while those of Junior Inspectors are filled either by promotion of Inspectors of Notified Factories or by nomination of candidates possessing a degree in Mechanical and/or Electrical Engineering or First Class Diploma in Mechanical and/or Electrical Engineering. The Secretariat Department has pointed out that there is no difference in the duties attached to the posts of Senior and Junior Inspectors. The existing scales of pay attached to the two categories are also identical in the later stages. We, therefore, accept the suggestion made by the Secretariat Department to amalgamate the two scales and recommend a revised scale of Rs. 410—30—650—E.B.—45—1,100—50—1,150 (fixed pay of Rs. 380 during the period of probation) for all these posts. We also accept the suggestion of the Secretariat Department that the post of Senior Inspector of Factories and Personal Assistant be brought on the combined cadre of Inspectors.

6. *Technical Inspector of Factories* (Rs. 450—1,050) :

The post is filled either by promotion from amongst Junior Inspectors of Factories satisfying the qualifications prescribed for direct recruits or by nomination of candidates possessing a degree in Textile or Textile Technology or L.T.M. Diploma in

[illegible]

The post has now become superfluous since all the Inspectors of Factories and Government Labour Officers have been declared as Inspectors under the Payment of Wages Act. The Secretariat Department considers that this post can be abolished after the present incumbent retires. The Department has, therefore, proposed that the post may be brought on the scale of the Inspectors of Notified Factories. We accept the suggestion and recommend a revised scale of Rs. 300—20—460—E.B.—20—500—25—650—E B.—30—800 (fixed pay of Rs. 300 during the period of probation).

12. *Legal Assistant* (Rs. 330—615) :

The post is filled by nomination of a candidate possessing a degree in Law and experience of atleast five years in the conduct of cases in criminal courts. The existing scale of the post is ad-hoc. We recommend a revised scale of Rs. 340—20—500—E.B.—25—650 (fixed pay of Rs. 340 during the period of probation) for the post.

13. *Senior Chemist* (Rs. 210—300 C) :

According to the prescribed recruitment rule, the post is to be filled by nomination of a candidate possessing a Master's Degree in Science in Organic or Inorganic Chemistry and practical experience in chemical analysis for atleast 5 years in a well established laboratory. It is stated that despite repeated advertisements the post has remained vacant. The Department has, therefore, proposed that the post be converted into a gazetted post and brought on the cadre of Inspectors of Notified Factories. The Senior Chemist is required to conduct research in industrial diseases and hazardous occupations and works under the Medical Inspector of Factories. We do not consider that it is necessary to upgrade the post to the extent proposed by the Department. We, however, accept that some improvement is necessary and recommend a revised scale of Rs. 300—15—390—20—430—E.B.—20—550 for the post.

14. *Laboratory Technicians* (Rs. 190—10—270 C) :

The post is filled by direct appointment of a Science Graduate. A revised scale of Rs 170—10—250—E.B.—10—290—15—320 is recommended.

15. *Inspector of Notified Factories (Artist)* (Rs. 220—10—300 C) :

The post has been created very recently. It is to be filled by appointment of a candidate holding a diploma in Commercial Art. The Department considers that this should be brought on the scale of Inspectors of Notified Factories. The duties of the post consist of preparation and display of posters and taking of photographs of the spots of accidents. We are unable to accept the suggestion to equate the post with that of an Inspector of Notified Factories. As the Inspector is essentially an Artist, we recommend a revised scale of Rs. 200—10—290—15—320 for the post.

16. *Adrama Operator* (Rs. 100—135 C) :

The post is filled by promotion of members of Class IV staff or by nomination of candidates having a fair working knowledge of reading English manuscripts and holding a certificate in training in the operation of Adrema Machine. A revised scale of Rs. 90—2—100—3—115—E.B.—3—130 is recommended.

17. *Special pays* :

The special pays drawn by the staff for handling cash and attending to accounts may continue.

Factory Department—contd.

Serial No.	Designation.	No. of posts.	Existing scale of pay and special pay.	Recommended scale of pay and special pay.	Remarks.
1	2	3	4	5	6
	Non-Gazetted		Rs.	Rs.	
15	Senior Chemist	1	210—10—300 (C) ..	300—15—390—20—430—E.B.—20—550	
16	Laboratory Technician.	1	190—10—270 (C) ..	170—10—250—E.B.—10—290—15—320.	
17	Laboratory Assistant.	2	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
18	Compounder ..	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
19	Inspector of Notified Factories (Artists).	1	220—10—300	200—10—290—15—320	
20	Senior Superintendent.	1	325—15—430 (C)	260—10—290—15—410	
21	Superintendent ..	9	250—10—330 (C) 195—10—245	200—10—290—15—320	
22	Senior Clerk ..	14	200—10—280 (C) .. .. 125—4—153—E.B.—4—165—5—190	150—8—190—10—220—E.B.—10—270	
23	Second Grade Clerk.	1	125—4—153—E.B.—4—165—5—190	150—8—190—10—220—E.B.—10—270	
24	Senior Clerk-*cum*-Librarian.	1	200—10—280 (C) ..	150—8—190—10—220—E.B.—10—270	
25	Clerk ..	2	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
26	Clerk ..	8	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
27	Clerk ..	2	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
28	Clerk-typist ..	60	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) 100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200 110—4—150—E.B.—5—200	
29	Cashier ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) (Special pay Rs. 25)	110—4—150—E.B.—5—200 (Special pay to continue)	
30	Telephone Operator.	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
31	Stenographer ..	1	200—8—280—E.B.—8—320—10—350 (C)	180—6—210—8—250—E'B.—10—330—E.B.—10—350—15—380	
32	Steno-Typist ..	3	(*i*) 145—5—165—8—189—E.B.—8—245 (C) (*ii*) 100—3—130—E.B.—4—170 (*Plus* Rs. 30 Shorthand Allowance.	(*i*) 110—4—150—E.B.—5—200 (*Plus* Shorthand Allowance according to speed for those borne on departmental cadre). (*ii*) 135—5—170—6—188—E.B.—6—200—8—240—10—270 (For others)	
	CLASS IV				
33	Adrema Operator ..	1	100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130.	
34	Daftarband ..	6	77—2—97—E.B.—2—107 (C) 70—1—80—E.B.—2—100	80—2—100—E.B.—2—110 80—2—100—E.B.—2—110	
35	Naik ..	3	77—1—87—E.B.—1—92 (C) .. 70—1—80—E.B.—1—85 ..	80—2—100 80—2—100	
36	Peon/Laboratory Attendant/Residential Hamal.	69	72—1—82 (C) .. .. 65—1—75	70—1—80—E.B.—2—90 70—1—80—E.B.—2—90	

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promotion from among the Assistant Managers of Government Presses. The The incumbent for the Manager's post should have passed Inter-Arts or Science examination and possess experience of erection and adjustment of printing machinery and letter printing particularly of Monotype and Linotype composition. The administrative department has suggested a scale ofRs. 1,000—50—1,300 for the Deputy Director and Rs. 880—40—1,200 for the Managers. Taking into consideration the administrative, and technical responsibilities of the Managers, we suggest a scale of Rs. 650—45—1,100—50—1,150 (like Executive Engineers) for them. In regard to the Deputy Director's post which is higher than the Manager's post and lower than the Director's, we agree with the proposal of the Department and recommend a scale of Rs. 1,000—50—1,300 without any special pay.

6. *Assistant Manager* (*Rs.* 375—715).—There are in all 14 posts of Assistant Managers and one post each of Manager of Publications and Special Officer (Metric) in the grade of Rs. 375—715. The administrative department has proposed a scale of Deputy Engineers for these posts.

The posts are filled by promotion from amongst Junior Assistant Managers and holders of other supervisory posts in the Press. For appointment by promotion as well as nomination, a candidate must be a Secondary School Certificate holder and have thorough knowledge of composing, working knowledge of various press operations, knowledge of industrial cost accounting and estimating and practical experience in a printing concern. In view of the technical qualifications and experience prescribed for the post, we recommend a scale of Rs. 375—25—550—30—640—E.B.—30—850 for the posts, i.e. the scale we have recommended for Deputy Engineers, but with higher minimum.

Managers of the Government Press Kolhapur, Central Jail Press, Nagpur and Assistant Manager Government Press, Aurangabad who are included in the cadre of Assistant Managers have to perform duties of the Heads of Offices. In view of the higher responsibilities shouldered by them, the department has proposed a higher scale for them. We are reluctant to recommend a higher scale to make small distinctions. Since however these Managers function independently, unlike other Assistant Managers, they would deserve to be suitably compensated for the higher duties and responsibilities performed by them. We suggest that they may be granted a special pay of Rs. 50 per month in addition to their grade pay. This would meet the requirement of the case.

7. *Mechanical Engineer, Typewriter Workshop* (*Rs.* 325—815) *Mechanical Engineer* (*Rs.* 270—715).—As the posts are borne on the cadre of Deputy Engineers, we do not recommend a separate scale for them. The revised scale applicable to the cadre of Deputy Engineers will apply to them.

8. *Accounts Officer* (*Rs.* 270—715).—The post is included in the Maharashtra Finance and Accounts Service (Class II). The revised scale proposed for that service viz., Rs. 340—800 will apply to this post.

9. *Art Executive* (*Rs.* 350—665).—The Art Executive is responsible for the artistic layout of Government publications. He advises the Presses for quality printing. For appointment to this post, a candidate must be a Secondary School Certificate holder, possess diploma in Commercial Art and practical experience of studio work and typographic layouts. He should also be conversent with various printing processes.

The Industries and Labour Department has suggested a scale of Deputy Engineers for this post. In view of the above recruitment qualifications and the duties of the post, we do not think that a comparison with the Deputy Engineer's post is called for. We recommend a regular scale of Class II service viz., Rs. 300—20—460—E.B.—20—500—25—650—E.B.—30—800 for the post.

10. *Labour Officer* (*Rs.* 270—550).—The post is filled either by a transfer of a Labour Officer under the Commissioner of Labour or by nomination of a candidate possessing the qualifications prescribed for appointment as Welfare Officer under Rule 4 of the Welfare Officers Rules 1952. We propose that the post should carry a scale of Rs. 300—20—460—E.B.—20—500—25—600 i.e., the same as that of Labour Officers in the Labour Department.

11. *Establishment Officer, Assistant Director* (*Rs.* 350—500).—The posts are filled normally by promotion of an Office Superintendent (Rs. 320—440 C). The post of Establishment Officer is filled also by nomination of a candidate who is a graduate and possesses experience of office work for not

completed three years diploma course in printing technology or possess a final certificate of the City and Guilds of London Institute. We have recommended a scale of Rs. 130—4—150—5—175—E.B.—5—200—6—230 for these posts. The Technical Assistant (Text Books) is only IX standard passed, knowing technique of various photographic processes. Having regard to these qualifications and the duties which they are required to perform, we recommend a scale of Rs. 100—3—136—4—140 for the Technical Assistant (Text Books)

16. *Compositors Rs.* 120—200(C) : *Rs.* 100—170.—There are 528 posts of this category. The recruitment qualification involves passing of the Trade Test in Hand composing. The Committee has recommended two scales for the posts as compositors have no prospects of promotion. We would have ordinarily recommended a scale of Rs. 110—180 for these posts. However in view of the limited prospects of promotion, a higher scale of Rs. 110—4—150—E.B.—5—200 would be justified in this case. We do not consider it necessary to prescribe a selection grade.

17. Copy holders in the existing scale of Rs. 100—150 have been included in a group (XII) for which we have recommended a scale of Rs. 110—180. The copy holders are required to be Secondary School Certificate holders according to the recruitment rule prescribed for the post. For posts requiring similar qualifications elsewhere we have recommended a scale of Rs. 110—4—150—E.B.—5—200. We, therefore propose the same scale for the posts of copy holders.

18. *Junior Assistant (Standards and Planning) Rs.* 100—170/*Rs.* 120—245(C)—The Committee has included the posts of Junior Assistants (Standards and Planning) in the existing scale of Rs. 100—170 in the group for which a scale of Rs. 120—215 is recommended by it. The same post carrying the city scale of pay of Rs. 120—245 is however included in a higher group for which it has recommended a scale of Rs. 145—262. We assume that the post of Junior Assistant (Standards and Planning) in the City Press, carries higher duties and responsibilities than the post of Junior Assistant in the mofussil scale. We have accordingly recommended a scale of Rs. 130—230 for the posts in the city scale and Rs. 110—180 for the posts in the mofussil scale. It is desirable that they should be redesignated suitably. We have noticed this different valuation in respect of one or two other categories also but we accept the valuation of the Committee.

19. *Machinemen (Rs.* 115—180 *C)*; *(Rs.* 100—146) :—There are 80 posts of Machinemen in the city scale of Rs. 115—180 and 106 posts in the scale of Rs. 100—146. Appointments to these posts are made by promotion from amongst Pressmen and Machine Assistants who have acquired practical experience of working a power driven machine independently. They are studied upto IX standard and possess ability to make forms ready, handle machines and given an out turn of 1500 machine impressions per hour.

The informal committee has recommended 3 different scales for these posts according as they handle (*i*) Tradles and Rota Print Machine, (*ii*) Cylinder Hand Fed Machines or (*iii*) Automatic Cylinder Machines. We do not think that there should be a number of scales to make such small distinctions. We have recommended a common scale of Rs. 110—3—128—4—160 for all Machinemen.

20. The Printing and Stationery Department has proposed that the Assistant Binders in the Photozinco Press, Poona, who were previously designated as Binders should be redesignated as Binders and given the scale admissible to Binders.

The Junior Binders in the Photozinco Press (Rs. 40—60) and the Assistant Binders in other moffussil Presses (Rs. 35—1—45) were given a common scale of pay of Rs. 70—85 in the general revision of 1962. Very recently, these junior Binders have been designated as Assistant Binders and the anomaly in designations has been removed. While doing so, Government must have taken in to consideration the relative duties and responsibilities of the posts of Binders and Assistant Binders. The Committee also has proposed no such distinction in respect of the posts of Assistant Binders in the Photozinco Press. We do not, therefore, consider it necessary to split up the cadre of Assistant Binders to distinguish the Assistant Binders in the Photozinco Press only, from the rest.

21. *Special pays.*—(1) The Deputy Director is in receipt of a special pay of Rs. 100 which is attached to the post. We have recommended a higher scale of pay for this post. The special pay may, therefore be withdrawn. It should count for purposes of pay fixation in the revised scale of pay.

The Deputy Director is given another special pay of Rs. 150 per month for the work of co-ordination of Text Book Printing in Government Presses. So long as this work continues to be handled by him, the special pay may continue.

(2) Manager, Government Central Press, Bombay is given a special pay of Rs. 100 in addition to his grade pay in view of the heavy work at the headquarters. The Press runs round the clock during the sittings of the Legislatures and there is rush of work all the year round necessitating the working of the Press in two shifts. The Manager has also to deal with confidential and secret work which adds to his responsibility. The special pay may, therefore, continue.

(3) A special pay of Rs. 100 per month is sanctioned to the Senior Assistant Manager (Class II) for the arduous nature of duties and added responsibilities due to sanction of additional staff for the 2nd shift. As compared with Assistant Managers in other Government Presses, the work at the Bombay Press being arduous, the special pay is attached to this post also. The special pay may, therefore, be continued.

(4) There are 2 posts of Art Consultants in the Directorate which do not carry any scale of pay. The Art Consultants are given a special pay of Rs. 100 per month instead, for part-time guidance. Since the posts do not carry any pay scale, the remuneration would not be classified as special pay. It would be part-time pay or Honorarium. In either case, it does not come within the scope of the Commission.

(5) The Head Clerk in-charge of stores in the Directorate is granted special pay of Rs. 20 per month for the additional responsibility of handling stores worth lakhs of rupees. The special pay may continue.

(6) The Senior Reader in the Government Press and Stationery Stores at Kolhapur carries a special pay of Rs. 15 per month for holding charge of the Reading Section, there being no post of Head Reader. The pay scale of the post is to be raised from Rs. 130—180 to Rs. 170—240 as recommended by us, so that the post will be on par with the Head Reader. The special pay may therefore, be discontinued.

(7) A special pay of Rs. 20 per month is sanctioned to the senior post Mono Key Board Operator in the Government Central Press in each shift for distribution of work and supervising the section, in addition to his own work. The special pay may continue.

(8) Three posts of Typists (Rota) in the Government Central Press carry special pay of Rs. 20 per month for typing on Zinc Plates with accuracy and speed. Since this involves skill, the special pay may continue. Special pay sanctioned on similar grounds in other Presses may also contiuue at the same rate.

(9) Letter Press Machinemen (Photozincographic Press, Poona) are given special pay of Rs. 15 per month for working on Auto Machines. In view of the revised scale of pay proposed for the posts, we suggest that the special pay may be discontinued.

The special pays given for handling cash may be continued subject to review by the Head of the Department in accordance with the general orders of Government in that behalf.

Government Printing and Stationery Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.				
	Group I		Rs.	Rs.	
16	Assistant Manager ..		205—8—245—10—295	250—15—290—15—380	
17	Junior Assistant Manager/Printing Supervisor	11	250—10—350	250—10—290—15—380	
18	Head Mechanic ..	1	250—10—350	250—10—290—15—380	
	Group II				
19	Head Binder ..	2	205—8—245—10—295 (C)	200—10—300	
20	Head Binder/Binding Overseer.	3	165—6—195—E.B.—9—240	200—10—300	
21	Head Printer ..	3	205—8—245—10—295 (C)	200—10—300	
22	Composing Overseer (Confidential Foreman).	1	165—6—195—E.B.—9—240	200—10—300	
23	Head Reader ..	2	250—10—330 (C)	200—10—300	
24	Head Examiner	2	225—10—275	200—10—300	
25	Overseer ..	4	250—10—330 (C)	200—10—300	
26	L. P. Overseer ..	7	165—6—195—E.B.—9—240	200—10—300	
27	Planning Supervisor	1	250—10—330 (C)	200—10—300	
28	Planning Overseer/Planning Supervisor/Standards Overseer.	4	165—6—195—E.B.—9—240	200—10—300	
29	Three Colour Etcher	1	250—10—330 (C)	200—10—300	
30	Senior Artist ..	8	250—10—330 (C)	200—10—300	
31	Head Draftsman ..	1	210—10—290	200—10—300	
32	Process Overseer ..	1	210—10—290	200—10—300	
33	Printing Foreman ..	2	160—6—190—8—206—E.B.—8—230—10—270	200—10—300	
34	Foreman Offset ..	1	210—10—290	200—10—300	
35	Supervisor T.W. ..	6	200—10—300	200—10—300	
		1	250—10—350 (C)	200—10—300	
36	Head Mechanic (Typewriter)	1	200—10—270—E.B.—10—330 (C).	200—10—300	
37	Typographer (Metric)	3	205—8—245—10—295 (C)	200—10—300	

Government Printing and Stationery Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
	Group III				
38	Mono Mechanic ..	2	205—8—285 (C)	180—9—270	
		2	165—5—190—7—225 ..	180—9—270	
39	Lino Mechanic ..	2	205—8—285 (C) ..	180—9—270	
		2	165—5—190—7—225 ..	180—9—270	
40	General Mechanic ..	2	205—8—285 (C)	180—9—270	
41	Head Mechanic Government Press, Nagpur.	1	165—6—195—E.B.—9—240 ..	180—9—270	
	Group IV				
42	Senior Reader ..	10	190—8—270 (C)	170—8—250 (Special pay to Senior Reader, Kolhapur to be discontinued).	
		15	145—5—170—10—220		
			130—5—180 (Special pay Rs. 15)		
43	Photographer (Photostat and Process)	2	190—10—270 (C) ..	170—8—250	
44	Head Photographer	2	145—6—181—8—197—E.B.—8—245	170—8—250	
45	Senior Assistants (Standards and Planning / Senior Assistant Standard/ Standards Assistant.)	8	145—6—175—7—210 145—8—185	170—8—250	
		5	190—8—270 (C)		
	Group V				
46	Foreman (Composing).	12	165—9—255—(C)	170—8—250	
		11	145—6—175—7—210		
47	Head Reader	2	145—6—175—7—210 ..	170—8—250	
48	Assistant Head Draftsman.	6	165—6—195—E.B.—9—240 ..	170—8—250	
49	Mechanic ..	2	155—5—185—E.B.—6—213	170—8—250	
50	Cromo Artist ..	2	165—6—195—E.B.—9—240	170—8—250	

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Government Printing and Stationery Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.				
	Group IX		Rs.	Rs.	
61	Letter Press Machine Mukadam.	4	135—5—165—E.B.—5—190 (C)	130—4—150—5—175—E.B.—5—200—6—230	
		3	(i) 130—5—160 (ii) 125—4—145—5—160	130—4—150—5—175—E.B.—5—200—6—230	
62	Assistant Head Binder.	2	145—5—180—E.B.—5—190—7—225 (C)	130—4—150—5—175—E.B.—5—200—6—230	
63	Assistant Head Binder/Assistant Binding Foreman.	6	130—5—180	130—4—150—5—175—E.B.—5—200—6—230	
64	Technical Assistant (Binding).	6	145—5—180—E.B.—5—190—7—225 (C)	130—4—150—5—175—E.B.—5—200—6—230	
65	Technical Assistant (Text Book).	26	85—2—105—E.B.—3—135 ..	100—3—136—4—140	
66	Assistant Head Printer.	2	145—5—180—E.B.—5—190—7—225 (C)	130—4—150—5—175—E.B.—5—200—6—230	
67	Assistant Composing Foreman.	10	130—5—180	130—4—150—5—175—E.B.—5—200—6—230	
68	Progress Checker ..	8	145—5—180—E.B.—5—190—7—225 (C)	130—4—150—5—175—E.B.—5—200—6—230	
		3	130—5—180	130—4—150—5—175—E.B.—5—200—6—230	
69	Type Store-Keeper	2	145—5—180—E.B.—5—190—7—225 (C)	130—4—150—5—175—E.B.—5—200—6—230	
70	Type Store-Keeper and Lino Foreman.	1	130—5—180	130—4—150—5—175—E.B.—5—200—6—230	
71	Foreman Type-Foundry.	2	145—5—180—E.B.—5—190—7—225 (C)	130—4—150—5—175—E.B.—5—200—6—230	
		3	130—5—180	130—4—150—5—175—E.B.—5—200—6—230	
	Foundry Supervisor	1	125—4—145—5—160 ..	130—4—150—5—175—E.B.—5—200—6—230	
72	Assistant General Mechanic.	2	145—5—180—E.B.—5—190—7—225 (C)	130—4—150—5—175—E.B.—5—200—6—230	

Government Printing and Stationery Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
	Non-Gazetted—contd.				
73	Machine Fitter ..	3	130—5—180	130—4—150—5—175—E.B.—5—200—6—230	
74	Assistant Mono Mechanic.	2	130—5—180	130—4—150—5—175—E.B.—5—200—6—230	
75	Case Work Foreman	1	145—5—180	130—4—150—5—175—E.B.—5—200—6—230	
76	Mechanic/Machine Mechanic.	5	130—5—180	130—4—150—5—175—E.B.—5—200—6—230	
77	Mechanic ..	3	155—6—215	155—5—170—6—200—8—240	
78	Electrician ..	2	155—6—215	155—5—170—6—200—8—240	
	Group X				
79	Offset Printer ..	4	130—5—160	130—4—150—5—175—E.B.—5—200—6—230	
80	Auto Offset Printer.	15	130—5—160	130—4—150—5—175—E.B.—5—200—6—230	
	Group XI				
81	Auto Offset Machineman/Printer.	17	130—5—160	130—4—150—5—175—E.B.—5—200—6—230	
82	Mechanic ..	8	130—5—180	130—4—150—5—175—E.B.—5—200—6—230	
83	Draftsman ..	38	115—3—130—E.B.—5—150—E.B.—5—190	130—4—150—5—175—E.B.—5—200—6—230	
			125—125—4—135—E.B.—5—220	130—4—150—5—175—E.B.—5—200—6—230	
84	First Assistant Mechanic/Outdoor Mechanic/Mechanic	1	137—4—145—5—170 (C) ..	110—3—128—4—144—E.B.—4—180	
		2/2	145—5—190 (C)	110—3—128—4—144—E.B.—4—180	

Government Printing and Stationery Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.				
	Group XI		Rs.	Rs.	
85	Compositor ..	299	120—4—160—E.B.—5—200(C)	110—4—150—E.B.—5—200	
		229	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
	Group XII				
86	Mono Caster Attendant.	44	120—4—144—E.B.—4—160—5—165 (C)	110—3—128—4—144—E.B.—4—180	
		22	100—3—130—E.B.—4—146 ..	110—3—128—4—144—E.B.—4—180	
87	Section Holder ..	20	120—4—160—E.B.—5—200 (C)	110—3—128—4—144—E.B.—4—180	
		6	100—3—130—E.B.—4—146 ..	110—3—128—4—144—E.B.—4—180	
		7	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
88	Assistant Type Store-Keeper	1	120—4—160—E.B.—5—200 (C)	110—3—128—4—144—E.B.—4—180	
89	Copyholder ..	83	120—5—165—E.B.—5—185—6—215 (C)	110—4—150—E.B.—5—200	
		67	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
90	Photographer (Process) ..	2	125—4—145—5—130 (C) ..	110—3—128—4—144—E.B.—4—180	
91	Photostat Operator..	1	145—5—190 (C) ..	110—3—128—4—144—E.B.—4—180	
92	Driver ..	6	100—3—130—E.B.—4—150	110—3—128—4—144—E.B.—4—180	
		3	120—4—144—E.B.—4—160—5—180 (C)		
93	Tracer ..	32	100—3—130—E.B.—4—150 ..	110—3—128—4—144—E.B.—4—180	
94	Junior Assistant (Standards and Planning) / Progress Checker.	17	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
		2			
95	Process Operator ..	1	115—3—130—4—138—E.B.—4—166	110—3—128—4—144—E.B.—4—180	

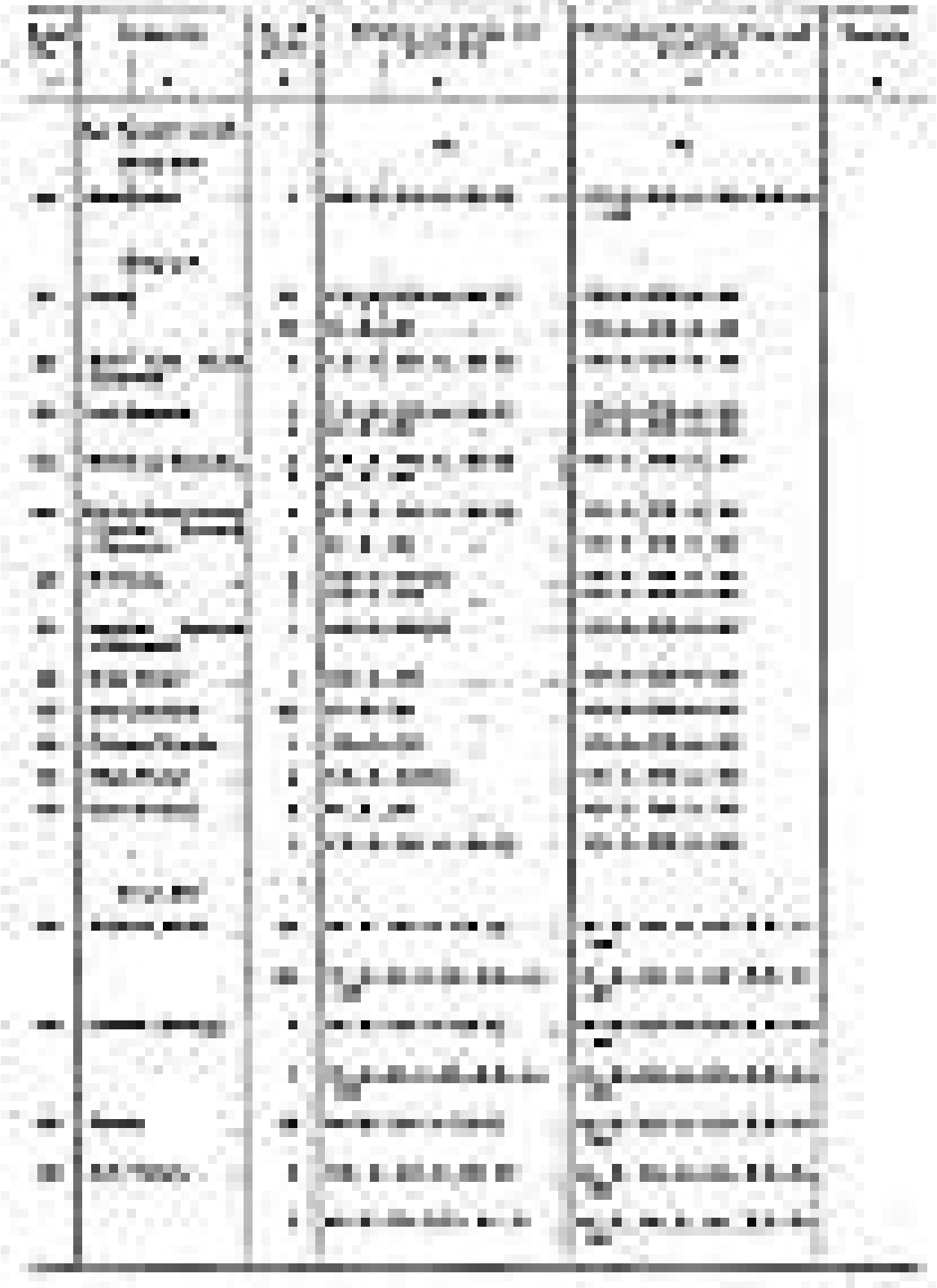
Government Printing and Stationery Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
	Non-Gazetted—contd.				
96	Process Etcher ..	7	115—3—130—4—138—E.B.—4—166	110—3—128—4—144—E.B.—4—180	
97	Helio Photographer/Photografher	2/2	115—3—130—4—138—E.B.—4—166	110—3—128—4—144—E.B.—4—180	
98	Transferer ..	1	115—3—130—4—138—E.B.—4—166	110—3—128—4—144—E.B.—4—180	
99	Helio Printer ..	5	115—3—130—4—138—E.B.—4—166	110—3—128—4—144—E.B.—4—180	
100	Mechanic ..	1	115—3—130—4—150 ..	110—3—128—4—144—E.B.—4—180	
101	Assistant Electrician	2	115—3—145	110—3—128—4—144—E.B.—4—180	
102	Assistant Mechanic and Motorman.	1	115—3—130—4—150 ..	110—3—128—4—144—E.B.—4—180	
	Group XIII				
103	Guillotine man ..	3	111—3—120—4—148 (C) ..	110—3—128—4—136—E.B.—4—160	
104	Senior Binder ..	26	120—4—144—E.B.—4—160—5—165 (C)	110—3—128—4—136—E.B.—4—160	
		25	100—3—130—E.B.—4—146 ..	110—3—128—4—136—E.B.—4—160	
105	Senior Carpenter ..	5	120—4—144—E.B.—4—160—5—165 (C)	110—3—128—4—136—E.B.—4—160	
		6	100—3—130—E.B.—4—146		
106	Half Tone Engraver	4	120—4—144—E.B.—4—160—5—165 (C)	110—3—128—4—136—E.B.—4—160	
107	Plate Toucher ..	1	120—4—144—E.B.—4—160—5—165 (C)	110—3—128—4—136—E.B.—4—160	
		1	100—3—130—E.B.—4—146 ..		
		9	100—3—130—E.B.—4—146 ..		
108	Hand Pressman ..	10	120—4—140—5—160 (C) ..	110—3—128—4—136—E.B.—4—160	
109	Gilder ..	2	135—5—160 (C) ..	110—3—128—4—136—E.B.—4—160	

Government Printing and Stationery Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
110	Machineman ..	80	115—3—151—E.B.—4—175—5—180 (C)	110—3—128—4—136—E.B.—4—160	
		106	100—3—130—E.B.—4—146 .. Special pay of Rs. 15 for L. P. Machine man.	110—3—128—4—136—E.B.—4—160 (Special pay to discontinue).	
111	Machine Minder ..	1	100—3—130—E.B.—4—146 ..	110—3—128—4—136—E.B.—4—160	
112	Litho Machineman ..	11	100—3—130—E.B.—4—146 ..	110—3—128—4—136—E.B.—4—160	
113	Machineman (Plate Graining).	4	100—3—130—E.B.—4—146 ..	110—3—128—4—136—E.B.—4—160	
114	Transfer Printer ..	1	100—3—130—E.B.—4—146 ..	110—3—128—4—136—E.B.—4—160	
115	Hand Press Printer..	5	100—3—130—E.B.—4—146 ..	110—3—128—4—136—E.B.—4—160	
116	Assistant Fitter ..	3	100—3—130—E.B.—4—146 ..	110—3—128—4—136—E.B.—4—160	
117	Super Caster Attendant.	1	100—3—130—E.B.—4—146 ..	110—3—128—4—136—E.B.—4—160	
118	Head Mounter ..	1	100—3—130—E.B.—4—146 ..	110—3—128—4—136—E.B.—4—160	
119	Vandyke Operator ..	2	85—2—105—E.B.—3—135 ..	110—3—128—4—136—E.B.—4—160	
120	Intensifier ..	1	85—2—105—E.B.—3—135 ..	110—3—128—4—136—E.B.—4—160	
121	Technical Assistant..	24	85—2—105—E.B.—3—135 ..	110—3—128—4—136—E.B.—4—160	
122	Proof Printer ..	2	115—3—145	110—3—128—4—136—E.B.—4—160	
123	Outdoor Mechanic/Mechanic/Senior T. W. Mechanic.	7	100—3—130—E.B.—4—146 ..	110—3—128—4—136—E.B.—4—160	
		1/1	125—4—145—5—160 (C) ..	110—3—128—4—136—E.B.—4—160	
124	Assistant Mechanic/2nd Assistant Mechanic.	1/7	125—4—145—5—160 (C) ..	110—3—128—4—136—E.B.—4—160	
125	Junior T. W. Mechanic	2	100—3—130—E.B.—4—146 ..	110—3—128—4—136—E.B.—4—160	
126	Issue Checker/Head Packer.	4	100—3—130—E.B.—4—146 ..	110—3—128—4—136—E.B.—4—160	
127	Fitter and Turner ..	1	145—5—160 (C) ..	110—3—128—4—136—E.B.—4—160	
128	Dispatcher (Confidential).	1	135—5—170 (C) ..	110—3—128—4—136—E.B.—4—160	
129	Head Counter ..	1	100—3—130—4—146	110—3—128—4—136—E.B.—4—160	

[illegible]



Government Printing and Stationery Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recomended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.		
147	Flymen/Boy ..	67	75—1—80—2—90—E.B.—2—100	90—2—100—3—115—E.B.—3—130	
148	Rollerman (Hand) ..	10	95—2—105—3—120 (C) ..	90—2—100—3—115—E.B.—3—130	
149	Rollermaker ..	4	95—2—105—3—120 (C) ..	90—2—100—3—115—E.B.—3—130	
150	Compositor Reservist.	20	95—2—105—3—120 (C) ..	90—2—100—3—115—E.B.—3—130	
		20	75—1—80—2—90—E.B.—2—100	90—2—100—3—115—E.B.—3—130	
151	Galley Pressman ..	27	95—2—105—3—120 (C) ..	90—2—100—3—115—E.B.—3—130	
		21	75—1—80—2—90—E.B.—2—100	90—2—100—3—115—E.B.—3—130	
152	Pressman/Proof Pressman	3	80—2—100—E.B.—3—115 ..	90—2—100—3—115—E.B.—3—130	
153	Oiler and Cleaner ..	4	95—2—105—3—120 (C) ..	90—2—100—3—115—E.B.—3—130	
154	Cleaner ..	6	75—1—80—2—90—E.B.—2—100	90—2—100—3—115—E.B.—3—130	
155	Packer ..	11	95—2—105—3—120 (C) ..	90—2—100—3—115—E.B.—3—130	
156	File Detacher ..	1	95—2—105—3—120 (C) ..	90—2—100—3—115—E.B.—3—130	
157	Washer and Feeder.	1	95—2—105—3—120 (C) ..	90—2—100—3—115—E.B.—3—130	
158	Feeder ..	1	80—2—100—E.B.—3—115 ..	90—2—100—3—115—E.B.—3—130	
159	Despatcher ...	1	95—2—105—3—120 (C) ..	90—2—100—3—115—E.B.—3—130	
160	Despatcher/Packer	18	75—1—80—2—90—E.B.—2—100	90—2—100—3—115—E.B.—3—130	
161	Distributor ..	30	100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	
		38	80—2—100—E.B.—3—115 ..	90—2—100—3—115—E.B.—3—130	
162	Mono Caster Attendant/ Reservist.	8	100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	
163	Operative in Foundry.	18	100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	
164	Junior Carperter ..	2	100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	
		7	91—3—130	90—2—100—3—115—E.B.—3—130	

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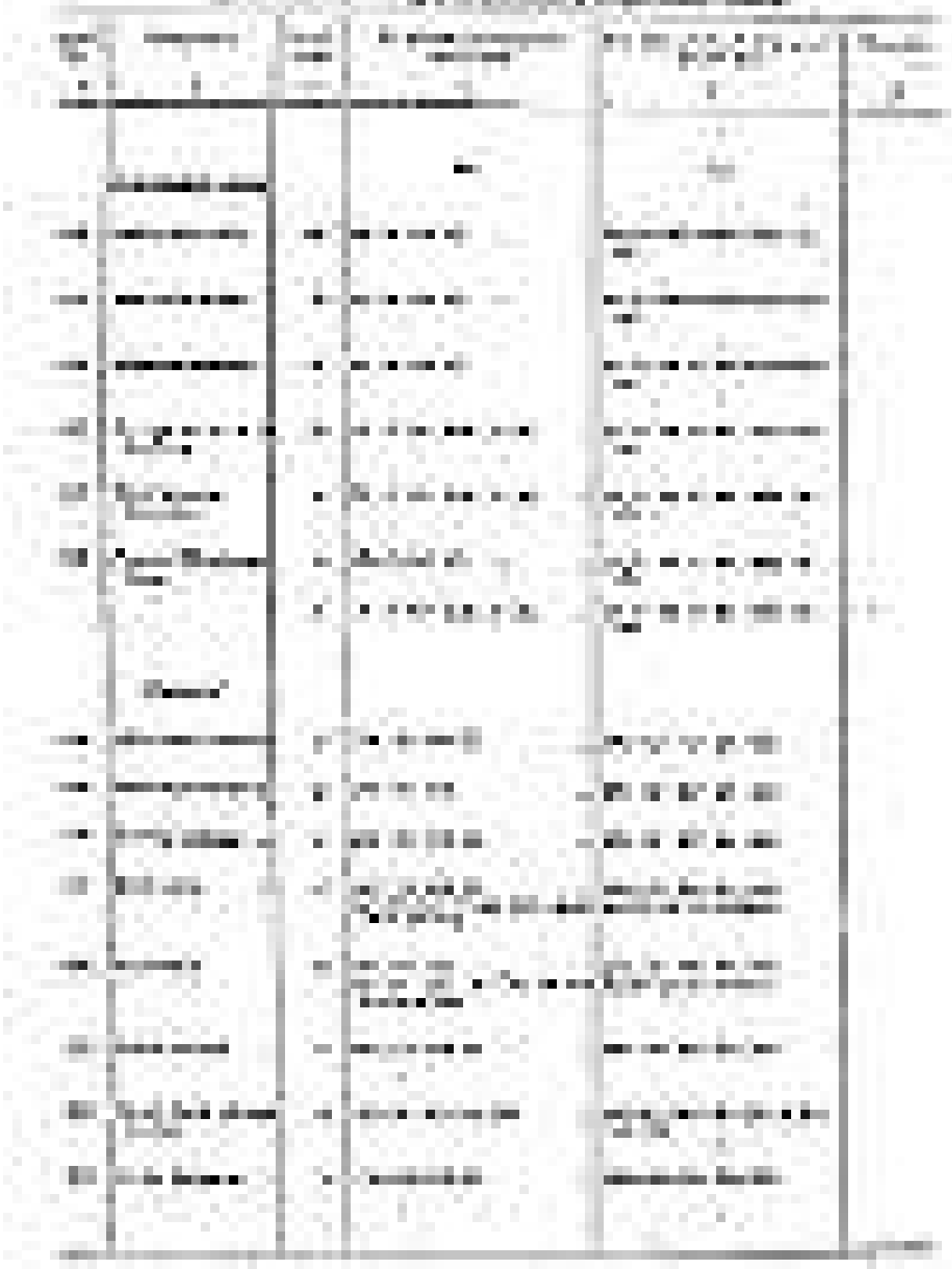

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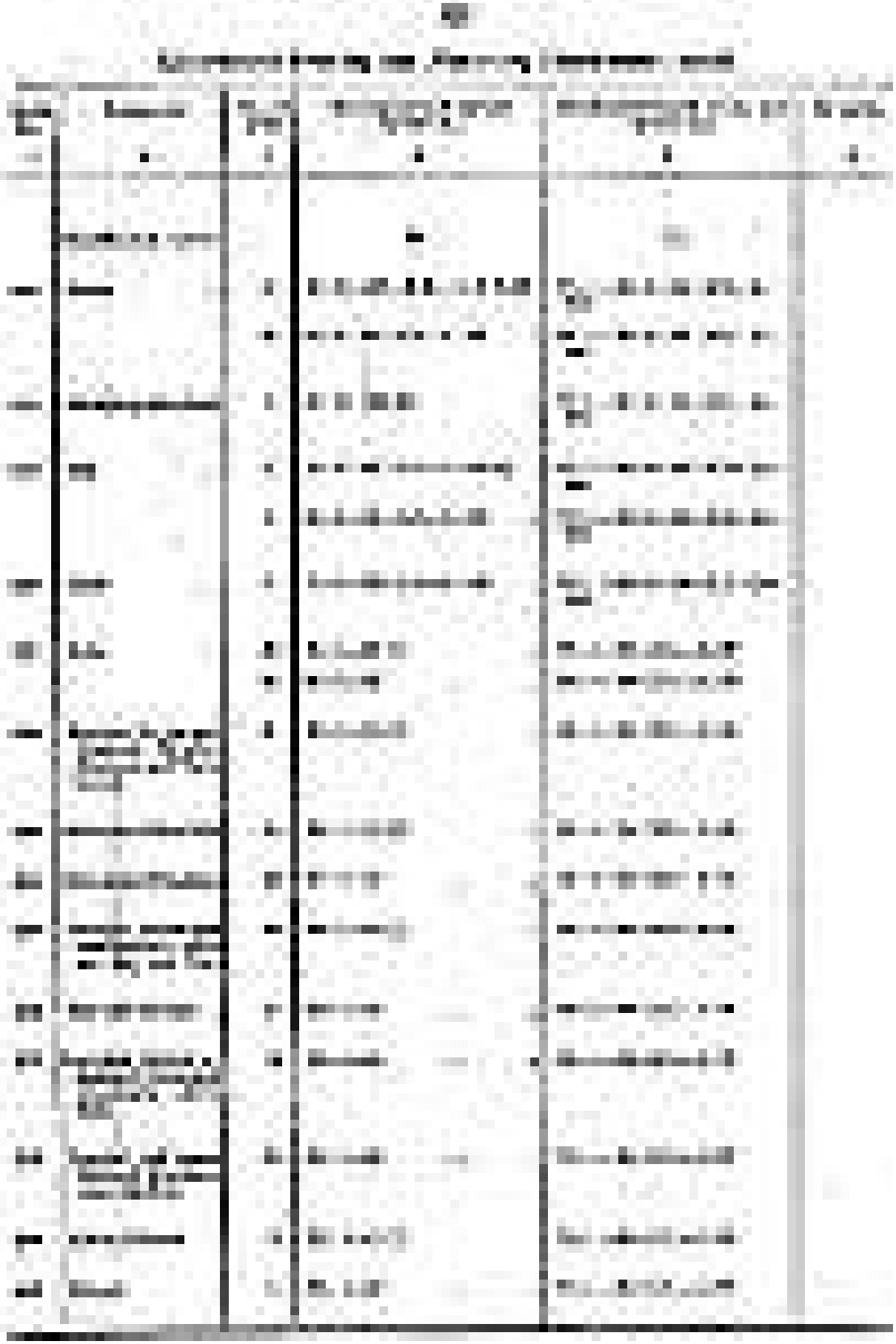


CHAPTER 84

INDUSTRIAL COURT, MAHARASHTRA

The Judicial machinery under the Bombay Industrial Relations Act, 1946 consists of Industrial Court and Labour Courts. The present Industrial Court, Maharashtra, at Bombay consists of four members including the President. As a result of the application of Bombay Industrial Relations (Extension and Amendment) Act, 1964 to Vidarbha area with effect from 1st May 1965, the former State Industrial Court, Nagpur, performs the functions of Industrial Court, Maharashtra, Nagpur Bench. It has only one member, assisted by Assistant Registrar and subordinate staff. There are two Labour Courts at Bombay, one at Poona and one at Nagpur, presided over by Labour Judges. The District Industrial Court, Nagpur, functions as Labour Court, Nagpur.

2. Designations of various posts in the organisation, their existing pay scales and the revised scales recommended by us for these posts are shown in the schedule. Considerations underlying our recommendations in regard to few posts are discussed in the following paragraphs.

3. *President, Members (Bombay and Nagpur), Adjudicator and Judge, Industrial Court* (Rs. 1,800—2,500 C), (Rs. 1,200—1,600 C) and (Rs. 1,000—1,200 C) :

We have suggested the nearest revised scales after taking into account the existing scales of the posts.

4.4 *Labour Judge, Senior Division* (Rs. 680—1,080); *Labour Judge, Junior Division* (Rs. 450—880):

After taking into account the existing scale, the recruitment rule and the pay scale proposed by us separately for the post of Assistant Judge, Civil Judge, Senior and Junior Divisions, we have recommended a revised scale of Rs. 725—45—1,100—50—1,150 for the post of Labour Judge, Senior Division. For the post of Labour Judge, Junior Division we have proposed a scale of Rs. 500—30—650—45—965.

5. *Superintendent, State Industrial Court, Nagpur* (Rs. 225—350) :

The post had been sanctioned by the ex-Madhya Pradesh State in the scale of Rs. 175—15—250—E.B.—10—300. This post was not equated in 1956 and has continued in the Ex-Madhya Pradesh scale. In the revision of pay scales of 1962, the scale was revised to Rs. 225—350 by merging appropriate quantum of dearness allowance in pay. We feel that it is necessary to sanction a revised scale for the post on the basis of the scale sanctioned for equivalent post elsewhere and not necessarily on the basis of the existing scale. We have accordingly proposed one of the standard revised scale of comparable post viz. Rs. 200—320 for this post also.

6. For various other posts, we have proposed revised scales as have been proposed for similar ministerial posts in other departments.

7. *Special pay* :

At present officers deputed from the judicial department are granted special pay. Similarly, clerks are granted special pay for handling cash.

These special pays may continue.

SCHEDULE

INDUSTRIAL COURT, MAHARASHTRA

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	President ..	1	1,800—100—2,500 (C) ..	1,800—100—2,500	
2	Member ..	4	(*i*) 1,200—50—1,600 (C) ..	(*i*) 1,300—60—1,600 (For direct recruit).	
			(*ii*) For District Judge, grade pay *plus* special pay of Rs. 300	(*ii*) For District Judge, grade pay *plus* special pay of Rs. 300 per month.	
3	Adjudicator ..	2	(*i*) 1,000—50—1,200 (C) ..	(*i*) 900—50—1,300 (For direct recruit)	
			(*ii*) For Civil Judge, grade pay *plus* special pay of Rs. 150	(*ii*) For Civil Judge, grade pay *plus* special pay Rs. 150 per month.	
4	Judge, District Industrial Court.	1	Grade pay as Civil Judge *plus* special pay of Rs. 150	(*i*) 900—50—1,300 (For direct recruit)	
				(*ii*) For Civil Judge, grade pay *plus* special pay of Rs. 150	
5	Judge, Labour Court (Senior Division)	1	680—50—1080	785—45—1,100—50—1,150	
6	Judge, Labour Court (Junior Division).	1	450—25—550—30—670—E.B.—30—880 (Probationary pay Rs. 450)	500—30—650—45—965 (Probationary pay of Rs. 500)	
7	Registrar ..	1	450—25—550—30—670—E.B.—30—880 (C)	400—20—500—25—600—E.B.—25—650—30—800	
8	Deputy Registrar ..	1	350—15—440—E.B.—15—470—20—550 (C)	340—20—500	
9	Secretary, Wage Board for Cotton and Silk textiles and Sugar Industries.	1	350—15—440—E.B.—15—470—20—550 (C)	340—20—500	
10	Assistant Registrar	2	300—10—400	300—15—390—20—450	
	Non-Gazetted.				
11	Superintendent ..	2	210—10—280	200—10—290—15—320	
		1	225—15—300—10—350 ..	200—10—290—15—320	
12	Clerk of the Court and Interpreter.	5	210—10—290 (C) ..	200—10—290—15—320	
13	Research Assistant	1	210—10—290 (C) ..	200—10—290—15—320	
14	Technical Statistical Assistant	1	165—10—225—E.B.—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270	
15	Accountant-cum-Cashier	1	140—10—210—E.B.—10—270	150—8—190—10—220—E.B.—10—270.	
16	Board Clerk ..	1	165—10—225—E.B.—10—255—15—300 (C) Special pay Rs. 20	150—8—190—10—220—E.B.—10—270 Special pay to continue	

Industrial Court, Maharashtra—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
17	Cashier ..	1	160—6—190—8—206—E.B.—8—230—10—270 (C)	150—8—190—10—220—E.B.—10—270	
		1	100—3—130—E.B.—4—170 .. Special pay of Rs. 15	110—4—150—E.B.—5—200 Special pay to continue	
18	Clerk of the Court ..	3	145—8—185	150—8—190—10—220—E.B.—10—270	
19	Upper Division Clerk	3	115—5—155—E.B.—5—190 .. Special pay of Rs. 5 for one post	150—8—190—10—220—E.B.—10—270 Special pay to continue	
		1	120—5—155—E.B.—5—190 ..	150—8—190—10—220—E.B.—10—270	
		1	145—8—185	150—8—190—10—220—E.B.—10—270	
20	Senior Clerk ..	3	165—10—225—E.B.—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270	
21	Stenographer ..	5	250—10—350—E.B.—15—500 (C)	240—10—290—15—350—E.B.—15—470	
22	Stenographer ..	1	160—6—190—8—230—E.B.—10—320—15—350	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
		2	145—5—170—6—200—E.B.—6—230—9—275	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
		3	200—8—280—E.B.—8—320—10—350 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
23	Typist/Clerk-typist Junior Clerk.	13	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
24	Clerk-typist/Clerk ..	13	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
25	Bailiff ..	2	120—4—152 (C)	100—3—136—4—140	
		1	80—2—100—E.B.—3—115 ..	100—3—136—4—140	
	CLASS IV				
26	Chobdar ..	1	100—2—110 (C)	100—3—115	
27	Havildar ..	3	87—2—107 (C)	90—2—110	
		1	80—2—100	90—2—110	
28	Daftary ..	1	77—2—97—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
		1	70—1—80—E.B.—2—100 ..	80—2—100—E.B.—2—110	
29	Naik ..	4	77—1—87—E.B.—1—92 (C) ..	80—2—100	
		2	70—1—80—E.B.—1—85 ..	80—2—100	
30	Peon ..	15	72—1—82 (C)	70—1—80—E.B.—2—90	
31	Night Watchman ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	
		1	65—1—75	70—1—80—E.B.—2—90	
32	Peon	9	65—1—75	70—1—80—E.B.—2—90	

CHAPTER 85

LABOUR DEPARTMENT

The Labour Department was established in the State of Bombay in 1921. The Department is concerned mainly with administration of laws relating to industrial employment, employer-labourer relations, and the welfare of labour. The Head of the Department is the Commissioner of Labour with head-quarters at Bombay. He is assisted by three Deputy Commissioners at head-quarters and two Deputy Commissioners one each at the divisional head-quarters at Poona and Nagpur. In addition to the Labour Department, the Commissioner has under him the State Employment Organisation and Factory and Boiler Departments. He is also in direct control of 5 Industrial Training Workshops at Bombay, Sholapur, Aurangabad, Nagpur and the Bombay Labour Institute, Bombay.

2. Before we proceed to deal with the pay structure of the Department, it is necessary to refer to the suggestion made by the Commissioner of Labour that the existing disparity between the pay scales of non-gazetted staff in his office and those of the non-gazetted staff in Sachivalaya should be removed. The demand for parity in the Sachivalaya staff has also been made by the Labour Department Staff Union. We have dealt with this question at some length in a separate chapter and would not, therefore, like to go over the same grounds again. It may be pointed out that the pay scales recommended by us for various posts in different organisations have been arrived at with due regard to all relevant factors.

3. Designations of various posts in the Department their existing pay scales and the pay scales recommended by us for those posts are indicated in the appended schedule. Considerations underlying our recommendations in regard to pay scales of some categories are discussed below.

4. *Commissioner of Labour* (Rs. 1,300—1,800 *plus* Special pay of Rs. 150) :

The Department considers that the post should be equated with the post of a Secretary. The Industries and Labour Department, on the other hand, has suggested that the post should be brought on the time scale that may be recommended by the Commission for Senior Heads of Departments. In the case of other higher posts we have not, as a matter of principle, recommended any revision except where a revision is considered necessary on special grounds. In the present case, we do not think that there is any case for revising the pay-scale of the post.

The Commissioner of Labour is in receipt of a special pay of Rs. 150 as he is in-charge of the Employment Exchange Organisation and is on the same scale of pay as the Director of Employment. We recommend that this special pay be continued.

5. *Deputy Commissioner of Labour* (Rs. 730—1,080) :

The post is filled either by promotion of Assistant Commissioner or by nomination. The qualifications prescribed for nomination are an Honours degree preferably Economics or Commerce, and experience in investigation of labour problems and the settlement of labour disputes including knowledge of labour laws and industrial conditions. Having regard to the duties of the post and also qualifications prescribed for direct recruitment we consider that a revised scale of Rs. 740—45—1,100—50—1,150 would meet the requirements of the case.

6. *Assistant Commissioner of Labour* (Rs. 350—900) :

The post is filled either by promotion from among Government Labour Officers or by nomination of candidates possessing a Second Class degree in Arts, Science, Commerce or Law or an ordinary degree in Arts, Science etc. plus a degree or diploma in social work. A revised scale of Rs. 410—30—650—E.B.—45—965 (fixed pay of Rs. 380 per month during the period of probation) is recommended for the post.

7. *Government Labour Officer* (Rs. 250—550) :

The post is filled either by promotion from among Superintendents or other subordinate staff in the Offices of the Commissioner of Labour, Deputy and Assistant Commissioners of Labour or by nomination of candidates possessing a degree in Arts, Science, Commerce or Law. A revised scale of Rs. 300—20—460—E.B.—20—500—25—600 (fixed pay of Rs. 280 per month during the period of probation) is recommended for the post.

8. *Assistant Registrar of Trade Union* (Rs. 250—550) :

This post is comparable to the post of Government Labour Officer. We, therefore, recommend for the post the same scale as we have suggested for that post.

9. *Superintendent, Office of the Commissioner of Labour, Research Assistant* (Rs. 220—430 C); *Junior Inspector, Shops and Establishment, Aurangabad Division* (Rs. 220—380); *Inspector, Shops and Establishment, Nagpur Division* (Rs. 225—350) :

The posts of Superintendents are filled either by promotion of Senior Clerks or by nomination of candidates possessing a degree of a recognised University preferably in Economics, Mathematics, or Statistics. For the posts of Superintendents in other subordinate offices we have recommended a scale of Rs. 260—410. Since in the case of Labour Department, the recruitment rule provides for direct recruitment of graduates, we recommend for the post, a revised scale of Rs. 200—10—290—E.B.—15—410 with the provision of a higher start of Rs. 260 for those promoted from the lower cadres.

The posts of Junior Inspectors of Shops and Inspector of Shops and Establishments were allocated from the former States of Hyderabad and Madhya Pradesh respectively. They were not equated with any of the posts in the old Bombay set up presumably for want of corresponding posts. Since, from the point of view of recruitment qualifications, they are comparable to the posts of Superintendents and since in the Departmental hierarchy they hold positions corresponding to that of Superintendent, we recommend that they may also be brought on the scale of Rs. 200—410 which we have recommended for Superintendents.

10. *Superintendent, Office of the Deputy Commissioner of Labour, Poona and Nagpur Divisions* :

The post carries a scale of Rs. 195—245. The prescribed qualifications for recruitment are the same as those prescribed in the case of Superintendents in the Commissioner's Office. As, however, these posts are in divisional offices, we recommend a revised scale of Rs. 200—10—290—15—320 for these posts.

11. *Superintendent, Office of the Assistant Commissioner of Labour, Aurangabad* (Rs. 195—245) :

This post was allocated from the former State of Hyderabad and was equated to the post of Superintendent in the office of the Commissioner of Labour, Bombay. The pay scale has, however, since been brought in line with the pay scale of Superintendents in other divisional offices viz. Rs. 195—245, though the incumbent is reported to have retained the Hyderabad scale of Rs. 220—380 (Revised). Having regard to the pay-scale recommended by us for the post of Superintendent in the Divisional offices at Nagpur and Poona we recommend a revised scale Rs. 200—10—290—15—320 for the post. The incumbent will have option to retain his old scale as personal to him. We are unable to accept the suggestion made by the Department that the pay-scale should be brought in line with that of Superintendent in the Office of the Commissioner of Labour, as this post is only comparable to similar posts in other divisional offices.

12. *Minimum Wage Inspector/Secretary, Labour Training Centre, Nagpur* (Rs. 200—300); *Price Supervisor/Senior Labour Investigator/Scrutinisers* (Rs. 190—300) :

All the posts are filled either by promotion of lower staff or by the direct recruitment of graduates. We recommend a revised scale of Rs. 200—10—290—15—320 for all these posts.

13. *Assistant Inspectors, Shops and Establishment* (Rs. 165—190); *Shop Inspector* (Rs. 145—185); *Inspector/Statistical Assistant/Senior Clerk* (Rs. 165—300 C); *Senior Clerk* (Rs. 145—185); *Junior Labour Investigator* (Rs. 145—190) :

The posts of Assistant Inspector, Shops and Establishment, were allocated from the former State of Madhya Pradesh. The scale was revised in the general revision of 1952 by merger of Dearness Allowance. The Commissioner considers that these posts are comparable to the posts of Shops Inspectors. We have, therefore, recommended a common scale of Rs. 150—8—190—10—220—E.B.—10—270 for all these posts and also for other posts mentioned above taking into account the recruitment rules and the nature of work attached to them.

14. *Librarian* (Rs. 140—250 unrevised) :

It is stated that the scale was not revised in the general revision of 1962. The post is filled either by promotion of subordinate member possessing a degree in Commerce or Economics or by nomination of candidates who possess a degree of a recognised university in Economics or Commerce and possess adequate experience or a diploma in Library Science. For Librarians in other Departments, who are graduates and possess a diploma or a certificate in library science we have recommended a scale of Rs. 160—10—250—E.B.—10—300. We suggest that the same scale may be prescribed for this post also, provided that the qualifications prescribed in the recruitment rule are satisfied. If the prescribed qualifications are not satisfied, we recommend a scale of Rs. 150—8—190—10—220—E.B.—10—270.

15. *Special pays* :

The following posts carry special pays for the reasons mentioned against them :—

Designation	Amount of special pay	Reason for grant of special pay
Senior Clerk, Office of the Commissioner of Labour.	Rs. 20	For attending to confidential work.
Senior Typist, Office of the Commissioner of Labour.	Rs. 20	For supervising the work of the typists.
Senior Clerk, Office of the Assistant Commissioner of Labour (Aurangabad) (2 persons).	Rs. 10	For extra duties of collection of prices from local market.
Senior Clerk (2 persons) ...	Rs. 20	For the additional work connected with the socio-economic survey for new series of cost of living index numbers.
Junior Clerk (3 persons) ...	Rs. 20	For the additional work connected with the socio-economic survey for new series of cost of living index number.

As the special pays have been sanctioned either for additional work or for arduous nature of duties, we recommend that the same may continue.

Special pays drawn by other staff for handling cash and for doing shorthand work may also continue.

BOMBAY LABOUR INSTITUTE

16. The Bombay Labour Institute was established in July 1947 by the then Government of Bombay. The Institute has been recognized under Section 15 of the Bombay University Act, 1953 as a post graduate institution for imparting specialised instructions leading to the two-years diploma in Labour Welfare. The Institute is headed by a Principal, who is on the standard Class I scale of Rs. 350—1,100, (which is also sanctioned scale of Professors at the same Institute) and in addition draws a special pay of Rs. 100. We recommend a revised scale of Rs. 410—30—650—E.B.—45—1,100—50—1,150 (fixed pay of Rs. 380 per month during the period of probation) for the post. We also recommend that the special pay of Rs. 100 which is granted to the Principal for looking after the administrative work of the institute be continued.

17. *Supervisor* (Rs. 350—1,100) :

The posts are filled by nomination of candidates possessing a second class Master's degree in Economics and Ph.D. degree in an appropriate subject of a recognized university. A revised scale of Rs. 410—30—650—E.B.—45—1,100—50—1,150 (fixed pay of Rs. 330 per month during the period of probation) is recommended for the post.

18. *Chief Editor* (Rs. 350—900) :

The post is filled either by promotion of a Lecturer or by nomination of candidates possessing at least a second class degree in one of the social sciences and having teaching, journalistic or writing experience for not less than 5 years. He is in charge of the correspondence course in Trade Unionism which the Institute conducts. We recommend for the post a revised scale of Rs. 410—30—650—E.B.—45—965 (fixed pay of Rs. 380 per month during the period of probation).

19. *Lecturer* (*Gazetted*) (Rs. 270—550) :

The recruitment rule for the post of Lecturer in Labour Welfare has not been finalised while the rule for the post of Lecturer in Trade Unionism provides for the post being filled either by promotion from among non-gazetted Lecturers or by nomination of candidates having at least second class Bachelor's degree in one of the social sciences and possessing teaching experience for atleast two years. A revised scale of Rs. 300—20—460—E.B.—20—500—25—600 (fixed pay of Rs. 280 during the period of probation) is recommended for the post.

20. *Lecturer* (*Non-Gazetted*) (Rs. 200—450 C) :

The posts are filled by nomination of persons who are second class graduates in one of the social sciences. We recommend a revised scale of Rs. 180—10—290—E.B.—15—425 for the posts.

21. *Registrar* (Rs. 200—350) :

The post is filled by nomination of a graduate possessing a post-graduate diploma in Labour or Social Welfare and two years administrative experience in a Government office or an educational institute. A revised scale of Rs. 210—10—290—15—320—E.B.—15—425 is recommended for the post.

22. The special pay drawn by the Clerk handling cash may be continued.

INDUSTRIAL TRAINING WORKSHOPS

23. There are five Industrial Training Workshops one each at Bombay, Sholapur, Aurangabad, Nagpur and Nanded. The designation of posts, their existing scales and revised scales recommended by us are shown in the accompanying schedule. Revised scales for the posts of Superintendents in charge of the Workshops and Instructors have been recommended with due regard to the prescribed qualifications and pay scales suggested for similar posts elsewhere.

SCHEDULE

LABOUR DEPARTMENT.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	COMMISSIONER OF LABOUR AND DIRECTOR OF EMPLOYMENT				
	Gazetted		Rs.	Rs.	
1	Commissioner of Labour.	1	1,300—60—1,600—100—1,800 Special pay Rs. 150	1,300—60—1,600—100—1,800 Special pay of Rs. 150 to continue.	
2	Deputy Commissioner of Labour.	5	730—50—1,080	740—45—1,100—50—1,150	
3	Assistant Commissioner of Labour.	21	350—425—25—525—30—615—E.B.—30—675—45—900	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 per month during the period of probation).	
4	Government Labour Officer	32	250—270—15—390—E.B.—15—450—20—550	300—20—460—E.B.—20—500—25—600. (Fixed pay of Rs. 280 per month during the period of probation).	
5	Assistant Registrar of Trade Union.	2	250—270—15—390—E.B.—15—450—20—550	300—20—460—E.B.—20—500—25—600 (Fixed pay of Rs. 280 per month during the period of probation)	
6	Special Officer (Organisation and Methods)	1	250—270—15—390—E.B.—15—450—20—550	300—20—460—E.B.—20—500—25—600 (Fixed pay of Rs. 280 per month during the period of probation).	
	Non-Gazetted				
7	Superintendent ..	20	220—10—250—15—325—E.B.—15—430 (C)	200—10—290—E.B.—15—410 (Promotees to start on Rs. 260)	
8	Research Assistant	2	220—10—250—15—325—E.B.—15—430 (C)	200—10—290—E.B.—15—410 (Promotees to start on Rs. 260)	
9	Junior Inspector Shops and Establishments (Aurangabad Division).	4	230—10—300—E.B.—10—350—15—380	200—10—290—E.B.—15—410	
10	Inspector, Shops and Establishments (Nagpur-Division).	1	235—15—300—E.B.—10—350	200—10—290—E.B.—15—410	
11	Superintendent, Office of the Deputy Commissioner of Labour, Poona/Nagpur.	4	195—10—245	200—10—290—15—320	
12	Superintendent, ..	6	195—10—245	200—10—290—15—320	
13	Minimum Wage Inspector.	2	200—10—300	200—10—290—15—320	
14	Secretary, Labour Training Centre, Nagpur.	1	200—10—300	200—10—290—15—320	
15	Price Supervisor ..	2	190—10—250—E.B.—10—300	200—10—290—15—320	
16	Senior Labour Investigator.	11	190—10—250—E.B.—10—300	200—10—290—15—320	

Labour Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-gazetted—contd.		Rs.	Rs.	
17	Scrutinizer ..	3	190—10—250—E.B.—10—300	200—10—290—15—320	
18	Assistant Inspector, Shops and Establishments.	6	165—5—190	150—8—190—10—220—E.B.—10—270	
19	Shop Inspector ..	3	145—8—185	150—8—190—10—220—E.B.—10—270	
20	Price Inspector ..	2	165—10—225—E.B.—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270	
21	Statistical Assistant	7	165—10—225—E.B.—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270	
22	Senior Clerk ..	59	165—10—225—E.B.—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270	
		14	145—8—185	150—8—190—10—220—E.B.—10—270	
23	Junior Labour Investigator.	27	145—5—190	150—8—190—10—220—E.B.—10—270	
24	Junior Clerk/Clerk/Typist/Telephone Operator.	126	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
		43	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
25	Stenographer ..	5	190—8—254—E.B.—8—270—10—320 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
		4	160—6—190—8—230—E.B.—10—320—10—350	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
26	Steno-typist ..	9	145—5—165—8—189—E.B.—8—245 (C)	(*i*) 110—4—150—E.B.—5—200 (*Plus* Shorthand allowance according to speed for those borne on the clerical cadre of the Department).	
		3	100—3—130—E.B.—4—170 (*Plus* shorthand Allowance)	(*ii*) 135—5—170—6—188—E.B.—6—200—8—240—10—270	
	CLASS IV				
27	Daftari ..	1	77—2—97—E.B.—2—107 (C) ..	80—2—100—E.B.—2—110	
			70—1—80—2—100 ..	80—2—100—E.B.—2—110	
28	Naik ..	3	77—1—87—E.B.—1—92 (C)	80—2—100	
		1	70—1—80—E.B.—1—85		
29	Peon / Sweeper / Watchman.	59	72—1—82 (C)	70—1—80—E.B.—2—90	
30	Peon/Sweeper/Watchman.	50	65—1—75	70—1—80—E.B.—2—90	
31	Watchman-*cum*-Mali	1	65—1—75	70—1—80—E.B.—2—90	
32	Attendant ..	4	75 (Fixed) ..	70—1—80—E.B.—2—90 (Subject to remarks in the chapter on common categories of posts)	

Labour Department—contd.

PART B.

Posts scales of which were not revised in 1962 revision.

Serial No.	Designation	No. of posts	Scale of pay which remained to be revised in 1962 general revision.	Merger scale of pay admissible in 1-7-1962 revision.	Recommended scale of pay.
1	2	3	4	5	6
			Rs.	Rs.	Rs.
1	Librarian ..	1	140—6—200—E.B.—10—250 (C)	185—6—245—E.B.—10—295 (C)	(*i*) 160—10—250—E.B.—10—300 For graduates possessing a diploma in Library science. (*ii*) 150—8—190—10—220—E.B.—10—270 for Promotees from clerical cadre.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
			BOMBAY LABOUR INSTITUTE		
	Gazetted		Rs.	Rs.	
1	Professor-Director ..	1	350—400—30—610—40—730—E.B.—45—1,000—50—1,100 Special pay Rs. 100	410—30—650—E.B.—45—1,100 50—1,150 (Fixed pay of Rs 380/- during the period of probation). Special pay to continue	
2	Professor ..	2	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1,100 50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
3	Chief Editor ..	1	350—425—25—525—30—615—E.B.—30—675—45—900	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation).	
4	Lecturer ..	2	270—15—390—E.B.—15—450—20—550	300—20—460—E.B.—20—500—25—600	
	Non-Gazetted				
5	Lecturer ..	3	200—10—300—E.B.—15—450 (C)	180—10—290—E.B.—15—425	
6	Registrar ..	1	200—10—260—E.B.—15—350 *Plus* Honorarium of Rs. 25.	210—10—290—15—320—E.B.—15—425 *Plus* Honorarium of Rs. 25.	
7	Librarian ..	1	145—5—165—8—189—E.B.—8—245 (C)	(*i*) 160—10—250—E.B.—10—300 (For Graduates with diploma in Library Science) (*ii*) 135—5—170—6—188—E.B. 6—200—8—240—10—270 (For S.S.C., holders possessing a diploma or certificate in Library Science.)	
8	Senior Clerk ..	2	165—10—225—E.B.—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270	

Labour Department—contd

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			GOVERNMENT INDUSTRIAL TRAINING WORKSHOP		
			Rs.	Rs.	
	Gazetted				
1	Superintendent ..	4	270—15—390—E.B.—15—450—20—550	300—20—460—E.B.—20—500—25—600	
	Non-Gazetted				
2	Instructor (Turner, Fitter, Tailor, Painter, Carpenter, Moulding, Smithy.)	26	125—4—153—E.B.—4—165—5—190	135—5—170—6—200	
3	Instructor ..	5	145—5—185—E.B.—6—215 ..	135—5—170—6—188—E.B.—6—200—8—240—10—270	
4	Assistant Carpenter Instructor.	2	115—3—130—5—135—E.B.—5—165	125—4—157—E.B.—4—165—5—180	
5	Store-Keeper ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
		4	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
6	Accounts Clerk ..	3	145—8—185	150—8—190—10—220—E.B.—10—270	
		1	160—6—190—8—206—E.B.—8—230—10—270 (C)	150—8—190—10—220—E.B.—10—270	
7	Clerk-typist/Junior Clerk/Clerk.	5	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
			100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
8	Cashier-*cum*-Accountant.	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay Rs. 20	110—4—150—E.B.—5—200 Special pay to continue	
9	Clerk-Typist ..	4	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
10	Steno-typist ..	2	145—5—165—8—189—E.B.—8—245 (C)	(i) 110—4—150—E.B.—5—200 (*Plus* shorthand allowance according to speed for those borne on departmental cadre).	
		2	120—5—160—E.B.—5—185—6—245 (C) *Plus* shorthand allowance	(ii) 135—5—170—6—188—E.B.—6—200—8—240—10—270 (For others)	
	CLASS IV				
11	Peon/Watchman, Mazdoor, Cleaner.	21	72—1—82 (C)	70—1—80—E.B.—2—90	
			65—1—75	70—1—80—E.B.—2—90	
12	Peon/Hamal / Sweeper/Watchman / Mali.	12	72—1—82 (C)	70—1—80—E.B.—2—90	

7. *Junior Technical Assistant* (Rs. 200—300 C) :

The post is filled by nomination of candidates who are licentiates in Mechanical Engineering or hold a diploma in Mechanical Engineering from a recognised college or technical institute. A revised scale of Rs. 170—10—250—E.B.—10—290—15—320 with a provision for a higher starting pay of Rs. 180 for diploma holders in Mechanical Engineering is recommended for the post.

8. *Smoke Observer* (Rs. 150—230 C) :

The post is filled by nomination of a candidate who has passed Secondary School Certificate Examination and has some practical knowledge of engineering and combustion. A revised scale of Rs. 135—5—170—6—200 is recommended for the post.

9. *Special pays*:

One Senior Clerk and two Clerk-Typists are in receipt of special pays for handling cash. These special pays may be continued.

SCHEDULE

STEAM BOILER DEPARTMENT.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
	Gazetted				
1	Chief Inspector of Steam Boilers and Smoke Nuisances.	1	1,050—50—1,200 (C) ..	900—50—1,300	
2	Senior Inspector, Nagpur.	1	680—30—800—40—880—E.B.—40—1,080	Existing scale to continue.	
3	Inspector of Steam Boilers and Smoke Nuisances.	9	400—25—550—E.B.—30—640—40—720—45—855 (Fixed pay of Rs. 400 during the period of probation)	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation)	
	Non-Gazetted				
4	Senior Technical Assistant.	1	250—10—330 (C)	220—10—290—E.B.—15—380	
5	Junior Technical Assistant.	3	200—10—300—(C) ..	170—10—250—E.B.—10—290—15—320 Higher start of Rs. 180 for Diploma holders in Mechanical Engineering	
6	Smoke Observer ..	1	155—5—170—6—200—E.B.—6—230 (C)	135—5—170—6—200	
7	Superintendent ..	3	250—10—330 (C) ..	200—10—290—15—320	
8	Senior Clerk ..	5	200—10—280 (C) .. Special pay of Rs. 15 for one Senior Clerk for handling cash.	150—8—190—10—220—E.B.—10—270 Special pay for handling cash to continue	

Steam Boiler Department--contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
9	Clerk-Typist ..	21	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
		4	100—3—130—E.B.—4—170 Special pay Rs. 5 for Clerks handling cash	Special pay for handling cash to continue	
	CLASS IV				
10	Daftari ..	2	77—2—92—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
11	Naik ..	1	77—1—87—E.B.—1—92 (C) ..	80—2—100	
12	Peon ..	13	72—1—82 (C)	70—1—80—E.B.—2—90	
13	Peon/Farash ..	5	65—1—75	70—1—80—E.B.—2—90	

CHAPTER 87

CHARITY COMMISSIONER'S OFFICE

The Charity Organisation came into existence with the enactment of the Bombay Public Trusts Act, 1950 to regulate public, religious, and charitable trusts in the State. Every Trust falling within the scope of the Act is required to be registered with the Charity organisation. Accounts of every Trust have to be kept and audited in the prescribed manner. The Charity Commissioner's office has under its control six regional offices in the State. The Charity Commissioner is also the Treasurer of Charitable Endowments for the purposes of the Charitable Endowments Act, 1890 and also the Registrar of Societies under the Societies Registration Act, 1860.

2 The Charity Commissioner is assisted by a Joint Charity Commissioner, a Deputy Charity Commissioner and Assistant Charity Commissioner. For the purpose of carrying out the provisions of the Act, there are two other officers called the Director of Accounts and Assistant Director of Accounts and also Inspectors and other subordinate officers. Each regional office is called Public Trusts Registration Office and is in-charge of the Deputy Charity Commissioner or Assistant Charity Commissioner. We have made the following recommendations in respect of some of the proposals pertaining to their pay scales.

3. *Charity Commissioner* :

No pay scale has so far been prescribed for the post. The present incumbent draws a fixed pay of Rs. 2,250. When filled by nomination, the candidate for this post is required to be a person who is holding or has held a judicial office not lower than that of a District Judge. Having regard to this qualification, we recommend a scale of Rs. 1,500—60—1,800—100—2,000 for this post. When however an officer from the Judiciary is drawn, he may draw grade pay of the District Judge (Rs. 900—1,800) plus a special pay of Rs. 200.

4. *Joint Charity Commissioner* (Rs. 1,300—50—1,600) :

No change is recommended in the present pay scale except for the rate of annual increment which is raised from Rs. 50 to 60. When drawn from the judiciary, the incumbent may draw the grade pay of the post of District Judge (Rs. 900—1,,800) plus a special pay of Rs. 150 provided the grade pay plus the special pay does not exceed the maximum of the scale of the post.

5. *Deputy Charity Commissioner* (Rs. 730—1,100) :

Appointment to this post is made by promotion from the cadre of Assistant Commissioners or by nomination of a person who is holding or has held a judicial office not lower than that of a Civil Judge (Senior Division) or a Judge of Small Cause Court. In view of this requirement, we recommend a scale of Rs. 800—50—1,300 for this post. The same scale has been proposed for an Assistant Judge. When however an officer is drawn from the judiciary, he may draw his grade pay plus a special pay of Rs. 100.

6. *Director of Accounts* (Rs. 900—1,500 C) :

The appointment to this post is made by promotion of an Assistant Director of Accounts or by nomination of a candidate who is a Chartered Accountant and holds degree in Commerce with Advanced Accountancy and Auditing and 12 years experience in Accounts. We propose a scale of Rs. 740—1,150 for the post as it is included in the Maharashtra Finance and Accounts Service, Class I (Sr.).

7. *Assistant Director of Accounts* (Rs. 550—955) :

He is required to possess the same qualifications as the Director of Accounts except that the required experience of Accounts work in his case is 7 years. We propose a scale of Rs. 410—965 for this post as it is included in the Maharashtra Finance and Accounts Service, Class I (Jr.).

8. *Assistant Charity Commissioner* (Rs. 550—955) :

A person to be appointed as Assistant Charity Commissioner is required to have held a judicial office not lower than that of Civil Judge (Junior Division). Having regard to the scale of pay recommended for the post of Civil Judge (Junior Division) viz. Rs. 410—965, we recommend that this post may carry a scale of Rs. 560—30—650—45—965.

9. As regards the non-gazetted ministerial posts, they have been fitted in suitable common scales adopted by us for comparable posts. Where any posts have comparable counter-parts in the judicial department, we have as far as possible suggested the scales proposed in the judicial department.

10. *Special pays* :

(1) The incumbent of the post of Joint Charity Commissioner belongs to the judicial service drawing grade pay of the District Judge's post plus a special pay of Rs. 200 per month. In accordance with the recommendation made by us, the special pay may be limited to Rs. 150 per month.

(2) The Deputy Charity Commissioner is granted special pay of Rs. 150 in addition to his grade pay of the District Judge's post. In accordance with the recommendation made by us above, he may draw a special pay of Rs. 100 per month.

(3) A Junior Clerk is given special pay of Rs. 15 in addition to his grade pay in view of the additional responsibility shouldered by him as Treasurer of Charitable Endowments Accounts. The special pay may continue.

(4) Daftaries in the scale of Rs. 65—1—75 are given a special pay of Rs. 25 each for additional responsibilities of keeping record. We have proposed a regular scale of Daftary for these posts. There is now no justification for any special pay in addition. The same may be discontinued.

SCHEDULE

CHARITY COMMISSIONER, BOMBAY

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Charity Commissioner	1	2,250 .. .. (For the present incumbent)	2,250 (For the present incumbent). (i) 1,500—60—1,800—100—2000 (For direct recruit) Or (ii) When drawn from Judiciary, grade pay of District Judge *plus* special pay of Rs. 200	
2	Joint Charity Commissioner.	1	1,300—50—1,600 .. .. (or grade pay in Judicial service *plus* special pay Rs. 200)	(i) 1,300—60—1,600 (For direct recruit) Or (ii) When drawn from Judiciary, Grade pay of District Judge *plus* special pay of Rs. 150.	

Charity Commissioner, Bombay—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
3	Deputy Charity Commissioner.	2	730—45—1,000—50—1,100 Or Grade pay of District Judge *Plus* special pay of Rs. 150	(*i*) 800—50—1,300 Or (*ii*) When drawn from Judiciary, grade pay *plus* special pay of Rs. 100.	
4	Assistant Charity Commissioner.	7	550—30—610—40—730—E.B.—45—955	560—30—650—45—965	
5	Director of Accounts	1	900—50—1,200—E.B.—60—1,500 (C)	740—45—1,100—50—1,150 (Scale of Maharashtra Finance and Accounts service Cl. I Sr.)	
6	Assistant Director of Accounts.	1	550—30—610—40—730—E.B.—45—955	410—30—650—E.B.—45—965 (Scale of Maharashtra Finance and Accounts service Cl. I Jr.)	
	Non-Gazetted				
7	Superintendent (Head Office).	4	350—20—550 (C)	340—20—500	
8	Superintendent (Public Trusts Registration Office, Greater Bombay Region)	2	300—10—350—15—395 (C) ..	260—10—290—15—410	
9	Legal Assistant (Head Office).	1	260—15—350 (C)	250—10—290—15—350	
10	Accountant ..	10	210—10—290 (C)	200—10—290—15—320	
11	Bench Clerk ..	2	210—10—290 (C)	200—10—290—15—320	
12	Judicial Clerk ..	2	210—10—290 (C) ..	200—10—290—15—320	
13	Senior Clerk ..	5	210—10—290 (C)	150—8—190—10—220—E.B.—10—270	
14	Inspector ..	6	210—10—290 (C)	150—8—190—10—220—E.B.—10—270	
15	Superintendent (Regional Office)	5	210—10—300	200—10—290—15—320	
16	Accountant (Regional Office).	9	185—10—215	150—8—190—10—220—E.B.—10—270	
17	Inspector ..	12	185—10—215	150—8—190—10—220—E.B.—10—270	
18	Senior Clerk ..	5	145—8—185	150—8—190—10—220—E.B.—10—270	
19	Junior Clerk ..	31	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay Rs. 15 to one clerk	110—4—150—E.B.—5—200 Special pay to continue	
20	Junior Clerk ..	26	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
21	Typist ..	3	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	

Charity Commissioner, Bombay—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
22	Stenographer ..	2	200—8—280—E.B.—8—320—10—350 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
23	Steno-typist ..	2	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) *Plus* shorthand Allowance.	110—4—150—E.B.—5—200 *Plus* shorthand allowance For those drawn from cadre of clerks. Or 135—5—170—6—188—E.B.—6—200—8—240—10—270 For direct recruits	
24	Steno-typist ..	5	100—3—130—E.B.—4—170 .. Shorthand allowance Rs. 30	110—4—150—E.B.—5—200 *Plus* shorthand allowance for those drawn from clerk's cadre Or 135—5—170—6—188—E.B.—6—200—8—240—10—270 For direct recruits	
	(Class IV)				
25	Daftary ..	2	65—1—75 .. .. Special pay Rs. 25	80—2—100—E.B.—2—110 Special pay to discontinue	
26	Naik ..	2	77—1—87—E.B.—1—92 (C) ..	80—2—100	
27	Peon ..	37	71—1—82 (C) .. .. 65—1—75	70—1—80—E.B.—2—90	
28	Night Watchman ..	2	65—1—75 .. .. (Other posts)	70—1—80—E.B.—2—90	
29	Chowkdiar-*cum*-Farash.	2	65—1—75	70—1—80—E.B.—2—90	
30	Attendant ..	17	75 (Fixed)	70—1—80—E.B.—2—90 (Subject to remarks in the chapter on common categories of posts)	

the pay scale of these posts may have to be determined having regard to the pay scale of the Judge of the City Civil Court to which the Chief Presidency Magistrate and the Chief Judge are now eligible to be appointed. We have recommend no change in the pay of the Judge of the City Civil Court. As in his case we recommend that the Chief Presidency Magistrate and the Chief Judge Small Causes Court, Bombay may continue to draw pay in their existing scale of pay viz. Rs. 1,600—100—1,800 and draw in addition Compensatory Local Allowance and House Rent Allowance admissible under the Rules. In the case of other posts we have suggested a common scale of Rs. 1,000 –50–1,300.

8. *Presidency Magistrate* (Rs. 375—715 *plus special pay*) *and Presidency Magistrate Juvenile Court* (Rs. 515—815 C) :

The post of Presidency Magistrate for Railway cases carries a scale of Rs. 375—715. The incumbents for these posts are drawn from the cadre of Civil Judges (Junior Division) and Judicial Magistrates and are given a special pay of Rs. 100 per month in addition to their grade pay. We are recommending separately a scale of pay of Rs. 410—30—650—45—965 for the posts of Civil Judges. The same scale may apply to the Presidency Magistrate (Railways). The incumbent drawn from the cadre of Civil Judges and Judicial Magistrates may receive a special pay of Rs. 100 in addition, as at present.

The nature of duties and responsibilities of the post of Presidency Magistrate, Juvenile Court, appear to be different. Appointment to the post of Presidency Magistrate, Juvenile Court, is made from amongst candidates who possess a degree of a recognised University and experience of social work relating to children and child delinquency. Having regard to the qualifications prescribed for the post and the nature of duties, we recommend a scale of Rs. 500—25—650—30—800 for it.

9. *Registrar, Presidency Magistrate's Court; Registrar and Additional Registrar, Small Causes Court* (Rs. 495—865 C) :

The Registrar is the immediate head of the subordinate establishment and is responsible for administration of the department. He is also the disbursing Officer and exercises powers of the Presidency Magistrate in certain matters. In small causes Court also the Registrar exercises judicial powers. Appointment to the post is made by promotion of a person from the subordinate staff of the Court who is a Law Graduate or by nomination of a person who has practised for at least 3 years in Presidency Magistrate's/Civil Court. We feel that a new scale of Rs. 560—30—650—45—875 is adequate for this post.

10. *Registrar City Civil Court* (1,000—1,100 C) and *Registrar City Sessions Court, Greater Bombay* (Rs. 705—930 C) :

The Registrar City Civil Court is in charge of the administration of the office and is also the drawing and disbursing officer. He receives and admits applications and plaints, signs all processes and makes orders regarding production and inspection of documents. He signs and seals all decrees and orders of the Court. The Registrar of City Sessions Court supervises the working of the office. He reads out charges to the accused persons and takes their pleas. He empanels juries, takes verdict of the juries and attends to bail matters.

Having regard to the above duties and responsibilities we suggest that the posts should carry scales of Rs. 920—45—1,100—50—1,150 and Rs. 650—45—965 respectively.

SUBORDINATE COURTS

12. *District Judges* (Rs. 900—1,800) :

The present scale of the posts is the same as the senior scale of the I.A.S. In accordance with the general principles adopted by us, we recommend no change in the present scale.

The Law and Judiciary Department has recommended that (i) on promotion of a Civil Judge to the post of District Judge, (ii) on appointment of a District Judge from the Bar, and (iii) on recruitment to the post of Assistant Judge from the Bar, the initial pay should be fixed at Rs. 1,200 as against the present minimum of Rs. 1,000. As we have not proposed any change in the pay scale, we do not consider that any change in the present practice is warranted.

13. *Assistant Judges* (Rs. 780—1,080) :

Assistant Judges are appointed by promotion of Civil Judges or by nomination of candidates who have practised as Advocate or Pleader in the High Court or in Subordinate Court for over 3 years. After taking into consideration the scale of Civil Judges, we recommend a revised scale of Rs. 800—50—1,300 for Assistant Judges.

14. *Judges Small Causes Court, Poona, Nagpur* (Rs. 980—1,080) :

There are only four posts of this category. They are appointed either by promotion of a Civil Judge or by nomination of a Pleader or an Advocate possessing experience of not less than 3 years. The present scale is a two-year scale having the same maximum as that of an Assistant Judge. Having regard to the pay scale proposed for the Assistant Judges i.e. (Rs. 800—1,300), we recommend a scale of Rs. 1,000—50—1,300 for this post.

15. *Civil Judge (Junior Division)* (Rs. 375—715); *Civil Judge (Senior Division)* (Rs. 775—955) :

There are 364 posts of Civil Judges, Junior Division (including 16 Judicial Magistrates, First Class) and 27 posts of Civil Judges, Senior Division. The posts of Civil Judges (Senior Division) are filled by promotion of Civil Judge (Junior Division). The qualification prescribed for the posts of Civil Judges (Junior Division) is that the candidate should have practised as an Advocate or Pleader for not less than 3 years. The High Court has suggested a combined scale for these posts as persons with suitable qualifications are not available on the existing scale of Rs. 350—715. There is also stagnation in the cadre of the Civil Judges, Junior Division for which also, it is necessary to have a longer scale.

We do not think that the problems would be solved by combining the two grades. In our opinion, it would suffice if the scale of Civil Judge (Junior Division) in particular, is substantially improved. Accordingly, we recommend a scale of Rs. 410—30—650—E.B—45—965 for the posts of Civil Judge (Junior Division). The maximum of this scale is higher than the maximum of the existing scale of the Civil Judge (Senior Division). We also propose a higher scale of Rs. 785—45—1,100—50—1,150 for the post of Civil Judge (Senior Division).

Non-gazetted Staff

COURTS IN GREATER BOMBAY.

16. *Deputy Registrars in the offices of the Chief Presidency Magistrate and Small Causes Court* (Rs. 370—15—460 C) and *Assistant Registrar in the City Civil and Sessions Court* (Rs. 370—15—460 C) :

The Small Causes Court and the Presidency Magistrates Courts at Bombay are the counterparts of each other so far as the Civil and Criminal work is concerned.

These are the highest non-gazetted posts in the above Courts. The Deputy/ Assistant Registrars are in charge of general supervision of the Office and perform administrative duties. They are promoted from amongst the clerical cadres. In view of the comparable duties and responsibilities of these posts, we recommend a common scale of Rs 340—20—500 for them.

17. *Assistant Registrars in the Chief Presidency Magistrate's Office* (Rs. 330—380 C); *Assistant Registrar in the Small Causes Court* (Rs. 310—370 C) and *Superintendents in the Bombay City Civil Court* (Rs. 300—380 C):

Assistant Registrars deal with the establishment and accounts matters. The Superintendents in the City Civil Court are in charge of various sections such as Establishment, Accounts, Records etc. All of them are promoted from the clerical staff of the respective Courts. Having regard to the scale of pay of the higher posts of Deputy Registrars/Chief Superintendent, we propose a revised scale of Rs. 260—10—290—15—410 for the posts of Assistant Registrars and Superintendents.

18. *Judicial Clerks and Interpreters*:

These posts carry identical scales of pay in the Chief Presidency Magistrate's office and the Small Causes Court viz. Rs. 210—10—290 (C). The interpreter's post in the City Civil Court carries a scale of Rs. 165—350 (C). These posts are filled by promotion from among the members of the staff knowing Hindi, Marathi and Gujarathi languages. If it is filled by direct appointment, a graduate who is proficient in regional language is appointed. The post of judicial clerks and interpreters are interchangeable. The Law and Judiciary Department has recommended a uniform scale for all posts. Having regard to the duties and qualifications required for these posts, we recommend a common scale of Rs. 200—10—290—15—320 for them. The Bombay Small Causes Court non-gazetted staff Association has claimed parity for the posts of Judicial Clerk in the Small Causes Court with that of Shirastedars in the City Civil Court. The post of Shirastedar in the City Civil Court carries a scale of Rs. 300—380 (C). They are promoted from the combined cadre of Assistant Superintendents and Interpreters (165—350 : C). They attend to Judges in the Courts in connection with the matters fixed for hearing, write Roznamas in all suits, prepare warrants in respect of Sessions trials, send intimations of acquittal etc. Their duties and responsibilities are comparable to those of Superintendents in the City Civil Court for whom we have recommended a scale of Rs. 260—410. Since this scale has been proposed by us for the Assistant Registrars in the Small Causes Court, we do not feel justified in recommending the same scale for judicial clerks also in the same Court who are subordinate to the Assistant Registrars.

Subordinate Courts

19. *Combination of the scales of pay of Senior Clerks* (Rs. 145—215 and Rs. 145—185) in the subordinate Courts:—

At present posts of Senior Clerks are split up into two grades as follows:—

(1) Head Clerks, Nazir, Record Keeper (District Court), Clerk of the Court and Nazir of the Court of Civil Judge, Senior Division.	145—8—185—10—215
(2) Clerk of the Court, Clerk of the Court-*cum*-Nazir in the Court of Civil Judge (Junior Division), Senior Clerks in District Court, Senior Clerks in the Court of Civil Judge Senior Division and Court of Judicial Magistrate First Class, Bench Clerk, Accounts Clerk.	145—8—185.

It has been represented to us that in view of the general increase in the Courts work since 1946, the duties of the Senior Clerks in the lower group and the higher group are now equally onerous. The High Court has proposed abolition of this distinction but has recommended that the incumbents of the posts at the Head-quarters should get duty allowance of Rs. 30 per month. There are 422 posts in the lower scale and 114 in the higher scale. Since their duties and responsibilities, are identical, we do not see any point in maintaining the distinction. We have recommended

a common scale of Rs. 150—8—190—10—220—E.B.—10—270 for all posts of Senior Clerks. There is however no case for sanctioning a duty allowance of Rs. 30 for the posts at the Headquarters after having prescribed a common scale.

20. *Section writers* :—

The High Court has proposed that the distinction between the English Section writers and Regional Section writers in the subordinate courts should be abolished. There are 544 English Section writers in the scale of Rs. 91—170 and 176 Regional Section writers in the scale of Rs. 91—150. The Section writers in both the categories are required to do copying work. The only difference is that the former do English copying while the latter do regional copying work and this division also is not followed rigidly. We, therefore, see no point in prescribing different pay scales for these posts. We recommend a common pay scale of Rs. 110—4—150—E.B.—5—200 for both categories of Section writers.

21. *Bailiff* (Rs. 80—115) :

One of the proposals (non-official) is that the Bailiff and the Marathi Section writer should get the same pay scale. The duties of a Bailiff and Marathi Section writer being essentially different we do not agree to this proposal. We recommend a scale of Rs. 90—2—100—3—136—4—140 for the post of Bailiff.

22. *Special pays*:

(1) *Additional Chief Presidency Magistrate* (Rs. 1,080—1,300 C) :

These posts are in the same scale of pay as the Presidency Magistrate. The special pay of Rs. 200 p.m. is sanctioned for the extra administrative work assigned to them in addition to their Judicial work. The special pay may be continued.

(2) *Presidency Magistrate* (Rs. 375—715) :

Appointments to these posts are made by transfer of Civil Judges (Junior Division) and Judicial Magistrates, First Class.

A Special pay of Rs. 100 per month is sanctioned to them when they are posted as Presidency Magistrates in Bombay. The special pay may be continued.

Other special pays sanctioned for handling cash, supervising typists' work and for doing shorthand work may be continued.

SCHEDULE

JUDICIAL DEPARTMENT.

Serial No	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			CHIEF PRESIDENCY MAGISTRATE, BOMBAY		
	Gazetted.		Rs.	Rs.	
1	Chief Presidency Magistrate.	1	1,600—100—1,800 (C) ..	1,600—100—1,800	
2	Additional Chief Presidency Magistrate.	2	1,080—30—1,260—40—1,300 (C) Special pay Rs. 200	1,000—50—1,300 Special pay to continue.	
3	Presidency Magistrate	29	1,080—30—1,260—40—1,300 (C)	1,000—50—1,300	

[illegible]

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

Judicial Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
		SMALL	CAUSES COURT, BOMBAY		
	Gazetted		Rs.	Rs.	
1	Chief Judge ..	1	1,600—100—1,800 (C) ..	1,600—100—1,800	
2	Judge ..	16	1,080—30—1,260—40—1,300 (C)	1,000—50—1,300	
3	Registrar ..	1	595—30—685—45—865 (C) ..	560—30—650—45—875	
	Additional Registrar.	1			
	Non-Gazetted				
4	Deputy Registrar ..	1	370—15—460 (C)	340—20—500	
5	Assistant Registrar;	1	310—15—370 (C)	260—10—290—15—410	
	Accountant.	1			
6	Chief Clerk ..	1	240—10—290 (C)	200—10—290—15—320	
7	Judicial Clerk ..	16	210—10—290 (C)	200—10—290—15—320	
8	Chief Judge's Judicial Clerk	1	270—10—330 (C) ..	220—10—290—15—380	
9	Translator and Interpreter.	17	210—10—290 (C) ..	200—10—290—15—320	
10	Superintendent, Correspondence Department.	1	210—10—280 (C)	200—10—290—15—320	
11	Superintendent and Appraiser.	5	190—8—270 (C)	150—8—190—10—220—E.B.—10—270.	
12	Assistant Translator	2	165—10—245 (C)	150—8—190—10—220—E.B.—10—270	
13	Assistant Cashier ..	1	190—8—270 (C)	150—8—190—10—220—E.B.—10—270	
14	Additional Assistant Cashier.	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay Rs. 30	110—4—150—E.B.—5—200 Special pay to continue	
15	Assistant Appraiser	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay Rs. 30	110—4—150—E.B.—5—200 Special pay to continue	
16	Registrar's Court Clerk.	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay Rs. 30	110—4—150—E.B.—5—200 Special pay to continue	
17	Shroff ..	2	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay Rs. 20	110—4—150—E.B.—5—200 Special pay to continue	
18	Accounts Clerk ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay Rs. 10	110—4—150—E.B.—5—200 Special pay to continue	
19	Clerk, Clerk-typist, Typist.	103	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	

Judicial Department—contd.

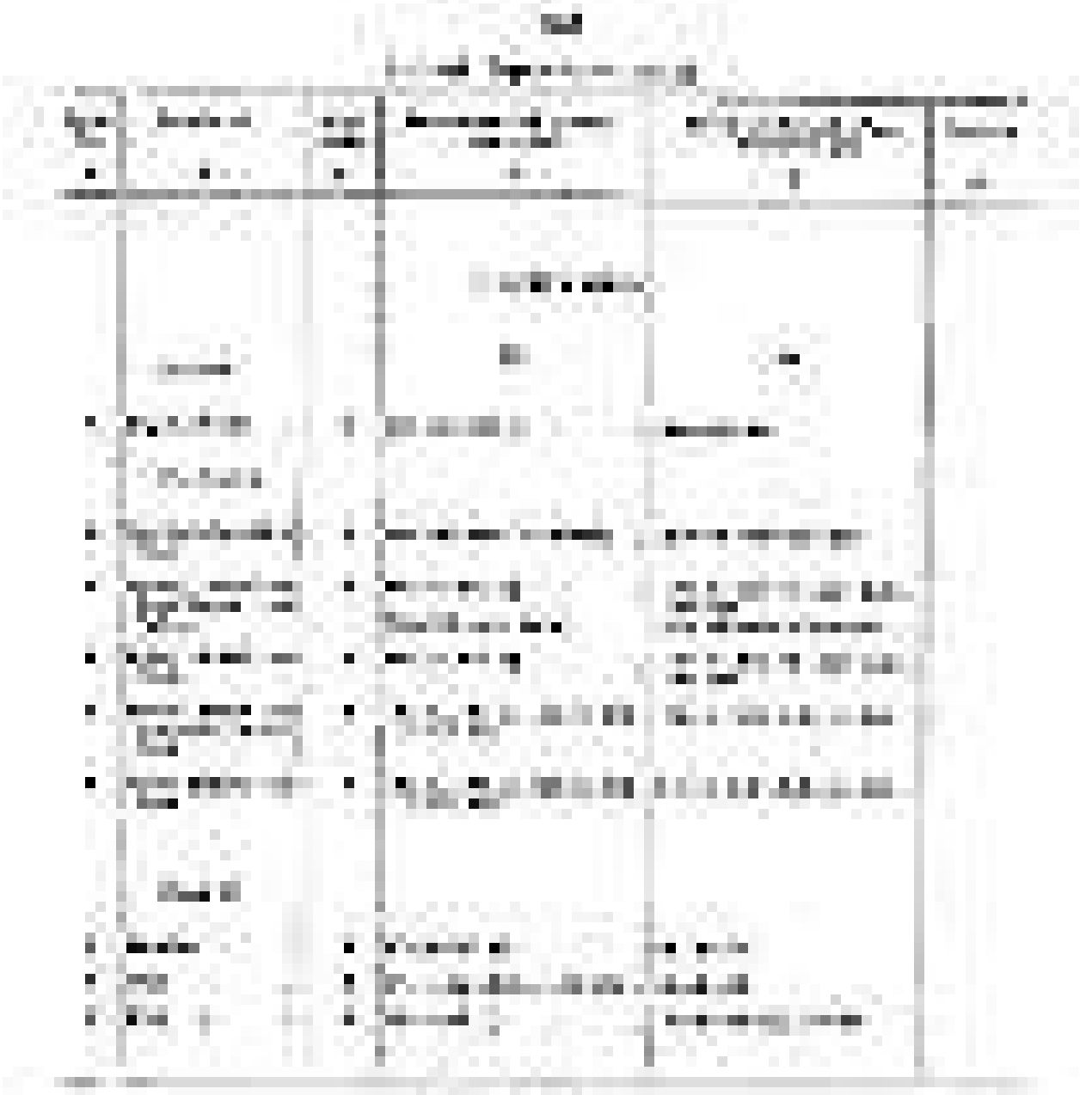
Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			BOMBAY CITY CIVIL AND SESSIONS COURT—*contd.*		
			Rs.	Rs.	
	Non-Gazetted				
6	Assistant Registrar	3	370—15—460 (C) ..	340—20—500	
7	Chief Superintendent	1	370—15—460 (C) ..	340—20—500	
8	Superintendent ..	6	300—10—350—15—380 (C) ..	260—10—290—15—410	
9	Sheristedar ..	15	300—10—350—15—380 (C) ..	260—10—290—15—410	
10	Stenographer ..	17	250—10—350—15—500 (C) ..	240—10—290—15—350—E.B.—15—470	
11	Interpreter ..	18	165—10—245—E.B.—15—350 (C)	200—10—290—15—320	
12	Assistant Superintendent.	8	165—10—225—E.B.—10—265—15—280 (C)	150—8—190—10—220—E.B.—10—270	
13	Librarian ..	1	165—10—225—E.B.—10—265—15—280 (C)	150—8—190—10—220—E.B.—10—270	
14	Clerk/Typist/Head Typist.	39 26 2	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay Rs. 20 to Head Typist	110—4—150—E.B.—5—200 Special pay to Head Typist to continue	
15	Section Writer ..	7	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
16	Court Keeper ..	1	125 (Fixed) (C)	100—3—136—4—140	
17	Book-Binder ..	1	100—3—115—4—135 (C) ..	90—2—100—E.B.—3—130	
	CLASS IV				
18	Havildar ..	15	87—2—107 (C) ..	90—2—110	
19	Naik ..	1	77—1—87—E.B.—1—92 (C) ..	80—2—100	
20	Filer ..	1	77—2—97—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
21	Peon / Hamal ..	40	72—1—82 (C)	70—1—80—E.B.—2—90	
			SUBORDINATE COURTS		
	Gazetted				
1	District Judge ..	28	900—50—1,000—60—1,600—50—1,800	900—50—1,000—60—1,600—50—1,800	
2	Judge, Small Causes Court, Poona and Nagpur.	4	980—50—1,080	1,000—50—1,300	
3	Assistant Judge ..	38	780—50—1,080	800—50—1,300	
4	Civil Judge, Senior Division.	37	775—45—955 ..	785—45—1,100—50—1,150	
5	Civil Judge, Junior Division.	348	375—20—535—E.B.—30—715 (Rs. 350 probationary pay)	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during probation)	
6	Judicial Magistrate, First Class	16	375—20—535—E.B.—30—715	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during probation)	

Judicial Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	OFFICE OF THE GOVERNMENT PLEADER, HIGH COURT, BOMBAY				
			Rs.	Rs.	
	Non-Gazetted				
1	Personal Assistant	1	300—15—420—15—450—15—550 (C)	300—15—390—20—430—E.B.—20—550	
2	Senior Superintendent.	1	370—15—460 (C) ..	340—20—500	
3	Accountant ..	1	300—10—350—15—395 (C) ..	260—10—290—15—410	
4	Junior Superintendent	3	300—10—350—15—395 (C) ..	260—10—290—15—410	
5	Senior Clerk ..	5	200—10—280 (C) ..	150—8—190—10—220—E.B.—10—270	
6	Stenographer ..	2	200—8—280—E.B.—8—320—10—350 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
7	Typist ..	11	120—5—160—E.B.—5—185—6 203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
8	Typist-Clerk ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
9	Clerk ..	16	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
	CLASS IV				
10	Naik ..	1	77—1—87—E.B.—1—92 (C) ..	80—2—100	
11	Peon ..	16	72—1—82 (C)	70—1—80—E.B.—2—90	
	ADDITIONAL GOVERNMENT PLEADER, BENCH AT NAGPUR				
	Non-Gazetted				
1	Head Clerk ..	1	200—10—300	200—10—290—15—320	
2	Senior Clerk ..	1	145—8—195—10—245 ..	150—8—190—10—220—E.B.—10—270	
3	Clerk-typist ..	3	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
4	Steno-typist ..	1	100—3—130—E.B.—4—170 .. Shorthand Allowance Rs. 20	110—4—150—E.B.—5—200 *Plus* Shorthand Allowance (For those drawn from Clerk's cadre). Or 135—5—170—6—188—E.B.—6—200—8—240—10—270 (For direct recruits)	
5	Stenographer ..	1	165—5—200—E.B.—10—300 ..	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
	CLASS IV				
6	Peon ..	3	65—1—75	70—1—80—E.B.—2—90	

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
1	2	3	4	5	6
			[illegible]		
			[illegible]		
1	[illegible]	1	[illegible]	[illegible]	
2	[illegible]	1	[illegible]	[illegible]	
3	[illegible]	1	[illegible]	[illegible]	
4	[illegible]	1	[illegible]	[illegible]	
5	[illegible]	1	[illegible]	[illegible]	
6	[illegible]	1	[illegible]	[illegible]	
			[illegible]		
			[illegible]		
1	[illegible]	1	[illegible]	[illegible]	
2	[illegible]	1	[illegible]	[illegible]	
3	[illegible]	1	[illegible]	[illegible]	
			[illegible]		
4	[illegible]	1	[illegible]	[illegible]	
5	[illegible]	1	[illegible]	[illegible]	



6. *Personal Assistants* (Rs. 230—450 C) :

Appointment to these posts is made by the Presiding Officers by selection from amongst the Ministerial establishment. Taking into consideration the duties which the Personal Assistants are called upon to perform, we consider that the scale of pay recommended to an Assistant in the Secretariat, namely, Rs. 180—10—290—E.B.—15—425 would be adequate for the post.

7. *Deputy Librarian and Research Assistant* (Rs. 250—490 C) :

He is incharge of the Library Section and is assisted by an Assistant and three clerks. Having regard to the pay scale of the Librarian (Class II) and also the Assistant who helps him, a scale of Rs. 260—15—380—E.B.—20—500 would be suitable for the post.

8. *Supervisor* (Rs. 370—490 C) :

The post is filled by promotion of a Senior Translator. He is in charge of the Translation Section consisting of 12 Translators. We have recommended a scale of Rs. 180—380 for the Translators. A scale of Rs. 340—20—500 would be adequate for this post and is therefore recommended.

9. *Junior Translators* (Rs. 165—300—C), *Senior Translators* (Rs. 260—350—C) :

There are at present 8 posts of Junior Translators and 4 posts of Senior Translators. Appointments to the posts of Junior Translators are made by nomination of candidates who possess a degree in Arts with Marathi as a special subject. In view of the combination of the cadres of Junior Assistants and Senior Assistants in the Secretariat, candidates with the above qualifications preferably go in for the Secretariat service. The Maharashtra Legislature Secretariat has therefore recommended a combined scale for Junior and Senior Translators to make it more attractive. Similar proposal has been made by the Directorate of Languages also. We accordingly recommend a combined scale of Rs. 180—10—270—E.B.—10—290—15—380 for the posts of Translators as in the Directorate of Languages.

10. *Special pays* :

(1) Secretary, Maharashtra Legislature Secretariat is in receipt of a special pay of Rs. 400 for doing additional work relating to Council. The scale of pay in which the present incumbent of the post has been allowed to draw pay viz. Rs. 900—1,800 (District Judge's scale) has already a much higher maximum than the existing pay scale of the post viz. Rs. 1,200—1,800 (C). We have recommended a scale of Rs. 1,300—1,800 for the post. Since the Secretary is in over-all charge of the whole Maharashtra Legislature Secretariat, the work that he is doing for the Council is a part of his regular work. Grant of special pay to him in addition to his grade pay is not at all justified. We therefore, suggest that this special pay should be withdrawn.

(2) *Chief Reporter* :

A special pay of Rs. 50 per month is granted to the Chief Reporter for performing supervisory duties. He distributes work among 20 reporters and exercises general supervision over them in addition to his own work. The special pay granted to him may continue.

(3) *Special pay to Personal Assistants* :

We have recommended a separate scale of pay for the posts of Personal Assistants to Presiding Officers. The Personal Assistants should ordinarily draw pay in that grade. Any case for grant of special pay of the nature given to the Personal Assistants cannot be examined without reference to their normal responsibilities and the pay drawn by them in their own grade. We are not in a position to do this on the basis

of the information before us. The Maharashtra Legislature Secretariat should, therefore, scrutinise their case in the light of the general observations made by us in regard to grant of special pays. No special pay can be justified unless it can be shown that the incumbent has to undertake extra or additional duties which are not a part of his normal work and that such extra or additional duties are of a substantial nature. Following the same reasoning, clerks, typists, peons, etc. performing comparable duties in the offices of the Presiding Officers should not be held eligible for grant of any special pay. The special pay of 20 % attached to the Chobdars in the Maharashtra Legislature Secretariat should also be withdrawn as there seems no reason why they should get this special pay in addition to their higher pay scale as Chobdars.

(4) *Bill Accountant* :

In view of the additional responsibilities involved in the work of the Bill Accountant (who is drawing pay in the Clerk's scale of pay) the special pay may continue.

(5) *Head Typist and Typists* :

As in the case of similar posts in the Secretariat Departments, the special pays granted to Head Typist and Typists may be continued at the present rates.

(6) *Cashiers* :

In accordance with Government Resolution, Finance Department, No. PAY. 1061/V, dated the 28th November 1962, the special pays granted for handling cash are required to be reviewed periodically on the basis of the cash handled. The special pays granted for handling cash may accordingly be reviewed by the Head of the Department. In the meanwhile, they may be continued.

SCHEDULE

MAHARASHTRA LEGISLATURE SECRETARIAT

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Secretary ..	1	(i) 1,200—50—1,800 (C) .. (ii) 900—50—1,000—60—1,300 50—1,800. (Special pay Rs. 400 to present incumbent)	1,300—60—1,600—100—1,800	
2	Deputy Secretary ..	2	1,100—50—1,200—60—1,500(C)	1,100—50—1,300—60—1,600	
3	Under Secretary ..	3	730—50—1,180 (C) ..	695—45—1,100—50—1,150	
4	Assistant Secretary	2	730—50—1,030 (C) ..	695—45—1,055	
5	Librarian, Research and Information Officer.	1	420—15—450—20—490—25—615—E.B.—25—815 (C)	380—20—500—25—600—E.B.—25—650—30—800	
	Non-Gazetted				
6	Superintendent ..	9	370—20—490—E.B.—25—665 (C)	340—20—500—E.B.—25—650	
7	Assistant ..	24	200—10—280—E.B.—10—300—15—360—E.B.—15—450 (C)	180—10—290—E.B.—15—425	
8	Accountant ..	1	200—10—280—E.B.—10—300—15—360—E.B.—15—450 (C)	180—10—290—E.B.—15—425	

Maharashtra Legislature Secretariat—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
9	Personal Assistant ..	4	230—10—330—E.B.—10—360—15—450 (C) Special pay of 20 Percent of the pay or Rs. 50 whichever is less	180—10—290—E.B.—15—425 Special pay to be reviewed.	
10	Steward ..	1	165—10—225—E.B.—10—285—15—300 (C)	150—8—190—10—220—E.B.—10—270	
11	Clerk, cashier, bill Accountant..	31	120—5—160—E.B.—5—180—8 212—E.B.—8—260—10—270 (C). Special pay Rs. 50 for Cashier and Rs. 20 for Bill Accountant.	110—4—150—E.B.—5—200 Special pay to continue	
12	Telephone Operator	1	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C).	110—4—150—E.B.—5—200	
13	Typist/Head Typist	10	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C). Special pay Rs. 20 for Head Typist; Rs. 15 for Typist)	110—4—150—E.B.—5—200 Special pay to continue	
14	Reporter ..	20	300—20—400—E.B.—20—500—E.B.—25—600 (C) Special pay Rs. 50 for Chief Reporter	280—20—460—E.B.—20—500—25—600 Special pay to continue	
15	Deputy Librarian and and Research Assisant.	1	250—15—370—E.B.—20—490 (C)	260—15—380—E.B.—20—500	
16	Stenographer (Higher Grade).	1	250—10—350—E.B.—15—500 (C)	240—10—290—15—350—E.B.—15—470	
17	Stenographer (Lower Grade).	2	200—8—280—E.B.—8—320—10 350 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
18	Supervisor ..	1	370—20—490 (C)	340—20—500	
19	Senior Translator ..	4	260—15—350 (C)	180—10—270—E.B.—10—290—15—380	To be redesignated as Translators.
20	Junior Translator ..	8	165—10—225—E.B.—10—285—300 (C)	180—10—270—E.B.—10—290—15—380.	
	CLASS IV				
21	Chobdar ..	4	100—2—110—(C) .. .. *Plus* special pay of 20 per cent	100—3—115 Special pay to discontinue	
22	Watchman ..	2	100—2—110—(C)	100—3—115	
23	Liftman ..	1	87—2—107 (C)	90—2—110	
24	Naik	1	77—1—87—E.B.—1—92 (C) ..	80—2—100	
25	Head Hamal ..	1	77—1—87 (C)	80—2—100	
26	Mali ..	2	72—1—82—E.B.—1—92 (C) ..	70—1—80—E.B.—2—100	
27	Peon/Messenger.	30	72—1—82 (C)	70—1—80—E.B.—2—90	
28	Hamal ..	10	72—1—82 (C)	70—1—80—E.B.—2—90	
29	Sweeper ..	3	72—1—82 (C)	70—1—80—E.B.—2—90	

8. *Accountant* (Rs. 190—8—270—C)/*Inspector* (Rs. 160—5—190—C) :

There is no separate recruitment rule for the posts which have been filled by promotion of Junior Clerks. We recommend the revised scale of Rs. 150—8—190—10—220—E.B.—10—270 for the posts.

9. *Special pays* :

The Compensation Officer is in receipt of a special pay of Rs. 70 for the responsible work of determining compensation for requisitioned properties. We recommend that the special pay be continued. We also recommend the continuance of the special pay of Rs. 25 sanctioned for the Supervisory Assistant as he has to supervise the work of other Assistant.

SCHEDULE

CONTROLLER OF ACCOMMODATION

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Controller of Accommodation, Ex-Officio, Assistant Secretary.	1	730—50—1,030 (C) ..	695—45—1,055	
2	Assistant Controller of Accommodation	1	550—30—820 (C) ..	500—25—650—30—800	
3	Compensation Officer	1	250—300—15—420—E.B.—15—450—20—550 Special pay Rs. 70.	300—20—460—E.B.—20—500—25—600 (Fixed pay of Rs. 280 during the period of probation) Special pay to be continued	
	Non-Gazetted				
4	Accommodation Officer.	3	370—20—490—E.B.—25—590 (C)	340—20—500—E.B.—25—650	
5	Superintendent ..	1	370—20—490 (C)	300—15—375—20—475	
6	Head Accountant ..	1	250—15—370—E.B.—15—400—20—500	260—15—380—E.B.—20—500	
7	Deputy Head Accountant.	1	250—10—350 (C) ..	200—10—290—15—320	
8	Supervisory Assistant	1	200—10—280—10—300—E.B.—15—360—E.B.—15—450 (C) Special pay of Rs. 25 per month.	(i) 180—10—290—E.B.—15—425 (For present incumbents drawn from the Secretariat Department cadre) Special pay to continue (ii) 150—8—190—10—220—E.B.—10—270 (For others)	
9	Enquiry Officer ..	1	200—10—280—10—300—E.B.—15—360—E.B.—15—450—(C)	(i) 180—10—290—E.B.—15—425 (For present incumbent drawn from the Secretariat Department cadre)	
10	Assistant ..	6	200—10—280—E.B.—10—300—E.B.—15—360—E.B.—15—450 (C)	(ii) 150—8—190—10—220—E.B.—10—270 (For others)	

Controller of Accommodation—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
11	Accountant ..	4	190—8—270 (C)	150—8—190—10—220—E.B.—10—270	
12	Inspector ..	7	160—5—190 (C)	150—8—190—10—220—E.B.—10—270	
13	Cashier ..	6	120—5—160—E.B.—5—180—8 212—E.B.—8—260—10—270 Special pay Rs. 20 .	110—4—150—E.B.—5—200 Special pay to continue	
14	Clerk ..	18	120—5—160—E.B.—5—180—8 212—E.B.—8—260—10—270 (C)	110—4—150—E.B.—5—200	
15	Accounts Clerk ..	2	120—5—160—E.B.—5—180—8 212—E.B.—8—260—10—270 (C) special pay of Rs. 20	110—4—150—E.B.—5—200 Special pay to continue	
16	Typist ..	5	120—5—160—E.B.—5—180—8 —212—E.B.—8—260—10—270 (C)	110—4—150—E.B.—5—200	
17	Precess Server ..	2	111—3—120—E.B.—4—144—E.B.—4—160—5—165 (C)	100—3—130—E.B.—3—136—4—160	
	CLASS IV				
18	Naik	1	77—1—87—E.B.—1—92 (C) ..	80—2—100	
19	Peon ..	10	72—1—82 (C)	70—1—80—E.B.—2—90	

CHAPTER 91

FOREST DEPARTMENT

The main functions of the Forest Department are conservation, protection and development of forests, planned exploitation of forest on scientific basis, rearing of plantations of valuable species, afforestation of denuded areas and prevention of soil erosion. The Department is also responsible for improving grazing facilities, protection of wild life and exploring possibilities for industries based on forest raw produce. Under the Maharashtra Zilla Parishad Act, village forests and grazing lands are allotted to Zilla Parishads. The role of the Forest Department is limited to giving technical advice and financial assistance. No staff has been transferred to the Zilla Parishads for the purpose

2. At the head of the Department is the Chief Conservator of Forests with his headquarters at Poona. He is assisted by an Additional Chief Conservator of Forests and nine Conservators of Forests who are regional officers and are also declared as Heads of Departments. The Deputy Conservators of Forests work under the Conservator as divisional Officers. Each Forest Division is divided into executive charges known as ranges, the charges being held by Range Forest Officers. They in turn are assisted by Foresters and Forest Guards.

3. The designations of posts in the department, their existing pay scales and the revised pay scales recommended by us are shown in the appended schedule. The main considerations underlying our recommendations in regard to the revised pay scales of some posts, are discussed in the following paragraphs.

4. *Deputy Conservator of Forests* (Rs. 650—1,100) :

The posts of Deputy Conservator of Forests are filled by promotion from the cadre of Assistant Conservators of Forests. The pay scale of the posts has recently been brought in line with that of Executive Engineers by raising the minimum of the scale from Rs. 350 to Rs. 650. We do not consider it necessary, to improve the scale further. We have brought the post on the revised scale of Rs. 650—1,150 which is also admissible to Executive Engineer. As all the posts of Deputy Conservators are filled by promotion from Class II Service, some of the promotees are likely to get a big jump on promotion. In the case of Executive Engineers a check has been provided by laying down that no increment over the minimum of the Executive Engineer's scale should be allowed until the officer has completed a total of six years of service in both the higher and lower posts. We recommend a similar check in the case of Deputy Conservators also.

5. *Forest Engineer* (Rs. 780—1,080) :

No recruitment rule is so far framed for this post and the present scale is fixed more or less or an ad-hoc basis. It is understood that an officer of the rank of Executive Engineer from the Buildings and Communications Department held this post. On his retirement, the post is now filled by promotion of a Deputy Forest Engineer for whom we are recommending a scale of Rs. 325—850 i.e. the scale of Deputy Engineer. The Forest Engineer has a state-wide jurisdiction and has to perform multifarious duties which are comparable to those of an Executive Engineer. We, therefore, recommend the Executive Engineer's scale of Rs. 650—1,150 for the post.

6. *Assistant Conservators of Forests* (Rs. 320—360—800) :

The posts are filled either by promotion from among Range Forest Officers or by nomination from among candidates who are graduates in Science, Mathematics, Economics etc. Prior to last revision, these posts carried a Class II scale of pay (Rs. 220—650) which was upgraded to Rs. 320—360—15—420—E.B.—15—450—20—490—25—590—E.B.—25—740—30—800 from 1-7-1962, in view of the recruitment difficulties. The Department has reported that inspite of the revision, recruitment

difficulty continues to persist. It is, however, yet too early to conclude that the scale has proved to be inadequate. Having regard to the qualifications prescribed, we do not consider it necessary to improve the scale further. We have suggested a revised scale of Rs. 320—800 for the post.

7. *Deputy Forest Engineers and Workshop Superintendent* (Rs. 250—715) :

The posts of Deputy Forest Engineers are filled either by promotion of an overseer or by direct recruitment of an Engineering graduate with one year's experience or a diploma holder with two years' experience. A candidate for the post of workshop Superintendent is required to possess a degree or diploma in Mechanical/Electrical Engineering with experience of operation and maintenance of petrol diesel oil trunks. In view of the above qualifications which are comparable to those of a Deputy Engineer, we have recommended a revised scale of Rs. 325—850.

8. *Personal Assistant to Chief Conservator of Forests and Superintendents in the Offices of the Chief Conservator of Forests and the Conservator of Forests* (Rs. 330—490 and Rs. 270—435) :

The posts of Personal Assistant to Chief Conservator of Forests and Superintendents in the office of the Chief Conservator of Forests are in the grade of Rs. 330—490 while the posts of Superintendents in the offices of the Conservators are in the grade of Rs. 270—435. The Department has proposed that all these posts may be brought on the standard Class II scale. It has also proposed that the Personal Assistant to the Chief Conservator of Forests may be given a suitable special pay in addition. Having regard to the revised scales of pay which we are recommending for Superintendents in other Departments we are unable to accept the proposal to place the Superintendents in this Departments on the Class II scale. Instead, we recommend a common scale of Rs. 300—20—500, for all the posts. We are also unable to support the proposal to grant a special pay to the Personal Assistant to Chief Conservator of Forests as we have generally expressed ourselves against the grant of special pays in such cases.

9. *Range Forest Officers* (Rs. 190—360) :

In the last revision of pay scales, two separate grades of Range Forests Officers were amalgamated into one grade with a higher maximum. The posts are filled by promotion of Foresters or by direct recruitment of candidates who possess minimum qualification of Inter-Science. They are appointed on completion of training at Rangers' College at government cost. We have recommended a scale of Rs. 200—330 which further improves the present scale.

10. *Foresters and Forest surveyors* (100—170) :

The posts are filled by appointment of candidates who have passed the Secondary School Certificate Examination. The posts of Foresters are filled also by promotion of Forest guards. The Association of Foresters and Forest guards has asked for a high scale taking into account the nature of duties which the holders of these posts have to perform and the fact that they have to work in remote villages devoid of all amenities. In the last revision posts of Foresters were brought on the full scale of junior clerks. We are recommending an improved scale for clerks and consider that the improved scale of clerks would be adequate for Foresters. We are recommending the same scale for Forest Surveyors also and further suggest that two advance increments may be given to those Surveyors who have passed the Intermediate Grade Drawing Examination as at present.

11. *Senior Accountants* (Rs. 145—215) and *Junior Accountants* (Rs. 145—185):

The nature of work and responsibilities of these posts being identical, the Department has suggested that the cadres may be amalgamated into a common cadre of Accountants. We have recommended a common scale of Rs. 150—270 for them

12. *Allapalli Saw Mills and Integrated Units* :

The Allapalli saw mill which is situated in the interior forest areas of the Chanda district is conducted by Government on a commercial basis. On account of poor road transport, the mill is not easily accessible and is practically cut off from the rest of the district during the rainy season. The mill is in charge of the Assistant Conservator of Forests, Aliapalli, who is assisted by a Saw Mill Engineer, a Saw Doctor and a number of sawyers and other technical staff. There is a dearth of qualified hands and difficulties are experienced in filling a number of posts. On account of the situation of the Saw Mill in a remote forest area, the recruitment position is further aggravated. To meet this difficulty, some of the pay scales were improved in 1962. We have proposed further, improvements wherever necessary.

Similar posts exist in the integrated Units and workshops started by the Department in pursuance of the schemes for development and supply of substitute for Teak and mechanised logging. Here also pay scales of some of the posts have been improved by Government recently. We have recommended further improvement wherever necessary.

13. *Saw Mill Engineer* (Rs. 250—715) :

He is the Head of the Saw Mill so far as the technical side is concerned. Prior to 1-7-62 the post was non-gazetted. Recruitment to the post is made by nomination of a candidate possessing a degree/diploma in Mechanical Engineering and experience of running of Saw Mill and its maintenance. Inspite of the fact that the post was upgraded in the last revision of pay scales, it has remained vacant for over two years. In view of the above qualifications which are comparable to those of a Deputy Engineer, we recommend a revised scale of Rs. 325—850 for this post.

14. *Foreman* (Rs. 250—500) :

The candidate for this post is required to possess a diploma in mechanical engineering or First Class certificate of competency and practical experience of running the workshop. Government has recently revised the pay scale of this post from Rs. 130--320 to Rs. 250—500 in view of the recruitment difficulty. We consider that the present scale is adequate for the prescribed qualifications and does not require much improvement. A scale of Rs. 260—500 is accordingly recommended for the post.

15. *Assistant Saw Mill Engineer* (Rs. 125—245) :

He is required to possess Diploma in Engineering and a year's training in a Saw Mill. He is also required to possess 1st Class Boiler Attendant's Licence. We feel that a scale of Rs. 180—380 would be commensurate with the duties and qualifications prescribed, for one who is a diploma holder. For those who are appointed on the basis of mere experience, a scale of Rs. 130—270 is recommended.

16. *Senior Kiln Operator* (Rs. 240—360) :

Appointment to this post is made from the cadre of Range Forest Officers who have received special training in the operation of seasoning kilns at Forest Research Institute Dehra Dun or by promotion from the grade of Kiln Assistant. A candidate for direct recruitment is required to have a diploma in specialised course of training in wood seasoning and 3 years experience. Government has recently revised the scale of the post from Rs. 195—245 to Rs. 240—360. A further improved scale of Rs. 250—320 is recommended for the post.

17. *Special Pays* :

The following posts in the Forest Department carry special pay for the reasons mentioned against them :—

	Designation.	No. of posts.	Amount of special pay.	Reasons for grant of special pay.
1.	Divisional Forest Officers working Plans Divisions.	8	100	In view of the highly technical work involving intensive touring, field work, scrutiny of data, Co-ordination of programmes, drafting of reports etc.
2.	Sub-Divisional Forest Officer working Plans Divisions including Forest Resources.	4	50	
3.	Forest Utilisation Officer	1	100	In view of the special and Technical nature of work.
4.	Director Forests Training School ..	2	100	In view of the special qualifications possessed by him for teaching and additional responsibilities involved in the office of the Director of the School.
5.	Instructors and	3	50	For the special nature of work and responsibility involved in the posts.
	Assistant Instructors, Forestry School ..	4	25	
6.	Assistant to the Chief Conservator ..	1	75	In view of the special nature of work and higher responsibilities devolving on him in assisting the Chief Conservator of Forests in the work of administration.
7.	Assistant Conservator of Forests in charge of Allapalli Saw Mill.	1	75	Specialised nature of work calling for special aptitude and acumen. The turnover of work in the saw mill is on the increase.
8.	Depot Officers Amravati, Chanda, Nasik ..	1	25	In charge of departmental Timber Depot. The large value of stores and stock on hand all the year round, the large amounts received at auctions, maintenance of accounts, and general management of the depot involve additional responsibility.
		1	20	
		1	20	
9.	Range Forest Officer, Akrani	1	20	For doing additional revenue work in respect of unsurveyed villages in Akrani Mahal.
10.	Research Range Forest Officers including Range Forest Officers work plan.	44	30	The work of conducting research involves special aptitude and research mindedness. It is quite different from routine work and calls for originality in approach and perseverance.
11.	Foresters (Research Branch and Resource Scheme).	43	15	In accordance with Serial No. 11 and 12 in Bombay Forest Manual Volume I Appendix IV.
			10	

The above special pays may continue at the present rates except in the case of Assistant to the Chief Conservator of Forest. The exact nature of the higher responsibilities devolving on the Assistant in helping the Chief Conservator of Forest is not clear to us and in similar other cases of officers working in the offices of the Heads of Departments we have recommended discontinuance of special pays. In our opinion the job of the Assistant who functions as an Administrative Officer is easier than that of a regular Deputy Conservator with his multifurious executive and technical duties. We suggest that the special pay granted in this case be withdrawn. We also suggest that the rate of special pay of Rs. 25 drawn by the Depot Officer Amravati may be reduced to Rs. 20 per month i.e. the same rate at which it is admissible to Depot Officers Chanda, and Nasik.

13. The post of Commercial Accountant (Rs. 145—215) carries a special pay of Rs. 15 per month on the ground that the work is of commercial nature and not routine. In view of the revised scale of pay with higher maximum (Rs. 150—270) the special pay may be discontinued, but it may be taken into account while fixing the initial pay of the present incumbent in the revised scale.

Forest Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
24	Overseer ..	7	150—10—300—E.B.—15—360 (Higher starting pay of Rs. 180 and Rs. 240 to diploma and degree holders in Civil Engineering)	160—10—290—E.B.—15—330 (Engineering Diploma holders to start on Rs. 180 and graduates to start on Rs. 240)	
25	Tracer ..	3	91—3—130—E.B.—4—170 .. (Secondary School Certificate holder to start on Rs. 100)	110—4—150—E.B.—5—200	
26	Compounder ..	6	91—3—130—E.B.—4—150 .. (Secondary School Certificate holder Rs. 100)	110—4—150—E.B.—5—200	
27	Khalasi on Launch	2	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
28	Tandel ..	1	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
29	Armed Constable ..	6	70—1—80—E.B.—1—85 ..	85—2—101—E.B.—2—107—3—110 (Pay scale of Constables in the Police Department from which the incumbents are drawn).	
30	Foreman (Intergrated Unit).	3	250—15—370—E.B.—15—400—20—500	260—15—380—E.B.—20—500	
31	Senior Kiln Operator (Integrated Unit).	3	240—10—300—15—360 ..	250—10—290—15—380	
32	Plant Operator (Integrated Unit).	3	240—10—300—15—360 ..	250—10—290—15—380	
33	Head Sawyer (Integrated Unit)	3	200—6—230—9—257—9—275—10—325	200—10—290—15—320	
34	Assistant Saw Mill Engineer (Allapalli).	1	125—5—145—8—185—E.B.—10—245	(*i*) 180—10—290—E.B.—15—380 (For Engineering Diploma holders). (*ii*) 130—5—150—8—190—10—270 (For others)	
35	Saw Doctor ..	4	150—8—190—10—220—E.B.—10—300	150—8—190—10—240—E.B.—10—320	
36	Electrician (Integratted Unit).	3	125—4—157—E.B.—4—165—5—180	145—4—165—5—180—E.B.—5—210	
37	Head Sawyer (Allapalli).	1	120—3—141—E.B.—3—153—4—165	135—5—170—6—200	
38	Sawyer (Band-Saw) (Allapalli Saw-Mill).	2	120—3—141—E.B.—3—153—4—165	135—5—170—6—200	
39	Sawyers (Integrated Unit)	21	170—5—205—6—241—7—255	170—8—210—10—270	
40	Assistant Sawyers (Integrated Unit).	21	150—4—190—4—210—5—225	150—5—190—E.B.—5—200—6—230	

Forest Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.				
61	Senior Accountant ..	60	145—8—185—10—215 .. Special Pay to Commercial Accountant Rs. 15.	150—8—190—10—220—E.B.—10—270 Special Pay to Commercial Accountant to be discontinued	
62	Junior Accountant ..	175	145—8—185	150—8—190—10—220—E.B.—10—270	
63	Junior Statistical Assistant.	7	125—5—145—8—185—E.B.—10—245	150—8—190—10—220—E.B.—10—270.	
64	Storekeeper ..	6	125—5—145—8—185—10—245	150—8—190—10—220—E.B.—10—270	
65	Clerk ..	810	100—3—130—E.B.—4—170 .. (For Secondary School Certificate holder). 91—3—130—E.B.—4—170 (For others)	110—4—150—E.B.—5—200	
66	Stenographer ..	12	160—6—190—8—230—E.B.—320—15—350	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
67	Steno-typist ..	45	100—3—130—E.B.—4—170 .. (*Plus* shorthand allowance)	(i) 110—4—150—5—200 (*Plus* shorthand allowance according to speed for those borne on the clerical cadre of the departmen.) (ii) 135—5—170—6—188—E.B.—6—200—8—240—10—270 (For others)	
	CLASS IV				
68	Dafaterband ..	15	70—1—80—E.B.—2—100 ..	80—2—100—E.B.—2—110	
69	Naik	11	70—1—80—E.B.—1—85 ..	80—2—100	
70	Head Mali ..	1	70—1—80—E.B.—1—85 ..	80—2—100	
71	Mali ..	15	65—1—75—E.B.—1—85 ..	70—1—80—E.B.—2—100	
72	Peon ..	300	65—1—75	70—1—80—E.B.—2—90	
73	Chowkidar and watchman.	90	65—1—75	70—1—80—E.B.—2—90	
74	Sweeper ..	30	65—1—75	70—1—80—E.B.—2—90	
75	Khalasi ..	21	65—1—75	70—1—80—E.B.—2—90	
76	Ward Boy ..	5	65—1—75	70—1—80—E.B.—2—90	
77	Attendant ..	6	75 (Fixed)	70—1—80—E.B.—2—90 (Subject to remarks in the Chapter on common categories of posts).	

CHAPTER 92

LAND RECORDS DEPARTMENT

The Land Records Dtpartment was created in 1884. In Vidarbha region, however, the Department was not functioning as a separate Department till August 1964 and the Land Records staff formed a part of the respective District Collectorates as was the case in the Old Madhya Pradesh State. From 1964 the departmental set up as in the Western Maharashtra Districts has been extended to the eight districts of the Vidarbha region. The main functions of the Department are to collect and provide statistics connected with land and to supervise the preparation and maintenance of the Record of Rights. The Alienation office attached to the Land Records Department deals with inam matters and attends to preservation and publication of records. The Department is headed by the Settlement Commissioner and Director of Land Records who is also ex-officio Inspector-General of Registration. He is assisted by 2 Regional Deputy Directors of Land Records one each at Bombay and Nagpur and by the Deputy Director of Land Records (Consolidation) at Poona.

2. The designations of posts in the Department, their pay-scales and the revised scales recommended by us for those posts are shown in the enclosed schedule. The considerations underlying the revised scales recommended by us for some categories of posts (other than common categories of posts) are discussed below.

3. *Superintendent of Land Records/Special Superintendent of Land Records/ Assistant Settlement Commissioners/Consolidation Officers* (Rs. 400—730) :

The posts carry, in addition to the pay scale of post, a special pay of Rs. 100 per month which is stated to have been sanctioned in view of the arduous nature of the duties attached to them. The basic post in or outside the department with which these posts were compared for the purpose of grant of special pay is not stated. At any rate, since the special pay has been sanctioned for all the posts in the cadre, it seems to be in the nature of additional emoluments granted in lieu of a higher time scale. Having regard to the duties and responsibilities attached to these posts, we recommend a revised scale of Rs. 410—30—650—E.B.—45—965 without any special pay. We also recommend that the special pay drawn by the present incumbents be taken into account for the purpose of fixation of their initial pay in the revised scale.

4. *District Superintendent of Land Records/District Inspector of Land Records/ Assistant Consolidation Officer/Enquiry Officer/Special District Inspector of Land Records* (Rs. 250—450) :

The posts are filled by promotion from among the subordinate staff of the Department. A revised scale of Rs. 300—20—500 is recommended for the posts.

5. *Special pays* :

The following officers belonging to the cadre of District Inspecors of Land Records are granted special pays for the reasons mentioned against them.

Designation of Officers.	No. of Officers.	Amount of special pay.	Reasons for grant of special pay.
Organisation and Methods Officer ..	1	20 percent of grade pay	.. For arduous nature of duties.
Office Superintendents in the Offices of Settlement Commissioner and Director of Land Records and two Deputy Directors of Land Records.	3	Rs. 30 per month	.. For the responsible nature of work.

[illegible]

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

[illegible]

[illegible]

Land Records Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted		Rs.	Rs.	
17	Naib Tahsildar ..	1	210—10—280	(i) 220—10—290—15—280 (If the present incumbent is directly recruited as a Naib Tahsildar) (ii) 220—10—290—15—320 (for others)	
18	Assistant District Inspector of Land Records.	2	210—10—280	220—10—290—15—320	
19	Assistant Superintendent.	3	210—10—280	220—10—290—15—320	
20	Junior Accountant ..	1	145—8—185—10—195—E.B.—10—245	150—8—190—10—220—E.B.—270	
21	Head Clerk ..	40	145—8—185—10—215 ..	150—8—190—10—220—E.B.—10—270	
22	Shirestedar ..	37	145—8—185	150—8—190—10—220—E.B.—10—270	
23	Headquarter Assistant.	23	145—8—185	150—8—190—10—220—E.B.—10—270	
24	Head Surveyor ..	24	145—8—185	150—8—190—10—220—E.B.—10—270	
25	Senior Clerk ..	28	145—8—185	150—8—190—10—220—E.B.—10—270	
26	Stenographer ..	2	160—6—190—8—230—E.B.—10—350	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
27	Head Record-Keeper	3	130—4—170	130—5—150—8—174—E.B.—8—190—10—220	
28	District Surveyor ..	26	115—3—130—4—150—E.B.—4—170	130—5—150—8—174—E.B.—8—190—10—220	
29	Nimtandar ..	206	115—3—130—4—150—E.B.—4—170 Special pay 20 per cent of grade pay to 38 posts	130—5—150—8—174—E.B.—8—190—10—220 (Existing special pay to continue but the rate may be restricted to fixed amount equal to 20 per cent of the average pay of the revised scale	
30	Maintenance Surveyor.	144	115—3—130—4—150—E.B.—4 170	130—5—150—8—174—E.B.—8—190—10—220	
31	Theodolite Surveyor	2	115—3—130—4—150—E.B.—4 170	130—5—150—8—174—E.B.—8—190—10—220	
32	Classer ..	88	115—3—130—4—150—E.B.—4—170	130—5—150—8—174—E.B.—8—190—10—220	
33	Record-Keeper/ Deputy Record Keeper/Scrutiny Clerk/Utare Karkun Additional Record Keeper/Clerk/ Typist.	593	91—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	

Land Records Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
34	Cadestral Surveyor/ Consolidation Surveyor.	431	91—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
35	Pot-Hissa Measurer	392	91—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
36	Measuring Circle Inspector. (Alienation Office)	52	91—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
37	Head Clerk ..	1	210—10—280	220—10—290—15—320	
38	Record-Keeper ..	1	145—8—185—E.B.—10—215 ..	150—8—190—10—220—E.B.—10—270	
39	Senior Clerk ..	1	145—8—185—E.B.—10—215 ..	150—8—190—10—220—E.B.—10—270	
40	Research Assistant.	2	140—10—210—E.B.—10—270	160—10—250—E.B.—10—300	
41	Compiler ..	6	125—5—145—8—185—E.B.—10—245	130—5—150—8—190—E.B.—10—270	
42	Clerk ..	2	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
43	Copyst (Modi) ..	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
44	Typist (Deonagari) ..	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
	CLASS IV				
45	Jeep Driver. ..	1	105—4—145 ...	110—3—128—4—144—E.B.—4—180	
46	Havildar ..	1	80—2—100	90—2—110	
47	Daftarband ..	21	70—1—80—2—100 ..	80—2—100—E.B.—2—110	
48	Bastabardar ..	17	70—1—80—2—100 ..	80—2—100—E.B.—2—110	
49	Roneo Operator ..	1	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
50	Peon/Process Server	530	65—1—75 ..	70—1—80—E.B.—2—90	
51	Watchman ..	3	65—1—75	70—1—80—E.B.—2—90	
	(Alienation Office)				
52	Binder-*cum*-Mender	1	91—3—130	100—3—136—4—140	
53	Daftarband ..	1	70—1—80—E.B.—2—100 ..	80—2—100—E.B.—2—110	
54	Mender ..	5	70—1—85	75—1—80—2—90—E.B.—2—100	
55	Naik ..	1	70—1—85	80—2—100	
56	Peon ..	13	65—1—75	70—1—80—E.B.—2—90	
57	Attendant ..	667	75 (Fixed)	70—1—80—E.B.—2—90 (Subject to the remarks in the chapter on common categories of posts).	

CHAPTER 94

REGISTRATION DEPARTMENT

The Registration Department is primarily concerned with registration of documents under the Indian Registration Act of 1864 as amended from time to time. The Department is headed by the Inspector-General of Registration. The Settlement Commissioner and Director of Land Records, works as the Inspector-General of Registration in addition to his own duties. At the District level, the Collectors function as ex-Officio District Registrars for their respective districts. The Department has an attached Photo Registry Office where exact copies of documents registered are prepared by the process of micro-filming.

2. The designation of posts in the Department, their existing pay scales and the revised pay scales recommended by us are shown in the appended schedule. The considerations underlying our recommendations in regard to the pay scales of some of the categories of posts (other than common categories of posts) are discussed in the paragraphs below :

3. *Manager, Government Photo Registry, Poona* (Rs. 270—490) :

This post is filled either by promotion of an Assistants Manager or by direct appointment of a Second Class Science graduate possessing knowledge of Photography and about 3 years' administrative experience. The Department considers that the post is comparable to the post of Manager Photo Zinco Press Poona and has proposed that the scale prescribed for the latter be sanctioned for this post. Having regard to the duties and responsibilities attached to the post and qualifications prescribed for recruitment thereto we are, however, unable to accept the proposed equation. We recommend a revised scale of Rs. 300—20—500—25—600. At present, the post carries a special pay of Rs. 100 in addition to the pay scale. In view of the revision of pay scale recommended by us, we do not see any justification for any special pay, for this post. It may be withdrawn. It may, however, be taken into account for the purpose of fixation of initial pay.

4. *Assistant Manager, Photo Registry, Poona* (Rs. 145—245) :

The recruitment rule prescribed for the post provides for promotion of a suitable person from the subordinate service or direct appointment of a Science graduate with good knowledge of Photography. In conformity with the duties and responsibilities of the post we recommend a revised scale of Rs. 200—10—290—E.B.—15—380. The special pay of Rs. 50 sanctioned at present for this post need not be continued. It may be taken into account for the purpose of fixation of initial pay of the present incumbent.

5. *Sub-Registrars* :

At present, posts of Sub-Registrars are divided into four grades as shown below :—

Grade.		No. of posts.	Existing scale.
Grade I	...	12	Rs. 280—10—370
Grade II	...	57	Rs. 210—10—280
Grade III	...	115	Rs. 125—5—165—E.B.—8—205.
Grade IV	...	43	Rs. 125—4—157—E.B.—4—165—5—180

Posts in Grade III are filled by direct recruitment of graduates and those in Grade IV by promotion of members of lower staff. Grades I and II are promotion grades. The present grade system is not based on duties and responsibilities. The charges of all Sub-Registrars are more or less comparable except those of the Sub-Registrars posted at District Head-quarters. They have to carry out, irrespective of the grades to which they belong, certain administrative duties pertaining to the district in addition to the registration work. As there is no scientific basis for the present

system of grades, the department has suggested that the four grades be abolished and the cadre be reconstituted into two grades based on duties and responsibilities. The first grade is proposed to include 31 posts consisting of 25 at District headquarters, 3 posts in the office of the Inspector-General of Registration, one post for Nagpur City and one post at Haveli (Poona), all carrying duties and responsibilities higher than those attached to Sub-Registrars in charge of normal taluka offices, and the second grade to include all the remaining posts of Sub-Registrars. The abolition of the present four grades has also been suggested by Maharashtra State and the Vidarbha Registration Department Associations, as the system is stated to have led to stagnation of majority of sub-Registrars at the maximum of their respective scales. We accept the suggestion made by the Department to reconstitute the cadre into two grades and recommend that the posts in the existing grades II, III and IV be brought on a combined scale of Rs. 150—8—190—10—230—E.B.—10—300. For the posts in Grade I we recommend a revised scale of Rs. 250—10—290—15—380. We also accept the suggestion to raise the strength of Grade I posts to 31 and recommend that 19 posts (31-12) from the lower Grade be converted into those in the higher Grade from a suitable future date.

6. *Store-keeper/Film Recorder* (Rs. 109—170); *Head Photo Registrar/Photo Registrar* (Rs. 125—176); *Head Photographer/Head Enlarger* (Rs. 105—180); *Photo Registry, Poona :*

The posts carry isolated scales of pay and are generally filled by promotion of subordinate members of the staff. The duties attached to the posts are not of a highly technical nature. We consider that a common scale would facilitate interchangeability of persons and accordingly suggest a revised scale of Rs. 130—5—150—8—174—E.B.—8—190—10—220 for all these posts.

7. *Senior Clerks, Government Photo Registry, Poona* (Rs. 120—170) :

These posts have been recently created. One of the clerks is reported to be attending to the establishment work of the Photo Registry and the other to the accounts work. Full details of their duties have not been made available to us, and we are unable to recommend for them the regular scale of Senior Clerks particularly because they are working under the supervision of a Head Clerk for whom we have recommended the lowest supervisory scale suggested by us. We accordingly, recommend for these posts, a revised scale of Rs. 130—5—150—8—174—E.B.—8—190—10—220 which we are recommending for a few isolated categories of posts in the Photo Registry (vide paragraph 6 above).

8. *Special pays* :

Special pays attached to the posts of Manager and Assistant Manager, Government Photo Registry have been dealt with in paragraphs 3 and 4 above. The following posts attached to the Photo Registry also carry special pay as shown against them :—

	Designation	Amount of special pay per month	Reason for granting special pay
		Rs.	
1.	Head Photo Registrar	25	He has to supervise the duties of Photo Registrars.
2.	Four persons from technical section.	10	For the additional work relating to recovery of silver from waste hypo solution.
3.	Foreman	15	In view of the unhealthy conditions under which the technical staff had to work when the Registry was housed in the old premises.
4.	Head Enlarger/Head Photographer.	9	
5.	Enlarger/Assistant Photographer/Toner.	8	
6.	Senior Technical Assistant.	7	
7.	Junior Technical Assistant	6	

[illegible]

[illegible]

[illegible]

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

Registration Department—contd.

Serial No.	Designation.	No. of posts.	Existing scale of pay and special pay.	Recommended scale of pay and special pay.	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	Rs.
13	Assistant Manager, Government Photo Registry, Poona.	1	145—8—185—10—195—E.B.—10—245 Special pay Rs. 50.	200—10—290—E.B.—15—380 Special pay to be discontinued.	Special pay to be taken into account for initial pay fixation.
14	Head Clerk, Government Photo Registry, Poona.	1	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
15	Supervisor, Government Photo Registry, Poona.	1	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
16	Foreman, Government Photo Registry, Poona.	1	145—8—185—E.B.—10—225 Special pay of Rs. 15	150—8—190—10—220—E.B.—10—270 Special pay to be discontinued.	
17	Senior Clerk, Government Photo Registry, Poona.	2	120—3—138—E.B.—4—150—5—170	130—5—150—8—174—E.B.—8—190—10—220	
18	Store-keeper, Government Photo Registry, Poona.	1	109—3—130—4—138—E.B.—4—170	130—5—150—8—174—E.B.—8—190—10—220	
19	Film Recorder, Government Photo Registry, Poona.	1	109—3—130—4—138—E.B.—4—170	130—5—150—8—174—E.B.—8—190—10—220	
20	Head Photo Registrar, Government Photo Registry, Poona.	1	125—5—160—E.B.—8—176 Special pay Rs. 25	130—5—150—8—174—E.B.—8—190—10—220 Special pay to continue.	
21	Photo Registrar, Government Photo Registry, Poona.	7	125—5—160—E.B.—8—176	130—5—150—8—174—E.B.—8—190—10—220	
22	Head Photographer, Head Enlarger.	2	105—4—145—E.B.—4—165—5—180 Special pay Rs. 9.	130—5—150—8—174—E.B.—8—190—10—220 Special pay to be discontinued.	Special pay to be taken into account for initial pay fixation.
23	Photo Registry Clerk, Government Photo Registry, Poona.	24	91—3—130—E.B.—4—170.	110—4—150—E.B.—5—200.	
24	Numberer, Government Photo Registry, Poona.	2	91—3—130—E.B.—4—170	110—4—150—E.B.—5—200	
25	Time-keeper, Government Photo Registry, Poona.	2	91—3—130—E.B.—4—170	110—4—150—E.B.—5—200	
26	Assistant Photographer/Enlarger/Toner.	13	100—3—130—E.B.—4—145 Special pay Rs. 8.	110—3—128—4—144—E.B.—4—180 Special pay to be discontinued.	
27	Senior Technical Assistants, Government Photo Registry, Poona.	25	95—2—115—E.B.—2—125 Special pay Rs. 7.	100—3—136—4—140 .. Special pay to be discontinued.	Special pay to be taken into account for initial pay fixation.

Registration Department—contd.

Serial No.	Designation.	No. of posts.	Existing scale of pay and special pay.	Recommended scale of pay and special pay.	Remarks.
1	2	3	4	5	6
	CLASS IV		Rs.	Rs.	
28	Book-Binder ..	1	111—3—120—4—148 (C)	100—3—136—4—140	
		1	91—3—130 ..	100—3—136—4—140	
29	Junior Technical Assistants, Government Photo Registry Poona.	28	75—2—95—E.B.—2—105 Special pay Rs. 6	80—2—100—E.B.—3—115 Special pay to be discontinued	Special pay to be taken into account for initial pay fixation.
30	Junior Technical Assistant (Leave Reserve), Government Photo Registry Poona.	12	75 (Fixed) .. Special pay Rs. 6	80 (Fixed) .. Special pay to be discontinued	
31	Daftarband ..	1	70—1—80—E.B.—2—100	80—2—100—E.B.—2—110	
32	Naik ..	2	70—1—80—E.B.—1—85	80—2—100	
		1	77—1—87—E.B.—1—92 (C)	80—2—100	
33	Assistant Sorter/Packer.	11	70—1—80—E.B.—1—85	75—1—80—2—90—E.B.—2—100	
34	Peon	206	65—1—75 ..	70—1—80—E.B.—2—90	
		1	77—2—97—E.B.—2—107 (C)	70—1—80—E.B.—2—90	
		8	72—1—82 ..	70—1—80—E.B.—2—90	
35	Hamal ..	1	72—1—82 (C) ..	70—1—80—E.B.—2—90	
		1	65—1—75 (C) ..	70—1—80—E.B.—2—90	
36	Watchman ..	45	65—1—75 ..	70—1—80—E.B.—2—90	
37	Boy Peon ..	.	60 (Fixed) ..	55—1—60	

CHAPTER 95

REVENUE DEPARTMENT

The Revenue Department which is concerned with the general administration of the State is one of the oldest Departments of Government having its ramifications in the remotest villages of the State. The set up of the Department is broadly organised as shown below :—

1. The Commissioner is in charge of a Division comprising 5 to 8 Districts.
2. The Collector in charge of a Revenue District.
3. Prant Officer (Deputy or Assistant Collector) in charge of a Sub-Division (i.e. a group of Talukas).
4. Mamlatdar or Tehsildar in charge of a revenue Taluka or Tehsil.
5. Circle Officer or Circle Inspector in charge of a Circle or Group of villages.
6. Talati at the lowest level i.e. at the village level.

Though there is general uniformity in the organisational set up of all the four Revenue Divisions of the State, the staffing pattern of the Revenue Offices in the Vidarbha region differs from that in the Western Maharashtra in one or two important respects. Compared with Talukas in Western Maharashtra which consist of 200—225 villages on an average, the Tahsils in the Vidarbha region are larger in size consisting of as many as 500 and in some cases 900 villages. The Mamlatdars or Tehsildars in charge of such Tehsils have of necessity to be provided with the help of Naib-Tehsildars which category is non-existent in the Districts of Western Maharashtra. Again, in the staffing pattern in vogue in the Vidarbha region there are separate ministerial and executive cadres unlike in the Western Maharashtra Districts where there are common cadres of both executive and ministerial functions. Thus, a Mamlatdar functions either as a ministerial head of a Section in the Collector's Office or as an executive Officer in charge of a Taluka. Similarly an Aval Karkun can function both as a Senior Clerk in the Collector's Office or a Circle Officer in charge of a group of villages. In Vidarbha region on the other hand there is no such intertransferability, the ministerial posts of Superintendent, Assistant Superintendent and First Grade Clerk on the one hand and the executive posts of Tahsildar and Naib Tahsildars on the other forming separate promotion groups.

2. The designations of the various posts in the Department their existing pay scales and the revised scales recommended by us for those posts are shown in the appended schedule. The considerations underlying our recommendations in regard to the pay scales of some categories of posts are discussed in the paragraphs below.

(A) *Posts common to offices of Divisional Commissioner and Collectors*

3. *Deputy Collector* (Rs. 350—955) .

Appointment to the post is made either by promotion of Mamlatdars or Tehsildars or by nomination of Graduates selected on the basis of the result of a competitive examination held by the State Public Service Commission. Prior to the General revision of 1962 the cadre of Deputy Collectors was divided in two grades, Grade I on a scale of pay of Rs. 695—875 and Grade II on Rs. 350—675. In the general revision the two grades were combined into one running revised scale of Rs. 350—400—30—610—40—730—45—965 as there was no difference in the duties attached to the posts in the two grades. The Revenue Department has proposed that the scale be further revised to Rs. 400—1,200. We do not, however, think it necessary to raise the maximum of the pay scale of the post as the present scale which has a span of 17 years is sufficiently long even for direct recruits who have good chances of being promoted to the Indian Administrative Service. We consider that a revised scale of Rs. 410—30—650—E.B.—45—965 (fixed pay of Rs. 380 during the period of probation) would be adequate for the post.

4. *Mamlatdars/Tahsildars* (Rs. 250—550) :

The posts are filled either by promotion of Aval Karkuns (or Naib Tahsildars in the case of Aurangabad and Nagpur Divisions) or by nomination of graduates selected through a competitive examination. Prior to the general revision of 1962 posts of Mamlatdars were in three scales viz. selection grade of Rs. 420—20—500, Grade I of Rs. 340—15—400 and Grade II Rs. 250—15—325. As the posts in all the three grades carried identical duties and responsibilities they were brought on a unified scale of Rs. 250—300—550 in the general revision. We recommend a revised scale of Rs. 300—20—460—E.B.—20—500—25—600 (fixed pay of Rs. 280 during the period of probation) for the post.

5. *Naib Tahsildar* (Rs. 210—280) :

Posts of Naib Tahsildars were inherited from the former States of Madhya Pradesh and Hyderabad. As the posts allocated from the former Hyderabad State carried duties and responsibilities comparable to those of Mahalkaris in the Old Bombay set up, they were equated with the latter posts. The posts allocated from the former State of Madhya Pradesh could not, however, be equated for want of comparable posts in the Bombay set up. However the scale of Rs. 210—10—280 which is the scale of Mahalkaris has been made applicable to the posts. As pointed out earlier in this Chapter, posts of Naib Tahsildars constitute an essential constitutent of the staffing pattern following from a peculiar organisational set up obtaining in the Vidarbha region and cannot, therefore be absorbed in any other cadre of the Department. The posts are filled by direct recruitment of graduates or by promotion from among First Grade Clerks. The present scale of Rs. 210—10—280 which is an eight year scale is short for direct recruits. We recommend a revised scale of Rs. 220—10—290—E.B.—15—380 for the post.

6. *Mahalkari* (Rs. 210—280) :

The posts are filled by promotion of Aval Karkuns. Mahalkaris are in charge of Mahals. They are also put on special assignments such as inspectors. A revised scale of Rs. 220—10—290—E.B.—15—380 is recommended for the post.

7. *Superintendent* (Rs. 300—425) :

This is the highest ministerial post in the staffing pattern obtaining in the Vidarbha region. The Federation of Government Employees, Nagpur has pointed out that this is the single category of which the scale has remained unrevised. They have argued that the post is comparable to the post of Chitnis which is held by a Mamlatdar in the set up obtaining in the Western Maharashtra District. We however, consider that the post is comparable to that of Superintendents in the Offices of Heads of Department and recommend a revised scale of Rs. 300—15—375—20—475 for it.

8. *Assistant Superintndent* (Rs. 200—295) :

This is another ministerial category peculiar to the Vidarbha set up. The post is filled by promotion of First Grade Clerks. We recommend a revised scale of Rs. 200—10—290—15—320 for the post.

9. *Research Assistant, Office of the Commissioner of Bombay Division* (Rs. 190—390):

The post is borne on the establishment of the Bureau of Economics and Statistics The revised scale recommended for the post (viz Rs. 200—410) is the same as the scale recommended for similar posts in the Bureau.

10. *Aval Karkuns (Western Maharashtra Districts)* Rs. 145—215 *and First Grade Clerk (Vidarbha Districts)* Rs. 145—185 :

Government employees in the Vidarbha region have claimed that posts of First Grade clerk in the Revenue Department be equated with the posts of Aval Karkun in the Western Maharashtra Districts. Similar claims have also been made by employees'

All these matters pertain to structural changes in the departments and obviously beyond the scope of our reference. The above suggestions are made only for consideration of Government, so that the grievances of clerks which have some justification to the extent stated above could be remedied.

12. *Circle Inspector/Revenue Inspector* :

The posts carry a scale of Rs. 100—3—130—E.B.—4—170. A few posts in Poona Division carry a slightly higher scale of Rs. 130—4—154—E.B.—4—170—5—180 though they carry the same responsibilities as those attached to the posts in the lower grade. The posts are filled either by promotion of Talatis (or Patwaris in the case of Vidarbha region) or by nomination of candidates who are S. S. C. holders. Circle Inspectors are in charge of groups of villages and they supervise the work of Talatis under them The Commissioner Poona Division has recommended that the two grades be amalgamated as there is no difference in duties and responsibilities of the posts. As the recruitment qualifications prescribed for the posts are comparable to those of clerks we recommend a revised scale of Rs. 110—4—150—E.B.—5—200 for the post.

13. *Talati* :

The posts of Talatis had been transferred to Zilla Parishads but have recently been retransferred to the Revenue Department. Talatis are on two scales viz. Rs. 91-3—130 and Rs. 85—2—105. The posts are filled by nomination of candidates who have passed Vernacular final Examination. The Revenue Department and the Commissioner of Poona and Bombay Divisions have suggested that the present two scales be amalgamated as there is no difference in the duties and responsibilities attached to the two categories of posts. We accept the suggestion and recommend a common revised scale of Rs. 90—2—100—3—115—E.B.—3—136—4—140 for all the posts.

14. *Patwari* (Rs. 85—2—105):

These posts were allocated from the former State of Madhya Pradesh and have been continued in the Vidarbha set up. Though they correspond to the posts of Talatis in the set up of the Western Maharashtra Districts they were not equated with the latter as there is difference in the duties and responsibilities attached to the two categories. They have, however, been brought on the scale applicable to lower grade Talatis. The Commissioner, Nagpur Division, has suggested that as there is no material difference between the duties of Patwaris and Talatis, the posts of Patwaris may be brought on the revised scale which will be sanctioned for the posts of Talatis. In the scheme of rationalisation which we have followed, we have ignored marginal differences in grouping posts together. We also believe that small difference in the duties of posts which are otherwise comparable can be done away with by appropriate administrative measures. The recruitment qualifications prescribed for the posts of Talatis and Patwaris are the same. Taking into account all these factors we accept the suggestion made by the Commissioner Nagpur Division and recommend the revised scale of Rs. 90—2—100—3—115—E.B.—3—136—4—140 for these posts.

15. *Assistant Talatis* :

These are on a scale of Rs. 70—1—85 and are to be found in a few Districts of Western Maharashtra. Recruitment qualifications for the posts are the same as those prescribed for Talatis. The Commissioner Poona Division has proposed that these posts should be merged in the cadre of Talatis. As the number of posts of Assistant Talatis is negligible and as we see no justification for keeping the cadre only in a few Districts, we accept the suggestion and recommend that the existing Assistant Talatis may be given Talatis scale and that future recruitment be made only against Talati's posts.

(B) *Non-gazetted posts in Bombay Suburban District Collectorate.*

16. *Industries Inspector* (Rs. 210—425) :

The post is filled by promotion of an Aval Karkun. The Inspector attends to the work of Government Kandivali Industrial Estates. The existing scale of the post is that of Senior Industries Inspector in the Industries Department. A revised scale of Rs. 260—15—455 which is the revised scale suggested for the post of Senior Industries Inspector in the Industries Department is recommended for the post.

17. Other non-gazetted posts in the organisation which are on city scales have parallel posts in the mofussil set up. Corresponding revised scales have, therefore, been recommended for these posts.

(C) *Posts in Bombay Collectorate.*

18. The staff in the Bombay Collectorate is on isolated cadres and is not transferable outside. Unlike its counter part in the mofussil, the staff has only limited avenues of promotion.

19. *Superintendent, Bombay City Survey and Land Records Office* (Rs. 775—1,200 C):

The post is filled by direct recruitment. The Commissioner Bombay Division has suggested that the post be equated with that of a Superintending Engineer. In our opinion the present scale is adequate and needs no improvement. A revised uniform scale of Rs. 740—45—1,100—50—1,150 is accordingly recommended for the post.

20. *Supervisor, Bombay Entertainment Duty Act,* (Rs. 590—775 C) :

The post is filled either by promotion or by nomination of a candidate possessing a degree in Arts, Science, etc. and qualifications necessary for administration and executive work and knowledge of localities and local conditions of Bombay. The post carries a city scale of Rs. 590—30—775. A special pay of Rs. 50 was sanctioned for the post in 1947 and the amount was increased by Rs 75 in 1956 and Rs. 25 in 1959. The special pay is reported to have been sanctioned in view of the extension of the Supervisor's jurisdiction to the entire Bombay Suburban District and Borivli Taluka and of the additional work of betting tax collection of Bombay and Poona entrusted to him. We consider that the present minimum of Rs. 590 (C) is higher for a direct recruit who is not required to possess any special knowledge or technical qualifications. In our opinion, the post should be equated with that of a Deputy Collector and we accordingly recommend a revised scale of Rs. 410—30—650—E.B.—45—965 (fixed pay of Rs. 380 during the period of probation) for the post. With the improvement of the maximum of the scale, we do not consider that a special pay of Rs. 150 would be justified. We recommend that the special pay may be reduced to Rs. 100 per month.

21. *Head Clerk to Additional Collector for Income Tax Recovery/Organisation and Methods Officer* (Rs. 250—550) :

These posts are filled by promotion of experienced non-gazetted staff of the Collectorate and carry the sanctioned scale of a Mamlatdar. The Collector of Bombay has proposed that the scale of these posts be revised to Rs. 400—730 as the present scale of pay, in his opinion, is not commensurate with their duties and responsibilities. From the facts made available to us, it is observed that in the past these posts used to be manned from the cadre of Mamlatdars and that the posts have since been thrown open for promotion to the non-gazetted staff of the Collectorate as a measure for providing avenues of promotion to the lower staff. The present proposal has emanated from suggestion to prescribe a separate scale for the post on their being taken away from the Mamlatdar's cadre. In our opinion the post of Head Clerk is comparable to the post of Head Clerk in a Collector's Office which is borne on Mamlatdar's cadre. We have also noted that posts of Organisations and

Methods Officers in some other Departments or offices are on standard Class II scale or on part of the scale. Having regard to all these facts we think that the present equation of the posts with the post of Mamlatdar does not need any change. We accordingly recommend a revised scale of Rs. 300—20—460—E.B.—20—500—25—600 (fixed pay of Rs. 280 during the period of probation) for the posts.

22. *Personal Assistant to Superintendent, Bombay City Survey and Land Records/ Superintending Surveyor* (Rs. 300—380) :

These posts are filled by promotion of lower technical Staff. A revised scale of Rs. 260—10—290—15—410 is recommended for the posts.

23. *Chief Surveyor and Draftsman and Senior Surveyor* (Rs. 190—310 C) :

These posts are also filled by promotion of lower technical staff. We recommend a revised scale of Rs. 150—8—190—10—220—E.B.—10—270 for the posts.

24. *Traverser and Computor/Field Surveyor* (Rs. 140—245 C) *Mutation Surveyor* (Rs. 125—245 C) ; *Senior Draftsman* (Rs. 125—245 C) and *Junior Draftsman* (Rs. 120—245 C) :

The pay scales of these posts vary slightly at the commencement. The information furnished to us regarding the duties of the posts does not show that they differ materially from one another. We therefore recommend a common scale of Rs. 110—4—150—E.B.—5—200 for all the posts.

25. *Special pays* :

The following officers and staff are in receipt of special pays for the reasons mentioned against them.

Serial No.	Designation.	Amount of special pay.	Reasons for grant of special pay.
1	2	3	4
		Rs.	
1	Assistant Commissioner (i.e., Deputy Collector) in charge of Revenue General Ceiling and Small Saving Branches of Commissioner's Office.	100	In view of higher responsibilities and arduous nature of work handled by them.
2	Land Acquisition Officer (Deputy Collector) Defence Project, Nasik.	50	In view of higher responsibilities and arduous nature of work handled by them.
3	Mamlatdars appointed as Instructors for training class and as Reception Officers.	50	In view of higher responsibilities and arduous nature of work handled by them.
4	Aval Karkun, Office of Commissioner of Bombay ..	20 % of grade pay	For doing additional work relating to land acquisition for Defence projects.
5	Revenue Surveyor for Khar Lands (A.K.) Collectorate Thana.	15	In view of the arduous nature of work.
6	Personal Assistants and Confidential Clerk to the Commissioners.	25	For handling confidential work.
7	Mukadam, (Bombay-Division)	15	For performing additional duty of operating the electric pump.
8	Liftman (Bombay Division)	10	For performing additional work.
9	Darwan	2	For performing additional work.
10	Head Hamal	5	For relieving Darwan on duty at night time.

The grant of special pay to the Deputy Collectors appointed as Assistant Commissioners in the Commissioners Office is apparently based on the general assumption that an officer belonging to a regular cadre when appointed in the headquarters Office has necessarily to perform duties of a more arduous nature than those attached to the cadre. We have noticed this tendency in the case of other Departments also and in nearly all such cases we have expressed ourselves against such special pays. In our opinion the duties of an executive officer who has to work in the field are not less exacting or onerous than those of another belonging to the same cadre who is posted in an administrative charge in the office of the Head of Department. We have recommended discontinuance of special pays in similar cases in other Department. We recommend discontinuance of special pay in the case of Assistant Commissioners also. We recommend the continuance of special pay granted to the Land Acquisition Officer (Sr. No. 2 above) and Aval Karkun (Sr. No. 4 above) as they are placed on a work of special type which can be considered as more onerous. We also recommend continuance of the special pay granted to Mamlatdars appointed as receptionists and Instructors as the work entrusted to them is apparently of a different nature requiring special aptitude and skill. In the remaining cases the special pays have been sanctioned for specific additional duties or in view of arduous nature of work. We recommend the continuance of special pay in these cases also.

26. The following officers and staff in the Bombay Collectorate are also in receipt of special pay for the reasons mentioned against them.

Serial No.	Designation.	Amount of special pay.	Reasons for grant of special pay.
		Rs.	
1	Additional Collector for Income tax Recovery, Bombay and Bombay Suburban District.	150	For attending to responsibilities of Class I Officer and Bombay Suburban District work.
2	Supervisor, Bombay Entertainment Duty Act ..	150	For Bombay Suburban District Entertainment Tax collection and Betting Tax Collection.
3	Deputy Collector of Bombay and Controller of Hotels, and Lodging.	40	For attending to election work.
4	Senior Clerk (to supervise the work of Entertainment Duty Acc Establishment).	20	For Checking of accounts returns etc., of Bombay Entertainment Duty Account Branch.
5	S.R.O., Machimar..	50	For doing recovery work in other Districts.
6	Revenue Inspector (35)	20	For arduous and special nature of duties.
7	Special Clerk	20	
8	Second Clerk	20	
9	Cashier (4)	35	For handling cash
10	Assistant Cashier	35	For handling cash.

We have suggested above (vide para. 19) that the special pay of Rs. 150 sanctioned in the case of Supervisor, Bombay Entertainment Duty Act should be reduced to Rs. 100 per month. The Additional Collector of Bombay who is in the grade of a Deputy Collector is in receipt of special pay of Rs. 150 granted to him in view of the specially arduous nature of duties involved in recovery of Income Tax. We recommend that the special pay may be continued. The special pay of Rs. 40 granted to the Deputy Collector of Bombay and Controller of Hotels and Lodging for attending to the additional work connected with elections may also be continued. The special pay sanctioned in other cases may also be continued pending a review by Government, as we have no adequate information at present to make specific recommendations in these cases.

[illegible]

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

Revenue Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
50	Process Server ..	10	120—5—160—E.B.—5—185—6 215—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
51	Draftsman ..	5	(i) 120—5—165—8—181—E.B. —8—245 (C) (ii) 130—5—170—E.B.—5—185 —6—215—E.B.—6—245 (C)	110—4—150—E.B.—5—200 110—4—150—E.B.—5—200	
52	Talati ..	22	85—2—105	90—2—100—3—115—E.B.—3—136—4—140	
	CLASS IV -				
53	Havildar ..	1	87—2—107 (C) ..	90—2—110	
54	Daftarband ..	1	77—2—87—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
55	Notice Server ..	9	77—2—87—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
56	Peon ..	47	72—1—82 (C) 65—1—75 ..	70—1—80—E.B.—2—90	
57	Night Watchman ..	3	72—1—82 (C) 65—1—75 ..	70—1—80—E.B.—2—90	
58	Village Servant ..	1	72—1—82 (C) 65—1—75 ..	70—1—80—E.B.—2—90	
59	Hamal	1	72—1—82 (C) 65—1—75 ..	70—1—80—E.B.—2—90	
	Gazetted	(C)	POSTS IN THE BOMBAY COLLECTORATE		
60	Superintendent Bombay City Survey and Land Records Office.	1	775—45—1,100—50—1,200 (C)	740—45—1,100—50—1,150	
61	Supervisor, Bombay Entertainment Duty Act.	1	595—30—775 (C) .. Special pay Rs. 150	410—30—650—E.B.—45—965 Special pay to be reduced to Rs. 100 per month. (Fixed pay of Rs. 380 during the period of probation).	
62	Additional Collector, for Income Tax Recovery, Bombay and Bombay Suburban District.	1	350—400—30—610—E.B.—40—730—45—955 Special pay Rs. 150	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation) Special pay to be continued.	
63	Deputy Collector of Bombay and Resident Deputy Collector of Bombay, Suburban District and Controller of Hotels and Lodging, Greater Bombay and Election Officer.	1	350—400—30—610—E.B.—40—730—45—955 Special pay Rs. 40	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation). Special pay to be continued.	

Revenue Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
64	Deputy Collector for Sales Tax Recovery Bombay and Bombay Suburban District.	1	350—400—30—610—E.B.—40—730—45—955	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation).	
65	Assistant Director of Town Planning.	1	500—550—30—610—E.B.—40—730—45—910	650—45—1,100—50—1,150 (Fixed pay of Rs. 300 during the period of probation).	
66	Organisations and Methods Officer Bombay Suburban District.	1	250—300—10—420—E.B.—15—450—20—550	300—20—460—E.B.—20—500—25—600 (Fixed pay of Rs. 280 during the period of probation).	
67	Mamlatdar ..	4	250—300—10—420—E.B.—15—450—20—550	300—20—460—E.B.—20—500—25—600 (Fixed pay of Rs. 280 during the period of probation).	
68	Head Clerk to Additional Collector (Income Tax).	1	250—300—10—420—E.B.—15—450—20—550	300—20—460—E.B.—20—500—25—600 (Fixed pay of Rs. 280 during the period of probation).	
	Non-Gazetted				
69	Head Clerk and Head Accountant to Collector of Bombay	1	220—10—350—15—410 (C) ..	260—10—290—15—410	
70	Accountant ..	1	230—10—300 (C) ..	200—10—290—15—320	
71	Supervising Clerk ..	3	230—10—300 (C) ..	200—10—290—15—320	
72	Assistant to the Supervisor, Bombay Entertainment Duty Act.	1	165—10—225—E.B.—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270	
73	Senior Auditor ..	2	165—10—225—E.B.—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270	
74	Junior/Supervising Clerk/Senior Clerk/S. R. O./Record Keeper.	5	190—8—270 (C) .. Special pay Rs. 50 to S.R.O., Machimar.	150—8—190—10—220—E.B.—10—270 Special pay to be continued.	
75	Senior Clerk ..	24	160—10—230—E.B.—10—270 (C)	150—8—190—10—220—E.B.—10—270	
76	Stenographer ..	3	190—8—254—E.B—8—270 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
77	Cashier ..	5	120—5—160—E B.—5—185—6 203—E.B.—6—245 (C) Special pay Rs. 35 for 4 posts and Rs. 25 for one post	110—4—150—E.B.—5—200 Special pay to be continued.	
78	Second Clerk and Special Clerk.	2	120—5—160—E.B.—5—185—8—203—E.B.—6—245 Special pay Rs. 20	110—4—150—E.B.—5—200 Special pay to be continued.	

Revenue Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
79	Junior Clerk ..	71			
80	Typist ..	4			
81	Enquiry Officer and Record Keeper.	2	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
82	Telephone Operator	2			
83	Junior Auditor ..	1			
84	Inspector, Bombay Entertainment Duty Act.	5	135—5—165—8—181—E.B.—8—205—10—245 (C)		
85	Personal Assistant to Superintendent Bombay City Survey and Land Records.	1	300—10—350—15—380 (C) ..	260—10—290—15—410	
86	Superintending Surveyor.	1	300—10—350—15—380 (C) ..	260—10—290—15—410	
87	Chief Surveyor and Draftsman and Senior Surveyor.	5	190—10—250—10—310 (C) ..	150—8—190—10—220—E.B.—10—270	
88	Traversor and Computor.	1	140—5—185—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
89	Field Surveyor ..	7	140—5—185—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
90	Mutacion Surveyor	3	125—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
91	Senior Draftsman ..	5	125—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
92	Junior Draftsman	2	125—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
	CLASS IV				
93	Binder ..	2	100—3—115—4—135 (C) ..	90—2—100—3—115	
94	Havildar ..	1	87—2—107 (C) ..	90—2—110	
95	Liftman ..	1	87—2—107 (C) ..	90—2—110	
96	Daftarband ..	2	77—2—97—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
97	Notice Server ..	34	77—2—97—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
98	Naik ..	1	77—1—87—E.B.—1—92 (C) ..	80—2—100	
99	Tindel ..	5	77—1—87—E.B.—1—97 (C) ..	75—1—80—2—90—E.B.—2—100	
100	Darwan/Peon/Hamal Watchman	42	72—1—82 (C) ..	70—1—80—E.B.—2—90	
101	Sweeper/Halalkhor/Scavenger.	10	72—1—82 (C) ..	70—1—80—E.B.—2—90	
102	Khalasi ..	20	72—1—82 (C) ..	70—1—80—E.B.—2—90	
103	Attendant ..	1514	75 (Fixed)	70—1—80—E.B.—2—90 (Subject to our remarks in chapter on common categories of posts)	

Revenue Department—contd.

PART B

Posts of which scales were not revised in 1962 revision

Serial No.	Designation.	No. of posts.	Scale of pay which remained to be revised in 1962 general revision.	Merger scale of pay admissible in 1962 general revision.	Recommended scale of pay.
1	2	3	4	5	6
			Rs.	Rs.	Rs.
1	Stamp Vendor (Ratnagiri District).	1	40—1—50 ..	85—2—105 ..	90—2—100—3—115—E.B.—3—130

CHAPTER 96

OFFICE OF THE SUPERINTENDENT OF STAMPS.

The Stamp Office is concerned with the administration of the Indian Stamp Act and Court Fees Act and is under the control of Inspector-General of Registration. It deals with custody, supply and sale of all kinds of stamps and other matters connected with those Acts. Except in Bombay where the Collector of Bombay is assisted by an Assistant Superintendent of Stamps and a separate office, there is no separate Stamp Office as such in the districts.

2. The designations of the posts in the Department, their existing pay scales and the revised pay scales recommended by us are shown in the accompanying schedule. Most of the posts in the Office belong to common categories, and have therefore been equated with those posts for purposes of pay scales. In the case of Senior Clerks who are on a scale of Rs. 145—6—187—E.B.—6—205—8—245 (C), we have recommended a revised scale of Rs. 130—5—150—8—174—E.B.—8—190—10—220 as they are working under supervisors for whom we have proposed a higher supervisory scale.

3. We recommend the continuation of the special pays admissible to the clerical staff for handling cash.

SCHEDULE

OFFICE OF THE SUPERINTENDENT OF STAMPS

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Assistant Superintendent of Stamps.	1	670—30—820—E.B.—45—955 (C)	550—30—650—45—965	
2	Deputy Assistant Superintendent of Stamps.	2	350—15—500 (C)	300—20—500	
	Non-Gazetted				
3	Inspector of Stamps	4	300—10—350—15—380 (C) ..	250—10—290—15—380	
4	Supervisor ..	6	210—10—280 (C)	150—8—190—10—220—E.B.—10—270	
5	Supervisor, Stores ..	1	210—10—280 (C)	150—8—190—10—220—E.B.—10—270	
6	Senior Clerk ..	3	145—6—187—E.B.—6—205—8—245 (C)	130—5—150—8—174—E.B.—8—190—10—220	
7	Clerk ..	28	120—5—160—E.B.—5—185—6—203—6—245 (C)	110—4—150—E.B.—5—200	
8	Stamp Vendor ..	33	120—5—160—E.B.—5—185—6—203—6—245 (C)	110—4—150—E.B.—5—200—	
9	Cashier ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay Rs. 30	110—4—150—E.B.—5—200 Special pay to continue	

Office of the Superintendent of Stamps—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
10	Asssitant Cashier ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay Rs. 20	110—4—150—E.B.—5—200 Special pay to continue	
11	Establishment Cashier.	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay Rs. 15	110—4—150—E.B.—5—200 Special pay to continue	
	CLASS IV				
12	Driver ..	1	120—4—148 (C)	110—3—128—4—140	
13	Peon ..	35	72—1—82 (C)	70—1—80—E.B.—2—90	
14	Watchmen ..	2	72—1—82 (C)	70—1—80—E.B.—2—90	
15	Lascar ..	19	72—1—82 (C)	70—1—80—E.B.—2—90	

CHAPTER 97

DIRECTORATE OF AYURVED.

The functions of the Directorate of Ayurved is to control Ayurvedic institutions belonging to the State Government, deal with matters relating to similar institutions aided by the State Government, advise the State Government as to the measures for the encouragement and promotion of Ayurved and serve as the executive agency for carrying out such measures. The institutions directly run by the State Government include three Ayurvedic Colleges at Bombay, Nagpur and Nanded and three Ayurvedic Hospitals, one each at Bombay, Nagpur and Nanded. Research is conducted at two Government Centres, viz. the R. A. Podar Ayurvedic Research Institute, Bombay and the Ayurvedic Ward of the Sassoon Hospitals, Poona. A Government Ayurvedic and Unani Pharmacy is maintained at Nanded and a Pharmacy Storage of Ayurvedic Herbs and Shrubs at Karad.

Under the Director of Ayurved are two Assistant Directors, one at Poona with jurisdiction over the Bombay and Poona Divisions and the other at Nagpur with jurisdiction over Nagpur and Aurangabad Divisions. At headquarters, the Director has the assistance of a Personal Assistant with a small ministerial staff.

2. The designations of various posts, their existing scales and revised scales recommended by us are shown in the accompanying schedule. Our views on some of the posts are discussed below :—

3. *Director of Ayurved* (Rs. 580—1,080 C) :

When the present scale was sanctioned, the Directorate was functioning as a part of the Medical Department under the Surgeon General. The functions, duties and activities of the Directorate have now considerably increased. As mentioned above, he has now under his control three Ayurvedic Colleges and Hospitals for which Government have sanctioned posts and scales of pay which are quite high when compared to the pay scales of the Director. We feel that it is desirable that the Director of Ayurved who has to exercise overall control over the administrative as well as teaching staff at the various institutions under the Directorate should get higher pay scale than the present scale. We have, therefore, recommended a pay scale of Rs. 700—50—1,250 for this post.

4. *Principal, R. A. Podar Medical College, Bombay and Superintendent, M. A. Podar Hospital, Bombay* (Rs. 595—865 C) (*ii*) *Superintendent of Government Ayurvedic Hospital, Nagpur* (Rs. 550—880) ; (*iii*) *Principal-cum-Superintendent, Government Ayurvedic College and Hospital, Nanded* (Rs. 550—880):

The qualification required for recruitment for the above posts is generally a degree or diploma in Ayurved from any of the recognised Ayurvedic Institutions with teaching and administrative experience of at least 5 years in any recognised Ayurvedic Institution. After taking into account recruitment rule, duties and responsibilities of the post and the pay scale which we are proposing for posts of Professors in Ayurvedic subjects, we have proposed a revised scale of Rs. 650—1,150 for these posts.

5. *Lecturer in Allopathic subjects, Diploma College* (Rs. 270—715) ; *Degree College* (Rs. 250—400 C) and *Junior Lecturer* (*Allopathic*) (Rs. 300—665) :

These posts are filled by nomination from among candidates who are Medical Graduates or hold equivalent qualification. Holders of the posts have to perform teaching duties and to work in the Hospital attached to the Colleges. As the qualifications and the duties prescribed for all these posts are the same we have suggested a common revised scale of Rs. 325—850 (fixed pay of Rs. 325 during the period of probation) for all of them.

6. *Professor (Ayurvedic)* (Rs. 550—880 and Rs. 270—715) :

Post is filled in by nomination of a person possessing one of the qualifications mentioned in Part 'A' of the schedule appended to the Maharashtra Medical Practitioners' Act. 1961, with seven years teaching experience in Ayurvedic subjects. At the R. A. Podar Medical College, where now degree courses are conducted as also at the Ayurvedic College, Nanded, posts of Professors are in the scale of Rs. 270—715 whereas in Ayurvedic College at Nagpur new posts have been created in the scale of Rs. 550—880. After taking into account the recruitment rules prescribed for the posts we consider that it will be desirable to bring all these posts in a common scale. We have, therefore, recommended a revised scale of Rs. 560—965 for all these posts. This scale may however be allowed to only those Professors who fulfil the prescribed qualifications.

7. *Professor (Allopathic) Degree College* (Rs. 270—715):

Two posts of Professors (Allopathic) which have been recently created for the new Ayurvedic College at Nagpur have been sanctioned in the scale of Rs. 1,100—1,400, while posts at other Colleges are in the scale of Rs. 270—715. We understand that recruitment rules for all these posts have not yet been framed. In the absence of the recruitment rules it is not possible for us to properly evaluate the post. We have therefore, recommended a revised scale of Rs. 325—850 (Probationary pay Rs. 325) for the post in the lower scale. We suggest that designation of the post should be changed. We have not proposed any revision for posts on the scale of Rs. 1,100—1,400.

8. *Special Pays* :

Senior Professor in Government Ayurvedic College, Nagpur, is being paid a special pay of Rs. 150 for performing the duties of the Dean of the College. This may be continued.

9. Special pay of Rs. 25 is sanctioned to the posts of Cashiers for handling cash. This special pay may be continued.

10. Sister in charge of operation theatre, M. A. Podar Hospital, is at present granted special pay of Rs. 30 per month for arduous nature of duties. This may be continued.

At present Non-Practising Allowance is sanctioned at varying rates from Rs. 10 to Rs. 250. We have proposed uniform rates of Non-Practising Allowance equal to 25 per cent. of pay in Medical and Public Health Departments. We recommend that the Officers who are in receipt of Non-Practising Allowance at present in this Department may be granted Non-Practising Allowance at the rate of 25 per cent. of pay subject to maximum of Rs. 400.

SCHEDULE

DIRECTORATE OF AYURVED.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Director of Ayurved	1	580—50—1,080 (C) ..	700—50—1,250	
2	Principal, R. A. Podar Medical College, Bombay, and Superintendent M.A.,Podar Hospital Bombay.	1	595—30—685—45—865 (C) ..	650—45—1,100—50—1,150	
3	Superintendent of Hospital, Nagpur.	1	550—30—640—40—880 ..	650—45—1,100—50—1,150	
4	Principal-*cum*-Superintendent Government Ayurved College and Hospital Nanded.	1	550—30—640—40—880 ..	650—45—1,100—50—1,150	
5	Professor (Allopathic) attached to Degree College.	2	1,100—50—1,400	1,100—50—1,400 (With post graduate degree).	
6	Professor (Allopathic) of Degree College.	2	270—15—390—E.B.—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
7	Reader (Allopathic) attached to Degree college.	2	550—30—640—40—880 ..	560—30—650—45—965	
8	Lecturer (Allopathic) Diploma College.	6	270—15—390—E.B.—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
9	Lecturer (Allopathic) Degree College.	2	250—10—400 (C)	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
10	Junior Lecturer (Allopathic) Degree College.	4	300—15—450—E.B.—20—490—25—665	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
11	Professor (Ayurvedic) attached to Degree College.	2	550—30—640—40—880 ..	560—30—650—45—965	
12	Professor (Ayurvedic) attached to Degree or Diploma College.	7	270—15—390—E.B.—15—450—20—490—E.B.—25—715	560—30—650—45—965	
13	Reader (Ayurvedic) attached to Degree College.	2	400—25—475—30—565—E.B.—30—715	400—20—500—25—600—E.B.—25—650—30—800	
14	Lecturer (Ayurvedic) Degree College.	2	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
		1	220—10—310—E.B.—15—425 (C)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
		1	250—10—400 (C)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	

Directorate of Ayurved—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
15	Assistant Director of Ayurved	2	400—25—475—30—535—E.B.—30—715	400—20—500—25—600—E.B.—25—650—30—800	
16	Pharmacognoscist ..	1	400—15—505—E.B.—20—665 (C)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
17	Pharmacist ..	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
18	Resident Medical Officer (Ayurvedic)	2	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
19	Chief Vaidya (Ayurvedic).	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
20	Vaidya incharge Panchkarma Unit.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
21	Lady Vaidya, Incharge Female and Children section	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	
22	Personal Assistant to Director of Ayurved	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
23	Personal Assistant to Principal and Regional Officer.	4	270—15—390	260—10—290—15—410	
	Non-Gazetted				
24	Field Vaidya ..	1	250—10—350	240—10—290—15—350—E.B.—15—470	
25	Assistant Vaidya and Assistant Lady Vaidya.	2	225—7—281—E.B.—7—295—10—355—E.B.—10—395—15—425	240—10—290—15—350—E.B.—15—470	
26	Assistant Pharmacist (Ayurvedic)	1	225—7—281—E.B.—7—295—10—355—E.B.—10—395—15—425	240—10—290—15—350—E.B.—15—470	
27	Assistant Pharmacist (Unani).		225—7—281—E.B.—7—295—10—355—E.B.—10—395—15—425	240—10—290—15—350—E.B.—15—470	
28	Pharmacy Vaidya	1	270—10—360—10—450 (C) ..	240—10—290—15—350—E.B.—15—470	

[illegible]

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

Directorate of Ayurved—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
45	X-Ray Assistant ..	1	111—3—120—4—140—E.B.—4—160—5—180 (C)	110—3—128—4—144—E.B.—4—180	
		1	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4 180	
46	Laboratory Technician.	1	145—8—185—10—195—E.B.—10—245	130—5—150—8—190—E.B.—10—270 (Science graduate to start on Rs. 150)	
		1	145—8—185—10—195—E.B.——10—245 (C)	130—5—150—8—190—E.B.—10—270 (Science graduate to start on Rs. 150)	
47	Laboratory Assistant	1	111—3—120—4—140—E.B.—4—160—5—180 (C)	110—3—128—4—144—E.B.—4—180	
48	Technician ..	5	145—8—185—10—195—E.B.—10—245	130—5—150—8—190—E.B.—10—270 (Science graduate to start on Rs. 150)	
49	Mechanic-*cum*-Technician.	1	125—5—155—E.B.—5—180 ..	135—5—170—6—200	
50	Compounder ..	15	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
51	Jarah ..	1	85—2—105	90—2—110	
52	Superintendent ..	3	250—10—350	260—10—290—15—410	
53	Ayurvedic Library Research Worker.	1	220—10—290—E.B.—10—350	220—10—290—E.B.—15—380	
54	Accountant-*cum*-Cashier, Steward, Accountant, Senior Assistant, Store-Keeper-*cum*-Accountant, Senior Assistant-*cum*-Accountant	11	195—10—245	200—10—290—15—320	
55	Librarian ..	1	155—5—170—6—206—E.B.—6—230—9—275	(*i*) 160—10—250—E.B.—10—300 (For graduates possessing a diploma in Library Science). (*ii*) 135—5—170—6—188—E.B.—6—200—8—240—10—270 (For S.S.C., holders possessing a diploma or certificate in Library Science).	
56	Senior Clerk, Junior Assistant, Accountant, Assistant Steward, Steward Incharge Medical Stores.	10	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
57	Senior Clerk, Assistant Storekeeper-*cum*-Accountant, Assistant Accountant.	8	145—8—185	150—8—190—10—220—E.B.—10—270	

Directorate of Ayurved—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
	Non-Gazetted—contd.				
58	Stock Verifier ..	2	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
59	Junior Clerk, Typist, Cashier	45	100—3—130—E.B.—4—170 .. Special pay of Rs 25 to Cashier	110—4—150—E.B.—5—200 Special pay to be continued	
60	Stenographer ..	1	200—8—280—E.B.—8—320—10 350 (C)	180—6—210—8—250—E.B.—10 330—E.B.—10—350—15—380	
	Nursing Establishment				
61	Matron ..	1	250—10—300	250—10—290—15—350	
62	Sister ..	10	165—6—195—10—245 .. Special pay of Rs 30 to Sister Incharge Operation Theatre	170—8—210—10—270 Special pay to Sister Incharge Operation theatre to be continued	
63	Staff Nurse ..	42	125—5—145	135—5—170—6—200	
64	Midwife ..	6	120—5—145	125—4—165	
	CLASS IV				
65	Massagist ..	1	95—2—105—3—120 (C)	90—2—100—3—115—E.B.—3—130	
66	Carpenter ..	1	80—2—100—E.B.—3—115		
67	Dresser ..	5	77—1—87—E.B.—1—92 (C) ..	(i) 80—2—100—E.B.—3—115 (For certificate holders) (ii) 75—1—80—2—90—E.B.—2—100 (For others)	
68	Cook ..	6	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
69	Cook Mate ..	1	60 (Fixed)	70—1—80—E.B.—2—90	
70	Barber ..	4	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
71	Tailor ..	2	(i) 100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	
			(ii) 70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
72	Mali	9	(i) 72—1—82—E.B.—1—92 (C)	70—1—80—E.B.—2—100	
			(ii) 65—1—75—E.B.—1—85 ..	70—1—80—E.B.—2—100	
			(iii) 72—1—82 (C) ..	70—1—80—E.B.—2—90	
			(iv) 65—1—75	70—1—80—E.B.—2—90	
73	Theatre Attendant ..	1	(i) 100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	
			(ii) 65—1—75	70—1—80—E.B.—2—90	
74	Attendant ..	10	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
75	Electric Pump Attendant.	1	72—1—82 (C)	70—1—80—E.B.—2—90	
76	Daya ..	3	75—2—95—E.B.—2—105 ..	80—2—100—E.B.—3—115	

Directorate of Ayurved—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
77	Nursing Assistant ..	4	75—2—95—E.B.—2—105 (C)	80—2—100—E.B.—3—115	
78	Mukadam ..	1	77—1—87—E.B.—2—107 (C)	80—2—110	
79	Daftary ..	1	77—2—97—E.B.—2—107 (C)	80—2—110	
80	Naik ..	2	77—1—87—E.B.—1—92 (C) ..	80—2—100	
81	Watchman (Chowkidar).	17	72—1—82 (C)	70—1—80—E.B.—2—90	
82	Hamal ..	1	72—1—82 (C)	70—1—80—E.B—2—90	
83	Peon ..	30	(*i*) 72—1—82 (C)	70—1—80—E.B.—2—90	
			(*ii*) 65—1—75	70—1—80—E.B.—2—90	
84	Dhobi ..	4	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
85	Disection room servant.	2	72—1—82—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
86	Museum servant ..	2	72—1—82 (C)	70—1—80—E.B.—2—90	
87	Pharmacy servant ..	6	72—1—82 (C)	70—1—80—E.B.—2—90	
88	Hostel servant ..	2	72—1—82 (C)	70—1—80—E.B.—2—90	
89	Telephone servant ..	2	65—1—75	70—1—80—E.B.—2—90	
90	Dispensary servant ..	2	65—1—75	70—1—80—E.B.—2—90	
91	Field servant ..	1	65—1—75	70—1—80—E.B—2—90	
92	Ward servant ..	52	72—1—82 (C)	70—1—80—E.B.—2—90	
93	Store servant-*cum*-Packer.	1	65—1—75	70—1—80—E.B.—2—90	
94	Store Boy ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	
95	Packer ..	6	(*i*) 72—1—82 (C)	70—1—80—E.B.—2—90	
			(*ii*) 65—1—75	70—1—80—E.B.—2—90	
96	Khidmaties ..	30	65—1—75	70—1—80—E.B—2—90	
97	Farash ..	2	65—1—75	70—1—80—E.B.—2—90	
98	Scavenger ..	3	65—1—75	70—1—80—E.B.—2—90	
99	Ayah ..	2	65—1—75	70—1—80—E.B.—2—90	
100	Waterman ..	2	65—1—75	70—1—80—E.B.—2—90	
101	Cleaner ..	1	65—1—75	70—1—80—E.B.—2—90	
102	Sweeper ..	49	72—1—82 (C)	70—1—80—E.B.—2—90	
103	Stretcher Boy ..	2	72—1—82 (C)	70—1—80—E.B.—2—90	
104	X-Ray servant ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	
105	Laboratory Boy ..	4	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
106	Laboratory Servant	7	72—1—82 (C)	70—1—80—E.B.—2—90	

revised to 1,800—2,250. We do not think that such a high scale is justified for this post which cannot be compared to major Heads of Departments like Director of Agriculture, Director of Education, etc.). It was only in 1962 that the pay scale of the Director, was revised from Rs. 650—45—1,100 to the present pay scale of 1,100—1,600 (C). We suggest a revised mofussil scale of Rs. 1,100—50—1,300—60—1,600 for the post.

5. *Senior Drugs Inspectors and Drugs Inspectors* (Rs. 250—270—715, Probationary pay Rs. 250) :

Appointments to these posts of Drugs Inspectors are made by nomination from among candidates possessing degree or diploma in Pharmacy or Pharmaceutical Chemistry or a Post graduate Degree in Chemistry with Pharmaceutics as a special subject or a degree in Medicine or Science having at least one year post graduate training in a Laboratory. Before 1-7-1962 the department had grades of Senior and Junior Drugs Inspectors. The Senior Drugs Inspectors' posts were filled by promotion of Drugs Inspectors. As the duties and responsibilities of Drugs Inspectors in both the grades were considered to be more or less equal, a common scale of Rs. 270—15—390—E.B.—15—450—20—490—25—715 was prescribed. The Director has now proposed a common scale of Rs. 400—25—500—30—830—35—900 and a higher starting pay of Rs. 590 in this scale to the Senior Drugs Inspectors to avoid administrative difficulties. This means that the scales should be Rs. 400—900 for Junior Drugs Inspectors and Rs. 590—900 for Senior Drugs Inspector. One of the Senior Drugs Inspectors has also represented, suggesting the scale of Rs. 350—50—900.

After taking into account the duties and responsibilities of both the grades and the fact that the combined scale was sanctioned at the time of revision of pay scales in 1962 after considering all aspects, it does not seem necessary to prescribe higher starting pay for Senior Drugs Inspectors. We are satisfied that amalgamation done in July 1962 was correct and needs no change. We recommend the combined scale of Rs. 300—20—460—E.B.—20—500—25—650—E.B.—30—800, with fixed probationary pay of Rs. 300.

6. *Analytical Chemists* (Rs. 250—10—350 C) :

Recruitment is made by nomination. Qualification for the post is a degree of B. Pharm. or B. Sc. (Tech.) with Pharmaceutical and Fine Chemicals having at least two years experience in analysis of drugs. The post is technical. The Director has proposed the scale of Rs. 325—15—475. We have suggested the revised scale of Rs. 260—10—290—15—410.

7. *Special pays* :

The special pays granted to three Drugs Inspectors, for their hazardous and separate additional duties should be continued.

Similarly, the special pay given for handling cash may be continued.

SCHEDULE

DRUGS CONTROL ADMINISTRATION

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Director ..	1	1,100—50—1,300—60—1,600 (C)	1,100—50—1,300—60—1,600	
2	Assistant Director ..	7	550—30—610—40—730—45—820—E.B.—45—1,000—50—1,100 (Fixed pay of Rs. 500 during the period of probation).	560—30—650—45—875—E.B.—45—1,100—50—1,150 (Probationary pay Rs. 500)	
3	Technical Officer ..	1	550—25—650—30—710—E.B.—30—890	560—30—650—45—965	
4	Law Officer ..	1	330—15—450—E.B.—20—490—25—615 (C)	As in parent department.	
5	Personal Assistant to Director.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Probationary pay Rs. 280).	
6	Senior Drugs Inspector/Drugs Inspector.	9/48	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715 (Fixed pay of Rs. 250 for Drugs Inspector during the period of Probation). Special pay of Rs. 75 for:— 1 Post of Sr. Drugs Inspector and 2 posts of Drugs Inspectors.	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Probationary pay Rs. 300) Special pay to be continued	
	Non-Gazetted.				
7	Pharmaceutical Chemist.	1	400—15—505—E.B.—20—665 (C)	400—20—500—25—650	
8	Analytical Chemists	2	250—10—350 (C) ..	260—10—290—15—410	
9	Accounts Officer ..	1	270—15—390—E.B.—15—450—20—490	300—20—500	
10	Superintendent ..	2	250—10—350	260—10—290—15—410	
11	Head Clerk, Accountant, Storekeeper.	7	195—10—245 .. .. Special pay of Rs. 5 to Head clerk at Poona, Nagpur and Aurangabad for handling cash.	200—10—290—15—320 Special pay to continue.	
12	Stenographer ..	3	200—8—280—E.B.—8—320—10—350 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
13	Librarian ..	1	190—6—238—E.B.—6—250—10—300 (C)	(i) 160—10—250—E.B.—10—300 (For graduates having a diploma in Library Science) (ii) 135—5—170—6—188—E.B.—6—200—8—240—10—270 (For S.S.C., holders possessing a diploma in Library Science.)	
14	Senior Clerk/Sr. Assitant, Cashier.	19	145—8—185—10—195 Special pay of Rs. 15 to the Cashier	150—8—190—10—220—E.B.—10—270 Special pay to continue	

Drugs Control Administration—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
15	Junior Examiner ..	6	165—10—225—E.B.—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270	
16	Steno-Typist ..	6	100—3—130—E.B.—4—170 .. (Steno Allowance Rs. 30)	(*i*) 135—5—170—6—188—E.B. 6—200—8—240—10—270 (Direct recruits) (*ii*) 110—4—150—E.B.—5—200 (*Plus* Shorthand Allowance for those borne on the departmental cadre).	
17	Typist, Clerk-typist, Junior Clerk, Telephone Clerk.	5 50	100—3—130—E.B.—4—170 Special pay of Rs. 5 for—11 posts of clerks at district places for handling cash.	110—4—150—E.B.—5—200 Special pay to continue	
18	Laboratory Assistant	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
19	Driver ..	1	120—4—148 (C)	110—3—128—4—140	
20	Driver ..	4	100—3—130	110—3—128—4—140	
21	Watcher ..	10	100 (Fixed)	90—2—100—3—115—E.B.—3—130	
	CLASS IV				
22	Naik ..	1	77—1—87—E.B.—1—92 (C) ..	80—2—100	
23	Peon ..	37	72—1—82 (C)	70—1—80—E.B.—2—90	
	Peon ..	43	65—1—75	70—1—80—E.B.—2—90	
	Night Watchman ..	2	65—1—75	70—1—80—E.B.—2—90	
24	Motor Cleaner ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	
	Motor Cleaner ..	4	65—1—75	70—1—80—E.B.—2—90	
25	Hamal Sweeper ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	

with attractive scales of pay commensurate with the duties and responsibilities attached to posts and in consonance with the present day cost of living. The staff from the Haffkine Institute has, therefore, started migrating to the new institutes.

5. We have taken these views into account. In proposing revised pay scales we have also taken into account the minimum qualifications required for recruitment. Goverment may consider the question of grant of higher pay to highly qualified persons. Designations of various posts in the organisation, their existing pay scales and the revised scales recommended by us, for them are shown in the accompanying schedule. Considerations underlying our recommendations in regard to pay scales of few categories of posts are discussed in the following paragraphs:—

6. *Director* (Rs. 1,800—2,000 C with free furnished quarters and non-practising allowance of Rs. 300) :

The post is a tenure post for a period of five years. The administrative department has suggested that substantial improvement in the pay scale and Non-Practising Allowance as admissible to the Surgeon-General may be allowed to the Director also. We are not in favour of increasing the present pay scale to the extent suggested. We recommend a revised mofussil scale of Rs. 1,800-2,000 for the post with the non-practising allowance of Rs. 400. The emoluments admissible to the officer would thus be increased. We also recommend that the present concession of rent-free quarters may be continued.

7. *Assistant Director* (Rs. 900—1,400 *plus* non-practising allowance Rs. 100) :

We are not in favour of increasing the pay scale but we recommend that the non-practising allowance may be increased to Rs. 200 per month.

8. *Senior Scientific Officer* (*Class I*) (Rs. 350—1,100) .

The posts are at present in Standard Class I scale. We have proposed revised scale of Rs. 500—30—650—45—785—E.B.—45—1,100—50—1,150 for the post (probationary pay of Rs. 500). We recommend that the non-practising allowance admissible to the medical personnel may be brought on par with the rate recommneded for Medical Officer in the Medical Department.

9. *Senior Scientific Officer* (*Class II*) (Rs. 400—770—C) :

The Director has reported that many officers with long service to their credit have left the jobs in view of unattractive scales. In view of this we have proposed a substantially improved revised scale of Rs. 410—30—650—E.B.—45—830 (probationary pay Rs. 380) for the post.

10. *Junior Scientific Officer* (Rs. 300—550—C) :

The Director has reported that there are recruitment difficulties for filling up this post and many experienced persons are leaving the service due to non-attractive scales. After taking this into account as also the recruitment rules for the post we recommend a revised scale of Rs. 340—20—500—E.B.—25—650 (probationary pay Rs. 340).

11. *Assistant Engineer* (*Maintenance*) (Rs. 300—715) :

After taking into account recruitment rules and duties and responsibilities of the post we feel that the post is comparable to the post of Deputy Engineer in Buildings and Communications Department. We have accordingly recommended a revised scale of Rs. 325—850 for the post (probationary pay Rs. 325).

12. *Laboratory Attendant* (Rs. 77—92 C); (Rs. 72—82 C):

The Director has suggested a common scale for both categories of Laboratory Attendants. There are posts of Laboratory Attendants in other departments also doing similar duties. We, therefore, feel that it is not desirable to suggest the common scale for the two categories of posts only in this organisation. We therefore suggest two scales for the posts viz. Rs. 80—110 and Rs. 70—90.

13. *Miscellaneous Posts.*—At present there are posts—both ministerial and technical—in the same scale of Rs. 100—3—130—E.B.—4—170. Where according to recruitment rule, S. S. C. holders are appointed to the posts, we have now proposed revised scale of Rs. 110—4—150—E.B.—5—200.

For other posts for which S. S. C. is not the minimum qualification, but which are at present in the scale of Rs. 100—170, however, we have proposed a revised scale of Rs. 110—3—128—4—144—E.B.—4—180.

14. *Special Pays*:

At present special pay is attached to the following posts.

Designation of the post.	No. of posts.	Rates of special pay.
		Rs.
Medical Officer, Maharashtra Medical Services (Typhoid Unit) Clinical Pathological Department.	1	75
Medical Officer, Maharashtra Medical Services (Class II) Blood Collecting Unit, Blood Bank Department.	2	50
Medical Officer, Maharashtra Medical Services (Class III) Department of Clinical Pathology and Department of Virology.	2	40
Senior Cashier	1	30
Cashier	1	30
Junior Veterinary Surgeon	2	25
Confidential Clerk	1	20
Sales Counter Clerk	1	20
Compounder	1	20
Glass Blower	1	15
Clerk (to work as rail head assistant)	2	5
Laboratory Attendant for snake duty	1	10
Laboratory Attendant for cyclostyling work	1	2

Looking to the arduous nature of duties of these posts we recommend to continue the special pays at the present rates.

SCHEDULE

HAFFKINE INSTITUTE.

Serial No.	Designation.	No. of posts.	Existing scale of pay and special pay.	Recommended scale of pay and special pay.	Remarks.
1	2	3	4	5	6
	Gazetted.		Rs.	Rs.	
1	Director ..	1	1,800—100—2,000 (C) ..	1,800—100—2,000	
2	Assistant Director ..	11	900—50—1,400 .. .. (Probationary pay Rs. 900)	900—50—1,400 (Fixed pay of Rs. 900 during the period of probation)	
3	Business Manager ..	1	650—40—730—45—1,000—50—1,100 (Probationary pay Rs. 650)	650—45—1,100—50—1,150 (Fixed pay of Rs. 650 during the period of probation)	
4	Labour Welfare Officer, Class II.	1	450—25—550—30—670 (C) .. (Probationary pay Rs. 450)	300—20—460—E.B.—20—500—25—600 (Fixed pay of Rs. 280 during the period of probation).	
5	Senior Scientific Officer, Class I.	18	400—30—610—40—730—E.B.—45—1,000—50—1,100 (Probationary pay Rs. 350)	500—30—650—45—785—E.B.—45—1,100—50—1,150. (Fixed pay of Rs. 500 during the period of probation).	
6	Senior Scientific Officer, Class II.	16	400—30—610—E.B.—40—770 (C) (Probationary pay Rs. 400)	410—30—650—E.B.—45—830 (Fixed pay of Rs. 380 during the period of probation)	
7	Cost Accounts Officer, Class II.	1	400—450—20—490—25—640—E.B.—30—880 (C) (Probationary pay Rs. 400)	340—20—500—25—550—E.B.—25—650—30—800 (Fixed pay of Rs. 320 during the period of probation).	
8	Assistant Engineer, (Maintenance) (Class II)	1	300—330—15—450—20—490—E.B.—25—715 (Probationary pay Rs. 300)	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
9	Stores Officer, Class II.	1	400—25—475—30—565—E.B.—30—715 (C) (Probationary pay Rs. 350)	340—20—500—25—550—E.B.—25—650—30—800 (Fixed pay of Rs. 320 during the period of probation).	
10	Statistician ..	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715 (C) (Fixed pay of Rs. 270 during the period of probation)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
11	Senior Veterinary Surgeon.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715 (Fixed pay of Rs. 250 during the period of probation)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	
12	Factory Canteen Adviser.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715 (Fixed pay of Rs. 250 during the period of probation)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
13	Medical Officer ..	11	270—15—390—E.B.—15—450—20—490—E.B.—25—715 (Fixed pay of Rs. 250 during the period of probation) Special pay of Rs. 50 for two posts and Rs. 75 for one post.	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation) Special pay to be continued.	

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

Haffkine Institute—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
44	Senior Local Purchase Assistant.	1	200—10—270—E.B.—10—330 (C)	200—10—290—15—320	
45	Senior Import Assistant.	1	200—10—270—E.B.—10—330 (C)	200—10—290—15—320	
46	Labour Welfare Assistant.	1	200—10—300 (C)	200—10—290—15—320	
47	Senior Cashier ..	1	200—10—270—E.B.—10—330 (C) Special pay of Rs. 30 per month	200—10—290—15—320 Special pay to be continued	
48	Cashier ..	1	195—10—245 (C) .. .. Special pay Rs. 30 per month	150—8—190—10—220—E.B.—10—270 Special pay to be continued	
49	Stenographer ..	2	190—8—254—E.B.—8—270—10—320 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
50	Junior Veterinary Surgeon.	2	150—9—195—10—285—E.B.—15—360 Special pay of Rs. 25 per month (Veterinary graduate to start on on Rs. 215)	160—10—290—E.B.—15—380 (Veterinary graduates to start on Rs. 220) Special pay to be continued	
51	Junior Lady Nutritionist.	1	145—5—185—E.B.—6—245 ..	150—8—190—10—220—E.B.—10—270	
52	Assistant Librarian.	1	155—5—170—6—206—E.B.—6—230—9—275 (C)	(*i*) 160—10—250—E.B.—10—300 (For graduates with diploma in Library Science) (*ii*) 135—5—170—6—188—E.B.—6—200—8—240—10—270 (For Secondary School Certificate holders with diploma in Library Science)	
53	Purchase Supervisor	1	190—8—254—E.B.—8—270—10—320 (C)	160—10—250—E.B.—10—300	
54	Junior Stock-Keeper	7	160—10—230—E.B.—10—300 (C)	150—8—190—10—220—E.B.—10—270	
55	Senior Stock Verifier	3	160—10—230—E.B.—10—300 (C)	150—8—190—10—220—E.B.—10—270	
56	Godown keeper ..	3	160—10—230—E.B.—10—300 (C)	150—8—190—10—220—E.B.—10—270	
57	Invoice Assistant ..	1	160—10—230—E.B.—10—300 (C)	150—8—190—10—220—E.B.—10—270	
58	Store Receiver ..	1	160—10—230—E.B.—10—300 (C)	150—8—190—10—220—E.B.—10—270	
59	Stores Progress Chaser	1	160—10—230—E.B.—10—300 (C)	150—8—190—10—220—E.B.—10—270	
60	Supply Invoice Assistant.	1	160—10—230—E.B.—10—300 (C)	150—8—190—10—220—E.B.—10—270	
61	Shift Supervisor	3	160—10—230—E.B.—10—300 (C)	150—8—190—10—220—E.B.—10—270	

Haffkine Institute—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
62	Head Clerk ..	1	200—10—280 (C) ..	150—8—190—10—220—E.B.—10—270	
63	Senior Clerk ..	9	200—8—280 (C) ..	150—8—190—10—220—E.B.—10—270	
64	Senior Clerk ..	2	160—8—200—9—245 (C) ..	150—8—190—10—220—E.B.—10—270	
65	Senior Clerk ..	1	145—5—185—E.B.—6—245 ..	150—8—190—10—220—E.B.—10—270	
66	Senior Clerk ..	1	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
67	Senior Quotation Compiler.	1	190—8—254—E.B.—8—270—10—320 (C)	160—10—250—E.B.—10—300	
68	Senior Assistant for Establishment of delivery and export work.	1	190—8—254—E.B.—8—270—10—320 (C)	160—10—250—E.B.—10—300	
69	Import Claim Scrutinizer.	1	165—10—245—E.B.—15—350 (C)	160—10—250—E.B.—10—300	
70	Despatch Assistant	1	160—10—230—E.B.—10—300 (C)	150—8—190—10—220—E.B.—10—270	
71	Artist ..	1	165—7—235	155—5—170—6—200—8—240—10—270	
72	Assistant Storekeeper.	4	145—5—185—E.B.—6—245 (C)	130—5—150—8—174—E.B.—8—190—10—220	
73	Market Representative.	1	145—5—185—E.B.—6—245 (C)	130—5—150—8—174—E.B.—8—190—10—220	
74	Invoice checker ..	1	145—5—185—E.B.—6—245 (C)	130—5—150—8—174—E.B.—8—190—10—220	
75	Assistant Accountant	4	145—5—185—E.B.—6—245 (C)	130—5—150—8—174—E.B.—8—190—10—220	
76	Banking and Accounts Coordinator.	1	145—5—185—E.B.—6—245 (C)	130—5—150—8—174—E.B.—8—190—10—220	
77	Local Quotation Compiler.	1	145—5—185—E.B.—6—245 (C)	130—5—150—8—174—E.B.—8—190—10—220	
78	Sales Tax Assistant	1	145—5—185—E.B.—6—245 (C)	130—5—150—8—174—E.B.—8—190—10—220	
79	Factory Assistant ..	1	145—5—185—E.B.—6—245 (C)	130—5—150—8—174—E.B.—8—190—10—220	
80	Compounder ..	3	100—3—130—E.B.—4—170 .. Special pay of Rs. 20	110—4—150—E.B.—5—200 Special pay to be continued.	
81	Laboratory Assistant	114	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) and 111—3—120—4—144—E.B.—4—160—5—180 (C) (For non-Secondary school Certificate)	110—4—150—E.B.—5—200	

Haffkine Institute—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
98	Clerk-typist, Leave Reservists, Confidential Clerk, etc.	86	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay of Rs. 20 to the Confidential, clerk Sales Counter clerks and Rs. 5 for 2 clerks working as rail head assistants.	110—4—150—E.B.—5—200 Special pay to be continued.	
99	Clerk ..	3	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
100	Despatcher ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
101	Invoicer ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
102	Junior Bill Record Assistant.	2	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
103	Junior Commercial Accounts Assistant	3	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
104	Checker ..	3	110—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—3—128—4—144—E.B.—4—180	
105	Head Packer ..	2	120—4—144—E.B.—4—160—5—165 (C)	110—3—128—4—136—E.B.—4—160	
106	Snakeman ..	3	120—4—148 (C) ..	110—3—128—4—140	
107	Carpenter ..	6	111—3—120—4—148 (C) ..	100—3—136—4—140	
108	Blacksmith-*cum*-Tinsmith.	1	111—3—120—4—148 (C) ..	100—3—136—4—140	
109	Tinsmith ..	1	111—3—120—4—144 (C) ..	100—3—136—4—140	
110	Assistant Snakeman	2	100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	
111	Painter ..	1	100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	
112	Nurse ..	1	125—5—145	135—5—170—6—200	
	CLASS IV				
113	Daffedar ..	7	135 (Fixed)	100—3—136—4—140	
114	Machine Operator ..	25	111—3—120—4—148 (C) ..	100—3—136—4—140	
115	Tin Smith-*cum*-Painter.	1	111—3—120—4—148 (C) ..	100—3—136—4—140	
116	Laboratory Attendant (Sterile area).	47	100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	
117	Mukadam, (House Cleaner).	1	100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	
118	Liftman ..	1	87—2—107 (C) ..	90—2—110	
111	Mukadam (Mali) ..	1	87—2—107 (C) ..	90—2—110	
120	Naik	1	77—1—87—E.B.—1—92 (C) ..	80—2—100	
121	Security Peon ..	24	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	

Haffkine Institute—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	CLASS IV—*contd.*		Rs.	Rs.	
122	Laboratory Attendant.	193	77—1—87—E.B.—1—92 (C) ..	80—2—100—E.B.—2—110	
123	Carpenter mate ..	2	72—1—82—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
124	Syce ..	70	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
125	Mechanical Attendant	7	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
126	Hamal ..	7	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
127	Outdoor Attendant	1	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
128	Assistant Painter ..	2	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
129	Tinsmith Helper ..	2	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
130	Packer ..	16	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
131	Godown Attendant	2	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
132	Mali Mate ..	18	72—1—82—E.B.—1—92 (C) ..	70—1—80—E.B.—2—100	
133	Syce (Pimpri) ..	66	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
134	Mali Mate (Pimpri)	6	65—1—75—E.B.—1—85 ..	70—1—80—E.B.—2—100	
135	Security Peon (Pimpri).	7	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
136	Laboratory Attendant.	154	72—1—82 (C) .. Special pay of Rs. 10 p.m. to one post and Rs. 2 p.m. for 2 posts.	70—1—80—E.B.—2—90 Special pay to be continued.	
137	House Cleaner ..	14	72—1—82 (C) ..	70—1—80—E.B.—2—90	
138	Peon ..	14	72—1—82 (C) ..	70—1—80—E.B.—2—90	
139	Wet Sweeper ..	18	72—1—82 (C) ..	70—1—80—E.B.—2—90	
140	Motor Cleaner ..	2	72—1—82 (C) ..	70—1—80—E.B.—2—90	
141	Hamal ..	4	72—1—82 (C) ..	70—1—80—E.B.—2—90	
142	Ticket Boy ..	4	72—1—82 (C) ..	70—1—80—E.B.—2—90	
143	Peon (Pimpri) ..	3	65—1—75 ..	70—1—80—E.B.—2—90	
144	Hamal (Pimpri) ..	1	65—1—75	70—1—80—E.B.—2—90	
145	Sweeper (Pimpri) ..	4	65—1—75	70—1—80—E.B.—2—90	
146	Laboratory Attendant (Pimpri).	7	65—1—75	70—1—80—E.B.—2—90	
147	Poultry Attendant (Pimpri).	1	65—1—75	70—1—80—E.B.—2—90	

CHAPTER 100

MEDICAL DEPARTMENT

The Medical Department is responsible for: (*a*) the provision of medical care, but not including preventive services which are the responsibility of the Public Health Department, (*b*) the provision of free medical treatment to employees of the State Government and, subject to the terms and conditions agreed upon with the Central Government, employees of that Government, (*c*) medical education, including the training of para medical personnel, such as dentists, nurses, midwives, laboratory and X-Ray technicians, occupational therapists and pharmacists; (*d*) conduct of, and encouragement to medical research; (*e*) the provision of medical benefits under the Employees' State Insurance Scheme to industrial workers in areas to which the scheme has been applied. At times of epidemics, the department works in close liaison with the Public Health Department. The services of the Department unlike those of most other Government Departments, are additional and supplementary to those of private agencies and of local authorities. A special feature of the Department is the extensive use made of the Honorary services of private medical practitioners, mostly specialists, in Government hospitals and in Government Colleges. It can be safely said that so far as recent developments at any rate are concerned, the State Government takes direct responsibility for medical education and research, special services on regional basis. like mental hospitals and tuberculosis hospitals, hospital services at district Headquarters which are beyond the resources of local authorities and which are meant for the whole district and cottage hospitals which serve rural areas but are located at taluka towns. The State Government has also assumed responsibility for specialised medicine, such as is provided under the Employees' 'State Insurance Scheme to insure industrial workers and their families. Local authorities are given every encouragement to undertake the provision of medical relief in their areas within their resources or to contribute towards the services rendered by the State Government. In particular, small municipalities are encouraged to maintain Public dispensaries by providing them with medical officers drawn from the State Medical services.

At the head of the Medical 'Department is the Surgeon General. He is assisted at headquarters by four Deputy Directors of Medical services. In addition to Deputy Director of Medical services, the Surgeon-General has the assistance of a Superintendent of Nursing Services, a non-technical and personal Assistant of Class I status, five non-technical Personal Assistants of Class II status (One of whom functions as Organisation and Methods Officer) and a Controller of Audit and Accounts of Class I status, and other non-gazetted staff.

Under the direct control of the Surgeon-General are (*a*) medical and dental colleges, (*b*) nursing college, (*c*) teaching and other hospitals, and (*d*) homoeopathic hospital.

In each district there is a Civil Surgeon. He is in-charge of the Government Hospital at district headquarters, except at Poona, Nagpur and Aurangabad, and controls all other hospitals in the district which are maintained or aided by the State Government, including cottage Hospitals. The designation of various posts, their existing pay scales and revised scales recommended by us for them are indicated in the accompanying schedule. Our views on some of the posts in the department are indicated below:—

2. *Deans of Medical Institutions* (Rs. 1,300—1,500) and *Deputy Director of Medical Services* (Rs. 1,200—50—1,500):

We agree with the view of the Surgeon-General that there should be only one scale for these two categories of posts and recommend a common revised scale of Rs. 1,300—1,600 for them.

Deans of Hospitals have represented that their pay scales should be Rs. 1,600—2,000 plus allowances. We feel that the present scales are suitable and have not recommended any change.

3. *Lecturers and other posts* (Rs. 550—880) :

Recruitment to the posts is made by promotion or nomination. Qualification for the post of lecturer is M.B.B.S. and post-graduate qualification in relevant subject with three years teaching experience. Some of the lecturers have represented that they have no chances of promotion to the post of Professor and hence the maximum of their scale should be the same as that of Professor.

We feel that in view of Government's expansion programme of Medical Education additional posts of Professors are likely to be created. The only difference in the recruitment for the post of Professor and the Lecturer is in their teaching experience. Therefore the lecturers would be eligible for post of Professor. We are therefore unable to share the unduly pessimistic view of the lecturers that they may have to stagnate on the maximum of the scale for want of promotion to the post of Professor.

We are of the opinion that since the duties and responsibilities of Professors who are incidentally the heads of their Departments are higher than those of lecturers, the maximum of the scale of the post of Professor must necessarily be higher than that of Lecturer.

After taking into account all factors we propose revised scale of Rs. 560—965 for the posts, with non-practicing allowance equal to 25 per cent. of pay.

4. *Maharashtra Medical Service Class I (Division-I and Division-II)* (Rs. 350—1,100):

We have proposed the standard revised Class I scale of Rs. 410—1,150 (probationary pay Rs. 380) for these posts. At present higher start of Rs. 550 is admissible to Officers of Division I if they possess post-graduate qualifications. We suggest that the higher start of Rs. 560 may be given to Officers in Division I and Division II if they possess post-graduate qualifications.

5. *Maharashtra Medical Service, Class II Officers and Other Medical Officers in Class II scales* (Rs. 250—715) :

The qualification required for recruitment is M.B.B.S. degree or equivalent qualifications. Recruitment is made either by nomination or by promotion of qualified Maharashtra Medical Service, Class III Officers. Direct recruits possessing post-graduate diploma or degree are given a higher start of Rs. 300 or Rs. 330 respectively. The Department has reported that about 400 posts in this cadre are vacant because of un-attractive pay scale. In view of this recruitment difficulty, we feel that it is necessary to make the scale more attractive. A revised scale of Rs. 325—850 (with probationary pay of Rs. 325) is accordingly recommended for these posts. Those possessing post-graduate diploma or degree may be given the higher start of Rs. 375 or Rs. 400 respectively. Those Government servants who get higher qualifications while in service may also be held eligible for the higher starting pay. This would be an incentive for Medical Officers to acquire higher qualifications.

The Department has suggested the creation of new cadre of Maharashtra Medical Service, Class II (A) Officers to meet the recruitment difficulty. We feel that it is not necessary to create such a cadre as we have substantially improved the pay scales.

6. *Junior Lecturer* (Rs. 300—665) :

In view of the recruitment difficulty reported by the Department, for these posts also, we suggest the revised scale of Rs. 325—850 (Probationary pay Rs. 325).

7. *Personal Assistant to the Surgeon-General* (Rs. 730—1,030—City) :

Till recently this post was being held by Assistant Secretary deputed from the Secretariat and hence the post carries the scale of Assistant Secretary in the Secretariat. The recruitment rule for the post, however, provides for its being filled by promotion of an Additional Personal Assistant. We do not think that it is a sound principle to equate the post with that of an Assistant Secretary or any other Secretariat post merely because the post was held in the past by these officers on deputation. Having regard to duties and responsibilities of the post, as also the recruitment rule, we consider that a revised scale of Rs. 410—965 would be adequate for it.

8. *Maharashtra Medical Service, Class III and Class III-A* :

There are at present two scales for Maharashtra Medical Service, Class III Officers viz.:—

Maharashtra Medical Service, Class III (For M.B.B.S., L.C.P.S. and other equivalent qualification in Allopathy).. ... Rs. 160—350

Maharashtra Medical Service, Class III-A (For those who possess non-Allopathic qualifications). ... Rs. 130—290.

There is a demand from the officers belonging to Maharashtra Medical Service, Class III-A for parity with Maharashtra Medical Service, Class III Officers on the ground that there is no difference in the duties of the two categories of posts. A suggestion has also been made to us that posts in both the services should be brought on a common scale with the provision of a higher start for those possessing prescribed Allopathic qualifications. We have carefully considered these suggestions and feel that having regard to the rigid standards prescribed for admission to the Allopathic courses and the generally higher standard of education imparted in Allopathic institutions and also to the demand and supply position of personnel possessing the prescribed qualifications in the two Branches of Medicine, it would be desirable to keep two separate scales for the two services. A higher scale would be justified in the case of doctors possessing Allopathic qualifications who are in short supply in relation to demand and such a higher scale based on scarcity value cannot justifiably be extended to those in whose case this consideration does not apply. We, therefore, recommend the continuance of the existing arrangements and suggest the following scales for the two services.

Maharashtra Medical Service, Class III Service : Rs. 180—10—290—E.B.—15—380.

For Allopathic doctors. (Higher starting pay of Rs. 250 for M.B.B.S. doctors).

Maharashtra Medical Service, Class III-A Service : Rs. 150—6—180—8—204—E.B.—8—260—10—270—E.B.—10—320) : For Non-Allopathic Doctors.

9. *Assistant Dental Technician; Dental Aid Nurse; Hygienist* (Rs. 100—170); *Dental Hygienist* (Rs. 120—245—C) :

These posts are filled in by nomination of candidates possessing Secondary School Certificate and have completed one year's training course and/or have experience in prosthetic work.

In view of these additional qualifications we feel that these posts should have a scale higher than that of clerk. We have, therefore, proposed the revised scale of Rs. 130—230 for all these posts.

10. *Special Pays* :

The following Officers are at present in receipt of special pay for the reasons shown against them.

	Designation of the Post.		Rate of special pay	Reasons for grant of special pay.
			Rs.	
1.	Dean Grant Medical College, Bombay ..		100	In view of the additional work of issuing medical certificate for liquor permits.
2.	Principal, Miraj Medical College, Miraj ..		150	For doing Principal's work.
3.	Dean, Government Dental College and Hospital, Bombay.	(*a*)	150	For doing Dean's duties.
		(*b*)	250	For post graduate teaching duties.
4.	Police Surgeon, Bombay		100	For doing lecturer's duties in Grant Medical College, Bombay.
5.	Superintendent	In Mental Hospital, Yeravada.	150	Arduous nature of duties in the Mental Hospitals.
6.	Deputy Superintendent ..		50	
7.	Woman Assistant Surgeon		50	
8.	Clinical Assistant ..		25	
9.	Senior Medical Officer ..	In Mental Hospital and Jails.	40	Arduous nature of duties in Mental Hospitals and Jails.
10.	Junior Medical Officer ..		40	
11.	Male Attendant ..	In Mental Hospitals	10	Special pay granted after they pass examination in Mental Hospital Nursing.
12.	Senior Overseer ..		25	
13.	Overseer ..		25	
14.	Supervisor ..		25	
15.	Deputy Superintendent Medical College and Hospital, Nagpur.		50	For teaching duties.
16.	Medical Officer (Class III) attached to Police Hospital.		30	For performing Medico Legal and post mortem work.
17.	Matron (Mental Hospital)		40	For Arduous nature of work in Mental Hospitals.
18.	Psychiatric Nurse (Mental Hospital)		30	
19.	Sister		20	
20.	Night Superintendent		30	Arduous nature of work or continuous work including night emergencies. Special knowledge and skill required for performing the duties.
21.	Sister (Operation Theatre)		30	
22.	Staff Nurse (Operation Theatre)		20	
23.	Compounder, Raj Bhavan Dispensary, Bombay..		15	For performing clerical duties in addition to the work of Compounder.
24.	Dresser, Employees State Insurance Scheme ..		10	As per Government of India orders.
25.	Comptist		20	For doing the work of Comptist.

We recommend the continuance of the special pays mentioned above.

We also recommend that special pay granted for handling cash may be continued.

In addition to the special pays mentioned above we find that special pays have been granted to few other posts. For reasons mentioned below, we suggest that these special pays may now be discontinued.

1. Ambulance Driver, Employees State Insurance Scheme.	Special pay of Rs. 20 had been granted when Drivers were denied the benefit of weekly offs. Now that additional posts of Drivers have been sanctioned, the special pay may be discontinued.
2. Staff Nurses	The Department has stated that special pay of Rs. 15 has been sanctioned in view of "Arduous duties involved in case of sick patients." We are of the view that pay scale of the post of staff Nurses is fixed after taking into account duties and responsibilities of the posts. Care of sick patients is the normal duty of staff nurses. Therefore, the special pay may be discontinued.
3. Senior Superintendent ...	Special pay of Rs. 40 has been granted for looking after cash, confidential records, for doing general supervision, etc. We feel that these are the normal duties of the post and hence special pay may be discontinued.
4. Librarian	A clerk is granted special pay of Rs. 10 for doing Librarian's work. Now that we are suggesting for the post of Librarian a scale higher than that of Clerk, there is no justification for continuance of special pay.
5. Medical Officer in-charge Diagnostic Centre, Sholapur. 6. Medical Officer in-charge, Employees State Insurance Scheme.	Special pay of Rs. 50 has been granted to each of these Officers as they have to look after Medical Stores. We feel that this is the normal duty of the Officer and hence the special pay may be discontinued.

In addition to the posts mentioned above, Administrative Department has proposed that special pay may be granted to the staff of Mobile Blood Bank Unit of the St. George's Hospital, Bombay. It is stated that the Head Quarters of Blood Bank Unit are at Bombay but they have to tour to district places to collect blood. They have to work hard and some times they cannot get their meals in time. Sometimes they even miss the meals due to rush of work. The Department has further argued that the blood supplied by voluntary donors is not sufficient to meet all the needs in Hospitals and if the Unit is given special pay by way of encouragement, it might make more strenous efforts to move voluntary donors, specially in the districts, to donate blood voluntarily.

Obviously it is not possible for us to agree to grant of "special pay" in order to encourage employees to put in their best. Also, it is not correct to grant special pay because the staff is unable to meet expenses on boarding and lodging on tour from their daily allowance. Such difficulties cannot be covered by regular special pays. From the information forwarded to us, it seems that such tours are of short duration. We do not think there is sufficient justification for grant of special pay to this staff.

SCHEDULE

MEDICAL DEPARTMENT

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Surgeon General ..	1	1,800—100—2,000 ..	1,800—100—2,000	
2	Dean of Medical College.	4	1,300—70—1,440—60—1,500 .. Special pay of Rs. 100 per month for 1 post	1,300—60—1,600 Special pay to discontinue.	
3	Principal, Medical College, Miraj.	1	1,100—50—1,400 .. Special pay of Rs. 150 per month	1,100—50—1,400 Speical pay to continue	
4	Deputy Director of Medical Services.	4	1,200—50—1,500 ..	1,300—60—1,600	
5	Professor of Dentistry and Dental Surgeon and Dean, Government Dental College.	1	1,100—50—1,400 .. Special pay of Rs. 250 and Rs. 150 as Dean	1,100—50 1,400 Special pays to continue	
6	Professor ..	50	1,100—50—1,400 ..	1,100—50—1,400	
7	Neuro-Pathologist, J. J. Group of Hospitals, Bombay.	1	1,100—50—1,400 .. *Plus* Non-practising Allowance Rs. 250	1,100—50—1,400	
8	Director of Paediatric Centre, J. J. Group of Hospitals.	1	1,000 (fixed) ..	1,000 (fixed)*	*Honorarium
9	Chief Medical Officer, T. B. Control and Training Centre, Nagpur.	1	800—50—1,250 ..	900—50—1,300	
10	Police Surgeon, Bombay.	1	680—50—980—E.B.—50—1,180—60—1,300 Special pay of Rs. 100 per month	700—50—1,300 Special pay to continue	
11	T. B. Physician, Chest and General Hospital, Ambejogai, District Bhir.	1	680—40—1,080 ..	650—45—1,100—50—1,150	
12	Administrative Medical Officer, Employees State Insurance Scheme, Bombay.	1	680—40—1,000—50—1,100 ..	650—45—1,100—50—1,150	
13	Director, Medical Record Library, J. J. Group of Hospitals, Bombay.	1	610—40—730—45—E.B.—1,000—50—1,100 (C)	560—30—650—45—875—E.B.—45—1,100—50—1,150	
14	Director of Paediatric, B. J. Medical College, Poona.	1	550—30—640—40—880 ..	560—30—650—45—965	

Medical Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd		Rs.	Rs.	
31	Full-time Surgeon at the Poona Chest Hospital, Aundh Camp, Poona.	1	350—400—20—610—40—730—E.B.—45—1,000—50—1,100 (Higher start of Rs. 550 for candidates with post-graduate qualification)	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation) (Higher start of Rs. 560 for candidates possessing post-graduate qualification).	
32	Superintendent of Nursing Service.	1	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
33	Junior Lecturer ..	248	300—15—450—E.B.—20—490—25—665	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation)	
34	Junior Lecturer Ear, Nose and Throat Medical College of Nagpur.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
35	Junior Lecturer ..	1	270—15—390—E.B.—15—450 20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation)	
36	Dental Surgeon, Prosthetic Dentistry Clinic.	2	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
37	Dental Surgeon ..	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	
38	Dental Surgeon ..	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	
39	Medical Inspector ..	7	270—15—390—E.B.—15—450—20—490—E.B.—25—715 (Probationers for 2 years on Rs. 250)	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation)	
40	Maharashtra Medical Service Class II Officer.	514	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715 (Probationers on Rs. 250 for 2 years) (Higher start of Rs. 300 to those who possess Post-Graduate Diploma. Rs. 330 for those who possess post-graduate degree or diploma equivalent to a post-graduate degree)	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation) (Higher start of Rs. 375 for those possessing post-graduate diploma and Rs. 400 for those possessing a post-graduate degree or a diploma equivalent to a degree)	
41	Registrar, Surgical and Medical.	3	350—20—550 (C) ..	340—20—500	
42	Research Assistant	1	250—270—15—390—E.B.—15—450	300—20—500 (Fixed pay of Rs. 300 during the period of probation)	

Medical Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd		Rs.	Rs.	
43	Director, Occupational Therapy Training School, Nagpur.	1	300—15—450	300—20—460—E.B.—20—500—25—600	
44	Biochemist, Paediatric Centre, J. J. Group of Hospitals, Bombay.	1	550—30—640—40—880 ..	560—30—650—45—965	
45	Biochemist ..	4	300—15—450—E.B.—20—490—25—665	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	
46	Pharmacist ..	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	
47	Chemist-cum-Pharmacist.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	
48	Physicist ..	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	
49	Physicist ..	1	275—275—300—15—360—E.B.—15—450	300—20—500 (Fixed pay of Rs. 300 during the period of probation)	
50	Chemist ..	1	275—275—300—15—360—E.B.—15—450	300—20—500 (Fixed pay of Rs. 300 during the period of probation)	
51	Controller of Audit and Accounts, Surgeon General's Office, Bombay.	1	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation for Officers of the Maharashtra Finance and Accounts Service)	
52	Personal Assistant to the Surgeon General.	1	730—50—1,030 (C) ..	410—30—650—E.B.—45—965	
53	Personal Assistant to the Administrative Medical Officer, Employees' State Insurance Scheme, Bombay.	1	450—25—550—30—670 (C) ..	400—20—500—25—650	
54	Statistician ..	2	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
55	Statistician, T. B. Control and Training Centre, Nagpur.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715 (Probationers on Rs. 250 for 2 years)	300—20—460—E.B.—20—500—25—650—E.B.—30—300 (Fixed pay of Rs. 280 during the period of probation)	
56	Statistician, Surgeon General's Office, Bombay.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	

Medical Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
57	Additional Personal Assistant to the Surgeon General including Organisation and Methods Officer.	5	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
58	Personal Assistant to Dean of Medical College.	4	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
59	Record Officer, Administrative Medical Office, Employees' State Insurance Scheme, Bombay.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
60	Personal Assistants to Superintendent of Government Hospitals in Bombay, T.B Mental Hospitals; Civil Surgeons; Assistant Medical Officer, Employees' State Insurance Scheme, Nagpur Poona and Police Surgeon, Bombay.	28	225—250—10—330—E.B.—15—390—20—450 (Probationers on Rs. 225 for 2 years)	300—20—500 (Fixed pay of Rs. 280 during the period of probation)	
	Non-Gazetted				
61	Dental Surgeon ..	14	230—10—350—E.B.—15—500	250—10—290—15—380—E.B.—15—530	
62	Occupational Therapist.	28	230—10—280—15—325 ..	220—10—290—E.B.—15—380	
63	Physiotherapist ..	13	230—10—280—15—325 ..	220—10—290—E.B.—15—380	
64	Medical Social Workers.	11	250—10—350 (C) ..	220—10—290—E.B.—15—380	
		1	220—10—320	220—10—290—E.B.—15—380	
65	Psychiatric Social Worker.	18	220—10—320	220—10—290—E.B.—15—380	
66	Social Guide ..	1	250—10—350	220—10—290—E.B.—15—380	
67	Maharashtra Medical Service, Class III Officer.		(*i*) 160—7—230—E.B.—8—310—E.B.—10—350 (Allopathic)	(*i*) 180—10—290—E.B.—15—380 (Higher starting pay of Rs. 250 for M.B.B.S.,) For those possessing allopathic qualifications	
			(*ii*) 130—5—145—6—E.B.—6—205—8—229—E.B.—8—245—9—290 (Ayurvedic D.M.P.S.).	(*ii*) 150—6—180—8—204—E.B.—8—260—10—270—E.B.—10—320 For Ayurvedic Doctor.	
68	Selection Grade Pharmacist.	2	210—10—290—E.B.—10—350—15—380—E.B.—15—500	220—10—290—15—320—E.B.—15—500	

Medical Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
69	Pharmacist ..	27	130—5—170—E.B.—8—250—10—270	135—5—170—6—188—E.B.—6—200—8—240—10—270	
70	Dietician ..	5	205—15—400 (C) ..	180—10—290—E.B.—15—380	
71	Dental Technician ..	6	190—10—270	200—10—300	
72	Assistant Dental Technician.	2	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
73	Dental Aid ..	9	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
74	Dental Hygienist ..	5	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
75	Nurse/Hygienist ..	3	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
76	Laboratory Assistant.	113	100—3—130—E.B.—4—170 (For Secondary School Certificate holders)	110—4—150—E.B.—5—200	
			91—3—130—E.B.—4—150 .. (For others)	110—4—150—E.B.—5—200	
		12	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) (For Secondary School Certificate holders)	110—4—150—E.B.—5—200	
			111—3—120—4—144—E.B.—4—160—5—180 (C) (For others)	110—4—150—E.B.—5—200	
		13	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
77	Electronic Technician.	1	250—10—350 (C) ..	200—10—290—E.B.—15—380	
78	Electromedical Technician.	1	195—5—245 (C) ..	170—6—200—8—240	
79	Technician for E.C.G. and E.E.G. Mechines.	1	195—5—245 (C) ..	170—6—200—8—240	
80	X-Ray Technician ..	140	145—8—185—10—195—E.B.—10—245	130—5—150—8—190—E.B.—10—270 (Science graduates to start on Rs. 150)	
81	X-Ray Assistant ..	20	(i) 100—3—130—E.B.—4—170 (For Secondary School Certificate holders)	110—4—150—E.B.—5—200	
			(ii) 91—3—130—4—150 .. (For others)	110—4—150—E.B.—5—200	
82	Radiographer ..	8	145—8—185—10—195—E.B.—10—245	150—8—190—10—220—E.B.—10—270	
83	Laboratory Technician.	255	(i) 190—10—270 ..	130—5—150—8—190—E.B.—10—270 (Science graduates to start on Rs. 150)	
			(ii) 160—10—200—E.B.—10—300 (C)	130—5—150—8—190—E.B.—10—270 (Science Graduates to start on Rs. 150)	
			(iii) 145—8—185—10—195—E.B.—10—245	130—5—150—8—190—E.B.—10—270 (Science graduates to start on Rs. 150)	

Medical Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
84	Trained Technician.	2	160—10—230—E.B.—10—300 (C)	130—5—150—8—190—E.B.—10—270 (Science Graduates to start on Rs. 150)	
85	Junior Laboratory Technician.	1	145—8—185	130—5—150—8—190—E.B.—10—270 (Science Graduates to start on Rs. 150)	
86	Assistant Laboratory Technician.	1	120—5—150—E.B.—5—185—6—230—E.B.—6—245 (C) (For Secondary School Certificate holders)	110—4—150—E.B.—5—200	
			111—3—120—4—144—E.B.—4—160—5—180 (C) (For others)	110—4—150—E.B.—5—200	
87	Machine Operator ..	1	145—8—185	155—5—170—6—200	
88	Electrician ..	2	137—4—165—E.B.—5—190 ..	145—4—165—5—180—E.B.—5—210	
	[illegible]	1	100—3—130	110—3—128—4—140	
89	Electrician-*cum*-Mechanic.	1	117—4—145—E.B.—4—165—5—170 (C)	110—3—128—4—136—E.B.—4—160	
90	Electrician-Mechanic/Modeller.	2	100—3—130—E.B.—4—146 ..	110—3—128—4—136—E.B.—4 160	
91	Assistant Radiographer.	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
92	Boiler Engineer ..	2	91—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
93	Boiler Attendant ..	2	120—4—148 (C)	110—3—128—4—140	
			85—2—105	90—2—100—3—115	
94	Turner-*cum*-Fitter ..	1	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
95	Fitter ..	2	100—3—130—4—150 ..	110—3—128—4—136—E.B.—4—160	
			111—3—120—4—148 (C) ..	100—3—136—4—140	
96	Ambulance Driver ..	85	120—4—148 (C) .. .. Special pay of Rs. 12 for 21 posts and Rs. 20 for 2 posts	110—3—128—4—140 Special pay to be discontinued.	
			100—3—130	110—3—128—4—140 Special pay to be discontinued	
97	Driver ..	23	120—4—148 (C)	110—3—128—4—140	
			100—3—130	110—3—128—4—140	
98	Bus Driver ..	1	100—3—130	110—3—128—4—140	
99	Carpenter ..	2	100—3—130—E.B.—4—170 (C)	100—3—136—4—140	
		19	91—3—130 ..		
100	Assistant Carpenter	1	91—3—130 (C)	80—2—100—E.B.—3—115	
101	Microphotographer	1	100—3—130	110—3—128—4—140	
102	Instrument Mechanic	1	91—3—130	100—3—136—4—140	

Medical Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gozetted—contd.		Rs.	Rs.	
103	Gas Plant Operator	1	91—3—130	100—3—136—4—140	
104	Plumber ..	2	91—3—130	100—3—136—4—140	
105	Blacksmith ..	1	91—3—130	100—3—136—4—140	
106	Engine Driver ..	2	80—2—100—3—115 ..	90—2—100—3—115—E.B.—3—130	
107	Supervisor ..	2	195—5—245 .. .. Special pay of Rs. 25 per month in Mental Hospital	180—9—270 Special pay to continue	
108	Senior Overseer ..	11	180—5—225 .. .. (Special Pay of Rs. 25 per month in Mental Hospital)	180—9—270 Special pay to continue	
109	Overseer ..	45	137—4—165—5—170 .. Special pay of Rs. 25 per month in Mental Hospital	135—5—170—6—200 Special pay to continue	
110	Curator for Museum	1	195—5—245	180—9—270	
111	Kitchen Supervisor	1	160—5—175—6—205 ..	160—5—220	
		2	160—5—190	160—5—220	
112	Artist ..	2	170—7—205—8—245 (C) ..	135—5—170—6—188—E.B.—6—200—8—240—10—270	
		2	145—5—190 ..	135—5—170—6—188—E.B.—6—200—8—240—10—270	
113	Artist Photographer	1	150—6—180—8—260—10—300 (C)	135—5—170—6—188—E.B.—6—200—8—240—10—270	
114	Artist-*cum*-Photographer.	1	145—8—185—E.B.—10—245 (C)	135—5—170—6—188—E.B.—6—200—8—240—10—270	
		1	145—5—190	135—5—170—6—188—E.B.—6—200—8—240—10—270	
115	Photogr a p h er-*cum*-Artist.	1	170—5—205—E.B.—6—235 ..	135—5—170—6—188—E.B.—6—200—8—240—10—270	
116	Photo-Artist ..	1	145—8—185—10—195—E.B.—10—245 (C)	135—5—170—6—188—E.B.—6—200—8—240—10—270	
117	Assistant Artist ..	1	125—5—150—6—180 (C) ..	110—3—128—4—144—E.B.—4—180	
118	Sanitary Inspector ..	2	137—4—165—5—205 ..	145—4—165—5—185—E.B.—5—225	
119	Linen Keeper ..	10	120—5—165	130—4—150—5—180	
120	Physical Instructor	2	115—5—160—E.B.—8—200—9—245	135—5—170—6—188—E.B.—6—200—8—240—10—270	
		1	130—4—154—6—190 ..	135—5—170—6—188—E.B.—6—200—8—240—10—270	
121	Agricultural Assistant.	1	100—3—130—4—170—5—180	110—4—150—E.B.—5—190—E.B.—5—220	

Medical Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
122	Compounder ..	458	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200 Special pay to continue	
			91—3—130—E.B.—4—170 (For Non-Secondary School Certificate) Rs. 15 Special pay to Compounder at Raj Bhavan	110—4—150—E.B.—5—200	
123	Veterinary Compounder.	1	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
124	Curator ..	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
125	Taxi-Dermist ..	1	100—5—200	110—4—150—E.B.—5—200	
126	Modeller ..	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
127	Comptist ..	1	100—3—130—E.B.—4—170 .. Special pay of Rs. 20 per month	110—4—150—E.B.—5—200 Special pay to continue	
128	Dark Room Assistant	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
129	Pump Attendant ..	1	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
130	Glass Blower ..	1	91—3—130	110—3—128—4—144—E.B.—4—180	
131	Chief Head Attendant.	9	100—3—130	110—3—128—4—140	
132	Junior Head Attendant.				
133	Head Male Attendant.	1	115—3—130		
134	Painter ..	1	91—3—130	100—3—136—4—140	
135	Tailor ..		91—3—130	100—3—136—4—140	
		18	100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	
			80—2—100—E.B.—3—115 ..		
136	Senior Superintendent; Superintendent; Steward; Accountant; Quarter Master; Head Steward; Office Superintendent.	46	250—10—350 .. Special pay of Rs. 40 to the Senior Superintendent	260—10—290—15—410 Special pay to be discontinued but to be taken into account for the purpose of fixation of initial pay of the present incumbent	
137	Senior Assistant Steward; Accountant; Cashier; Senior Clerk & Head Clerk; Store-Keeper; Head of File Bureau.	87	195—10—245	200—10—290—15—320	
138	Lady Superintendent	1	210—15—360—E.B.—15—450 (C)	180—10—290—E.B.—15—425	

Medical Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
139	Librarian ..	1	200—10—250—E.B.—15—325	200—10—290—15—320	
		8	155—5—170—6—206—E.B.—6—230—9—275	160—10—250—E.B.—10—300 (For graduates possessing a Diploma in Library Science) 135—5—170—6—188—E.B.—6—200—8—240—10—270 (For Secondary School Certificate holders possessing a diploma or certificate in Library Science)	
140	Junior Assistant, Head Clerk; Senior Clerk; Clerk in charge Medical Store; Store-Keeper.	111	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
141	Senior Clerk, Head Clerk, Head Clerk-*cum*-Steward; Assistant Steward; Assistant Cashier; Accountant; Assistant Accountant; Nursing Accountant; Store keeper.	273	145—8—185	150—8—190—10—220—E.B.—10—270	
142	Clerk; Junior Clerk; Clerk-Typist; Steno Typist.	741	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
143	Stenographer ..	3	190—8—245—E.B.—8—270—10—320 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
			160—6—190—8—230—E.B.—10—320—10—350 (For those with qualification of 100 words per minute shorthand and 40 words per minute in typing.)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
144	First Grade Attendant/Head Attendant.	34	85—2—105	90—2—100—3—115	
145	Second Grade Attendant.	119	80—2—100	85—2—105	
146	Third, Fourth and Fifth grade. Attendant.	615	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
147	Female Attendant ..	154	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
148	Male Attendant ..	27	65—1—75	70—1—80—E.B.—2—90	
149	Attendant (Mental Hospitals)	138	65—1—75	70—1—80—E.B.—2—90	
150	Dresser ..	33	82—2—102—E.B.—2—112 (C) (For certificate holders).	80—2—100—E.B.—3—115 (For certificate holders).	
		51	75—2—95—E.B.—2—105 .. (For certificate holders)		
		34	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100 (For others)	
		4	77—1—87—E.B.—1—92 (C) ..		
151	Dresser-*cum*-Attendant.	1	82—2—102—E.B.—2—112 (C)	80—2—100—E.B.—3—115	
	Do. ..	17	72—1—82 (C)	70—1—80—E.B.—2—90	
152	Instrument Maker Adrena Operator	3	100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	

Medical Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			NURSING ESTABLISHMENT		
	Gazetted		Rs.	Rs.	
153	Matrons (In Hospitals with 750 beds and above).	5	450—25—650	475—25—700	
154	Matron (500 to 750 beded hospitals)		400—25—550	420—20—500—25—600	
155	Matron (200 to 500 beded hospitals)	10	300—20—400 .. .. (Period of probation 2 years at the rate of fixed pay Rs. 300) Special pay Rs. 40 for Matrons at Mental Hospitals, Nagpur and Ratnagiri	300—20—500 (Fixed pay of Rs. 300 during the period of probation) Special pay to continue.	
156	Assistant Matrons (with 500 beds and above).	11	300—20—400 .. .. (Period of probation 2 years at Rs. 300)	300—20—500 (Fixed pay of Rs. 300 during the period of probation).	
157	Tutor ..	7	350—15—440—E.B.—15—470—20—550 (C)	320—15—440—20—500	
	Non-Gazetted				
158	Matron ..	23	250—10—300 .. (Period of probation one year at Rs. 250).	250—10—290—15—350 (Period of probation of 1 year at Rs. 250).	
159	Assistant Matron (with 500 and less beds).	21	200—10—270 ..	220—10—290—15—320	
160	Sister Tutors ..	74	250—10—300 ..	250—10—290—15—350.	
161	Master Tutors ..				
162	Public Health Nurse	45	165—6—195—10—245 ..	170—8—210—10—270 ..	
163	Paediatric Nurses ..	17	165—6—195—10—245 ..	170—8—210—10—270	
164	Psychiatric Nurse	17	165—6—195—10—245 .. Special pay of Rs. 20 to those working at Mental Hospitals.	170—8—210—10—270 Special pay to continue.	
165	Sister ..	398	165—6—195—10—245 .. Special pay of Rs. 20 to those working in Mental Hospital. Rs. 30 to those in Operation theatre. Rs. 30 to Sisters on night Supervision Duty.	170—8—210—10—270 Special pay to continue.	
166	Ward Master ..				
167	Warden ..	9	165—6—195—10—245 .. (Probationary period of one year).	170—8—210—10—270	
168	T. B. Clinic Nurse ..	9	145—5—170—6—188—E.B.—6—230.	155—5—170—6—200—8—240	

Medical Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
169	Health Visitor ..	128	145—5—170—6—188—E.B.—6—230.	155—5—170—6—200—8—240.	
170	Staff Nurse ..	1621	125—5—140 ..	135—5—170—6—200	
171	House and Linen Keeper.	29	120—5—165 ..	130—4—150—5—180	
172	Midwife ..	39	120—5—145 ..	125—4—165	
	CLASS IV				
173	Operation Theatre Assistant.	9	100—3—130—5—135 ..	110—3—128—4—140	
		4	80—2—100—3—115 ..	90—2—100—3—115—E.B.—3—130.	
		25	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100.	
174	Operation Theatre Attendant.	2	100—3—130—5—135 ..	110—3—128—4—140	
		1	85—2—105—E.B.—3—135 (C)	90—2—100—3—115—E.B.—3—130.	
		6	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100.	
		1	75—2—95—E.B.—2—105 (C)	75—1—80—2—90—E.B.—2—100.	
		2	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100.	
175	Dissection Hall Attendant.	2	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100.	
176	Dissection Room Attendant.	12	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100.	
		4	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100.	
177	Dark Room Attendent.	12	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100.	
		26	72—1—82 (C) ..	70—1—80—E.B.—2—90	
178	Head Attendant ..	2	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100.	
179	Lunatic Attendant ..	2	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100.	
180	U. T. P. Attendant	2	72—1—82 (C) ..	70—1—80—E.B.—2—90	
181	Mental Attendant ..	4	70—1—80—E.B.—1—85 (C) ..	70—1—80—E.B.—2—90	
182	Bath Attendant ..	2	65—1—75 ..	70—1—80—E.B.—2—90	
183	Liftman/Attendant	19	87—2—107 (C) ..	90—2—110.	
		9	75—1—80—2—90—E.B.—2—100.	90—2—110.	
		3	70—1—80—1—85 ..	75—1—80—2—90—E.B.—2—100.	
		7	72—1—82 (C) ..	70—1—80—E.B.—2—90	
		3	65—1—75 ..	70—1—80—E.B.—2—90	

Medical Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay special pay	Remarks
1	2	3	4	5	6
	CLASS IV—*contd.*		Rs.	Rs.	
184	Laboratory Attendant.	4	100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130.	
		4	77—1—87—E.B.—1—92 (C) ..	80—2—100—E.B.—2—110.	
		37	70—1—80—E.B.—1—85 ..	80—2—100—E.B.—2—110	
185	Laboratory Assistant	10	70—1—80—E.B.—1—85 ..	80—2—100—E.B.—2—110	
186	Laboratory Servant	2	70—1—80—E.B.—1—85 ..	80—2—100—E.B.—2—110	
		19	72—1—82 (C) ..	70—1—80—E.B.—2—90	
		9	65—1—75 ..	70—1—80—E.B.—2—90	
187	Ward Servant ..	18	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100.	
		682	72—1—82 (C) ..	70—1—80—E.B.—2—90	
		2050	65—1—75 ..	70—1—80—E.B.—2—90	
188	Hotel Servant/Mess Servant Laboratory Attendant.	55	65—1—75 ..	70—1—80—E.B.—2—90.	
189	Museum Attendant/Servant.	2	72—1—82 (C) ..	70—1—80—E.B.—2—90	
		2	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100.	
190	Dispensary Servant..	3	72—1—92 (C) ..	70—1—80—E.B.—2—90	
		10	72—1—82 (C) ..	70—1—80—E.B.—2—90	
		4	65—1—75 ..	70—1—80—E.B.—2—90	
191	Pinjari ..	3	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100.	
192	Assistant for Blood Bank.	4	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100.	
		1	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100.	
		70	72—1—82 (C) ..	70—1—80—E.B.—2—90.	
193	Barber ..	49	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100.	
		28	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
		9	65—1—75 ..	75—1—80—2—90—E.B.—2—100.	
194	Intern Nurse, T. B. Control and Training Centre, Nagpur.	2	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
195	Caneman ..	3	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
196	Weaving Instructor..	13	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100.	
197	Fireman ..	2	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100.	
198	Madia Maker ..	1	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100.	
199	Mistry ..	2	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100.	

Medical Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	CLASS IV—*contd.*		Rs.	Rs.	
219	Shroff ..	2	65—1—75 ..	70—1—80—E.B.—2—90	
220	Messenger ..	7	72—1—82 (C) ..	70—1—80—E.B.—2—90	
221	Post Mortem Room Attendant	1	65—1—75 ..	70—1—80—E.B.—2—90	
222	Vaccinator ..	1	65—1—75 ..	70—1—80—E.B.—2—90	
223	Ambulance Attendant.	50	65—1—75 ..	70—1—80—E.B.—2—90	
224	Cleaner-*cum*-attendant/Messenger.	7	65—1—75 ..	70—1—80—E.B.—2—90	
225	Ambulance cleaner ..	10	65—1—75 72—1—82 (C) } ..	70—1—80—E.B.—2—90	
226	Farash ..	13	65—1—75 ..	70—1—80—E.B.—2—90	
227	Animal Attendant ..	2	65—1—75 ..	70—1—80—E.B.—2—90	
		1	72—1—82 (C) ..	70—1—80—E.B.—2—90	
228	Animal Keeper ..	3	65—1—75 ..	70—1—80—E.B.—2—90	
		2	72—1—82 (C) ..	70—1—80—E.B.—2—90.	
229	Animal Housekeeper	1	72—1—82 (C) ..	70—1—80—E.B.—2—90	
230	Mukadam ..	3	87—2—107 (C) ..	90—2—110	
		1	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
		5	70—1—80—1—85 ..	75—1—80—2—90—E.B.—2—100	
231	Jamadar ..	6	87—2—107 (C) ..	90—2—110	
		1	80—2—100 ..		
		4	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
		7	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
232	Hawaldar ..	1	70—1—80—E.B.—1—85 ..	80—2—100	
233	Daftary ..	1	77—2—97—2—107 (C) ..	80—2—100—E.B.—2—110	
		2	70—1—80—E.B.—2—100 ..	80—2—100—E.B.—2—110	
234	Naik ..	10	70—1—80—E.B.—1—85 ..	80—2—100	
		2	77—1—87—E.B.—1—92 (C) ..	80—2—100	
		1	77—1—87 (C) ..	80—2—100	
235	Head Peon ..	2	77—1—87—E.B.—1—92 (C) ..	80—2—100	
236	Peon ..	143	72—1—82 (C) ..	70—1—80—E.B.—2—90	
		211	65—1—75 ..	70—1—80—E.B.—2—90	
237	Nursing Assistant ..	21	75—2—95—E.B.—2—105 ..	80—2—100—E.B.—3—115	
		1	65—1—75 ..	70—1—80—E.B.—2—90	

Medical Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	CLASS IV—*contd.*		Rs.	Rs.	
257	Telephone Messenger.	2	65—1—75 ..	70—1—80—E.B.—2—90	
258	Watchman ..	226	65—1—75 ..	70—1—80—E.B.—2—90	
		155	72—1—82 (C) ..	70—1—80—E.B.—2—90	
259	Ramoshi ..	2	72—1—82 (C) ..	70—1—80—E.B.—2—90	
260	Chowkidar ..	10	65—1—75 ..	70—1—80—E.B.—2—90	
261	Gangman ..	1	65—1—75 ..	70—1—80—E.B.—2—90	
262	Escort Duty Woman.	1	65—1—75 ..	70—1—80—E.B.—2—90	
263	Pantry Boy/Post Mortem Servant.	5	72—1—82 (C) ..	70—1—80—E.B.—2—90	
264	Store Boy ..	22	72—1—82 (C) ..	70—1—80—E.B.—2—90	
		18	65—1—75 ..	70—1—80—E.B.—2—90	
265	Hamal ..	51	65—1—75 ..	70—1—80—E.B.—2—90	
		59	72—1—82 (C) ..	70—1—80—E.B.—2—90	
266	Labourer ..	4	65—1—75 ..	70—1—80—E.B.—2—90	
267	Conservancy Cartman.	1	65—1—75 ..	70—1—80—E.B.—2—90	

PART B

Posts of which scales were not revised in 1962 revision.

Serial No.	Designation	No. of posts	Scale of pay which remained to be revised in 1962 general revision	Merger scale of pay admissible in 1st July 1962 revision.	Recommended scale of of pay.
1	2	3	4	5	6
			Rs.	Rs.	Rs.
1	Sanitary Supervisor.	1	80—4—120—E.B.—5—150	125—4—157—E.B.—4—165—5—190	145—4—165—5—185—E.B.—5—225
2	Electrician ..	1	70—5—110—E.B.—5—150.	115—5—155—E.B.—5—195.	145—4—165—5—180—E.B.—6—210
3	Modeller ..	1	85—5—120—E.B.—8—200—10—220	130—5—170—E.B.—8—250—10—270	135—5—170—8—186—E.B.—8—250—E.B.—10—300
4	Assistant Librarian.	1	75—5—110—E.B.—5—150.	120—5—150—E.B.—5—190	135—5—170—6—188—E.B.—6—200—8—240—10—270
5	House Keeper ..	10	75—5—125 ..	120—5—165 ..	130—4—150—5—180.
6	Trained Mechanic ..	1	90—5—140 (C) ..	135—5—180 (C) ..	125—4—165
7	Electrician-*cum*-Mechanic.	1	72—4—108—E.B.—4—120—5—130	117—4—145—E.B.—4—165—5—170	125—4—157—E.B.—4—165—5—180

Medical Department—contd.

Serial No.	Designation	No. of posts	Scale of pay which remained to be revised in 1962 general revision	Merger scale of pay admissible in 1st July 1962 revision.	Recommended scale of of pay.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	Rs.
8	Laboratory Assistant.	1	105—4—120—E.B.—4—164—6—170	100—3—130—E.B.—4—170	110—4—150—E.B.—5—200
9	Museum-cum-Assistant Artist.	1	70—5—110—E.B.—5—150	115—5—155—E.B.—5—190	110—4—150—E.B.—5—200
10	Assistant Technician.	8	75—3—105 (C) ..	120—3—150 (C)	110—3—128—4—136—4—160
11	Mechanic ..	1	60—4—100 ..	105—4—145 ..	110—3—128—4—136—4—160
12	Ambulance Driver.		50—3—80 ..	100—3—130 ..	110—3—128—4—140
13	Wireman ..	1	52—3—85 ..	91—3—130 ..	100—3—136—4—140
14	Dental Mechanic ..	1	50—3—80 ..	91—3—130 ..	100—3—136—4—140
15	Carpenter ..	2	50—3—80 ..	91—3—130 ..	100—3—136—4—140
16	Plumber ..	1	50—3—80 ..	91—3—130 ..	100—3—136—4—140
17	Electrician ..	1	60—2½—90 ..	91—3—130 ..	100—3—136—4—140
18	Store Boy ..	1	45—3—75 (C) ..	91—3—130 ..	100—3—136—4—140
19	Dresser ..	1	45—1—55 (C) ..	(*i*) 82—2—102—E.B.—2—112 (C) for certificate holder. (ii) 70—1—80—E.B.—1—85 for others.	(*i*) 80—2—100—E.B.—3—115 for certificate holder. (*ii*) 75—1—80—2—90—EB—2—100 for others.
	CLASS IV				
1	Masseur ..	1	45—1—50—2—60 ..	80—2—100—E.B.—3—115	90—2—100—3—115—EB—3—130
2	Blind physiotherapist	1	45—1—50 ..	95—2—105—3—120 (C)	90—2—100—3—115
3	Head Jamadar ..	1	50—1—55 (C) ..	87—2—107 (C) ..	90—2—110
4	Head Laboratory Attendant.	11	35—1—40—2—44—E.B.—2—60	70—1—80—E.B.—1—85	80—2—100—E.B.—2—110
5	Head Cook ..	1	50—2—60 ..	80—2—100 ..	75—1—80—2—90—E.B.—2—100
6	Head Dhobi ..	1	35—1—40 (C) ..	77—1—87—E.B.—1—92 (C)	75—1—80—2—90—E.B.—2—100
7	Tailor ..	1	35—1—40 ..	70—1—80—E.B.—1—85	75—1—80—2—90—E.B.—2—100
		4	35—½—40 ..	70—1—80—E.B.—1—85	75—1—80—2—90—E.B.—2—100
		1	35—½—40 (C) ..	77—1—87—E.B.—1—92 (C)	75—1—80—2—90—E.B.—2—100
8	Record Supplier ..	2	35—1—45 ..	70—1—80—E.B.—1—85	75—1—80—2—90—E.B.—2—100
		2	35—1—40 ..	70—1—80—E.B.—1—85	75—1—80—2—90—E.B.—2—100
9	Head Sweeper ..	4	35—1—40 (C) ..	72—1—82 (C) ..	70—1—80—E.B.—2—90

CHAPTER 101

PUBLIC HEALTH DEPARTMENT

The Public Health Department is concerned with preventive health services and with combined curative and preventive health services provided at Rural Primary Health Centres. The Department is responsible for prevention and control of communicable diseases like cholera, small pox, malaria, filaria, leprosy, etc. control over epidemics, environmental hygiene and sanitation, safeguarding of purity of water supply and checking adulteration of food by providing facilities for chemical and bacteriological analysis of samples, and provision of training for public health workers including sanitary inspectors, public health nurses and maternity and child health workers. The improvement of vital statistics, the organisation of school health services, the implementation of the UNICEF skim milk feeding programmes for expectant and nursing mothers and for school children and family planning are also the responsibilities of the Department.

2. The Director of Public Health has his headquarters at Poona. Below him are regional Dy. Directors, each in charge of an administrative Division, and one functional Deputy Director, with headquarters at Poona, in charge of Malaria eradication and filaria control. There are also other functional officers directly below the Director such as Assistant Directors, Leprosy Officers etc. In the headquarters office, which is divided into twelve branches, the Director has the assistance of the following officers :—

(1) Assistant Director (Head Quarters).

(2) Assistant Director Vital Statistics and Epidemiology.

(3) Assistant Director Maternity and Child Health.

(4) Assistant Director, National Small Pox Eradication programme.

(5) Officer in charge, Family Planning.

(6) Audit Officer.

(7) Two non-technical Personal Assistants.

The field staff of the Directorate is organised partly under the Deputy Directors of Public Health for the several Divisions and partly under the functional Deputy or Assistant Directors or the Specialist Officers.

3. The designations of various posts, their existing pay scales and revised scales recommended by us for them are indicated in the accompanying schedule. Our views on pay scales of some of the important posts are mentioned below.

4. *Director of Public Health* (Rs. 1,600—1,800) :

The Administrative Department has proposed that a common pay scale may be prescribed for this post and the post of Surgeon General with the Government. In view of the fact that responsibilities of Director, Public Health have increased considerably since the existing scale was sanctioned. we recommend a revised scale of Rs. 1,800—2,000 for the post.

5. *Deputy Director of Public Health* (Rs. 1,200—1,500) :

We have recommended a revised scale of Rs. 1,300—1,600 for the post. The same scale has been recommended by us for the post of Deputy Director of Medical Services.

6. *Assistant Director of Public Health* (Rs. 400—1,100) :

We have suggested Standard Class I scale of Rs. 410—1,150 (Probationary pay Rs. 380) for the post. As the Assistant Directors are functional officers who assist Director of Public Health in technical matters, we do not consider it necessary to place them on a higher scale than that of District Health officers who are also in Class I.

7. *District Health Officer* (Rs. 400—1,100) :

The pay scale of the post has been recently improved. We do not consider it necessary to revise the scale further. A standard revised scale of Rs. 410—1,150 with probationary pay of Rs. 380 is suggested for the post.

8. *Professor in Public Health Institute, Nagpur* (Rs. 880—1,250) :

This post is not comparable to the post of a Professor in a Medical College. After taking into account the recruitment rule and duties of the post we recommend a revised scale of Rs. 900—1,300 for the post as against the scale of Rs. 1,100—1,400 recommended by us for the post of Professor in Medical College.

9. *Assistant Public Health Engineer* (Rs. 270—715) :

This post is comparable to that of a Deputy Engineer in the Buildings and Communications Department. We have, therefore, recommended a common revised scale of Rs.325—850 (Probationary pay Rs. 325) for both the posts.

10. *Special pays* :

The following officers are at present in receipt of special pays for the reasons shown against them :—

Designation of the post	Rate of Special pay	Reason for grant of special pay.
Principal, Public Health Institute, Nagpur ..	Rs. 150 ..	For attending to the duties of Principal.
Medical Officers (Health) Class II ..	(*i*) 20 % of grade pay (*ii*) Rs. 100 (*iii*) Rs. 50	There is no uniformity in rates. The special pay has been granted to officers in charge of Leprosy work and Family Planning work as their work is of arduous nature.
Medical Officers (Health) Class III ..	Rs. 20 or Rs. 30	Arduous nature of duties to be performed in rural areas.
Cashier	....	For handling cash.
Ist Chemical Assistant	Rs. 75 ..	Arduous nature of duties.
Machine Operator	Rs. 20% of grade pay.	For doing technical work.
Dental Surgeon	Rs. 50 ..	Arduous duties
Senior Typist	Rs. 20 ..	For supervision over Typists.
Senior Sanitory Inspector at Public Health Institute, Nagpur.	Rs. 20% of Grade Pay.	For supervision.

We recommend that the special pay may be continued at the existing rates except in the case of following officers for whom Special Pay may be as shown against them.

Medical Officer, Health (Cl. II) :	Fixed Special pay of Rs. 100 p.m.
Machine Operator ...	... Fixed Special pay of Rs. 30 p.m.
Senior Sanitory Inspector ...	... Fixed Special pay of Rs. 35 p.m.

11. In addition to these posts, we find that special pays have been sanctioned to the following officers :—

	Rs.	
(1) Assistant Director of Public Health (Head Quarters).	150	For performing duties of Assistant Director Public Health (Technical) at Head-quarters (sanctioned in 1947)
(2) Special Leprosy Officer	50	Arduous nature of duties (sanctioned in 1958)
(3) Assistant Director of Public Health (Transport).	150	Deputation allowance at 20% plus Technical pay of Rs. 50 is given to the incumbent since he was getting this allowance in the parent department.
(4) Regional Malaria Officer	75	Arduous nature of duties (sanctioned in 1958)
(5) Superintendent	40	For general Supervision (sanctioned in 1945).

Since these special pays were sanctioned, there have been considerable changes. The number of posts of Assistant Directors has increased. Similarly, the District Health Officers who were formerly in Standard Class II scale are now in Class I scale. Also the number of posts of superintendents has increased and *Prima-facie* there is no need to have a separate post of Senior Superintendent. We therefore, recommend that special pays of these officers may be discontinued. We, however, recommend that the special pay of Rs. 40 granted to the senior Superintendent may be taken into account for purposes of his initial pay fixation. For the holder of the post of Assistant Director Public Health (Transport) a deputation allowance equal to 20 % of his grade pay in the parent department (Police Department) plus technical pay of Rs. 50 per month which he was getting in the Police Department has been sanctioned. We recommend that the officer may be allowed pay as admissible to him in the parent department. We do not recommend any deputation allowance to the officer because there is no change in the nature of work.

12. *Non-practising allowance* :

One of the long standing grievances of the officers of this Department is that where as their counter parts in the Medical Department with similar qualifications are allowed either private practice or non-practising allowance, no such non-practising allowance is granted to them. We find that a suggestion had been made that instead of granting Non-practising allowance to the officers of the Public Health Department, they may be allowed to do private practice. This suggestion has not found favour with the administrative department. Its view is that concept of preventive health services envisages full-time service by the Public-Health personnel and does not permit diversion of attention. We are in agreement with this view. We understand that in several other States the officers of the Public Health Department have been allowed non-practising allowance. We, therefore, support the proposal of granting non-practising allowance to the officers of the Public Health Department who have medical qualifications. For the officers of the Medical Department rate of Non-practising allowance proposed by us is 25 % of grade pay limited to Rs. 400. We recommend the same rate of Non-practising Allowance to medically qualified personnel of the Public Health Department.

SCHEDULE

PUBLIC HEALTH DEPARTMENT

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
1	Director of Public Health.	1	1,600—100—1,800 ..	1,800—100—2,000	
2	Deputy Director of Public Health.	5	1,200—50—1,500 ..	1,300—60—1,600	
3	Principal, Public Health. Institute.	1	880—40—1,000—50—1,250 Special pay of Rs. 150	900—50—1,300 Special pay to be continued.	
4	Professor, Public Health Institute.	1	880—40—1,000—50—1,250	900—50—1,300	
5	Medical Officer Incharge Leprosy Training Centre, Nagpur.	1	700—40—1,100—50/2—1,250 ..	700—50—1,250.	
6	Lecturer, Public Health Institute, Nagpur.	1	550—30—640—40—880 ..	560—30—650—45—965 ..	
7	Assistant Director of Public Health.	1	400—30—610—40—730—E.B.—45—1,000—50—1,100 Special pay of Rs. 150	410—30—650—E.B.—45—1,100 50—1,150. (Fixed pay of Rs. 380 during the period of probation) Special pay to be discontinued.	
8	Assistant Director of Public Health.	11	400—30—610—40—730—E.B.—45—1,000—50—1,100. (Technical allowance Rs. 50 p. m. for one post of Assistant Director, Public Health, Transport; plus Deputation Allowance @ 20%)	410—30—650—E.B.—45—1,100—50—1,150. (Fixed pay of Rs. 380 during the period of probation) (Technical Allowance to Assistant Director, Public Health Transport to be continued) Deputation Allowance to be discontinued.	
9	Special Leprosy Officer.	1	400—30—610—40—730—E.B.—45—1,000—50—1,100 Special pay of Rs. 50 p.m.	410—30—650—E.B.—45—1,100 50—1,150. (Fixed pay of Rs. Rs. 380 during the period of probation) Special pay to be discontinued.	
10	Entomologist ..	1	400—30—610—40—730—E.B.—45—1,000—50—1,150	410—30—650—.EB.—45—1,100—50—1,150. (Fixed pay of Rs. 380 during the period of probation).	
11	Regional Malaria Officer.	4	400—30—610—40—730—E.B.—45—1,000—50—1,100. Special pay of Rs. 75	410—30—650—E.B.—45—1,100—50—1,150. (Fixed pay of Rs. 380 during the period of probation). Special pay to be discontinued	
12	Public Health Officer, Additional Public Health Officer (Poona) and Medical Officer, Health Unit.	30	400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1,100—50—1,150. (Fixed pay of Rs. 380 during the period of probation).	
13	Medical Officer Incharge Leprosy Control Unit.	27	270—15—390—E.B.—15—450—20—490—E.B.—25—715. Special pay of Rs. 100	325—25—550—30—610—E.B.—30—850. (Fixed pay of Rs. 325 during the period of probation). Special pay to be continued.	

Public Health Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
14	Malaria Officer Incharge National Malaria Eradication tion Units.	32	270—15—390—E.B.—15—450—20—490—E.B.—25—715.	(*i*) 325—25—550—30—610—E.B.—30—850. (Fixed pay of Rs. 325 during the period of probation) For persons holding Medical qualification. (*ii*) 300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation) for others.	
15	Medical Officer and Assistant Health Officer, Mobile Medical Units, Aurangabad, Nanded and Mobile-*cum*-stationary Unit, Chanda.	3	270—15—390—E.B.—15—450 20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850. (Fixed pay of Rs. 325 during the period of probation).	
16	Medical Officer Incharge Mobile Hospital Units.	5	270—15—390—E.B.—15—450—20—490—E.B.—25—715. Special pay of Rs. 50	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation). Special pay of Rs. 100 p.m.	
17	Medical Officer ..	12	270—15—390—E.B.—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
18	Medical Officer, Leprosy Training Centre, Gondia.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715. Special pay of Rs. 100	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation). Special pay to be continued.	
19	Medical Officer Incharge Primary Health Centre.	371	270—15—390—E.B.—15—450—20—490—E.B.—25—715. Special pay of Rs. 50 for 98 posts only	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation). Special pay of Rs. 100 for 98 post	
20	District Family Planning Officer.	25	270—15—390—E.B.—15—450—20—490—E.B.—25—715. Special pay of Rs. 50	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation). Special pay of Rs. 100 p.m.	
21	Research Officer, Filaria Control Units.	3	270—15—390—E.B.—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
22	Filaria Officer, National Filaria Control Unit.	2	270—15—390—E.B.—15—450—20—490—E.B.—25—715.	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
23	Assistant Surgeon Incharge Public Health Centre and Health Units.	12	270—15—390—E.B.—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation)	
24	Woman Assistant Surgeon, Daga Memorial Hospital.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715.	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	

Public Health Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
25	Junior Lecturer, Public Health Institute, Nagpur.	2	270—15—390—E.B.—15—450—20—490—E.B.—25—715.	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
26	Officer-in-charge, Sanitary, Inspectors' Class, Nagpur.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715.	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
27	Demonstrator, Leprosy Trainng Centre, Nagpur.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715.	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
28	Superintendent, Shenda Park Leprosy Colony, Kolhapur.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715 Special pay at 20% of the grade pay.	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation). Special pay of Rs. 100 p.m..	
29	Superintendent, D. M. Petit Hospital, Ratnagiri.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715 Special pay at 20% of the grade pay.	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation). Special pay of Rs. 100	
30	Assistant Leprosy Officer.	3	270—15—390—E.B.—15—450—20—490—E.B.—25—715 Special pay of Rs. 100	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation) Special pay of Rs. 100	
31	Assistant Regional Malaria Officer.	4	270—15—390—E.B.—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
32	Additional Family Planning Officer, Nagpur.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
33	Research Officer, P. H. Laboratory, Poona.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
34	Assistant Health Officer.	3	270—15—390—E.B.—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
35	Assistant Bacteriological Assistant (Cholera and Small pox).	3	270—15—390—E.B.—15—450—20—490—E.B.—25—715	(*i*) 325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation) for those possessing Medical qualifications (*ii*) 300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation) for others.	
36	Junior Entomologist.	4	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	

Public Health Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
37	Chief Chemist, Food Laboratories	3	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
38	Officer on Special Duty in-charge UNICEF skim milk.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
39	Personal Assistant to Director of Public Health; Additional Personal Assistant to Director of Public Health and Personal Assistant to the Deputy Director of Public Health.	7	270—15—390—E.B.—15—450—20—490—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation).	
40	Organisation and Methods Officer.	1	270—15—390—E.B.—15—450—20—490—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation).	
41	Statistician under Family Planning programme.	1	270—15—390—E.B.—15—450—20—490—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during period of probation).	
42	Assistant Public Health Engineer.	2	270—15—390—E.B.—15—450—20—490—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
43	Audit Officer ..	1	270—15—390—E.B.—15—450—20—490—25—715	340—20—500—25—550—E.B.—25—650—30—800 (Fixed pay of Rs. 320 during the period of probation) for officers of Maharashtra Finance and Accounts Services.	
44	Lady Superintendent, Health School, Nagpur.	1	275—275—300—15—360—E.B.—15—450	300—20—500 (Fixed pay of Rs. 280 during the period of probation.)	
	NON-GAZETTED.				
45	Medical Officer in-charge Vasectomy Unit.	25	(i) 250—15—400 (for M.B.B.S) Special pay of Rs. 50 (ii) 160—7—230—E.B.—8—310—E.B.—10—350 (other than M.B.B.S.). Special pay of Rs. 20 for D.M.Ps.	(i) 260—15—455 (for M.B.B.S.) (ii) 180—10—290—E.B.—15—380 (For diploma holders in Allopathy). (iii) 150—6—180—8—204—E.B.—8—260—10—270—E.B.—10—320. (For others).	
46	Medical Officer in-charge Mobil Vasectomy Units.	4	(i) 250—15—400 (for M.B.B.S.) (ii) 160—7—230—E.B.—8—310 E.B.—10—350 (other than M.B.B.S.). Special pay of Rs. 50 for M.B.B.S. and Rs. 20 for D.M.P.S.	(i) 260—15—455 (for M.B.B.S.) (ii) 180—10—290—E.B.—15—380 (for diploma holders in in Allopathy). (iii) 150—6—180—8—204—E.B.—8—260—10—270—E.B.—10—320 (for others).	

Public Health Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
56	Assistant Unit Officer.	32	160—7—230—E.B.—8—310—E.B.—10—350 Special pay of Rs. 20	(i) 180—10—290—E.B.—15—380 (Higher starting pay of Rs. 250 for M.B.B.S.) for those possessing Allopathic qualification. (ii) 150—6—180—8—204—E.B.—8—260—10—270—E.B.—10—320 Special pay to be continued	
57	Sister Tutor ..	2	250—10—300 ..	250—10—290—15—350	
58	Public Health Nurse	9	165—6—195—10—245 ..	170—8—210—10—270	
59	Lady Assistant Superintendent.	3	165—6—195—10—245 ..	170—8—210—10—270	
60	Veterinary Surgeon	1	150—9—195—10—285—E.B.—15—360 (Veterinary Graduate to start on Rs. 215)	160—10—290—E.B.—15—380 (Veterinary Graduate to start on Rs. 220)	
61	Health Visitor ..	17	145—5—170—6—188—E.B.—6—230	155—5—170—6—200—8—240	
62	Nurse ..	40	145—5—170—6—188—E.B.—6—230	155—5—170—6—200—8—240	
63	Auxiliary Nurse Midwife	1916	145—5—190 ..	155—5—170—6—200	
64	Leprosy Technician	236	137—4—165—5—205 ..	145—4—165—5—185—E.B.—5—225	
65	Midwife ..	28	120—5—145 ..	125—4—165	
66	Physio Theraphy Technician.	7	100—3—130—E.B.—4—170	110—3—128—4—144—E.B.—4—180	
67	First Chemical Assistant.	1	200—10—400 .. Special pay of Rs. 75	210—10—290—15—320—E.B.—15—425 Special pay to contine.	
68	First Bacteriological Assistant.	1	200—10—400 ..	210—10—290—15—320—E.B.—15—425	
69	Chemical and Bacteriological Assistant.	11	200—10—360 ..	200—10—290—E.B.—15—380	
70	Entomological Assistant.	4	200—10—360 ..	200—10—290—E.B.—15—380	
71	Laboratory Technicians.	8	125—5—145—8—185—E.B.—10—245	130—5—150—8—190—E.B.—10—270 (Science graduates to start on on Rs. 150).	
72	Malaria Assistant ..	3	125—5—145—8—185—E.B.—10—245	130—5—150—8—190—E.B.—10—270 (Science graduate to start on Rs. 150).	
73	Malaria Technician	219	125—5—145—8—185—E.B.—10—245	130—5—150—8—190—E.B.—10—270 (Science graduate to start on Rs. 150).	

CHAPTER 102

TOWN PLANNING AND VALUATION DEPARTMENT

The Town Planning and Valuation Department as its name indicates, principally deals with the technical subjects of planning of land and valuation of real property.

At the Head of the Department is the Director of Town Planning with head quarters at Poona. There are Branch Offices at Bombay, Kalyan, Poona, Kolhapur, Sholapur, Jalgaon, Aurangabad, Amravati and Nagpur and subsidiary offices at Satara, Ahmednagar and Nanded. Branch Office at Bombay is under Deputy Director, Town Planning and another Branch offices are each under an Assitant Director of Town Planning. Subsidiary Offices are each under a Town Planner. In addition to the Branch and Subsidiary Offices, there are special Offices for specific assignments. The Assistant Directors and Land Acquisition Officers are entrusted with the work of these special Offices. All together there are forty five officers of Gazetted rank in the Department. The lower staff at Head quarters and in the Branch and other offices of the Department numbers more than five hundred. The staff of this department are allowed to retain 50 % of the fees received by them for giving expert evidence in courts in respect of Land Acquisition cases.

The designation of various posts in the department, their existing pay scales and the revised scales recommended by us for the posts are indicated in the accompanying schedule. Considerations underlying our recommendations in regard to pay scales of few categories of posts are discussed below.

2. *Director of Town Planning* (Rs. 1,300—1,800) :

The pay scale was revised in general revision of 1962 from Rs. 1,300—1,600 to Rs. 1,300—1,800. We do not think that further upgrading of pay scale is necessary.

3. *Assistant Director of Town Planning* (Rs. 550—910) ; (Probationary Pay Rs. 500) :

The department has equated this post to that of Executive Engineer in Buildings and Communications Department. In view of this we have proposed a revised scale of Rs. 650—1,150 for the post but with fixed probationary pay of Rs. 600.

4. *Town Planner, Special Land Acquisition Officer* (Rs. 390—715) (Probationary pay of Rs. 350) :

The Administrative Department has stated that the duties and responsibilities of these posts are more specialised and onerous than those of Deputy Engineers, in Buildings and Communications Department.

Accepting the above recommendation we have suggested the revised scale of Rs. 375—850 (fixed pay of Rs. 375 during the period of probation) for these posts.

5. *Assistant Town Planner* (Rs. 250—500 ; higher start of Rs. 295 for Engineering graduates) :

Recruitment is made either by promotion of Surveyors who possess a degree with two years experience or diploma with five years experience in Engineering or by nomination of persons possessing degree in Engineering with three years practical experience in Engineering.

The Director has stated that there is recruitment difficulty and 43 Assistant Town Planners have resigned since 1962 due to unattractive scales. The Director has proposed a revised scale of Rs. 345—690 for this post.

Since the post is filled in both by promotion and nomination we feel that pay scale of Rs. 275—570 is adequate for the post. At present a graduate Surveyor with two years service on appointment to the post of Assistant Town Planner is given higher start of Rs. 295. The administrative department has stated that in order to attract Engineering graduates to the post and also because the Engineering graduate as Surveyor gets higher starting pay of Rs. 240, the above orders of giving higher starting pay were issued

Town Planning and Valuation Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
13	Junior Draftsman ..	6	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	130—4—150—5—175—E.B.—5—200—6—230	
		38	115—5—155—E.B.—5—190 .. Higher start of Rs. 125 for qualified draftsman.	130—4—150—5—175—E.B.—5—200—6—230	
			125—125—4—165—E.B.—5—220.	130—4—150—5—175—E.B.—5—200—6—230	
			135—3—159—E.B.—3—168—4—180	130—4—150—5—175—E.B.—5—200—6—230	
14	Tracer ..	41	91—3—130—E.B.—4—170 .. Higher start of Rs. 100 for S. S. C. holders.	110—4—150—E.B.—5—200	
15	Driver ..	3	100—3—130—4—150 ..	110—3—128—4—144—E.B.—4—180	
16	Accountant ..	1	300—15—450 ..	300—15—375—20—475	
17	Head Clerk ..	2	270—10—350 ..	260—10—290—15—410	
18	First Clerk/Town Planning Clerk, Head Clerk in Regional Plan Offices.	5	195—10—245 ..	200—10—290—15—320	
19	Accountant, Head Clerk in Branch Offices.	10	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
			120—5—160—E.B.—5—170—10—220	150—8—190—10—220—E.B.—10—270	
20	Senior Clerk ..	5	200—10—280 (C) ..	150—8—190—10—220—E.B.—10—270	
		18	145—8—185	150—8—190—10—220—E.B.—10—270	
21	Land Acquisition Clerk.	1	105—4—137—E.B.—4—145—8—185	110—4—150—E.B.—5—200	
22	Junior Clerk ..	5	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
		65	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
	CLASS IV				
23	Blue Printer ..	2	70—1—80—E.B.—2—100 ..	80—2—100—E.B.—2—110	
24	Daftarband ..	1	77—2—97—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
		17	70—1—80—E.B.—2—100 ..	80—2—100—E.B.—2—110	
25	Process Server ..	2	77—2—97—E.B.—2—107 (C)	75—1—80—2—90—E B.—2—100	
		9	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
26	Naik ..	2	70—1—80—E.B.—1—85 ..	80—2—100	
27	Peon/Survey Khalasi.	17	72—1—82 (C) ..	70—1—80—E.B.—2—90	
		100	65—1—75 ..	70—1—80—E.B.—2—90	
28	Attendant ..	34	75 fixed ..	70—1—80—E.B.—2—90 Subject to remarks in the Chapter on common categories of posts.	

PART III

CHAPTER 103

PAY SCALES OF TEACHERS

The Commission has been asked to consider the impact of its recommendations on the emoluments of teachers in aided schools and of the staff under Zilla Parishads including the primary and secondary teachers in schools under the management of Zilla Parishads. In this chapter we propose to discuss the structure of pay scales for both these categories of teachers and recommend a complementary structure of scales of pay and allowances, other than Dearness Allowance, for such employees.

When pay scales of Government employees are being revised, it is bound to have impact on the emoluments of teachers both in aided-schools and schools working under Zilla Parishads. Under the present system of grants-in-aid, the private managements of aided-schools are enjoined to pay their teachers according to the rates prescribed by the Education Department. It follows and is logical that whatever pay rates Government would provide for its own teacher employees, should also be prescribed for teachers in aided-schools.

Teachers both in Government employment and in aided-schools and under Zilla Parishads belong to the same social group and are equally suffering from the distressing economic factors. A teacher deserves a living as should befit his calling in life and profession of a teacher. Under the present conditions the profession holds no attraction for the talented person.

2. Primary Education is presently entrusted to the care of Zilla Parishads and Municipalities or Corporations, and Secondary Education is mostly managed by private associations under a grant-in-aid system. Education should be the responsibility of the State, but apparently for historical reasons, the same is placed in charge of the local authorities and private associations, who should accordingly be considered as agencies of the Government, entrusted with the task of discharging the educational obligations of the State. The State controls, regulates and supervises the educational system upto secondary level. The State Government is responsible for proper standards of education and its extension. A teacher being an integral and important functional agent in the State's educational activities, it becomes the responsibility of Government to adopt measures for providing fair and appropriate remuneration to the teacher-community.

3. Provisions relating to aided schools are contained in Grant-in-Aid Code. The educational system leading to higher education is divided in two stages, viz. Primary and Secondary. A primary school means a school in which primary education is imparted as prescribed under Bombay Primary Education Act 1947. "Elementary Standards" of a primary school means standards 1 to 4. Secondary education is provided by schools including what are known as English-teaching Schools, Vocational High Schools and European Schools. The main object is to impart a good general education suitable for pupils at the stage of adolescence.

4. There is also the other branch of primary education, known as "Basic Education". "Basic Education" is imparted in primary schools, wherein the instruction, throughout the course, centres round some form of manual and productive work; and all other activities, or training provided for, are as far as possible, integrally related to the central handicrafts chosen with due regard to the environment of the child. Similarly a "Craft School" is a primary school which provides for the teaching of one of the crafts approved by Government, in addition to the ordinary school subjects.

5. Due to expansion of primary education and the impact of educational concessions for economically backward classes under which children of all persons whose annual income from all sources does not exceed Rs. 1,200, receive free education at all stages i.e. primary, secondary, college, technical etc., progress in the field of secondary education has been substantially accelerated. The main features of this large scale

expansion in secondary education are (*a*) increasing facilities for elementary education, (*b*) the awakening among socially and economically backward classes to the value of education as an important means of their uplift, (*c*) the improvement of the economic conditions of the general mass of people, particularly of agriculturists and industrial labour and also (*d*) the extension of secondary school facilities in the rural areas. This has resulted in the increased demand for teachers.

6. In Western Maharashtra (13 districts of old Bombay State) the total duration of school education is 11 years. This period comprises 4 years of the lower primary or junior basic (standards I-IV), three years of the upper primary or senior basic (standards V-VII) and high school course of four years (standards VIII-XI). Some schools have the full secondary course of 7 years covering standards V-XI. Thus, standards V-VII may form part of primary school or of secondary school, but without material difference in syllabus. The Poona Divisional Board which is a statutory body, holds S. S. C. Examination at the end of secondary course. Primary school certificate is on optional basis. In Vidarbha, after primary course, there is an external examination called Primary Certificate Examinnation. This certificate is a pre-requisite for admission to secondary stage. The secondary schools are divided into Middle School (Lower Secondary), and Higher Secondary Schools (upper secondary). There are three types of middle schools viz :—

1. The Indian Middle Schools 2. The Senior Basic School.	Both teaching Standard V to VII with Standards I-IV attached to them.
3. The Indian English Middle School.	Teaching Standards V-VIII (English is compulsory subject).
4. The High or Higher Secondary Schools.	Teaching Standards IX-X for Secondary Course and Standards IX-XI for Higher Secondary Course for joining colleges.

The Nagpur Divisional Board which is a statutory body, conducts the Secondary Schools Certificate (S. S. C.) and the Higher Secondary Certificate Examination.

In the five districts of Marathwada, the primary school course extends over five years from Standards I to V. There is no public examination. Thereafter there is middle-school stage with Standards VI-VIII in which English is taught as a compulsory subject, followed by high school or higher secondary stage with standards IX-XI and IX-XII respectively. Examinations are held by the Aurangabad Divisional Board. Some of the primary schools in Marathwada have Middle-school classes attached to them. There are also schools in which high-school standards are attached to middle schools. Entire education at the secondary stage has to be completed in schools. Pre-University classes started in Universities are considered as temporary measures and goal is to transfer these classes as soon as possible to higher secondary schools. Standard to be achieved at the end of secondary stage is expected to be of intermediate level of the former four-year college courses.

Following table illustrates the pattern of educational system in different regions of Maharashtra :—

Stage	Western Maharashtra	Vidarbha	Marathwada
Lower Primary Stage	Standard I—IV	Standard I—IV	Standard I—V
Primary (Upper)	Standard V—VII	Standard V—VII	Standard VI—VIII
Secondary	Standard V—VII	Standard V—VIII	Standard VI—VIII
High School Stage	Standard VIII—XI	Standard IX—X	Standard IX—XI
Higher Secondary Stage	....	Standard IX—XI	Standard IX—XII

7. At present, there is much shortage of trained teachers. There are training institutions which take the form of a college, a school or a class for training students for the teachers' career. A secondary teacher is considered as trained, if he acquires any one of the following professional qualifications:—

(1) The Secondary Teachers Certificate (S.T.C.) of the Education Department (2) The Teachers Diploma (T.D./Dip. Ed.) of a University. (3) A Bachelor of Teaching (B.T.) or B.Ed. degree of an University. (4) A Primary Teachers' Training Certificate (P.T.C.) (for holders of Secondary School Certificates only).

Education department also holds examinations for the diploma in basic education and it is restricted to graduates with at least 2 years experience in the teaching line. Holders of this diploma are regarded as specially qualified to teach in primary teacher training institutions.

An untrained teacher other than a specialist teacher is not usually appointed on a permanent basis in a recognised school. He is expected to acquire training qualifications within a period of 5 years. Reasonable expenditure on deputation of teachers for undergoing the training course is admitted for grants.

Following table gives the position of trained teachers :—

Percentage of Trained Teachers 1962-63.

Region	Percentage of trained men teachers.	Percentage of trained women teachers.	Percentage of trained teachers to total teachers	Average number of pupils per teacher
Greater Bombay ..	84·4	88·6	87·0	35
Rest of Bombay Division ..	72·4	65·00	70·8	41
Poona Division	76·7	71·1	76·8	42
Nagpur Division ..	65·8	81·7	68·1	31
Aurangabad Division ..	29·7	37·0	30·5	37
	67·6	76·8	69·8	38

Teachers training at the secondary level is in two levels: (1) The Graduate level, and (2) The under-graduate level

(A) At graduate level the secondary teacher is trained for :—
- (i) B.T. or B.Ed. (regular).
- (ii) B.T. degree short term (six months course).
- (iii) B.T. degree (Basic)—for trained graduates i.e. post-graduate course.
- (iv) Diploma in education (D.Ed.) of graduates basic training centres.

(B) At under-graduate level secondary teachers receive training for :—
- (i) Secondary Teachers certificate (S.T.C.).
- (ii) Teacher's Diploma (T.D.).
- (iii) Diploma in Teaching (Dip. T)—one year course.
- (iv) Basic training diploma.

S.T.C examination could be taken without necessity of having to put in full-time attendance, while T.D. is a full-time course. At times even graduates qualify with S.T.C. course. S.T.C. course cannot be considered as adequate training for graduates who are expected to take B.Ed. degree.

(C) Training of Hindi teachers for secondary schools :—

(1) Senior Hindi Sikshak Sanad (8 months course)—H.S.S.

(2) Junior Hindi Sikshak Sanad (4 months course).

(D) Drawing Teacher's training institutions :—

(1) Department of Teachers training attached to J. J. School of Art, Bombay (course of one academic year).

(2) Chitrakala Sikshak, attached to Abhinava Kala Vidyalaya, Poona.

(3) Drawing Teachers Training classes attached to other recognised institutions.

(E) Training in Physical Education :—

(1) Diploma in physical education is given at the Training Institute for Physical Education, Kandivali.

(2) Short term course of three months for teachers in secondary schools by some institutions for physical education.

8. In the old Bombay State upto 1921 or so, the initial pay of a graduate teacher in a Government high school in the mofussil, ranged from Rs. 40 to Rs. 50 p.m. In 1921 it was changed to Rs. 70—200. Thereafter there was reduction and from 1931 new entrants were appointed on pay of Rs. 45—175. This position continued till 1948. After 1948, the pay of a graduate teacher in Government schools was upgraded to old level of Rs. 70—200. A Committee known as Secondary Schools Committee was appointed in 1947 to report among other things on the salary scales of Secondary School teachers. Acting on the recommendations of this Committee, the then Bombay Government introduced common scales of pay for Secondary teachers and the same were as below :—

(A) Trained Graduate—B.A. with B.T. Rs. 80—200.

(B) Trained Matriculates—Rs. 56—120.

Dearness Allowance to teaching staff in private schools at the same rate as was permissible to Government employees holding similar posts, was also sanctioned. As a result of above steps, an important principle of "Equality between pay scales of teachers in Government and Non-Government Schools" was recognised.

Steps on above lines were also taken in Vidarbha areas, then part of Madhya Pradesh, under a regulation which laid down that "the scales of pay of headmasters, teachers, and clerks and other Class IV servants in schools which are in receipt of Government grants shall not be less than those sanctioned for the corresponding staff in Government schools".

In Marathwada, revised "grant-in-aid" rules were sanctioned by the Education Department of Government of Hyderabad in 1952. It was provided that the scales of pay and allowances of teachers in aided schools for the purpose of calculating the grants should not be higher than those permissible in the case of Government schools.

9. The Integration Committee for Secondary Education appointed by Bombay Government (1958-59), after reviewing the pay structure in the Secondary schools prescribed uniform scales for teachers in Secondary Schools.

The pay scales as recommended by the Integration Committee were accepted by the Government with small changes and the present pay scales are mostly on lines proposed by that Committee. These new scales were given effect from November 1959.

10. It has to be realised that it will not be possible to get right type of teachers unless there is improvement in their status, and emoluments, and other conditions of service. It is necessary to provide better salary scales for attracting more competent persons to join the teaching profession. It is recognised by everyone that "teachers constitute the backbone of the system of school education". The Meeting of Experts on Teachers' Problem (International Labour Organisation) has pointed out—"To attract persons of the right quality in adequate number and to retain them in the profession, teachers should enjoy a high standing in the community; they should be given such conditions of employment as to enable them to live in a manner commensurate with their education, their responsibility and duties and the cultural and social significance of their work. It has also to be emphasised that every profession has some obligation towards the society, but, it has to be realised that obligations of teachers towards the children entrusted to them and towards the community as a whole are of a special kind, not entirely paralled with any other profession".

It has been pointed out that the present emoluments in the teaching profession are not adequate enough to attract the right type of personnel with requisite qualifications. It is also emphasised that better type of personnel prefer jobs in other departments of Government or in private establishments or in commercial offices. It is obvious that the emoluments in teaching profession in secondary and primary levels have been at low levels in pre-independence era, and even thereafter, no substantial improvements have been made therein. It is not suggested that the situation is a result of any deliberate policy. Some of the reasons why improvement upto desirable level could not be effected are also obvious.

12. The opportunities for promotion and self-advancement are limited and as has been said, a teacher's post is a "blind alley job". The only post for promotion can be of a headmaster and such posts are too few for being considered adequate for promotional opportunities. While determining salaries of teachers, the above facts deserve special consideration and point out the necessity for giving appropriate weightage on that account.

13. There is also an urgent need to improve the quality of recruitment to teaching profession. Employment potential both in government and in private sector is on the increase since the launching of Five-Year Plans. Emoluments offered by these sectors are comparatively more attractive as compared to salaries paid to teachers. Well-qualified candidates therefore naturally prefer services other than the teaching profession, with the result that there is grievous dearth of well qualified entrants of a right quality in the teaching line. Very often, candidates join the teaching line only as a "jumping off ground for other and better paid appointments". Instances are not wanting, where even trained teachers have left their profession simply because of low scales of salaries.

14. The foremost consideration placed before us refers to desirability of improving the status of teaching profession. Persons of right quality with adequate academic qualifications are attracted to a profession only if it commands respect and status in society. Even from the point of society, it is also obvious that a teacher will not give forth what society expects of him, unless his conditions of service are so changed, as to enable him to live a decent life and maintain a standard of conduct appropriate to the high tradition of his profession. While dealing with the question of salary determination of employees of Maharashtra Government, we have stressed the importance and utility of the two recognised principles namely, the "economic principle" and the "principle of fair comparison". The "economic principle" requires that employer should pay as much as is necessary, neither more nor less, for attracting right type of entrants to the service and maintaining their efficiency and keeping them above corruption. The principle is based mainly on the economic law of supply and demand. The rule of "fair comparison" requires determination of salaries of the employee concerned on fair comparison with the

current remuneration of outside staff employed broadly for comparable work. Considering the nature, significance and utility of teachers' profession to the society and the status and respect it should possess, it is not appropriate that the normal law of supply and demand should be applied to employment in this category.

15. The other equally important problem is about the measure of value of the duties and responsibilities of a teacher and its correlation with salary scales of other Government employees. The pay scales are ordinarily related to educational qualifications with due regard for nature of work, duties and responsibilities. Importance and utility of the service to the community is also a relevant factor. In the case of teachers upgrading of salaries is pressed or claimed on the basis of the need for raising the social and economic status of the teachers community. How to measure the level of social status in terms of money and to what extent the concept of required social status should influence determination of salaries present a most perplexing problem. We are anxious to avoid discremination within the different groups of services. Most of the proposals sent to us in the matter of upgrading of salaries, appear to have been influenced by idealistic concept of social status of a teacher. A pay plan has to be a balanced pay structure. For attracting talented persons to the profession, the concept of social status of the profession is no doubt relevant. But it is also necessary that consideration of the problem of raising the status of a teacher should not make us indifferent to the principle of equality, and the concept of status should be used only to the extent necessary and in a manner as would avoid unjustified distinctions among different services. Comparison of pay scales for employees with similar educational qualifications but working in different occupations is often difficult. There is, however, a general insistance that salaries of teachers should be comparable to those of government emplbyees requiring similar educational qualifications for recruitment. It has been suggested that a graduate B. T. should be equated with a Mamlatdar and a graduate S. T. C. with a grade between that of Mamlatdar and Head clerk, an intermediate S. T. C. with the upper-division clerk and a Matric S. T. C. with lower-division clerk. In fact, in our view the above comparison is not sound and ignores the professional importance of the teachers and their differing requirements.

16. Recently, the Education Commission has made certain recommendations on these questions, and they can be appropriately considered at this stage. The recommendations can be summarised as below :—

(i) The Commission has approved generally, the idea of introducing national scales of pay for all categories of teachers. It has, however, observed that at the school stage, the problem is more difficult because the desirability of introducing national scales of pay at this stage is itself challenged. It has recommended that at the school stage the Government of India should lay out the minimum scales of pay for school teachers. The States and Union Territories should then adopt equivalent or higher scales of pay to suit their local conditions.

(ii) The remuneration of teachers working under different managements should also be the same and that all teachers having the same qualifications and the same responsibility should have the same, or at least similar, remuneration and conditions of work and service.

(iii) The scales of pay of primary teachers should be comparable to those of public servants with similar qualifications and responsibilities. But they should have a higher basic pay in recognition of the two years of professional training which they have received.

(iv) The difference in the remuneration of teachers at the different levels—primary, secondary and university should be reduced to the minimum. The Commission has accepted the idea in principle that the scales of pay of teachers at the school stage should be based only on qualifications and should be made

independent of the substage pre-primary, lower-primary, higher-primary, lower-secondary or higher-secondary, in which they might be serving. It has, however, been accepted that it may not be possible on financial grounds to adopt this principle immediately.

(v) The Commission has also made some specific proposals for reform in the structure of pay scales at the school stage. It has recommended that the existing multiplicity of scales of pay should be reduced and that there should be three main scales of pay for school teachers as mentioned below :—

(*a*) A scale of pay for teachers who have completed the secondary course and are trained, and who form the vast bulk of teachers at the primary stage.

(*b*) A scale of pay for trained graduates who would form a small proportion of teachers at the primary stage but the vast bulk of teachers at the lower secondary stage.

(*c*) A scale of pay for teachers with post-graduate qualifications who form a small proportion of teachers at the lower-secondary stage, but the bulk of teachers at the higher-secondary stage.

(vi) Incentives to teachers of special subjects or to teachers with additional qualifications can be given in the form of advance increments or special allowance. The scale of pay of special teachers i.e. for drawing, craft, physical education etc. should be related to above three basic scales in a suitable manner.

(vii) The improvement in the salaries of school teachers must be linked with an improvement in their qualifications and methods of recruitment. The responsibility for this should be on the State Education Department.

As regards private schools the Commission observes that the recruitment procedures should be tightened up on the lines recommended for affiliated colleges.

From the view point of promotional prospects, the Commission has recommended that qualified and trained teachers in primary schools should be considered for promotion to higher posts of Headmasters or Inspectors of Schools ordinarily meant for trained graduate teachers and that about 10-15 % of such posts should be reserved for such promotions.

Similarly, trained graduate teachers who have done outstanding work as teachers should be eligible for promotion to 10-15 % of the posts carrying salaries of teachers with post-graduate qualifications.

(viii) According to the Commission, scales of pay spread over 20 years cover too long a period. They have, therefore, recommended that it would be desirable to introduce a system under which teachers obtain advance increments for outstanding work. According to the Commission about 5 % of teachers should be able to reach the top of the scales in about 10 years and another 5 % in about 15 years.

(ix) On the question of relating the salaries to cost of living, the Commission has observed that this can be better done by resorting to the principle of parity with government employees and has recommended that all salaries of teachers should be reviewed every five years and the dearness allowance to be paid to teachers should be related to those of government servants.

(x) On the question of welfare services, the Commission has observed "a large number of suggestions have been put forward with a view to providing certain welfare services to teachers such as grant of free housing, free education for children, and free or subsidised medical facilities. Suggestions of this kind may serve as transitional measures until adequate scales are adopted but we do not think that an emphasis on such marginal benefits is the right approach to an equitable solution of the problem. The best course would be to pay the teachers adequately so that no special benefits of this type need be offered".

matter and teachers should be contented if their services are recognised and question of reward should be left to the management. But considering all the drawbacks and the other aspects, we feel that merit, ability and dedication to profession must be rewarded properly by reserving some promotional posts for them on the lines recommended by the Education Commission with sufficient safeguards against malpractices. We also recommend the granting of advance increments for higher qualifications.

21. The scales recommended by the Education Commission and recommended by us are intended for attracting talented personnel in the profession of teaching. If this intention is to succeed, it is necessary that recruitment should be controlled and regulated by appropriate recruitment rules. At present, as is observed by many, the recruitment is not strictly on a merit basis. This is so important a reform and a prerequisite that we felt that we should suggest the postponement of the implementation of our proposals regarding improved pay scales until such recruitment rules are framed and made effective. On fuller consideration, we came to the conclusion that this step will not be in the interest of the profession and as such the question of taking appropriate steps should be left to the Education Department so that only proper personnel would receive the benefit of these scales of pay.

22. The problem of deciding proper pay scales for teachers presents various difficulties. It has to be realised that idealism or love for the teaching profession will attract only a few. Satisfactory level of remuneration can be the "largest single factor" which will attract right type of talent to this profession. Considering the importance and significance of teachers' profession for the society and the nature of the problem, we may hazard the opinion that it will not amount to discrimination even if some preferential discretion is exercised in favour of this class of employees. If society needs improvement in its educational system, it must pay for such improvement to the extent as can be considered reasonably necessary.

23. What is going to be the policy of Government in the event of upgrading of the teachers' salaries, in regard to grants-in-aid, we are not in a position to know. Private schools with limited financial capacity such as, those with small number of students or without substantial income from charitable endowments are bound to face insurmountable difficulties in balancing their budgets in the event of even a moderate upgrading of salaries of teachers. Undesirable forms of economy or manipulation in expenditure, which may follow are likely to defeat the very purpose of the revision of the pay structure. Standards of education may go down and the smaller schools may have to suffer precarious existence. Private managements have so far, rendered invaluable service to the society, in the field of education. The educational institutions must be guaranteed a healthy growth. We see many schools coming up in different parts of the State with modest beginning and then grow up to a respectable size. This progress is mostly due to reserves which they could build up in course of time. Giving due weight to the proposals received by us from influential associations of teachers and with full understanding of the anxiety to raise the status of the teachers' profession, we cannot help feeling that our recommendations will have heavy impact on the resources of the privately managed schools.

24. We find that the proposals for upgrading of salaries received by us vary according to their source. Proposals received individually from teachers or from their associations are generally pitched high, as compared to those, received from managements. Managements have also taken care to emphasize that the increase in expenditure as a result of upgrading of scales should be fully compensated by Government by increasing their grants or that permission should be granted to charge higher fees. We might reproduce in this connection what the Secretary, Deccan Education Society, Poona has to say:

"We have to observe that the scales of teachers in the Government-aided secondary schools should be revised and that it should compare well with the emoluments which persons of equal qualifications serving in other departments usually get. We have

also to observe further that the burden of additional expenditure should be borne by the State Government. The institutions may be expected to share some part of it by revising slightly the fee-rates in the schools".

In suggesting the minimum pay-scales, some of the witnesses have given figures of minimum expenditure required for a family. It is neither practicable nor have we the resources for undertaking a scientific survey for ascertaining the economic conditions of the teachers, for determining the minimum wage or living wage for this class of employees. There is no evidence before us of any large-scale and comprehensive investigation of the problem. Some organisation of teachers have given figures (minimum remuneration) on the basis of random survey of the family budgets. A random survey of this nature cannot be considered as representative of the economic conditions of the teachers' class. The price levels of different commodities and consumer goods differ from place to place and there are also variations in the pattern of consumption. The consumption units would also vary from family to family. The income pattern of such families also differs according to earning members in the family. The pattern of consumption would ordinarily correspond to the income level. A scientific survey is therefore essential. A casual calculation of expenses required by a family or few families cannot be a guide for determining minimum requirements of an "average teacher's family" with 3 units which is the recognised standard. The cost of living index of working class population is not also helpful for determining living wage for teachers. The other difficulty will be about determining the content of "living wage" and the type of living to be considered as a norm for deciding the standard to which the living wage could be related.

25. It has also been urged that salaries of teachers should be adequate to satisfy "the minimum needs". We have also commented on this question, elsewhere. Concept of need is relative and can receive some definiteness only in the case of "minimum wage" based on nutritional and health standards. What we have to consider in the case of a teacher is the quantum of "fair remuneration" to be paid according to his qualifications, nature of work, his desired status in society, and the importance and utility of the profession of a teacher, to the community. It is difficult, no doubt, to devise a yardstick for measuring the above requirements in terms of money. One can form only a general idea, after taking into account the comparative rates of remuneration for counterparts with equal or similar educational qualifications and professional attainments. In fact, it has been pressed before us by many witnesses that parity should be established in the scales of pay of teachers and of government employees with equal or comparable qualifications. On the other hand, if the standard of need-based wage is applied, perhaps, we may have to fix the same salary to a matriculate teacher, a graduate teacher and a post graduate.

26. We may now consider the proposals made by the Education Commission as regards scales of pay for secondary teachers and primary teachers.

The Education Commission has proposed three scales of pay respectively, for (1) teachers who have completed secondary course and have received two years' professional training, (2) graduates who have received one year's professional training, (3) teachers working in secondary school and having post-graduate qualifications as below :—

Teachers	Remuneration
Teachers who have completed the secondary course and have received two years' professional training.	Rs. 150—250 S.G. 250—300
Graduates who have received one year's professional training.	Rs. 220—400 S.G. 400—500
Teachers working in secondary schools and having post-graduate qualifications.	Rs. 300—600

The Commission has specifically added the following note at page 5 of its Report :—

"The above scales of pay for school teachers are at the current price level and include the existing dearness allowance. Suitable increases will however have to be made for rises in prices from time to time. For this purpose, there should be parity in dearness allowance, i.e. the dearness allowance in any given year should be the same as it is paid to government servants drawing the same salary."

The Education Commission has also considered the financial implications of their proposals and has observed :

"We are afraid that the State Government will not be able to deal with this very significant problem quickly and adequately, unless Central assistance is made available on a generous basis. We, therefore, recommend that liberal Central assistance should be given to State Governments for improving the salaries of school teachers as recommend by us. Whether this assistance is given to them through the Plans or outside the Plans, is not really an important issue, although we are of the view that the existing practice of including this expenditure within the Plan should preferably be continued". (page 59 of the Report).

27. Some observations are necessary in the context of the recommendations of the Education Commission. It has to be recognised that recommendations of the Education Commission are intended to serve as guide for improving the salaries of teachers in all the States in the country. Pay scales recommended ignore the regional differences, as regards the pattern of educational system, availability of qualified staff, the financial position of the individual States, and their "grant in-aid" policy. According to the Commission,, persons who have completed secondary course and have received professional training of two years, should constitute the staff for primary schools. There are obvious difficulties in implementing this proposal considering the present position as regards number of trained staff, and the rapid expansion of primary education.

28. Secondly, the Education Commission suggests that only persons who have completed secondary course and have received two years' professional training should be employed as teachers in primary schools. As stated previously, in Maharashtra, there are 2 classes of trained teachers namely Jr. trained and Sr. trained. Jr. trained is P. S. C. holder with the professional qualification of P. T. C. (two years) or a matriculate/S. S. C. holder, with one year's training. In Maharashtra, the training course for primary teacher is different from that of teachers intended for secondary schools. An S. S. C. holder has a separate course of one year after completion of Jr. P. T. C. after which he gets a "senior trained" qualification intended for primary schools. For an S. S. C. holder, the professional qualification for secondary schools is the obtaining of S. T. C. or T. D. qualifications. The scales of such different categories of teachers must necessarily differ and as such, separate scales for them have become necessary.

The pay scales proposed by the Commission for teachers in primary schools are intended for a person who has completed secondary course and two years training, while we will have to propose scales for P. S. C. holder with professional training of two years or S. S. C. holder with one year's training. It will also be necessary to propose scales for untrained staff as it may not be feasible, under the present circumstances, to staff primary schools with trained personnel only.

29. It has also to be appreciated that pay scales proposed by the Commission are inclusive of D.A. and are related to the price-level in the year 1966. The present scheme of remuneration for the teachers in Maharashtra, comprises of basic pay scales and D.A. The question of D.A. is excluded from our reference. The exact adoption of pay scales as proposed by the Education Commission thus is not feasible. The pay-scales to be proposed by us will have to retain D.A. in tact, as may be

sanctioned or is sanctioned by the Government. The scales of pay proposed by the Education Commission can therefore serve only as guide-lines and correctives. It is necessary for us, to propose pay-scales after taking into consideration the total emoluments which the Education Commission expects a teacher to receive, and then split the same in two components, namely, basic pay and D.A. as may be permissible under government orders. Appropriateness of the pay-scales propsed by us in the context of proposals of Education Commission would be considered with due regard to the amount of D.A. which a teacher will be receiving along with his basic pay. The pay scale proposed by us will not, therefore, exactly conform with the pay scales proposed by the Education Commission.

30. It would appear that the Education Commission envisages implementation of its proposals in respect of teachers of primary schools by a phased programme. It has proposed minimum pay rates to be immediately implemented and has also proposed scales of pay payable in the first year of the Fifth Plan. The pay proposed by the Education Commission for entry stage and at the maximum stage of the time-scale would indicate that at the initial stage the improvement is modest but at maximum end, it is of a substantially higher level. On the other hand, it has been strongly urged before us by the witnesses that pay scales should be more attractive at the entry stage of service.

31. The Education Commission has also suggested that minimum salary of (1) trained primary teachers, (2) for trained secondary school teachers, (3) post graduate trained teachers should be in the ratio of 1 : 2 : 3. The Education Commission has been able to propose scales of pay with such ratio because it has proposed pay rates which are inclusive of D.A. The rates of D.A. differ with different slabs of pay. It is, therefore, difficult to evolve such exact ratio for determining the scales of pay of these three important categories of teachers. In our view, mechanical insistence on the ratio is not contemplated. The proposal should be considered as being merely a broad indication of the differentials to be brought about in the pay scales of the above mentioned three categories of teachers. Rigidity of the ratio need not be considered as being the essence of the proposal. We intend to follow the ratio as far as is feasible.

32. There is further difficulty in our way in strictly adhering to the scales proposed by the Commission. The Education Commission has laid down that the salaries of teachers should be comparable with those of government employees with comparable qualifications and responsibilities and the former should get somewhat higher basic pay in recognition of the training qualifications. At present, the pattern of pay structure for teacher and government employee differs materially because of the differing pattern of D.A. in the Maharashtra State. Scales of pay of government employees were revised in 1962 by merging a substantial portion of D.A. in basic pay scales. In the case of teachers, no such merger of D.A. in basic pay scales has however been effected. The basic salary of government employee is thus higher as compared to that of a teacher, even when their educational qualifications are comparable.

33. The Education Commission has also recommended that there should be parity in D.A. i.e. D.A. in the given year should be the same as it is paid to government servants drawing the same salary and that allowances such as H.R.A. and C.L.A. should also be given on a parity basis.

It can be safely assumed that Government has the intention to give D.A. to teachers according to rates similar to those applicable to Government employees. Uniformity however, cannot be brought about without an appropriate merger of the portion of D.A. in basic salary of teachers on the lines of 1962 revision. The appropriate course for us therefore appears to be to deduct first the D.A. at the sanctioned rate and then to propose suitable scales of pay after taking into account the proposals of the Education

Commission and also other factors which deserve consideration. It is obvious from what has been stated before that the Education Commission is of the view that their proposals cannot be implemented by the State Government in view of the financial burden involved therein without the aid of the Central Government. We also notice a marked distinction made by the Education Commission while making proposals for Central aid in the case of expenditure involved in improving the salaries of college teachers, and of school teachers. In the case of college teachers, the Education Commission has made the positive recommendation :. " that assistance from the Centre be provided to meet the additional expenditure, on a sharing basis of 80 % from the Central fund and 20 % by the State Governments and that in the case of private colleges, the Central assistance may even be provided on a 100 % basis " (Report, page 52). For school teachers, the question regarding Central aid is left vague and problematic depending on the decision of the Planning Commission. There is no reason why recommendation for Central aid for school teachers should not be similar to that for college teachers. This positive character of the assurance of Central aid in the case of college teachers would lead to a willing acceptance by the State Governments of the recommendations in respect of college teachers. In Maharashtra, the Minister for Education has already announced that recommendations of the Education Commission in respect of college teachers, were acceptable in principle. Expenditure involved in improving salaries of college teachers is only of some lakhs, while in the case of school teachers, it will be in terms of crores.

34. The magnitude of the additional expenditure involved in the pay scales proposed by Education Commission particularly in relation to maximum-end of their time scales can easily be imagined. It does not seem feasible, under present circumstances, to propose scales of pay rigidly on the lines proposed by the Education Commission, unless there is guarantee of aid from the Planning Commission. At present the recommendation is vague and is not likely to materialise. However, we have endeavoured to approximate our proposed pay-scales to the scales of pay recommended by the Education Commission. Our proposals are indicated below.

I. PRIMARY SCHOOL TEACHERS

35 According to the recommendations of the Education Commission, there should be no teacher at the primary stage who has not completed secondary school course and has not had two years of professional training. For teachers who have completed the secondary school course, the commission has recommended the following scales of pay :—

" (i) the minimum pay of a primary school teacher who has completed the secondary school course should be Rs. 100. This minimum should be given immediately and within a period of 5 years it should be raised to Rs. 125 ;

(ii) the minimum pay of a primary school teacher who has completed the secondary school course and is trained after undergoing 2 years professional training, should be Rs. 125 and within a period of 5 years it should be raised to Rs. 150 ;

(iii) the following scales of pay should be adopted as soon as practicable and at any rate, not later than the first year of the Fifth Plan, for all primary school teachers who have completed the secondary school course and are trained :—

Starting Salary	Rs. 150
Maximum salary (to be reached in a period of 20 years).	Rs. 250
Selection grade available for 15 % of the cadre ...	Rs. 250—300 ".

(The above proposed scales are inclusive of D.A. at current (1966) price-level).

36. According to the present pattern in the educational system of Maharashtra, there are the following three scales of pay, for primary schools :—

(a) Untrained primary teacher ... Rs. 40 (fixed) per month.

(b) Jr. Trained Teacher ... Rs. 50—1½—65—2½—70—S.G.—2½—90

(c) Sr. Trained Teacher ... Rs. 56—1½—65—2½—70—S.G.—3—100

Government have since 9th February 1959 directed that all primary teachers in the employment of Government and local bodies should be divided into two categories; untrained and trained. The trained teachers are of two types—junior trained and senior trained teachers. The junior trained teachers include S.S.Cs, with one year's training course (old), S.S.Cs with two year's training course (if any), P.S.Cs trained according to the old or the new course, and S.S.Cs with Junior P.T.C. or those who are recognised as trained teachers by special orders. Senior trained teachers are those who are S.S.Cs or matriculates and have passed senior P.T.C. Examination.

37. The following table gives pay scales of primary teachers in other States :—

State/Union Territory	Matriculate trained teachers	Other/Scales of pay.
	Rs.	Rs.
Andhra Pradesh	80—4—100—5—150	(1) Lower grade 55—75. (2) Higher grade 65—95
N.B.—Matriculate trained teachers start on Rs. 73 when appointed to the higher grade of 65—95 and graduates start on Rs. 100 in the scale of 80—150.		
Assam	125—4—145—E.B.—4—165—E.B.—5—200. Selection Grade of 165—7—200 for 10% of teachers.	(1) Non-matriculate untrained 85—135. (2) Non-matriculate untrained or matriculate untrained 110—165.
N.B.—(1) Head-masers to get an allowance of Rs. 5 if there are 3 assistants or less, and Rs. 10 in other cases. (2) No separate D. A. is given.		
Bihar	In Government School 115—5—145—E.B.—5—195—E.B.—200 (D. A. Rs. 5)	(1) Untrained non-matric 40—60.
	In other schools 50—2—70—E.B.—2—75 (D. A. Rs. 30)	(2) Trained non-matric or untrained matric 45—75.
Gujarat	101—1½—110—2½—115—S.G.—2½—145 (D. A. Rs. 25 upto Rs. 109 and Rs. 30 upto Rs. 150).	(1) Untrained 75 fixed. (2) Non-matric untrained 95—1½—110 2½—115 S.G.—2½—145.
Jammu and Kashmir ..	70—6—100—E.B.—8—180 (trained teacners start on Rs. 80, D. A. Rs. 10 upto Rs. 100).	
Kerala	40—4—60—5—120 (D.A. 13 upto Rs. 99 and then Rs. 15).	
Madhya Pradesh ..	90—1½—100—E.B.—4—140—E.B.—5—170 (D. A. Rs. 15 upto Rs. 150 and then Rs. 20).	Non-matric 85—140 trained or untrained.
Madras	90—4—110—3—140 (D.A. Rs. 15) ..	Non-matric 65—90 trained. Standard V and lower elementary trained.
Maharashtra	56—1½—65—2½—70—SG—3—100—(D.A. Rs. 45 upto Rs. 50 and then Rs.50 (The D. A. rates have since been revised).	Untrained Rs. 40 fixed. Non-matric 50—90 trained.
Mysore	80—3—110—4—130—5—150 (D. A. Rs. 20)	Non-matric 65—90. Non-matric trained 70—110.

State/Union Territory	Matriculate trained teachers Rs.	Other/Scales of pay Rs.
Orissa	In Government schools 100—4—120—5—130—E.B.—5—155. In other schools 100—4—120—5—130—E.B.—5—150.	Non-matric untrained 70—85 Non-matric trained 70—90. Matric Untrained 80—125
Punjab	60—4—80—5—120—S.G.—5—175 Selection grade for 15% of posts . D. A. Rs. 40 upto 150 and then Rs. 45.	
Rajasthan	75—4—95—5—105—E.B.—5—130—E.B.—5—160 (with an initial start of Rs. 91) D. A. Rs. 25 up to 150 and then Rs. 35.	
Uttar Pradesh ..	In Government Schools 75—4—95—5—105—E.B.—5—130—(D. A. Rs. 40) In other schools 55—70 for Headmasters Rs. 50—60 for assistants (D.A. Rs. 38 upto Rs. 50 and then Rs. 40).	Untrained Rs. 40 fixed.
West Bengal ..	80—1—90—2—110—3—125 ..	Non-matric 65—70 untrained. Non-matric trained or matric untrained 75—90
Delhi	118—4—170—E.B.—5—200—E.B.—5—225 (D. A. Rs. 42, H.R.A. Rs. 17·70, C.C.A. Rs. 11-80).	Headmasters get Rs. 150—5—180—8—240 (D. A. Rs. 54, H.R.A. Rs. 22-50, C.C.A. Rs. 12.50).

(Source " Remuneration of Teachers " by Shri J. P. Naik, Page 16-18)

38. The Maharashtra Education and Social Welfare Department has forwarded proposals regardnig scales of pay to primary teachers, as formulated in consultation with the Joint Council for Primary School Teachers, and the same are stated below :—

Catagory of Teachers.	Pay scale
Untrained teachers (whether S.S.C.'s or otherwise), (Non-trained).	Rs. 150 per month fixed pay.
Teachers possessing primary school certificate and junior primary teachers' certificate (Junior trained).	Rs. 150—5—180—7—250—10—300
Teachers who possess secondary school certificate and junior primary teachers' certificate (Junior trained).	Rs. 175—5—200—8—280—10—340.
Teachers who possess secondary school certificate and senior primary certificate (Senior trained).	Rs. 185—5—200—8—280—10—360.

(above proposals were forwarded before the announcement of improved rates of D.A.).

Varying scales of pay have also been received from different associations of teachers and also from individual teachers and associations of Zillla Parishads employees. The important consideration would be to ascertain the relative position of the primary teacher in relation to the Government servant with equal qualification and period of professional training, if any. Lower Division Clerks are recruited only on the basis of their qualification as S.S.C. Similarly, a junior gram-sevak employed under Zilla Parishad is a matriculate and has later to undergo training required

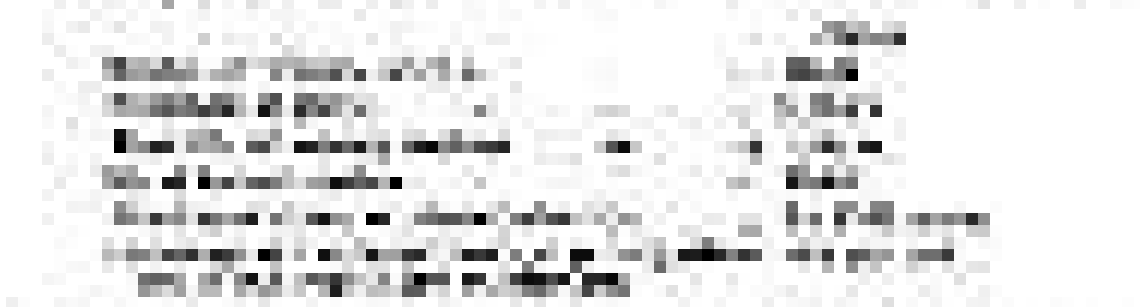
for his office. Present position regarding remuneration of these categories is as follows :—

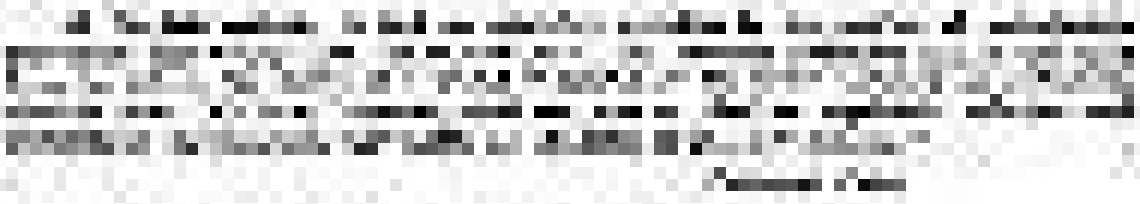
Category	Pay-scale	Dearness Allowance over initial pay as from 1st July 1966	Total emoluments at the initial Stage
	Rs.	Rs.	Rs.
Senior Trained Primary Teacher ..	56—100 ..	83	139
Gram-Sevak (Zilla Parishad) ..	100—150 ..	38	138
Junior Clerk	100—170 ..	38	138

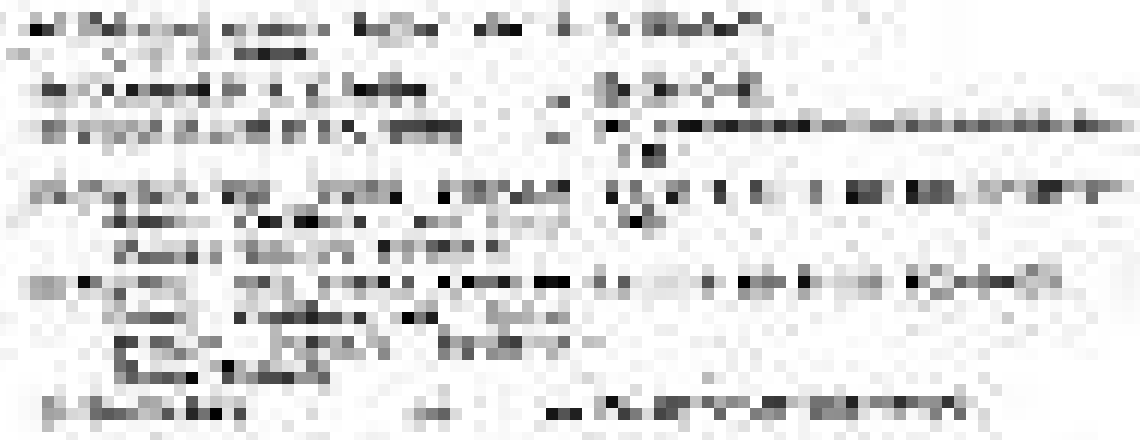
39. It would appear that the Education Department recognises only three levels of primary teachers namely, (1) untrained primary teachers, (2) junior trained teachers, and (3) senior trained teachers. Scales of only these three categories of teachers have been submitted to us for consideration and revision. The training course is adjusted to suit two levels of teachers i.e. (*a*) P.S.Cs. (Primary School Certificate Holders) who have had 7 years of education, and (*b*) S.S.C's. (Secondary School Certificate holders) who have had 11 years of education. S.S.C. passed teachers who want to complete the junior course can take up one year's junior primary teachers' certificate. On completion of the above junior course, these teachers are eligible for pay scales prescribed for junior trained primary teachers. They are also eligible to appear privately for senior primary teacher's certificate examination after two years, of their obtaining the junior primary teachers certificate.

40. The Education Department and also Teachers' Association, have asked for two more scales of pay i.e. untrained P.S.C. and Junior Trained S.S.C. We are providing pay-scales for these two categories most reluctantly and as an exceptional measure. We hope the Education Department will discourage recruitment to these posts and in these pay-scales, except in very exceptional circumstances. We are proposing these scales only to meet the requirements of existing staff with such lower qualifications, inspite of the recommendation of the Education Commission to the contrary.

Much concern was shown by teachers in primary schools during interviews, regarding the necessity of a separate pay-scale for the headmaster. They impressed on us the urgent need of providing a pay-scale for bigger primary schools or in the alternative of some special allowance. It has been brought to our notice that at present there are no definite rules regulating the appointment of Head Masters and senior trained teachers are often passed over and their juniors appointed as Head Masters. These witnesses were not in favour of special allowances on the ground that this will not improve the present position. It was not possible for us to investigate into the charges that merit and seniority were not always rewarded. The Education Commission contemplates the appointment of trained graduates as Head Masters for bigger primary schools. To us, this does not appear practicable as at present, we have no graduate teachers in primary schools. The financial burden also will be very heavy. We, however, feel that bigger primary schools should have a Head Master with a scale of pay and prescribed qualifications. Appointments to these posts shall be made on the basis of seniority-*cum*-merit. In our view, a Head Master with the pay scale proposed by us should be appointed in primary schools teaching upto VII standards and having on their roll over 300 students each. The teacher to be appointed Head Master should be senior trained teacher with not less than 5 years teaching experience and 2 years post-training experience. These should be the minimum qualifications. We have proposed a separate scale of pay for Head Masters in the context of above circumstances and qualifications.







reasons of the excessive financial burden involved and because of the necessity of maintaining general parity with the pay structure we have proposed for Government employees having comparable qualifications. We have also proposed Selection Grade for compensating absence of promotional opportunities as recommended by the Education Commission.

II. SECONDARY SCHOOL TEACHERS

44. A lower secondary school generally employs teachers with matriculate (S.S.C.) or graduate qualifications, while a higher secondary school usually requires a teacher with post-graduate degree. These three categories of teachers have also to possess professional qualifications. It is necessary that the pay scales for the three categories should be properly correlated according to their respective qualifications. It would appear appropriate to relate these scales of pay in secondary schools at the top level, to scales of pay of lecturers in colleges, and at lower level to scales of pay provided for teachers in primary schools with appropriate differentiation based on difference in educational qualifications and professional training.

45. In higher secondary schools, educational qualifications of teachers for XI standard (H.S.C. class) are expected to be identical with those prescribed for lecturers teaching pre-university classes. The University Grants Commission has recommended scales for lecturers in affiliated colleges imparting education upto graduate level and Universities have framed scales for such lecturers in affiliated colleges within their jurisdiction. Scales provided by universities in their States will afford an appropriate guidance for determination of scales of pay for teachers with post-graduate degrees.

46. Professional training for secondary teachers (excluding language and special teachers) is provided at two levels. The training of graduate teachers is provided by secondary training colleges either owned by or affiliated to Universities and by Graduates Basic Training Centres conducted by Government. In addition to the B.T. or B.Ed., the Universities have instituted M. Ed. examination. For undergraduates there are colleges for awarding diploma in teaching. There are also classes attached to various colleges for training in T.D. courses. For improving professional qualifications of under-graduate teachers, the Education Department used to hold examination for the award of Secondary Teachers Certificate (S. T. C.). This examination was open to candidates who have passed the S.S.C. or equivalent examination or higher examination. Candidates who have teaching experience of not less than 9 months could appear for the examination after giving the required number of practical lessons under approved teachers.

47. We have received proposals for revision of pay-scales of teachers in secondary schools. There are wide varieties in these proposals, indicating absence of any fixed or commonly accepted principles or standard. The lowest and highest proposals for the above three categories are:—

(1) For trained matriculates ... Rs. 100—190 and Rs. 200—450.
(2) For trained graduates ... Rs. 150—400 and Rs. 300—550.
(3) For trained post-graduates ... Rs. 200—400 and 400—800.

The Education Department suggested the following scales for the consideration of the Commission:—

(1) For trained matriculates ... Rs. 145—260.
(2) For trained graduates ... Rs. 180—350.
(3) For trained post-graduates ... Rs. 195—440.

Later revised proposals were sent for our consideration. These were:—

(1) For trained matriculates ... Rs. 175—340.
(2) For trained graduates ... Rs. 200—400.
(3) For trained post-graduates ... Rs. 220—450.

The following table shows scales of pay of trained graduate teachers and teachers with post-graduate qualifications in secondary and higher secondary schools and head-masters in different States.

Scales of pay of Trained Graduate Teachers and Teachers with Post-Graduate qualifications in Secondary and Higher Secondary Schools (1965-66):

SCALES OF PAY OF

	Headmasters or principals	Teachers with post-graduate qualifications	Trained graduates
Andhra Pradesh ..	(1) 325—700 .. (2) 200—375. *Headmaster's Allowance*— Rs. 40 if strength exceeds 500. Rs. 25 in other cases. *D.A.*—Rs. 20 upto 150. Rs. 32 upto Rs. 320.	....	130—250 (start at Rs. 145)
Assam .. (Government)..	350—1,000 with a start at Rs. 450. *D.A.*—Rs. 10 for salaries upto Rs. 250. Hill Allowance in addition.	300—800 (2 increments for B.T.)	250—500—S.G.—600 (1) increment for special training/distinction/ Hons. 2 for B.T.).
.. (Private) ..	(1) 250—300 with a start at Rs. 390. (2) 200—500—with a start of Rs. 350.	(1) 175—450 with a start at Rs. 220. (2) 150—300 (2 increments for B.T.).	125—275 (2 increments for B.T.)
	D.A.—17% for pay between Rs. 101—250. 20% in the hills.		
Bihar .. (Government)..	(1) 200—750 with a special pay of Rs. 50 for multi-purpose schools. (2) 200—750	230—450 .. D.A. Rs. 5 up to Rs. 300.	160—280 (with a start at Rs. 188.
.. (Private) ..	For Principals 250—700 .. For Headmasters— (1) 220—400 (upto 200 pupils). (2) 250—450 (above 200 pupils).	(1) 180—350 .. (2) 170—275.	150—250.
	There is no D. A. for these scales. (There has been a recent revision-data is being obtained.)		
Gujarat .. (Government) ..	(1) 280—735 .. (2) 250—470	160—370 ..	115—245
.. (Private) ..	(1) 200—300 (2) 250—450 (3) 300—500 (4) 350—600	.. 150—300 .. D.A.—Rs. 25 up to Rs. 109. Rs. 30 upto Rs. 149. Rs. 45 upto Rs. 209. Rs. 50 up to Rs. 299.	120—300
	Between 300—350 D.A. is equal to the amount by which pay falls short of Rs. 350.		
Jammu & Kashmir (Government)	(1) 300—600 .. (2) 250—500	145—350 for Assistant Teachers in Higher Secondary Schools.	100—280 for Assistant Teachers in high schools.
.. (Private) ..	(1) 300—500 250—500	.. (*a*) 200—350 (*b*) 200—250 (*c*) 100—250	.. 100—280
	D.A.—Rs. 10 upto Rs. 100; Rs. 8 above Rs. 100.		

take such training within three years and that all untrained teachers however should remain on their own starting salary and be integrated into the regular scale of pay only after professional training.

The following scales are proposed by the Education Commission.

Teachers.	*Remuneration.*
Graduates who have received one year's professional training.	Minimum for trained graduates Rs. 220. Maximum salary (to be reached in a period of 20 years) Rs. 400. Selection grade (for about 15 per cent. of the cadre) Rs. 400—500.
N.B.—Untrained graduates should remain on their starting salary of Rs. 200 p.m. until they are trained and become eligible for the scale.	
Teachers working in Secondary schools and having post-graduate qualifications.	Rs. 300—600.
N.B.—On being trained, they should get one additional increment.	
Head of secondary schools	... Depending upon the size and quality of the school and also on their qualifications, the Headmasters should have one or other of the scales of pay for affiliated colleges.

The above scales of pay are inclusive of Dearness Allowance at current prices (1966).

At present the scale of pay of trained graduate is Rs. 120—300. He, is allowed D.A. with effect from 1-7-1966 at the rate of Rs. 90 to Rs. 114. We have proposed a scale of Rs. 150—270 for a graduate clerk. D.A. allowed to such clerks will range from Rs. 70—84. Graduate teacher has to acquire professional qualifications: B.T. or B Ed.

49. For proper comparison of pay-scale of a graduate clerk and an under-graduate clerk in Government service on the one hand, and graduate-teachers and under-graduate teachers in aided schools and those under Zilla Parishads, a detailed examination is necessary. In the case of Government employees, a portion of D.A. was merged in the basic pay-scale in 1962, while no such merger has taken place in the case of teachers in aided schools and schools under Zilla Parishads. The following table explains the difference in pay-scales and D.A. in different years from 1959-1965, (D.A. is mentioned as related to starting salary).

Year	Government services		Aided Schools		
	Matriculate Clerk	Graduate Clerk	Under-graduate Teacher	Graduate Teacher	Primary Teacher/ Senior Trained Teacher
1-11-1959	Basic Pay/D.A. 55-130.45, Total 95 (Minimum).	Basic Pay/D.A. 100—140/45, Total 145 (Minimum).	Basic Pay/D.A. 70—150/45, Total 115	Basic Pay/D.A. 120—300/50 (Total initial emolument Rs. 170).	Basic Pay/D.A. 56—100/45, Total initial emolument Rs. 101).
1-7-1962	Basic Pay/D.A. 100—170/15, Total 115 (Minimum)	145—185/15, Total 160 (Minimum).	70—150/45 Total 115.	120—300/50 (Total initial emoluments Rs. 170).	56—100/50 (Total initial emoluments Rs. 116).
1-7-1965	100—170/25, Total 125 (Minimum.)	145/185—25, Total 170 (Minimum)	70—150/55, Total 125.	120—300/60, Total 180, (Minimum)	56—100/70, Total 126.
1-7-1966	100—170/38, Total 138, (Minimum).	145—185/52, Total 197, (Minimum).	70—150/68, Total 138, (Minimum).	120—300/90, Total 210, (Minimum).	56—100/83, Total 139, (Minimum).

Facts disclosed in the above table indicate that total emoluments of a matriculate (under-graduate) teacher in 1959 exceeded the emolument of a matriculate clerk by Rs. 20 at initial stage.

The existing emoluments of a trained under-graduate teacher are Rs. 138 at initial stage comprising basic pay of Rs. 70—150 and D. A. Rs. 68 and those of a matriculate clerk are also the same at the initial stage. We have proposed a scale of Rs. 110—200 for a matriculate clerk. He will now receive a total emolument of Rs. 162 at the initial stage with effect from 1-4-1966 if our proposals are accepted.

In 1959, a graduate teacher (trained) received Rs. 25 more than a graduate clerk at the initial stage. This difference was reduced to Rs. 10 in 1962 and remained the same in 1965 also. As a result of the latest increase in D. A. with effect from 1-7-1966, the difference in the initial emoluments now is Rs. 13. We have proposed a scale of Rs. 150—270 for graduate clerk. He will receive total emoluments of Rs. 220 at the initial stage.

50. Considering all aspects and in the light of the discussion so far, and the proposals of the Education Commisison, we recommend a scale of pay of Rs. 130—6—190—E.B.—6—270—E.B.—10—320 for a trained graduate (B.A./B.Sc. and B.T./B Ed.). His total minimum emoluments including D.A. as recently increased will be Rs. 220.

Determination of pay scales for post-graduate teachers intended for XI standard classes in higher secondary schools does not present much difficulty. Standard XI is the counterpart of pre-university classes in colleges and teaching is expected to be of the level of old intermediate standard. Universities insist on employment of M.A. class II for colleges imparting education at graduate level. U.G.C. has recommended scales for affiliated colleges; and a scale of Rs. 300—600 has been recommended for Jr. Lecturers. Universities in the State have not yet accepted the scales for colleges affiliated to the University. Ordinances framed by different Universities provide scales for such affiliated colleges.

51. The following scales have been prescribed by the five Universities in the State of Maharashtra for *Junior Lecturers*:—

Bombay University ...	... Rs. 250—15—400—20—500.
Nagpur University ...	... Rs. 200—15—320—E.B.—20—500.
Poona University ...	... Rs. 200—15—380—20—400.
Aurangabad University	... Rs. 200—15—380—20—400.
Kolhapur University ...	... Rs. 200—15—380—20—400.

Minimum qualification for lecturer in the University is a post graduate degree in Class II. The teacher for Standard XI also possesses similar qualifications. As methods of imparting instructions differ in colleges and schools, it is insisted that a teacher in secondary high school should have a professional qualification. Thus M.A. with second class and professional degree of B.T. or B.Ed. is a necessary qualification for a teacher for XI Standard. He has thus an additional qualification of one year's training. It appears plausible that a Junior Lecturer and a post-graduate teacher possessing identical qualifications should have parity in the scale of pay. Till recently the U.G.C. had recommended a scale of Rs. 200—500 for Junior Lecturers in affiliated Colleges imparting instructions for graduate degree. It has to be recognised that a Lecturer in Colleges has to prepare students for degree course for three years but a teacher in schools (higher) has to teach only Students in XI Standard and may have to take periods in lower classes in X or IX standards for fulfilling the required quota of his

Table showing comparative position of scales of pay existing, as recommended by Education Commission and as proposed by us for the three basic *categories*:

Designation	Present scale with D. A.	Salary as recommended by Education Commission (inclusive of D. A. at 1966 prices)	Salary proposed with D. A.
M.A./M.Sc., II Class	.. 150—350 + 90 124 D.A. 240—474	300—600	.. 190—480 +109 129 D.A. 299—609 (One advance increment for B.T./B.Ed. and advance increment for M.Sc. proposed hereafter.)
Graduate B.T./B.Ed.	.. 120—300 + 90 114 D.A. 210—414	220—400—SG—500	130—320 + 90 124 D. A. 220—444
Matric, S.T.C./T.D.	.. 70 150 + 68 90 D.A. 138—240	150—250—SG—300	85 180 + 82 95 D.A. 167—275

Note.—We are aware of the fact that our proposals if accepted will come into effect from 1st April 1966. We have taken note of the D. A. which is to come with effect from 1st July 1966 proposing the scales of pay, as in our view, the course adopted by us was considered appropriate uder the circumstances.

54. The above 3 categories of teachers should be considered as being basic categories of teachers for a secondary school with classes V to XI standards. But it appears that teachers with lower qualifications are also employed in secondary schools such as (*a*) trained graduates (B.A., B.Sc., with S.T.C. or T.D.), (*b*) untrained graduate and (*c*) untrained matriculates or intermediates. There are also special teachers and Kandiwali trained B.A., B.Sc. with diploma in Physical Education, drawing teachers, drawing masters and art masters. It is necessary to propose the scales of pay for these categories also. In fact, S.T.C. and T.D. are not appropriate professional courses for graduates as these courses are intended for matriculates. The system of treating graduates with lower professional qualifications as trained graduates has to be discouraged. A graduate with his lower professional qualifications does not deserve the same scale of pay as has been proposed for a graduate with B.T. or B.Ed. degree. We propose a scale of pay of Rs. 120—5—170—E.B.—5—190—6—220 for a graduate with S.T.C. or T.D. qualifications and a scale of Rs. 110—5—135 for untrained graduates. The untrained graduates will have a short time scale of five years. We have proposed scales for graduates with lower professional qualifications as we feel convinced that the number of graduates with B.Ed. or B.T. qualifications is too small considering the demand for such qualified teachers. With the expansion of education and increase in the number of secondary schools, the demand is further increasing. The existing training colleges cannot meet the demand. The case of an untrained graduate and untrained matriculate is also of similar nature. In the absence of trained graduates and trained matriculates, recruitment of untrained personnel is inevitable. Provision has, therefore, to be made for such teachers also. We propose following scales of pay for such categories of teachers:—

Proposed scales.

(*a*) Graduates (with S.T.C. or T.D.) ... Rs. 120—5—170—E.B.—5—190—6—220.

(*b*) Graduates untrained ... ... Rs. 110—5—135.

(*c*) Matriculates (S.S.C. holder) or intermediates (untrained). Rs. 70—3—85.

We have not suggested much improvement in the maximum of the pay scales of graduates with S.T.C. or T.D. qualification as it is intended that they should obtain B.T. or B.Ed. qualifications and become qualified teachers according to their educational standard.

55. There is also a class of teachers in secondary schools, distinguished from the general class, who are called special teachers. In the existing system of secondary schools there are different categories of special teachers, besides the basic types whose pay scales are discussed above. The problem of determining pay scales of this special category is somewhat difficult because of the absence of standardised norms of assessing their qualifications in terms of money value. They have also no counter-part outside the field of education. We have proposed improved scales of pay for the basic categories of teachers for secondary schools. It is appropriate that the scales of pay of special teachers should also be proportionately improved. Barring few exceptions, the evidence which we have received in the form of written opinion or oral evidence is overwhelmingly in favour of retaining the existing relativities between the scales of pay of basic categories of teachers and special categories of teachers. In the existing pattern of pay structure we find that that pay rates of different types of special teachers are equated with one or the other category from the general categories of teachers. Under the circumstances, in our view, it is appropriate and fair that we should maintain the existing relativities keeping in a view the above principle. It will be noticed that under the present set up there are two basic scales for teachers of languages, one for a graduate and another for an under-graduate; and grant of advance increments is provided for qualifications for teaching the language. Advance increments are given depending on the merit in the examinations in the language. We would therefore propose only a change in the scales of pay and continue the existing system of giving advance increments. We propose the following scales for these categories.

(*a*) Sanskrit teachers	Rs. 120—5—170—E.B.—5—190—6—220 (Shastri graduate with S.T.C.). Rs. 85—4—125—E.B.—5—180 (Shastri S.T.C.).
(*b*) Hindi teachers	Rs. 120—5—170—E.B.—5—190—6—220 (graduate with Jr. H. S. S.). Rs. 85—4—125—E.B.—5—180 Matric /Inter with Jr. H.S.S. or H.S.S.).
(*c*) Kandivali trained (graduates with diploma in Physical Education).	Rs. 130—6—190—E.B.—8—270—E.B.—10—320 (B.A., B.Sc. and D.P.Ed.).
(*d*) Drawing teachers—	
(i) Drawing masters	Rs. 85—4—125—E.B.—5—180 (D.T.M./ D.M.).
(ii) Arts masters.	Rs. 120—5—170—E.B.—5—190—6—220 (Special drawing teachers).
(*e*) Craft teachers	Rs. 85—4—125—E.B.—5—180 (P.S.C. with diploma).
(*f*) Music teachers	Rs. 120—5—170—E.B.—5—190—6—220 (S.S.C. with Sangit Visharad).

56. Under the existing system, additional pay ranging from Rs. 5 per month to Rs. 25 per month is admissible for higher qualifications. There is also arrangement for giving advance increments to teachers who are in short supply. That there is shortage of teachers in secondary schools for science subjects such as chemistry, physics, biology, arithmetic, agriculture is admitted by all concerned. There is also shortage particularly of M.Sc. teachers. This short supply is not limited to Maharashtra and is common to all States.

57. The Central Advisory Board of Education has also taken the view that though there is a case for creating specially higher scales for teachers of science and other shortage categories, distinction between teachers of different subjects working in the same institution should be avoided and has strongly recommended giving of advance increments within the same scale for all teachers in shortage category. We would accept this view and accordingly propose that teachers with science subjects should be

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60. We propose that the present grouping of schools according to size depending on number of students should continue. The work load and responsibilities of the head master varies with the size of the school and its quality. The criterion of quality is vague and no definite standard is available for determining the quality of the school, except that some schools may have more or less number of standards of educational levels. At present there are two types of high schools i.e. high schools and higher schools, one with teaching arrangement upto X Std. (S.S.C.) on higher secondary school with teaching arrangement upto XI Standard. In our view, this difference also need not be recognised, necessitating different scales for the two types of schools. Provision of separate scales if proposed will without much benefit introduce an element of discrimination. We cannot accept the proposal for reducing the number of categories in which schools have been grouped for determining the scales of pay of headmasters. We find that the present grouping according to enrolment is quite satisfactory for providing an objective standard for fixing the scales of headmasters. In the present pattern, schools differ in size and it will be inappropriate to fix the same scales of pay irrespective of the extent of the work load and responsibility which in greater measure corresponds to the number of the students. With rapid expansion of education new schools are coming into existence in small towns where the number of students is bound to be small.

61. We also do not find any substantial reason for linking scales of pay of headmasters with scales of pay of lecturers in affiliated colleges. There is bound to be a difference in qualifications of lecturers in Colleges and those of headmasters of secondary schools. The duties and responsibilities of headmasters are obviously different from those of a college teacher. A college teacher is paid according to his academic distinction and merit. A headmaster of a school has administrative duties, besides, the teaching of classes. Linking of scales of pay of headmasters to those of lecturers in Colleges will also be a heavy burden on schools with small number of students, and may even hamper the growth of education.

62. We have proposed improvement in the scales of pay of teachers in secondary schools. It follows that there should also be corresponding improvement in the scales of pay of the headmasters. We realise the importance of the office of the headmasters of a school. The scale of pay of the headmaster has also to be in conformity with his status as a teacher and also a headmaster of the school. We cannot propose improvement to the level desired by some of the associations. In our view, an increase to the proposed level will be too heavy a burden on the managements of the schools and also the finances of the State Government. We also do not propose upgrading of allowance as scales of the teachers are being upgraded.

63. We propose grouping of the schools, the pay scales of headmasters, and the alternative rates of allowances, as stated below:—

Proposed scales of pay for Headmasters/Mistresses and alternative allowances:—

	Scale of pay.	*Alternate Allowance.*
(1) Schools with enrolment upto 300.	Rs. 220—10—280 —15—400.	Rs. 50.
(2) Schools with enrolment between 301-500.	Rs. 270—15—450.	Rs. 100.
(3) Schools with enrolment between 501-1,000.	Rs. 320—20—520.	Rs. 150.
(4) Schools with enrolment over 1,000.	Rs. 400—25—650.	Rs. 200.

The alternative allowance will be given in adidtion to the pay scales of Assistant Masters only. Our proposals regarding scales of pay of teachers are embodied in the table attached to this Chapter, with existing and proposed scales of pay and other allowances or benefits.

64. Associations of teachers from Marathwada Region have urged various grievances about their pay scales and have seriously complained of injustice. We got the impression that much of the bitterness was due to misunderstanding of the actual position of pay structure. (a) It has been urged that some of the posts are still unequated and that the ex-Hyderabad pay scales are not yet merged with pay scales which became effective since 1959. The Hyderabad State scales of pay were higher and trained matriculates had a scale of pay of Rs. 81—130. (b) it has also been pointed out that a craft teacher had the scale of Rs. 61—140 but the same is not mentioned in the appendix of our questionnaire. (c) That an untrained matriculate is even now paid a salary of Rs. 40 and not Rs. 65 as mentioned in the appendix. It would appear that the present pay structure for teachers in secondary schools has no separate scales of pay for intermediate trained teachers. He is classed as undergraduate teacher. The scale provided for undergraduate trained teacher is lower than the scale which is provided for intermediate trained teacher. The ex-Hyderabad teachers presumably did not opt for the new scales of pay. We are also of the opinion that there should be no separate scale for intermediate qualifications. We have now recommended an improved scale for trained undergraduate teacher and as such there should be no difficulty for ex-Hyderabad intermediate teachers in opting for the new scale of pay.

65. If upgrading of salaries of the teachers is to serve the intended purpose, it is imperative that there should be a definitely laid down policy regarding recruitment and recruitment requirements. At present our educational system upto secondary stage is under the management, local bodies or municipalities or private associations. Increased expenditure as a result of improvement in salaries is bound to have its impact on the financial position of these bodies and there is danger of various trends coming into existence, presumably in the long run, which may defeat the very purpose of the general revision of pay structure. As pay rates are related to qualifications, temptation can arise for reducing expenditure by employing proportionately less qualified personnel or allowing teachers lacking in required qualification to work in schools on the general excuse of shortage difficulties. Various extra academic reasons are also likely to play their part in the recruitment process and even in the working and management of schools. It should normally be the practice that only qualified and trained teachers are employed in schools and those without such qualifications should be considered as strictly exceptional.

66. Mere increase in salaries, though an important factor, is not sufficient by itself to give the teachers' profession a status and respectability it deserves. There ought to be further improvement in the conditions of service of the teacher. Considerable differences in the legal and administrative status of teaching staff have their own impact on the status and conditions of the employment. It is essential that their conditions of employment with rights and duties should be precisely defined, and that they should be provided with adequate safeguards, for proper recruitment, transfer, promotion, discipline or dismissal and regular payment of remuneration.

67. In the attached statement, we have brought together our recommendations in regard to pay scales of different types of teachers in the Secondary and Primary Schools.

Summary of our Recommendations.

Designation of Teacher	Minimum qualifications General and Professional	Existing Scales of Pay	Proposed scales
		Rs.	Rs.
Assistant Teachers ..	B.A./B.Sc. and B.T./B.Ed. ..	120—5—170—E.B.—8—250—E.B.—10—300.	130—6—190—E.B.—8—270—E.B.—10—320.
Assistant Teachers ..	B.A./B.Sc. with S.T.C./I.D./Dip. T.	110—4—170—E.B.—6—200	120—5—170—E.B.—5—190—6—220.

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

SPECIAL TEACHERS.

Qualifications.	*Existing scales of pay.*	*Proposed scales of pay.*
I. *Sanskrit Teachers* :		
Shastri without S.T.C. ...	Rs. 65 fixed.	Rs. 70—3—85.
Shastri with S.T.C. ...	Rs. 70—3—100—E.B.—4—140—5—150.	Rs. 85—4—125—E.B.—5—180.
Shastri (Graduates) without S.T.C.	Rs. 100 fixd pay.	Rs. 110—5—135.
Shastri (Graduates) with S.T.C.	Rs. 110—4—170—E.B.—6—200.	Rs. 120—5—170—E.B.—5—190—6—220.

In the case of persons having Shastri qualification which is recognised as equivalent to M.A., they should be paid Rs. 5, Rs. 15, and Rs. 25 as per higher qualifications for pass class, IInd class and Ist class in the final Shastri examination respectively.

II. *Hindi Teachers* :		
Matric with Kovid or Visharad.	Rs. 65 fixed pay.	Rs. 70—3—85.
Matric with Bhushan ...	Rs. 65 fixed pay.	Rs. 70—3—85.
B.A. with Hindi without H.S.S.	Rs. 100 fixed. pay.	Rs. 110—5—135.
Holders of Jr. H.S.S. :		
Graduate with Jr. H.S.S. ...	Rs. 110—4—170—E.B.—6—200.	Rs. 120—5—170—E.B.—5—190—6—220.
Matric, S.S.C., Inter with Jr. H.S.S. or Hindi Shikshak Sanad.	Rs. 70—3—100—E.B.—4—140—5—150.	Rs. 85—4—125—E.B.—5—180.

1. 1st and 2nd Class Jr. H.S.S. should be given two and one additional increments respectively in their respective scales.
2. A trained graduate with 1st class and 2nd class, Jr. H.S.S. should be given additional allowance equal to 3 increments and two increments respectively.
3. A trained matric or intermediate with Jr. H.S.S. should be given an additional allowance equal to one increment.

Holders of Sr. H.S.S. :		
A. A graduate with Sr. H.S.S. (with two advance increments provided he is teaching Hindi for ¾ periods of his total hours of work in the school).	Rs. 110—4—170—E.B.—6—200	Rs. 120—5—170—E.B.—5—190—6—220.
B. A matric or intermediate with H.S.S. (with two advance increments in his scale provided he is teaching Hindi for at least ¾ period of his total hours of work in the school).	Rs. 70—3—100—E.B.—4—140—5—150	Rs. 85—4—125—E.B.—5—180.

Note.—A graduate with 2nd Class, Sr. H.S.S. should be given a start of three additional increments in his scale and that with 1st class should be given 4 additional increments.

A matric or intermediate with 2nd class Sr. H.S.S. should be given start of 3 increments in his scale and for 1st class four additional increments.

A trained graduate with Sr. H.S.S. and a trained matric or intermediate with Sr. H.S.S. should be given an additional increment in his scale.

III. *Physical Instructors* :

1. Physical Training Instructor (Graduate) :—Rs. 130—6—190—E.B.—8—270—E.B.—10—320.
2. Matric with short-term courses in physical education. Rs. 85—4—125—E.B.—5—180.
3. Matric with one year's certificate course in Physical Education. Rs. 85—4—125—E.B.—5—180.
4. Drill Teacher : Rs. 85—4—125—E.B.—5—180.

N.B.—The scale of category 2 above should be treated as personal to those teachers who are working as Physical instructors at present and not to new entrants. Persons in category 3 above, should be given two advance increments.

IV. *Drawing Teachers* :

	Existing pay scale.	*Proposed pay scale.*
1. Jr. Drawing Teachers ...	Rs. 70—3—100—E.B.—4—140—5—150.	Rs. 85—4—125—E.B.—5—180.
2. Sr. Drawing Teachers ...	Rs. 70—3—100—E.B.—4—140—5—150.	Rs. 85—4—125—E.B.—5—180.
3. Spl. Drawing Teachers.	Rs. 110—4—170—E.B.—6—200.	Rs. 120—5—170—E.B.—5—190—6—220.

V. *Music Teachers* :

Matric/S.S.C. with Sangit Visharad.	Rs. 110—4—170—E.B.—6—200.	Rs. 120—5—170—E.B.—5—190—6—220.
Sangit Visharad without Matric.	Rs. 70—3—100—E.B.—4—140—5—150.	Rs. 85—4—125—E.B.—5—180.

VI. *Craft Teachers* :

Primary school certificate examination passed plus a certificate and/or diploma in tailoring and/or embroidery courses approved by the Director of Technical Education.	Rs. 70—3—100—E.B.—4—140—5—150.	Rs. 85—4—125—E.B.—5—180.
Craft Instructor P.G.B.T.C., Amravati (Trained graduate).	Rs. 120—5—170—E.B.—8—250—E.B.—10—300.	Rs. 130—6—190—E.B.—8—270—E.B.—10—320.
Craft Teacher Dip. T. for Women, Amravati.	Rs. 120—5—170—E.B.—8—250—E.B.—10—300.	Rs. 130—6—190—E.B.—8—270—E.B.—10—320.
Matric with craft certificate.	Rs. 70—3—100—E.B.—4—140—5—150.	Rs. 85—4—125—E.B.—5—180.

VII. *Weaving Teachers* :

Weaver Dip. T. Instructor, Amravati.	Rs. 70—3—100—E.B.—4—140—5—150.	Rs. 85—4—125—E.B.—5—180.
Weaving Teacher, Govt. Basic Training College, Dhulia.	Rs. 70—3—100—E.B.—4—140—5—150.	Rs. 85—4—125—E.B.—5—180.
Weaver, Govt. Basic Traininng College, Amravati.	Rs. 70—3—100—E.B.—4—140—5—150.	Rs. 85—4—125—E.B.—5—180.
VIII. *Needle Work Mistress* :	Rs. 70—3—100—E.B.—4—140—5—150.	Rs. 85—4—125—E.B.—5—180.
IX. *Field Assistant* ...	Rs. 70—3—100—E.B.—4—140—5—150.	Rs. 85—4—125—E.B.—5—180.

Primary School Teachers:—

	Existing pay scale.	*Proposed pay scale.*
(*a*) Untrained Primary Teacher—		
P.S.C. Holder. ...	Rs. 40.	Rs. 50—2—60.
S.S.C. Holder. ...	Rs. 40.	Rs. 60—3—75.
(*b*) Junior Trained—		
P.S.C. Holder. ...	Rs. 50—1½—65—2½—70—S.G.—3—100.	Rs. 60—3—75—4—115—S.G. 4—135—5—140.
S.S.C. Holder. ...	Rs. 50—1½—65—2½—70—S.G.—3—100.	Rs. 65—3—80—4—120—S.G. —4—140—5—160.
(*c*) Senior Trained. ...	Rs. 56—1½—65—2½—70—S.G.—3—100.	Rs. 70—4—130—5—140—S.G.—5—170.
(*d*) Headmasters. ...	.....	Rs. 90—4—130—E.B.—5—190.

Procedure for Fixation of Initial Pay of Teachers in the Revised Scales.

63. No portion of Dearness Allowance is merged in the existing scales of pay of Primary and Secondary School Teachers. The rates of Dearness Allowance admissible to them are also different. In our recommendations also, we have not taken into account the absorption of Dearness Allowance in pay while proposing new scales of pay for them. Such being the case, the pay ranges for the limits of minimum and maximum benefits as proposed for Government employees will be different in the case of Primary and Secondary School Teachers. These pay ranges are indicated below :—

Secondary School Teachers.

Pay.	Minimum increase.	Maximum increase.
Rs.	Rs.	Rs.
Below 70	8	20
70—460	10	20
461—650	10	30

Primary School Teachers.

Pay.	Minimum increase.	Maximum increase.
Rs.	Rs.	Rs.
Below 55	8	20
55—200	10	20

The method for fixation of pay of the Primary and Secondary School Teachers will be the same as recommended by us for Government employees and described in detailed in a separate chapter.

69. *Rates of Compensatory Local Allowance and House Rent Allowance to Secondary and Primary Teachers :*

We have been asked to examine the Compensatory Local Allowance and the House Rent Allowance rates at present granted to Government Secondary School Teachers and Primary School Teachers and suggest their revision in the light of our recommendations in that respect for Government servants.

Rates of Compensatory Local Allowance and House Rent Allowance for Government servants were revised with effect from 1st July 1962 *vide* Government Resolution, Finance Department No. LCA-3063/XXVI, dated the 15th February 1963 when revised scales were sanctioned for them. In the revised scales bulk of Dearness Allowance then granted, was merged. Those Government servants who opted for the unrevised scale of pay (i.e. pre-1962 scale of pay) were also given the benefit of Dearness Pay for purposes of calculation of House Rent Allowance and Compensatory Local Allowance, etc. Thus for purposes of Compensatory Local Allowance and House Rent Allowance, a parity was maintained between Government servants who came on revised scales of pay and those who opted for their old scales. In the case of Primary Teachers and Government Secondary School Teachers, revised scales arrived at by merger of a portion of Dearness Allowance, were, however, not sanctioned. They were also not given the benefit of revised rates of Compensatory Local Allowance and House Rent Allowance. They continue to draw Compensatory Local Allowance and House Rent Allowance as per rates in Appendix XVII of Bombay Civil Services Rules, Volume II.

We feel that as far as rates of Compensatory Local Allowance and House Rent Allowance are cocerned there should be parity between Government employees on the one hand and Government Secondary School Teachers and Primary Teachers on the other. After taking into account the existing difference in rates of Dearness Allowance, we suggest the following scheme for grant of Compensatory Local Allowance and House Rent Allowance to Government Secondary School Teachers and Primary Teachers :

TABLE I : RATES OF COMPENSATORY LOCAL ALLOWANCE.

A. *For Government Secondary School Teachers,*

Bombay—

Below Rs. 130	...	10 per cent. of pay subject to a minimum of Rs. 7·50 and maximum of Rs. 12·50.
Rs. 130 and above	...	8 per cent. of pay subject to a minimum of Rs. 12·50 and maximum of Rs. 75.

Poona and Nagpur—

Below Rs. 220.	...	7½ per cent. of pay subject to a minimum of Rs. 6 and maximum of Rs. 15.
Rs. 220 and above.	...	6 per cent. of pay subject to a minimum of Rs. 15 and maximum of Rs. 50.

B. *For Primary School Teachers.*

Bombay—

Below Rs. 105.	...	10 per cent. of pay subject to a minimum of Rs. 7·50 and maximum of Rs. 12·50.
Rs. 105 and above	...	8 per cent. of pay subject to a minimum of Rs. 12·50 and maximum of Rs. 75.

Poona and Nagpur—

Below Rs. 200.	...	7½ per cent. of pay subject to minimum of Rs. 6 and maximum of Rs. 15.
Rs. 200 and above.	...	6 per cent. of pay subject to a minimum of Rs. 15 and maximum of Rs. 50.

TABLE II : RATES OF HOUSE RENT ALLOWANCE.

A. *For Government Secondary School Teachers.*

(i) For Bombay, Poona and Nagpur (Thana City to be included because of its contiguity to Bombay City).

Pay.		*Proposed rates.*
Below Rs. 70	...	Rs. 15.
Rs. 70 to Rs. 469	...	15 per cent. subject to a minimum of Rs. 20.
Rs. 470 and above	...	12½ per cent.

(ii) For Ahmednagar, Akola, Amravati, Aurangabad, Barsi, Bhusaval, Chanda, Dhulia, Gondia, Ichalkaranji, Jalgaon, Jalna, Kalyan, Kolhapur, Malegaon, Nanded, Nasik, Sangli-Miraj, Sholapur, Ulhasnagar.

Below Rs. 70	...	Rs. 8.
Rs. 70 to Rs. 270	...	8 per cent. subject to a minimum of Rs. 10 and maximum of Rs. 20.
Above Rs. 270	...	6 per cent. subject to a minimum of Rs. 20 and maximum of Rs. 50.

B. *For Primary School Teachers.*

(i) For Bombay, Poona and Nagpur (Thana City to be included because of its contiguity to Bombay city).

Pay.		*Proposed rates.*
Below Rs. 55	...	Rs. 15.
Rs. 55 to 449.	...	15 per cent. subject to a minimum of Rs. 20.
Rs. 450 and above.	...	12½ per cent.

(ii) For Ahmednagar, Akola, Amravati, Aurangabad, Barsi, Bhusaval, Chanda, Dhulia, Gondia, Ichalkaranji, Jalgaon, Jalna, Kalyan, Kolhapur, Malegaon, Nanded, Nasik, Sangli-Miraj, Sholapur, Ulhasnagar.

Pay.		*Proposed rates.*
Below Rs. 55	...	Rs. 8.
Rs. 55 to Rs. 250.	...	8 per cent. subject to a minimum of Rs. 10 and maximum of Rs. 20.
Above Rs. 250	...	6 per cent. subject to a minimum of Rs. 20 and maximum of Rs. 50.

Travelling Allowance Rules :

70. Our recommendations regarding the Travelling Allowance for Zilla Parishad Employees will apply to Primary Teachers who are Zilla Parishad Employees.

71. The Travelling Allowance Rules, which are now applicable to Secondary School Teachers in aided schools, have not been brought to our notice. We, however, consider that for the sake of uniformity it would be better if provisions of Bombay Civil Service Rules with the modifications suggested by us in the Chapter on Travelling Allowance are made applicable to the teachers to the extent they can be made applicable.

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5. The Zilla Parishad is assisted in its functions by such number of Departments as the State Government may direct and each Department is placed in charge of a Class I or Class II State Service Officer. The following is the list of Departments and Officers in charge :—

Name of Department.	Officer in Charge.
1. General Administration Department.	1. Chief Executive Officer.
2. Finance Department. ...	2. Chief Accounts and Finance Officer.
3. Agriculture Department ...	3. Parishad Agricultural Development Officer.
4. Education Department ...	4. Parishad Education Officer.
5. Works Department ...	5. Parishad Executive Engineer.
6. Industries and Co-operation Department.	6. Co-operation and Industries Officer.
7. Health Department. ...	7. Public Health Officer.

6. There is a Chief Executive Officer and a Deputy Chief Executive Officer for every Zilla Parishad and they are appointed by the State Government. Executive power for the purpose of carrying out the provisions of the Act vests in the Chief Executive Officer. The Chief Executive Officer is empowered to lay down the duties of all officers and servants holding office under the Zilla Parishad, in accordance with rules made by the State Government and to exercise all powers specifically conferred upon him by or under the Act or under any other law for the time being in force. He can appoint officers and servants of Class III and Class IV service from the list of candidates selected by the District Selection Board or the Divisional Selection Board as the case may be. He has to assess the work of Officers of Class I and Class II Services and exercise supervision and control over the acts of officers and servants holding office under the Zilla Parishad. He has to draw and disburse moneys out of the District fund. Subject to the provisions of the Act, Zilla Parishad exercises general supervision and control on the work of the Chief Executive Officer.

7. There is a Block Development Officer for every Panchayat Samiti. He is appointed by the State Government. He also exercises executive powers in the Block for the purposes of carrying out the provision of the Act. He is the ex-officio Secretary of the Panchayat Samiti.

8. Under the powers given to State Government under the Act, it has constituted following Services for each Zilla Parishad :—

(i) A District Technical Service Class III.

(ii) A District Service Class III.

(iii) A District Service Class IV.

Class I and II services are, however, borne on the State Cadre. The Cadres to be formed in Class III and IV Zilla Parishad Services were also initially determined by the State Government.

9. Every person employed by then existing District Boards immediately before 1st May 1962 was appointed as from that date, a member of the District Technical Service (Class III), the District Service (Class III) or of the District Service (Class IV) as the case may be and became an officer or servant of the Zilla Parishad. Previous service is counted as service under the Zilla Parishad. Conditions of service of these employees can not be varied to their disadvantage except with the previous approval of State Government.

10. The ex-employees of the previously existing District Boards were thus absorbed under the Zilla Parishads and their pay scales and designations were determined for the corresponding posts. The equivalence between the posts in the District service (equivalent post) and the post previously held by allocated employees (corresponding post) immediately before 1st May 1962 has been determined with due regard to the pay scales, the minimum educational and other qualifications prescribed for the equivalent post and the corresponding post and the nature and magnitude of duties and responsibilities attached to the post and such other factors as the State Government deemed fit to consider, and every allocated employee holding a corresponding post was appointed to the equivalent post.

11. A new staffing pattern has been prescribed for the Zilla Parishads under the provisions of the Act. As a result, some posts in Government, District, Regional and Heads of Department Offices have been transferred to the Zilla Parishads along with personnel. All the non-gazetted staff in the service of the Zilla Parishads has been grouped into District Service Class III with the following five scales of pay and Class IV group with another scale of pay :—

Class III—Scale	No. I ...	Rs. 250—15—400—E.B.—20—540.
	No. II ...	Rs. 190—10—290—E.B.—15—320.
	No. III ...	Rs. 135—5—145—6—175—E.B.—8—215.
	No. IV ...	Rs. 100—3—130—E.B.—4—150.
	No. V ...	Rs. 75—2—95—E.B.—2—105.
Class IV—	...	Rs. 65—1—75.

In each of these categories, all the different staff in the different departments have been fitted in irrespective of whether they are technical or non-technical, skilled or unskilled, or executive or ministerial. The grouping has been on such an ad-hoc basis and without any rationale that it has, within a few years of its operation, given rise to various anomalies and created great dis-satisfaction among the Zilla Parishad Staff. The difficulties have been further aggravated by the transfer of Government personnel particularly technical ones, who carry their own pay scales which are higher than those in the Zilla Parishads, and are reluctant to be absorbed in the Zilla Parishad cadres firstly, because the pay scales are lower and secondly, there are very few chances of promotion. Scale No. I referred to above is the only promotional scale open for them and as the posts are within the district itself, chances of promotion are rare. Further, there are no gazetted posts open for them as all Class II and Class I posts are on the State Government cadre.

12. The most important general question to be first considered will be whether employees of the Zilla Parishad should be allowed the same scale of pay as is admissible to corresponding employees under the State Government or whether some-what lower scales should be considered suitable for them. Following considerations are put forth in support of lower scales :—

(*a*) That the pay scales of staff in previously existing District Boards or Janapad Sabhas were lower as compared to pay scales of corresponding categories in Government service.

(*b*) That persons recruited for service under local bodies are generally from the same localities and without liability of transfer over extensive areas as in the case with Government employees.

(*c*) That the resources of the Zilla Parishads are limited as compared with those of the State Government and as such Zilla Parishads can afford only lower scales than those sanctioned for employees of Government.

13. The personnel manning various posts under Zilla Parishads comprise three categories viz. (i) officers belonging to Class I and Class II State Services who have been deputed for manning posts of Gazetted rank, (2) those from Class III and Class IV services of the State who are transferred or are to be transferred to Zilla Parishads, and (3) those who are absorbed from the previously existing District-Boards and Janapad-Sabhas. The first group will continue in State service and their pay and allowances are drawn from the Consolidated Fund of the State. The staff in group, (2) being transferred or transferable from State Government service their rights to their own pay-scales etc. cannot be prejudicially affected. The case of the group (3) or those who are appointed by the Zilla Parishads alone, remains to be considered.

14. Zilla Parishads are constituted with a view to democratic decentralization of administration and District has been adopted as the first stage of such devolution with establishment of subsidiary authorities at the block level. Whatever may have been the reasons for lower salaries in pre-existing local bodies, there appears no justifiable reasons for continuing the disparity in the pay rates of the comparable staff under State Government and under the Zilla Parishads. In our view, it is necessary in the interest of this experiment of local self-Government to bring into existence parity in pay scales with the employees in State Government. Presumably lower scales were sanctioned by the previously existing local bodies on the ground that the then local bodies had only elementary responsibilities and that staff, even with such lower standards, could fulfill the requirements of their administration. The functions and responsibilities of the Zilla Parishads would not justify the above assumption.

15. The other reason regarding the limited transferability of the staff, will not also justify lower pay-rates as even in Government service, significant number of employees are also not liable to transfer. It has also to be recognised that employees in local bodies have no promotion prospects as exist for Government employees and for this reason at least, they should have comparable scales. The consideration that service in local bodies attracts persons of lower standard and therefore lower scales should be provided is equally incorrect and faulty. The above reasoning in fact would justify providing of improved pay-scales so that quality of recruitment in local bodies would be improved.

16. Inelastic and meagre resources of the local bodies and inability to bear the financial burden involved in bringing about parity in emoluments appears to be one reason which to some extent can explain the fixing of the pay-scales of employees under the local bodies at a lower level than those of corresponding grades of employees in State Government. With the financial aid which Zilla Parishads get from the State Government, and power vested in them in the matter of taxes, fees, cesses, etc. there is much difference in the financial position of the present Zilla Parishads and the previously existing local bodies. The proper development of local self-government and efficient discharge of the obligations demand that staff of Zilla Parishads should be accorded parity with corresponding grades in Government service.

17. In the course of our deliberations, we had occasions to discuss this matter with several of our witnessess including the Presidents and Chief Executive Officers of the different Zilla Parishads in the State, and representatives of Zilla Parishad Employees' Associations. We found that nearly every one of them emphasised the need for giving the Zilla Parishad servants, the same pay-scales as were prescribed by Government for their own employees.

18. The Commission found that the implementation of the above general suggestion that Zilla Parishad staff should have the same pay scales as those prescribed for Government staff was not so simple as it appeared. The categorization of the whole staff of the Zilla parishads into four classes, has made any parity with

Government cadres extremely difficult. Under the Zilla Parishad, Extension Officer (Agriculture), Overseer, and Veterinary Officer draw the same pay and are in the same pay scale as Planning Assistant, Statistical Assistant, or Deputy Accountant. Under Government the former categories of posts carry a much higher pay scale than the latter categories. Any equation with Government cadres and pay scales would completely upset the present pattern of cadres and pay scales of the Zilla Parishads and may lead to some other complications or anomalies. The present pattern, however faulty or defective it may be, has been in force for more than four years and is in the process of stabilising itself. To uproot the existing pattern wholly and to propose the several pay-scales prevailing in Government services for the Zilla Parishads, will not be advisable either from the point of view of stability or security of services, or from the point of view of the heavy financial burden that such a procedure would impose on the Zilla Parishads.

19. After careful consideration of this intricate problem and continuous discussions with experienced Zilla Parishad Presidents and Officials, we feel that the pattern of cadres and pay scales presently prevailing in the Zilla Parishads does require modification to remove anomalies as dictated by administrative needs and responsibilities of different posts. The most satisfactory way to do this, in our opinion, is to separate the technical from the non-technical, the skilled from the unskilled or semi-skilled and the executive from the ministerial. In the schedule appended hereto, we have suggested pay scales recommended by us for various posts. Broadly, we have retained the existing internal relativities in the case of highest posts which have been provided more for equalising chances of promotion for persons from different services. At the next lower level, we have tried to retain the existing relativities in the case of technical posts keeping in mind the recommendations which we have made for corresponding posts under Government. Wherever necessary, we have provided for suitable higher starting pays for equalising the salaries available for persons possessing the same technical qualifications in Zilla Parishads and under Government. The pay-scales of ministerial posts have been brought in line with those suggested by us for similar posts under Government without regard to the internal relativities under the Zilla Parishads. In the case of still lower and lowest categories of posts we have suggested revised scales taking into account the scales which we have recommended for similar posts under Government where parallel posts exist, and where no parallel posts exist under Government, we have recommended revised scales taking into account the qualifications prescribed and duties attached to the posts.

20. We would like to bring out a few points in regard to revision of pay-scales of some categories of posts.

21. *Block Development Officers.*—In the course of our discussions with the Chief Executive Officers etc., it was pointed out to us that Block Development Officers who are drawn from the Revenue cadre are allowed the full scale of Mamlatdars i.e. Rs. 250—550 whereas officers appointed as Block Development Officers from amongst Extension Officers under the Zilla Parishads are given a scale of Rs. 250—375. We accept that such a discrimination is unhealthy from the point of view of contentment of the services and having regard to the duties and responsibilities attached to the posts of Block Development Officers, we consider that the revised scale which we recommend for Mamlatdars would be sanctioned for all Block Development Officers irrespective of the source from which they are appointed. We have accordingly recommended a revised scale of Rs. 300—600 (with a fixed pay of Rs. 280 during the period of probation) for all Block Development Officers.

22. *Office Assistants.*—In the set up of the Zilla Parishad a category under the designation of Office Assistant has been provided on a scale of Rs. 75—105. The recruitment rule for the post provides for the post being filled by persons who have passed vernacular final examination. All our witnesses were unanimous in emphasising that Office Assistant appointed on the prescribed qualifications have been of no use and

that this category should be abolished and only the cadre of Junior Assistants (i.e. Clerks) should be retained. We recommend the suggestion for acceptance of Government. So far as existing incumbents are concerned; we are recommending a scale of Rs. 90—130.

23. *Vaccinators.*—At present there are two categories of Vaccinators, one in the scale of Rs. 75—105 and the other in the scale of Rs. 65—75 plus a special pay of Rs. 10. As duties of both the categories of Vaccinators are similar, we do not see any reason for providing for two scales of pay for the post. All our witnesses were unanimous on the point that this distinction should be removed. We have accordingly recommended a scale of Rs. 90—130 for all Vaccinators. The Vaccinators who are at present on the scale of Rs. 65—75 plus special pay of Rs. 10 may be brought on the revised scale of Rs. 90—130 proposed by us.

24. *Drivers.*—Drivers under Government are on the scale of Rs. 100—3—130 and generally in Class III service whereas Drivers under the Zilla Parishads have been included in Class IV and are allowed a scale of Rs. 65—1—75 and a special pay of Rs. 25. In our opinion the scale allowed to Drivers is on the low side. For the lowest categories of Drivers under Government we have recommended a revised scale of Rs. 110—140. We have, therefore, recommended a similar scale for Drivers under Zilla Parishads also.

25. *Attendants.*—As under Government there are posts of Attendants designated as Junior Attendants under Zilla Parishads drawing a consolidated pay of Rs. 75 per month. In the case of Attendants under Government we have suggested to Government to undertake a review to find out whether services of Attendants are being utilised as full-time Government servants and have also suggested that those Attendants who are being utilised as full time Government servants should be given the scale of Rs. 70—90 which we have recommended for the lowest categories of employees. We suggest that a similar review may be taken in the case of Junior Attendants under Zilla Parishads also and that they may be allowed the scale of Rs. 70—90 in case it is found that their services are being utilised as full-time servants.

26. *Teachers.*—We have made our recommendations, in Part III of this Report, regarding the revision of payscales of Primary and Secondary School Teachers in aided schools We are not, therefore, discussing here the pay-scales of Primary and Secondary School Teachers under the Zilla Parishads as they will be covered by our recommendations made in Part III of this report.

27. *Fixation of initial pay in the revised scales.*—Detailed recommendations regarding the procedure to be followed for fixation of initial pay of Government servants have been made in a separate chapter in Part I of the Report. We suggest that the procedure proposed in the case of Government servants drawing pay in mofussil scales may also be followed for fixation of initial pay of Zilla Parishad employees in the revised scales which we have recommended.

28. *Travelling Allowance, H.R.A. and C.L.A.*—At present bulk of the employees of the Zilla Parishads consists of Government servants on deputation. They are governed by the rules regarding T.A. etc. applicable to Government servants. In the case of others it seems that there is no uniformity as in some cases we were told that the T.A. of the Zilla Parishad employees taken over from the former Local Bodies is being regulated by the rules of the former local bodies. It is desirable that one set of rules viz. Bombay Civil Services should be uniformaly applied to all employees of the Zilla Parishad. As regards H. R. and C. L. Allowances, Zilla Parishad employees are already governed by the rules and rates prescribed in the case of Government employees. In separate chapters on T.A., H.R.A., and C.L.A., included in Part I of this Report, we have made some recommendations for regulating these allowances of Government servants. We recommend that these recommendations may be made applicable to the employees of Zilla Parishads also.

29. Before we conclude, we would like to add a few remarks regarding the prospects of promotion available to the employees of the Zilla Parishads as this has been repeatedly brought to our notice by the various Associations of the Zilla Parishad employees etc. In view of the fact that all Class I and Class II posts connected with or supervising the Zilla Parishad activities are on Government cadre, the only promotional ladder left to them is the existing scale No. 1. The representatives of Zilla Parishad Employees Associations were unanimous in their demand that these gazetted posts should be kept open for them along with their colleagues in Government service. We feel that there is much justification for this demand, particularly as the Zilla Parishads are executing several developmental schemes as agents of Government and there is little difference in duties and responsibilities exercised by the Government employees and the Zilla Parishad employees. We recommend this demand of the Zilla Parishad staff for favourable consideration of Government and feel that a lot of discontent and reluctance to serve under Zilla Parishad, will be removed if the Zilla Parishad staff is given promotion to Government Class I and Class II cadres along with the comparable Government employees.

SCHEDULE

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Deputy Chief Executive Officer.	25	350—400—30—550—E.B.—30—610—40—730—45—955	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation).	
2	Administrativ Officer.	25	400—30—550—E.B.—30—610—40—730	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation).	
3	Planning Officer ..	25	350—400—30—610—E.B.—40—730—45—955	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation).	
4	Block Development Officer (for T. D. Blocks).	31	350—400—30—550—E.B.—30—610—40—730	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation).	
5	Block Development Officer.	264	250—300—15—375 ..	300—20—460—E.B.—20—500——25—600 (Fixed pay of Rs. 280 during the period of probation).	
6	Revenue Officer ..	25	250—300—15—375 ..	300—20—460—E.B.—20—500—25—600 (Fixed pay of Rs. 280 during the period of probation).	
	Non-Gazetted				
7	Senior Extension Officer Agriculture	113	250—15—400—E.B.—20—540..	275—15—410—E.B.—20—550	
8	Agricultural Officer I.	99	250—15—400—E.B.—20—540	275—15—410—E.B.—20—550	
9	Extension Officer (Agriculture).	189	190—10—290—E.B.—15—320	200—10—290—E.B.—15—380 (Persons possessing post graduate qualitfications or equivalent qualification in Agriculture to start on Rs. 250)	

Zilla Parishads—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
10	Agricultural Supervisor.	55	190—10—290—E.B.—15—320	200—10—290—E.B.—15—380 (Persons possessing post-graduate qualification or equivalent qualifications in agriculture to start on Rs. 250).	
11	Junior Extension Officer (Agriculture)	330	135—5—145—6—175—E.B.—8—215	150—8—190—10—230—E.B.—300 (Agriculture Graduates to start on Rs. 200).	
12	Junior Agricultural Supervisor.	34	135—5—145—6—175—E.B.—8—215	150—8—190—10—230—E.B.—10—300 (Agriculture graduates to start on Rs. 200).	
13	Assistant Extension Officer (Agriculture).	400	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
14	Agricultural Assistant	1358	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
15	Junior Agricultural Assistant.	98	75—2—95—E.B.—2—105 ..	90—2—100—3—115—E.B.—3—130	
16	Senior Extension Officer (Animal Husbandry).	4	250—15—400—E.B.—20—540..	275—15—410—E.B.—20—550	
17	Senior Veterinary Officer.	..	250—15—400—E.B.—20—540	275—15—410—E.B.—20—550	
18	Senior Animal Husbandry Officer.	..	250—15—400—E.B.—20—540	275—15—410—E.B.—20—550	
19	Extension Officer (Animal Husbandry)	111	190—10—290—E.B.—15—320 (with a higher start of Rs. 220 for Veterinary graduates).	200—10—290—E.B.—15—380 (Veterinary Graduates and those possessing equivalent qualification to start on Rs. 220).	
20	Veterinary Officer ..	124	190—10—290—E.B.—15—320 (With a higher start of Rs. 220 for Veterinary graduates).	200—10—290—E.B.—15—380 (Veterinary graduates and those possessing equivalent qualification to start on Rs. 220).	
21	Animal Husbandry Officer.	1	190—10—290—E.B.—15—320 (With a higher start of Rs. 220 for Veterinary graduates).	200—10—290—E.B.—15—380 (Veterinary graduates and those possessing equivalent qualification to start on Rs. 220).	
22	Live Stock Inspector	1	190—10—290—E.B.—15—320 (With a higher start of Rs. 220 for Veterinary graduates).	200—10—290—E.B.—15—380 (Veterinary graduates and those possessing equivalent qualification to start on Rs. 220).	
23	Junior Extension Officer.	64	135—5—145—5—175—E.B.—8—215.	150—8—190—10—230—E.B.—10—300	
24	Junior Veterinary Officer.	..	135—5—145—5—175—E.B.—8—215	150—8—190—10—230—E.B.—10—300	
25	Junior Animal Husbandry Officer.	..	135—5—145—5—175—E.B.—8—215	150—8—190—10—230—E.B.—10—300	
26	Assistant Extension Officer (Animal Husbandry).	83	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	

Zilla Parishads—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
45	Tractor Driver ..	13	100—3—130—E.B.—4—150 ..	110—3—128—4—144—E.B.—4—180	
46	Assistant to Extension Officer (Works).	251	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
47	Junior Draftsman ..	183	100—3—130—E.B.—4—150 .. Special pay Rs. 20 per month.	110—4—150—E.B.—5—200 Special pay of Rs. 20 per month.	
48	Maistry (Grade I) ..	251	100—3—130—E.B.—4—150 ..	110—3—128—4—144—E.B.—4—180	
49	Maistry, Grade II ..	227	75—2—95—E.B.—2—105 ..	90—2—100—3—115—E.B.—3—130	
50	Fitter ..	26	75—2—95—E.B.—2—105 ..	90—2—100—3—115—E.B.—3—130 (Persons who have completed the prescribed course of Fitters to start on Rs. 100).	
51	Senior Extension Officer (Health).	..	250—15—400—E.B.—20—540..	275—15—410—E.B.—20—550	
	Assistant Health Officer.	1	250—15—400—E.B.—20—540..	275—15—410—E.B.—20—550	
	Senior Medical Officer (In Charge of dispensary).	13	250—15—400—E.B.—20—540..	275—15—410—E.B.—20—550	
52	Extension Officer (Health).	133	190—10—290—E.B.—15—320..	200—10—290—E.B.—15—380	
53	Epidemic Medical Officer.	22	190—10—290—E.B.—15—320..	200—10—290—E.B.—15—380	
54	Medical Officer in charge of dispensary.	259	190—10—290—E.B.—15—320..	200—10—290—E.B.—15—380	
55	Senior Sanitary Inspector.	2	190—10—290—E.B.—15—320..	145—4—165—5—185—E.B.—5—225 Special pay of Rs. 35.	
56	Public Health Nurse	7	190—10—290—E.B.—15—320..	200—10—290—15—320	
57	Sanitary Inspector ..	312	135—5—145—6—175—E.B.—8—215	145—4—165—5—185—E.B.—5—225	
58	Junior Extension Officer (Health).	154	135—5—15—6—175—E.B.—8—215	150—6—180—8—204—E.B.—8—260—10—270—E.B.—10—320	
59	Health Assistant ..	97	135—5—145—6—175—E.B.—8—215	150—6—180—8—204—E.B.—8—260—10—270—E.B.—10—320	
60	Junior Medical Officer in charge of Dispensary.	121	135—5—145—6—175—E.B.—8—215	150—6—180—8—204—E.B.—8—260—10—270—E.B.—10—320	
61	Junior Health Supervisor.	..	135—5—145—6—175—E.B.—8—215	150—6—180—8—204—E.B.—8—260—10—270—E.B.—10—320	
62	Nurse Midwife ..	611	135—5—145—6—175—E.B.—8—215	155—6—170—6—200—8—240	
63	Senior Ayurvedic Vaidya.	46	135—5—145—6—175—E.B.—8—215	150—6—180—8—204—E.B.—8—260—10—270—E.B.—10—320	

Zilla Parishads—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
88	Industries Instructor	16	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
89	Junior Industries Assistant.	7	75—2—95—E.B.—2—105 ..	90—2—100—3—115—E.B.—3—130	
90	Junior Industries Instructor.	13	75—2—95—E.B.—2—105 ..	90—2—100—3—115—E.B.—3—130	
91	Senior Extension Officer (Co-operation)	2	250—15—400—E.B.—20—540..	275—15—410—E.B.—20—550	
92	Senior Co-operation Officer.	5	250—15—400—E.B.—20—540..	275—15—410—E.B.—20—550	
93	Extension Officer (Co-opreation).	96	190—10—290—E.B.—15—320..	200—10—290—E.B.—15—380	
94	Co-operative Officer	15	190—10—290—E.B.—15—320..	200—10—290—E.B.—15—380	
95	Junior Extension Officer (Co-operation)	308	135—5—145—6—175—E.B.—8—215	150—8—190—10—220—E.B.—10—270	
96	Junior Co-operation Officer.	7	135—5—145—6—175—E.B.—8—215	150—8—190—10—220—E.B.—10—270	
97	Assistant Extension Officer (Co-operative)	76	110—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
98	Co-operative Supervisor.	1	110—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
99	Junior Co-operative Supervisor.	..	75—2—95—E.B.—2—105 ..	90—2—100—3—115—E.B.—3—130	
100	Senior Extension Officer (Education).	1	250—15—400—E.B.—20—540..	275—15—410—E.B.—20—550	
101	Assistant Education Officer. (Senior.)	..	250—15—400—E.B.—20—540..	275—15—410—E.B.—20—550	
102	Extension Officer (Education).	235	190—10—290—E.B.—15—320..	200—10—290—E.B.—15—380	
103	Assistant Education Officer.	..	190—10—290—E.B.—15—320..	200—10—290—E.B.—15—380	
104	Senior Assistant Deputy Educational Inspector.	80	190—10—290—E.B.—15—320	200—10—290—E.B.—15—380	
105	Junior Extension Officer (Education).	449	135—5—145—6—175—E.B.—8—215	150—8—190—10—220—E.B.—10—270	
106	Assistant Deputy Educational Inspector.	117	125—5—145—6—170—E.B.—8—215	150—8—190—10—220—E.B.—10—270	
107	Assistant Educational Officer (Junior).	135	135—5—145—6—170—E.B.—8—215	150—8—190—10—220—E.B.—10—270	
108	Mukhya Sevika ..	135	135—5—145—6—170—E.B.—8—215	150—8—190—10—220—E.B.—10—270	
109	Assistant Extension Officer (Education).	58	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200 (Higher starting pay of Rs. 122 for holders of S.T.C.).	

Zilla Parishads—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
110	Education Assistant	..	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200 (Higher Starting pay of Rs. 122 for holders of S.T.C.).	
111	Gram Sevika ..	456	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
112	Assistant Gram Sevika	4	75—2—95—E.B.—2—105 ..	90—2—100—3—115—E.B.—3—130	
113	Junior Education Assistant.	..	75—2—95—E.B.—2—105 ..	90—2—100—3—115—E.B.—3—130	
114	Assistant Block Development Officer.	190	250—15—400—E.B.—20—540	275—15—410—E.B.—20—550	
115	Senior Block Supervisor.	..	250—15—400—E.B.—20—540	275—15—410—E.B.—20—550	
116	Extension Officer (Panchayat and Social Welfare).	98	190—10—290—E.B.—15—320	200—10—290—15—320	
117	Block Supervisor ..	..	190—10—290—E.B.—15—320	200—10—290—15—320	
118	Junior Extension Officer (Panchayat and Social Welfare).	296	135—5—145—6—175—E.B.—8—215	150—8—190—10—220—E.B.—10—270	
119	Senior Gram Sevak	510	135—5—145—6—175—E.B.—8—215	150—8—190—10—220—E.B.—10—270	
120	Junior Block Supervisor.	..	135—5—145—6—175—E.B.—8—215	150—8—190—10—220—E.B.—10—270	
121	Gram Sevak ..	14889	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
122	Senior Social Welfare Assistant.	20	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
123	Assistant Gram Sevak	8429	75—2—95—E.B.—2—105 ..	90—2—100—3—115—E.B.—3—130	
124	Social Welfare Assistant.	231	75—2—95—E.B.—2—105 ..	90—2—100—3—115—E.B.—3—130	
125	Sectional Officer ..	35	250—15—400—E.B.—20—540	275—15—410—E.B.—15—550	
126	Superintendent ..	113	190—10—290—E.B.—15—320	200—10—290—15—320	
127	Senior Assistant ..	1 90	135—5—145—6—175—E.B.—8—215	150—8—190—10—220—E.B.—10—270	
128	Stenographer ..	46	145—5—170—6—200—E.B.—6—230—9—275 Special pay 30/40 p.m.	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380 (for those possessing a minimum shorthand speed of 100 words per minute). (Special pay to be discontinued and taken into account for fixation of initial pay).	
129	Junior Assistant ..	3502	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
130	Store Assistant ..	92	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	

Zilla Parishads—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
131	Store-keeper ..	56	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
132	Steno-typist ..	95	100—3—130—E.B.—4—150 .. (Special pay Rs. 20).	110—4—150—E.B.—5—200 (Shorthand Allowance of Rs. 25 p.m.).	
133	Office Assistant ..	3502	75—2—95—E.B.—2—105 ..	90—2—100—3—115—E.B.—3—130	
134	Statistical Supervisor	..	250—15—400—E.B.—20—540	275—15—410—E.B.—20—550	
135	Planning Assistant ..	22	190—10—290—E.B.—15—320	200—10—290—15—320	
	Statistical Assistant	1	190—10—290—E.B.—15—320	200—10—290—15—320	
136	Senior Assistant (Statistical).	167	135—5—145—6—175—E.B.—8—215	150—8—190—10—220—E.B.—10—270	
137	Junior Statistical Assistant.	59	135—5—145—6—175—E.B.—8—215	150—8—190—10—220—E.B.—10—270	
138	Head Accountant ..	22	250—15—400—E.B.—20—540	275—15—410—E.B.—20—550	
139	Divisional Accountant	20	250—15—400—E.B.—20—540	275—15—410—E.B.—20—550	
140	Deputy Accountant	304	190—10—270—E.B.—15—320	200—10—290—15—320	
141	Senior Assistant (Accounts).	370	135—5—145—6—175—E.B.—8—215	150—8—190—10—220—E.B.—10—270	
	CLASS IV				
142	Havaldar ..	30	65—1—75 .. (Special pay Rs. 10).	90—2—110 (Special pay to be discontinued and taken into account for fixation of initial pay).	
143	Naik ..	20	65—1—75 .. .. (Special pay Rs. 5).	80—2—100 (Special pay to be discontinued and taken into account for fixation of initial pay.)	
144	Attendant ..	1227	65—1—75	70—1—80—E.B.—2—90	
145	Driver ..	482	65—1—75 .. .. (Special pay Rs. 25).	110—3—128—4—140 (Special pay to be discontinued and taken into account for fixation of initial pay).	
146	Fireman ..	68	65—1—75 .. .. (Special pay Rs. 10).	80—2—100—E.B.—2—110 (Special pay to be discontinued and to be taken into account for fixation of initial pay of the present incumbents).	
147	Junior Vaccinator ..	553	65—1—75 .. .. (Special pay Rs. 10).	90—2—100—3—115—E.B.—3—130 (Special pay to be discontinued and to be taken into account for fixation of initial pay of the present incumbents).	
148	Medical Attendant/Dresser.	101	65—1—75	75—1—80—2—90—E.B.—2—100	
149	Dai ..	184	65—1—75	70—1—80—E.B.—2—90	
150	Attendant (Ward Boy).	86	65—1—75	70—1—80—E.B.—2—90	
151	Junior Attendant ..	3449	Pay of Rs. 60 .. .. (Consolidated).	70—1—80—E.B.—2—90 (Subject to the remarks made in the Chapter).	

CHAPTER 105

CONCLUDING OBSERVATIONS

We have completed our examination in accordance with the terms of reference, of the pay-scales, special pays, allowances (excluding dearness allowance) of the Government employees, of the teachers in Secondary and Primary Schools and also of the employees of the Zilla Parishads. We have made appropriate recommendations on each of these, in the foregoing chapters. We feel happy that we have been able to present our Report within the time limit.

We do not know whether or to what extent our efforts will be appreciated by all concerned. Higher services may charge us with neglect of their interest, those in lower income groups, with want of sympathy because we have not been able to give as they proposed and even Government might consider our proposal financially irk-some.

It is not due to indifference that we have not proposed further improvement in the salaries of higher income groups, nor non-acceptance of the proposals of lower income groups was due to want of understanding and sympathy for their present economic distress. If our proposals are appreciated objectively and in the spirit in which we have made them, we hope our apprehensions will prove untrue.

We have discussed in detail the principles which guided us in formulating our proposals. We had to evolve a pay structure in the context of resources of the State, actual and potential, and also widely accepted socio-economic and administrative considerations.

The basic structure of the services shaped by long history cannot be reformed instantaneously by any effort of the Pay Commission. Our pay structure had unregulated growth. Our task cannot be compared to that of a gardener entrusted with the job of turning wild growth into a well-shaped garden. He deals with inanimate entities who cannot speak or act and can cut tall trees or prune the growth, nourish smaller plants, in a manner as would suit his ideas and design.

A reform should not be so drastic as would shatter the basic frame of the administrative structure. Reform of pay-structure has to be a phased programme and should be effected in a manner as would cause least harm to services and without casting unbearable financial burden on administration.

We have proposed removal of disparities in pay-structure, and reducing multiplicity of about 1,100 scales of pay to be substituted by about 170 standard common time-scales of pay (Appendix IV). Benefit of revision to existing employees has been proposed where in our view it was due, and within limits imposed by financial position of the State.

With great pleasure we submit this Report for consideration of the Government.

P. S. NADKARNI,
Secretary.

G. B. BADKAS,
Chairman.

K. L. PANJABI,
Member.

Bombay, 4th January 1967.

(45) Amount of increment should be bigger in middle and closing period. In our view provision of Efficiency Bar in a time-scale is justifiable as being both expedient and necessary.

(46) There is a case for recommending that the benefit of atleast one full increment should be granted on promotion. Rules of promotion should provide for minimum increase on promotion.

Pay structure at the Centre and in other States (Chapter 6)

(2) Comparison of the minimum rates of remuneration for Class IV staff in different States shows that every State has been paying less than the Centre :

(7) If economic conditions of a State permit, there should be no objection to reducing the disparities to the minimum, particularly, in comparable jobs.

Financial position of the State and its economy are the fundamental causes for the existing disparity in the standards of remuneration at the Centre and among different States. This situation is inevitable.

There can be no logic in insisting on parity in emoluments of public services at the Centre and the States. The pay rates in the Central Government should not however, be left out of sight. Under the existing conditions it is not possible to establish substantial parity. Some reduction in disparity will however be brought about as a result of our recommendations.

Minimum and maximum salary (Chapter 7)

(4) There has been a reduction in disparity between the salaries of the lowest paid staff and certain salaries of high grade staff mostly due to increased taxation of higher income and progressive increase in pay scales and allowances of lower grade staff.

(6) Any attempt to reduce disparity in any particular service or occupation in isolation from other income groups will be unfair and discriminatory.

(7) Comparing the earnings in private services and independent professions like law, medicine, etc. the public service does not appear much attractive today, to young men of merit and ambition. The demand for reduction in maximum salary or other high grade salaries does not appear justified to us.

(8) Any reduction in maximum salary is bound to have serious repercussions in getting competent entrants. It will also have adverse consequences on the efficiency in public administration.

(10) We do not accept that from the socio-economic point of view the existing high grade salaries are disproportionately high and deserve drastic reduction. If disparity between higher salaries and minimum salaries is to be reduced, the only course will be to raise the lower rate of salaries and not to reduce the existing salaries in the higher grades. In the present state of economic resources of the State and its financial position such a step does not appear practicable.

(13) Considering the socio-economic reasons and also the financial resources of the State we do not propose any change in the existing salaries of high grade posts.

Basic salary (Chapter 8)

(1) While considering questions relating to revision of pay structure, basic salary to be paid to lowest paid staff deserves first consideration.

(11) The standardised norms proposed by the 15th Labour Conference cannot be considered as realistic measure for determining minimum remuneration. Working class does not have a standardised pattern of diet. The standard of the cost of living of the industrial workers is not representative of all classes of workers.

(14) In determining the minimum remuneration both basic pay and dearness allowance require to be related to a basic year in relation to which its quantum is fixed.

(15) The selection of basic year and determination of basic pay with reference to that year necessarily involve decision regarding the quantum of dearness allowance to be paid in 1966 as supplement to basic pay.

(16) It is difficult to guess the level at which prices will stabilise. Though at present prices are indicating a rising trend it would be hazardous to conclude that prices will not go below the 1965 level.

(20) Compiling of consumer Price Index was found to be extremely difficult. Calculation of the cost of living representing the minimum needs was also not feasible. Since we cannot fix both the components of remuneration i.e. basic pay and dearness allowance, usefulness of such an attempt was doubtful. It would only result in expression of opinion which would prejudice employees in their claims of dearness allowance or embarass Government in determining the question of dearness allowance.

(35) Considering the changes in economic conditions of the employees and on grounds of social and economic need we feel persuaded to fix the minimum basic salary of the last grade employee at Rs. 70—90.

Basic salary of last grade Class III employee.

(37) No standardised norms appear to have been proposed by any responsible body for calculating pay-scales for middle class employees.

(40) The method of calculation of minimum remuneration for clerical staff on the differential of 80 % as proposed by the Government Employees Confederation cannot be considered as either logical or even broadly reasonable.

(42) Though there is no rigid relationship or established ratio, when basic salary of last grade employee is determined, the higher structure has to be constructed as far as possible on the basis of existing relativities.

(45) On this basis and after duly considering factors such as inflationary pressures on economy, limited resources of the State and the need of the employees, we think that the basic salary of clerks should be Rs. 110.

City scales (Chapter 9)

(4) Neither the time nor the circumstances regarding the genesis of the city scales are known definitely. The only explanation can be the high cost of living in Bombay City as compared to mofussil areas.

(10) The difference between the city scales and the mofussil scales was not one of higher cost of living allowance only but also of deliberate improvement in pay scales. In the case of Secretariat, the difference is still more glaring.

(15) Besides the benefit of getting higher pension, the employees on city scales obtain additional benefit in respect of dearness allowance, and other allowances, which are based on actual pay drawn which includes compensatory local allowance and house rent allowance.

(16) Separate city scales have resulted in creating a previleged class. We have no hesitation in holding that city scales give preferential treatment to a group of employees.

(20) In the present context of our social and political ideas, such special treatment and preferment for one class of employees only, cannot be supported or sustained. The principle of equal pay for equal work could not admit of such distinction.

(23) City scales cannot be supported even on administrative considerations. Transfers from the city to the mofussil and *vice-versa* take place frequently. The fact that such transfers are few is not a valid reason as differentiation itself is bad in principle. City scale being more advantages, an immobility is created.

(24) We recommend that city scales should be abolished on the ground that—

(i) Public service of the State is one service and it is illogical to design pay rates separately for a small area or part of the services.

(ii) The city scales give preferential treatment to the employees covered by them and as such are discriminatory.

(iii) These scales offend principle of equal pay for equal work.

Secretariat Scales (Chapter 10)

(5) There is no justification for having different scales of pay for Clerks/Typists in the Secretariat and out side Offices.

(9) In view of the educational qualifications, required calibre of candidates, nature of work and extent of responsibilities, the posts of Superintendent and Assistant in the Secretariat have to be classed separately for purposes of pay scales and distinguished from Superintendents and Upper Grade or Senior Clerks in non-Secretariat Offices.

(11) We are not in favour of having separate secretariat scales as such, as we see no significance in having scales office-wise or region-wise.

Government may consider the appropriateness of designating Superintendent in Secretariat as Section Officers.

(15) Stenographers who work as Personal Assistant to Ministers and to the Secretaries to Government have more onerous duties and responsibilities as compared to Stenographers attached to higher officers in other offices. Absolute parity between stenographers in the Secretariat and those in outside offices is neither possible nor justified.

Special Pays (Chapter 11)

(6) At present 20769 posts in various departments carry special pay most of them for arduous work and additional duties and responsibilities.

(9) Special pay is the most satisfactory way of compensating specific and sizeable addition to work and responsibility of a Government servant. Besides being an economical arrangement, it is admistratively very convenient in certain circumstances. The system of special pays should continue.

(10) Basic principles for grant of special pay stipulated in Bombay Civil Service Rule 9 (49) are quite sound and should be acceptable.

(11) Special pay should not be granted as a matter of course but should be given with special jealousy.

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

(15) Grant of special pay is a temporary arrangement and special pay should not ordinarily be attached to a post on permanent basis.

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

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

(20) Special pays given to Clerk-typists, Clerks, Cashiers, Accounts Clerks, etc. are intended to obviate the necessity of creating special scales of pay. They should be continued.

(22) It was not possible to scrutinise 20,769 cases of special pay with all thoroughness. Our conclusions should be considered as *prima facie* appropriate on material supplied to us which was quite scanty. An official committee of administrative departments should examine each case of special pay in details.

(23) Special pay in deputation cases should not be given as a matter of course and unless it involves specific addition to duties and responsibilities. Government of India has discontinued grant of special pay in cases of deputation to posts which do not involve higher duties and responsibilities. The State Government may follow the same procedure.

Compensatory Local Allowance (Chapter 12)

Rates of Compensatory Local Allowance should be as follows :—

Below Rs. 150	...	10 per cent. of pay subject to a minimum of Rs. 7·50 and maximum of Rs. 12·50.
Rs. 150 and above	...	8 per cent. of pay subject to a minimum of Rs. 12·50 and maximum of Rs. 75.

Rates for gazetted and non-gazetted staff should be the same. Where this results in reduction of the amount being drawn at present, the reduction may be spread over three years, or so.

House Rent Allowance (Chapter 13)

(15) Criteria of population is the only available guide for classification of areas for purposes of house rent allowance, but in special cases house rent allowance may be sanctioned at other places also.

(18) The scheme of house rent allowance can be made applicable only to places where rents are considered as being abnormally high and acute shortage of accommodation is experienced in securing accommodation and not to all places.

(21) The extention of the house rent allowance scheme to towns with 'A' Class Municipalities with population over 50,000 as done by the Government of India is however recommended.

(20) Rates of House Rent allowance admissible for Bombay city should be held admissible for both cities of Poona and Nagpur.

(19) Distinction between the rates of house rent allowance for gazetted officers and non-gazetted officers should be done away with.

(23) Rent free residence should be provided only if duties or conditions of work are such that a higher remuneration would be granted but for this concession.

Government employees having the concession of rent free quarters may continue to enjoy the concession but new employees to be recruited hereafter should not be admitted to the concession unless the requirements for granting such concessions enunciated by us are strictly fulfilled.

All cases in which the concession of rent free quarters or allowance in lieu thereof or quarters at reduced rent have been sanctioned should be reviewed and the anomalies or elements of injustice, if any, should be removed.

(27) The revised rates of house rent allowance should be as follows:—

I. Bombay (including Thana), Poona and Nagpur.

	Rate of H.R.A.
Pay below Rs. 100	Rs. 15
Rs. 100 to Rs. 499	15 % subject to a minimum of Rs. 20.
Rs. 500 to Rs. 999	12½ %
Rs. 1,000 and above.	10 %.

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

	Rate of H.R.A.
Pay below Rs. 100 ...	Rs. 8
Rs. 100 to Rs. 300 ...	8% subject to a minimum of Rs. 10 and maximum of Rs. 20.
Above Rs. 300 ...	6% subject to a minimum of Rs. 20 and maximum of Rs. 50.

(30) Policy of Government is to insist on industries to provide for accommodation to industrial workers. Under the existing economic and social conditions Government should undertake a scheme for constructing houses or flats for being let out to employees on reasonable rents. If the financial position does not permit immediate construction of permanent houses or blocks a scheme of constructing Kutcha buildings (with life of about 15 years) can be undertaken by Government.

Government should consider whether it would freeze rents, at the level of rents paid by its employees previous to their vacating the premises.

Transfers of Government servants at lower levels should be done after taking into account their difficulties of housing accommodation.

Travelling Allowance (Chapter 14)

(11) Government Officers drawing pay over Rs. 1,200 per month may be held eligible to travel by air-conditioned class on tour.

Government servants drawing pay exceeding Rs. 300 per month may be held eligible for travel by first class on tour and transfer.

(14) Government of India rule may be followed for regulating incidental charges.

(15) Daily allowance rates may be as follows :—

Pay range	Ordinary daily Allowance rates.	Special daily allowance rates at Bombay, Nagpur, Poona and Aurangabad.
1st Grade.		
Pay of Rs. 800 and above ...	Rs. 15	Rs. 18
2nd Grade.		
(*a*) Pay above Rs. 550 ...	Rs. 10	Rs. 14
(*b*) Pay between Rs. 351 to Rs. 550.	Rs. 8	Rs. 10
(*c*) Pay between Rs. 220 to Rs. 350.	Rs. 6	Rs. 9
3rd Grade.		
(*a*) Pay above Rs. 150 ...	Rs. 5	Rs. 6·50
(*b*) Pay between Rs. 100 and Rs. 150.	Rs. 4	Rs. 5
(*c*) Pay up to Rs 110 ...	Rs. 3	Rs. 4

(17) Government servants who are at present on City Scales of Pay :—

The City pay will have to be converted into Mofussil pay first. This will be done as follows :—

Class IV employees.—Only Compensatory Local Allowance to be deducted from the pay.

(31) Those drawing pay upto Rs. 289 :—Full Compensatory Local Allowance and half House Rent Allowance to be deducted from the City Pay. No deduction on account of house rent allowance should be made in the case of holders of posts to which the concession of rent free quarters is attached.

(33), (34) Those drawing pay over Rs. 289 :—Full Compensatory Local Allowance to be deducted from the City Pay.

After conversion of the city pay according to the method mentioned above, the pay should be fixed as in the case of Government servants who are at present in the Mofussil scales of pay.

Consumer Co-operative Stores and Subsidised Stores (Chapter 16)

(10) We are completely in favour of the idea of bringing into existance Consumer Co-operative Stores of Government employees wherever possible. Government should provide all reasonable facilities and assistance to such co-operative societies.

(12) We do not approve of the idea of providing consumer goods at subsidised rates as an alternative method to dearness allowance or revision of pay scales.

Our approach and method for Revision (Chapter 17)

(18) Standard scale of Class I service.—The starting salaries and the maximum salaries in respect of all services are not uniform. As recruitment qualifications prescribed for different services are different a certain amount of variation at the starting level is unavoidable to meet the supply and demand position. Such a disparity is not justified at the maximum level. Having regard to the scale of Rs. 400—400—450—30—510—700—40—1,100—50/2—1,250 prescribed by the Government of India for Class I service, we have recommended a revised scale of Rs. 410—30—650—E.B.—45—1,100—50—1,150 with fixed pay of 380 during probation for class I service in the State.

(21) Standard scale of Class II service : We have examined the feasibility of covering all existing Class II scales by a single uniform scale but in view of the acute recruitment difficulty in case of some services, we considered it necessary to prescribe 2 scales for Class II as follows:—

Rs. 325—25—550—30—610—E.B.—30—850 ... Engineering, Medical and other services.

Rs. 300—20—460—E.B.—20—500—25—650—E.B.—30—800. Standard Class II.

We have also reconsidered fragments of the above scales to suit individual requirements of the Department.

(31) Stenographers : Government has only recently revised the scales of Stenographers. Stenographers have no promotion outlets. Recruitment difficulty still persists. The following revised scales are recommended for Stenographers :—

Higher Grade (120 w.p.m.)	...	Rs. 240—10—290—15—350—E.B.—15—470 with selection grade of Rs. 340—20—500—25—575 for 15% posts.
Lower Grade (100 w.p.m.)	...	Rs. 180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380.

(36) Skilled, Semi-skilled and Unskilled Workers : While it was not possible to classify them on the basis of the skill involved, we have tried to bring about some order by following the method of broadbanding. In this process we have been guided by the grouping suggested by the Departments.

(37) Drivers of Motor Vehicles : We have tried to cover all drivers under the following two scales:—

Rs. 110—3—128—4—144—E.B.—4—180 for Drivers of heavy Vehicles.

Rs. 110—3—128—4—140 for others.

PART III

Pay scales of Teachers (Chapter 103)

(11) The fact that the emoluments in teaching profession have been at low levels in pre-independence era and even thereafter no substantial improvements have been made therein and that the opportunities for promotion are limited has to be given special consideration while determining salaries of teachers.

(17) We agree with most of the recommendations and observations made by the Education Commission regarding the pay-scales of teachers.

(27-28) The scales proposed by the Commission can serve only as guide lines and correctives. The pay-scales proposed by the Commission in Primary Schools are intended for persons who have completed Secondary Course and two years training. But having regard to the position obtaining in the State, we have to propose scales for P.S.C. holder with professional training of two years or S.S.C. holder with one year's training.

(40) The Education Commission contemplates appointment of trained graduates as Head Masters for bigger primary schools. This is not practicable so far as this State is concerned as we have no graduate teachers in primary schools. In our view Head Master with the pay-scale proposed by us should be appointed in primary schools teaching upto VII standards and having on roll over 300 students. The teacher should be a senior trained with not less than 5 years teaching experience. The revised scales of primary teachers should be as follows:—

(*a*) Untrained primary teacher who is S.S.C. holder.		Rs. 60—3—75
(*b*) Untrained P. S. C. holder ...	...	Rs. 50—2—60
(*c*) Junior Trained ...	...	Rs. 60—3—75—4—115—S.G.—4—135—5—140
(*d*) Teachers who possess Secondary School Certificate and Junior Primary Teachers Certificate.		Rs. 65—3—80—4—120—S.G.—4—140—5—160.
(*e*) Teachers who possess S.S.C. and Senior Primary Teachers Certificate (Senior Trained).		Rs. 70—4—130—5—140—S.G.—5—170.
(*f*) Head Masters ...	...	Rs. 90—4—130—E.B.—5—190.

Secondary School Teachers :

(50, 51, 53) We recommend following scales for basic categories of teachers after taking into account the recommendations of the Education Commission:—

(*a*) M.A./M.Sc. II class ... Rs. 190—8—230—10—280—E.B.—10—330—15—405—E.B.—15—480.

(*b*) B.A./B.Sc. B.T./B.Ed. ... Rs. 130—6—190—E.B.—8—270—E.B.—10—320.

(*c*) Matric S.T.C./T.D. ... Rs. 85—4—125—E.B.—5—180.

The system of treating Graduates with lower professional qualifications as trained graduates should be discouraged.

We have proposed scales for graduates with lower professional qualification as we feel convinced that the number of graduates with B.Ed. or B.T. is too small. The case of untrained graduates and untrained Matriculates is also of similar nature.

We have not suggested much improvement in the maximum of the pay-scales of graduate with S.T.C. or T.D. qualification as it is intended that they should obtain B.T. or B.Ed. qualification.

(55) We have maintained existing relativities in respect of scales of basic categories of teachers, special teachers, craft-teachers and P. T. Instructors.

(57) Teachers with science subjects should be given one to three advance increments.

(61) We do not find any substantial reason for linking scales of pay of Head Masters with scales of pay of lecturers in colleges.

(63) The method for fixation of pay of the Primary and Secondary School Teachers will be the same as recommended by us for Government employees. The pay ranges for the limits of benefits will be as follows :—

Primary School Teachers.			Secondary School Teachers.		
	Minimum Increase.	Maximum Increase.		Minimum Increase	Maximum Increase.
Below Rs. 55 ...	8	20	Below Rs. 70 ...	8	20
Rs. 55—220 ...	10	20	Rs. 70—460 ...	10	20
			Rs. 461—650 ...	10	30

(69) So far as Compensatory Local Allowance and House Rent Allowance are concerned we have recommended a scheme for grant of these allowances to Teachers on par with those for Government Employees.

(70, 71) Our recommendations regarding Travelling Allowance to Zilla Parishad employees will apply to Primary Teachers who are Z. P. employees. For Secondary School Teachers the provisions of B. C. S. Rs. regarding T. A. may be made applicable.

APPENDIX—I

Copy of Government Resolution, Finance Department No. APT. 1265/4398/65/XI, dated 3rd June 1965 as amended by Government Resolution, Finance Department No. APT. 1265/4398/65 V, dated 17th December 1965.

RESOLUTION

Some of the departments in and under Government were created several years ago. In the intervening years, particularly with the launching of the Five-Year Plans and on account of the progressively changing patterns of administration, several new departments and posts have come into existence. The fixing of pay scales for posts newly created from time to time has largely been a matter of *ad-hoc* decision. No continuous process of comparison or correlation of the responsibilities of the newly created posts with those already in existence in the same or other departments and offices seems to have been possible in the circumstances then obtaining.

2. The characteristic multiplicity of the pay scales now operating and the apparent lack of uniformity in remuneration vis-a-vis responsibility and onus are largely the products of such *ad-hoc decisions*. The situation in this respect has been aggravated from time to time by circumstances such as the merger of princely States with the old Bombay State and the continuance of a large number of the pay scales of posts allocated from the erstwhile Madhya Pradesh and Hyderabad States but not equated with posts in the then Bombay State. A serious trammel on the interchange of several classes of personnel between posts in Bombay City and in the mofussil derives from the existence of sets of scales peculiar to the Bombay City and other scales applicable outside the City to posts of which the duties and responsibilities are approximately the same.

3. The general revision of pay scales undertaken in the Bombay State in 1947 did not succeed to any appreciable extent in reducing the number of pay scales, though such reduction was then intended. The general revision resulting in the orders issued in 1962 had in the main the obective of merger of the bulk of dearness allowance with basic pay. Though the question of revising and rationalising its varied pay scales has been engaging the attention of Government for a considerable time, the larger problems of rationalisation of pay scales with particular reference to their multiplicity have inevitably been left untouched. Since the general orders of 1962, changes by way of improvement in pay scales have been sanctioned mainly where difficulty in recruitment from the open market has actually been observed.

4. Furthermore, studies of the man-power requirements of Government for future development and non-development activities have since been attempted and, to a considerable extent, the requirements of technical and other cadres in the various departments, for the implementation of the Fourth Plan, have been assessed. Government now, therefore, considers that the time is opportune for an authoritative review of the whole of its pay structure with a view to its revision and rationalisation to the extent possible, having due regard (*a*) to Government's other financial commitments and to its resources, including the expectation of additional monetary assistance from the Government of India, and (*b*) to the pay scales pertaining to corresponding levels of responsibility in various services under the Government of India and other States. Government is, therefore, pleased to constitute a Pay Commission to undertake such a review. Government is also pleased to appoint Mr. Justice G. B. Badkas as Chairman and Shri K. L. Panjabi (I.C.S. Retd.) as Member of the Pay Commission.

APPENDIX II

1. Questionnaire for Departments

IMMEDIATE

No. PAY 3065/P.C.

OFFICE OF THE PAY COMMISSION,
Maharashtra State,
Sachivalaya, (3rd floor),
Bombay, Dt. 15th July 1965.

From

Shri P. S. Nadkarni,
Secretary, Pay Commission, Maharashtra State.

To

The Chief Secretary to Government.
General Administration Department.
Secretaries to Government of all other Departments of the Secretariat,
All Heads of Departments under the Government of Maharashtra.

Subject.—Appointment of Pay Commission.

Sir.

The Government of Maharashtra have appointed a Pay Commission with the following terms of reference :—

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

(B) To recommend, having due regard to the genesis of the separate existence of Bombay City Pay Scales, whether these should be done away with altogether or should continue, and in the latter case, to recommend principles by which the extent of the difference between the City Scales and other scales for corresponding posts outside the Bombay City should be determined.

(C) To review special pays sanctioned in various offices and establishments under Government and submit recommendations for their abolition or their further continuance at existing, enhanced or reduced rates, to suggest principles for regulating the grant of special pays in future.

(D) To examine the basis of the structure of the present scales of Travelling Allowance, House Rent Allowance, Local Allowances and Daily Allowance, but not Dearness Allowance and recommend a suitable structure and scales for the future.

2. To enable the Commission to carry out the work entrusted to them by the Maharashtra Government, the Commission seek the active co-operation of all Government Offices in collecting and compiling the relevant data. A questionnaire and two proforma statements which have been drawn up for eliciting information required by the Commission are enclosed. Heads of Departments are requested to forward their replies to the questionnaire and details of the entire establishments under them (including establishments in their subordinate offices) as on 1st July 1965 duly

compiled in the proforma statements I and II accompanying their letter so as to reach the Department of the Secretariat concerned and the Commission's Office by the dates stipulated in paras. 4 to 6 below :—

3. Heads of Department are also requested to prepare and forward to the Commission :—

(A) a brief note indicating (i) origin and functions of the Department, (ii) development of its organisational set up, and (iii) impact on services of (*a*) political changes of 1947, (*b*) reorganisation of the State as Symyukta Maharashtra, (*c*) growth of the State territorially and functionally, and (*d*) development activities following launching of Five-Year Plans;

(B) a chart showing (i) sections in their offices and strength of various categories of posts in each section, (ii) subjects allotted to each section, and (iii) distribution of sections and work amongst various officers. Similar information may also be furnished in respect of subordinate offices. (If there are more than one such subordinate office and if the set up of all the offices is uniform or roughly comparable, one chart showing the standard pattern may be forwarded); and

(C) a statement showing designation, number and pay scales of Government servants who are on deputation to the Zilla Parishads and who will have to be given benefit of revised pay scales, if any sanctioned for similar posts under Government.

4. Information referred to in paras. 2 and 3 above (viz. replies to the questionnaire, statements of particulars, note and charts) may be compiled in triplicate, one copy being forwarded to the Commission's Office and the remaining two copies to the concerned Department of the Secretariat by the 31st August 1965. The Department of the Secretariat may retain one copy for its record and forward the other copy to the Commission by the 30th September 1965 at the latest together with comments, if any, on the suggestions made by the Heads of Departments and its own suggestions regarding revision of the existing structures of pay scales, special pay, Travelling Allowance, House Rent Allowance and Local Allowances. In the case of Departments for which more than one Head of Department have furnished details of establishments (e.g. Collectors, District Judges, Superintending Engineers and Conservators of Forests), the Department of the Secretariat may also forward a consolidated statement showing details of establishment of the whole Department in proforma I accompanying this letter.

5. Departments of the Secretariat are also requested to furnish to the Commission in duplicate replies to the questionnaire, details of establishment in proforma statements I and II, notes and charts referred to in paras. 3 and 4 above, so far as their own offices and the offices of Heads of Offices working directly under them are concerned, by 30th September 1965. So far as the posts common to all Departments of the Secretariat are concerned, the General Administration Department may furnish separately its own suggestions regarding revision and rationalisation of pay scales.

6. The Commission will be pleased to consider any suggestions and improvements that the Heads of Departments and the Secretariat Departments may like to make in regard to all or any item of reference which the Commission is competent to consider. The Heads of Departments and the Secretariat Departments are requested to ensure that the requisite material is furnished to the Commission by not later than 30th September 1965.

Yours faithfully,

P. S. NADKARNI,
Secretary,
Pay Commission.

11. Are there any posts in your Department which carry city scales of pay? Has the existence of two sets of scales (viz. city scales and mofussil scales) given rise to any administrative difficulty in your Department? Do you favour abolition of this distinction and introduction of one set of uniform scales for posts in both city and mofussil offices, with or without city allowances?

12. Is there any staff in your Department which is governed by Factory Act or Industrial Disputes Act? If so, please furnish details of such staff.

13. Do you think that special pays in your Department should be continued on existing basis or be abolished or the quantum of special pay be increased or reduced with due regard to the changes in circumstances, if any, which have taken place since they were first sanctioned?

14. Have you any staff stationed at places where Bad climate allowance is admissible and if so have you any suggestions to make with reference to rules regulating grant of the allowance and the places at which the allowance is admissible (vide Appendix V in B. C. S. Rs. Vol. II)?

15. Do you think any modification is necessary in the existing rules and orders regarding payment of special pay, for combination of appointments (vide B. C. S. R. 609)?

16. Are there any cases in your Department where special pays have been given in lieu of a higher time scale? In these cases would you suggest merging of the special pay in the respective time scales?

17. Rules regarding Travelling Allowance are contained in Parts III to VIII of Chapter XII of B. C. S. Rules (Vol. I). Do you think any change in the existing rates of allowance and rules regulating them is called for?

18. Revised rates of House Rent Allowance and Compensatory Local Allowance were sanctioned in Government Resolution, Finance Department, No. LCA. 3063/XXVI, dated 15th February 1963. Do you think any change is necessary in the existing structure of these allowance and rules regulating their drawal (vide Appendices XV and XVII in B. C. S. Rs. Vol. II)?

19. If you have any staff in receipt of Local Allowance referred to in Appendix XVII-A of B. C. S. Rs. Vol. II, please state whether any modification is necessary in the list so far as your Department is concerned.

20. If you have any staff eligible for rent free quarters or quarters at reduced rent or house rent allowance in lieu of rent free quarters (vide Appendix LV in B. C. S. Rs. Vol. II), please state whether any modification is necessary in the existing provisions in this regard so far as your Department is concerned.

PROFORMA I

(READ INSTRUCTIONS IN THE FOOT-NOTES BEFORE COMPLETING THE PROFORMA)

Statement showing the particulars of establishment in the _____ *as on 1st July 1965*
(mention here name of the Department)

Name of the Secretariat Department _____

Serial No.	Designation of the post and jurisdiction of cadre (i.e. whether All State, Divisional, District-wide or Taluka-wide)	Number of posts (excluding work-charged posts)					Scale of pay (or fixed rate of pay) (*i*) In force on 30th June 1962. (*ii*) Existing on 1st July 1965 (*See* Notes 1 to 5 below) (M) Mofussil Scale, (C) City Scale	Rate of special pay per month	(*a*) Mode of recruitment (*i.e.* promoted from the post of .... and/or nominated) (*b*) Educational and other qualifications and previous experience, if any, prescribed (*See* Notes 6 and 7 below)	Nature of duties and responsibilities	Remarks
		Permanent	Temporary	Paid from contingencies	Part-time	Attendants (on a consolidated pay of Rs. 70)					
1	2	3	4	5	6	7	8	9	10	11	12
	Class I and above										
	Other Gazetted posts (including Class II).										
	Class III										
	Class IV										

Note.1. Where a higher starting pay is admissible in the sanctioned scale of pay on account of higher educational qualifications or any other grounds, pay so admissible should be shown in brackets with the remarks "(Higher Start)" after the scale of pay in column 8. If any Government servant is on a fixed pay, the rate of pay may be mentioned with the remarks "Fixed Pay". If the fixed pay is inclusive of dearness allowance, it may be mentioned with the remarks "(Consolidated Pay)".

Note 2.—The period of probation, if any, and the rate of fixed pay during probation should be indicated in brackets after each scale.

Note 3.—In the case of offices situated in Greater Bombay, the scale of pay should invariably be marked by the letter (M) or (C) according as the scale of pay is a mofusil scale or a Bombay City scale.

Note 4.—If the scale of pay in force on 30th June 1962 was a scale sanctioned by the former State of Madhya Pradesh, Hyderabad, etc., the fact should be brought out by indicating the name of the former State immediately after the scale of pay in column 8.

Note 5.—If, in addition to scale of pay, any post carries concession of rent-free quarters or house rent allowance in lieu thereof or uniform allowance or compensatory allowance for loss of private practice or free boarding or any other concessions, the details thereof may be furnished. Allowances like compensatory local allowance or house rent allowance, given for high cost of living, dearness allowances, bad climate allowance, conveyance allowance or permanent travelling allowance need not be mentioned. If dearness allowance is given at full rate inspite of free boarding, the fact may be mentioned.

Note 6.—If there are any posts to which underage persons (*i.e.* below the age of 18 years) can be appointed, *e.g.* boy peons, they may be specified. Also if there are any posts for which age of recruitment is above the normal age (25 years) the minimum and maximum age prescribed for such posts may be indicated.

Note 7.—Details of compulsory examination (other than language examination) if any, prescribed for promotion/or confirmation should be furnished.

[redacted]

2. General Questionnaire No. 1.

PAY COMMISSION, MAHARASHTRA STATE

QUESTIONNAIRE

Section A—General

Government Resolution No. APT. 1265/4398/65-XI dated the 3rd June 1965 indicates that :—

Besides the previously existing departments and posts, several new departments and posts have been created since the launching of Five-Year Plans and changes introduced in the pattern of administration. There has been no continuous process of comparison or correlation of responsibilities of newly created and previously existing posts. Pay scales of newly created posts were fixed by *ad-hoc* decisions. There is also a large number of pay scales of posts allocated from merged territories of Madhya Pradesh, Hyderabad State and princely States which have not been equated with posts in the then Bombay State. There is multiplicity of the pay scales. There is also lack of uniformity in remuneration vis-a-vis responsibility and onus attached to the posts.

It is intended to review, revise and rationalise the pay structure of the services. The following questionnaire is issued for collecting relevant evidence and information :

1. Do you consider the prevailing pay scales of the different services as being fair and satisfactory ? If you consider that a revision of pay scales is necessary, what are your suggestions on broad lines, and also with reference to any particular service or department or post ?

2. What in your view should be the guiding principles for determining the pay structure of the employees of the Government of Maharashtra ?

3. What pay scale would you recommend as being fair and just for Class III service which is predominantly comprised of persons belonging to what is popularly called the lower middle sector of society, and of Class IV service which is mostly comprised of persons who are economically at a much lower level of society ? What are your reasons for recommending such pay scales ?

4. How far and with what limitations, if any, concepts of "minimum wage" should prevail in determination of the lowest level of pay scale ?

5. What should be considered a "minimum wage" and how should it be determined in the context of prevailing socio-economic conditions in the State of Maharashtra ?

6. In fixing the "minimum wage" would it be justifiable to take into consideration other amenities and concessions admissible to Government servants ?

7. Should the "minimum wage" principle be any way limited in its application to the remuneration to be paid to employees of a State by considerations such as—

(*a*) that working class in the State of Maharashtra as a whole is not assured of minimum wage, e.g. self-employed workers, workers in farms, domestic service and in some of the cottage industries ;

(*b*) absence of uniformity in minimum remuneration paid in different industries located in the State ;

(*c*) requirements of funds for purposes of industrial and economic development of the State ,

(*d*) limited financial capacity and resources of the State ?

8. (*a*) What in your view should be the "maximum remuneration" beyond which the State should not pay considering socio-economic and financial resources of the State of Maharashtra ?

(*b*) What factors should determine the concept of "maximum remuneration ?

(*c*) Should there be and is it practicable to prescribe a fixed ratio or a multiple between the maximum remuneration and minimum remuneration ?