

Chapter - III (viii)

Department of Personnel

1. **Service/Cadre:-** **Rajasthan Ministerial and Subordinate Staff Service.**
Posts:- **Stenographer, Personal Assistant, Senior Personal Assistant and Private Secretary.**

2. **Representation from:-**
(i) Rajasthan State Stenographers Association, Jaipur.
(ii) Rajasthan State Stenographers Association, Udaipur.
(iii) Revenue Board Rajasthan Stenographers Association.
(iv) Rajasthan State Stenographers Sangh Bikaner.

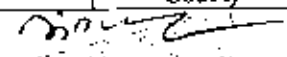
3. **Demand:-** They have represented that :-
(i) Higher Pay scale for Stenographers of Government Secretariat, Rajasthan Public Service Commission, Lokayukta Sachivalaya have been prescribed in comparison to Stenographers of Subordinate offices as per order No 16 (10) FD Rules 98 dated 1.9.98, which is unfair. No such distinction existed prior to the aforesaid order This order of FD has been retained in 6th Pay Commission, which is unjust.

(ii) From 4th Pay Commission Central Government Scales are not being given. This gap has further widened in the 6th Pay Commission.

(iii) The post of Private Secretary in Subordinate Offices does not find place in the RCS (Revised Pay) Rules 2008. This post may be given pay scale Rs.10000-15200, at par with Private Secretary in Government Secretariat. The pay scales of Personal Assistant and Senior Personal Assistant are identical in Government Secretariat and Subordinate Offices. Therefore, there is no justification for keeping lower pay scales for Stenographers in Subordinate Offices.

(iv) Existing posts of Stenographers of Government Secretariat have been merged with Personal Assistant (in Secretariat). New recruitee on the post of Stenographer in Government Secretariat shall be fixed in lower pay scale, which is not justified. If it has to be done, then the existing Stenographers of Subordinate Offices should also be merged with Personal Assistant. They have demanded following pay scales:

Post	RCS (Revised Pay) Rules 1998 Pay Scale	RCS (Revised Pay) Rule 2008		Grade Pay Demanded	Based on
		Pay Band	Grade Pay		
Stenographers	5000-8000	2	3200	4200	(parity with Central Government)
Personal Assistant	5500-9000	2	3600	4800	(parity with Central Government)
Senior Personal Assistant	6500-10500	2	4200	5400	(parity with Central Government)
Private Secretary	9000-14400	3	6000	6600	(parity with Government Secretariat / RPSC/ High Court)


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(v) In Government Secretariat there is a promotional channel upto Private Secretary and they get Special pay also. Selection Grade in Rs.10000-15200 is granted to them on completion of 27 years of service, whereas in Subordinate Departments, where there is no post of Private Secretary, they get selection grade upto Rs. 8000-13500. Where the post of Private Secretary exists, they get selection scale of Rs.9000-14400.

(vi) Those Stenographers, who have completed 9 years of service, may be merged with the post of Personal Assistant, as in Government Secretariat.

(vii) Previously, the pay scales of Junior Accountant, Naib Tehsildar were lower than that of Stenographer, but now their pay scales are higher. This anomaly should be removed.

(viii) Grade pays in ACP scheme, on completion of 9, 18 and 27 years of service, should be those of promotion posts.

(ix) Pay Scales of Stenographer and Personal Assistant in Government Secretariat is identical i.e. Rs.5500-9000 and that of Senior Personal Assistant is Rs.6500-10500. Personal Assistant and Senior Personal Assistant in Government Secretariat be upgraded to Rs.6500-10500 and Rs.8000-13500.

(x) No. of affected persons are - 2000 approximately.


4. Factual position and

Views of the committee:-

(I) Factual position:

(i) The pay scales of posts in the cadre of Stenographer in RCS (Revised Pay) Rules 2008 are as follows:-

Post	RCS (Revised Pay) Rules 1998 pay scale	RCS (Revised Pay) Rules 2008		Remark for
		Running Pay Band	Grade Pay	
Stenographer (in Subordinate Departments)	5000-8000	9300-34800 (PB-2)	3200	This grade pay is also for new recruits in Govt. secretariat
Stenographer (Government Secretariat)	5500-9000	9300-34800 (PB-2)	3600	All exiting Stenographer's post are to be merged with P.A.
Personal Assistant (in Subordinate Offices and Government Secretariat)	5500-9000	9300-34800 (PB-2)	3600	
Senior Personal Assistant (in Subordinate offices and Government Secretariat)	6500-10500	9300-34800 (PB-2)	4200	
Private Secretary (in other than Government Secretariat)	9000-14400	15600-39100(PB-3)	6000	
Private Secretary (in Government Secretariat)	10000-15200	15600-39100(PB-3)	6600	


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(ii) The pay scale of the post of Stenographer in Government Secretariat, Governor Secretariat, Lokayukta Secretariat, RPSC and in Rajasthan High Court was revised from Rs.5000-8000 to Rs.5500-9000 in RCS (Revised Pay) Rules 1998 vide Notification 16(16) FD/Rules/98 dated 19.9.98.

(iii) In RCS (Revised Pay) Rules 2008, Grade Pay for new recruits on the post of stenographer has been fixed at Rs.3200 in running pay band PB-2 Rs.9300-34800, which is at par with that of Stenographer in Subordinate Offices.

(iv) All existing Stenographers in Government Secretariat have been merged with the post of Personal Assistant with grade pay Rs.3600 in running pay band PB-2 Rs.9300-34800.

(v) Post of Private Secretary in subordinate offices has been included in RCS (Revised Pay Scale) Rules 2008 vide Govt. order dated 25/2/2009

(vi) Vacancy of Stenographers in Government Secretariat and Subordinate Offices are notified to RPSC separately.

(vii) ACP Scheme in RCS (Revised Pay) Rules 2008 has been designed on similar lines as is in Central Government, but in the State, the benefits have been allowed on Completion of 9, 18 and 27 years of Service instead of 10, 20 and 30 years service to persons other than of State Service Officers.

(viii) Central Government has upgraded the pre-revised pay scales of Fifth Pay Commission and then higher grade pays have been given to the following as per recommendations stated in the report :

(para3.1.14) "In accordance with the principle established in the earlier paragraphs, parity between field and Secretariat Offices is recommended. This will involve merger of few grades. In the Stenographers Cadre, the posts of Stenographers Grade II and Grade I in the existing scales of Rs.4500-7000/ Rs.5000-8000 and Rs.5500-9000 will, therefore, stand merged and be placed in the higher pay scale of Rs.6500-10500. In the case of ministerial post in non-Secretariat Offices, the posts of Head Clerks, Assistants, Office Superintendent and Administrative Officers Grade III in the respective pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500 will stand merged. The existing and revised structure in Field Organization in centre will, therefore, be as follows:-

Designation	Present Pay Scale	Recommended pay scale	(in Rs.)	
			Corresponding Pay Band & Grade Pay	Grade Pay
LDC	3050-4590	3050-4590	PB-1	1900
UDC	4000-6000	4000-6000	PB-1	2400
Head Clerk/ Assistants/ Steno Grade-II/ equivalent	4500-7000 5000-8000	6500-10500	PB-2	4200
Office Superintendent/ Steno Grade-I/ equivalent	5500-9000			
Superintendent/ Assistant Administrative Officer/ Private Secretary/ equivalent	6500-10500			
Administrative Officer Grade-II / Senior Private Secretary/ equivalent	7500-12000	7500-12000 (entry grade for fresh recruits) 8000-13500 (on completion of four years)	PB-2	4800 (5400 after 4 years)
Administrative Officer Grade-I	10000-15200	10000-15200	PB-2	6100

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

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

(para 3.1.15) Simultaneously, separate recruitment to the ministerial and Stenographer cadres in the field offices shall cease immediately. All future recruitment in the pay scale of Rs.6500-10500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4200 for every field office shall be made as Executive Assistant whose qualifications as well as method of recruitment shall be prescribed for Executive Assistants in the Secretariat. Fifty percent of the posts in this grade shall be filled by direct recruitment of Candidates possessing minimum qualification of a Graduate degree and one year diploma in Computers. The existing incumbents in the ministerial and stenographers cadres in field offices shall continue as distinct cadres till the time the administrative ministry concerned evolves a procedure for their job enlargement/ enrichment, retraining and re-deployment in one unified cadre."

Note:- The Sixth Pay Commission recommendation has been modified by the Central Government and running pay band-2 has been modified Rs.9300-34800 instead of Rs.8700-34800.

(ix) As regards grant of selection grades, the highest pay scale admissible as selection grade was Rs.8000-13500.

(x) Stenographers cadre for Sub-ordinate offices of the government i.e. for other than Government Secretariat, Rajasthan Public Service Commission, Lokayukta Secretariat, High Court and Rajasthan Legislative Assembly has their own set of pay scales/grade pays. In RCS (Revised Pay) Rules 2008, The grade pays for various posts in Stenographers cadre in sub-ordinate offices of the government and for the above five offices are as under:

Post	Grade Pay (In sub-ordinate offices of the government)	Grade Pay (In Govt. Secretariat, RPSC, Lokayukta Secretariat, High Court and RLA)
Stenographer	In PB 2 - GP 3200	In PB 2 - GP 3200
PA	In PB 2 - GP 3600	In PB 2 - GP 3600
Sr. PA	In PB 2 - GP 4200	In PB 2 - GP 4200
PS	In PB 3 - GP 6000	In PB 3 - GP 6600

(II) Views of the Committee:


(xi) The post of Private Secretary in Secretariat is a cadre post of Rajasthan Secretariat Service and is equated with the post of Assistant Secretary to the government, while the post of Private Secretary in sub-ordinate offices is cadre post of Rajasthan Ministerial Service Rules. It has to be noted that there is a difference in the functioning of Central Government and State Government. The parity between Ministerial and

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Sub-ordinate staff in the field and Secretariat etc. in Rajasthan has never existed. It is also not possible to consider this afresh because of the vast difference in the working of the institutions. There is also a reluctance of people at this level to work in what is perceived by them as long distance from their home town. It is also not possible at this stage to accept adopting recommendations to stop recruitment at some levels, as recommended by 6th CPC. Any change in pay scales would not be justified till entire issue of qualifications, method of recruitment, delayering, introducing open plan office, multi-tasking for ministerial staff is thought of. The Committee therefore, recommends continuing of existing scales.

(xii) As regards the demand for benefits under ACP Schemes to be made equal to erstwhile selection grades, the same has been dealt with else where in the report.

(xiii) Comparison of grade pay of Stenographer with grade pays of Jr. Accountant, Naib Tehsildar is not logical. Like wise, the demands for merger of the post of Stenographer in Sub-ordinate offices with the post of Personal Assistant is not justified and cannot be considered.


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Department of Personnel

1. **Service/Cadre:-** Rajasthan Ministerial and Subordinate Staff Services/Government Secretariat.
- Posts:-** LDC, UDC, OA, OS, SO, and Administrative Officer.
2. **Representation from:-**
1. Rajasthan Mantralayik Karmchari Parishad.
 2. Shivira Karmchari Sangh, Bhilwara
 3. Rajasthan Ministerial Services Association.
 4. Rajasthan Rajya Karmchari Sangh.
 5. Rajasthan Rajya Karmchari Sanyukata Mahasangh(Loktantrik).
 6. Rajasthan Sachivalay Karmchari Sangh.
 7. Akhil Rajasthan Rajya Karmchari Sunyukta Mahasangh, Banswara.
 8. Rajasthan Rajya Karmchari Sangh (Departmental Committee, Treasury and Accounts).
 9. Shri Gopal Lal Pareek, Malviya Nagar, Jaipur.
3. **Demand:-**
- (i) (a) Ministerial Cadre is the backbone of administration which performs multifarious duties like Receipt, Despatch, Typing, Computer Work, Maintenance of files, Store, Cash, Election, Famine Work and other emergency duties. Recruitment of LDC is through RPSC, where as recruitment on equivalent posts like Patwari, Teacher, Compounder, Veterinary Assistant, Librarian, Agriculture Supervisor etc. in other services is made departmentally. Pay Scales of many of these posts were lower or equal to that of LDC in 1950, but now the pay scales of LDC is lower in comparison to many of them:-

Designation	1950	1956	1961	1976	1998	2008 Pay+Grade Pay
LDC	50-120	60-130	90-200	355-570	3050-4590	5200-20200+1900
Ayurvedic Compounder	35-55	40-60	50-100	355-570	4000-6000	5200-20200+3200
Teacher Gr. III	50-120	60-130	75-200	355-570	4500-7000	5200-20200+2800
Veterinary Assistant	50-120	60-130	90-225	355-570	4000-6000	5200-20200+2800
Lab Assistant	50-120	60-130	75-200	355-570	4000-6000	5200-20200+2800
Librarian	-	-	-	355-570	4000-6000	5200-20200+2800
Assistant Sub Inspector	-	60-130	75-175	355-570	4000-6000	5200-20200+2400
Compositor	50-80	50-100	75-125	440-770	4000-6000	5200-20200+2400
Proof Reader	50-80	60-130	90-225	355-570	4000-6000	5200-20200+2400
Assistant Jailor	60-120	60-130	90-225	355-570	4000-6000	5200-20200+2000

- (i) (b) The pay scale of U.D.C. has been lower down gradually over the decades in comparison to pay scale of Senior Teacher after 1961, as stated below:-

RCS (Revised Pay) Rules	Pay Scale of UDC	Pay Scale of Senior Teacher
1.9.1961	120-300	115-300
1.9.1968	130-300	160-360
1.9.1981	610-1090	625-1120
1.9.1988	1200-2050	1400-2600
1.7.1998	4000-6000	5500-9000
1.9.2006	5200-20200 GP 2400	9300-34800 GP 3600

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(ii) The promotion posts' pay scales of Ministerial Services Cadre are lower than the other Cadres/Services, as details given below :-

Designation	1998	2008 Pay+Grade Pay	First Promotion	Second Promotion	Third Promotion
LDC	3050-4590	5200-20200+1900	5200-20200 + 2400	9300-34800 +3200	9300-34800 +3600
Ayurvedic * Compounder	4000-6000	5200-20200+3200	9300-34800 +3600	9300-34800 +4200	9300-34800 +4800
Teacher Gr-III	4500-7000	5200-20200+2800	9300-34800 +3600	9300-34800 +4200	9300-34800 +4800
Veterinary * Assistant	4000-6000	5200-20200+2400	5200-20200 +2800	9300-34800 +3200	9300-34800 +4200
Lab Assistant	4000-6000	5200-20200+2400	9300-34800 +3600	9300-34800 +4200	9300-34800 +4800
Librarian	4000-6000	5200-20200+2800	9300-34800 +3600	9300-34800 +4200	9300-34800 +4800
Assistant Sub Inspector of Police	4000-6000	5200-20200+2400	9300-34800 +3600	9300-34800 +4200	9300-34800 +5400
Patwari	3050-4590	5200-20200+1900	9300-34800 +3200	9300-34800 +3600	9300-34800 +4200
Agriculture ** Supervisor	3050-4590	5200-20200+1900	9300-34800 +4200	9300-34800 +4200	9300-34800 +5400

In RCS (Revised Pay) Rules 1998

* Pay Scale of Ayurved Compounder and Veterinary Assistant is Rs.5000-8000


** Pay Scale of promotion post of Agriculture Supervisor is not correct.

(iii) There are differences in the pay scales of following ministerial cadre posts in Central Government and in State Government:-

Post	Central / State	Existing Pay Scale	Revised Pay Scale	Pay Band	Grade Pay	
					Rajasthan	Central Government
O.A.	Central	5000-8000	6500-10500	9300-34800	---	4200
	State	5000-8000	--	9300-34800	3200	--
O.S.	Central	5500-9000	7450-11500	9300-34800	---	4600
	State	5500-9000	--	9300-34800	3600	--
Administrative Officer	Central	6500-10500	7500-12000	9300-34800	---	4800
	State	6500-10500	--	9300-34800	4200	--

(iv) The Section Officer of the Government Secretariat should be given grade pay Rs.4800, instead of Rs.4200, at par with Central Government.

(v) Without redressal of 4th and 5th Pay Commission Pay scale anomalies of L.D.C., corresponding pay scales have been given in 6th pay commission and they have been put to loss by granting grade pay Rs.1900 only. Other posts in pay scale Rs. 3050-4590 have been given grade pays Rs.2000 and Rs.2400. Therefore,


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L.D.C. should be given grade pay Rs.2400.

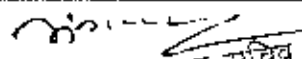
(vi) The pay scale of L.D.C. and of Laboratory Assistant were equivalent i.e., Rs.950-1680 upto 1.9.88. After that the pay scale of Laboratory Assistants was revised to Rs.1200-2050. Similarly in RPS (Revised Pay) Rules 1998 pay scale of L.D.C. was Rs.3050-4590, whereas pay scale of Laboratory Assistant was Rs.4000-6000. Now, in RCS (Revised Pay) Rules 2008 grade pay of L.D.C. is Rs.1900 where as grade pay of Laboratory Assistant is Rs.2400. This difference of grade pay should be removed.

(vii) Government of Rajasthan has not prescribed grade pays identical to grade pays of Central Government for all the pay scales (Pay Bands). The State Government adopted a norm of 40% of maximum of the existing pay scales for designing the grade pays. But, for some of the pay scales, grade pays are beyond 40% of maximum of the existing pay scales. For the following pay scales, grade pays are more than 40% of maximum of the existing pay scales:-

Existing Pay Scale	40% of the Max. of Pay Scale	Grade Pay sanctioned by State Govt.(Rs.)	Amount higher than 40% of the maximum (Rs.)
9000-14400	5760	6000	240
10000-15200	6080	6600	520
10650-15850	6340	6800	460
11300-16200	6480	7200	720
12000-16500	6600	7600	1000
13500-17500	7000	8200	1200
14300-18300	7320	8700	1380

(viii) State Government has granted two grade pays for one existing pay scale as detailed below:-

Fixation Table No.	Existing Pay Scale	1 st Grade Pay Fixed	2 nd Grade Pay Fixed
12-13	3400-5200	2100	2800
14-15	4000-6000	2400	2800
17-18	5000-8000	3200	3600
19-20	5500-9000	3600	4200


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(ix) After the implementation of Sixth Pay Commission, comparison of pay scales of Ministerial Service Cadre in Central Government and in State Government are as follows:-

Ministerial Cadre (State)				Ministerial Cadre (Central)				
Name of Post	RCS (RP) Rules 1998 Pay Scale	RCS (Revised Pay) 2008		Name of Post	CCS(RP) Rules 1998 Pay Scale	Amend. pay scales	CCS (Revised Pay) 2008	
		Running Pay Band	Grade Pay				Running Pay Band	Grade Pay
LDC	3050-4590	5200-20200	1900	LDC	3050-4590	3050-4590	5200-20200	1900
UDC	4000-6000	5200-20200	2400	Head Clerk	4500-7000	6500-10500	9300-34800	2400
Office Assistant/ Stenographer	5000-8000	9300-34800	3200	Asstt./ Steno. Gr.II/ equivalent	5000-8000-	6500-10500	9300-34800	4200
Office Superintendent /Personnel Assistant	5500-9000	9300-34800	3600	—	—	—	—	—
Admn. Officer/ Senior PA	6500-10500	9300-34800	4200	Adm. Officer Gr.II/ Sr.PS/ equivalent	7500-12000	7500-12000 (for new recruitment) 8000-13500 (4 yrs in service)	9300-34800	4800
							9300-34800	5400

(x) The grade pay of the above posts should be given at par with Central Government.

(xi) The Section Officer of the Government Secretariat should be given grade pay Rs.4800 instead of Rs.4200 at par with Central Government.

(xii) The pay scales should be revised with effect from 1.1.2006, similar to Central Government.

(xiii) The difference in pay scales of a post in Government Secretariat and in Subordinate Offices should be eliminated and Government Secretariat Cadre should be made open.

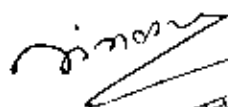
(xiv) Pay Scales and designation of ministerial employees should be kept identical to Secretariat employees.

(xv) An LDC could get maximum one promotion in his career i.e., of UDC and get retired. Hence, the promotion channel to the post of UDC be scrapped & other channels of promotional should be opened.

(xvi) Nomenclature of the ministerial cadre posts should be changed to Junior Assistant, Senior Assistant, Section Officer, Administrative Officer and Establishment Officer.

(xvii) Third promotional post in Ministerial Services should be a gazetted post. The promotion from the post of Office Superintendent should be on gazetted post.

(xviii) Central Government have merged the existing pay scales Rs.5000-8000 and Rs.5500-9000 and sanctioned grade pay Rs.4200


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in Sixth Pay Commission pay scales but State Government has not merged these pay scales.

(xix) Transport Allowance and Children Education Allowance should be given at par with Central Govt.

(xx) The Selection Grade benefits (ACP benefits) should be given at par with the benefits available on promotion in the Cadre/ Service as given in Selection grade orders. These benefits should be given from the date of appointment instead of date of regularisation.

(xxi) Pay Scale should be given at par with Central Government The multiplication factor should be 1.935, in place of 1.86, because benefit of 6th Pay Commission has been given with effect from 1.9.2006.

(xxii) Full pension should be sanctioned on completion of 20 years of service at par with Central Government.

(xxiii) The DPC for the post of Administrative Officer is not conducted since 1995 by DOP. Therefore, all existing O.S., who have experience of 5 Years should be given grade pay of Rs.5400 equivalent to pay scale 8000-13500 at par with Central Government. DPC for the post of Administrative post should be held at the earliest.

(xxiv) Type writer fee from dependent of deceased Government Servants should be waived.

(xxv) Ban on interdepartmental transfer of Ministerial employees should be withdrawn.

(xxvi) The posts of Ministerial Cadre abolished in past, should be revived.

(xxvii) The Special pay for employees in the office of Head of the Department should be restored as earlier.

(xxviii) Free residential land should be allotted to all Ministerial employees similar to Gazetted Officers.


(xxix) Recognition of Unions should be revived and Special Leave sanctioned to office bearers to attend conferences.

4. **Factual position and Views of the committee:-**

(I) Factual position:

(i) The pay scales of Rajasthan Ministerial Service posts in RCS (Revised Pay) Rules 2008 are as follows:-

Post	Existing Pay Scale	Revised Pay Band	Grade Pay
LDC (Subordinate Office and Sectt.)	3050-4590	5200-20200 PB-1	1900
UDC (Subordinate Office and Sectt.)	4000-6000	5200-20200 PB-1	2400
O.A. (Subordinate Office)	5000-8000	9300-34800 PB-2	3200
O.S. (Subordinate Office)/Assistant in Secretariat	5500-9000	9300-34800 PB-2	3600
S.O. (Sectt.)	6500-10500	9300-34800 PB-2	4200
Administrative Officer	6500-10500	9300-34800 PB-2	4200


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(ii) The issue of cutting down number of promotional levels, promotion on gazetted post, redesignation of posts in the ministerial service are administrative issues.

(iii) 6th CPC has not upgraded the pay scales of LDC and UDC in Central Government.

(iv) The difference in the pay scale of LDC. and Laboratory Assistant is from 1.2.92. It was a conscious decision of the Government to upgrade the pay scales of posts of Laboratory Assistant in all departments in view of higher qualification i.e. Higher Secondary (Science) / Sr. Secondary (Science).

(v) In most of the existing pay scales, grade pays have been given at par with Central Government.

(vi) Central Government have upgraded the existing pay scales 5000-8000 and 5500-9000 in pay scale 6500-10500 and sanctioned grade pay Rs.4200, which is 40% of the existing pay scale 6500-10500. But State Government has not merged these pay scales. Therefore, grade pays of these pay scales have been kept @40% of the maximum of the existing pay scale.

(vii) State Government has granted two grade pays for one existing pay scales in select cases where pay scale of the feeder post and that of promotion posts were identical. To remove this anomaly, grade pay of the promotion post has been prescribed higher.

(viii) In Central Government, under ACP Scheme benefit of next immediate higher grade pay is admissible in the hierarchy of grade pays. Same provision exists in the State Government ACP Scheme. Prior to RCS (Revised Pay) Rules 2008, the benefits admissible under selection grades were pay scale of the next promotion posts.

(ix) Prior to 6th Pay Commission pay scales of Central Government employees in A & B class cities were getting CCA, at rates applicable according to pay scales and place of posting. Central Government has now merged CCA in Transport Allowance, but State Government has retained CCA at enhanced rates.

(x) Pay scale of Teacher (Teacher Gr.III) was raised to Rs.1200-2050, where as the pay scale to LDC was retained as Rs. 950-1680 in RCS (Revised Pay) Rules 1989. Since then, the pay scale of Teacher (Teacher Gr.III) is higher than that of LDC.

Subsequently, in 5th Pay Commission pay scales, Teacher (Teacher Gr.III) was allowed still higher scale of pay. The comparative position is as under :

Post	Pay Scales		2008	
	1989	1998	Pay Band	Grade Pay
LDC	950-1680	3050-4590	5200-20200	1900
UDC	1200-2050	4000-6000	5200-20200	2400
Teacher Gr.-III	1200-2050	4500-7000	5200-20200	2800

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(xi) Comparison of pay scales of promotion post channel for LDC in Government Secretariat and in other departments is as follows:-

Post LDC	Promotion Channel	RCS (Revised Pay) Rules 2008	
		Running Pay Band	Grade Pay
In Secretariat	1 st UDC	5200-20200	2400
	2 nd Assistant	9300-34800	3600
	3 rd Section Officer	9300-34800	4200
	4 th Asstt. Secy.	15600-39100	6600
In Other Deptt.	1 st UDC	5200-20200	2400
	2 nd Office Asstt.	9300-34800	3200
	3 rd Office Suptdt.	9300-34800	3600
	4 th Adm. Officer	9300-34800	4200

(xii) Issues of implementation-date, multiplication factor, grant of grade pay Rs.4200 to holders of pay scale 5000-8000, 5500-9000 and 6500-10500, benefit of ACP Scheme at par with selection grades on Completing 9, 18, 27 years of service, grant of Transport Allowance, Children Education Allowance, other allowances at par with Centre, grant of full pension on completion of 20 years service have been dealt with elsewhere in the report.

(xiii) The State Government has not accepted upgradation of existing pay scales in any case.

(xiv) Holding regular D.P.Cs for the post of Administrative Officer is an administrative matter.

(xv) Waiver of Type Writer fee and ban on interdepartmental transfer are not pay anomaly matters.

(xvi) Matter regarding free residential land, restoration of recognition of Union, provision for Special Leave to Office bearers are not in the terms of reference of the Committee.

(II) Views of the Committee:

(xvii) Rajasthan Ministerial Service Associations have requested for higher pay scales based on following reasons:-

(a) Responsibility assigned to the cadre in the government over these years in comparison to various other posts which have been given higher pay scales step by step;

(b) Higher pay scales granted to the post like Laboratory Assistant (after 1988); Teacher Gr.3/Veterinary Assistant / Librarian / ASI(Police) / Proof Reader/ Assistant Jailer (after 1976)

(c) The agreement entered into by the Employees Union with the State government for grant of pay scale 4000-6000 of the post of LDC.

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(xviii) Demand for grant of ACP Scheme benefits by counting the period from date of first appointment has been decided by the Apex Court.

(xix) The issue of grant of pensionary benefits at par with the Central Government: grant of grade pay Rs. 4200 for erstwhile pay scales Rs. 5000-8000, Rs. 5500-9000 and Rs. 6500-10000; implementation of RCS (Revised Pay) Rules 2008 from 1.1.2006; adoption of multiplication factor of 1.935, and grant of grade pay of promotion post in ACP Scheme at par the selection grades have been dealt with elsewhere in the report.

(xx) It is true that successive pay commissions have recommended higher pay scales for cadres like School Teachers, Para Medical Staff, Police Subordinate Services, Forest, subordinate employees of Ayurved Department etc. The pay commission while recommending these has specifically dealt with the issues of parity with other services and has stated that, "(Para 3.8.3)

(c) Existing relativities between posts in various categories have, as far as possible, also been kept in view while evolving the new structure for various common categories. Elsewhere, the Commission has upgraded the pay scales for constables in Delhi Police. This has been done to improve the delivery mechanism. While due care has been taken to ensure that this upgradation does not disturb the existing relativities, however, some of the relativities in terms of pay scales will get disturbed. The Commission wants to make it clear that disturbance of any of the existing relativities on this account is a conscious decision. This is more so because posts in identical pay scales can not, in most cases, be held analogous, especially if their functions are totally diverse.

(d) The Commission has also taken a conscious decision to upgrade the pay scales of teachers, especially the primary school teachers. This, again, is a conscious decision because in the opinion of the commission, the role of teachers is very important and a higher incentive needs to be extended to this category.

(e) Similarly, higher scales have been recommended for the nursing cadre keeping in view the arduous nature of their duties."

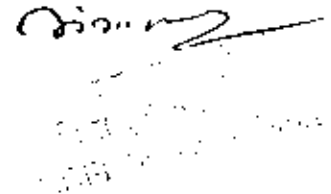
(xxi) The Committee has examined their demand for grant of grade pay Rs. 2400 in PB-1 for the post of LDC (with or without merger with the post of UDC). After 1988, pay scales of State Govt. employees have been prescribed identical to or very close to the pay scales admissible to comparable post in Central Government. Pay scales to members of ministerial

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service cadre in Centre have been extended to the ministerial cadre employees in the State Government. To grant higher pay scales to any post compared to the pay scale of similar post in Central Government will not be logical.

- (xxii) The Committee therefore, is unable to recommend;
- merger of the post of LDC with UDC and grant of pay scale 4000-6000 (GP-2400 in PB-1) for the post of LDC;
 - grant higher pay scales/ grade pays demanded for the posts of Personal Assistant, Section Officer and other posts;

(xxiii) Their general demands like holding of Departmental Promotion Committee (DPC) meetings regularly, filling up the post of Administrative Officer, Waiver of Typewriter Fee from dependants of deceased government servants, revival of ministerial cadre post abolished in the past, allotment of free residential land to ministerial employees, recognition of unions, grant of special leave for office bearers etc. are not in the 'terms of reference of the Committee'. These are administrative issues and the Government is advised to take appropriate and timely action on these issues.


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Department of Personnel

1. **Service/Cadre:-** Class-IV Employees.
2. **Representation from:-**
 - 1 Rajasthan Sahayak Karamchhari Sangh.
 2. Akhil Rajasthan Sahayak Karamchhari Sangh ,
(**Ekikrit, Bikaner**).
3. **Demand:-**

They have represented that:

 - (i) The Central Government have granted benefits of pay revision from 1.1.2006 and have fixed pay of the employees drawing pay in Pay Scale No.1, 2 and 3 in Pay Band Rs.4440-7440. As on 1.9.2006, Central Government employees in these pay scales have been fixed on Rs.6150, Rs.6370, Rs. 6700 respectively, whereas State Government employees drawing pay in these pay scales are fixed at Rs.6050, Rs.6260 and Rs.6580. This anomaly should be rectified.
 - (ii) PB-1 should be given to qualified/retrained Group 'D' employees. Promotion quota on the post of LDC from Class-IV should be increased from 15% to 50%.
 - (iii) ACP Scheme benefits should be given in upgraded Pay Band-1 (5200-20200) to Class-IV employees, on completion of 9,18 and 27 years of service at par with Central Government.
 - (iv) Liveries expenditure limit should be brought at par with Central Government i.e. Rs. 4000 per year.
 - (v) The rate of Washing Allowance should be brought at par with the Central Government i.e. Rs. 60 p.m.
 - (vi) Cycle Sawar allowance should be brought at par with Central Government i.e. Rs. 100 p.m.
 - (vii) Machine-Man Allowance & Water Allowance are paid @ Rs.50-75 p.m. These allowances should be doubled, as per decision of the Central Government.
 - (viii) Risk Allowance in Hospitals and Laboratories is being given at the rate of Rs.40 p.m. to the working employees since 1994. This allowance should be increased to Rs.100 p.m.
 - (ix) In Central Government, Patient Care Allowance is paid at the rate of Rs.695 p.m. since 1996. This amount has been recommended to be paid at double the rates by Sixth Pay Commission. State Government has not granted this allowance. This allowance should be given to Ward Boys and Sweepers.
 - (x) Transport Allowance should be given at par with Central Government instead of CCA.
 - (xi) Free education should be given to children of Class IV employees.
 - (xii) The rules made applicable in 1996, should be implemented on dependents of deceased employees.
 - (xiii) ACP benefit should also be given at par with Central Government on completion of 9, 18 & 27 years of service i.e., Grade Pay Rs.1800, Rs.1900 & Rs.2000 respectively.


Secretary
Department of Personnel
Government of Rajasthan

4. **Factual Position & Views of the Committee:-** **I - Factual Position:**

(i) The factual position in respect of Class-IV employees is as follows :-

Government of India					Government of Rajasthan			
Existing Pay Scale	Running Pay Band 1-S	Grade pay	Fixation as on 1.1.2006	Pay as on * 1.9.2006	Existing Pay Scale	Running Pay Band 1-S	Grade pay	Fixation as on 1.9.2006
2550(1)	4440-7440	1300	6050	6240	2550 (1)	4750-7400	1300	6050
2610(2)	"	1400	6260	6450	2610(2)	"	1400	6260
2650(3)	"	1650	6580	6780	2650(3)	"	1650	6580

* After grant of one annual increment.

(ii) Central Sixth Pay Commission (at para 3.7-9) has made recommendation for upgradation of qualified 'D' Category employees to PB-1 (5200-20200) or after suitable retraining.

(iii) Existing rates of some of the allowances for this category of employees (Class-IV) are as follows:-

Type of Allowance	Rate of Allowance	
	Gol	GoR
Liveries	Amount not fixed. Items of liveries are fixed.	Rs. 543 PA
Washing	Rs. 60 PM	Rs. 10 PM
Transport	Rs. 400 to 600 with D.A.	Not admissible
Cycle Sawar	Rs. 60 PM	Rs. 50 PM
Machine Man	-	Rs. 25 PM
Patient Care	Rs. 695 PM	Rs. 40 (Ward Boys/Sweepers)

(iv) There is no provision of free education for children of Class-IV Employees.

(v) There is a provision in rules for appointment on the post of LDC by promotion from eligible Class IV employees to the extent of 15% of the posts as per Ministerial Service Rules.

(vi) In the Assured Career Progression Scheme, Class-IV employees in State Government also get next higher grade pay along with one increment @ 3%. The next higher grade pays are Rs.1400, Rs.1650 & Rs.1800 on completion of 9, 18, & 27 years of service.

(vii) There is no allowance in State Government for Water filling in the offices. Rs. 50 to Rs. 75 is payable for filling water in the offices, as per provision in GF&AK to a person who performs this duty.

II - Views of the Committee

(viii) The Committee recognizes the aspirations of government employees. At the same time the responsibilities cast upon the State for delivery of services to its citizens have to be considered. Central government has subjects like Defence, International Relations, Foreign

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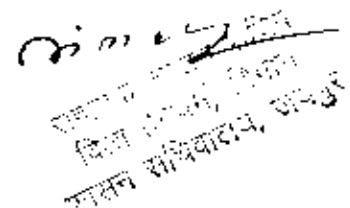
Trade, Currency & Banking, Income Tax/Corporation Tax/Customs & Central Excise etc. in their domain, which does not place demand on it for posting of staff in the far flung areas, villages and hamlets. The State governments, therefore, face functional constraints in abolishing the posts in the pre revised pay scales No. 1 to 3 i.e., the posts in Pay-band-IS. Keeping in view the nature of administration required in States, almost all States have retained the posts in PB-IS (Rs. 4750-7440).

(ix) Rajasthan is one of the largest States in the country with population density varying from region to region. The State is still expanding its basic services in education, health, social welfare and other fields of administration. Immediate upgradation and merging of services is not possible. The Committee therefore, recommends retaining the existing structure and pay scales.

(x) Administrative demands, such as increasing the percentage of post of LDC to be filled in by promotion from Class-IV; application of, or modification in the rules (framed in 1996) relating to appointment of dependants of deceased government employees, free education to the children of Class-IV employees etc., needs to be looked into by the government in respective departments.

(xi) Demands relating to grant of various allowances at par with Central government or revising the rates of existing allowances have been dealt with elsewhere in the report.

(xii) As regards the pay in the Pay Band-IS (Rs. 4750-7440) as on 1-9-2006 reported to be less than the pay of similarly placed Class-IV employees in Centre, this position has arisen due to grant of one grade increment @ 3% of Pay + Grade Pay on 1st July, 2006 to these Class-IV employee in Central government. State government has adopted the revised pay structure with effect from 1-9-2006. Therefore, the first increment to the State government employees fell due on 1st July 2007, in terms of provisions of grant of annual grade increment. This is as per policy adopted by the State and is not a case of anomaly.


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