


Chapter – III (xi)
Education (General Branch)

1. **Name of Service/Cadre:-** Rajasthan Education Service
Rajasthan Education Sub-ordinate Service.
- Posts:-** Teachers, Librarians and Physical Training Instructors.
2. **Representation from:-** (i) Rajasthan Teachers Association (Pragatisheel)
(ii) Rajasthan Shikshak Sangh (Rashtriya)
(iii) Rajasthan Shikshak Sangh (Ambedkar)
(iv) Rajasthan Prathmic Evam Madhyamik Shikshak Sangh.
(v) Rajasthan Shikshak Sangh (Siya Ram)
(vi) Rajasthan Shikshak Samyukta Sangarsh Samiti
(vii) Akhil Rajasthan Vidyalaya Shikshak Sangh.
(viii) Rajasthan Teachers Association (United)
(ix) Senior Teacher Association Rajasthan (Star)
(x) Raj. RPSC Chayanit Shikshak Sangh (Navin)
(xi) Rajasthan Library Service Association (Raj Lisa).
(xii) Rajasthan Elementary Education Services Association (REESA)
(xiii) Rajasthan Education Service Lectures Association (RESLA)
(xiv) Rajasthan Education Services Association (RESA)
(xv) Rajasthan Shiksha Sahyogi para Teacher Sangh
(xvi) Rajasthan Shikshak Sangh (Shekhawat)
3. **Demand:-** They have demanded:
- Parity with Central Government:**
- (i) As per the agreement with State Government entered in 1998, the pay and allowances should be given to the State Government employees at par with Central Government. Central Government had revised the pay scales of Teacher (Senior and Selection Scale) in 2002, but State Government did not revise the pay scales of the post of Teacher on those lines. Therefore, Teacher may be given Pay Scales of Rs.4500-7000 (Entry Scale), 5500-9000 (Senior Scale) and Rs.6500-10500 (Selection Scale) accordingly.
- (ii) Central Government has given Fifth Pay commission pay scales to Teachers with effect from 1.1.96, whereas the State Government has given these pay scales with effect from 01-07-98. These pay scales should be made effective with effect from 01-09-96.
- (iii) Grade Pay of Rs.4200 should be given for existing pay scale Rs.5000-8000 and Rs.5500-9000, instead of Rs.3200 & Rs.3600.
- (iv) Central Government has upgraded the existing pay scales of various categories of Teachers and then Sixth Pay Commission pay benefits have been given. But State Government have not upgraded the pay scales accordingly. Hence, there is a huge gap in pay scales. There is difference of Rs.2000 p.m. between pay of Teachers of State and Central Government.



सहायक शासन सचिव
वित्त (नियम) विभाग
शासन सचिवालय, जयपुर

(v) Central Government has given pay scale Rs.10000-15200 to Headmaster of Senior Secondary School in the fifth pay commission pay scales, whereas State Government has given pay scale Rs.9000-14400 and has created an anomaly.

(vi) Qualifications and responsibilities of Headmaster, Senior Secondary are the same in State and the Centre, even then the Headmaster of Senior Secondary in State have been given lower grade pay and pay band, as compared to their counter parts in Centre.

(vii) The post of Headmaster, Secondary School, which is equivalent to Vice-Principal in Centre, has been allowed lower grade pay as compared to Vice- Principal in Centre.

(viii) Special Pay of Rs.300 allowed to Headmaster, Senior Secondary School in the State has not been converted into Special Allowance, as is done for other service officers.

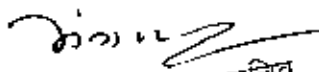
(ix) State Government has violated the principle of "Equal pay for Equal work" by not upgrading the pay scales according to Central Government The pay scale of Lecturer should be upgraded from Rs.6500-10500 to Rs.7500-12000, grade pay Rs.4800 in PB-2 at par with PG Teacher of Central Government in Sixth Pay Commission. Senior Scale may be increased from Rs.7500-12000 to Rs.8000-13500, grade pay of Rs.5400/- in PB-3. Lecturer, who are getting selection scale of Rs.8000-13500, may be given running Pay Band-3 and grade pay of Rs.6600.

(x) Librarian, PTI have not been given pay at par with VI Central Pay Commission. The pay scales i.e., Pay Band and grade pays of various categories of Librarian and PTI are identical with respective categories of Teachers. Therefore, they have demanded similar dispensation, as has been demanded by Teachers, i.e., upgradation of existing pay scales and thereafter fixation of pay in the running Pay Band and grade pay.

(xi) State Government has given Fifth pay Commission pay scales of Central Government to its Teachers but deprived them of the benefit of Selection Grades, which were available to other Government Servants on completion of 9,18 and 27 years of service. Only two selection scales (senior and selection scale), as per Central Government pattern, were given to State Government Teachers and those who had taken Selection Grades as per earlier orders of the Government like other State Government employees, recovery was made. Yet the pay scales of Central Government have not been given.

Parity within State Government:-

(xii) State Government has not granted identical pay scales to equal posts in a group of posts such as Lecturer, School Education and Head Master, Secondary School. According to the Rajasthan Education Service Rules of 1970 Headmaster (Secondary School) and Lecturer (School Education) are equal.


सहायक शासन सचिव
वित्त (नियम) विभाग
शासन सचिवालय, जयपुर

xx) A Committee was constituted on 24.10.97 but its recommendations have not been implemented. Special Secretary, Education recommended for parity in pay scales of Headmaster, Secondary School and Additional Block Education Extension Officer .The norms for selection on the post of Additional Block Education Extension Officer are higher than those for Lecturer, School Education and Headmaster, Secondary School.

(xxi) Grade pay of Rs.4800 should be allowed to Lecturer, School Education in place of Rs.4200.

(xxii) State Government has not sanctioned pay scales to District Education Officer, Deputy Director and Joint Director at par with pay scales of equivalent posts in Central Government.

General Demands:

(xxiii) Benefit of 6th Pay Commission to State Government employees be given w.e.f 1.1.2006, like the Central Government

(xxiv) Central Government has implemented Sixth Pay Commission with effect from 1.1.2006, therefore, they have merged D.A. upto 1.1.2006 but State Government have implemented it with effect from 1.9.2006, therefore, multiplication factor should be 1.94 including D.A. as on that date i.e.,1.9.2006 in place of the factor adopted by Central Government.

(xxv) Teachers may be given Education Allowance, Transport Allowance, Tribal Area Allowance, LTC and other allowances similar to Central Government and rate of Conveyance Allowance to physically disabled employees be raised from Rs.300 to Rs.500/- per month.

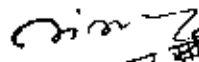
(xxvi) Instead of Selection Grades, ACP benefits may be given on completion of 10, 18 and 26 years' (10+8+8 years) service, according to previous orders.

(xxvii) ACP benefits should be equal to benefits on promotion.

(xxviii) Increment date may be kept 1st January and 1st July every year.

(xxix) State Government has doubled the CCA rates in Jaipur, but it has not been done for others places. This should be doubled for other places also.

(xxx) 11% DA on Dearness Pay (DP) be allowed for 29 months.


सहायक शासन सचिव
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(xxxix) Arrears of fixation of pay, HRA and CCA be given with effect from 1.9.06.

(xxxixii) Hill Station Allowance should be given to employees posted at Mount Abu.

(xxxixiii) Instead of four months' arrear, the selection grades on completion of 9, 18 & 27 years of service was continued in Fifth Pay Commission Pay Scales, but now this facility has been withdrawn.

(xxxixiv) Special Pay @ Rs.300 p.m. granted earlier, has not been sanctioned to Principal, Senior Secondary School in RCS (Revised Pay) Rules 2008.

(xxxixv) Minimum pension amount to an employee should be Rs.3500/- instead of Rs.3025/-

(xxxixvi) Revision of gratuity amount and commutation of pension should be allowed for the employees, who are retired between 01-9-2006 to 31-12-2006.

(xxxixvii) Previously, HRA was allowed @ 15% in Ajmer city, but now it has been reduced to 10%. It should be raised to 20%, as population is more than 5 lakhs.

(xxxixviii) Period of service for grant of Selection Scale to School Lecturer should be calculated from the date of appointment /date of joining.

(xxxixix) Earlier, Head Master, Middle School (Senior Teacher) where 8 Teachers are working, were sanctioned an Allowance. But it has been discontinued whereas Special Allowance @ Rs.50 has been sanctioned to Head Master(Teacher) of a School, where 5 Teachers work under his control. Special Pay to Headmaster of School may be increased from Rs.100 to Rs.500 PM.

(xxxixx) Special Allowance to border area primary school teachers should be enhanced from Rs.20/- to Rs.50/- per month and this allowance should also be given to upper primary school teachers and Sanskrit school teachers, as was allowed earlier.

(xxxixxi) Teachers posted at remote area do not get reimbursement of medical expenses in time and their claims/bills get time-barred. Indemnity bond required for time-barred claims require extra expenditure. Therefore, 5% of pay should be given as Medical Allowance for outdoor treatment.

Administrative Demand:

(xxxixxii) Head Master has to perform various office work, therefore, they should be given allowance for office work.

(xxxixxiii) Finalization of seniority list for Senior Teachers from 1997 be expedited.

(xxxixxiv) Eliminate zone of consideration laid down in rules for promotion to vacancies reserved for SC/ST.

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(xxxxv) Entries of contribution to New Pension Scheme should be made in a Pass Book.

(xxxxvi) Rajasthan Teachers Association has represented that backlog of SC/ST and vacancies of women may be filled in. Condition of five years experience for appointment to the post of Prabodhak may be deleted for SC/ST.

(xxxxvii) Lecturer and Headmaster, Secondary School may be promoted to senior post in the ratio of 80:20.

(xxxxviii) Answer books of School Education may not be got evaluated from Lecturer of College Education.

(xxxxix) Practical Work and Question paper setting work may not be given to Lecturers of College Education.

(xxxxx) Post of Headmaster, Middle School is in the pay scale of Senior Teacher and inspection of their school is done by Additional Education Extension Officer. Middle School Headmaster gets promotion to the post of Headmaster, Secondary School and is transferable to the post of Block Primary Education Officer and may become his superior authority. This anomaly should be removed and Additional Block Primary Education Officer may be granted PB-3.

(xxxxxi) The number of affected persons are as under :

(a) As received from Director, Primary and Director, Secondary School Education Departments :

(No of posts in secondary setup is based on letter dated 20/4/09 from Director, Secondary Education. No. of posts in Primary/upper primary Education and Panchayati Raj setup is based on the letter dated 1.4.09 from Director Elementary Education, Bikaner.)

Name of Post	Secondary Setup	Primary/Upper Primary Setup	Panchayati Raj Setup	Total
Director		1		1
Director (SIERT)		1		1
Additional Director	2	2		4
Joint Director	9	2		11
Deputy Director	30	10		40
Assistant Director	--	6		6
District Education Officer	69	55		124
Additional District Education Officer	---	55		55
Principal & equivalent post	3239			3239
Vice Principal	---	18		18
Additional BEEO		115	565	680
Senior Deputy District Education Officer	433	189	32	654
Deputy District Education Officer	37	4		41
Head Master Secondary School & equivalent post	6305			6305
Education Extension Officer	---	2		2
School Lecturer	19817	172		19989
Senior Teacher	39017	13952		52969
Teacher	15896	89070	81291	186257
Total	84854	103654	81888	270396

सहायक शासन सचिव
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शासन सचिवालय, जयपुर

(b) The total number of teachers ascertained from the **Statistical Abstract**, published by Economics and Statistics Department of the Government is 468000 approximately. This number may be inclusive of the teachers working under Panchayati Raj Department and Teachers of Aided School.

(c) Yet another source containing number of teachers in various States of the country, reveals that number of teachers in Rajasthan School Education is 331748.

Therefore, the number of teachers affected by the recommendations contained in this report ranges from 270000 to 468000.

4. **Factual Position and views of the Committee:**

(I) Factual Position:

(i) Pay Scales of Teachers in Central Government and in State Government are as follows:-

Central Government				State Government			
Post	CCS (Revised Pay) Rules 1997 Pay Scale	CCS (Revised Pay) Rules 2008		Post	RCS (Revised Pay) Rules 1998 Pay Scale	RCS (Revised Pay) Rules 2008	
		Running Pay Band	Grade Pay			Running Pay Band	Grade Pay
Primary School Teacher				Teacher (erstwhile Teacher Gr III) including Librarians & PTIs in VI Pay Scales Rules			
Entry Scale	4500-7000 (Upgraded to 6500-10500)	9300-34800 (PB-2)	4200	Entry Scale	(4500-7000)	5200-20200 (PB-1)	2800
Trained Graduate Teachers				Senior Teacher (erstwhile Teacher Gr II) including Librarians & PTIs			
Entry Scale	5500-9000 (Upgraded to 7450-11500)	9300-34800 (PB-2)	4600	Entry Scale	(5500-9000)	9300-34800 (PB-2)	3600
Post Graduate Teacher				Lecturer, School Education (erstwhile Gr I) including Librarians & PTIs / Education Extension officer			
Entry Scale	6500-10500 (Upgraded to 7500-12000)	9300-34800 (PB-2)	4800	Entry Scale	(6500-10500)	9300-34800 (PB-2)	4200
Vice Principal				HM Secondary School/Vice Principal Senior Sc. School			
Entry scale	7500-12000 (Upgraded to 8000-13500)	15600-39100 (PB-3)	5400	Entry Scale	(7500-12000)	9300-34800 (PB-2)	4800
Principal/ AD of Education	10000-15200 (Upgraded to 12000-16500)	15600-39100 (PB-3)	7600	Principal Senior Secondary School/ Additional DEO	(9000-14400)	15600-39100 (PB-3)	6000
District Education Officer	10000-15200 (Upgraded to 12000-16500)	15600-39100 (PB-3)	7600	District Education, Officer	(10000-15200)	15600-39100 (PB-3)	6600
Deputy Director	10000-15200 (Upgraded to 12000-16500)	15600-39100 (PB-3)	7600	Deputy Director of Education Range	(10650-15850)	15600-39100 (PB-3)	6800

Note 1:- As per rule 6 (2) of RCS (Revised Pay) Rules 2008, Teachers drawing pay as Senior Scale or Selection Scale, as the case may be, their fixation of pay in the running pay band shall be made in corresponding Running pay band with Grade Pays as indicated in Col. 4 and 6 of Schedule-I.

Note 2:- Post of Sub-Deputy Inspector (School) (SDI) is now know as Additional Block Elementary Education Officer. Some of these have been recruited directly through RPSC. Pay Scale of Additional BEEO is identical with that of Lecturer School Education i.e., Grade Pay 4200 in PB-2 (Rs. 9300-34800). The post of Block Elementary Education Officer (BEEO) is equivalent to Senior Deputy District Education Officer (Senior Dy DEO) has grade pay Rs.5400 in PB-3 (Rs. 15600-39100).

(ii) Central Government had revised the pay scales of School Teacher with effect from 1.1.96. The State Government revised the pay scales of School Teachers subsequently (with effect from 1.7.98).

Senior and Selection Scales for Teacher were further revised by Central Government vide its order dated 4.4.2002 as follows :

	Prior to 4.4.2002	Revised Pay Scale
Senior Scale	5000-8000	5500-9000
Selection Scale	5500-9000	6500-10500

These orders were made effective from 1.1.1996.

Senior and Selection Scales for Teacher (erstwhile Teacher Grade-III) were not revised further by the State Government, as revised by the Central Government

(iii) 6th Pay Commission in its report has said that,

"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. 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. The Commission has taken a conscious decision to upgrade the pay scales of teachers, especially the primary school teachers (para 3.8.3)."

The Commission has also recorded that,

"in order to attract better Teachers and to retain them in the Government, the Commission is inclined to recommend a higher start for Primary School Teachers. This, along with the restructuring of pay scales being recommended by the Commission, will necessitate restructuring of the existing pay scales of Teachers (para 3.8.22)."

Accordingly, the following pay bands and grade pay have been agreed by Central Government for the category of Teachers :-

Designation	Revised Pay/ Pay Band of the post	Senior Scale	Selection Scale
Primary School Teacher	PB-2 of 9300-34800 with grade pay of 4200	PB-2 of 9300-34800 with grade pay of 4600	PB-2 of 9300-34800 with grade pay of 4800
Trained Graduate Teacher	PB-2 of 9300-34800 with grade pay of 4600	PB-2 of 9300-34800 with grade pay of 4800	PB-3 of 15600-39100 along with grade pay of 5400(Rs.8000-13500)
Post Graduate Teacher	PB-2 of 9300-34800 with grade pay of 4800	PB-3 of 15600-39100 with grade pay of 5400	PB-3 of 15600-39100 with grade pay of 6600
Vice Principal	PB-3 15600-39100 with grade pay of 5400	PB-3 of 15600-39100 with grade pay of 6600	
Principal	PB-3 of 15600-39100 with grade pay of 7600		

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 सहायक शासन सचिव
 वित्त (नियम) विभाग
 शासन सचिवालय, जयपुर

(iv) Librarian (Grade-I, II, III) and Physical Training Instructor (PTI) (Grade-I, II, III) are at par with Teachers. Each level of Librarian and PTI has identical pay scales (grade pay and pay band) like teacher (Lecturer, Senior Teacher and Teacher).

(v) Director, Secondary Education has stated that a Committee, constituted with reference to the writ petition 2974/98, in its report dated 10.7.2007 has concluded that post of Head Master Secondary School is not equivalent to the post of Lecturer, School Education. Post of Headmaster, Secondary School has higher responsibilities. Therefore, pay scale Rs.6500-10500 given to Lecturer and pay scale Rs.7500-12000 given to Headmaster Secondary School need no change. The demand from School Lecturer for pay scale at par with Headmaster Secondary School (Rs.7500-12000) is not justified.

(vi) In the 6th CPC recommendation, Part B Sr.No. XVII, for some common categories of employees, name of teachers—PST, TGT & PGT have been given. The post of District Education officer is required to be filled 50% by direct recruitment. This has not been done.

(vii) State Government has not upgraded the pay scales according to Central Government for any cadre / post.

(viii) Pay scales of Education Extension Officer and Head Master, Secondary School in RCS (Revised Pay) Rules 1998 were identical i.e., Rs.6500-10500. Vide Finance Department order no. F16 (5) FD/Rules/98 dated 7.8.98, pay scale of Head Master, Secondary School was revised with effect from 1.7.98 to Rs.7500-12000. Senior Scale (after completion of 8 years service) granted to the HM (Secondary) was not extended to Education Extension Officer.

(ix) Multiplication factor for fixation of pay in RCS (Revised Pay) Rules 2008 have been adopted at par with Central Government i.e., 1.86. This matter has been dealt with separately.


(x) Increment date has been kept similar to Central Government i.e., 1st July every year.

(xi) As per Schedule II of RCS (Revised Pay) Rules 2008 Special Allowance @Rs.50/- is payable to Head Master, Primary School where there are 5 teachers including Head Master. If a Senior Teacher is posted as Head Master, he will not be entitled to this Allowance.

(xii) The special pay/ special Allowance is not payable to Head Master, Secondary School with effect from 1.9.1998 vide Finance Department order no. F.16 (5) FD (Rules) 98 dated 7 August, 1998.

(xiii) Primary School Teacher (Teacher Grade III) in border areas (Bikaner, Barmer and Jaisalmer District) are granted Special Allowance @ Rs.20 P.M. prior to RCS (Revised Pay) Rules 2008. Earlier, it was called special pay.

(xiv) Teachers were in receipt of Selection Grades prior to 1.7.98 on completion of 9, 18 and 27 years of services. When the pay scales to Teachers were granted at par with Central Government, the benefit of Senior and Selection Scales were given at par with central government


सहायक शासन सचिव
वित्त (नियम) विभाग
शासन सचिवालय, जयपुर

Therefore, Selection grade granted to Teachers on completion of 9, 18 and 27 years service was withdrawn and State Govt. Teachers were given Senior and Selection scales on completion of 10/20 years service. Now, the benefit of ACP Scheme is being given on the lines of Central Government, but in State Government, ACP given to Class IV, Ministerial, Subordinate Services and isolated posts having grade pay upto Rs.4200, have been granted the ACP benefits on completion of 9,18 and 27 years of service.

(xv) Teacher appointed on fixed pay for two years after selection through RPSC are entitled to fixed remuneration @ Rs.6250/- (up to 31-8-08) and @ Rs.8950 with effect from 1.9.08 as per Government rules.

(xvi) Matters regarding sanction of Transport Allowance, Education Allowance have been dealt with separately.

(xvii) Hill Station Allowance has been dealt with separately.

(xviii) Rate of CCA has been doubled, but it has not benefited all the employees uniformly because the slabs have been fixed considering the basic pay only, whereas Government had also allowed CCA on Dearness Pay in December, 2006.

(xix) The issue of 11% DA on Dearness Pay, the matter relates to the period prior to 6th Pay Commission, therefore, it is not in the Terms of Reference of the Committee.

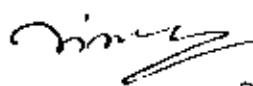
(xx) There is no provision in RCS (Medical Attendance) Rules for grant of fixed medical allowances to any employee. In RCS (Medical Attendance) Rules 2008 there is a provision for Medical Claim Insurance Coverage in lieu of medical reimbursement, which reads as under :-

"A Government Servant, who is entitled to avail medical attendance and treatment facilities and reimbursement thereof under these rules, can opt out of the benefits. Under these rules and avail medical facilities under any mediclaim insurance scheme, of any insurance provider regulated by the Insurance Regulatory & Development Authority (IRDA), Govt. will reimburse full premium, including service tax, upto an amount of Rs.3000 (or so revised by the Government from year to year) per annum for the family. The option can be exercised by filling prescribed form in writing with the Appointing Authority. Such option once exercised shall be final and irrevocable and such Govt. servants shall not be entitled to avail facility of medical attendance and treatment and reimbursement thereof, under these rules."

(xxi) There is no basis to say that benefit of selection grades (introduced with effect from 25.1.92) were continued at the time of introduction of 5th Pay Commission Pay Scales in lieu of non-accrual of arrears on revision of pay from 1.9.96 to 31.12.96.

(xxii) State Government has not upgraded the pay scales before implementation of the 6th Pay Commission.

(xxiii) HRA & CCA have been given by the Central Government with effect from 1.9.08.


सहायक शासन सचिव
वित्त (नियम) विभाग
शासन सचिवालय, जयपुर

(xxiv) In Ajmer city, HRA has been sanctioned @ 20% vide

Government order No F6 (4) FD (Rules) 07 dated 6/02/09.

(xxv) RCS (Revised Pay) Rules 2008 have been made applicable with effect from 1.9.2006 with the condition that no arrears for the period from 1.9.2006 to 31.12.2006 shall accrue. On the same lines, employees who retired/died during 1.9.06 to 31.12.06, are not entitled to enhanced commutation and gratuity on the basis of the revised pay/ pension.

(xxvi) Seniority list, appointments, promotions, entries in GPF Pass Book etc. are not in the terms of reference of the committee.

(xxvii) Likewise, the matter regarding filling up of backlog of SC/ST posts is not in the terms of reference of the Committee nor it is a matter of pay anomaly.

(xxviii) Advance increments for M.Ed. degree holder Teacher was in RCS (Revised Pay) Rules 1998, but this provision was deleted later on.

(xxix) Principal, Senior Secondary School and equivalent posts has been granted Special pay @ Rs.300 P.M. with effect from 1.7.98 vide Finance Department order No. F.16(5) FD(Rules)/98 dated 14 March,2001. Now, this Special pay has not been mentioned in the Schedule-II of Rajasthan Civil Service (Revised Pay) Rules 2008.

(xxx) Primary School Teacher of General Education and Sanskrit Education in Border Areas of Bikaner, Barmer and Jaisalmer Districts has been sanctioned Rs.20 P.M. as special pay in the RCS (Revised Pay) Rules 1989. The rate of special pay is same in the RCS (Revised Pay) Rules 2008. There is no provision for special pay for Upper Primary School Teachers of Border Area Schools.

(xxxi) Selection grades on completion of 9, 18 and 27 years of service has been prescribed with effect from 25.1.92. The provision of Selection Grades has been continued in RCS (Revised Pay) Rules 1998.

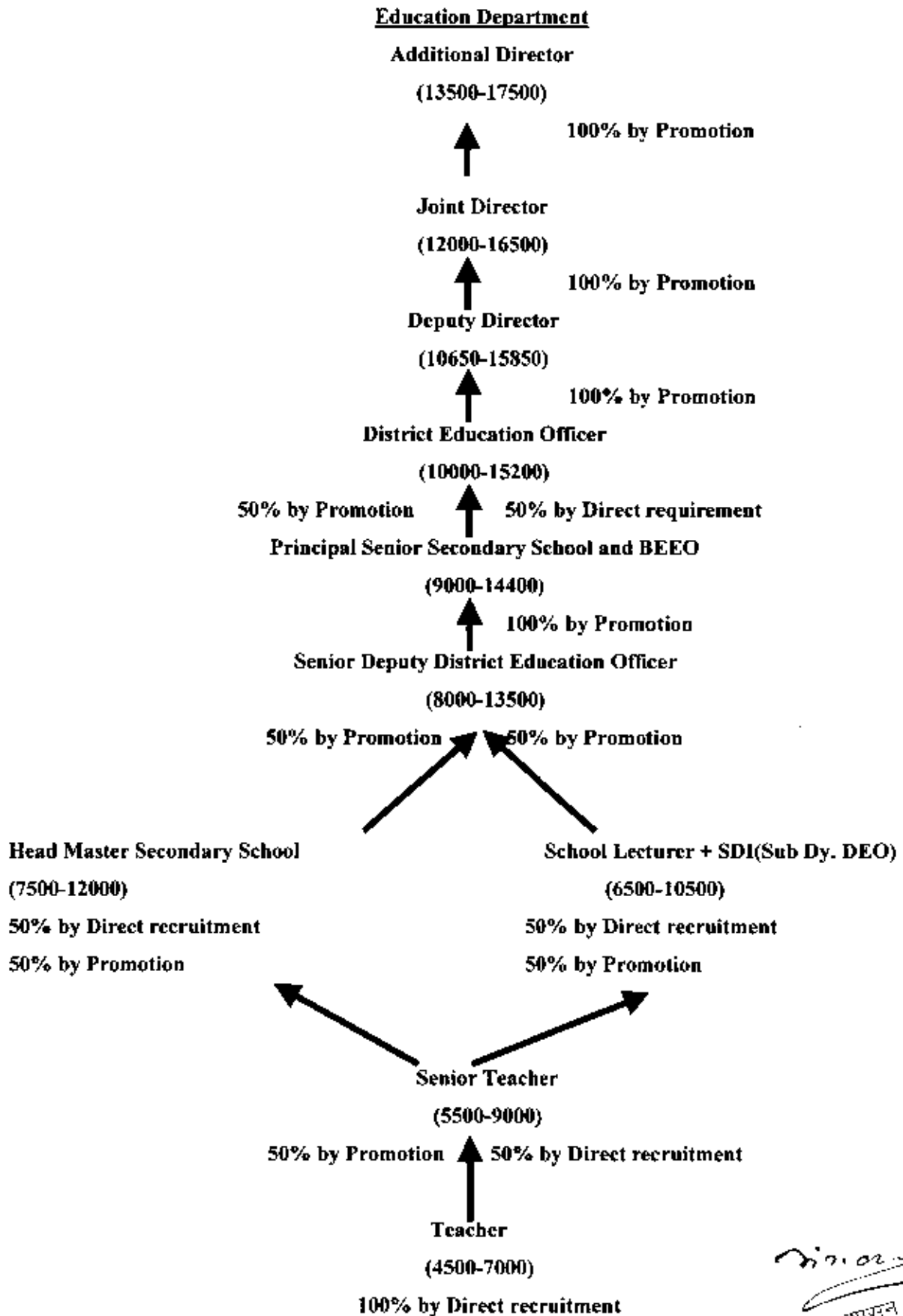
(xxxii) The Conveyance Allowance to physically disabled employees was admissible at the rate of 5% of basic pay not exceeding Rs.200 PM prior to RCS (Revised pay) Rules 2008. Now, the rate of this allowance is 3% of basic pay not exceeding Rs.300 PM.

(xxxiii) With beginning of this decade, the State governments have resorted to contractual appointments on certain specific posts/ cadres. With a view to ensure uninterrupted of workers/ teachers to deliver regular services to the citizens. It was found that hiring of local candidates shall serve this purpose better. Contractual hiring is least time consuming and puts in place the necessary apparatus quickly compared to regular recruitment in government. Such adhoc arrangements also prove less expensive. This system has been extended in elementary education, particularly in remote villages on a large scale by recruiting teaching staff called as Para teacher on consolidated remuneration by empowering the local self government.

Some states including Rajasthan have acted on this model. In Rajasthan the number of Para teachers in the year 2008-09 is reported to be 38020 against 243439 regular teachers. The Para teachers, this, works out to 15.62% of the total regular government teachers, whereas out of the total 439458 teachers working in government of UP, there are 249788 Para teachers. Thus, Para teachers as percentage of regular teachers in the year 2008-09 in UP were 131.70%.

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(xxxiv) Administrative Structure of Education Department is as follows:-



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II. Views of the Committee:

(i) Demands from various Associations, who have submitted their representations to the Committee, have been examined in detail. The Committee values the recommendations of the 6th CPC and acknowledges the need for grant of upgraded grade pays for various categories of Teachers. The Committee also noted that the literacy rate in the State as per Census 2001 to be 60.41 % compared to national average of 64.8%. Percentage of female literacy level in the State has improved from 20.44% in 1991 to 43.85% in 2001, yet it is still far behind the national average of 53.70%, (as noted from the memorandum submitted by the government to the Thirteenth Central Finance Commission).

(ii) 6th CPC recommendations also provide for specific grade pays as Senior and Selection scales. The recommendation also reveals that "Residency period for promotion from one grade to another grade shall remain unchanged". The Government orders gathered from Kendriya Vidyalaya Sangathan, reveal that School Teachers in Central Government are entitled to Senior Scale and Selection Scale, as above, after 12 and 24 years service.

On the contrary, the State Government has allowed three upgradations under the ACP schemes after 9, 18 and 27 years / 10, 20 and 30 years service.

(iii) While analyzing the likely financial impact of the recommendations on the states, the VI CPC has observed that:

"most of the states would be in a position to meet the additional expenditure. States which do not reflect a comfortable position as far as the increased expenditure is concerned can consider the options of:

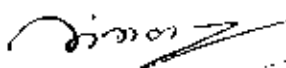
- deciding on the date of implementation different from that of the centre,
- staggering the payment of arrears suitably ..."

(see para 1.3.32)

Several State governments have revised the pay scales/pay structures of their employees on the general pattern recommended by 6th CPC but it is also noteworthy that none of the State governments has implemented the entire set of recommendations of the VI CPC/ resolutions of the Central Government, as reported earlier.

(iv) The provisions in RCS (Revised Pay) Rules 2008 and other orders issued subsequent to VI CPC Report by the State Government are no exception.

(v) The dispensations made by other State governments for school education teachers were looked into. While some States have extended the grade pays recommended by VI CPC to their teachers, most others have modified the dispensations in various degrees. Government of Haryana has followed the pattern of pay scales ordered by the Central Government. The ACP schemes ordered by Government of Haryana is not similar to the scheme announced by the Central Government. It has allowed specific grade pay on


सहायक शासन सचिव
वित्त (ग्राम) विभाग
शासन सचिवालय, लखनऊ

completion of 10, 20 & 30 year service to specified category of employees. For the rest it has adopted the principle of ACP scheme of the Central government.

(vi) The grade pay for Primary School Teacher in the State of Gujarat is Rs 2400 (Rs. 1900 for untrained Teacher). There is no mention about admissibility of Senior and selection grades. There is a class known as High Secondary Teacher in Gujarat, wherein Govt. of Gujarat has granted them grade pay 4200. Equivalent of School Lecturer in Gujarat has also been granted grade pay 4200. The order does not indicate the senior scale and selection scale grade pays, if admissible.

(vii) Detailed dispensation granted by other states for school teachers is not available although the concerned State governments were requested to provide the detailed information in this regards.

(viii) Service conditions for the State government employees, particularly school teachers vary in several respects with the service conditions of teachers in Central government such as provisions in rules related to Earned Leave, Encashment of Leave, Number of Gazetted Holidays etc. On the contrary Central government employees are entitled for LTC benefits, Liberal Pensionary benefits etc.

(ix) The orders for revision of pay scales of State government employees in Orissa, Madhya Pradesh, Tamilnadu and Chhattisgarh and were also looked into.

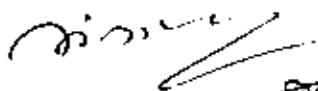
Tamilnadu has granted the pay scales with a rider that benefits upto 31st Dec. 2006 would be notional; In case of Tamilnadu government, the HRA is payable on pay slabs ranging from 120 to 3200 per month.

In Madhya Pradesh the arrears upto 31st Aug. 2008 has been decided to be paid in five equal yearly installments beginning May, 2010 and upto May, 2014. The order of Madhya Pradesh Government reveals that pre-revised pay scales 5000-8000, 5500-9000 and 6500-10500 have not been merged.

The rate of House Rent Allowance in Orissa government is not at par with Central Government. Orissa government has prescribed different duration of service for grant of ACP Schemes benefits i.e. after completion of 15 years, 25 years and 30 years.

(x) Despite the fact that subsequent to issue of RCS (Revised pay) Rules 1998, Pay scales of School Teachers were upgraded at par with the pay scales ordered by Central Government, further amendments were made by the Central Government in the senior and selection scales for primary school teacher (equivalent to Teacher of Rajasthan Government) were not extended to the State Government teachers, despite their repeated demands for the same.

(xi) The Committee also finds it very difficult to ignore the over all pay structure of the government and inter-cadre relativities while recommending further upgradation of grade pays granted to the School Teachers in RCS (Revised pay) Rules 2008. Keeping the recommendations of the Committee made earlier in this report into


सहायक शासन सचिव
वित्त (नियम) विभाग
शासन सचिवालय, जयपुर

considerations, it recommends the following pay scales/grade pays to the School Teachers:-

Post	Pay Band & Grade Pay allowed in RCS (Revised pay) Rules 2008	Pay Band & Grade Pay recommended
Teacher/ Librarian Gr. III/ PTI Gr. III and other equivalent posts	PB-1 - 5200-20200 Grade Pay - 2800	PB-2 Grade Pay - 3600
Sr. Teacher/ Librarian Gr. II/ PTI Gr. II and other equivalent posts	PB-2 - 9300- 34800 Grade Pay - 3600	PB - 2 Grade Pay - 4200
School Lecturer/ Librarian Gr. I/ PTI Gr. I and other equivalent posts	PB-2 - 9300- 34800 Grade Pay - 4200	PB-2 Grade Pay - 4600
Head Master Secondary School and other equivalent posts	PB-2 - 9300- 34800 Grade Pay - 4800	PB-2 Grade Pay - 4800
Head Master Senior Secondary School / Senior Deputy District Education Officer and other equivalent posts	PB-3 - 15600-39100 Grade Pay - 5400	PB-3 Grade Pay - 5400
Principal Sr. Secondary School and other equivalent posts	PB-3 - 15600-39100 Grade Pay - 6000	PB-3 Grade Pay - 6000

NOTE: Recommendations given in the table above form a part of the general recommendations regarding upgradation and merger made in this report.

(xii) Remuneration to Teacher appointed on fix pay initially i.e. of a Probationer Trainee, is a conscious decision of the State government and Committee would not like to interfere with it.

(xiii) Various general issues (common demands) raised by the associations here and several other Associations/Unions/Mahasangh have been dealt with separately elsewhere in the report. Several issues raised by the Associations/ Sangh in Education department are of administrative nature.

(xiv) Some of these important issues are listed above .The Committee requests the administrative department to look into the issues without delay and ensure removal of these grievances to the extent possible.


(xv) The Rajasthan Education State Service Rules provide that 50% of the posts of District Education Officers are to be filled in by direct recruitment. As informed by the department, no direct recruitment on this post has been made in the recent past. The Committee would advise the government to respect the provisions contained in the rules and make regular direct recruitments on the post for ensuring better quality of supervision in the field. On the other hand, since there has been a massive induction of teachers and special drives undertaken to fill up vacant posts and open new schools for servicing this critical area of development, we feel that whereas catering to the felt needs of the State in this sector is a must, but at the same time necessary mechanism and structure needs to be put in place so that at least a minimal level of the quality of services is maintained. This to our minds, would only be facilitated if we put in position an appropriate supervisory structure at all levels of governance so as to optimize the result of our investments in the education sector.

(Signature)
सहायक शासन सचिव
वित्त (नियम) विभाग
शासन सचिवालय, जयपुर

(xvi) Demands emanating from action taken by the government prior to issue of RCS (revised pay) Rules 2008 are beyond the terms of reference of the Committee, therefore, no recommendation on such issues is considered desirable. However, in some of such cases the Committee considers it appropriate to advise the government in education department for taking necessary action.

(xvii) Withdrawal of order dated 8-6-2001 vide which Teachers drawing pay in the pay scale of 6500-10500 were ordered to fix the pay scale of 5500-9000 etc. These are some issues which do not fall in our mandate and belong to a period for which any decision at this stage is not possible as they are matters of distant past, whether connected with this cadre or others. Among these are the following issues:

- Grant of upgraded pay scales to Teachers from 1996 instead of 1st July 1998, as ordered by the government in July, 1998;
- Subsequent revision of pay scales of Teacher
- Senior scale and Teacher Selection Scale in line with the orders issued by the Central government


सचिव
वित्त (नियम) विभाग
शासन सचिवालय, जयपुर

Education (General)

1. **Name of Service/Cadre:-** Rajasthan Education Sub-ordinate Services -"Section F"
Post:- Laboratory Assistants
2. **Representation from:-** Rajasthan Prayogshala Sahayak Sangh.
3. **Demand:-** They have demanded that:-

(i) Grade Pays of Laboratory Assistant (entry scale, senior scale and selection scale) may be given as per Central Government i.e. entry scale in PB-1 with grade pay of Rs.2800/-, senior scale in PB-2 with grade pay of Rs.4200/-.

Central Pay Scales				State Pay Scales			
Existing Pay	Revised Pay	Pay Band	Grade pay	Existing Pay	Revised Pay	Pay Band	Grade pay
4000-6000	5200-20200 (PB-1)	PB-1	2800	4000-6000	5200-20200 (PB-1)	PB-1	2400
5000-8000	9300-34800 (PB-2)	PB-2	4200	5000-8000	9300-34800 (PB-2)	PB-2	3200
5500-9000	9300-34800 (PB-2)	PB-3	4200	5500-9000	9300-34800 (PB-2)	PB-3	3600

(ii) There are no promotional avenues for the Laboratory Assistants.

(iii) Teachers and Laboratory Assistants are in same cadre as per Rajasthan Subordinate Education Service Rules. Upto 4th Pay Commission Pay Rules, the pay scale of these two posts was identical but in 5th Pay Commission Rules the pay scale of Teacher (entry scale) was fixed as Rs.4500-7000 but that of Laboratory Assistant was retained as Rs.4000-6000 with same senior scale (Rs.5000-8000) and selection scale (Rs.5500-9000). Therefore, (pre revised) entry scale of Laboratory Assistant may be revised to Rs.4500-7000.

(iv) **No. of affected persons are -**

Lab Assistants
in Entry Scale -1620, and
in Senior Scale -460, in all 2080.

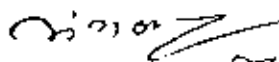
4. Factual Position & Views of the Committee:-

(I) Factual Position:

(i) Pay Scales of Laboratory Assistant and Senior Laboratory Assistant in RCS (Revised Pay) Rules 1998 and in RCS (Revised Pay) Rules 2008 are as follows:-

Post	RCS (Revised Pay) Rules 1998 Pay Scale		RCS (Revised Pay) Rules 2008	
			Pay Band	Grade Pay
Laboratory Assistant	Entry Scale	4000-6000	5200-20200 (PB-1)	2400
Senior Laboratory Assistant	Entry Scale	5000-8000	9300-34800 (PB-2)	3200

(ii) In RCS (Revised Pay) Rules 1998, the existing Senior Laboratory Assistant drawing pay in pay scale Rs.5000-8000 was re-designated as Laboratory Assistant (Senior Scale) vide Finance Department order No. F.16 (5) FD Rules/ 98 dated 7.8.1998. The post of Senior Laboratory Assistant


सहायक शासन राधिय
वित्त (निष्ठा) विभाग
शासन सचिवालय, जयपुर

does not exist in the Rajasthan Education Subordinate Service Rules.

(iii) As per rule 6(2) of RCS (Revised Pay) Rules 2008, Laboratory Assistant drawing pay in Senior Scale or Selection Scale, as the case may be, their fixation of pay in the running pay band shall be made in corresponding running Pay Band with Grade Pays as indicated in Col 4 and 6 of Schedule I.

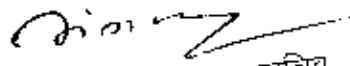
(iv) Pay Scales of Teacher in RCS (Revised Pay) Rules 1998 were revised with effect from 1.7.98. Prior to revision of these pay scales from 1.7.98, the pay scale of Teacher and Laboratory Assistant was identical.

(v) 6th Central Pay Commission in its report (Para 3.8.14) has recommended that, "the post of Laboratory Assistant exists in different scales of Rs.3050-4590, Rs.4500-7000. All these posts shall be extended the corresponding replacement pay band and grade pay."

II. Views of the Committee:

(vi) The main demand from Laboratory Assistant of School Education Department is for upgradation of the pay scale of the post identical to pay scale of the post of Teacher. The post of Laboratory Assistant exists in several departments in the State government with almost similar nature of duties and minimum qualifications. The demand for upgradation of their grade pay in comparison with the grade pay of the post of Teacher is not tenable on account of the difference in qualifications and scope of duties performed by them.

(vii) However, those of the Laboratory Assistant who are drawing pay in senior scale or selection scale granted as per provision of RCS (Revised Pay Rules) 1998 i.e. in the pre revised pay scale of Rs. 5000-8000 and Rs. 5500-9000 and are presently entitled to grade pays of Rs. 3200 and 3600 respectively, shall be entitled to upgraded grade pays in terms of the recommendations of the Committee made else where in the report.


सहायक शासन सचिव
वित्त (नियम) विभाग
शासन सचिवालय, जयपुर

Education (General) (Common Post-Section "C")

1. **Name of Service/Cadre:-** **Laboratory Attendant .**
2. **Representation from:-** (i) Akhil Rajasthan Rajya Karmchhari Prayogshala(Balak) Sangh.
(ii) All Laboratory Attendant/ Lab-Boys of Education Department.
3. **Demand:-** They have represented that:
(i) Pay Scale of the post of Laboratory Attendant/ Lab-Boy in all the Government departments was identical. But from 1.9.1996 pay scale of Laboratory Attendant in Education Department was kept Rs.2610-3540, where as the pay scale of the post in Police Department was raised to Rs.3050-4590 with a new name "Junior Laboratory Assistant". This benefit may be given to Laboratory Attendant in Education Department also.
(ii) This pay anomaly may be removed.
(iii) The post of Laboratory Attendant has been considered as Class-IV service. There are no promotion avenues. The post of Laboratory Attendant/Lab Boy may be put in Subordinate Service and promotion avenues created.
(iv) The number of affected persons are – 1487

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

(I) Factual Position:

- (i) Pay Scales in RCS (Revised Pay) Rules 1998 and in RCS (Revised Pay) Rule 2008 of the post of Laboratory Attendant in Education and of Junior Lab Assistant in Police department are as follows:-

In Education Department


Post	RCS (Revised Pay) Rules 1998 Pay Scale	RCS (Revised Pay) Rules 2008		Qualification
		Pay Band	Grade Pay	
Laboratory Attendant	2610-3540	4750-7440 (IS)	1400	8 th Pass
In Forensic Science Laboratory (Police)				
Junior Laboratory Assistant	3050-4590	5200-20200 (PB-1)	1900	Secondary with Science or Equivalent

- (ii) The post of Laboratory Attendant/ Lab Boy is not indicated in the RCS (Revised Pay) Rules 2008 in the schedule of posts of Education Department. The post exists in the Budget document in pay scale no.2. Therefore, corresponding pay scale has been indicated in the factual position.

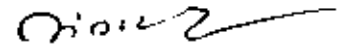
- (iii) The post of Lab Attendant in Police Department (Rajasthan Police Forensic Science Subordinate Service) has been redesignated as Junior Lab Assistant in the RCS (Revised Pay) Rules 1998 in pay scale Rs.3050-4590.

II. Views of the Committee:

- (iv) Laboratory Attendants/Lab Boys of School Education Department have demanded pre revised pay scale of Rs. 3050-4590, identical to the pay scale of the post of Junior Laboratory Assistant in


सहायक शासन सचिव
वित्त (नियम) विभाग
शासन सचिवालय, जयपुर

Police, Forensic Science Laboratory (FSL). Minimum qualification for appointment to the post of Jr. Laboratory Assistant in Police, Forensic Science Laboratory (FSL) is secondary or equivalent, whereas that for Laboratory Attendant/Laboratory Boy is Eighth Class pass. Apart from the qualifications, there is no comparison in the nature and scope of duties of laboratory staff in other departments and in Forensic Science Laboratory. Forensic science labs are investigating tools to help police and have an entirely different role from other laboratories. This distinction can only grow with the new and emerging trends in forensic sciences. Therefore, the Committee is of the view that there is no case for upgradation of grade pay of the post of Lab Attendant/Lab Boy in various Government departments.


सहायक जलपान अधिकारी
शिक्षा (विशेष) विभाग
शासन सचिवालय, जयपुर