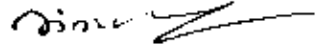


Chapter – III (xii)
Employment Department

1. **Service/Cadre:-** Rajasthan Employment Exchange Service.
Posts:- District / Assistant Employment Officer, Assistant Director, Deputy Director, Joint Director and Director.
2. **Representation from:-** Rajasthan Rojgar Seva Adhikari Sangh .
3. **Demand:-** They have represented that:
 - (i) Some State Services i.e. RAS/RAcS/RPS have been given pay scale of Rs.8000-13500 but to other services i.e. Commercial Taxes, Industries Service, Employment Service lower pay scale of Rs.6500-10500 is given. This is not justified, as this scale is also given in subordinate services.
 - (ii) Pay band-3 (Rs.15600-39100) has been prescribed to RAS/RAcS/RPS has been prescribed whereas for other State Services Pay Band-2 (Rs.9300-34800) has been given. The allocation of two Pay Bands for State Service Officers, recruited through the same procedure of competitive examination, is unfair and volatile of the principle of equality.
 - (iii) As per Memorandum F.2/II/2008/1C dated 13.11.2009, Government of India have decided that the post which were in pre-revised pay scale of 6500-10500 as on 1.1.2006 should be merged with the post in the scale of Rs.7450-11500 with grade pay Rs.4600. Considering that pay scale of those post in State Services, which are in existing pay scale Rs.6500-10500, be upgraded to pay scale Rs.7500-12000 (pre-revised) with grade pay Rs.4800 from 1.9.2006.
 - (iv) The entry pay scales of Assistant Commercial Taxes Officer, Assistant Registrar Co-operative, Assistant Director Industries and District Employment Officer is Rs.6500-10500 but the promotion pay scales for these cadres are different as reflected below: -

Services	First Appointment	First Promotion	Second Promotion
Commercial Taxes Service	ACTO 6500-10500	CTO 9000-14400 CTO Senior scale 10000-15200	Deputy Commissioner 12000-16500
Co-operative Service	Assistant Registrar 6500-10500	Deputy Registrar 9000-14400	Joint Registrar 10650-15850
Industries Service	Assistant Director 6500-10500	Deputy Director 10000-15200	Joint Director 12000-16500
Employment Service	District/Assistant Employment Officer 6500-10500	Assistant Director 8000-13500	Deputy Director 10000-15200


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

(v) With identical pay scales at entry level, pay scales on promotion should also be identical. They have demanded following pay scales.

Post	Demanded		
	Existing	Pre-revised	NPS- 2008
Assistant Director	8000-13500	10000-15200	15600-39100 (PB-3) Grade pay- 6600
Deputy Director	10000-15200	10650-15850	15600-39100 (PB-3) Grade pay 6800
Joint Director	10650-15850	12000-16500	15600-39100 (PB-3) Grade pay 7600
Director	12000-16500	14300-18300	37400-67000 (PB-4) Grade pay 8700

(vi) They have mentioned that pay scale given for entry level posts is identical in some subordinate services, i.e. both are given same pay band and grade pay. There should be distinction between subordinate and State Service pay scales.

(vii) Earlier the gap between the premier State Service posts and the Other State Services was small. Now, in Sixth Pay Commission with different Pay Bands and grade pays, the gap has widened. It is not justified to keep such a wide gap.

(viii) Pay Scale of promotion post should be given in the ACP scheme, similar to selection grades sanctioned to the subordinate services.

(ix) It is contended that under ACP scheme, employees other than State Service s, shall be drawing grade pay of their promotion post on completion of 9, 18, &27 years service, whereas for State Service employees next higher grade pay shall be admissible under ACP after 10, 20, &30 years service. ACP benefits to State Service officers should also be given on the pattern of selection grade on completion of 9, 18 and 27 years of service.

(x) No. of affected persons are:

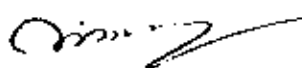
1. Director - 1
2. Joint Director - 1
3. Deputy Director - 2
4. Assistant Director - 13
5. District/ Assistant Employment officer - 44

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

I - Factual Position

(i) RCS (Revised Pay) Rules 1998 pay scales and RCS (Revised Pay) Rules 2008 pay scales are as follows: -

Post	RCS (Revised Pay) Rules 1998 pay scales	RCS (Revised Pay) Rules 2008	
		Pay Band	Grade Pay
District / Assistant Employment Officer	6500-10500	9300-34800 (PB-2)	4200
Assistant Director	8000-13500	15600-39100 (PB-3)	5400
Deputy Director	10000-15200	15600-39100 (PB-3)	6600
Joint Director	10650-15850	15600-39100 (PB-3)	6800
Director	12000-16500	15600-39100 (PB-3)	7600


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

(ii) The pay scales of entry level RAS/RAcS/RPS was Rs.8000-13500 and for other State Service i.e. ACTO, Assistant Director Industries, District Employment Officer and Assistant Registrar Cooperative, it is Rs.6500-10500.

(iii) ACP benefits to State Service officers are admissible on completion of 10, 20, & 30 years service, whereas for others it is admissible on completion of 9, 18 and 27 years service. The extent of financial benefit admissible for both the categories is identical i.e., one increment (@3% of pay + grade pay) and next higher grade pay.

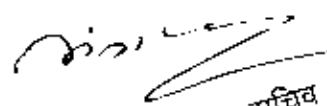
(iv) Qualification, method of appointment and promotion are as follows:-

Post	Method of Recruitment	Qualification
District /Assistant Employment Officer	50% by direct recruitment 50% by promotion	Combined Competitive Exam. For the State and Subordinate Service through RPSC. From Junior Employment Office having 5year's experience
Assistant Director	100% by promotion	From District Employment office having 5years experience.
Deputy Director	100% by promotion	From Assistant Director having 5years experience.
Joint Director	100% by promotion	From Deputy Director having 5years experience.
Director	100% by promotion	From Joint Director having 5years experience.

II – Views of the Committee

(v) Rajasthan Rojgar Seva Adhikari Sangh have represented before the Committee that the State Service Officers recruited though the same procedure of competitive examination should be given identical pay scales.

(vi) It is true that the Officers of Employment Department are selected through the same competitive examination and they faced the same Board of Interview also as the members of RAS do. But this very fact answers adequately their claim for equality. The members of RAS, RPS and RAcS running in the same race as members of Employment Service, touch the tape earlier and the Employment Service Officers lag behind in the same race, though starting from the same point of the competitive run. Since they are lower in merit in the competitive examinations it is illogical for them to ask parity with those who stand in higher merit. The Committee therefore, finds no merit in their demand for parity in scales with RAS, RPS and RAcS. Moreover the Committee finds a historical parity of scales between Rajasthan Employment Exchange Service and Cooperative services, and it finds no immediate valid reason for disturbing the same. The State Government over the years has evolved a well established parity in


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


the pay scales keeping in view, the role of the department.

(vii) The other demand of the Association that pay scale given to the entry level posts is identical to some other Sub-ordinate Services like AAO and Tehsildar is not correct. The post of Tehsildars and AAO are promotion posts and not entry level posts. The pay scale of promotion post and entry posts cannot be compared. The pre-revised pay scale of entry level post of Tehsildar Service is Naib-Tehsildar carrying pay scale of Rs. 5500-9000, AAO is a promotion post for Accountant, which is again the promotion post for Junior Accountant carrying pay scale of Rs. 5000-8000.

(viii) Regarding merger of the pay scales, the State Government has not taken any decision to merge the pay scales because of functional difficulties and cadre disturbance. Only replacement pay scales have been permitted. The issue of merger of pay scales has been taken up elsewhere in this report.

(ix) As regards the demand for granting ACP Scheme on the pattern of selection grades as next promotional pay scales it would be pertinent to mention that these are entirely different dispensations. While the scheme of selection grade was applicable only to members of subordinate service, the ACP Scheme is applicable to all employees the subordinate as well as State employees. The scheme of ACP of Central Government has been adopted by the State Government as it is without any modification. The ACP Scheme grants benefit of next grade pay on service of 10, 20 and 30 or 9, 18 and 27 years of service as the case may be and full promotional benefits on actual promotion. The Committee therefore is of the view that these two different dispensations should be kept as they are.

(x) As regards keeping two different pay band for post recruited through the same competitive examinations the Committee sees no infirmity in such a dispensation when grade pays are different, for grade pay is now the distinguishing features and the main determinant of the status of post in a cadre.


सहायक सचिव, शिक्षा
जिला शिक्षा, जयपुर
शासन सचिवालय, जयपुर