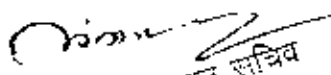


**Chapter – III (xiii)**  
**Engineering Departments**

1. **Service/Cadre:-** **Engineering Services**
2. **Representation from:-** (i) Graduate Engineers Association Rajasthan Irrigation (GEAR)  
(ii) Council of Rajasthan Engineers (CORE)  
(iii) Rajasthan Engineers Co-ordination Council  
(iv) Graduate Engineers Association Rajasthan (Water resources)
3. **Demand:-** They have represented that:  
(i) The pay scales to Engineers have not been given at par with Central Government.  
(ii) An officer working in PB-3, when promoted in PB-4 (in future), would draw less pay by Rs.2000 to Rs.3000 p.m. in comparison to the officers who has already been promoted. Therefore, a provision for revised option on promotion should be made available.  
(iii) Central Government had made a provision for grant of pay scale of next promotion posts on completion of 4,8 and 14 years of service. This was done based on the IV Pay Commission, but State Govt. did not make such a provision in 4<sup>th</sup> / 5<sup>th</sup> Pay Commission Pay Scales. State Government has introduced ACP scheme in the RCS (Revised Pay) Rules 2008 on completion of 10, 20 and 30 years of service.  
(iv) Transport Allowance should be given at par with Central Government.  
(v) State Government employees should be given 50% pension on completion of 20 years of service, at par with Central Government.  
(vi) Training Allowance to Trainers should be given @30% of basic pay (at par with Central Govt.).  
(vii) Gazetted officers should be given Selection Grades (ACP) on completion of 9, 18, 27 years of service instead of 10, 20 & 30 years of service like non gazetted employees.  
(viii) Central Government has sanctioned Rs.1500 PM as Non- Field - Allowance in the V pay commission. This allowance has now been increased to Rs.3000, but the State Government had sanctioned Rs.75, Rs.100, Rs.150 to Assistant Engineer, Executive Engineer and Superintendent Engineer respectively in 1983. This amount has not been increased in the 6<sup>th</sup> Pay Commission Rules. This allowance should be revised at par with Central Government.  
(ix) Junior Engineer be allowed benefits under ACP (after 9, 18 & 27 years service) by counting their service from the date of first appointment, as was done as per order in 1987 and 1993. Else, Junior Engineers shall get blocked on the maximum of their pay scale in 4-5 years.  
(x) The Cadre Strength should be reviewed.  
(xi) State Government vide order no. F.2(1)FD (Grade2) / 92 Dated 25.1.92 granted selection grades on completion of 9, 18, and 27 years service i.e., pay scale of next promotion post if that post exists in the same cadre / service. The next promotion post of Junior Engineer exists in State Service, therefore, they could not get Selection Grade

  
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in the pay scale of next promotion post. i.e. Assistant Engineer. Junior Engineer could get pay scale of Assistant Engineer after completion of 18 years of service as per orders of Selection grades. Now, as per the ACP Scheme, Junior employees shall get higher grade pay than senior employees as per following:-

Case	ACP 9 year	20 years	30 years
Junior Engineer who have been promoted before completion of 9 years of service	-	Rs.6000 grade pay	Rs.6600 grade pay
Junior Engineers who have got Selection Grade on Completion of 9 years and promoted on the post of Assistant Engineer before 18 years of service	6500-200-10500 As per old Pay Scales	-	Rs.6000 grade pay
Junior Engineers who got selection grade on completion of 18 years of service and promoted on the post of Assistant Engineer	6500-10500 As per old Pay Scales	Rs.8000-13500 in old pay scale	
Junior Engineer who got promotion after 27 years of Service	6500-10500 As per old Pay Scales	Rs.8000-13500 in old pay scale	(on completion 27 years)
Assistant Engineers, recruited direct but joined on the post after promotion on the post of Assistant Engineer	6500-10500 As per old Pay Scales	Rs.6600 grade pay in PB-3 15600-39000	Rs.7200 grade pay in PB-3 15600-39000
Assistant Engineers, who were recruited directly after receiving 1 <sup>st</sup> selection grade while working as JEN.	-	Rs.6000 grade pay in PB-3 15600-39100	Rs.6600 grade pay in PB-3 15600-39100

Analysis of the above situation reveals that :-

1. Junior Engineer reported at S. No (i) above is junior to the JEN reported at S.No. (ii) but shall draw higher grade pay than his senior on completion of 20 years service.
2. Junior Engineer at S.No. (iii) is senior to the JEN enumerated at S.No. (iv), but he will not get grade pay Rs. 6000/- on completion of 27 years of Service.
3. Junior Engineer at S.No. (i),(ii),(iii) are senior to the one at S.No. (iv) & (v), but their grade pay is less than the one allowed to their Junior.

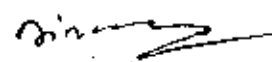
**(xii) No. of affected persons:**

Water Resources Department

1. Chief Engineer	12
2. Additional Chief Engineer	10
3. Superintendent Engineer	77
4. Executive Engineer	227
5. Assistant Engineer	877
6. Junior Engineer	1502

P.H.E.D.

1. Chief Engineer	5
2. Additional Chief Engineer	13
3. Superintendent Engineer	46



Chief Engineer  
Water Resources Department

4. Executive Engineer	212
5. Assistant Engineer	803
6. Junior Engineer	1056
<u>P.W.D.</u>	
1. Chief Engineer	8
2. Additional Chief Engineer	11
3. Superintendent Engineer	65
4. Executive Engineer	395
5. Assistant Engineer	1789
6. Junior Engineer	132

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

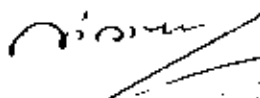
**(I) Factual Position:**

(i) Pay Scales of Engineering Cadre in RCS (Revised Pay) Rules 1998 and in RCS (Revised Pay) Rules 2008 are as follows: -

<u>Central Government.</u>				<u>State Government</u>			
Post	In CCS (Revised Pay) Rules 1996	Pay scales in CCS (Revised Pay) Rules 2008		Post	In RCS (Revised Pay) Rules 1998	In RCS (Revised Pay) Rules 2008	
		Running pay Band	Grade Pay			Running Pay Band	Grade Pay
(i) Junior Engineer (Degree Holder)	6500-10500	PB-2 9300-34800	4600	(i) Junior Engineer	5000-8000	9300-34800 PB-2	3200
(ii) Assistant Engineer	8000-13500	15600-39100 (PB-3)	5400	(ii) Assistant Engineer	8000-13500	15600-39100 (PB-3)	5400
(iii) Executive Engineer	10000-15200	15600-39100 (PB-3)	6600	(iii) Executive Engineer	10000-15200	15600-39100 (PB-3)	6600
(iv) Superintendent Engineer	14300-18300	37400-67000 (PB-4)	8700	(iv) Superintendent Engineer	12000-16500	15600-39100 (PB-3)	7600
(v) No post exists	---	---	---	(v) Additional Chief Engineer	14300-18300	37400-67000 (PB-4)	8700
(vi) Chief Engineer	18400-22400	37400-67000 (PB-4)	10000	(vi) Chief Engineer	16400-20000	37400-67000 (PB-4)	8900
(v) Engineer in Chief	22400-24500	37400-67000 (PB-4)	12000	No post exists	---	---	---

(ii) State Government, vide order No.F.11 (7) FD/ Rules/2008 Pt.1 on dated 13.2.2009, has facilitated an employee who was due for promotion or for grant of selection grade after 12.9.2008 allowing him to seek revised option in RCS (Revised Pay) Rules 2008 from a date which was beneficial to him. He can elect to switch over to the new pay scales under these rules after availing such promotion or selection grade, as the case may be.

(ii) Previously Selection grades were admissible to Class IV, Ministerial and Subordinate service employees upto the pay scale of the State Service concerned or Rs.8000-13500, which ever is lower. State Government has introduced ACP Scheme

  
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in RCS (Revised Pay) Rules, 2008. Subordinate Service employees are eligible for this scheme on completion of 9,18 and 27 years of service, where as State Service Officers shall get the benefits of ACP Scheme on completion of 10,20 and 30 years of regular service.

(iv) Central Government has made a provision for full pension benefit (50% of last pay) on completion of 20 years of qualifying service, where as in State Government full pension (50% of last pay) is allowed on completion of 33 years of qualifying service.

(v) Resolution passed by the Central Government about Training Allowance is as follows: -

*As per the resolution at para 10(i), for Training Allowance and Sumptuary Allowance in Training Academies and Staff Colleges, the training allowance may be raised to 30% of basic pay for deputationist trainers drawn from Government, universities and academic institutions working as faculty members in the National/Central Training Academies and Institutes for Group A officers. This allowance may continue to be drawn for the period the trainer is on study or tour related to training activities. Separate deputation allowance will not be payable to these trainers. It may continue at the existing rate for other training establishments (this is based on 6<sup>th</sup> CPC recommendation as at para 6.4.6)*

(vi) There is no training allowance admissible in the State Government.

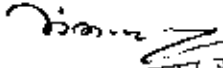
(vii) In regard to grant of Non-Practicing Allowance to Engineers following recommendation has been made by VI CPC: - (Para 3.4.4)

"In Consonance with the recommendations made therein, non-practicing allowance cannot be extended to any of the engineering cadres. The demand for grant of field duty allowance had been made before the Fifth Central Pay Commission also who, however, did not consider it justified. The view expressed by the Fifth Pay Commission is appropriate. Consequently, no field duty allowance can be allowed in case of engineering cadres. Design and planning allowance is presently available to the engineering officers posted in Planning/Design wings. In consonance with the general policy followed, the existing rates of these allowances shall be doubled."

(viii) Demand for review of cadre strength is an administrative matter.

(ix) Junior Engineer is a non-gazetted post of Subordinate Engineering Service; therefore, they are eligible for selection grade/ACP on completion of 9, 18, & 27 years of service. The Assistant Engineer is a State Service post. Therefore, they are eligible for benefits of ACP scheme on completion of 10, 20 and 30 years of service.

(x) Issue regarding Transport Allowance has been dealt separately elsewhere in the report.

  
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## II. Views of the Committee:

(xi) In a combined representation, Engineering Services Associations in PWD, PHED and Water Resources Department have sought parity in the pay scales of the posts in State government with pay scales of comparable posts in Central government. Broadly, the pay scales of State Service posts in Engineering Services in the State and the Centre are similar. The existing pattern in the State is in existence for decades. The details of the posts in Engineering Service and pay scales vis-à-vis the posts and pay scales in Central Engineering Services are also comparable to a large extent. Keeping in mind the structure of posts and pay scales granted to the State Engineering Services vis-à-vis the pay scales of other premier State Services, there should be no grievance among the Engineering cadre officers in respect of their pay scales. The Committee does not find merit in their demand.

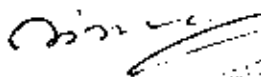
(xii) The other demand relates to grant of Dynamic ACP Scheme on the lines ordered by Central government. Central Government, while accepting the recommendations of 5<sup>th</sup> CPC, had adopted an Assured Career Progression. State government did not extend the ACP scheme to the Engineering Service officers, Medical Doctors, Ayurvedic/Homeopathic/ Veterinary Doctors at that point of time. The State Government has its own pattern of career progression for its employees as some of the employees of these cadres are placed in districts, sub-divisions, tehsils and even in villages, which is vastly different from the geographical distribution of officers. However the Government of Rajasthan has now introduced ACP Scheme with RCS (Revised Pay) Rules 2008 for the benefit of officers of State Services.

(xiii) It is noted that promotions in Engineering Services in the State are at times delayed on account of various factors. However, with the implementation of the ACP Scheme, the problem of stagnation shall stand taken care of. Therefore, the Committee is not in favour of recommending Dynamic ACP Scheme for Engineering Officers of the state.

(xiv) The demand for grant of Selection Grades to State Service officers on the lines of Class IV, Ministerial and Subordinate services on completion of 9, 18 and 27 years service is a matter of the past, particularly when the Selection Grades for the Class-IV, Ministerial and Subordinate services have also been substituted by ACP Scheme.

(xv) Their demand for amending the provisions of RCS (Pension) Rules 1996 for grant of full pension on completion of 20 years service has been examined with recommendations elsewhere in the report.

(xvi) The grant of Training Allowance to trainers drawn from field on the lines ordered by Central government, has been

  
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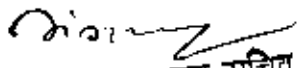
examined by the Committee and it is observed that Training Institutes are not only well located in major cities of the State, but some of the officers feel inclined to work there, as it affords them a different atmosphere and academic learning. Therefore, no recommendation for grant of training allowance is considered desirable by the Committee.

(xvii) Issue of counting of 'service duration' for grant of selection grade/ACP Scheme from the date of first appointment, instead of the date of regular appointment, as allowed to Junior Engineer earlier, has been decided by the Apex Court recently. Therefore, no recommendations are required in this regard, as the matter is before the State Government for compliance.

(xviii) The demand for enhancing the rates of Special Allowance sanctioned to the officers working in Design, Research, Quality Control, Survey and Investigation, Specifications Wing equal to the Non-field Allowance sanctioned by the Central government (Rs. 3000 per month) has been considered and the Committee recommends no change in the rate of allowance payable.


(xix) Situations described in the demand charter relating to admissibility of grade pays to Junior Engineer/Assistant Engineer are not recurring. Period of service spent on a lower post, prior to appointment on the higher post in the same line by direct recruitment or different situations arising due to timing of promotion mixed with Selection Grades/ACP Scheme benefits shall naturally result differences in grade pays for officers of a cadre and there is no anomaly in the situation detailed above.

**(xx) However, the recommendation of the Committee made elsewhere in the report, shall benefit the holders of the post of Junior Engineer in respect of grade pay and ACP Scheme consequently.**

  
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## Public Health Engineering and Public Works Department

1. **Service/Cadre:-** Rajasthan Sub-ordinate Engineering Service  
**Post:-** Junior Engineer
2. **Representation from:-** Rajasthan Council of Diploma Engineers.
3. **Demand:-** They have represented that:
- (i) Junior Engineer be given Grade Pay of Rs.4200 in PB-2 and allowances at par with Central Government.
- (ii) The first Selection Grade to Junior Engineer, on completion of 9 years of service, was admissible in Rs.6500-10500 (in RCS (Revised Pay) Rules 1998), whereas the pay scale of AEN, the promotional post, was Rs.8000-13500. Thus, on completion of 9 years service selection grade was not given in the pay scale of promotion post, i.e. Assistant Engineer.
- (iii) In RCS (Revised Pay) Rules 2008, Junior Engineer has been placed in running Pay Band PB-2 Rs.9300-34800. On completion of 9 years service, the grade pay should be Rs.5400 in the running Pay Band PB-3 Rs.15600-39100.
- (iv) No third selection grade was admissible as per existing pay scale rules. Now, the grade pay of Rs.5400, Rs.6600 and Rs.7600 may be given as First, Second and Third Selection Grades respectively.
- (v) Counting of service duration for grant of selection grades should be duration of continuous service and not the duration of service from the date of regular appointment. State Government have issued orders in past on these lines on 22.12.1987 and 21.10.1993 for granting selection grades based on continuous service.
- (vi) Provision of Project Allowance and Desert Allowance may be continued, as before.
- (vii) Designation of Sub-Engineer was changed as Junior Engineer from 7.12.1985, yet the designation of Sub-Engineer is appearing in every new pay scale rules introduced from time to time.
- (viii) Junior Engineer posted in city limits should be paid Transport Allowance.
- (ix) Special Allowance was admissible to the JENs posted in Survey and Design wing prior to the RCS (Revised Pay) Rules - 2008, but it has been discontinued. It should be restored.
- (x) No. of affected persons are - 5000

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

**(I) Factual Position :**

(i) The pay scale of Junior Engineer and Assistant Engineer in RCS (Revised Pay) Rules 2008 and CCS(Revised Pay) Rules 2008 are as follows:-

Post	RCS (Revised Pay) Rules 1998	State Government		Central Government	
		RCS (Revised Pay) Rules 2008		CCS(Revised Pay) Rules 2008	
		Running Pay Band	Grade Pay	Running Pay Band	Grade Pay
Junior Engineer	5000-8000	9300-34800 (PB-2)	3200	9300-34800 (PB-2)	4200
Assistant Engineer	8000-13500	15600-39100 (PB-3)	5400	15600-39100 (PB-3)	5400

(ii) Central Government has merged existing pay scales 5000-8000 and 5500-9000 in pay scale 6500-10500 and grade pay of Rs.4200 has been granted in Running Pay Band-2 (PB-2 9300-34800). State Government has not merged and up-graded the existing pay scales.

(iii) Designation of Sub-Engineer was deleted from the Engineering Service Rules on 7/12/85. Now, the prevailing designation is Junior Engineer, where both Engineering Diploma and Degree holders are appointed but post of Sub Engineer also appears in RCS (Revised Pay Scale) Rules 2008.

(iv) As per the order of Selection Grade prior to RCS (Revised Pay) Rules 2008, employees were entitled for pay scale of next promotion post only when the next promotion post exists in the same Service or Cadre. Next promotion post for Junior Engineer (Subordinate Service) is in the State Cadre. Therefore, they were not eligible for pay scale of next promotion post as 1<sup>st</sup> selection grade. ACP (Assured Career Progression) Scheme has been introduced in lieu of Selection grades in RCS (Revised pay) Rules 2008.

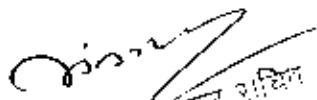
(v) Under RCS (Revised Pay) Rules 2008 Government have allowed the ACP scheme to members of State Service also on completion of 10, 20, & 30 years of service.

(vi) Project Allowance and Desert Allowance were payable to JEN in specific Projects and in notified desert areas till 31.8.08.

**(II) Views of the Committee:**

(vii) Rajasthan Council of Diploma Engineers have represented that grade pay for the post of Junior Engineer, carrying pre revised pay scale of Rs. 5000-8000 should be granted grade pay of Rs. 4200, as has been done by Central government. This issue has been dealt with by the Committee else where in the report. **Accordingly, the cadre of Junior Engineers who have been granted grade pay Rs. 3200, for their pre-revised pay scale of Rs. 5000-8000, shall be beneficiaries of the aforesaid recommendations.**

(viii) As regards grant of grade pay of Rs. 5400, as first selection grade to a Junior Engineer on completion of nine years

  
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service, the State government has now sanctioned Assured Career Progression Scheme (ACP Schemes) with RCS (Revised Pay) Rules 2008. The benefits under the ACP Scheme of 6<sup>th</sup> CPC are different from the benefits admissible under the orders relating to grant of Selection Grades on compliance of 9, 18 and 27 years service. The dispensations being different, no change is called for.

(ix) Withdrawal of Project Allowance and Desert Allowance, Special Allowance to Junior Engineer, wherever applicable is a conscious decision of the State government and the Committee is not inclined to interfere with the decision.

(x) The issue of grant of Transport Allowance and other allowances have been dealt with else where in this report.

Regarding nomenclature of designation of Junior Engineers in the RCS (Revised Pay) Rules 2008 interchangeable with Sub Engineer, the administrative department is advised to check the position and change the depiction, if required.

  
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