

**Chapter – III (xiv)**

**Public Health & Engineering Department**

1. **Service/Cadre:-** Rajasthan Public Health & Engineering Laboratory  
**Posts:-** Junior Chemist, Senior Chemist and Superintendent Chemist
2. **Representation** Senior Chemists and Junior Chemists  
**From:-**
3. **Demand:-**

They have represented that:

(i) Qualification for recruitment and promotion on posts for Junior Chemist and Senior Chemist in the Ground Water Department and Public Health Engineering Department are same, but posts of Junior Chemist and Senior Chemist in Public Health Engineering Department have lower pay scales to compared to those in Ground Water Department (GWD).

(ii) Post of Senior Chemist is a promotional post in both the departments. In PHED, for promotion to the post of Senior Chemist, 10 years service on the post of Junior Chemist is necessary. In Ground Water Department for promotion of a Junior Chemist to the post of Senior Chemist only 5 years experience/service is essential.

(iii) Junior Chemist and Senior Chemist in Public Health Engineering Department have to check quality of water in a laboratory and monitor supply of clean water in every district, whereas for Junior Chemist and Senior Chemist in Ground Water Department there are only 3 laboratories in the State and their work is not as arduous as that of PHED Chemists.

(iv) Beri Pay Commission had recommended parity of Junior Chemist and Senior Chemist of PHED with similar posts in Ground Water Department It recommended pay scales of Assistant Engineer, Executive Engineer and Superintendent Engineer for Junior Chemist, Senior Chemist and Superintendent Chemist. This parity should be maintained.

(v) **No. of affected persons are :-**

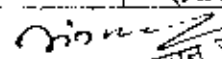
Junior Chemist	-	26
Senior Chemist	-	9

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

**(I) Factual Position:**

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

Public Health Engineering Department				Ground Water Department.			
Post	RCS (Revised Pay) Rules 1998 Pay Scale	RCS (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
Junior Chemist	6500-10500	9300-34800 (PB-2)	4200	Junior Chemist	8000-13500	15600-39100 (PB-3)	5400
Senior Chemist	9000-14400	15600-39100 (PB-3)	6000	Senior Chemist	10000-15200	15600-39100 (PB-3)	6600
Superintendent Chemist	12000-16500	15600-39100 (PB-3)	7600	Superintendent Hydrologist	12000-16500	15600-39100 (PB-3)	7600

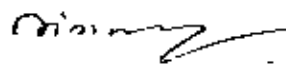
  
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(ii) Qualifications for Junior Chemist, Senior Chemist and Superintendent Chemist in these two departments are as follows:-

Post	Method of Recruitment	P.H.E.D. Qualifications	Method of Recruitment	Ground Water Department Qualifications
Junior Chemist	100% Direct Recruitment	IInd Class M.Sc. Degree in Chemistry	75% by Direct Recruitment,  25% by promotion	M.Sc. Degree in Inorganic Chemistry or Analytical Chemistry from a University or Institution established by law in India. 2 years' experience of water and silicate analysis.  From the post of Technical Assistant (Chemistry), M.Sc (Chemistry)
Senior Chemist	100% by Promotion,	M.Sc. Degree in Chemistry IInd Class with 10 years experience as Chemist in Public Health Chemical Analysis in a Laboratory or a firm of repute or Public Ltd., company. Minimum 10 years' experience on the post of Junior Chemist.	100% by Promotion	M.Sc. Degree in Inorganic Chemistry, 5 years' experience of water and silicate analysis, 5 years' experience on the post of Junior Chemist.
Superintendent Chemist/ Hydrologist	100% Promotion	5 years' experience on the post of Senior Chemist	100% by Promotion	Superintendent Hydrologist (Nomenclature different)

## II. Views of the Committee:

(ii) From the above statements, it is evident that qualifications, experience and method of recruitment prescribed for the posts are different. Their work is also not identical. If it was overlapping then there would have been a case for merging the departments and prescribing same qualifications, method of recruitment and pay scales. In the existing situation the Committee recommends that existing scales should continue.

  
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## Public Health Engineering Department


1. **Cadre/ Service:-** Subordinate service
- Post:-** Helper, Assistant Driller (Boring), Driller (Boring), Boring Operator
2. **Representation from:-** Drilling and Hand Pump Abhiyantriki Karmchhari Sangh Rajasthan
3. **Demand:-** They have represented that :  
 (i) There is an error in the pay scales of Assistant Driller (Boring) and Driller (Boring) in Drilling wing of PHED since RCS (Revised Pay) Rules 1989. Helper in the drilling section gets promotion and selection grades according to (pay scales of promotion post in) the trade. Helpers get promotion in Mechanical Trade and Drilling Trade also. In Drilling Trade, all Helpers have educational qualification either 8th or 10<sup>th</sup> class pass or a Diploma, whereas in Mechanical trade and Vehicle Driver they have lesser qualifications, but their promotion scales and selection grade benefits are higher than those allowed to persons in drilling section as mentioned below:-

Trade	Entry Pay Scale (Helper) in RCS (Revised Pay) Rules 1998	Pay Scale in 9 years Selection Grade/ 1 <sup>st</sup> Promotion Post in RCS (Revised Pay) Rules 1998	Pay Scale in 18 years Selection Grade/ 2 <sup>nd</sup> Promotion Post	Pay Scale in 27 years Selection Grade/ 3 <sup>rd</sup> Promotion Post
Drilling Wing	2650-4000	2950-4475	3400-6000	5000-8000
Mechanical Wing	2650-4000	3050-4590	4000-6000	5000-8000
Driver Wing	2650-4000	3050-4590	4000-6000	5000-8000

(Note: The pay scales are as per RCS (Revised Pay) Rules 1998)

(ii) Helpers who opted for Drilling Cadre are getting lesser pay of Rs.1000-1200 per month than the pay of those who opted for other Trades like Mechanical or Driver although they were not senior. Now, in Sixth Pay Commission Pay Rules, the difference has increased. The pay scale of Helpers in the three trades continues to be in identical pay scale i.e. -1S (Rs.4750-7440) grade pay Rs.1400. Therefore, pay scale of Assistant Driller Boring should be revised from Rs.910-1520\* to Rs.950-1680\* and pay scale of Driller Boring should be revised from Rs.1025-1800\* to Rs.1200-2050\*. Educational qualification for direct recruitment on Assistant Driller (Boring) in Drilling Wing is Diploma in Mechanical Engineering.

\*(In the RCS (Revised Pay) Rules 1989. The revised pay scales in RCS (Revised Pay) Rules 1998 are Rs.4000-6000 and Rs.3050-4590 respectively).

  
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(iii) Driller Wing was created in Public Health Engineering Department in 1980 with technical officers and employees taken from Ground Water Department (GWD). After operation of rules of Mechanical wing in PHED, pay anomaly for technical employees of drilling wing resulted. Pay scales of

Drilling Wing Subordinate Service posts in Ground Water Department (GWD) and Public Health Engineering Department are as follows:-

In Ground Water Department		Public Health Engineering Department	
Post	Pay Scale in Pay Rules 1998	Post	Existing Pay Scale
Helper	2650-4000	Helper	2650-4000
Assistant Driller (After 9 years)	3200-4900	Assistant Driller (After 9 years)	2950-4475
Driller (After 18 years)	5000-8000	Driller Boring (After 18 years)	3400-5200
Supervisor (After 27 years)	6500-10500	Boring Operator (After 27 years)	5000-8000

- (iv) No. of affected persons in PHED are -  
 Driller (Boring) – 76  
 Assistant Driller (Boring) – 68

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


**I. Factual Position :**

- (i) Under various pay rules the pay scales of the employees are as below:

Post	RCS (Revised Pay) Rules 1989	RCS (Revised Pay) Rules 1998	RCS (Revised Pay) Rules 2008	
			Running Pay Band	Grade Pay
Helper	800-1250	2650-4000	4750-7440 (1S)	1650
Assistant Driller (Boring)	910-1520	2950-4475	5200-20200 (PB-1)	1850
Driller (Boring)	1025-1800	3400-5200	5200-20200 (PB-1)	2100
Boring Operator	1400-2600	5000-8000	9300-34800 (PB-2)	3200

- (ii) The pay scales of Assistant Driller and Driller Foreman in Ground Water Department are as follows:-

Post (Ground Water Department)	RCS (Revised Pay) Rules 1998 Pay Scale	RCS (Revised Pay) Rules 2008	
		Running Pay Band	Grade Pay
Assistant Driller	3200-4900	5200-20200 (PB-1)	2000
Driller (Percussion / Rotary/Air)	5000-8000	9300-34800 (PB-2)	3200
Drilling Foreman	5500-9000	9300-34800 (PB-2)	3600

  
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(iii) There is no separate Driver Cadre/ Wing in PHED. This post is a common post in various departments.

(iv) In Mechanical Wing there are posts of Mechanic Grade II and Mechanic Grade I, the pay scales of which are as follows:-

Post	Pay Scale in RCS (Revised Pay) Rules 1998	RCS (Revised Pay) Rules 2008	Grade
		Running Pay Band	
Mechanic Grade-II	3050-4590	5200-20200 (PB-1)	1
Mechanic Grade-I	4000-6000	5200-20200 (PB-1)	2

Third Selection grade to Helper in Mechanical Wing was being granted Rs.5000-8000 on completion of 27 years of regular service.

(v) In Mechanical Wing, next promotion post was in pay scale Rs.4000-6000 and for the post of Driver (an isolated post) next selection grade is also in pay scale Rs.4000-6000. But, in Boring Wing, the post of Assistant Driller is in existing pay scale Rs.2950-4475. Driller Boring carries pay scale of Rs.3400-5200 and the post of Boring Operator is in the pay scale Rs.5000-8000.

(vi) Qualification and method of recruitment in PHED are:-

Boring division			Mechanical division		
Helper or key man	75% by Direct recruitment  25% by promotion	Should have passed VIII class & possess 1 year experience of the trade or ITI Certificate in the trade required.  From Beldar, Chowkidar or any unskilled workers,	Mechanic II	75% by Direct recruitment  25% by promotion	Should possess ITI Certificate of the trade or matriculation with 2 years experience of the trade. From Helper, Literate with 5 years experience as Helper in the trade or should have put in 10 years experience in the trade including 3 years experience as Helper.
Assistant Driller Boring	75% by Direct recruitment  25% by promotion	Should have passed Matriculate or equivalent examination from the recognized institution and possess certificate of training in Boring operation from Roorkee or Ahmedabad with 1 year experience in The trade. From Helper	Mechanic I	25% by Direct recruitment  75% by promotion	Should possess ITI Certificate in the mechanic trade with 3 years experience as Mechanic  From Mechanic - II should have put in 5 years service as Mechanic-II.
Driller Boring	50% by Direct recruitment  50% by promotion	Should have passed Matriculate or its equivalent from the recognized institution and possess certificate of training in Boring operation from Roorkee or Ahmedabad with 4 year experience in the line. From Assistant Driller (Boring)			

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## II. Views of the Committee:

(vii) While the Drilling and Hand Pump Abhiyantriki Karmchhari Sangh Rajasthan have pointed out that after joining on the post of Helper in Drilling Wing (PHED), the employee draws pay in lower pay scales compared to the pay drawn by another Helper in Mechanical Wing/Driver Wing. Thus, a Helper in Drilling Wing is entitled to selection grade in pay scale Rs. 2950-4475, Rs. 3400-6000, Rs. 5000-8000, which are lower to the selection grades admissible to the Helper in the other two wings (Rs. 3050-4590, Rs. 4000-6000, Rs. 5000-8000 after 9, 18 and 27 years service).

(viii) The promotion posts and their pay scales for Helper in Drilling Wing are Assistant Driller (Boring), Driller (Boring) and Boring Operator carrying grade pays and pay bands Rs. 1850 in PB-1, Rs. 2100 in PB-1 and Rs. 3200 in PB-2 respectively.

(ix) The Sangh has also drawn attention to the pay scales of similar posts in Ground Water Department which are still higher as reported above. As detailed above, Mechanical Wing has only two promotions viz Mechanic Gr. II and Mechanic Gr.I carrying grade pay 1900 in PB-1 and 2400 in PB-1 respectively.

(x) From the above statements it is evident that qualifications, experience and method of recruitment prescribed for the posts are different. The work is also not identical. If it was overlapping then there would have been a case for merging the trades in the department and prescribing same qualifications, method of recruitment and pay scales. In the existing structure it is not desirable to change the pay structure only on the ground that they are in the same department.

  
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### Public Health Engineering Department

1. **Service/Cadre:-** Rajasthan Engineering (Public Health Branch) Sub-ordinate Posts:-  
**Service** Meter Reader, Meter Inspector, Revenue Supervisor
2. **Representation from:-** 1. Rajasthan Jaldai Karmchhari Sangh,  
2. All Rajasthan State Employees Federation.  
3. Rashtriya Jal Vibhag Karamchhari Sangh Nagar Khand Udaipur.
3. **Demand:-** They have represented that:

(i) There is pay anomaly in the pay scale of Meter Inspector since 1968.

(ii) There is pay anomaly in the pay scale of Meter Reader since 1989.

(iii) There is pay anomaly in the pay scales of Artisan-II, Moulder-II, Lineman-II, Compressor Driver, Mason, Assistant Driller (Boring), since 1989

(iv) Pay scale of Meter Reader, Pump Operator/Driver-II, Carpenter-II, Mistry-II, Artisan-II, Lineman-II, Moulder-II, Mechanic-II, Blacksmith-II, Mason, Turner-II, Electrician-II, Assistant Driller (Boring) was identical up to 1.9.1988. On 1.9.1992, pay scale of Pump Driver/Operator, Fitter-II, Painter-II, Welder-II, Turner-II, Electrician-II, Mechanic-II, Blacksmith-II, Mistry-II was revised from Rs.910-1520 to Rs.950-1680. Therefore, pay scales of Artisan-II, Lineman-II, Moulder-II, Mason, Compressor Operator/Driver, Assistant Driller Boring should be revised to Rs.950-1680.

(v) Educational qualification for the post of Meter Reader is Higher Secondary (Science) where-as qualification for the post of LDC is Secondary. Looking to the qualifications, the pay scale of the post of Meter Reader, Meter Inspector and Revenue Supervisor should be revised as follows in IV and V Pay Scales Rules of 1989 and 1998:

Post	IV Pay Scale Rules 1989		V Pay Scale Rules 1998	
	RCS (Revised Pay) Rules 1989	(Demanded)	RCS (Revised Pay) Rules 1998	(Demanded)
Meter Reader	910-1530	975-1720	2950-4475	3200-4900
Meter Inspector	975-1720	1200-2050	3200-4900	5000-8000
Revenue Supervisor	1200-2050	1400-2600	5000-8000	5500-9000

Pay Scales of Meter Reader, Pump Operator-II, Fitter-II have been lowered down than those of Patwari and LDC from 1.9.68. Pay scales of other technical posts, LDC and Patwari were made identical with effect from 1.2.90, on the recommendations of Samta Samiti. The pay scales of Meter Reader, Meter Inspector were left unrevised.

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(vi) Grade Pay Rs.2400 has been demanded for posts like Mason-II, Carpenter-II, Black Smith-II, Artisan-II, Welder-II, Mechanic-II, Fitter-II, Pump Operator-II, Meter Reader/ Checker, Lineman-II, Mistry-III, Electrician-II, Meter Repairer/ Tester, Mason-I, Lineman-I who are allowed grade pays ranging from Rs.1850 to 2000. Likewise, for posts like Carpenter-I, Black Smith-I, Artisan-I, Welder-I, Mechanic-I, Fitter-I, Pump Operator-I, Meter Inspector, Mistry-II, Electrician-I, Meter Repairer/Tester-I, Junior Fitter, who are allowed grade pays Rs.2400, have demanded grade pay 2800. For Assistant Fitter (grade pay Rs.2400), Foreman-II (grade pay Rs.2800) they have demanded grade pay Rs.3200 and Foreman-I and Revenue Supervisor (grade pay Rs.3200), they have requested for grade pay of Rs.3600.

(vii) An award was passed by Industrial Tribunal, Jodhpur (in the case no. 09/89) on 21.10.94. The State Government filed Special Appeal No. 17289/2002 in the Supreme Court. The Hon'ble Supreme Court in its judgment dated 28.7.2003 quashed the judgment of Hon'ble High Court order dated 21.2.2004 Secretary to Government, PHED paid Rs.5077/to Shri Radhey Krishna to avoid the Contempt of Court.

(viii) The post of Foreman grade II is a promotion post from the post of Pump Operator Grade I, but the pay scale of Foreman grade II and Pump Operator Grade-I are identical. This anomaly should be rectified.

(ix) Qualifications of Meter Reader for direct recruitment is Higher Secondary (Science), where as the qualification for LDC is secondary. The post of Meter Reader is technical, which is governed under Rajasthan Engineering Subordinate service (Public Health Branch). Qualifications of Junior Filter Attendant (JFA) is Higher Secondary (Science). Pay scale of Junior Filter Attendant in RCS (Revised Pay) Rules 1998 is Rs.3200-4900 and that of Senior filter Attendant is Rs.4000-6000, where as the pay scale of Meter Reader is Rs.2950-4475 and that of Meter Inspector Rs.3200-4900. This anomaly is continuing from 1968. The pay anomaly of the post of Meter Reader, Meter Inspector and Revenue Supervisor should be removed. They have demanded running Pay Band and Grade Pays as follows:-

Post	Pre-revised Pay Scale	Running Pay Band	Grade Pay
Meter Reader	2950-4475	5200-20200 (PB-1)	1900/ 2000
Meter Inspector	3200-4900	5200-20200 (PB-1)	2400/ 3200
Revenue Supervisor	4000-6000	9300-34800 (PB-2)	3200/ 3600

(x) City Compensatory Allowance should be doubled, as per Government announcement. The CCA rates are lower than Fifth Commission rates in some cases.

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(xii) Central Government has given grade pay Rs.4200 for existing pay scales Rs.5000-8000 and Rs.5500-9000, but State Govt. has given grade pay Rs.3200 and Rs.3600 respectively This anomaly should be removed.

(xiii) No. of affected persons :

Meter Reader – 454,

Meter Inspector – 159,

Revenue Supervisor (on adhoc basis) – 14

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

**(I) Factual Position:**

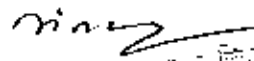
(i) Comparative position of the pay scales of Meter Reader, Meter Inspector and Revenue Supervisor with Junior Filter Attendant, Senior Filter Attendant and Foreman-I are as follows :-

Post	RCS (Revised Pay) Rules 1998 Pay Scale	RCS (Revised Pay) Rules 2008	
		Running Pay Band	Grade Pay
Meter Reader	2950-4475	5200-20200 (PB-1)	1850
Meter Inspector	3200-4900	5200-20200 (PB-1)	2000
Revenue Supervisor	-	Post does not exists in RCS 2008	NA
Junior Filter Attendant	3200-4900	5200-20200 (PB-1)	2000
Senior Filter Attendant	4000-6000	5200-20200 (PB-1)	2400
Foreman-I	5000-8000	9300-34800 (PB-2)	3200
LDC/ Patwari	3050-4590	5200-20200 (PB-1)	1900
Pump Operator Grade-I Section "D"	4000-6000	5200-20200 (PB-1)	2400
Foreman Grade-II	4000-6000	5200-20200 (PB-1)	2800

(ii) Pay anomaly due to identical pay scales to Pump Operator Grade-I and Foreman Grade-II have been taken care of in the RCS (Revised pay) Rules 2008, by granting different grade pays to them. Foreman-II has been given higher grade pay (Rs.2800/-) whereas Pump operator Grade I has been given a lower Grade Pay (Rs.2400).

(iii) As per Labour Court order dated 21-10-94, pay scale of the post of Meter Reader was to be revised with effect from 1-9-68 and was to be revised further in the revised pay scales of 1976 & 1981. Thereafter, it was to be brought at par with that of Mechanic, Artisan, Lineman, Pump Checker etc. Rajasthan High Court has dismissed the appeals preferred by State Government against the impugned orders of the Labour Court. In this regard, Supreme Court in SL Appeal no 17289/2002 dated 28.07.03 has ordered as under:

“We see no reason to interfere The special leave petition is dismissed. We however clarify that implementation of the award will be subject to the Pending writ petition and the High court is requested to dispose of the writ petition as expeditiously as possible”.

  
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(iv) Qualifications for the post of Meter Reader, Meter Inspector & Revenue Supervisor are as follows :-

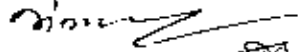
Post	Mode of recruitment	Qualification
Meter reader	75% by Direct Recruitment 25% by promotion from Helper/Meter Section	Higher Secondary in Science or Equivalent Have passed 8 <sup>th</sup> Class put in 10 years of service as From - Helper or Bill Distributor
Meter Inspector	100% by promotion	From - Meter Reader & Meter Checker should have put in 3 years of service as Meter Reader or Meter Checker.
Revenue Supervisor	Post does not exist in The Service Rules.	Therefore, no qualification is prescribed for this post

(v) Post of Pump Operator Gr-I & II, Blacksmith Grade-I & II, Welder Gr-I & II, Fitter Gr-I & II, Electrician Gr-I & II Mechanic Gr-I & II, Carpenter and other skilled technical posts exist in many departments as mentioned in Section D of RCS (Revised pay) Rules, 2008 and Appendix-II of Rajasthan work charged employees (Revised pay) Rules 2008 in the identical pay scales.

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

(vi) Employee Unions in PHED have demanded higher pay scales based on the minimum qualifications prescribed in the rules for appointment by direct recruitment to the post of Meter Reader and promotion post like Meter Inspector and Revenue Supervisor. It is relevant to note that the last recruitment has taken place many years ago. Therefore, the said posts are obviously not filled up by direct recruitment but by way of promotion or some alternate arrangement. It is necessary for the department to review what is to be the future structure and system of metering. Expenditure on the cadre has to be commensurate with the working of meters and collection of revenue of domestic, commercial and industrial establishment. If the department decides to review the existing system of metering, ensure direct recruitment with suitably upgraded qualifications for promotion also, it would need to amend the service rules appropriately to prescribe further recruitment of Meter Readers in PB-I carrying grade pay of Rs. 1900. Till such time as the entire cadre is thoroughly reviewed the Committee is constrained for making any recommendations in respect of these employees.

(vii) As regards the grade pay for the post Revenue Supervisor, no recommendation is considered desirable till the post is included in recruitment rules. Till such time, the post shall be interchangeable with the post of Meter Inspector.

  
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