

### Chapter – III (xxi)

#### Industries Department

1. **Service/Cadre:-**  
**Posts:-**

**Rajasthan Industries Sub-ordinate Service**  
**Inspector (Weights & Measures), Industries Inspector,**  
**Industries Extension Officer**

2. **Representation from:-**

Rajasthan Nirikshak Vidhik Maap Vigyan Sangh

3. **Demand:-**

They have represented that :

(i) The post of Industries Inspector, Industries Extension Officer, Inspector Weights and Measures etc are in Rajasthan Subordinate Industries Services. They all have similar selection process, promotion and common seniority list. Previously persons working on any of these posts were interchangeable from one to another post. The selection grades on completion of 9, 18 & 27 years of service were also the same.

(ii) Qualifications for appointments to the post of Inspector Weight & Measures has been prescribed in the Standard Weights & Measures Act ,1976 itself.

(iii) Inspectors (Weights and Measures) are equivalent to Industries Inspector, Industries Extension Officer but their grade pay is kept lower than others which is not justified.

(iv) The pay scale anomaly has been created from 1.4.1988, when the pay scales of, Inspector (Industries) and Industries Extension Officer were revised from Rs.1120-2050 to Rs.1140-2250, leaving the pay scale of Inspector Weights and Measures unchanged (i.e. Rs.1120-2050), which is not justified. Thus, the pay scale of Inspector (W & M) a technically qualified and trained person has been kept equal to a post requiring 10th pass qualification.

(v) No of affected persons is – 38


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

#### I - Factual Position

(i) As stated by the department, there is a common seniority list for all type of Inspectors in the Industries Department. The next promotion post of their Inspectors is District Industries Officer.

(ii) RCS (Revised Pay) Rules 1998 pay scale of these posts and corresponding pay scales in RCS (Revised Pay) Rules 2008 are as follows:-

| Post  | RCS (Revised Pay) Rules 1998 Pay Scale | RCS (Revised Pay) Rules 2008 |           |
|---|--|------------------------------|-----------|
|   |  | Running Pay Band             | Grade Pay |
| Inspector (Weights & Measures)  | 4000-6000                              | 5200-20200 (PB-1)            | 2400      |
| Inspector Handloom/ Inspector Handloom Audit/ Inspector Salt/Senior Supervisor (Handloom) | 4000-6000                              | 5200-20200 (PB-1)            | 2400      |
| Industries Inspector  | 5000-8000                              | 9300-34800 (PB-2)            | 3200      |
| Industries Extension Officer  | 5000-8000                              | 9300-34800 (PB-2)            | 3200      |

  
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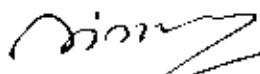
(iii) **Method of appointment and Qualification are as follows:**

| Post                         | Mode of Recruitment        | Qualification   |
|------------------------------|----------------------------|---|
| Inspector Weight & Measure   | 50% by Direct recruitment  | Graduate in Science(with Physics as one of the subject) or engineering technology or Diploma in Engineering   |
|                              | 50% by promotion           | The post of Assistant Inspector weight and Measure the qualification is Higher Secondary with Science 12/5% quota has been fixed for Ministerial Service.   |
| Industries Inspector         | 100% by Direct recruitment | Degree in Arts, Science Commerce or Engineering from a university established by Law in India or Diploma in Chemical, Textile (Tech) or Mechanical Engineering from recognised institute  |
| Industries Extension Officer | 100% by Direct recruitment | Graduate from a university established by Law in India or Diploma in Electrical Chemical Textile (Tech) or Mechanical Engineering from a recognized institute   |
| Inspector handloom           | 50% Direct recruitment     | Senior Secondary or Higher Secondary or equivalent with Diploma in the Textiles traders (at Least two years duration) issued by the National Council from training in Vocational Trades or any other Institution recognised by the Government as equivalent there to. |
|                              | 50% by promotion           | From Junior Supervisor Handloom having 3 years experience on the post   |
| Inspector Salt               | 100% Direct recruitment    | B. Sc. With Chemistry as one of the subjects from a university established by law in India.   |

(iv) Upto 31.3.88 Pay scales of Industries Inspector and Industries Extension officers and Inspector Weight & Measure were Rs.1120-2050. Vide order no F.18 (10) FD (Grade2) 87 (RPSC87-6/88) dated 31.10.88, pay scales of Industries Inspector and Industries Extension Officer were revised from Rs.1120-2050 to Rs.1140-2250 with effect from 1.4.88 in the pay scale rules of 1987, but pay scales of Inspector (Weight and Measure) was not revised.

(v) The corresponding pay scales of these posts in the RCS (Revised Pay) Rules 1987, 1989, 1998 and 2008 are as follows :-

| Post                         | RCS Pay Rules 1987 | RCS Pay Rules 1989 | RCS Pay Rules 1998 | RCS Pay Rules 2008 |           |
|------------------------------|--------------------|--------------------|--------------------|--------------------|-----------|
|                              |                    |                    |                    | Pay Band           | Grade Pay |
| Inspector Weight & Measure   | 1120-2050          | 1200-2050          | 4000-6000          | 5200-20200 (PB-1)  | 2400      |
| Industries Inspector         | 1140-2250          | 1400-2600          | 5000-8000          | 9300-34800 (PB-2)  | 3200      |
| Industries Extension Officer | 1140-2250          | 1400-2600          | 5000-8000          | 9300-34800 (PB-2)  | 3200      |

  
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(vi) The qualification of Industries Inspector is Degree in Arts, Science, Commerce or Engineering from a University established by law in India or a Diploma in Electrical, Chemical, Textile (Tech) or Mechanical Engineering from a recognised Institute. The post is filled by 100% direct recruitment where as the post of Inspector (Weights & Measures) is filled 50% by direct recruitment and 50% by promotion from Assistant Inspector, Weights & Measures. The qualification on promotion to this post is Higher Secondary with Science from recognised Board or the qualification declared as equivalent thereto by the Govt. and 12½% of the promotion quota posts are reserved for Ministerial Service as per the rule 6A of the Rajasthan Industries Subordinate Service Rules 1966.

(vii) The pay scales of the Industries Extension officer, Inspector Industries, Inspector (Weights & Measures), Inspector (Handloom), Designer Handloom, Inspector Handloom, Audit, Inspector Salt and Senior Supervisor were identical from 1961 to 1986.

## II – Views of the Committee

(viii) The Rajasthan Nirikshak Vidhik Maap Vigyan Sangh have represented that upto 31.10.1998 all the categories of Inspectors working in Industries Department were in the same pay scale of Rs. 1140-2250. After the 4<sup>th</sup> Pay Commission in the revised pay scales issued by the Government in 1989, Inspector Industries/Industries Extension Officer were given the pay scale of Rs. 1400-2300 which was subsequently revised to Rs. 5000-8000, in the exclusion of other Inspectors, who were working in other cadres in the pay scale of Rs. 1200-2050 (RCS 1989 Rules). It is a fact that their qualifications for direct recruitment are no less than Industries Inspector or for that matter Inspector Grade-II in other departments. Their method of recruitment and promotion channel is also same. It is true that some of the cadres in Industries Department are dying cadres now and some of the posts have become redundant, but that cannot be a reason for putting them in a common cadre with a different pay scale.

(ix) All other Inspectors in Industries Department for whom minimum qualification for direct recruitment is graduation or diploma in Engineering has been prescribed, are in the same scale (5000-8000). We therefore, recommend that **Inspector Weights and Measures be given the pay scale of Rs. 5000-8000, at par with other Inspectors i.e. Rs.5000-8000 (scale No. 10) / grade pay Rs.3200 in PB-2. They shall additionally be benefited by the general upgradation in respect of the holders of this pay scale.**



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## Industries Department

1. **Service/Cadre:-** Rajasthan Industries Sub-ordinate Service  
**Posts:-** Industries Extension Officer

2. **Representation from:-** Akhil Rajasthan Udyog Prasaar Adhikari Sangh.

3. **Demand:-**

They have represented that :

(i) Industries Extension Officer's are frustrated due to delay in promotion which is not available even after 30 years of service.

(ii) Benefit of third selection grade on completion of 27 years of service has not been given as the promotion post (Assistant Director) is in State Service. Therefore, the third selection grade is not granted to them.

(iii) Third selection grade should be allowed in the pay scale of the post of Deputy Director, Industries i.e. PB-3 Rs.15600-39100 with grade pay Rs.6600

(iv) Pay scales of District Industries Officer/ Assistant Directors of Industries Department and equivalent posts in other Government departments are not identical.

Pay scales of District Industries Officer and Assistant Director, Industries Department are lower than in other government departments. Therefore, grade pay Rs.4200, instead of Rs.3600, should be given to District Industries Officers and grade pay Rs.5400 should be given to Assistant Director in Industries Department.

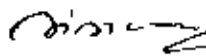
(v) No. of affected persons is 74

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

### I - Factual Position

(i) RCS (Revised Pay) Rules 1998 pay scale and pay scale in RCS (Revised Pay) Rules 2008 of various posts in State and Sub-ordinate Services in Industries Department are as follows :-

| Status                          | Post   | RCS (Revised Pay) Rules 1998 Pay Scale | RCS (Revised Pay) Rules 2008 |           |
|---------------------------------|--|--|------------------------------|-----------|
|                                 |  |  | Running Pay Band             | Grade Pay |
| Industries Sub-ordinate Service | Industries Extension Officer/ Industries Inspector | 5000-8000                              | 9300-34800 (PB-2)            | 3200      |
|                                 | District Industries Officer                        | 5500-9000                              | 9300-34800 (PB-2)            | 3600      |
| Industries State Service        | Assistant Director                                 | 6500-10500                             | 9300-34800 (PB-2)            | 4200      |
|                                 | Deputy Director                                    | 10000-15200                            | 15600-39100 (PB-3)           | 6600      |

  
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(ii) Qualification for appointment for the service are as follows:

| Name of Post                                      | Mode of recruitment                           | Qualification  |
|---|---|--|
| Industries Extension Officer/Industries Inspector | 100% by direct recruitment                    | Graduate or Diploma in Electrical/ Chemical or Textile (Tech) from recognised Institute  |
| District Industries Officer                       | 25% by Direct recruitment<br>75% by Promotion | <p><b>Graduate Degree</b></p> <p>From :</p> <p>i) Manager Industrial Estate<br/>ii) Inspector Industries<br/>iii) Inspector Weights &amp; Measures<br/>iv) Industries Extension Officer<br/>v) Economic Investigator<br/>vi) Survey Officer<br/>vii) Inspector Handloom<br/>viii) Inspector Handloom (Audit)<br/>ix) Designer Handloom<br/>x) Senior Supervisor Handloom</p> <p><b>Degree in Arts/Science/Commerce /Engineering</b> from a University established by law in India with <b>at least three years' experience on any of the posts mentioned above or Diploma Certificate of at least two years duration in a technical discipline from recognised institute with at least five years' experience on any of the posts mentioned above or on the abolished post of Power loom instructor or both.</b></p> |
| Assistant Director                                | 50% by direct recruitment                     | Degree in Mechanical Engineering or Chemical Engineering or Chemical Technology or Diploma in Leather Technology or Textile Technology or Polytechnic Diploma Holder in Engineering with 3years experience in a Govt. or an Industries Concern of repute.  |
|   | 50% by Promotion,                             | From District Industries officer.  |
| Deputy Director                                   | 100% by Promotion.                            | Assistant Director   |

(iii) The post of Assistant Director in Industries Department belongs to State Service. Therefore, as per Government order issued by Finance Department dated 17.2.1998 Industries Extension Officers were eligible for selection grades equal to pay scale of the post of Assistant Director only. The selection grades were prescribed for employees of the Sub-ordinate Services only and were not applicable to employees belonging to State Service. Now this scheme has been replaced by the ACP Scheme which

covers all the employees belonging to sub-ordinate as well as State Service.

(iv) The post of District Industries officer is filled in 75% by promotion and 25% by Direct recruitment.

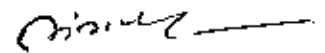
## **II – Views of the Committee**

(v) The main demand of the Industries Extension Officer has arisen as they feel that there is stagnation in their cadre and that they have not been granted 3<sup>rd</sup> selection grade as the post of Assistant, Director Industries is in State Service.

(vi) As regards the problem of stagnation in this cadre it would be sufficient to mention here that with the introduction of Assured Career Progression scheme adopted by Government of Rajasthan the problem of stagnation is well taken care of. Under the new dispensation given in the ACP scheme, an employee is automatically granted the next grade pay on completion of (in their case) 9, 18 and 27 years of service. Thus, the scheme provides three ACP with financial benefits to every employee on completion of 9, 18 and 27 years of service in the case of non-gazetted employee. In view of this there should not be any question of stagnation as far as the question of financial benefit is concerned.

(vii) As regards non availability of 3<sup>rd</sup> selection grade due to the post of Assistant Director being in the State Service , it would be pertinent to clarify that now three ACPs are available to every employee irrespective of the fact whether he belongs to State Service or Sub-ordinate Service. Keeping in view the steps taken to remove stagnation by grant of ACP no change in the pay scales is necessary.

(viii) The grade pay for the post of Assistant Director, in the Industries Department is Rs.4200 which is identical to other State Service entry level posts i.e. Assistant Registrar, Co-operative, Assistant Commercial Taxes Officer, Assistant Director, Tourism etc. The posts of Assistant Director of Economics and Statistics, Employment, Evaluation, Social Welfare, Prosecution, Animal Husbandry and Ayurved Department are in higher grade pay but these posts are not entry level posts of State Service these are first promotion post after entry in State Service. In view of these facts no change is necessary.

  
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