

Chapter – III (xxiii)
Information Technology and Communication Department

1. **Service/Cadre:-** Rajasthan Computer Subordinate Service
Posts:- Informatics Assistant, Assistant Programmer, Programmer
2. **Representation from:-** Rajasthan State Subordinate Computer Employees Association
3. **Demand:-** They have represented that:
(i) Assured Career Progression (ACP) Scheme has been introduced in lieu of Selection Grades. ACP scheme has curtailed the benefits of Selection Grades as available earlier. Therefore, selection grades should be restored.
(ii) Government of India has given grade pay Rs.4200 for existing pay scales Rs.5000-8000 and Rs.5500-9000. Hence, State Government should also give grade pay at par with Central Govt. i.e., Rs.4200.
(iii) State Government has implemented 6th pay commission recommendations with effect from 1.9.2006 instead of 1.1.2006. Hence, the multiplication factor should be 1.94, instead of 1.86.
(iv) It was principally agreed in November 1998 that the pay scales of following posts would be revised as indicated against:-

Post	Revised Pay scale is RCS (Revised Pay) Rules 1998
Data Entry Operator (now known as Informatics Assistant)	4500-7000
Computer Operator (now known as Assistant Programmer)	5500-9000
Programmer	8000-13500

But, orders have not been issued. The orders may be issued.

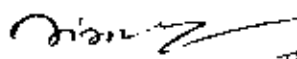
(v) In most of Central Government Departments, there is a provision for promotion based on seniority and time bound promotions. Now, they have given additional facility of ACP.

(vi) Transport Allowance and Education Allowance have been denied to State Employees.

(vii) No. of affected persons are -

Programmer	61
Assistant Programmer	128
Informatics Assistant	139

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


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I - Factual Position

(i) Commissioner/Director of Information Technology has stated that the points raised in the representation are not specific to the service. These are general policy matters. Duties of Programmer, Assistant Programmer & Informatic Assistants are as follows :-

(a) **Programmer**

- Coding of Application as per System Specification
- Testing of Modules with Test data
- Documentations of Programmes.
- Implementation of System developed.
- Maintenance of Programs and their documentation
- Controlling the issue and receipt of all Software related documents.
- Training to user for Operational Procedures
- Supervision of Computer Operations
- Supervision of Technical and Other Staff.

(b) **Assistant Programmer**

- Operations of Computer including Bootup, shutdown, Backup, Preventive Maintenance.
- Monitoring and Logging of Up time and Problem descriptions
- Entry of Programs and data and processing
- Organisation of the Library of Magnetic Tapes and Disks.
- Classification and Cataloguing files in accordance with their contents and use, affixing and updating the identifying labels.
- Keeping files upto date, releasing, re documenting files as necessary.
- Controlling the issue and receipt of all files and operating and updating of software.
- Maintaining a stock of media.
- Responsibility for the security of all files.

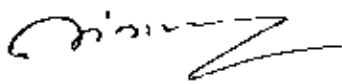
(c) **Informatic Assistant**

- Entry of Data (Minimum 400 records each of 125 characters per day)
- Validation of data
- Backups

Support to Computer Operator for his jobs.

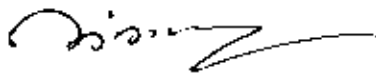
(ii) The pay scales of these posts in RCS (Revised Pay) Rules 1998 and in RCS (Revised Pay) Rules 2008 are as follows :-

Post	RCS (Revised Pay) Rules 1998 Pay Scale	RCS (Revised Pay) Rules 2008	
		Running Pay Band	Grade Pay
Informatic Assistant (Data Entry operator)	4000-6000 (9)	5200-20200 (PB-1)	2400
Assistant Programmer (Computer operator)	5000-8000 (10)	9300-34800 (PB-2)	3200
Programmer	6500-10500 (12)	9300-34800 (PB-2)	4200
Analyst Cum Programmer	10000-15200 (15)	15600-39100 (PB-3)	6600


[Signature]

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

Post	Mode of Recruitment	Qualification
Informatic Assistant (Data Entry Operator)	100% by Direct recruitment	Graduate + Written Test + 8000 Depression P.H.
Assistant Programmer (Computer Operator)	50% by Direct recruitment 50% by Promotion	(i) Graduate with computer science or Electronics of a University established by law in India or 3 years Diploma in Computer Application from a Polytechnic Institution recognized by the Government. or Graduate of a University established by law in India with Diploma in Computer Science/Computer Application of a University established by law in India or of an Institution recognized by the Government. or Graduate of a University established by law in India with "O" Level Certificate course conducted by the Computer Society of India under the control of Department of Electronics, Government of India. or Graduate of a University established by law in India with Data Preparation and Computer software Certificate Organized under National/State Council of Vocational Training Scheme".
Programmer	60% by Direct Recruitment. 40% by promotion	Graduate from a University established by law in India or a foreign qualification recognized as equivalent thereto by the Government, with Mathematics or Commerce as one of the subject. Formal Training of 6 months in Programming Languages like BASIC AND COBOL/FORTRAN, from an Institution with 2 years experience in computer Programming in the above languages.
Analyst Cum Programmer	50% by Direct recruitment 50% by Promotion	(1) Graduate from a University established by law in India or a foreign qualification recognized as equivalent thereto with Mathematics or Statistic or Computer Science with a formal training of 6 month in System Analyst and Design and Programming languages. or Master of Business Administration


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Post	Mode of Recruitment	Qualification
		with specialization in System. (2) 5 years experience in computer field out of which at least 3 years practical experience in designing and developing computer application and Programming in BASIC, COBOL/ FORTRAN.

(iv) The relevant part of 6th Central Pay Commission recommendation is as under:

"3.8.11 The Fifth CPC had recommended standard pay scales and qualification for various grades of Electronic Data Processing Staff. No further changes would ordinary have been necessary in the extant structure of the Electronic Data Processing staff. However, some restructuring has become necessary pursuant to the reorganization of the pay scales being recommended by this Commission. The following revised pay structure is, therefore, recommended for the various categories of Electronic Data Processing staff:

Designation	Present Pay Scale	Recommended Pay Scale	Corresponding Pay Band & Grade Pay	
			Pay Band	Grade Pay
Data Entry Operator Grade A	4000-6000	4000-6000	PB-1	2400
Data Entry Operator Grade B	4500-7000	4500-7000	PB-1	2800
Data Entry Operator Grade C#	5000-8000	6500-10500	PB-2	4200
Data Entry Operator Grade D#	5500-9000	6500-10500	PB-2	4200
Data Processing Assistant*	6500-10500	7450-11500	PB-2	4600
System* Programmer/ equivalent	7450-11500	7450-11500	PB-2	4600
Programmer/System Analyst	7500-12000	7500-12000	PB-2	4800

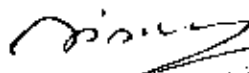
Data Entry Operator Grade "C" shall stand merged with Data Entry Operator Grade D.

* Data Processing Assistant shall Stand merged with System Programmer.

All Groups "A" posts of Electronic Data Processing staff shall be accorded the corresponding replacement Pay Band and grade pay."

(iv) Comparison of Pay Scales of similar posts in Information Technology Department in Central and State Governments are as follows:-

Name of Post	5 th Pay Commission based pay scales		Grade Pay in 6 th Pay Commission based rules	
	State	Central	State	Central
Informatics Assistant (Old Name Data Entry Operator)	4000-6000	4000-6000 Data Entry Operator (Grade A)	2400	2400
Data Entry Operator (Grade B)	Does not exist	4500-7000	Does not exist	2800
Data Entry Operator (Grade C)*	Does not exist	5000-8000	Does not exist	4200
Data Entry Operator (Grade D)	Does not exist	5500-9000	Does not exist	4200


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Name of Post	5 th Pay Commission based pay scales		Grade Pay in 6 th Pay Commission based rules	
	State	Central	State	Central
Data Processing Assistant**	Does not exist	6500-10500	Does not exist	4600
Assistant Programmer (Old Name Computer Operator in State)	5000-8000	Does not exist	3200	Does not exist
System Programmer	Does not exist	7450-11500 (System Programmer)	Does not exist	4600
Programmer	6500-10500	7500-12000 (Programmer/System Analyst)	4200	4800

* Data Entry Operator Grade C shall stand merged with Data Entry Operator Grade D.

** Data Processing Assistant shall stand merged with System Programmer

(v) Upgradation of existing pay scales, ACP Scheme benefits, Transport Allowance, Education Allowance and Multiplication Factor have been dealt with separately.

II – Views of the Committee

- (vi) We have examined the issues raised by the Association. They have demanded higher pay scales in RCS (Revised Pay) Rules 2008 for the following posts, Data Entry Operator (Informatics Assistant), Computer Operator (Assistant Programmer) and Programmer.
- (vii) It has been claimed that but for the model code of conduct in 1998 Elections, orders would have been issued.
- (viii) No other material fact was placed before the Committee to consider upgradation of the existing pay scales, of the above posts. Other issues raised by the Association such as implementation of 6th CPC recommendations with effect from 1.1.06, multiplication factor of 1.94 in place of 1.86, restoration of selection grades, grant of various allowances at par with central government have been dealt with separately elsewhere in this report.
- (ix) Therefore, the Committee finds no justification for upgradation of pay scales of the above posts. **However, the recommendations of the Committee in respect of upgradation of grade pays of the prerevised pay scales made else where, will benefit the holders of the payscales of Assistant Programmer and Programmer.**



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