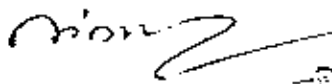


**Chapter – III (xxiv)**

**Integrated Child Development and Women Empowerment Department**

1. **Service/Cadre:-** Subordinate Service  
**Posts:-** Supervisor, Senior Supervisor, Assistant Child Development Project Officer, Child Development Project Officer
2. **Representation From:-** Rajasthan Mahila Paryavekshak Karmchhari Mahasangh
3. **Demand:-** They have represented that:
- (i) Recommendations of 4<sup>th</sup>, 5<sup>th</sup> and 6<sup>th</sup> Pay Commission were not implemented according to Central Government directions, although 100% expenditure on pay and allowances in the department are borne by Central Government. There is no post of Lady Supervisor in the Central Government. As per Central Government, pay scale of the post of Supervisor should be at par with Mukhya Sevika. Pay scale of the post of Lady Supervisor in the State is Rs.3400-5200, whereas the pay scale of Mukhya Sevika is Rs.5000-8000. In the RCS (Revised Pay) Rules 2008, pay scale of the post of Lady Supervisor should be placed in P.B.-2 (Rs.9300-34800) with grade pay Rs.4200.
- (ii) There is no post of Senior Supervisor in any of the States. This post was created in 1988, but no employee is working on this post. Earlier posts of Assistant Child Development Project Officer (ACDPO) were filled by promotion from the post of Lady Supervisors. Now, Senior Lady Supervisor are entitled to be promoted on the post of ACDPO. The post of Senior Lady Supervisor may be abolished and merged with the post of Lady Supervisor.
- (iii) Pay Fixation of Child Development Project Officer (CDPO) may be done assuming its pay scale as Rs.8000-13500, in place of Rs.6500-10500.
- (iv) In Central Government, there is no post of Assistant Child Development Project Officer. This post may be kept in Subordinate Services in pay scale Rs.6500-10500 i.e., PB-2 with grade pay of Rs.4200.
- (v) Lady Supervisor may be given Selection Grades of Assistant Child Development Project Officer (ACDPO) (Rs.5500-9000) on completion of 9 years service, and the pay scale of Child Development Project Officer (CDPO) on completion of 18 years of service.
- (vi) Duties of Mukhya Sevika and Lady Supervisor are similar. They cover tribal areas also. Therefore, pay scale of Mukhya Sevika may be given to Lady Supervisor.
- (vii) No. of affected persons -
- |   |      |
|---|------|
| Supervisor                                  | 1934 |
| Senior Supervisor                           | 375  |
| Assistant Child Development Project Officer | 141  |
| Child Development Project Officer           | 278  |

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

**I - Factual Position**

(i) RCS (Revised Pay) Rules 1998 pay scales, the pay band and grade pays for following posts (RCS (Revised Pay) Rules 2008) are as follows: -

Post	RCS (Revised Pay) Rules 2008 (Revised Pay) Rules 1998 pay scales	RCS (Revised Pay) Rules 2008	
		Running Pay Band	Grade Pay
Supervisor	3400-5200	5200-20200 (PB-1)	2100
Senior Supervisor	5000-8000	9300-34800 (PB-2)	3200
Assistant Child Development Project Officer	5500-9000	9300-34800 (PB-2)	3600
Child Development Project Officer	8000-13500	15600-39100 (PB-3)	5400 *

*\*(This entry has been substituted vide Finance Department order dated 25.2.2009 in place of earlier pay scale Rs.6500-10500 running pay band PB-2 Rs.9300-34800 grade pay Rs.4200/-)*

(ii) Existing pay scale of the post CDPO has been notified as Rs.8000-13500 vide order dated 25.02.2009 (as stated above).

(iii) The post of Mukhya Sevika appearing in RCS (Revised Pay) Rules 2008 has been deleted vide the above order dt. 25.02.2009. Thus there is no post in the name of Mukhya Sevika in the department.

(iv) The post Lady Supervisor mentioned in the RCS (Revised Pay) Rules 2008, has been renamed as Supervisor.

(v) Method of appointment and Qualification are as follows:-

Post	Mode of Recruitment	Method of Appointment & Qualification
Supervisor	75% by Direct Recruitment 25% by Promotion	- Graduate From - Angan Bari Karya Karta with 10 years experience and Secondary
Senior Supervisor	100% by Promotion	From - Supervisor
Assistant Child Development Project Officer	50% by Direct recruitment 50% by Promotion	Graduate degree. (90% from Senior Supervisor and 10% from Mukhya Sewika
Child Development Project Officer	50% by Direct recruitment 50% by Promotion	through RPSC in combined Examination From- Assistant Child Dev. Project Officers.

*(Signature)*  
 Director  
 State Project Directorate, DWAKRA

**II - Views of the Committee**

(vi) The administrative department has informed the Committee that the post of Mukhya Sevika, which was created for State sponsored project DWAKRA, was


abolished long back and all the incumbents working on the post have been absorbed on the post of the Supervisor (earlier known as Lady Supervisor) in the prervised pay scale of 3400-5200. The demands for higher pay scales emanating from the decision taken long ago, can not be considered as the same is not in the terms of reference of this Committee. At present the post of Mukhya Sevika is not in existence, there is no ground to seek comparison with the post for upgrading the pay scale (grade pay) of the posts of Supervisor. Therefore, the demand for grant of higher pay scale to Supervisor cannot be acceded to.

(vii) As regards grant of pay scale of ACDPO as first selection grade to Supervisor on completion of 9 years of service, the scheme of selection grades has been substituted by ACP Scheme in RCS (Revised Pay) Rules 2008, where the benefit available on completion of 9 years of service to a Supervisor shall be the next grade pay in the hierarchy of grade pays with one increment. Therefore, the demand can not be acceded to.

(viii) Their submission that there is no post in the name of Senior Supervisor in existence in the department, has been found to be to the contrary. The administrative department has confirmed that the relevant provisions of the service rules has already been amended and process to fill up the posts of Senior Supervisors shall be taken up very soon.

(ix) The pay scale of the post of Child Development Project Officer (CDPO) shown as 6500-10500 in the RCS (Revised Pay) Rules 2008 has been corrected vide government order dated 25-2-2009 with grade pay of Rs.5400, as demanded.

**(x) The demand for upgradation of the pay scale of the Assistant Child Development Project Officer (ACDPO) shall be taken care of by the recommendation of the Committee made else where in the report.**

  
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