

Chapter – III (xcv)

Jail Department

1. Services/Cadre:-
Posts:-

Rajasthan State Jail Service.

Deputy Superintendent, Superintendent Jails Grade-II,
Superintendent Jails Grade-I, Deputy Inspector General of
Prisons, Inspector General Prisons

2. Representation from:-

Rajasthan Rajya Jail Seva Adhikari Sangh

3. Demand:-

(i) The educational qualification, written examination, interview standards are alike for all State Services along with State Jail Services, but the entry pay scale, senior scale, selection scale and super time pay scale in the RCS (Revised Pay) Rules 2008 are not equivalent to other State Services like, RAS, RAoS, RPS, State Insurance, Industries and Commercial Taxes Services. Senior Pay Scale and Selection Pay Scale of other State Services are identical in RCS (Revised Pay) Rules 2008 but there is difference in grade pay, which is not justified.

(ii) Officers of Jail Service have to deal with criminals continuously. Their duties and responsibilities are not lesser in importance in any way. Therefore, they should be allowed following pay bands and grade pays:-

Scale	Running Pay Band	Grade Pay
Junior Scale	15600-39100 (PB-3)	5400
Senior Scale	15600-39100 (PB-3)	6600
Selection Scale	15600-39100 (PB-3)	7600
Super-time Scale	15600-39100 (PB-3)	8700

(iii) No. of affected persons are:

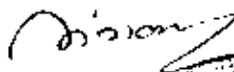
1. Inspector General 1
2. Deputy Inspector General 1
3. Superintendent Grade I 4
4. Superintendent Grade II 4
5. Deputy Superintendent 25

4. Factual Position and views of
the Committee:-

I - Factual Position

(i) RCS (Revised Pay) Rules 1998 pay scales and pay scales of various State Services in RCS (Revised Pay) Rules 2008 are as follows :-

Name of Service		RCS (Revised Pay) Rules 1998 pay scale	RCS (Revised Pay) Rules 2008	
			Running Pay Band	Grade Pay
RAS/ RAoS/ RPS	Entry Pay Scale	8000-13500	15600-39100 (PB-3)	5400
	First Promotion Pay Scale	10000-15200	15600-39100 (PB-3)	6600
	Second Promotion Pay Scale	12000-16500	15600-39100 (PB-3)	7600
	Third Promotion Pay Scale	14300-18300	37400-67000 (PB-4)	8700


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(ii) Pay Scales of State Jail Service in RCS (Revised Pay) Rules 1998 and in RCS (Revised Pay) Rules 2008 are as follows :-


Name of Post	RCS (Revised Pay) Rules 1998 Pay Scale	RCS (Revised Pay) 2008	
		Running Pay Band	Grade Pay
Deputy Superintendent	6500-10500	9300-34800 (PB-2)	4200
Superintendent Grade II (First promotion post)	6500-10500	9300-34800 (PB-2)	4200
Superintendent Grade I (Second promotion post)	9000-14400	15600-39100 (PB-3)	6000
Deputy Inspector General of Prisons (Third promotion post)	10650-15850	15600-39100 (PB-3)	6800
Inspector General of Prisons (Fourth promotion post)	12000-16500	15600-39100 (PB-3)	7600

II – Views of the Committee

(iii) We have considered the demands. As regards their contention for parity with RPS and RAS on the ground of passing the same competitive examinations, it is not based on the sound logic, for in the same competitive examination those who are lower in merit cannot claim parity with those who are higher in merit.

(iv) There is a wide difference in the functional responsibilities of the Police and Jail Departments. The primary function of Police is to maintain law and order whereas prison staff are engaged in reformation and detention of convicts, under-trials and other persons consigned to judicial custody. Therefore, the demand for parity either with Police service or with RAS has no force.

(vi) The pay scale of the feeder post and promotional post in the Jail Department has become the same in respect of Deputy Superintendent and Superintendent Grade-II. This is an obvious case of anomaly which needs to be removed. It is, therefore, suggested that the pay scale of the post of Superintendent grade-II which is a promotion post from the post of Deputy Superintendent may be revised from scale No. 12 Rs. 6500-10500 / PB-2 (Rs. 9300-34800) grade pay Rs. 4200 to scale No. 13 Rs. 8000-13500 /PB-3 (Rs. 15600-39100) with Grade pay of Rs. 5400. This would remove the anomaly of both the feeder and the promotion post being in the same pay scale.


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Jail Department

1. Services/Cadre:-

Posts:-

2. Representation from:-

3. Demand:-

Rajasthan Jail Subordinate Service.

Warder, Head Warde and Chief Head Warde

Employees of the Jail Department

(i) Pay scales of Warde and Head Warde were identical to the pay scales of Constable and Head Constable of Police Department, till pay scales of the later ones were revised upward vide Govt. order dated 26/3/98. Parity in pay scales prevailing earlier should be restored.

Police Department personnel were given higher revised pay scales in 1998 and the Police Wireless staff in 2008. This was denied to the employees of Jail Department.

A committee, headed by Secretary Finance, recommended higher pay scales to the Jail officials on 26-6-2005. The Committee recommended the pay scale for Warders to be brought at par with Police personnel. But the recommendations of the Committee were not accepted.

The duties and responsibilities of the Warders and Head Warders are not less than the duties of comparable police personnel. Therefore, parity in pay scales with the pay scales of police department personnel should be restored.

(ii) No. of affected persons are:

1.	Warder	1976
2.	Head warde	290
3.	Assistant Jailor	96
4.	Deputy Jailor	28
5.	Jailor	52

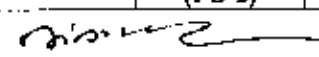
4. Factual Position and views of the Committee:-

I - Factual Position

(i) The Committee constituted under Secretary (Finance) had recommended in its report that the pay scales of Warde, Head Warde in Jail Deptt. be upgraded at par with the pay scales of Constable, Head Constable etc of Police Department. This has not been accepted by the government.

(ii) Pay Scales of the following posts of the Police and Jail Department in the RCS (Revised Pay) Rules 2008 are as follows:-

Police Department				Jail Department			
Name of Post	RCS (Revised Pay) Rules 1998 Pay Scale	RCS (Revised Pay) 2008		Name of Post	RCS (Revised Pay) Rules 1998 Pay Scale	RCS (Revised Pay) 2008	
		Running Pay Band	Grade Pay			Running Pay Band	Grade Pay
Constable	3050-4590	5200-20200 (PB-1)	1900	Warder	2750-4400	5200-20200 (PB-1)	1800
Head Constable	3200-4900	5200-20200 (PB-1)	2000	Head Warde	3050-4590	5200-20200 (PB-1)	1900
Assistant Sub Inspector	4000-6000	5200-20200 (PB-1)	2400	Chief Head Warde/ Assistant Jailor	3200-4900	5200-20200 (PB-1)	2000
Sub Inspector	5500-9000	9300-34800 (PB-2)	3600	Deputy Jailor	3400-5200	5200-20200 (PB-1)	2100
Inspector	6500-10500	9300-34800 (PB-2)	4200	Inspector Lock up/ Jailor	5000-8000	9300-34800 (PB-2)	3200


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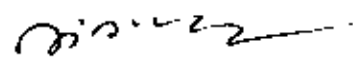
(iii) 6th Pay Commission has upgraded the existing pay scales for Police Personnel of Delhi Police and recommended grade pays as follows:-

Name of Post	CCS(Revised Pay) Rules 1997 & (Upgraded) Pay Scale	CCS(Revised Pay) Rules 2008	
		Running Pay Band	Grade Pay
Constable	3050-4590 (3200-4900)	5200-20200 (PB-1)	2000
Head Constable	3200-4900 (4000-6000)	5200-20200 (PB-1)	2400
Assistant Sub Inspector	4000-6000 (4500-7000)	5200-20200 (PB-1)	2800
Sub Inspector	5500-9000 (6500-10500)	9300-34800 (PB-2)	4200
Inspector	6500-10500 (7450-11500)	9300-34800 (PB-2)	4600

II – Views of the Committee

(iv) The employees of the Jail Department namely Chief Warder, Head Warder and Chief Head Warder have sought parity in pay scales with the Police and the Wireless staff. They have represented that their duties and responsibilities are not less arduous and cumbersome than those of Police Department and as such they should be granted pay scale at par with analogous posts in Police Department.

(v) The Committee is unable to concede to the demanded parity of scales with Police. These posts in Jail Department are not comparable with those of Police Department. The primary function of Police is to maintain law and order whereas prison staff is engaged in reformation and detention of convicts, under-trials and other persons sent to judicial custody. Prison staff discharges the custodial functions whereas police are engaged in maintaining of law and order on day-to-day basis. As the mode of recruitment, scope of duties are quite distinct and different, we see no reason for granting the demanded parity in pay scale with police.


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