

Chapter – III (xxviii)
Medical & Health Department

1. **Service/Cadre:-** **Rajasthan Medical Service (Collegiate Branch)**
Posts:- **Demonstrator, Assistant Professor, Associate Professor, Professor**
2. **Representation from:-** 1. Rajasthan Medical College Teachers Association (State H.Q.), Jaipur
2. Rajasthan Medical College Teachers Association, Ajmer Branch
3. Rajasthan Medical College Teachers Association, Udaipur
4. Rajasthan Medical College Teachers Association, Jodhpur
5. Associate Professors of SMS Medical College.
6. Rajasthan Medical Teachers Association Jaipur.
7. Non Clinical Medical Teachers of Government Medical College, Jaipur
8. Doctors of Pathology Department, SMS Medical College, Jaipur.
3. **Demand:-** (i) They have stated that Rajasthan Medical College Teachers were granted Central Pay Scales in 1988 (4th Pay Commission) but were denied super time-scale of Rs.5900-6700, which was given to teachers in Central Government Medical Colleges. This situation persisted even after 5th Pay Commission, when they were again denied super time scale and time bound promotions, which were granted to Central Medical College teachers. This gap has become even more in 6th Pay Commission.
- (ii) In Central Medical Colleges, teachers become eligible for pay in PB-4 (grade pay Rs.8700) after eight years of service and for grade pay Rs.10000 in PB-4 after eleven years of service. In Rajasthan pay scales in PB-4 with grade pay Rs.8700, becomes the highest pay scale allowed to Medical Teachers, that too, after 20-25 years of service, since no time bound promotions exist in Rajasthan. As a result, teachers with similar duration of teaching experience are getting 1½ time high salary in Central Medical Colleges as compared to Rajasthan.
- (iii) In Fifth Pay Commission, the pay scale of Professors was Rs.14300-18300, and the pay scale of Associate Professors was Rs.12000-16500. With 30 years of service, Associate Professors are drawing basic pay of Rs.15000, which is more than the lowest stage of the pay scale of Professor.
Even on 01.09.06, difference in the basic pay of Professor and Associate Professor was approximately of Rs.1000/- and difference in gross salary was about Rs.3000 to Rs.4000/- p.m.
- (iv) In Sixth Pay Commission Pay Scales, the pay band (PB-3) (PB-3 Rs. 15600-39100), given to Associate Professor is the same as that of Senior Demonstrator/ Medical Officer, which is the lowest post in the service and the Pay band given to Professor is PB-4 (Rs.PB-4 37400-67000). This has led to marked disparity and difference between salary of Professor and of an Associate Professor. The demand is that Associate Professor, who has already crossed the minimum of Professor's pay scale i.e. Rs.14300, should be fixed in same pay band, which is PB-4, given to Professor.

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(v) That all teachers belonging to University, Academic Colleges and Engineering Colleges are entitled to higher salary than the Medical College Teachers in Rajasthan. This is in contrast to the fact that starting salary of a University Teacher is Rs.8000 (for an Assistant Professor), where as that in Medical Colleges is Rs.10000 (for an Assistant Professor). Medical College Teachers need to be given higher pay scales and promotion avenues for following reasons:

- (a) Medical College Teachers enter the profession at the age of 30-32 years (shorter effective service),
- (b) They are to perform clinical jobs, attend emergency services round the clock,
- (c) They have to work in odd hours,
- (d) There is shortage of Medical College Teachers in State and across the country,
- (e) Private Medical Colleges are offering higher packages,

(vi) To provide good quality medical teachers for Medical Colleges in Rajasthan and for removal of disparities arising out of 3rd, 4th and 5th Pay Commission (a) PB-4 (grade pay 8700) be granted to all Medical College Teachers after 6 years of teaching, (b) PB-4 (grade pay Rs.10000) to Medical Teachers after 13 years of teaching, (c) All Medical Teachers with 20 years of teaching be given pay scales of Rs.75500+ (HAG) (d) They should be given non-functional selection grade till they get promotions need to be revised.

(vii) An agreement was signed between Secretary, Medical & Health and President, Rajasthan Medical College Teachers Association in 1998, but the agreement is yet to be implemented.

(viii) The rate of NPA should be increased from 20% to 25% (as given to Central Govt. doctors) for Non-clinical teachers

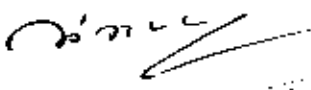
(ix) Academic Allowance, which was granted at nominal Rs.2750 per year in 1988, has been stopped. It should be restored and raised to Rs.2500 P.M. for Medical College Teachers.

(x) Conveyance Allowance should be given @Rs.3000 + DA per month.

(xi) To remove stagnation, either new posts of Professor be created or the post of Associate Professor be upgraded to Professor.

(xii) Fixed remuneration for Probationer Trainee on direct recruitment should be calculated on the same principle i.e. Rs.50/- less than the minimum Basic Pay in the scale admissible in the Pay Band plus Grade Pay.

(xiii) Due to late entry in Government Service, they fail to complete 33 years qualifying Service to earn full pension. Therefore, full pension should be allowed after completion of 20 years service as has being done by Central Government.


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(xiv) They are called upon to perform emergency services even on holidays whereas teachers on technical and academic side enjoy Sunday & other gazetted holidays.

(xv) There is no post of Senior Demonstrator in any Medical College outside the State nor in any clinical subject.

(xvi) Senior Demonstrator- enter as MBBS, acquire MD degree and yet remain stuck as Senior Demonstrator for long years since posts of Assistant Professor are not sufficient to promote/ recruit them.

(xvii) In this course, some of the PG Degree holder Senior Demonstrator have put in 15-20 years' service (including 10-15 years service as PG degree holder). Therefore, the maximum age limit prescribed in the rules for the post of Assistant Professor in non clinical subject should not remain, otherwise some of the very Senior Demonstrator would become ineligible.

(xviii) Doctors in Clinical branches are directly appointed as Assistant Professors, whereas in Non Clinical branches like pathology department doctors are recruited as Senior Demonstrator with MBBS degree as basic qualification, who get an opportunity to become Assistant Professor through DPC after completing MD degree. They have requested to remove this anomalies by considering notional promotion and fitment of Doctors who joined Non Clinical departments after completing their MD degree, as Senior Demonstrator, to the post of Assistant Professor after 3 years from the date of their joining and in other cases on completion of MD degree so as to bring them at par with counterparts serving in Clinical Departments.

(xix) Rajasthan Medical College Teachers Association State Headquarters (Jaipur) have stated that the Medical College Teachers of Rajasthan have been left far behind in pay scale and promotions as compared to Central Medical Colleges and UGC scales given to University/ College Teachers of Rajasthan. They are requesting for grant of pay scales and promotion avenues equivalent to Central Medical College.

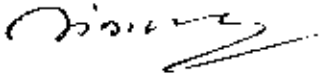
(xx) No. of affected persons are :

1. Assistant Demonstrator	247
2. Assistant Professor	543
3. Associate Professor	530
4. Professor	312

4. Factual Position and views of the Committee:-

I - Factual Position


(i) Principal, SMS Medical College and Controller of Attached Hospitals, Jaipur has supported the demand and stated that there is marked stagnation and disparity in Non-Clinical Departments in Medical Colleges. Unless something is done to correct this, we will face a major problem in near future as regards to the functioning of these departments.


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शासन सचिवालय, जयपुर

(ii) RCS (Revised Pay) Rules 1998 pay scales of Medical College Teachers and their pay scales in RCS (Revised Pay) Rules 2008 vis-à-vis those admissible as per UGC pay scales are as follows :-

Department	Post	RCS (Revised Pay) Rules 1998 Pay Scale	RCS (Revised Pay) Rules 2008	
			Running Pay Band	Grade Pay
Medical College	(i) Senior Demonstrator	8000-13500	15600-39100 (PB-3)	5400
	(ii) Assistant Professor	10000-15200	15600-39100 (PB-3)	6600
	(iii) Associate Professor	12000-16500	15600-39100 (PB-3)	7600
	(iv) Professor	14300-18300	37400-67000 (PB-4)	8700
	(v) Senior Professor	14300-18300 + Special Pay Rs.500 (or) 16400-20000	37400-67000 (PB-4) + Special Allowance of Rs.500/- P.M or PB-4 37400-67000	8700, As per option of Senior Professor concerned or 8900

Post	RCS Revised Pay) Rules 1998 Pay Scale	RCS (Revised Pay) Rules 2008		Special Allowance (P.M)
		Running Pay Band	Grade Pay	
Lecturer (Ordinary Scale)	8000-275-13500	15600-39100 (PB-3)	6000	-
Lecturer (Senior Scale)	10000-325-15200	15600-39100 (PB-3)	7000	-
(i) Lecturer (Selection Scale) (Who have not completed three years of service in the existing pay scale as on 01.01.2006)	12000-420-18300	15600-39100 (PB-3)	8000	-
(ii) Lecturer (Selection Scale) (Who have completed three years of service in the existing pay scale as on 01.01.2006 & onwards, subject to Guidelines issued in this regard)	12000-420-18300	37400-67000 (PB-4)	9000	-
Vice Principal, Post Graduate College/Degree College	12000-420-18300 (minimum Rs.12840/-)	37400-67000 (PB-4)	9000	1000
Principal, Degree College	12000-420-18300 (minimum Rs.12840/-)	37400-67000 (PB-4)	10000	2000
Principal, Post Graduate College	16400-450-20900-500-22400 (minimum Rs.17300/-)	37400-67000 (PB-4)	10000	3000


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(iii) Qualification and mode of recruitment are as follows:-

Non Clinical Wing

S.No	Post	Mode of Recruitment	Qualification and experience
1.	Senior Demonstrator in the specialty of forensic medical or dental surgery	100% by Direct recruitment	MBBS
2.	Lecturer /Assistant Professor	100% by Direct recruitment. In case of the specialty of forensic medicine or Dental Surgery 75% by Promotion. 25% by Direct recruitment	MD/MS/MCH/DM and having 3 years teaching experience. From Senior Demonstrator in the specialty of forensic Medicine or Dental Surgery. MD/MS/MCH/DM.
3	Readers/Associate Professor	100% by Promotion	From: Lecturer/Assistant Professor having 5 years teaching experience as above post
4	Professor and Additional Professor	100% by Promotion	From : Readers Assistant Professor having 4 years experience

Clinical Wing

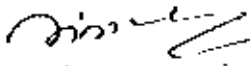
1	Lecturer/Assistant Professor	100% by Direct recruitment	MD/MS/MCH/DM
2	Reader/ Associate Professor	100% by Promotion	From Lecturer/Associate Professor having 5 years experience
3	Professor and Additional Professor	100% by Promotion	From Readers/Associate Professor having 4 years experience
4	Senior Professor	100% by Promotion	From Professor/Additional Professor having 10 years experience

(iv) Central Government has ordered Dynamic ACP up to Senior Administrative grade (grade pay Rs.10000 in PB-4) for Medical Doctors having 20 years of regular service or seven years of regular service in non functional selection grade carrying Rs.8700 as grade pay in PB-4.

(v) State Government has ordered admissibility of Assured Career Progression (ACP) to all State Service Officers on completion of 10, 20 & 30 years of regular service.

(vi) Central Government has also given pay bands on the basis of the Pay Scale, and not basic pay drawn as on 1.1.2006. (The date of new Pay Scales coming to Force)

(vii) 6th Pay Commission while retaining NPA has recommended its enhancement to 25% from the existing level of 20%.


 स.स. (वि.सं.) विभाग
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(viii) An agreement was reached between Secy., Medical & Health Department and President Rajasthan Medical College Teachers Association on 17-9-98.

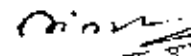
II – Views of the Committee

(ix) The demand of Medical Teachers for grant of higher pay scale i.e. Rs. 5900-6700 (scale No. 22) in RCS (Revised Pay) Rules 1989 to Senior Professor in Medical Colleges, is not justified. The Senior Professors in Medical Colleges of Rajasthan enjoy the benefit of private practice, which is not available to their counterparts in Government of India who get only NPA. The amount of NPA on this pay (in RCS (Revised Pay) Rules 1989 works out to Rs. 5000 a month or so, which is far less than the amount earned by private practice by a Senior Professor in Rajasthan. The Senior Professors in Rajasthan have been equated with other Heads of the Department like Director, Medical and Health Services, Chief Engineers, PWD, Irrigation and PHED and Director, Mines and Geology. All these posts carry pre-revised pay scale of Rs.16400-20000, which is now in PB-4 Rs.37400-67000 with grade pay of Rs. 8900. The Committee sees no reason for disturbing this long continued parity of Senior Professor with other senior posts in the State Government.

(x) The demand of the Medical Teachers is that Associate Professor whose pay has crossed the minimum of the pre-revised pay scale of Professor, should be given pay band-4 as it involves negligible financial implications. The contention is untenable because they do not become entitled to a higher pay band on the ground that they are getting pay in pre revised pay scale equivalent to or higher than the minimum of the pre revised pay scale of the post of Professor. The pay bands have been conceived after grouping of some pay scales. The grade pay is the main distinguishing feature of status of the cadre or post. Merely getting pay equivalent to minimum of the pay scale of the higher post in one's own pay scale does not entitle one to claim the senior post, nor does one become entitled to it, unless regularly promoted. Even this situation, which may be due to stagnation, has been considerably removed by the introduction of the Dynamic ACP in their case.

(xi) There is no force in the demand that Associate Professor, Senior Demonstrator and Assistant Professor have been placed in the same pay band (PB-3). Even when the pay band is the same, different posts carry different grade pays indicating their status in service. Higher posts carry higher grade pays, therefore, even if the pay band is the same, it does not matter when there are differential grade pays according to the status of the posts.

(xii) The next demand of the Medical Teachers is for restoration of academic allowance, which was sanctioned to them earlier. Since the reasons, which led to its discontinuance still exist, there is hardly any justification for its restoration.


सहायक शासन सचिव
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शासन सचिवालय, जयपुर

(xiii) The Medical Teachers have demanded increase in the rate of NPA from the existing level of 20% to 25%, at par with Central Government. While the Committee sees reason for retention of private practice, it is not in favour of enhancing it from 20 to 25% because even at the existing level of 20% the total amount will increase. We therefore, recommend that the existing level of NPA should be retained. The Committee however, noted that the rates fixed and conditions of private practice have not been looked into for a number of years. This only encourages violation. This needs to be examined and rates, conditions allowing private practice be revised suitably and thereafter enforced strictly.

(xiv) As regards their demand for not getting full pension because of their lateral entry into service, grant of transport allowance, re-fixation of pay of probationer-trainee as per earlier pattern, these demands have been dealt with elsewhere in our report while dealing with general demands.

(xv) The major demand of the Medical Teachers is that of permitting Dynamic ACP on the pattern of Central Government in the State of Rajasthan. Recognising stagnation as a fact in some medical disciplines and also keeping in mind the necessity of retaining good quality of Medical Teachers in the State, the Committee recognizes Medical Teachers as a distinct category as has been done by Government of India. The Committee acknowledges the fact that Medical Teachers play an important role in patient care and that the retention of good quality of teachers is in the larger interest of State. It is also a fact that as compared to College Teachers and University Teachers, their duties are onerous. Besides teaching, they perform clinical duties and also attend emergency at odd hours. Their responsibilities therefore, are in no way inferior to those of University/ College Teachers. Recently under the UGC dispensation the College/ University Teachers have been allowed time bound promotion and higher grade pay. The Committee therefore, is of the view that in view of the facts narrated above the benefits of Dynamic ACP in a modified form should be extended to Medical College teachers only as they form a distinct class. This scheme of Dynamic ACP is being extended keep in view the period of incumbency required in the service rules and also keeping in view the need to have a proper structure for delivery of patient care. **The Committee recommends as follows:**

(A) Assistant Professors who have completed 7 years regular service may be 'promoted/upgraded' to the post of Associate Professor;

(B) Associate Professors who have completed total 16 years' of service including 5 years' of service as Associate Professor in the cadre, may be promoted/upgraded in the scale of Professor (financial upgradation).

(C) Professors who have completed 26 years of service including 10 years as Professor, may be promoted/upgraded as Senior Professor (only financial upgradation).

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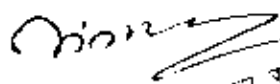
(xvi) These promotions under Dynamic ACP in terms of granting the pay scale of next promotional post and / or designating them as such, will be given effect only after a process of screening by a Committee to be constituted for this purpose. This upgradation will not confer them any right for independent units or beds in the hospital and other facilities associated with the regular promotion post.

(xvii) Those who are upgraded and given financial benefit under the Dynamic ACP scheme, shall continue to perform the same duties as prior to such upgradation. The regularly promoted Professor would be the Incharge/Head of the Unit and would continue functioning as today. The department would take necessary steps to ensure that there is no dislocation of work just because of change in designation. Instructions need to be issued in this regard.

(xviii) The Committee has observed that out of 518 posts of Assistant Professors 226 posts are lying vacant. It would therefore like to suggest that to take care of the problems of stagnation in the cadre of Senior Demonstrators Government, as one time measure, may think of filling up and if necessary, creating sufficient number of posts of Assistant Professors to resolve the problem of stagnation among the cadre of Senior Demonstrators keeping in view the service rules and requirement in view. If the post of Senior Demonstrator is not necessary to be retained in future, the whole issue needs to be examined thoroughly at the level of the Government keeping in mind the functional needs and smooth running of the medical colleges.

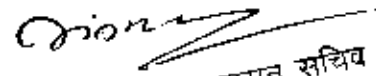
(xix) The Committee has looked into the matter of acquiring of postgraduate qualification and some teaching experience for appointment to the post of Assistant Professor. Entry to postgraduate post in a Medical College in Rajasthan is by way of selecting 50% of the vacancies from freshly passed MBBS doing house jobs and similar work and 50% of the vacancies from amongst Doctors working in Government of Rajasthan. The Doctor working in Government of Rajasthan after acquiring postgraduate qualification is not provided further opportunity of work in Medical Colleges unless he becomes a scholar in a research scheme under the ICMR or CSIR. No post of Tutor/Registrar in Clinical Wing or Senior Resident have been provided in Rajasthan Medical Colleges to enable acquisition of teaching experience after post graduation and before appointment as Assistant Professor. Both these categories wait for advertisement of the post of Assistant Professor. The teaching experience of 3 years required for the post of Assistant Professor in Medical Colleges of Government of India includes the experience as Tutor/ Registrar/ Senior Resident after the requisite postgraduate degree qualification.

(xx) The Committee, therefore, recommends that it would be in the academic interest of students as well as of the government, if some post-PG work-experience is prescribed for appointment to the post of Assistant Professor in a Medical College. We suggest that 3 years experience as Tutor/Registrar/Senior Resident should be prescribed on which a person could be appointed after acquiring the post graduate qualification. It is for the department and government to see whether


सहायक शारान सचिव
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some opportunity be provided and whether 3 years teaching experience or working on such posts be added as essential experience for appointment as Assistant Professor.

(xxi) The Doctors and the Principal during course of discussion have pointed out to a large number of issues such as difficulty in surviving on a fixed amount of Rs.20,200/- as Assistant Professor and Rs.16800/- as demonstrator, when they are much older than the other Government Servants and also issues such as fast promotions in some branches and stagnation in others, difficulty in recruiting/ retaining staff in some disciplines. The Committee realizes that these are genuine problems. However these are not in terms of reference of the Committee. The administrative and finance department have to study this issue in detail, study the position in neighbouring States and find a solution. Government could also introduce specific provision in service rules for recruiting/retaining doctors in fields where it is not possible to fill up posts after repeated efforts. The Administrative department may like to take steps in this direction as early as possible.


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Medical & Health Department

1. **Service/Cadre:-**
Posts:- Rajasthan Medical & Health Services
Medical Officer, Senior Medical Officer, Administrative Doctor, Specialist Doctor
2. **Representation from:-** (i) Akhil Raj Rajya Seva Chikitsak Sangh, Rajasthan
(ii) All Rajasthan in Service Doctors Association, Ajmer
(iii) Indian Medical Association, Rajasthan State Branch.
(iv) Block Chief Medical & Health officer Bikaner & Pali.
(v) Specialist Doctors of Barmer District
3. **Demand:-** They have represented that:
(i) In Centre Government Specialist Doctors are put in Pay Band-4 after a fixed period of 15 years of Service on account of time Scale promotions while a Senior Specialist in the State may never reach pay Band-4 even after promotion on the post of senior specialist because its pay scale is Rs.13500-17500 which is not in PB-4. Also in comparison to other State Service like RAS/ RAcS/ RPS/ Engineers, pay scales up to the post of Senior specialist in their channel is identical i.e. in pay scale Rs.12000-16500 but the next promotion pay scale is lower i.e. Rs.13500-17500 in Pay Scale Rules as 1998 where as the pay scale of next promotion in RAS/ RPS/ RACS/ Engineers is Rs.14300-18300.
(ii) All Medical Officers, Senior Medical Officers, Specialist Doctors and Administrative Doctors should be given Central Sixth Pay Commission Pay Scales. Dynamic ACP benefits should be allowed on completion of 4,9,13 & 20 years of service and after 20 years service grade pay Rs.10000 should be allowed.
(iii) Promotion avenues are very few, therefore time bound promotions should be granted to Medical Officers as under:

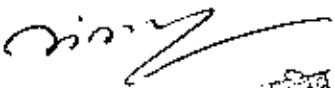
Time Period	Post
4 Years	SMO
9 Years	CMHO/Deputy Director
13 Years	Jt. Director
21 Years	Director

(iv) ACP should be sanctioned on completion of 9, 18 and 27 years service instead of 10, 20 & 30 years service as admissible non gazetted employees.

(v) The Following posts have been re-designated and left out of NPA schedule. These should be included

1. District Mother and Child Officer
2. Block Chief Medical and Health Officer
3. Deputy Chief Medical and Health Officer
4. Additional Chief Medical and Health Officer

(vi) Name of Additional CMHO, Jaipur and Udaipur are included in entitlement list of NPA, but other Additional CM & HO are deprived. Nature of duties and responsibilities being identical, NPA should be admissible to others as well.


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शासन सचिवालय, जयपुर

(vii) Transport Allowance, Hard Duty Allowance, Rural Allowance and all other allowances should be given at par with Central Govt.

(viii) NPA @ 25% should be sanctioned to all administrative, non clinical, T.B. Doctors and Block CMO.

(ix) As doctors have to study for long years. They do not complete the required years of qualifying service for getting full pension. Therefore, full pension should be given on completion of 20 years of service at par with Central Government.

(x) Medical Officers be posted in National Malaria Education Programmes.

(xi) Medical Officer be made Incharge L.H.V. Training Centre.

(xii) Post Medical Officer, College of Physical Education, Jodhpur may be deleted.

4 Factual Position and views of the Committee:-

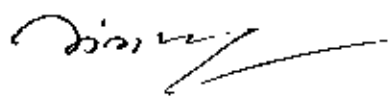
1 - Factual Position

(i) Director (PH), Medical & Health Services has sent the following comments:-

1. Grant of promotions be made based on time period, as against availability of vacancy. Time bound promotions should be equivalent to Central Government.
2. Formation of RMS Cadre like, RAS Cadre, with earmarked posts in Supertime, Selection, Senior and Junior Scale.
3. Rural Allowance, Consultation-fee, Risk allowance should be revised. It should be 3% of pay plus grade pay.
4. Promotion to the post of Joint Director should be available on completion of 20 year's service, as in Central Govt.
5. Sanction of NPA to Block Chief Medical & Health Officer.
6. The Director, Medical and Health (Public Health) has intimated that department has sent proposals for revision of NPA list to Government.

(ii) The existing pay scales and pay scales in RCS (Revised Pay Scale) Rule 2008 to member of Rajasthan Medical & Health Services are as follows:-

Name of Post	RCS (Revised Pay) Rules 1998 Pay Scale	RCS (Revised Pay) Rules 2008	
		Revised Pay Band	Grade Pay
Medical Officer	8000-13500	15600-39100 (PB-3)	5400
Senior Medical Officer/Deputy CHMO (FW)/Health/ Malaria	10000-15200	15600-39100 (PB-3)	6600
Assistant Director/ Junior Specialist	10000-15200	15600-39100 (PB-3)	6600
CMHO/Additional CMHO/ Deputy Director/Deputy Superintendent/ Deputy Controller/ Senior Specialist	12000-16500	15600-39100 (PB-3)	7600
Senior Specialist/ Jt. Director (S.G)	13500-17500	15600-39100 (PB-3)	8200
Additional Director	14300-18300	37400-67000 (PB-4)	8700
Director	16400-20000	37400-67000 (PB-4)	8900


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(ii) Central Govt. has ordered Dynamic ACP up to the Senior Administrative grade (grade pay Rs.10000 in PB-4) for Medical Doctors having 20 year's regular service or seven year's regular service in non-functional selection grade carrying grade pay of Rs.8700 in PB-4.

(iv) Also, all the Medical Doctors, whether belonging to organized service or holding isolated post, the benefit have been ordered as above, according to order F.No.A45012/2/2008 - C.H.S.V. issued by Ministry of Health & Family Welfare CHS Division, Govt. of India, dated 29 Oct., 2008. Details are as below:

(a) General Duty Medical Officer (GDMO) Sub-Cadre

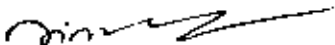
Promotions Under DACP Scheme		No. of years of regular service required for promotion
From	To	
Medical Officers (Grade Pay Rs.5400 in PB-3)	SMO (Grade Pay Rs.6600 in PB-3)	4 years in Grade Pay of Rs.5400 in PB-3 including service rendered in the pre revised scale of Rs.8000-13500
SMO (Grade Pay Rs.6600 in PB-3)	CMO (Grade Pay Rs.7600 in PB-3)	5 years in Grade Pay of Rs.6600 in PB-3 including service rendered in the pre revised scale of Rs.10000-15200
CMO (Grade Pay Rs.7600 in PB-3)	CMO(NFSG) (Grade Pay Rs.8700 in PB-4)	4 years in Grade Pay of Rs.7600 in PB-3 including service rendered in the pre revised scale of Rs.12000-16500
CMO(NFSG) (Grade Pay Rs.8700 in PB-4)	SAG (Grade Pay Rs.10000 in PB-4)	7 years in Grade Pay of Rs.8700 in PB-4 including service rendered in the pre revised scale of Rs.14300-18300 or 20 years of regular service.

(v) As per the resolution of Government of India, the following decision has been taken about Dynamic ACP Scheme for Doctors:-

"The Dynamic ACP Scheme for Doctors will be extended up to the Senior Administrative Grade (grade pay of Rs.10000 in PB-4) for Medical Doctors having 20 years of regular service or seven years of regular service in the non functional Selection Grade of Rs.8700 grade pay in PB-4. Also, all the Medical Doctors, whether belonging to organized services or holding isolated posts, will be covered by the DACP Scheme."

(vi) The Sixth Central Pay Commission has recommended to continue the NPA @ 25% of pay in running pay band plus grade pay.

(vii) Central Government has accepted the recommendations and NPA/ NCA is being paid @25% of Pay.


सहायक शासन सचिव
वित्त (वि.क.) विभाग
शासन सचिवालय, जयपुर

(viii) The following posts do not exist in NPA in order dated 16-5-98 in RCS (Revised Pay) Rules 2008

S. No	Name of Post
1	District Reproductive and Child Health Officer
2	Additional Chief Medical and Health Officer other than Jaipur and Udaipur
3	Block Chief Medical and Health Officer
4	Immunization Officer

(ix) State Government has ordered grant of ACP to State Service Officers on completion of 10, 20 & 30 years of regular service including Medical Doctors.

(x) In Central Government, a provision has been made for grant of pension equal to 50% of last pay on completion on 20 years' service. In State Government, existing provision for grant of full pension i.e. 50% of last pay on completion of 33 years of service continues.

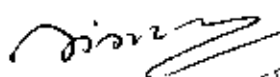
(xi) Transport Allowance is not being paid by State Govt.

II – Views of the Committee

(xii) As regards their demand for grant of ACP on completion of 9, 18 and 27 years' service at par with Sub-ordinate Service employees it would be pertinent to mention here that ACP scheme has been granted to Sub-ordinate Service employees on 9, 18 and 27 years' service retaining the same period as was prescribed while granting selection grade to this category of employees. For State Service Officers there was no provision for grant of selection grade. ACP is a new dispensation on the pattern of Government of India whereunder next grade pay is admissible to an employee on completion of 10, 20 and 30 years' of service. This period is at par with that of Government of India and as such no modification is warranted in the scheme of Government of India.

(xiii) As regards the demand for inclusion of certain posts for grant of non-practicing allowance in the schedule, it is for the Administrative Department to review the same. The Committee is of the view that if certain re-designated post-holders continue discharging the functions for which non-practicing allowance was sanctioned, such persons who are performing the functions for which NPA is admissible should also be allowed NPA after getting the re-designated posts included in the schedule. The Administrative Department would be well advised to initiate action for getting such posts included in the schedule regulating grant of NPA.

(xiv) As regards their demand for grant of time bound promotion or Dynamic ACP at par with Central Government, the problem of stagnation in service has been resolved to a large extent by the dispensation of ACP scheme, which has been introduced by the State on the pattern of Government of India. A Junior Specialist


सहायक शासन सचिव
वित्त (निचम) विभाग
शासन सचिवालय, जयपुर

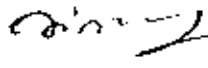
drawing grade pay of Rs. 6600 can now draw grade pay of Rs.6800, Rs. 7200 and Rs. 7600 on completion of 10, 20 and 30 years' service respectively. In case of promotion he would draw actual promotional benefits along with the grade pay of the post. In view of this dispensation, the Committee does not see any possibility of stagnation.

(xv) The CPC from 5th Pay Commission has recommended dynamic ACP for Medical, Ayurvedic, Homeopathic, Veterinarian Doctors and Engineers. The State has not accepted this recommendation as it has its own pattern of dealing with career progression. The Doctors and other category of employees have to be treated on the same pattern as other Government employees as they are placed in the villages, tehsils, sub-divisions and districts. The Committee therefore, recommends that the position taken from 5th CPC in the State should be maintained. As regards granting time bound promotion under the scheme of dynamic ACP it would be pertinent to mention that the dynamic ACP scheme has been allowed to teachers of Medical Colleges. It has been allowed to Medical teachers in recognition of their role in patient care. The teachers of University/Colleges have been allowed time bound promotions under the scheme of UGC which has been accepted and implemented by the State Government. The function and responsibilities of Medical Teachers are in no way less important than of University/College teachers. Besides teaching, the medical teachers also perform clinical duties and attend emergency, this is not the case with general duty medical doctor as such there is no case for granting them time bound promotion under Dynamic ACP scheme.

(xv) The Medical Officers have also demanded reorganization of the medical cadre on the pattern of RAS with earmarked posts in senior, selection and supertime scales. Reorganization of a cadre is not in the terms of reference of the Committee. However, the Committee would like to suggest that administrative department may look into this demand of reorganization of the service.

(xvi) As regards their other demands for Transport Allowance, Hard Duty Allowance, Rural Allowance and grant of full pension on completion of 20 years of service at par with Government of India, all these demands have been dealt with elsewhere in our report while dealing with general demands.

(xvii) As regards their demand for grant of NPA to Medical Officers, it would be pertinent to mention here that private practice has not been banned for them as such this demand has no force.


सहायक शासन सचिव
वित्त (मिशन) विभाग
शासन सचिवालय, जयपुर

Medical & Health Department

1. **Service/Cadre:-** **Medical & Health Other Post.**
Posts:- **Public Analyst**
Chief Public Analyst
2. **Representation from:-** Association of Public Analysts and Analytical Chemists (Rajasthan)
3. **Demand:-** They have represented that :
(i) Their qualification is M.Sc. with 3 years' experience, after passing the examination conducted by Central Government. Therefore, it is difficult to fill up the posts. In such circumstances, pay scale of the post should be higher and needs more promotion avenues.
(ii) A Committee constituted by Union Parliament has recommended (pre-revised) pay scales Rs.10000-15200 for Public Analyst and Rs.12000-16500 for Chief Public Analyst.
(iii) Public Analyst's pay scale should be 10000-15200, at par with Central Government.
(iv) State Government had announced in the State Assembly on 27.2.1992 that Central pay scales have been given to all State Government employees
(v) No. of affected persons are 15

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

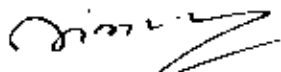
I - Factual Position

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

Post	RCS (Revised Pay) Rules 1998 Pay Scale	RCS (Revised Pay) Rules 2008	
		Revised Pay Band	Grade Pay
Public Analyst	8000-13500	15600-39100 (PB-3)	5400
Chief Public Analyst	10000-15200	15600-39100 (PB-3)	6600

- (ii) Joint Parliament Committee recommendations (as provided by the Association with their representation), in para 3.3 of the report, are:-

"The Public Analyst of any State should be of the same rank and status as that of the Deputy Director of Health Services and a Public Analyst of a regional laboratory where there may be a numbers of districts covered by such a laboratory may be of the rank of Assistant Director of Health Services. The Public Analyst of a District Laboratory should be the rank of District Health Officer. The Public Analyst of a corporation should be in the rank of Deputy Health Officer of the corporation."

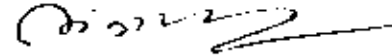

सहायक सचिव
वित्त विभाग
शासन सचिवालय, जयपुर

(iii) Pay Scales of Medical & Health Officers in the State are as follows :-

Post	RCS (Revised Pay) Rules 1998 Pay Scale	RCS (Revised Pay) Rules 2008	
		Revised Pay Band	Grade Pay
Medical Officer	8000-13500	15600-39100 (PB-3)	5400
SMO/Assistant Director	10000-15200	15600-39100 (PB-3)	6600
CMHO/ Deputy Director	12000-16500	15600-39100 (PB-3)	7600

II – Views of the Committee

(iv) The demand of the association is based on the ground that their qualification is M.Sc. with 3 years experience. The demand has been considered by the Committee. The Committee agrees with the view expressed by the Administrative Department. Duration of their qualification is not longer than that of MBBS. They have already been granted pay scale at par with an MBBS Doctors and as such, the Committee does not find any justification for revision in the pay scales.



सहायक शासन सचिव
वित्त (नियम) विभाग
शासन सचिवालय, जयपुर

Medical & Health Department

1. **Service/Cadre:-** Rajasthan Medical & Health Service/Nursing Teacher
Posts:- Lecturer, Vice Principal, Principal of Nursing College
2. **Representation from:-** All Rajasthan Medical Health & Family Welfare Employees Federation
3. **Demand:-** They have represented that :
 (i) There were pay anomalies in Fifth Pay Commission pay scales of Senior Tutor/ Lecturer, Senior Lecturer/ Vice Principal/ Principal (Nursing College).
 (ii) As per Sixth Pay Commission, Central Government has upgraded the existing pay scales of Medical employees looking to the specialized emergency services. But in the State, pay scale/grade pay and allowances have not been given at par with Central Government. Therefore, pay anomalies of Fifth Pay Commission should be rectified and Sixth Pay Commission benefits be given equal to Central Govt.
 (iii) Details of pay anomalies are as follows :-

Post	Central Govt. Before upgradation & upgraded pay scales	Running Pay Band & Grade Pay Central Govt.	State Govt's. existing pay scales	Running Pay Band & Grade Pay State Govt.
Senior Tutor/ Lecturer	7500-12000 (8000-13500)	15600-39100 (PB-3) GP 5400	6500-10500	9300-34800 (PB-2) GP 4200
Senior Lecturer/ Vice Principal	8000-13500 (12000-16500)	15600-39100 (PB-3) GP 7600	8000-13500	15600-39100 (PB-3) GP 5400
Principal (Nursing)	10000-15200 (12000-16500)	15600-39100 (PB-3) GP 7600	9000-14400	15600-39100 (PB-3) GP 6000

- (iv) They have demanded following allowances as per Central Govt. rates :-
 1. Children Education Allowance
 2. Transport Allowance
 3. Rural Allowance
- (v) Pattern/formula of running Pay Band and Grade Pay given to State employees is different from the Central Government.

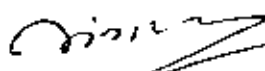
4. **Factual Position & Views of the Committee:-**

I. Factual Position:

- (i) Pay Scales for the posts for College of Nursing in RCS (Revised Pay) Rules 1998 and 2008 are as follows :-

State Government

Post	RCS (Revised Pay) Rules 1998 Pay Scale	RCS (Revised Pay) Rules 2008	
		Running Pay Band	Grade Pay
Lecturer	6500-10500	9300-34800 (PB-2)	4200
Senior Lecturer	8000-13500	15600-39100 (PB-3)	5400
Principal College of Nursing	9000-14400	15600-39100 (PB-3)	6000


 सहायक शासन सचिव
 वित्त (नियम) विभाग
 शासन सचिवालय, जयपुर

(ii) There is a post of Assistant Lecturer, College of Nursing in RCS (Revised Pay) Rules 2008 carrying grade pay of Rs.3600.

(iii) Demand for Children Education allowance, Transport allowance has been dealt with elsewhere, Rural allowance wherever payable, has not been revised.

(iv) Para 52.65 of 5th CPC report, comments regarding Nursing Education Stream in Centre reads are that Nursing Education is conducted in the Hospital Schools of Nursing, Raj Kumari Amrit Kaur College of Nursing, and some other teaching and training institutions under the Central Government. Nursing education is also provided by the AIIMS and PGJ Chandigarh, both autonomous bodies. All the Colleges of Nursing prepares Nurses for the B.Sc. (Nursing) degree (basic/ post basic) and higher courses. The Hospital Schools of Nursing assist in the professional preparation of nurses. The entry level in this stream is that of a Clinical Instructor (Rs.1640-2900) with qualifications being the same as those of a Staff Nurse in the Nursing Service stream; plus one year experience of clinical nursing. The cadre structure above the entry level is the Sister Tutor, Lecturer and Senior Lecturer. This is a small segment of 98 personnel in the overall category of nursing staff, engaged in the RAK College of nursing, Central institute of psychiatry, Rural Health Training Centre, National Tuberculosis Institute, Lady Reading Health School etc.

(v) There is no post in the name of Senior Tutor in RCS (Revised Pay) Rules 2008. Also there is no post of Vice Principal, College of Nursing in Rajasthan Medical and Health State and Subordinate service rules, as stated.

II. Views of the Committee:

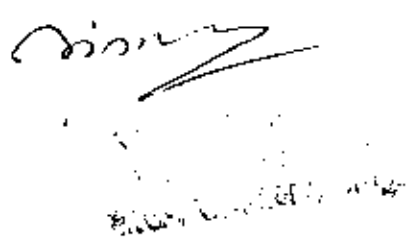
(vi) The stream of Nursing Education in Central government begins with Clinical Instructor (5500-9000) (having B.Sc. Nursing qualification with one year experience in clinical nursing). The other posts in Nursing Education in Centre are:

Sister Tutor	-	(grade pay 4200)
Senior Tutor	-	(grade pay 4200)
Lecturer	-	(grade pay 4200)
Senior Lecturer	-	(grade pay 5400)

(vii) Where as the structure of Nursing education in the State is as under:

Nursing Tutor (GP 3600) – filled in 100% by promotion from Nurse Grade-II.

(There is a post of Assistant Lecturer in college of Nursing in RCS (Revised Pay) Rules 2008 with grade pay Rs.3600).



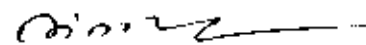
Lecturer - (GP 4200)	100% by direct recruitment having B.Sc. Nursing qualification, registration as 'A' Grade Nurse with 2 Years professional experience.
Senior Lecturer (GP 5400)	50% by direct recruitment having M.Sc. Nursing qualification, Registration as a 'A' grade Nurse with 4 Years professional experience including 2 years in Teaching; The rest 50% by promotion from Lecturer.
Principal (GP 6000)	100% by promotion from Senior Lecturer

(viii) 6th CPC, while examining the demands from Teaching Nurses in RKAK College of Nursing, have recommended that established relativity between Nurses in Hospital with Teaching Nurses is to be maintained. There is no upgradation of pay scales and consequent grade pays for the posts of Lecturer and Senior Lecturer in College of Nursing. The special dispensation given to the Nurses by 6th CPC has been dealt with elsewhere in the report. However, the post of Nursing Tutor being the promotion post from Nurse Grade II, the recommendations of the Committee for the post of Nurse Gr I shall be applicable for the post of Nurse Tutor also.

(ix) Thus, apart from the post of Nursing Tutor (grade pay Rs. 3600) (a post of Assistant Lecturer is also appearing in RCS (Revised Pay) Rules 2008 with grade pay Rs. 3600), the post of Lecturer and Senior Lecturer in State government and in Central government carry identical pay scales/grade pays. Therefore, there is no justification for the demand of higher grade pays for the posts of Lecturer, Senior Lecturer and Principal.

(x) However the benefits of recommendations of the Committee made earlier shall be admissible to the holder of the post of Lecturer, College of Nursing.

(xi) Their demands for grant of Children Education Allowance, Transport Allowance have been dealt with elsewhere in the report.



राज्य सरकार
विद्यापीठ
शासन, कोलकाता, ७०००६४

Medical & Health Department

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

**Rajasthan Medical & Health Sub-ordinate
Services**

- (a) Nurse Grade-I, Nurse Grade-II,
- (b) Nursing Superintendent-I,
Nursing Superintendent-II, Nursing Tutor,
- (c) Senior Physiotherapist, Physiotherapist,
- (d) Radiographers, Dark Room Assistant,
- (e) Assistant Malaria Officer, Malaria Inspector,
Sector
- (f) Supervisor, Senior Multipurpose Worker,
- (g) Multi Purpose Worker (Male),
- (h) Block Health Supervisor (Male).

2. **Representation from:-**

- (i) All Rajasthan Medical Health & Family Welfare
Employees Federation,
- (ii) All Rajasthan Diploma Holder Multipurpose
Health Worker's Association (Rajasthan),
- (iii) Akhil Rajasthan Chikitsa Swasthya evum Pariwaar
Kalyaan Multipurpose Worker's Karmchari Sangh,
Rajasthan,
- (iv) Rajasthan Malaria Nagariya, Gramin Evam
Multipurpose Adhinasta Karamchari Sangh,
- (v) Rajasthan Radiographers Association,
- (vi) The Indian Association of Physiotherapists,
- (vii) Rajasthan Adhinastha Karamchari Sangh,
- (viii) Chikitsa Swasthya Evam Parivar Kalyan
Prayaveshak Sangh,
- (ix) Rajasthan Nurses Association Jaipur.

**Demands of each of the above groups are dealt with separately at (a), (b), (c), (d),
(e), (f) and (g) below:**

2. **Posts:-**

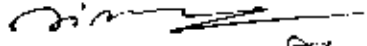
- (a.) Nurse Grade-I
Nurse Grade-II

3. **Demand:-**

They have represented that :

(i) There were pay anomalies in Fifth Pay Commission
pay scales of the posts of Nurses Grade-I and Nurse
Grade-II.

(ii) In Sixth Pay Commission, Central Government has
upgraded the existing pay scales of medical employees
looking to their specialized emergency services. But in
the State, the pay scales and grade pays and allowances
have not been given, as allowed by Central Government.
Hence, the pay anomaly of Fifth Pay Commission pay
scale should be rectified and Sixth Pay Commission
benefits be given equal to Central Government.


सहायक शासन सचिव
वित्त (निगम) विभाग
शासन सचिवालय, जयपुर

(iii) The details of pay anomalies are as follows :-

	CCS (Revised Pay) Rules 1998	RCS (Revised Pay) Rules 1998	CCS (Revised Pay) Rules 2008	RCS (Revised Pay) Rules 2008
Post	Central Govt. (Before up gradation & upgraded)	State Govt.	Running Pay Band & Grade Pay Central Govt.	Running Pay Band & Grade Pay State Govt.
Nurse-II	5000-8000 (7450-11'500)	5000-8000	9300-34800 (PB-2) GP (Rs.4600)	9300-34800 (PB-2) GP (Rs.3200)
Nurse-I	5500-9000 (7500-1200)	5500-9000	9300-34800 (PB-2) GP (Rs.4800)	9300-34800 (PB-2) GP (Rs.3600)

(iv) They have demanded following allowances at per Central Government rates :-

1. Liveries Allowance,
2. Washing Allowance,
3. Nursing Allowance,
4. Hospital Patient Care Allowance,
5. Special Pay,
6. Children Education Allowance,
7. Transport Allowance,
8. Mess Allowance,
9. Rural Allowance,
10. Stipend to Nursing Trainees.

(v) The pattern/ formula of running Pay Bands and Grade Pays given to State employees is different from that given by Central Government.

(vi) Grade Pay Rs.4200/- be given equivalent to Central Government to all posts carrying existing pay scales Rs.5000-8000 and Rs.5500-9000, instead of grade pay Rs.3200 and Rs.3600.

4. **Factual Position & Views of the Committee for (a) :-**

I. Factual Position :

(i) Pay Scales of Nurse Grade-II and Grade-I in RCS (Revised Pay) Rules 2008 in Central and State Government are as follows:-

State Government

Post	RCS (Revised Pay) Rules 1998	RCS (Revised Pay) Rules 2008	
		Running Pay Band	Grade Pay
Nurse-II	5000-8000	9300-34800 (PB-2)	3200
Nurse-I	5500-9000	9300-34800 (PB-2)	3600

Central Government

Post	CCS (Revised Pay) Rules 2008	
	Running Pay Band	Grade Pay
Staff Nurse	9300-34800 (PB-2)	4600
Nursing Sister	9300-34800 (PB-2)	4800

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 सहायक शासन सचिव
 वित्त (नियम) विभाग
 शासन सचिवालय, जयपुर

(ii) The relevant part of Sixth Pay Commission recommendations is as under:

"As mentioned in para 3.8.3, the Commission is recommending higher pay scales for the cadre of Nurses. This will affect some of the existing relativities of nursing cadres vis-à-vis other para medical staff. This, however, is a conscious decision of the Commission for giving a better deal to the Nurses in recognition of the duties being performed by them. Apart from the cadre of Nurses, the Commission has made a conscious effort not to disturb any of the established relativities between the other cadres of para medical staff. In any case, the different categories of para medical staff will benefit from the re-organization of pay scales being recommended by the Commission. Accordingly, the following pay structure is being recommended for different categories of para medical staff including Nurses.

Designation	Present Pay Scale	Recommended Pay Scale	Corresponding Pay Band & Grade Pay	
			Pay Band	Grade Pay
Assistant Radiographer-III	3050-4590	3050-4590	PB-1	1900
Assistant Radiographer-II/ Lady Health Visitor	4000-6000	4000-6000	PB-1	2400
Radiographer-III	5000-8000	6500-10500	PB-2	4200
Staff Nurse	5000-8000	7450-11500	PB-2	4600
Physiotherapist/ Radiographer-II	5500-9000	6500-10500	PB-2	4200
Nursing Sister	5500-9000	7500-12000	PB-2	4800
Radiographer	6500-10500	7450-11500	PB-2	4600
Assistant Nursing Superintendent	6500-10500	8000-13500	PB-3	5400
Deputy Nursing Superintendent	7500-12000	8000-13500	PB-3	5400
Nursing Superintendent	8000-13500	10000-15200	PB-3	6100
Chief Nursing Officer	10000-15200	12000-16500	PB-3	6600

Posts of other para-medical technicians/ personnel not mentioned above shall be extended the corresponding revised pay bands and grade pay. The posts which were in different pay scales earlier but have come to lie in an identical pay band and grade pay shall stand merged (para 3.8.15)".

(iii) State Govt. has not upgraded the existing pay scales as per Sixth Pay Commission recommendation for any posts/Cadre.

(iv) State Govt. has not granted Nursing Allowance, Hospital Patient Care Allowance, Special Pay, Children Education allowance, Transport allowance, Stipend to Nursing Trainees and Rural allowance. Liveries Allowances, Washing Allowances where it payable has not been revised.

Signature
सहायक शासन सचिव
विला (निर्वाह) विभाग
शासन सचिवालय, जयपुर

II – Views of the Committee

(v) Their main demand is for grant of pay scales granted by VI CPC for Nurses.

(vi) The comparative structure of nursing cadre in the State government and the central government is as under :

PRE-REVISED PAY SCALES

State Government		Central Government	
Name of the post	Pay Scale	Name of the post	Pay Scale
Nurse Gr.II	5000-8000	Staff Nurse	5000-8000
Nurse Gr.I	5500-900	Nursing Sister	5500-9000
Nursing Supdt. Gr.II	6500-10500	Asstt. Nursing Supdt.	6500-10500
Nursing Supdt. Gr.I	7500-12000	Deputy Nursing Supdt.	7500-12000
District Chief Nursing Supdt.	8000-13500	Nursing Supdt.	8000-13500
Chief Nursing Supdt./ Dy. Director Nursing	10000-15200	Chief Nursing Officer	10000-15200
Jt. Director Nursing	10650-15850	-No Post--	

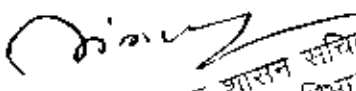
(vii) Their demand for grade pay Rs. 4200 for three erstwhile scales of Rs. 5000-8000, Rs. 5500-9000 and Rs. 6500-10500 have been dealt with elsewhere in the report. Simultaneously, they have sought parity in pay scales with their counter parts in Central government.

(viii) Accordingly, recommended upgradation of the pre revised pay scales and grant of grade pays and pay bands for comparable posts are as under:

In 6th CPC

State Government		Central Government	
Name of the post	Pay Band & Grade Pay (Rs.)	Name of the post	Pay Band & Grade Pay (Rs.)
Nurse Gr.II	PB-2, 3200	Staff Nurse	PB-2, 4600
Nurse Gr.I	PB-2, 3600	Nursing Sister	PB-2, 4800
Nursing Supdt. Gr.II	PB-2, 4200	Asstt.Nursing Supdt.	PB-3, 5400
Nursing Supdt. Gr.I	PB-2, 4800	Deputy Nursing Supdt.	PB-3, 5400
District Chief Nursing Supdt.	PB-3, 5400	Nursing Supdt.	PB-3, 6600
Chief Nursing Supdt./ Dy. Director Nursing	PB-3, 6600	Chief Nursing Officer	PB-3, 7600
Jt. Director Nursing	PB-3, 6800	-No Post--	

(ix) The Committee shares the views of the 6th CPC in respect of the need to distinguish the service of Nurses from the other para medical staff looking to duties performed by them.


सहायक शासन सचिव
चित्त (नि.पम) विभाग
शासन सचिवालय, जयपुर

(b): **Nursing Superintendent-I,
Nursing Superintendent-II,
Nursing Tutor**

3. **Demand:-**

(i) They have represented that there were pay anomalies in Fifth Pay Commission pay scales of Nursing Tutor, Nursing Superintendent Grade-II and Nursing Superintendent Grade-I.

(ii) In Sixth Pay Commission, Central Government has upgraded the existing pay scales of Medical Department employees looking to their specialized and emergency services. But in the State, the pay scales/ grade pays and allowances have not been given, as sanctioned by Central Government. Therefore, pay anomalies of Fifth Pay Commission Pay Rules should be rectified and Sixth Pay Commission benefits be given equal to Central Government.

(iii) The details of pay anomalies are as follows :-

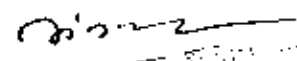
5 th Pay Commission Pay Scales		6 th Pay Commission Pay Scales		
Post	Central Government before upgradation and upgraded pay scales	State Government pay scales	Running Pay Band and Grade Pay Centre	Running Pay Band and Grade Pay State
Nursing Tutor	6500-10500 (8000-13500)	5500-9000	PB-3 15600-39100 (Rs.5400)	PB-2 9300-34800 (Rs.3600)
Nursing Superintendent-II/ Deputy Nursing Superintendent(Centre)	7500-12000 (8000-13500)	6500-10500	PB-3 15600-39100 (Rs.5400)	PB-2 9300-34800 (Rs.4200)
Nursing Suptd-I/ Nursing Superintendent(Centre)	8000-13500 (10000-15200)	7500-12000	PB-3 15600-39100 (Rs.6600)	PB-2 9300-34800 (Rs.4800)

(iv) They have demanded following allowances as per Central Government rates :-

1. Hospital Patient Care Allowance
2. Children Education Allowance
3. Transport Allowance
4. Rural Allowance

(v) Pattern/formula of running Pay Bands and Grade Pays given to State employees is different from the Central Government.

(vi) Grade Pay Rs.4200/- be given equivalent to Central Government to posts carrying existing pay scale 5000-8000 and 5500-9000, instead of grade pay 3200 and 3600.


 सहायक सचिव (वित्त) निदेश
 शासन सचिवालय, जयपुर

4. **Factual Position & Views of the Committee for (b) :-**

I. Factual Position:

(i) Pay Scales of post RCS (Revised Pay) Rules 2008 in State Govt. and Central Govt. are as follows :-

State Government

Post	RCS (Revised Pay) Rules 1998 Pay Scale	RCS (Revised Pay) Rules 2008	
		Running Pay Band	Grade Pay
Nursing Tutor	5500-9000	9300-34800 (PB-2)	3600
Nursing Suptd.-II	6500-10500	9300-34800 (PB-2)	4200
Nursing Suptd.-I	7500-12000	9300-34800 (PB-2)	4800

Central Government

Post	CCS (Revised Pay) Rules 2008	
	Running Pay Band	Grade Pay
Assistant Nurse Superintendent	15600-39100 (PB-3)	5400
Deputy Nursing Superintendent	15600-39100 (PB-3)	5400
Nursing Superintendent	15600-39100 (PB-3)	6600

(ii) As reported above, 6th CPC, while making recommendations for certain para medical posts, have allowed corresponding grade pays for most of them.

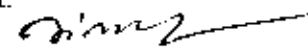
(iii) State Govt. has not upgraded existing pay scales as per Sixth Pay Commission recommendations for any posts/ Cadre.

(iv) State Govt. has not granted Hospital Patient Care Allowance, Children Education allowance, Transport allowance and Rural allowance, wherever it is payable has not been revised.

II. Views of the Committee:

(v) With higher grade pays recommended for the post of Staff Nurse and Nursing Sister amounting to Rs. 4600 and Rs. 4800 in PB-2 respectively by VI CPC, the grade pays of senior posts had to be revised upwards, as has been detailed above i.e. while dealing the demands of Nurses in the preceding pages. Finding it difficult to keep on upgrading the grade pays of higher posts interruptedly, the Commission had recommended merger of post of Assistant Nursing Superintendent with Deputy Nursing Superintendent with grade pay Rs. 5400 in PB-3.

(vi) State government have not upgraded grade pays of the any of these posts in comparison to the grade pays assigned to analogous post in Central government.


 सहायक सचिव
 वित्त (निका) विभाग
 शासन सचिवालय, जयपुर

(vii) Keeping the recommendations made by the Committee earlier in the report in mind and overall relativities of the State Government as well as the recommendations made for the post of Nurse Gr. II and Nurse Gr. I earlier, the Committee recommends as under:

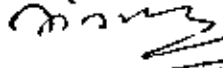
(a) The post of Nursing Tutor is filled in 100% by promotion from the post of Nurse Gr. II. In view of this the grade pay for the post of Nursing Tutor is recommended to be kept at par with that of Nurse Gr. I;

(b) The grade pay of the post of Nursing Superintendent, which is Rs. 4200 at present, is recommended to be Rs. 4800 in PB-2 in view of the fact that this post is filled in by promotion from Nurse Gr. I/Nursing Tutor;

(c) RCS (Revised Pay) Rules 2008 provide grade pay of Rs. 4800 for the post of Nursing Supdt. Gr. I. The Committee recommends no change in the grade pay of the post.

(d) The grade pay for the post of District Chief Supdt., which Rs. 5400 at present, remains unchanged.;

(e) Likewise, the grade pays of the posts of Chief Nursing Supdt./Deputy Director, Nursing (Rs. 6600), and that of Joint Director Nursing (Rs. 6800) are also recommended to remain unchanged.


सहायक शासन सचिव
वित्त (भियन) विभाग
शासन सचिवालय, जयपुर

(c):

3. **Demand:-**

**Physiotherapist
Senior Physiotherapist**

(i) Presently, Physiotherapy is a degree course of 4½ years including 6 months internship after 10+2 examination with Science. The posts of Physiotherapists are filled in by RPSC, but no recruitment has been done in the last 20 years. Prior to this, recruitment was done departmentally. In Third Pay Commission, pay scale of Physiotherapist was equal to MBBS/BDS and higher than Ayurved and Homeopathy. The pay scales should be given identical to MBBS/BDS, Ayurved, Naturopathy, Yoga, Homeopathy, as the duration of course and admission terms are similar to them i.e. Pay Band PB-3 Rs.15600-39100 with grade pay Rs.5400.

(ii) The promotion channel for Physiotherapist is Senior Physiotherapist and Supdt. Physiotherapist. There should be a post of Physiotherapist and Senior Physiotherapist in every District Hospital and Supdt. Physiotherapist in every 'A' Class Hospital and Chief Physiotherapist in affiliated Medical College Hospitals.

(iii) The Service Rules should be suitably amended to prescribe for a four years degree course as the minimum qualification for recruitment to the post of Physiotherapists.

(iv) Physiotherapy has been removed from the list of para Medical with effect from 5.8.2008. There should be a separate/ independent State level Council for Physiotherapist.

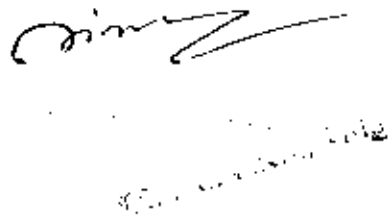
(v) No. of affected persons are :- 58

4. **Factual Position & Views
of the Committee for (c) :-**

I. Factual Position:

(i) The existing pay scale and RCS (Revised Pay) Rules 2008 pay scales are as follows:-

Post	RCS (Revised Pay) Rules 1998	RCS (Revised Pay) Rules 2008	
		Running Pay Band	Grade Pay
Physiotherapist	5500-9000	9300-34800 (PB-2)	3600
Senior Physiotherapist	6500-10500	9300-34800 (PB-2)	4200
Medical Officer/ Ayurved Chikitsak/ Unani Chikitsak/ Homeopathic Chikitsak	8000-13500	15600-39100 (PB-3)	5400
Supdt. Physiotherapy (131)	9000-14400	15600-39100 (PB-3)	6000



(ii) Qualification prescribed for appointment to the post of Physiotherapist is Secondary or its equivalent qualification. Prior to 1994, Diploma in Physiotherapy was a 2 year Course. This course stands discontinued.

(iii) Physiotherapy now is not part of the Paramedical Council. In their view, Physiotherapy is not a Para Medical Service now.

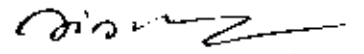
(iv) The representing Union has informed the Committee that now there is a degree course in Physiotherapy, which takes 4½ years duration including six months' internship, after passing Senior Secondary examination with Science. The post of Physiotherapist is filled in by direct recruitment through RPSC. Therefore, they have sought parity in pay scale of post with the post of Medical Doctors, Dental Doctors, Ayurved-Homeopathic Doctors.

II. Views of the Committee:

(v) The Committee examined the recruitment rules and observed that appointment of the post of Physiotherapist is 100% by direct recruitment. But the minimum qualification prescribed is Secondary with Diploma in Physiotherapy. As reported, the diploma course has been discontinued. Therefore, the government is advised to consider amending the service rules relating to minimum qualification for appointment to the post of Physiotherapist. At the time of amendment in service rules, the qualification for appointment to the post, upgradation of pay scale for the post can be considered.

(vi) Their other demand like creation of post of Senior Physiotherapist in every district hospital and Superintending Physiotherapist in every A class hospital, post of Chief Physiotherapist in Medical College hospitals, amendment in service rules relating to minimum qualification for appointment to the post and setting up independent State level council for Physiotherapists are administrative issues and should be placed before the administrative department.

(vii) In view of the recommendations of the Committee made earlier in the report, grade pays and consequently benefits in ACP scheme to these posts shall stand modified, which may meet their expectations.


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1. (d): **Dark Room Assistant,
Radiographer**

2. **Demand:-**

(i) They have represented that Central Government have merged the pay scales of Radiographers i.e. Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500 in pre revised pay scales and placed them in the pay scale of Rs.7450-11500 and have assigned them grade pay of Rs.4600 in PB-2. This pay scale should be given to Radiographers in the state.

They have reported that Radiographer's pay scale has lagged behind the pay scales granted to Physiotherapist, Nurse Grade-I, Nurse Grade II & Nursing Tutor.

(ii) It is demanded that Dark Room Assistant may be given grade pay Rs.1900 in PB-1.

(iii) Qualifications for entry post X-Ray Technician/Radiographer in Central Government, is 10th with diploma in Radiography whereas in Rajasthan, it is Senior Secondary (Science) with 18/24 months Radiographer's course. The duties of the post are same. In Fifth Pay Commission Pay Scales, Radiographer's pay scale in Central Government is 5000-8000 and in State it is 4000-6000. In Sixth Pay Commission pay scales, Central Government has granted Grade Pay of Rs.4600, but in State it is Rs.2400. It should be at par with Central Government.

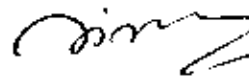
(iv) In Central Government Grade Pay on first promotion/ 1st ACP is Rs.4800, whereas in State Grade pay on first promotion/1st ACP is Rs.3200.

(v) In Central Government, Grade Pay in second and third ACP is Rs.5400 and is 6600 respectively, where as in State Grade Pay in second ACP and third is 3600 and Rs.4200 respectively.

(vi) Qualifications and duties of Dark Room Assistant are same in State and Central Government, but there are differences in the pay scales. This is an isolated post in the state. The pay scales are:

Pay Scale of Dark Room Assistant

	Centre	State
Pay Scale of the post in fifth Pay Commission Pay Rules	3050-4590	2950-4475
Existing, First-Promotion/ Selection grade	4000-6000	3200-4900
Pay Scale of the post in Sixth Pay Commission Pay Rules	5200-20200 (PB-1) GP Rs.1900	5200-20200 (PB-1) GP Rs.1850


सहायक सचिव (विद्युत)
वित्त (विद्युत) विभाग
शासन सचिवालय, जयपुर

(vii) Pay Scales and benefits on promotion/ACP should be given according to Central Government.

(viii) Position of Radiographers vis-à-vis other posts in the department in various pay scale rules are as under:

Post	01.09.88	01.09.96	01.09.06
Assistant Radiographer	Rs. 1200-2050 1 st Promotion on Radiographer in Rs. 1400-2600	Rs. 4000-6000 1 st Promotion on Radiographer Rs. 5000-8000	Pay Band-1 Grade Pay Rs.2400/- 1 st promotion in Pay Band-3 Grade Pay Rs. 3200/-
Physiotherapist	Rs. 1640-2900	Rs. 5500-9000	Pay Band-3 Grade Pay Rs. 3600/-
Nurse grade-I	Rs. 1640-2900	Rs. 5500-9000	Pay Band-3 Grade Pay Rs. 3600/-
Nurse grade-II	Rs. 1400-2600 Appointment by direct recruitment	Rs. 5000-8000	Pay Band-2 Grade Pay Rs. 3200/-
Nursing Tutor	Rs. 1640-2900	Rs. 5500-9000	Pay Band-2 Grade Pay Rs. 3600/-

There was no Pay anomaly up to RCS (Revised Pay Scale) Rules 1987.

(ix) Special pay for radiation hazards may be increased from Rs. 100/- PM to 10% of basic pay. They have demanded similar pay scale and pay band, as is given to CGHS employees. They have also demanded other allowances like, Liveries, Washing allowance, Transport Allowance, Education Allowance, Mess allowance & Hostel allowances at par with Central Government.

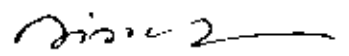
(x) Post of Dark Room Assistant and Assistant Radiographer be included in Service Rules and posts be created in the cadre.

(xi) A course of B.Sc. (Radiation Technology) is being run in Government Medical Colleges, a parallel course of diploma in X-ray Technology run by Director, Technical Education (Self-financed Scheme) is useless and should be stopped. In service un-trained Radiographers be trained at government cost.

(xii) Allowances like Liveries, Washing, Transport, Education, Patient Care be given at par with Centre, Government.

(xiv) No. of affected persons are :-

Assistant Radiographer	380
Radiographer	360
Senior Radiographer	14
Dark Room Assistant	20


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4. **Factual Position & Views of the Committee for (d) :-**

I. Factual Position:

(i) Pay scales of the post of Radiographer and Dark Room Assistant are as under:-

Post in the State Government	Existing Pay Scale in Pay Rule 1998	Pay Scales in RCS (Revise Pay) Rules 2008		Post in Central Government	Existing Pay Scale	VI CPC	
		Running pay band	Grade pay			Running pay band	Grade pay
Dark Room Assistant	2950-4475	5200-20200 (PB-1)	1850	Dark Room Assistant	3050-4590	5200-20200 (PB-1)	1900
Assistant Radiographer	4000-6000	5200-20200 (PB-1)	2400	Assistant Radiographer Grade-II	3050-4590	5200-20200 (PB-1)	1900
Radiographer	5000-8000	9300-34800 (PB-2)	3200	Assistant Radiographer Grade-II	4000-6000	5200-20200 (PB-1)	2400
Senior Radiographer	5500-9000	9300-34800 (PB-2)	3600	Radiographer Grade-III	5000-8000 Upgraded 6500-10500	9300-34800 (PB-2)	4200
				Radiographer Grade-II	5500-9000 Upgraded 6500-10500	9300-34800 (PB-2)	4200
				Radiographer	6500-10500 Upgraded 7450-11500	9300-34800 (PB-2)	4600

(ii) As mentioned in the 5th CPC report at para no. 52.107 the appointment (in Central Government) on the post of Dark Room Assistant (redesignated as Assistant Radiographer III) is 100% by direct recruitment with qualifications of secondary plus certificate in Radiography.

(iii) The post of Dark Room Assistant has not been included in the Service Rules of Medical and Health Department. The recruitment on the post of Dark Room Assistant have been made by Principal SMS Medical College in 1991 with the following qualification:- (As mentioned in the advertisement letter no. 4926-78/F/MC/Estt./90 dated 4.2.90) Secondary or its equivalent qualification with certificate of photography from an Institute recognised by Government or 3 years working experience under a professional photographer.

(iv) There are four categories of Radiographers in Central Government, whereas in Rajasthan there are only three categories. Thus, following categories of Radiographers are getting comparable pay scales in 5th pay Commission Pay Scales in State & Central Government.

Post	State Government.	Central Government.	
	Pay scale	Post	Pay scale.
Assistant Radiographer	4000-6000	Assistant Radiographer II	4000-6000
Radiographer	5000-8000	Radiographer III	5000-8000
Senior Radiographer	5500-9000	Radiographer II	5500-9000

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(v) Special Allowance to Assistant Radiographer, Radiographer, Senior Radiographer working in X-Ray department of any hospital or Medical College, where X-Ray work is done, is Rs.100/- P. M.

(vi) State Government has not upgraded the existing pay scales, as recommended by Central pay Commission for any post.

II. Views of the Committee:

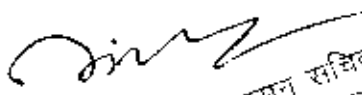
(vii) Demands of para medical staff are based on the dispensation granted by Central government to this category. VI CPC in its report (para 3.8.15) has recommended higher pay scales for the cadre of Nurses and Radiographers. The recommendation in respect of Radiographers' cadre is summarized as under:

Post	Existing Pay scale and (recommended pre revised pay scale) (Rs.)	Corresponding Pay Band & Grade Pay (Rs.)
Asstt. Radiographer Gr. III	3050-4590	PB-1, 1900
Asstt. Radiographer Gr. II	4000-6000	PB-1, 2400
Radiographer Gr. III	5000-8000 (6500-10500)	PB-2, 4200
Radiographer Gr. II	5500-9000 (6500-10500)	PB-2, 4200
Radiographer	6500-10500 (7450-11500)	PB-2, 4600

(viii) A close look at the above upgradations reveal that the grade pays of the post of Radiographer Gr.III, Radiographer Gr.II and Radiographer are emanating from the VI CPC recommendation relating to merger of erstwhile pay scale Rs. 5000-8000, Rs.5500-9000 with Rs.6500-10500 and subsequent upgradation of the post in Rs. 6500-10500 to Rs. 7450-11500. In effect, the posts of Radiographer Gr.III and Radiographer Gr.II stand merged.

(ix) As against this, there are four tiers for the cadre in State government, beginning with Dark Room Assistant, which very well compares with the structure of the cadre in central government except for the designations. The grade pay for the post of Dark Room Assistant is not comparable with grade pay of the post (Assistant Radiographer Gr.III), which is Rs. 1900, the Committee therefore, recommends upgradation of grade pay of this post to Rs. 1900.

(x) The Committee, after careful consideration, observes that its decision taken in respect of upgradation of grade pays for the erstwhile pay scales of Rs. 5000-8000, Rs, 5500-9000 and Rs. 6500-10500 and consequent benefit in ACP scheme earlier in the report may be adequate to meet the expectations of holders of rest of the posts in this cadre.

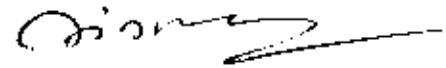

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वित्त (नियम) विभाग
शासन सचिवालय, जयपुर

(xi) The government in Medical Health Department is advised to look into the request from the representing union for inclusion of the existing posts in the relevant Service Rules.

(xii) Their demand for grant of benefit of pay scale of promotion post in ACP Scheme and their other demand relating to revision in the rate of Washing Allowance and grant of Transport Allowance, Education Allowance, Hostel Allowance, Mess Allowance and Patient Care Allowance has been dealt with elsewhere in the report.

(xiii) As recommended by 6th CPC, employees exposed to undue risk while performing their duties be provided comprehensive risk insurance, the Committee has made recommendation for putting in place a Risk Insurance Scheme, which may be extended to Radiographers also in lieu of the special pay being granted.

(xiv) Radiographers' demand for discontinuance of the diploma course in x-ray technology, being run by Technical Education Department, and training of the untrained Government Radiographers' at government cost are to be looked into by the administrative department.



राष्ट्रिय चिकित्सा
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शासन

- (e): **Senior Multipurpose Worker**
Sector Supervisor
Malaria Inspector
Assistant Malaria Officer (District Public Health Supervisor)

3. Demand:-

(i) They have informed that :-

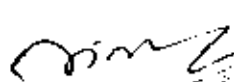
The selection grade benefits being given to Health Worker (Male) are as follows:-

Post	Pay Scale		
	1989	1.9.1996	1.9.2006
Health Worker	950-1680	3050-4590	5200-20200 (PB-1)
First Promotion Post "Senior Multipurpose Worker" (after 9 years of service)	975-1720	3200-4900	5200-20200 (PB-1)
Second Promotion Post "Sector Supervisor" (after 18 years of service)	1025-1720	3400-5200	5200-20200 (PB-1)
Third Promotion Post "Malaria Inspector" (after 27 years of service)	1200-2020	4000-6000	5200-20200 (PB-1)

(ii) Senior Multipurpose Worker and Sector Supervisor were in the identical pay scales. Therefore, the post of Sector Supervisor has been abolished with the concurrence of State Government. After that, a provision for promotion from Senior Multipurpose Worker/ Sector Supervisor to Malaria Inspector/ B.E.E. (Block Extension Educator) has been kept. Next promotion of Malaria Inspector is AMO, redesignated name of which is Distt. Public Health Supervisor.

(iii) They have demanded that, benefits should be given to them as per the following :-

Post	Pay Scale		
	1989	1.9.1996	1.9.2006
Health Worker	950-1680	3050-4590	5200-20200 (PB-1) GP Rs.1900
First Promotion Post Senior Multipurpose Worker (after 9 years of service)	975-1720	3200-4900	5200-20200 (PB-1) GP Rs.2000
Second Promotion Post Malaria Inspector (after 18 years of service)	1200-2050	4000-6000	5200-20200 (PB-1) GP Rs.2400
Third Promotion Post Distt. Public Health Supervisor (after 27 years of service)	1640-2900	5500-9000	9300-34800 (PB-2) GP Rs.3600


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 शासन सचिवालय, जयपुर

(iv) No. of affected persons are - 2700

4. **Factual Position and Views of the Committee for (e):-**

I. Factual Position :

(i) Pay Scales and grade pays of Health Workers (Male) and Health Worker (Female), Senior Multipurpose Worker, Malaria Inspector, Sector Supervisor, Malaria Inspector (Rural), Health Supervisor Block (Male), Assistant Malaria Officer/ DPHN, after the adoption of 6th pay commission pay scales, are as follows:-

Post	RCS (Revised Pay) Rules 1998	RCS (Revised Pay) Rules 2008	
		Running Pay Band	Grade Pay
Multipurpose Worker (Male)	3050-4590	5200-20200 (PB-1)	1900
Health Worker Female (Old Designation ANM)	4000-6000	5200-20200 (PB-1)	2400
Senior Multipurpose Worker	3200-4900	5200-20200 (PB-1)	2000
Malaria Inspector (Urban)	3200-4900	5200-20200 (PB-1)	2000
Sector Supervisor	3400-5200	5200-20200 (PB-1)	2100
Malaria Inspector (Rural)/ Health Supervisor Block (Male)	4000-6000	5200-20200 (PB-1)	2400
Assistant Malaria Officer/ District Public Health Nurse	5500-9000	9300-34800 (PB-2)	3600

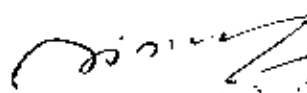
(ii) Benefits of selection grade on completion of 9, 18 and 27 years service were given in form of pay scale of promotional post in the service/ cadre.

(iii) Post Sector Supervisor exists in the RCS (Revised Pay) Rules 2008. Post of Distt. Public Health Supervisor does not exist in RCS (Revised Pay) Rules 2008.

(iv) There exist two different pay scales for Malaria Inspectors (Urban/ Rural).

(v) Under ACP Scheme, next higher grade pay in the hierarchy of grade pays is allowed with one increment @3% of the pay + G.P. in existing Pay Band.

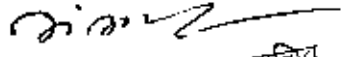
(vi) As per the copy of Directorate of Medical & Health & Family Welfare Service letter (No. R.F.W./Estt./MISC/ 9/2008 dated 30.05.2000) (made available by the Karamchari Sangh), the Multipurpose Scheme came into existence on 3.6.82 and interse-seniority of employees working as F.P.H.A./ M.S.I./V.S. was prepared. The Senior most 928 employees were posted as Sector Supervisor and others were placed on the post of Senior Multipurpose Worker. The employees who were first appointed as F.P.H.A./ M.S.I., were granted Selection Grade of Rs.2000-3200 after 27 years of service and others (who were first appointed as S.W./M.S.W./ F.W.W.) were given selection grade of 1640-2900 after 27 years of service.


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 निदेशक, जिला स्वास्थ्य
 शासन, जयपुर

(vii) As reported by the representing unions, the post of Sector Supervisor has been abolished. The post of Malaria Inspector is now known as Block Extension Educator and Assistant Malaria Officer is known as District Public Health Supervisor.

II. Views of the Committee:

(viii) Their demand relates to grant of higher pay scales under selection grades as against the pay scales being given to them, under government order dated 25.1.92 and 17.2.98. With fixation of pay in RCS (Revised Pay) Rules 2008, an employee is eligible for benefits under ACP Scheme, where next higher grade pay in the hierarchy of grade pays with one increment @ 3% of pay in the pay band and grade pay is admissible after completion of 9, 18 and 27 years of service for employees drawing grade pay upto Rs. 4200. In other words, the grievance placed before the Committee is a matter of past and has been dealt with while dealing with the same demand raised by other employees. Therefore, no recommendations are required in this regard.


सहायक शासन सचिव
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(f): **Multi Purpose Worker (Male)**

3. **Demand:-**

(i) They have represented that there is an anomaly in the Pay Scales of Health Worker (Male) vis-à-vis the pay scale of Health Worker (Female) from Fifth Pay Commission. They want identical pay scale. Their pay scales in Fifth Pay Commission Rules are as follows :-

(i)	Health Worker Male	3050-4590
(ii)	Health Worker Female	4000-6000

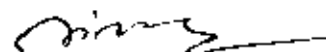
(ii) Multipurpose Scheme in Medical and Health Department commenced in June 1982. The post of ANM and Dai were merged/ adjusted on the post of Health Worker (Female). Similarly, working Malaria Surveillance Workers, Insect Collector, Vaccinators were adjusted on the post of Health Workers (Male) (posts were merged) after 3 months training, but there is a difference in their pay scales.

(iii) On the representation made by the union, government set up a Pay Anomaly Removal Committee under the Chairmanship of Shri Hira Lal Devpura. The Committee recommended common pay scale (Rs.950-1680) for both the Health Workers (Male) & Health Worker (Female). State Government issued orders granting identical pay scales to both these posts vide order No. F 20(53) FD (Grade 2) /89/ Pt III Dated: 06.10.93.

(iv) Subsequently, Government of Rajasthan revised the pay scales of Health Workers (Female) (old name ANM) and gave them higher pay scale with effect from 1.9.1998, i.e. Rs.4000-6000. Health Worker (Male) contend that their job chart is almost similar to that of Health Workers (Female) and, therefore, there should be no difference in their pay scales. They (Health Workers, Male) have demanded pay scale Rs.4000-6000, as of Health Worker Female. Due to this anomaly lower Selection Grades (Pay Scales) were sanctioned to them on completion of 09, 18, 27 years service.

(v) Different running Pay Band and Grade Pays have been allowed by the State Government compared to those in Central Government.

(vi) No. of affected persons are :- 2500



सहायक सचिव
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शासन सचिवालय, राजस्थान

4. **Factual Position & Views of the Committee for (f):-**

I. Factual Position :

(i) As reported by the Administrative Department, Health Worker/(Female), in addition to the duties assigned to the Male Health Worker is required to perform duties of safe delivery, Mother and Child care. They are also responsible for timely vaccination and for taking care of new born children. They are to motivate women for Family Planning and for designing reasonable gap between off springs. Thus, Health Workers (Female) have to perform more arduous duties,

(ii) In compliance to the order dated 06-08-2007 passed by Hon'ble High Court in SBCWP No. 5860/2007, M&H Deptt. had examined the representation of Health Workers (Male) [Shri Pitram & Others] and [vide its order No. F.5 (27)/M&H/Grade3/2008 dated 22-07-08] has validated the difference in pay scales of the two posts i.e., Health Worker (Male) & Health Worker (Female).

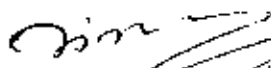
(iii) Pay Scales and grade pays of Health Worker (Male) and Health Worker (Female), after the adoption of 6th Pay Commission Pay Scales are as follows:-

Post	RCS (Revised Pay) Rules 1998	RCS (Revised Pay) Rules 2008	
		Running Pay Band	Grade Pay
Multipurpose Worker (Male)	3050-4590	5200-20200 (PB-1)	1900
Health Worker Female (Old Designation ANM)	4000-6000	5200-20200 (PB-1)	2400

II. Views of the Committee:

(iv) In RCS (Revised Pay) Rules 2008, the post of Health Worker (Male) does not exist. In Medical & Health Sub-ordinate Services Rules there is a post of Multipurpose Health Worker (Male) in Group "B".

(v) The Multipurpose Worker (male) have demanded grade pay identical to the grade pay sanctioned for the post of Health Worker (Female) on the ground of historical parity in pay scales of these two posts at some point of time in past, and the similar scope of duties assigned to these posts. They are also reported to have suffered on account of lower selection grades sanctioned to them compared to Health Worker (Female). As reported above, the scope of functions assigned to Health Worker (Female) is larger than the scope of functions assigned to health Worker. The issue has been agitated before the Hon'ble High Court also and as reported above, the difference in their pay scales has been validated. Therefore, the Committee is of the view that there is no case for revisiting the grade pay sanctioned to the post of Multi-purpose Worker (Male) / Health Worker (Male).


सहायक शासन सचिव
वित्त (निम्न) विभाग
शासन सचिवालय, जयपुर

(g): **Block Health Supervisor (Male)**

3. **Demand:-**

They have represented that :

(i) State Government has not given pay scale at par with Central Government. Pay anomaly detail is as follows :

Post	Rajasthan			Central Government		
	Existing Pay Scale	RCS (Revised Pay) Rules 2008		Existing Pay Scale	CCS (Revised Pay) Rules 2008	
		Running Pay Band	Grade Pay		Running Pay Band	Grade Pay
Block Health Supervisor (In State) Senior Lady Health Visitor (In Central)	5000-8000	9300-34800	3200	5000-8000 upgraded to (6500-10500)	9300-34800	4200

(ii) Pay scale of following posts of Male and female employees are not identical. This anomaly should be redressed :

Post	Existing Pay Scale	RCS (Revised Pay) Rules 2008	
		Revised Pay	Grade Pay
Block Health Supervisor			
(i) Male	4000-6000	5200-20200	2400
(ii) Female	5000-8000	9300-34800	3200
Sector Supervisor			
(i) Male	3400-4900	5200-20200	2100
(ii) Female	4500-7000	5200-20200	2800

(iii) There is no difference in the pay scales of Male & Female employees on same post in other States.

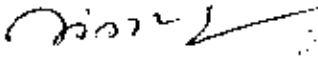
(iv) Pay scales in RCS (Revised Pay) Rules 2008 for Health Supervisor (Male) & (Female) (Block) & Sector Supervisor (Male) and (Female) are identical, but in practice the scales are not identical.

(v) There should be no variation in pay scales based on job-chart.

(vi) Finance Department, vide its order dated 29.6.1982, granted identical pay scales to both MPHWS (Male) & MPHWS (Female) on the basis of same work same pay. But the pay anomaly between Sector Supervisor (Male) and (Female) and Block Health Supervisor (Male) and (Female) has not been removed.

(vii) They have demanded following allowances as per Central Government rates:-

1. Hospital Patient Care Allowance
2. Children Education Allowance
3. Transport Allowance
4. Rural Allowance


श्री. ए. ए. शर्मा, जयपुर
शासन सचिव, जयपुर

4. **Factual Position & Views
of the Committee for (g) :-**

I. Factual Position :

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

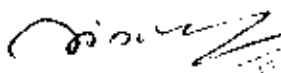
Post	RCS (Revised Pay) Rules 1998	RCS (Revised Pay) Rules 2008	
		Pay Band	Grade Pay
Sector Supervisor	3400-5200	5200-20200 (PB-1)	2100
Health Supervisor Block(Male)	4000-6000	5200-20200 (PB-1)	2400
Lady Health Worker	3200-4900	5200-20200 (PB-1)	2000
Lady Health Visitor	4500-7000	5200-20200 (PB-1)	2800

(ii) In the Central Government existing pay scale of Lady Health Supervisor is Rs.4000-6000 and in CCS(Revised Pay) Rules grade pay Rs.2400 has been given but in the Part 'B' of CCS (Revised Pay) Rules 1997 item no. XVI the pay scale of Lady Health Visitor is Rs.4500-7000.

(iii) There is no similar post of Block Health Supervisor in Central Government. There is a post of Extension Educator in the pay scale 5000-8000, now grade pay is Rs.4200.

(iv) In the Medical and Health Subordinate Service Rules, post of Health Supervisor (Sector) (Female) and Health Supervisor (Block) (Male), Sector Supervisor (Male) exists. The mode of recruitment, qualifications etc for these posts are as follows :

Post	Mode of Recruitment	Qualification
Health Worker (Male) (ordinary scale)	100% by Direct Recruitment	Secondary or its equivalent qualification with 18 months' training course of Health Worker (Male)
Health Worker (Male) (Senior scale)	100% by Promotion	From Health Worker Male/FPWW (ordinary scale) (a) 75% from Health Workers Male (ordinary scale) with 7 years experience. (b) 25% from FPWW with 5 years experience
Sector Supervisor (Male)	100% by Promotion	5 years experience as Health Worker (Male) Senior Scale
Health Supervisor (Block) (Male)	100% by Promotion	From Sector Supervisor(Male) having 5 years experience
Health Worker (Female)	100% Direct Recruitment	8 th Standard with A.N.M. course passed.
Health Supervisor(Sector) (Female)	100% by Promotion	Health Worker (Female) having 7 years experience with 6 months training in Health Supervisor course organised by the Government.
Health Supervisor (Block) (Female)	100% by Promotion	From Health Supervisor (Sector) (female) having 5 years experience


सहायक सचिव (निर्माण)
वित्त (निर्माण) विभाग
शासन सचिवालय, जयपुर

(v) In RCS (Revised Pay) Rules 2008, pay scale of Sector Supervisor has been prescribed. There are no separate pay scales for Male and Female for this post.

(vi) Likewise, there is a post mentioned in the RCS (Revised Pay) Rules 2008 of Health Supervisor Block (Male), where as the pay anomaly has been indicated for the post of Block Health Worker (Male) and (Female). These posts do not exist in RCS (Revised Pay) Rules 2008.

(vii) The relevant part of Sixth Pay Commission recommendations, as reproduced earlier is as under:-

"Posts of other para-medical technicians/ personnel not mentioned above shall be extended the corresponding revised pay bands and grade pay. The posts which were in different pay scales earlier but have come to lie in an identical pay band and grade pay shall stand merged."

(viii) State Government has not upgraded any existing pay scales as per Sixth Pay Commission recommendation for any posts/Cadre.

(ix) Demand for grant of Hospital Patient Care Allowance, Children Education allowance, Transport allowance and Rural allowance has been dealt with elsewhere in the report.

(ix) The post is included in the name of Health Supervisor Block (male) in RCS (Revised Pay) Rules 2008.

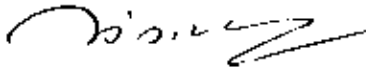
II. Views of the Committee:

(x) They have reported that pay scales of Health Supervisor Block (male) and (female) are identical but in practice their pay scales are not identical. But, no separate pay scales have been prescribed for Sector Supervisor (male) or Sector Supervisor (female). It appears that the designations meant for female counterparts have been changed with different pay scales granted in RCS (Revised Pay) Rules 2008.

(xi) Referring to the grade pay of the post of Health Supervisor Block (female) as Rs. 3200, they have demanded this grade pay to be upgraded to Rs. 4200, in line with the decision of 6th CPC relating to merger of the pay scale Rs. 5000-8000 and Rs. 5500-9000 in Rs. 6500-10500 with unified grade pay of Rs. 4200. **This issue has been dealt with elsewhere in the report. The Committee observes that decision taken in respect of upgradation of grade pays of pre-revised pay scales of Rs. 5000-8000, Rs. 5500-9000 and Rs. 6500-10500 earlier in the report benefit this cadre also.**

(xii) Their demand for grant of Transport Allowance, Children Education Allowance has been dealt with elsewhere in the report.

(xiii) Their demand for Hospital Patient Care Allowance and Rural Allowance has been dealt with while dealing these demands of Nurses.


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Medical and Health Department

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

Medical and Health Other Posts

(a) Head Cook and Cook

(b) Public Health Nurse, District Public Health Nurse, Public Health Nurse-Instructor

(c) Dental Technician,

(a) **Head Cook and Cook**

2. **Representation from:-**

All Rajasthan Medical Health & Family Welfare Employees Federation

3. **Demand:-**

Cook and Head Cook have represented that :

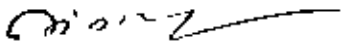
(i) Their pay should be identical with Central Government.

(ii) The details of pay anomalies are as follows:-

Post	In 5 th Pay Commission Pay Scales		In 6 th Pay Commission Pay Scales	
	State Government RCS (Revised Pay) Rules 1998	Central Government CCS (Revised Pay) Rules 2008 and upgraded pay scales	Central Government CCS (Revised Pay) Rules 2008	State Government RCS (Revised Pay) Rules 2008
Cook	2650-4000	3050-4590	5200-20200 (PB-1) (Rs.1900)	4750-7440 (1S) (Rs.1650)
Head Cook	2650-4000	3200-4900	5200-20200 (PB-1) (Rs.2000)	4750-7440 (1S) (Rs.1650)

4. **Factual Position & Views of the Committee for (a) :-**

The demands for higher pay scales for the post of Cook and Head Cook in Medical & Health Department have been dealt with and recommendation made earlier while dealing the demands of Cooks of Circuit Houses. The same recommendations will apply to this cadre also.


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1. **Post** (b) **Public Health Nurse, District Public Health Nurse, Public Health Nurse Instructor.**
2. **Representation from:-** **All Rajasthan Medical Health & Family Welfare Employees Federation**
3. **Demand:-** They have represented that :
- (i) There are pay anomalies in the pay scales for the Posts of Public Health Nurse, District Public Health Nurse, Senior District Public Health Nurse.

(ii) Central Government has upgraded the existing pay scales of medical employees in Sixth Pay Commission, looking to their specialized emergency services, but in State Government, the pay scales, grade pays and allowances are not at par with comparable posts in Central Government. Therefore, pay anomaly should be rectified and pay scales and benefits of Sixth Pay Commission should be given at par with Central Government.

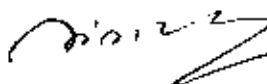
(iii) The details of pay anomalies are as follows :-

Post and Existing Pay Scale	In 5 th Pay Commission Pay Scale		In 6 th Pay Commission Pay Scales	
	State Government RCS (Revised Pay) Rules 1998	Central Government CCS (Revised Pay) Rules 2008 and upgraded pay scales	Central Government CCS (Revised Pay) Rules 2008	State Government RCS (Revised Pay) Rules 2008
Public Health Nurse/ Jr. Public Health Nurse (Centre)	5000-8000	5500-9000 (7500-12000)	9300-34800 (PB-2) (Rs.4800)	9300-34800 (PB-2) (Rs.3200)
District Public Health Nurse/ Senior Public Health Nurse (Centre)	5500-9000	6500-10500 (8000-13500)	15600-39100 (PB-3) (Rs.5400)	9300-34800 (PB-2) (Rs.3600)
Public Health Nurse Inspector/ Chief Public Health Nurse (Centre)	6500-10500	8000-13500 (10000-15200)	15600-39100 (PB-3) (Rs.6600)	9300-34800 (PB-2) (Rs.4200)

(iv) They have demanded following allowances at par with Central Government rates:-

1. Hospital Patient Care Allowance,
2. Children Education Allowance,
3. Transport Allowance,
4. Rural Allowance,

(v) The pattern/formula of running Pay Band and Grade Pay given to State employees is different from the Central Government.


 सहायक सचिव, शिक्षण
 विला (नियम) विभाग
 शासन सचिवालय, जयपुर

(vi) Grade Pay Rs.4200/- be given equivalent to Central Government to posts carrying existing Pay Scale Rs.5000-8000 and Rs.5500-9000, instead of grade pay Rs.3200 d Rs.3600.

4. **Factual Position & Views of the Committee for (b) :-**

Factual Position :

(i) Pay scales of above posts in RCS (Revised Pay) Rules 2008 are as follows:

State Government

Post	Pay in Pay Scales Rules 1998	Pay Scale in Pay Scales Rules 2008	
		Running Pay Band	Grade Pay
Public Health Nurse	5000-8000	9300-34800 (PB-2)	3200
Public Health Nurse Instructor	5000-8000	9300-34800 (PB-2)	3200
District Public Health Nurse	5500-9000	9300-34800 (PB-2)	3600
Senior District Public Health Nurse Supervisor	6500-10500	9300-34800 (PB-2)	4200

(ii) 6th CPC while recommending higher pay scales for certain cadres of para medical staff, has categorically given details of posts pay scales of which has been recommended to be upgraded. Other posts of para medical staff not included specifically, have been allowed corresponding grade pays.

(iii) Hospital Patient Care Allowance, Children Education allowance, Transport allowance, Rural allowance etc have been dealt with else where in the report.

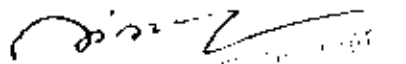
(iv) Post of Public Health Nurse Instructor exists in Medical Subordinate Service Rules, but there is no promotion channel for the holders of the post.

II. Views of the Committee:

(v) Their demand has been examined at length. The post of Public Health Nurse Instructor is a post with no forward or backward linkages. Although in the demand charter it is shown to be carrying grade pay of Rs. 4200, actually the post carries grade pay of Rs. 3200, as is clear from serial no. 5 of Group I under the heading Rajasthan Medical & Health Subordinate Service (page 53) of RCS (Revised Pay) Rules 2008. The Administrative Department may consider to include the post of Public Health Nurse Instructor in some other stream to facilitate better utilization of their capacity in public interest.

(vi) As regards, their demand for grade pay of Rs. 4200 for erstwhile pay scales of Rs. 5000-8000, Rs. 5500-9000 in Rs. 6500-10500, the issue has been dealt with elsewhere by the Committee. The recommendations made therein may meet the expectation of the representing Union.


(vii) The post of Public Health Nurse is filled in 100% by direct recruitment with B.Sc. Nursing qualification, registration in RNC.


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 जिला निदेशक, राजस्थान
 शासन (आदिवासी, राजपुर)

(viii) The post of District Public Health Nurse is filled 50% by promotion from Health Supervisor (Female) and the rest 50% by direct recruitment from B.Sc. Nursing, having one year service experience as Block Health Supervisor (Female) or Diploma in Public Health with three years service experience as Block Health Supervisor (Female). Their demand for higher grade pay, thus, is not based on correct information. 6th CPC has categorically opined that but for the post mentioned specifically in the report, all other posts in para medical staff shall be assigned corresponding grade pays.

(ix) However, recommendation of the Committee made earlier in the report in respect of merger of the pay scales shall be applicable here also and benefit the holder of this post to a large extent.

(x) Their demands for grant of Transport Allowance, Children Education Allowance, Patient Care Allowance and Rural Allowance have been dealt with elsewhere in the report.


सहायक शासन सचिव
वित्त (नियम) विभाग
शासन सचिवालय, जयपुर

1. **Posts:-** (c) **Dental Technician**
 2. **Representation from:-** All Rajasthan Medical Health & Family Welfare Employees Federation
 3. **Demand:-** (i) They have demanded pay scales at par with Central Government.
 The details of pay anomalies are as follows :-

Post	In 5 th Pay Commission Pay Scale		In 6 th Pay Commission Pay Scales	
	State Government RCS (Revised Pay) Rules 1998	Central Government CCS (Revised Pay) Rules 2008 and upgraded pay scales	Central Government CCS (Revised Pay) Rules 2008	State Government RCS (Revised Pay) Rules 2008
Dental Technician	3050-4590	4000-6000	5200-20200 (PB-1) (Rs.2400)	5200-20200 (PB-1) (Rs.1900)

4. **Factual Position & Views of the Committee for (c):-**

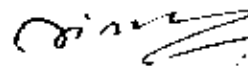
I - Factual Position

(i) The post of Dental Technician does not exist in RCS (Revised Pay) Rules 2008.

(ii) As has been reported earlier, VI CPC has not recommended upgradation of pay scale of Dental Technician.

II – Views of the Committee

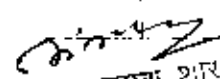
(iii) Since, the post of Dental Technician does not exist in RCS (Revised Pay) Rules 2008. Nor has 6th CPC has made any specific recommendation for upgradation of grade pay of this post. Therefore, the Committee is not inclined to recommend any change in the grade pay of the post.


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Medical & Health Department

1. **Service/Cadre:-**
Posts:- Medical and Health-Other Post
Laboratory Technician, Senior Laboratory Technician,
Technical Assistant, Senior Technical Assistant
2. **Representation from:-**
(i) Rajasthan Subordinate Services Association
(Medical & Health, Medical College Branch, Bikaner)
(ii) All Rajasthan Laboratory Technician Employees
Association, Rajasthan
(iii) Rajasthan Medical & Health Family Welfare Employees
Federation.
3. **Demand:-** They have represented that :
(i) Pay anomaly of the post of Lab Technician have not been
removed.
(ii) Pay of Lab Technician in Sixth Pay Commission Pay
Scales may be fixed after upgrading the pay scale from
Rs.4000-6000 (existing) to Rs.5000-8000.
(iii) Pay scale of the post of ANM upto fifth pay scale rules
1998 was lower than that of Lab Technician. Subsequently,
ANM have been granted higher pay scale Rs.4500-7000,
which has created pay anomaly.
(iv) Higher pay scales have been given to various equivalent
posts like, Teacher and Nurse grade II. Similarly, higher pay
scale should be given to Lab Technician.
(v) Uniform Allowance may be given at par with Central
Government.
(vi) Risk Allowance may be given @ 20% of basic pay
instead of Rs.50/- PM.
(vii) Mess Allowance, should be given to them as given to
Nurses.
(viii) Washing Allowance, Hospital Patient Care Allowance,
Special Pay, Mess Allowance, Education Allowance,
Transport Allowance, and Rural Allowance may be given at
par with Central Government.
(ix) They have demanded parity with comparable Posts in
Central Government. Their pay scales are as follows :-

Post in State Government Rules	Pay Scales (Existing)			Post in Central Rules	Demanded Parity with Union Territory whose pay scales are as under		
	In 5 th Pay Scale Rules	In 6 th Pay Scale Rules			In 5 th Pay Scale Rules (Upgraded, if any)	In 6 th Pay Scale Rules	
Lab Technician	4000-6000	PB-1	2400	Laboratory Tech. III	5000-8000 Upgraded to 6500-10500	PB-2	4200
Senior Lab Technician.	5000-8000	PB-2	3200	Laboratory Tech. II	5500-9000 Upgraded to 6500-10500	PB-2	4200
Technical Assistant	5500-9000	PB-2	3600	Laboratory Tech. I	6500-10500 Upgraded to 7450-11500	PB-2	4600
Senior Tech. Assistant	6500-10500	PB-2	4200				


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 शासन सचिवालय, जयपुर

(x) No. of affected persons are :- 2700

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

I. Factual Position:

(i) Existing Pay scales of these posts and their pay scales in RCS (Revised Pay) Rules 2008 are as under:-

Post	RCS (Revised Pay) Rules 1998	RCS (Revised Pay) Rules 2008	
		Revised Pay Band	Grade Pay
Lab Technician	4000-6000	5200-20200 (PB-1)	2400
Senior Lab Technician	5000-8000	9300-34800 (PB-2)	3200
Technical Assistant	5500-9000	9300-34800 (PB-2)	3600
Senior Technical Assistant	6500-10500	9300-34800 (PB-2)	4200

(ii) Qualification for appointment and promotion of Lab Technician in Medical Health Department and Education Department

(i) Medical and Health Department

Post	Mode of Recruitment	Qualification
Laboratory Technician	100% by Direct recruitment	Secondary or its equivalent with 9 months Training certificate.

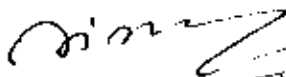
(ii) Education Department

Post	Mode of Recruitment	Qualification
Laboratory Technician	100% by Direct recruitment	Senior Secondary or Higher Secondary with Science

(iii) Relevant part of Government of India's recommendations is as follows:-

"The post of Laboratory Assistant exists in different scales of Rs.3050-4590, Rs.4000-6000 and Rs.4500-7000. All these posts shall be extended the corresponding replacement pay band Rs.5000-8000, Rs.5500-9000 & Rs.6500- 10500. The posts of Laboratory Technician Grade-II and III in the existing scales of Rs.5500-9000 and Rs.5000-8000 respectively shall stand merged in the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4200. The post of Laboratory Technician Grade I in the existing pay scale of Rs.6500-10500 shall be upgraded and placed in running Pay Band PB-2 along with grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500.

Post	Existing pay scale	Revised pay scale	Grade pay
Laboratory Tech. Grade-III	5000-8000	9300-34800 (PB-2)	4200
Laboratory Tech. Grade-II	5500-9000	9300-34800 (PB-2)	4200
Laboratory Tech. Grade-I	6500-10500	9300-34800 (PB-2)	4600


 सहायक शासन सचिव
 वित्त (निधम) विभाग
 शासन सचिवालय, जयपुर

(iv) Central Government has decided to discontinue the Risk Allowance and Hospital Care Allowance with effect from 1.4.2009. In place of these allowances, Insurance cover shall be provided to the employees.

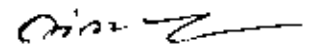
(v) Presently Lab Technicians are in receipt of Rs.50/- PM, as Special Allowance.

II. Views of the Committee:

(vi) The representing Unions have demanded higher pay scales in parity with the pay scales of analogous post of Laboratory Technicians in Central government. As stated above, there were three categories of Laboratory Technicians, viz. Laboratory Technician Gr. III, Laboratory Technician Gr. II and Laboratory Technician Gr. I in erstwhile pay scales Rs. 5000-8000, Rs. 5500-9000 in Rs. 6500-10500. With merger of the these three scales with unified grade pay of Rs. 4200, Government of India have granted grade pay of Rs. 4200 in PB-2 to Laboratory Technician Gr. III and Laboratory Technician Gr. II and has granted grade pay of Rs. 4600 to Laboratory Technician Gr. I. As against this, there are four tiers in the State government viz. Laboratory Technician, Senior Laboratory Technician, Technical Assistant and Senior Technical Assistant with grade pays of Rs. 2400 in PB-1, Rs. 3200 in PB-2, 3600 in PB-2 and Rs. 4200 in PB-2 respectively.

(vii) Higher pay scales were granted by the State government for the post of ANM, Nurse Gr. II, Teacher based on recommendations of 5th CPC, with special focus on education, nursing care. 5th CPC granted higher pay scales to employees of this group keeping aside the existing relativities. The Committee considered their view point at length and decided not to recommend any change in the pay structure/grade pays of these posts. However, recommendations of the Committee made earlier in the report shall help upgrade the grade pays of these posts to a large extent.

(viii) Their demand for upward revision in Uniform Allowance, Washing Allowance, Special Pay and grant of Transport Allowance, Education Allowance, have been dealt with elsewhere in the report. As regards grant of Risk Allowance, recommendations have been made by the Committee in regards to such posts, which deserve such as an allowance. Committee learns that no Hospital Patient Care Allowance is being paid by State Government. Therefore, no such new allowance may be desirable to be introduced at this stage.



सहायक शारान रक्षित
वित्त (नियम) विभाग
शासन सचिवालय, जयपुर

Medical and Health Department

1. **Service/Cadre:-** Medical & Health-Other Post.
Posts:- Ophthalmic Assistant
2. **Representation from:-** Rajasthan Adhinastha Karmchhari Sangh (Ekikrit),
(Ophthalmic Assistant, Medical & Health Department,
Rajasthan)
3. **Demand:-** (i) They have demanded removal of pay anomaly of the post of Ophthalmic Assistant vis-à-vis the pay scale of the post of Physiotherapist saying that qualification for the posts of Physiotherapist and Ophthalmic Assistant are same, but pay scale of Ophthalmic Assistant is lower.
(ii) As per their submission, qualifications for the post of Ophthalmic Assistant are Senior Secondary/ First year TDC with Science-Biology and two years diploma for Para-Medical Ophthalmic-Assistant from recognized institution. Qualification for the post of Physiotherapist is also Senior Secondary with two year's diploma (prescribed in 1988).
(iii) Medical & Health Department has recommended for revision of pay scale of Ophthalmic Assistant.
(iv) They have also reported that pay scale for the post in other states are higher compared the one in the State
(v) No. of affected persons are :- 87

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

I. Factual Position:

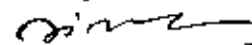
(i) Pay Scale for the posts of Ophthalmic Assistant and Physiotherapist in RCS (Revised Pay) Rules 2008 is as follows:-

Post	RCS (Revised Pay) Rules 1998	RCS (Revised Pay) Rules 2008	
		Revised Pay Band	Grade Pay
Ophthalmic Assistant	3050-4590	5200-20200 (PB-1)	1900
Physiotherapist	5500-9000	9300-34800 (PB-2)	3600

(ii) Medical Colleges in Rajasthan have stopped the Course on diploma in Physiotherapy since 1993. Till then, it was a two year duration course with 6 months internship. Now, Physiotherapy is a 4 year Degree Course. (B.P.Th.) in several private institutions in the State, whereas for the post of Ophthalmic Assistant, the 2 year Diploma Course continues.

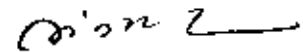
II. Views of the Committee:

(iii) Ophthalmic Assistants have claimed parity in pay scales with pay scales granted to the post of Physiotherapist on the ground that minimum qualification for appointment to these posts is identical i.e. Senior Secondary Science with 2 years diploma in the relevant field from recognized institutions. They have also stated that pay scale of the post in other states is higher.


सहायक शासन रक्षित
वित्त (नियम) विभाग
शासन सचिवालय, जयपुर

(iv) The Committee has observed that the post of Ophthalmic Assistant is not included in the Rajasthan Medical and Health Subordinate Service Rules, nor has the Administrative Department facilitated the Committee with the reasons of the non- inclusion of the post in Service Rules, the role and responsibilities of Ophthalmic Assistants, and technical capacities of the holders of the post. As understood, duties of Ophthalmic Assistant are somewhat similar to duties of Multipurpose Worker, i.e. they help the people to become aware of eye care needs and provide primary health care in ophthalmic services. Their qualifications are also similar to Multipurpose Worker (GP-1900).

(v) Physiotherapy, as the Committee has learnt, is a four and a half years degree course as against two years diploma for Ophthalmic Assistant. Therefore, comparison of the post of Ophthalmic Assistant with Physiotherapist is not tenable on this ground alone. In this background, the Committee does not find any merit in the demand for upgradation of grade pay of the post of Ophthalmic Assistant.



राज्य सचिव
वित्त (निर्वाह) विभाग
इसरो, राजकोट, राजस्थान

Medical and Health Department

1. Service/Cadre:-
Posts:-
2. Representation from:-
3. Demand:-

Medical and Health-Other Post.

Refrigeration Mistry

Refrigeration Mechanics Association

(i) They have submitted a representation regarding pay anomaly in the pay scale granted to Refrigeration Mistry in Medical Department. Pay Scale of the post of Refrigeration Mistry in other departments, which was mentioned in Section 'C' Schedule-I, was upgraded vide Finance Department Notification F.20 (89) FD/Gr-2/89 dated 1.2.92 from Rs.820-1520 to Rs.950-1680 (pay scale No.6) but the pay scale of Refrigeration Mistry in Medical & Health Department was not revised.

(ii) There is no difference in academic qualifications and experience required for the post of Refrigeration Mistry in Medical & Health Department and in other departments.

(iii) They have demanded pay scale Rs.950-1680 with retrospective effect i.e. 01.02.1992

(iv) No. of Affected persons are :- 22

4. Factual Position & Views of the Committee:-

I. Factual Position :

(i) Pay scale of the post of Refrigeration Mistry in Medical Department and of Skilled Technical Common Posts in other Departments are as follows:-

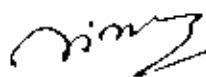
Refrigeration Mistry	RCS (Revised Pay) Rules 1998	RCS (Revised Pay) Rules 2008 Pay Scale	
		Pay Band	Grade Pay
Medical & Health Department	2950-4425	5200-20200 (PB-1)	1850
Other Deptts. (Section 'D' under heading Skilled Technical posts common in many departments)	3050-4590	5200-20200 (PB-1)	1900

(ii) Qualification for the post of Refrigeration Mistry in Medical and Health Deptt. is Secondary or equivalent with Refrigeration Diploma course from I.T.I. or three year's experience in refrigeration work.

(iii) Pay scale of Refrigeration Mistry of Medical & Health Department and those skilled technical posts under heading Common Skilled and Technical Posts in many departments was identical in the Rajasthan Civil Services (Revised Pay) Rules 1989.

(iv) Qualifications for the post of Refrigeration Mistry is the same as is prescribed in other departments (as stated by the Association)

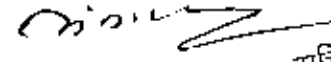
(v) Post of Refrigeration Mistry exists in the schedule of posts of Medical Department as well as Section 'D' of the (Revised


सहायक शासन सचिव
वित्त (नियम) विभाग
शासन सचिवालय, जयपुर

Pay) Rules 2008. Pay Scale of Refrigeration Mistry in the RCS (Revised Pay) Rules 1989 for both the Refrigeration Mistry was revised to 910-1520. Finance Department vide order No, F.20 (89)/FD/Gr, 2/89 Dated 1-2-92 revised the pay scale of Common Skilled and Technical posts of various Deptt. (which included post of Refrigeration Mistry also), in R.C.S. (Revised Pay) Rules 1989 and in Section 'D', from 910-1520 to 950-1680. But pay scale of Refrigeration Mistry in the Medical & Health Department was not revised.

II. Views of the Committee:

(vi) Their demand for identical grade pay at par with the grade pay of the post of Refrigeration Mistry in other department of the government appears reasonable. There is no visible reason for granting lower grade pay for this post in Medical and Health Department. The post of Refrigeration Mistry is included in section "D" (Fitter Mistry/Refrigeration Mistry with grade pay Rs. 1900 in PB-1) of the RCS (Revised Pay) Rules 2008. Scope of duties and responsibilities of the post of Refrigeration Mistry in Medical and Health Department is unlikely to be much different than the same post in other departments. **Therefore, the Committee recommends upgradation of the grade pay of the post from Rs. 1850 to Rs. 1900, equal to the grade pay assigned to the post in section "D" of the rules RCS (Revised Pay) Rules 2008 with the condition that the minimum qualification and method of appointment in Medical and Health Department shall also be streamlined and rules are amended accordingly.**


सहायक शासन सचिव
वित्त (नियम) विभाग
शासन सचिवालय, जयपुर

Medical and Health Department

1. **Service/Cadre:-** Medical and Health Other Post
Posts:- Ward Boy, Ward Mate, Sweeper, and Peon
2. **Representation from:-** All Rajasthan Medical Health & Family Welfare Employees Federation
3. **Demand:-** They have represented that :
 (i) Pay anomalies in Fifth Pay Commission pay scales for Ward Boy, Ward Mate, Sweepers, and Peon have not been rectified.
 (ii) In Sixth Pay Commission, Central Government has upgraded the existing pay scales of medical employees looking to their specialized emergency services. But in State, the pay scales and grade pays along with allowances have not been given, as ordered by Central Govt. Hence, pay anomaly of Fifth Pay Commission should be rectified and Sixth Pay Commission benefits should be granted equal to Central Govt.

(iii) Details of pay anomalies are as follows :-

Post	Fifth Pay Commission Scales		Sixth Pay Commission	
	Central Govt. (Upgraded & Before up gradation)	State Govt.	Running Pay Band & Grade Pay Central Government	Running Pay Band & Grade Pay in State Govt.
Ward boy, Ward Mate, Sweepers, Peon	2550-3200 2610-3540 2650-4000	2550-3200 2610-3540 2650-4000	upgraded to 5200-20200 (PB-1) Grade Pay 1800	4750-7440 (15) Grade Pay 1300, 1400, 1650

(iv) They have demanded following allowances as per Central rates:-

1. Hospital Patient Care Allowance
2. Children Education Allowance
3. Transport Allowance
4. Rural Allowance

(v) The Pattern/formula of running Pay Band and Grade Pay given to State employees is different from Central Government.

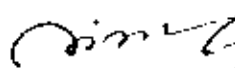
4. **Factual Position & Views of the Committee:-**

I. Factual Position:

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

State Government

Post	Running Pay Band	Grade Pay
All posts in existing pay scale 2550-3200 e.g. Peon, Helper, Beldar etc	-IS 4750-7440	1300
All posts in existing pay scale 2610-3540 e.g. Jamadar, Daftari, Record Lifter etc	-IS 4750-7440	1440


 सहायक शासन सचिव
 वित्त (नियम) विभाग
 शासन सचिवालय, जयपुर

(ii) Relevant part of Sixth Pay Commission recommendations is under:-

"Functioning of the Government has become more complex. It, therefore, needs people with greater skills. The Government need not employ fifth or eighth class passes people when the need of the hour is to have multi-skilled employees who can perform a variety of jobs. Maximum numbers of employees in Group "D" are employed in Ministry of Railways. In a study conducted by the Ministry of Railways (Ansari Report), it has been pointed out that most of the jobs being done by Group "D" staff have actually become skilled. The Report, therefore, recommends upgrading these jobs by way of employees lesser number of more skilled workers without any additional financial repercussions. These recommendations are justified and need to be acted upon. The Commission has, in chapter 2.2, recommended that all Group "D" pay scales in the Government will stand upgrade to Group "C" along with the incumbents (after suitable retraining, wherever required) with no further recruitment taking place in any of the existing Group "D" posts. The minimum grade in which all future recruitments take place will be the PB-I (Group "C") pay band of Rs.4860-20200 with the grade pay of Rs.1800. The recruitment in this grade will be from amongst candidates possessing minimum qualifications of either 10 or ITI or equivalent".


(iii) State Government has not upgraded the existing pay scales as per Sixth Pay Commission recommendation for any posts/Cadre.

(iv) State Government has not granted Children Education allowance, Transport allowance, Rural allowance, wherever it is payable, has not been revised.


II. Views of the Committee:

(v) Their main demand is to upgrade the pay scales admissible to these posts (Ward Boy, Ward Mate, Sweeper, and Peon) from pay band IS (Rs. 4750-7440) to pay band I (Rs. 5200-20200) on the lines recommended by VI CPC.

(vi) This issue has been examined by the Committee along with similar demands from other cadres including Class IV employees. The recommendations made while dealing the demand for Class IV employees shall be applicable here.


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(vii) The demand for grant of Children Education Allowance, Transport Allowance has been dealt with elsewhere in the report. The demand for grant of Hospital Patient Care Allowance and Rural Allowance are not recommended by the Committee, in view of the reasons given elsewhere.


सहायक शासन सचिव
वित्त (नियम) विभाग
शासन सचिवालय, जयपुर