

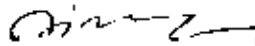
Chapter – III (xxix)
Mines & Geology Department

1. **Services/Cadre:-** **Rajasthan Mines and Geological Subordinate Service**
Posts:- **Mines Foreman Grade-I, Mines Foreman Grade-II, Surveyor, Senior Field Assistant, Prospecting Supervisor, Senior Surveyor**
2. **Representation from:-** **TAKNIKI KARMCHARIGAN (Technical Employees), Mines and Geology Department**
3. **Demand:-** They have represented that:
(i) Various posts were created in the department for direct mining operations. Now, with virtually no direct mining operation by the department, there is no justification to continue certain posts in different scales.
(ii) The existing pay scales Rs.1640-2900 & Rs.1400-2600 were prescribed for Mechanical Foreman. These were merged at the time of 5th Pay Commission Pay Scales in pay scale Rs.5500-9000 in the State. There are other similar posts like, Mines Foreman Grade I & II, Surveyor, Senior Surveyor, Prospecting Supervisor, Senior Field Assistant, which have similar qualifications. Pay scales of all these posts may be merged and pay scale and grade pay, which is higher than prescribed at present, may be given.
(iii) Before 5th Pay Commission, pay scale of the post of Sub Inspector of Police and Mines Foreman II were identical i.e., Rs.1400-2600. Sub Inspector Police has been given higher pay scale Rs.5500-9000, where as that of Mines Foreman II has been kept at Rs.5000-8000.
(iv) Teacher Grade II, which was in pay scale Rs.1200-2050, has been given the pay scale Rs.5500-9000 in the 5th Pay Commission Pay Scales. On that basis Mines Foreman II and equivalent posts may be given the pay scale Rs.5500-9000.
(v) No. of affected persons are :-
Mines Foreman (Grade I) 46
Mines Foreman (Grade II) 42
Senior Surveyor 2
Surveyor 50
Prospecting Supervisor 7
Senior Field Assistant 2

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

I. Factual Position:

- (i) The department has informed that the post of Mines Foreman Grade I & II/ Senior Surveyor/ Surveyor are concerned with Mining. The work of these posts are identical and the post of Prospecting Supervisor/ Senior Field Assistant are concerned with Geology Wing and their work is identical.


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(ii) The statement regarding merger of pay scales of Mechanical Foreman I and II in pay scale Rs.5500-9000 in the fifth pay commission pay scales, is not correct. There were no sanctioned post of Mechanical Foreman Grade I and Mechanical Foreman Grade II in the department. There is a post of Mechanical Foreman and Mechanical Grade I in pay band(PB-2) with grade pays Rs.3600 and Rs.3200 respectively. Nomenclature of the posts are being revisited along with change in minimum qualifications, and in future, direct recruitment on these posts shall be made accordingly.

(iii) The RCS (Revised Pay) Rules 1998 pay scales and pay scales in RCS (Revised Pay) Rules 2008 are as follows :-

Post	RCS (Revised Pay) Rules 1998 Pay Scale	RCS (Revised Pay) Rules 2008	
		Running Pay Band	Grade Pay
Mines Foreman Grade-II	5000-8000	9300-34800 (PB-2)	3200
Prospecting Supervisor	5000-8000	9300-34800 (PB-2)	3200
Senior Field Assistant	5000-8000	9300-34800 (PB-2)	3200
Surveyor	5000-8000	9300-34800 (PB-2)	3200
Senior Surveyor	5500-9000	9300-34800 (PB-2)	3600
Mines Foreman Grade-I	5500-9000	9300-34800 (PB-2)	3600

(iv) The qualification, mode of recruitment promotional channel etc. are as follows:-

Name of Post	Mode of Recruitment	Qualification
Mines Foreman Grade II	100% by direct recruitment.	(i) Diploma in Mining Engineering from a recognised polytechnic OR (ii) B.Sc. with Geology with 1 year experience in field work, mapping & surveying.
Prospecting Supervisor	50% by direct recruitment 50% by promotion	(1) Diploma in Mining Engineering from any recognised Polytechnic OR (2) B. Sc. with Geology preferably with one year field experience (3) Matriculate with 5 years experience in the line. OR (4) Having 6 years field experience duly approved by Chief Inspector of Mines, Dhanbad. Desirable who holds the certificate of the job from Chief Inspector of Mines, Dhanbad. Must have the working knowledge in Hindi & English. From :- Junior Field Assistant having 6 years experience on the post

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Name of Post	Mode of Recruitment	Qualification
Senior Field Assistant	100% by promotion	From :- Junior Field Assistant OR Junior Lab Assistant OR Museum Assistant OR Senior Laboratory Assistant 6 years experience for Jr. Field Assistant OR Jr. Laboratory Assistant OR Museum Assistant & 4 years experience for Senior Laboratory Assistant
Surveyor	100% by direct recruitment	Diploma in Mining or Civil Engineering from any recognised Institute of Polytechnic.
Senior Surveyor	100% by promotion	from Surveyor having 5 years experience on the post
Mines Foreman Grade-I	50% by direct recruitment 50% by promotion from	M. Sc. in Geology or Diploma in Mining, Engineering from a recognized Polytechnic with 2 years experience. Mines Foreman Grade II, Prospecting Supervisor, Senior Field Assistant Or Senior Over man or Surveyor. 3 years experience for B Sc. with Geology or 2 years experience for Diploma in Mining Engineering or Civil Engineering from a recognised polytechnic or 8 years experience for any of the post mentioned above.

(v) In RCS (Revised Pay) Rules 1989 there were two pay scales for the post of Mechanical Foreman i.e. Rs.1640-2900 and Rs.1400-2600. Pay Scale Rs.1640-2900 was meant for those who possessed prescribed qualifications. The pay scale Rs.1400-2600 was meant for others. Later on these two pay scales were merged in the RCS (Revised Pay) Rules 1998 in revised pay scale Rs.5500-9000.

(vi) The pay scale of Teachers Grade-III (and not Grade-II as mentioned in demand) in the RCS (Revised Pay) Rules 1989 was Rs.1200-2050, which was revised in RCS (Revised Pay Scales) Rules 1998 in pay scale Rs.4000-6000. Later on, higher pay scale of Rs.4500-7000 was given to Teachers Grade-III. Thus, it is not correct that Teacher Grade III was granted pay scale Rs.5500-9000.

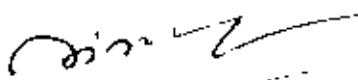
(vii) The pay scale of Sub Inspector Police in RCS (Revised Pay) Rules 1998 was Rs.5000-8000. Later on the pay scale of Sub Inspector Police was revised vide FD order No. F16 (34) FD/Rules/ 98(RPS98-1/98) dated 26.3.98 from Rs.5000-8000 to Rs.5500-9000.

II. Views of the Committee:

(viii) Removal of a post in a Cadre or change of nomenclature needs to be addressed by the Administrative Department.

(ix) In the representation the Technical Employees in Mines and Geological Department have demanded:

(a) Merger of all the posts such as Mines Foreman Gr. II, Mines Foreman Gr. I, Surveyor, Senior Surveyor,


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Prospecting Supervisor, Senior Field Assistant in to one post and grant unified higher grade pay.

(b) Grant higher pay scale in parity with pay scale granted to the post of Sub Inspector, Police.

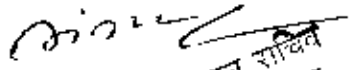
(c) Grant higher pay scale in parity with pay scale of Senior Teacher (erstwhile Teacher Gr. II).

(x) The demand for parity in pay scales with non-comparable post/cadre with different qualification, method of recruitment, scope of work and jurisdiction such as Sub Inspector, Police and Senior Teacher is inappropriate and therefore, cannot be accepted.

(xi) As regards the merger of various non-functional posts, as mentioned above, the Administrative Department is reported to be seized with the issue.

(xii) In view of these facts, the Committee finds no justification for upgradation of pay scales/grade pay as demanded by these technical cadre employees.

(xiii) However, the recommendations made by the Committee for a general merger of certain grade pays earlier in the report shall benefit holder of all these posts to a large extent.


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Mines & Geology Department

1. **Service/Cadre:-** Rajasthan State Technical Service.
Posts:- Geologist
2. **Representation from:-** Geologists Association, Jaipur Chapter
3. **Demand:-** They have represented that:
- (i) Assured Career Progression (ACP) Scheme should be given on completion of 9, 18 & 27 years of service, instead of 10, 20 & 30 years of service.
- (ii) Benefits of ACP Scheme should be given as earlier like that pay and grade pay of promotion post.
- (iii) The grade pays given are not according to Central Government This has created pay anomalies. Therefore, grade pay in the ACP Scheme should be given at par with Central Government
- (iv) There are following differences in the grade pays of ACP Scheme:-

Pay Scale	Period of Service	Grade Pay (GOR)	Grade Pay (GOI)
Existing Entry Scale	1 st ACP (10Yrs)	6000	6600
Rs.8000-13500	2 nd ACP (20Yrs)	6600	7600
RCS (Revised Pay) Rules 08	3 rd ACP (30Yrs)	6800	8700
PB-3			
Rs.15600-39100			
Grade Pay Rs.5400			

- (v) Transport Allowance should be given at par with Central Government.
- (vi) Children Education Allowance and Hostel Allowance should be given at par with Central Government.
- (vii) No. of affected persons are :- 81
4. **Factual Position & Views of the Committee:-**

I. Factual Position:

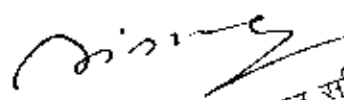
(i) Under ACP Scheme immediate next higher grade pay in the hierarchy of grade pays is available on completion of 10, 20 & 30 years of service for members of State Services and for isolated posts and drawing pay in RCS (Revised Pay) Rules 2008 exceeding grade pay Rs.4200.

(ii) Several grade pays sanctioned by State Government do not exist in Central Government these are as follows :-

Rs.2100, Rs.3200, Rs.3600, Rs.6000, Rs.6800, Rs.8200

Thus, the extent of benefits of ACP Scheme in the State are different from Central Government.

(iii) Prior to RCS (Revised Pay) Rules 2008, **selection grades** were admissible on completion of 9, 18, 27 years of service to class IV, Ministerial and Subordinate Services and isolated posts the maximum of whose pay scale did not exceed pay scale of


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relevant State Service. The Selection grade benefits were not available for State Services.

(iv) The Benefit of ACP Scheme is different from Central Government because there are following differences in the hierarchy of grade pays. The benefits of ACP Scheme is 3% increase of sum of pay in the running pay band and next higher grade pay in the hierarchy of running pay bands and grade pay.

Central Govt. Grade Pays	State Govt. Grade Pays
5400	5400
6600	6000
7600	6600
8700	6800
8900	7200
10000	7600
12000	8200
--	8700
--	8900
--	10000


II. Views of the Committee:

(v) The Geologists Association, Jaipur has demanded that benefits under ACP Scheme in the State should be same as is available in Central government. They have also raised the demand for reducing the period for grant of ACP Scheme benefits from 10, 20 and 30 years service to 9, 18, and 27 years service.

(vi) Due to existence of grade pay of Rs. 6000, Rs. 6800, Rs. 7200 and Rs. 8200 in the hierarchy of grade pays in the State, the benefits of ACP Scheme in the State is not similar to one available in Centre.

(vii) State Government has retained several pay scales, which existed in RCS (Revised Pay) Rules 1998, intact and has not merged them on functional considerations, as has been done by Central Government. Different services in the State Government have different levels and all the services and their levels are not comparable. Different State Services have different qualifications, method of recruitment and scope of duties. It is not desirable to merge all the layers, as has been done by Central Government. The principle of ACP Scheme is the same in the State government. Therefore, merely to facilitate higher grade pays in ACP Scheme, the need for maintaining distinction in pay scales/grade pays of various posts cannot be compromised. Therefore, the Committee finds the demand unacceptable.

(viii) They have demanded grant of Transport Allowance, Children Education Allowance, Hostel Allowance, in parity with Central Government. This has been dealt with elsewhere in this report.


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