

**Chapter – III (xxx)  
Rajasthan Police Forensic Science Department**

1. **Service/Cadre:-** Rajasthan Police Forensic Science Service  
**Posts:-** Senior Scientific Officer, Assistant Director, Deputy Director, Additional Director and Director.
2. **Representation from:-** Rajasthan Forensic Science Service Association.
3. **Demand:-** They have represented that :

(i) Qualifications for recruitment to the cadre is M.Sc. There is no provision in rules for recruitment of candidates with specialized qualifications to the service. National Institute of Forensic Science runs special courses relating to forensic science, but these courses have no preference for recruitment to the cadre, as per the State's recruitment rules.

(ii) The Scales in Central Government are higher. They have compared their pay with them also.

(iii) Pay Scales of State Forensic Science Services Officers should be at par with other comparable State Service s. Pay Scales of the post of Senior Scientific Officer, Assistant Director, Additional Director and Director, FSL are lower compared to the pay scales of various posts in Government Secretariat High Court RPSC, Medical and Health, Mines and Geology water Resources, PHED and PWD etc.

(iv) They have compared their parity with many other posts earlier in year 1996.

(v) They have demanded following pay scales:

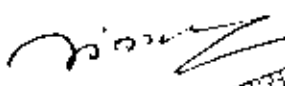
Post	Rajasthan Forensic Science Service Association (Revised Pay) Rules 1998	Rajasthan Forensic Science Service Association (Revised Pay) Rules 2008		Demanded Grade Pay
		Running Pay Band	Grade Pay	
Director FSL	14300-18300	37400-67000 (PB-4)	8700	10000
Additional Director FSL	13500-17500	15600-39100 (PB-3)	8200	8900
Deputy Director FSL	12000-16500	15600-39100 (PB-3)	7600	8700
Assistant Director FSL	10000-15200	15600-39100 (PB-3)	6600	8200
Senior Scientific Officer FSL	9000-14400	15600-39100 (PB-3)	6000	7200

(vi) On delay in granting promotions, (due to administrative reasons), pay scale of subsequent senior post should be allowed.

(vii) Hard Duty Allowance should be sanctioned @ 15% of Basic Pay + Grade Pay, as they work day and night and in adverse conditions.

(viii) Forensic Hazard Allowance should be sanctioned @ 15% of Basic Pay + Grade Pay, because they perform arduous duties.

(ix) Academic Awareness Allowance should be sanctioned @ 5% of Basic Pay + Grade Pay, as an incentive to update knowledge with latest

  
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research work and developments in Forensic Science.

(x) No. of affected persons are -

Director	1
Additional Director	3
Deputy Director	4
Assistant Director	28
Senior Scientific Officer	130

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

**I. Factual Position:**

(i) Rajasthan Forensic Science Service Association(Revised Pay) Rules 1998 pay scales and pay scales in Rajasthan Forensic Science Service Association(Revised Pay) Rules 2008 of State Forensic Science Officers are as follows :-

Post	Rajasthan Forensic Science Service Association (Revised Pay) Rules 1998	Rajasthan Forensic Science Service Association (Revised Pay) Rules 2008	
		Running Pay Band	Grade Pay
Director, FSL	14300-18300	37400-67000 (PB-4)	8700
Additional Director, FSL	13500-17500	15600-39100 (PB-3)	8200
Deputy Director, FSL	12000-16500	15600-39100 (PB-3)	7600
Assistant Director, FSL	10000-15200	15600-39100 (PB-3)	6600
Senior Scientific Officer, FSL	9000-14400	15600-39100 (PB-3)	6000

(ii) Qualification for appointment and promotions are as follows:-

Post	Mode of recruitment	Qualification
Director, FSL	100% by Promotion	from Additional Director of all Divisions on merit only Minimum experience 3years experience on the above post.
Additional Director, FSL	100% by Promotion	from Deputy Director, 3years experience.
Deputy Director, FSL	100% by Promotion	from Assistant Director, 5 years experience.
Assistant Director, FSL	100% by Promotion	from Senior Scientific Officer, 5 years experience
Senior Scientific Officer, FSL	50% by Direct recruitment	M.Sc Second Division in Chemistry/ Physics and 2 years experience of working in a FSL of State/ Centre/ PSU.
	50% by Promotion	from Senior Scientific Assistant 5 years experience

(iii) Hard Duty Allowance, Forensic Hazard Allowance and Academic Awareness Allowance are not being paid at present.

(iv) Central Government has been advised by VI CPC to grant adequate insurance cover for risk associated with duties.

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## II. Views of the Committee:

(v) Rajasthan Forensic Science Service Association have demanded parity in pay scale with pay scales of analogous post in Police Departments, Education Department, Secretariat Service, High Court, Medical Health Department, Mines and Geology Department etc.

(vi) The Committee appreciates the significance of the duties performed by Police Forensic Science Laboratories. The role and responsibilities of Police FSL is expected to grow and find wider recognition of their work in investigation and prosecution of criminal and other offences. Qualifications, method of recruitment and scope of duties of Officer and FSL, Police, Education, Secretariat Service, Medical & Health, Mines etc. are not comparable. Officers of Police Department, Education and Medical and Health have greater public dealing. Thus comparison with dissimilar and different cadres in the government for the purpose of demanding higher pay scales is difficult to understand and accept. The lowest post in Police FSL (Senior Scientific Officer) is appointed 50% by direct recruitment with M.Sc as minimum qualification along with two years experience of working in FSL in State/Central FSL. The rest (50%) of the posts are filled in from Senior Scientific Assistant by promotion. The post carries grade pay of Rs. 6000 in PB-3, which is higher when compared to the entry level posts in majority of the services which require minimum Post Graduate qualification for appointment carrying grade pay of Rs. 5400. In Central government, Senior Scientific Officer Forensic Science Laboratory is allowed grade pay Rs.5400 in PB-3. Therefore, the Committee does not agree with the demand for upgradation the grade pay of the post.

(vii) All the senior posts in the cadre are filled in 100% by promotion upto the post of Director. The pay band and grade pay for the post of Director, Police FSL in the State compares with the pay band and grade pay allowed for the post of Additional Director, Central FSL (Government of India). The National Institute of Criminology and Forensic Science does have post carrying higher grade pays, but the duties of officers of Police FSL and of the National Institution of Criminology and Forensic Science are not comparable. Therefore, the Committee finds no justification for upgradation of grade pay of any of these senior posts in Police FSL, Rajasthan.

(viii) As regards their demand for Forensic Hazard Allowance, the Committee has made recommendations earlier for putting in place a suitable Risk Insurance Scheme, on the lines recommended by 6<sup>th</sup> CPC.

(ix) The demands like grant of Hard Duty Allowance and Academic Awareness Allowance is not justified keeping in view the nature of duties.

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**Rajasthan Police Forensic Science Department**

1. **Service/Cadre:-** Rajasthan Police Forensic Science Subordinate Service  
**Post:-** Junior Laboratory Assistant, Laboratory Assistant, Junior Scientific Assistant
2. **Representation from:-** State Forensic Science Laboratory, Rajasthan.  
(Rajasthan Adhinasth Karmchhari Sangh)
3. **Demand:-** They have represented that :  
(i) Junior Laboratory Assistant and Laboratory Assistant in Police Forensic Science Laboratory are in lower pay scales than the pay scales sanctioned for the post of Laboratory Assistant and Senior Laboratory Assistant in Education Department.  
(ii) Pay Scales of Junior Scientific Assistant in Police Forensic Science and Sub Inspector of Police were identical till the pay scale of the post of Police Sub-Inspector was revised to Rs.5500-9000. Junior Scientific Assistant in F.S.L. continued in pay scale of Rs.5000-8000.  
(iii) Special Pay/ Risk Allowance should be sanctioned as the duties in Forensic Laboratory are very risky and difficult. Police Personnel have been sanctioned various types of allowances. They have also mentioned that their work carries much more significance compared to work performed by Police and Education Department personnel. Therefore, they may be given higher pay scales in comparison of pay scales of comparable posts in Police and Education Department.  
(iv) They be given pay as per Central Government.

Existing Pay Scales				Demanded Parity with other Department			
Post	RCS (Revised Pay) Rules 1998	RCS (Revised Pay) Rules 2008		Post	RCS (Revised Pay) Rules 1998	RCS (Revised Pay) Rules 2008	
		Revised Pay Band	Grade Pay			Revised Pay Band	Grade Pay
Junior Laboratory Assistant	3050-4590	5200-20200 (PB-1)	1900	Laboratory Assistant (Education Department)	4000-6000	5200-20200 (PB-1)	2400
Laboratory Assistant (Biology/ Zoology/ Biochemistry/ Maths/ Photo division)	4000-6000	5200-20200 (PB-1)	2400	Senior Laboratory Assistant (Education Department)	5000-8000	9300-34800 (PB-2)	3600
Junior Scientific Assistant	5000-8000	9300-34800 (PB-2)	3200	Sub-Inspector Police	5500-9000	9300-34800 (PB-2)	3600

(v) No. of affected persons are -150

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

**I. Factual Position:**

(i) Pay Scales in RCS (Revised Pay) Rules 1998 and in RCS (Revised Pay) Rules 2008 for various posts in Forensic Laboratory, Education and Police Department are as follows:-

Forensic Science Laboratory				Education Deptt. / Police			
Post	RCS (Revised Pay) Rules 1998	RCS (Revised Pay) Rules 2008		Post	RCS (Revised Pay) Rules 1998	RCS (Revised Pay) Rules 2008	
		Revised Pay Band	Grade Pay			Revised Pay Band	Grade Pay
Junior Laboratory Assistant	3050-4590	5200-20200 (PB-1)	1900	Laboratory Assistant (Education)	4000-6000	5200-20200 (PB-1)	2400
Laboratory Assistant	4000-6000	5200-20200 (PB-1)	2400	Senior Laboratory Assistant	5000-8000	9300-34800 (PB-2)	3200
Junior Scientific Assistant	5000-8000	9300-34800 (PB-2)	3200	Sub Inspector (Police)	5500-9000	9300-34800 (PB-2)	3600

(ii) Qualification for appointment and promotions are as follows:-

Forensic Science Laboratory		
Post	Mode of recruitment	Qualification
Junior Laboratory Assistant	100% by Direct recruitment	Secondary with Science
Laboratory Assistant	50% by Direct recruitment 50% by Promotion	Senior Secondary Science from Laboratory Attendant having 3years experience.
Junior Scientific Assistant	50% by Direct recruitment 50% by Promotion	B.Sc. from Laboratory Assistant having 2years experience in case of Science Graduate and 5years experience in case of non-science graduate.

(iii) The post of Junior Laboratory Assistant came in to existence in RCS (Revised Pay) Rules 1998 by upgradation of the post of Laboratory Attendant. Laboratory Attendant carried pay scale of Rs.775-1025 as per RCS (Revised Pay) Rules 1989.

(iv) The pay scales of Sub Inspector, Police has been revised from 5000-8000 to 5500-9000 vide Finance Deptt. order no. F.16 (34) FD (Rules) 98 (RPS-98-1/98) dated 26.3.98.

(v) VI Central Pay Commission have recommended Insurance cover for risk associated with duties for personnel in specific departments.

**II. Views of the Committee:**

(vi) State Forensic Science Laboratory - Rajasthan Adhinasth Karmchari Sangh have demanded parity in pay scales of Junior Laboratory Assistant and Laboratory Assistant in Police FSL with pay scales of the post of Laboratory Assistant and Senior Laboratory Assistant in Education Department. Qualification for appointment on the post of Junior Laboratory Assistant (Rs. 3050-4590) (grade pay Rs. 1900 in PB-1) was kept as Secondary.

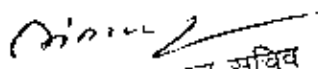
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(vii) The post of Laboratory Assistant exists in several departments of the government in identical pay scale (grade pay Rs. 2400 in PB-1). The post is required to be filled in 100% by direct recruitment with minimum Senior Secondary/Higher Secondary (old scheme) with Science. Upto Secondary level all subjects are common. Therefore, there is no specialized knowledge endowed by this qualification for dealing with Science Laboratories in those opting for the service. Therefore, on account of lower qualification of the post of Junior Laboratory Assistants compared to the Laboratory Assistant, the demand for grade pay of Rs. 2400, at par with Laboratory Assistant, for Junior Laboratory Assistant in a Police FSL has no basis.

(viii) The demand for parity in pay scale of Junior Scientific Assistant in Police FSL with the pay scale of Sub Inspector Police on the ground that till some time in past, the pay scale of both these post was identical, is misplaced and not tenable keeping in view the nature of duties and also because the pay scale of Sub Inspector of Police was upgraded in view of the special dispensation granted by 5<sup>th</sup> CPC. Therefore, the parity in pay scale sought by Junior Scientific Assistant with Sub Inspector Police cannot be acceded to. The Committee therefore recommends no change in the grade pay/pay structure of the post of Junior Scientific Assistant in Police FSL.

(ix) Citing the high degree of risk associated with the duties of Police FSL personnel, Special Pay/Risk Allowance has been demanded. 6<sup>th</sup> CPC in its report have discussed the demand for Risk Allowance and enhancement in the rate of this allowance and have recommended for substitution of risk allowance by risk insurance of Rs. 5 Lakh for employees in PB-1 Rs. 7 Lakh for employees in PB-2, and Rs. 10 Lakh for employees in PB-3 and above.

(x) The Committee, after careful consideration of the demand for Risk Allowance, recommends that government may put in place a suitable Risk Insurance Scheme, in place of allowance paid for this purpose, if any, for employees of such departments where there is a physical risk to body and life inherently linked with their duties.

  
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