

Chapter – III (xxxii)
Police Department

1. **Service/Cadre:-** **Police Personnel (Common Posts)**
Post:- **Cook**
2. **Representation from:-** Rajasthan State Employees Cook Association, Vibhagiya Shakha, Rajasthan Police
3. **Demand:-** They have represented that:
(i) The pay scale of **Cook** in Police and R.A.C. is that of a Class IV employee. Pay Scale no.3, as against Scale no.1, which was ordered for the Post of **Cook** in Police/RAC by Hon'ble High Court, but the post has not yet been designated as Cook.
(ii) Their work is technical in nature like, that of Painter and other skilled labourers. Therefore, pay scale should be at par with skilled labourers.
(iii) There is no promotional opportunity for Cook in the department. Therefore, they (the Cooks) should be given higher pay scales.
(iv) Pay Scale of Cook in Central Govt. is Rs.3200-4900, while in the State it is Rs.2650-3050. This huge gap between Central Govt. pay scale and State Govt. pay scale has increased further in the Sixth Pay Commission Pay Scales.
(v) The Pay Scale of Cook should be first upgraded and then fixation of pay in Sixth Pay Commission Pay Scales should be done. They have demanded following pay scales:

Post	Existing Pay Scale	Pay Band	In Pay Band	Grade Pay
Cook	3050-4590	PB-1	5200-20200	1900
Assistant Halwai	3050-4590	PB-1	5200-20200	1900

(vi) No. of affected persons are - 250

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

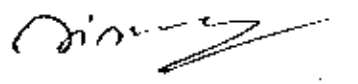
I. Factual Position:

(i) There is no post of Cook in the schedule of post of Police Department in the RCS (Revised Pay) Rules 2008. All posts in Pay Scale 2550-3200 and 2610-3540 have been included in Section "C", **Common Posts** in various Departments.

II. Views of the Committee:


(ii) Home (Police) Department has yet to incorporate the post in any of the departmental recruitment rules or make it part of any Common cadre rules.

(iii) The demand from Rajasthan State Employees Cooks Association, Vibhagiya Shakha, Rajasthan Police for parity in pay scales with pay scales of analogous post in Central government has been examined. Their demands along with demands from Cooks Associations of other departments have been dealt with in the Chapter dealing the demands of Circuit House Employees Union. The posts of Cooks, in whatever name these exists in Police Department, shall remain a distinct cadre and not be part of the constabulary.


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Police Department

1. **Name of Cadre:-** **Constable, Head Constable, Assistant Sub Inspector, Sub Inspector and Inspector**
2. **Representation from:-** 1. Director General of Police, Rajasthan.
2. Commandant 9th Battalion RAC, Tonk
3. **Demand:-** They have pointed out that:
- (i) Running pay bands and grade pays given to Rajasthan Police employees are less in comparison to Central Para Military Force, and Delhi Police. The nature of work in Central Para Military Force, Delhi Police and Rajasthan Police is similar. Therefore, identical pay scales may be given.
- (ii) The existing pay scale of Platoon Commander is Rs.5500-9000, where as it has been revised on the basis of pay scale Rs.5000-8000 with grade pay of Rs.3200. The pay scale of Police Platoon Commander of RAC should be similar to Sub-Inspector. In all the states there are identical pay scales for Central Para Military Forces and posts in State wireless police/Armed Police/Intelligence, Civil Police. Therefore, it is not justified to sanction different pay scales for identical posts.
- (iii) Ministerial Employees in the subordinate offices have an effective role in communication and effective implementation of State Government Schemes. The staff works in arduous conditions in comparison to Government Secretariat, RPSC, and Lokayukta Offices. As they are transferred to different places of States, it has an adverse effect on their residential and living standard. Pay scales and Grade Pays to Ministerial employees working in the Subordinate offices should be similar to employees in Government Secretariat.
- (iv) Entitlement for Government residential accommodation is based on the grade pay of an employee. But recovery of rent of such accommodation is made as a percentage of Basic Pay (total of pay in running Pay Band plus grade pay). In case an employee is allotted lower category of accommodation than he is entitled to would be paying higher rent. This should be reconsidered.
- (v) State Government has doubled the City Compensatory Allowance. but in some cases, the rates of CCA are lower than the pre-revised rates. This should be reconsidered and City Compensatory Allowance rates revised.
- (vi) Special Pay /Allowance is being sanctioned as an incentive to State Government employees for special nature of duties. The rate of these allowances should be increased according to the ratio of increase in pay, but in the RCS (Revised Pay) Rules 2008 in some cases the rates of Special Allowances are lower. In other cases the rates are as per the RCS (Revised Pay) Rules 1989 Schedule II.


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The revised rate of special allowance to Police employees is lower than the existing rate of allowances as per the following:-

Designation	Present Allowances	Revised Allowances
M.T. Allowance		
Constable(Driver)	130	90
Head Constable(Driver)	120	80
Sub Inspector/ Platoon Commander(M.T.O.)	80	40
Drill Instructor Allowance		
Sub Inspector	300	30
Head Constable	250	20
Constable	200	15
Bugler Allowance		
Constable	300	10
Armour Allowance		
Sub Inspector	100	30
Head Constable	75	20
Constable	50	15

Therefore, rates of these Special Allowances should be revised and the existing rates doubled

(vii) Benefits of selection grade to Constable as per the RCS (Revised Pay) Rules 1998 on completion of 9, 18 and 27 Years of Service, was pay scale of Head Constable (3200-4900), Platoon Commander (5500-9000) and Company Commander (6500-10500) respectively. Now, in ACP Scheme one is entitled to 3 % of pay increase and next higher grade pay. The benefits of pay scales of promotion posts will be available only on actual promotion. There is a difference of pay of an employee in RAC who has completed 18 years of service as on 12-9-2008 and those who complete 18 years service after 12-9-2008, which is about Rs.5182 per month. Therefore, option- date may be kept open.

(viii) There are negligible avenues of promotion in RAC, therefore, provision of Rule 19 & 20 of RCS (Revised Pay)Rule2008 should be deleted and provision of pay scales of promotion posts on completion of 9,18, & 27 years service should be restored.

(ix) No. of effected persons are as follows:-

Constable	58066
Head Constable	9169
Assistant Sub Inspector	5270
Sub Inspector	3713
Inspector	981

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4. Factual position & Views of the Committee:-

I. Factual Position:

(i) RCS (Revised Pay) Rules 1998 pay scales and pay scale in RCS (Revised Pay) Rules 2008 of Police personnel in State and Central Para Military Force/Delhi Police are as follows:

(a) Central Government

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

(b) State Government

Post	Pay Band	RCS (Revised Pay) Rules 1998 pay scale	RCS (Revised Pay) Rules 2008	
			Running Pay Band	Grade Pay
Constable	PB-1	3050-4590	5200-20200 (PB-1)	1900
Head Constable	PB-1	3200-4900	5200-20200 (PB-1)	2000
Assistant Sub Inspector	PB-1	4000-6000	5200-20200 (PB-1)	2400
Sub Inspector/ Platoon Commander	PB-2	5500-9000	9300-34800 (PB-2)	3600
Inspector/ Company Commander	PB-2	6500-10500	9300-34800 (PB-2)	4200

Note: Vide notification No.F.11 (7) FD (Rules)/2008 Pt.II.dt.25-2-2009 the Grade pay of Platoon Commander has been revised from Grade Pay Rs.3200 to Rs.3600.

(ii) Pay Scales of Office Assistant, Stenographer, Private Secretary, Section Officer, Office Superintendent of Government Secretariat are, as mentioned below :

Post In Government Secretariat RPSC Rajasthan Legislative Assembly Lokayukt Secretariat	RCS (Revised Pay) Rules 1998 Pay Scale	RCS (Revised Pay) Rules 2008		Subordinate Office	RCS (Revised Pay) Rules 2008	
		Running Pay Band	Grade Pay		Running Pay Band	Grade Pay
Office Assistant /Stenographer	5500-9000	9300-34800 (PB-2)	3600	Office Assistant /Stenographer	5000-8000	3200
Section Officer	6500-10500	9300-34800 (PB-2)	4200	Office Superintendent	5500-9000	3600
Assistant Secretary	10000-15200	15600-39100 (PB-3)	6600	Administrative Officer	6500-10500	4200

As this the pattern of departments, no change is justified.

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(iii) Entitlement of Government residential accommodation is on the basis of basic pay i.e. pay in Running Pay Band and Grade Pay and amount of rent is calculated on the basis of basic pay. Government servants residing in a category of accommodation lower than the one to which they are entitled, shall not be required to pay rent more than the maximum amount of rent payable by an employee who is entitled to that lower category of accommodation.

(iv) The issue of rate of Compensatory (City) Allowance has been dealt with elsewhere in the report.

(v) Employees of Rajasthan Police Subordinate Services are compensated additionally vide Home (Grade2) Department, Government of Rajasthan order No. f 13 (क) (4) Home-2/79 Dated 28 July 1979, considering that they perform hard duties and also work on public holidays.

(vi) The issue regarding grant of pay scale of promotion post under ACP scheme also, has been dealt with separately.

(vii) The rate of following allowances sanctioned to police personnel are as follows :-

Name of Allowance	Name of post	Rate of Allowance (Old)	Order No.	Rate of Allowance in RCS (Revised Pay) Rules 2008
M.T Allowance	Constable-(Driver)	130	Home (Grade2) Department order No. F.7.1 (क) (26) Home - 2/96 Dated 5.10.96	90
	Head Constable-	120		80
	Sub Inspector-	80		40
Armour Allowance	Constable-	50		15
	Head Constable-	75		20
	Sub Inspector-	100		30
Drill Allowance	Constable-	200	Home (Grade2) Department order Dated 27 August 2004	15
	Head Constable-	250		20
	Sub Inspector-	300		30
Bugler Allowance	Constable-	150	Home (Grade2) Department order No. F.1 (क) (3) Home-2/06 Dated 25 July 2006	10

(viii) The rate of above allowances were revised by the Home Department vide order Dated 5 Oct 1996, 27 August 2004 and 25 July 2006. Original orders were issued by the Finance (Rules) Department in Schedule-II of RCS (Revised Pay) Rules 1989.

II. Views of the Committee:

(ix) Under RCS (Revised Pay) Rules 2008 the Rajasthan Police Subordinate Service personnel have been granted grade pay corresponding to their pre revised pay scales. Out of the five tiers in Police Subordinate Service, grade pays of Sub Inspector/Platoon Commander and Inspector Police/Company Commander shall stand upgraded in view of the recommendations made by the Committee earlier in the report.

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(x) For the rest, the Committee examined the dispensations granted in other States in this regard. State Government of Haryana and Maharashtra have extended the pay structure recommended by 6th CPC for Delhi Police to their Police Subordinate Service personnel. In Gujarat, different pattern of pay scales exists. Status in other states is not in the knowledge of Committee.

(xi) The Committee has taken note of the fact that police personnel perform an important function. Their role become more onerous with changing profile of urban areas. Agitations and demands also add to the challenges of maintaining law and order especially in a State which has huge stretches of nationally important roads and railway network. As the State has international border, the role of police is important even in remote parts of the State. Terrorism has added an additional dimension to the regulatory function.

(xii) *It is in this background the Committee recommends as under:*

a. Government may provide for higher initial pay to the employee at the time of appointment to the post at the rate of Rs. 50 for Constable; Rs. 200 for Head Constable and Rs. 200, for Assistant Sub Inspector as a one time measure to compensate for the difference in grade pay of the State and the Centre.

b. The pay of in-service Constable, Head Constable and Assistant Sub Inspector in the running pay band concerned be raised by the equal amount, as above at 1, drawing pay in the pay scale of the post, as a one time measure to compensate for the difference in grade pay of the State and the Centre.

This is less than recommended by 6th CPC, but is justified on the grounds that State employees have to work in the frame work of the states pay scales and relativities of post with other cadres. The recommendations made for Police are in line with those made for all other essential services and fully recognized their important role in the development of the State. This moderation is also necessary as the resources of the State have to be allocated between the employees and the need to upgrade and rejuvenate infrastructure for the employees to deliver the services to the citizens.

(xiii) The issue related to uneven benefit in grant of Compensatory (City) Allowance (CCA) to various sets of employees, the matter has been dealt with elsewhere in the report.

(xiv) The discrepancy in grant of certain Special Pays/ Allowances, where the amount of Special Pay/Allowance is reported to be less than the amount being drawn as per earlier order, the Committee recommends that the rate of allowances as above table be restored to their earlier level reported by the Department.

(xv) As regards the issue of recovery of rent from an employee occupying government residential accommodation the rules provide that in case an employee is residing in a lower category accommodation than he is entitled to, the rent payable shall not be more than the maximum rent payable by an employee entitled to that lower category government accommodation. Perhaps this provision is not sufficient. Finance Department is advised to either lay down maximum rent payable for each category of government residential accommodation, or the criterion for allotment as also for recovery of rent should be identical i.e. the rent may be calculated as percentage of grade pay only.

(xvi) The issue raised for grant of grade pay of promotion post under ACP Scheme, instead of the next grade pay in the hierarchy of grade pays admissible on the lines of erstwhile selection grades, has been dealt with elsewhere in the report.

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