

**Chapter – III (xxxii)**  
**Printing & Stationery Department**

1. **Service/Cadre:-** Rajasthan Government Printing Press Service and Subordinate Service.  
**Posts:-** Superintendent, Assistant Superintendent, General Foreman, Printing Foreman, Head Proof Reader, Composing Foreman, Printer Gr. I, Compositor Gr. I, Compositor Gr. II, Printer Gr. II.
2. **Representation from:-** (i) Rajasthan Subordinate Service Association  
(ii) Rajasthan Government Press Proof Readers Association.  
(iii) Rajasthan Government Press State Service Officers Association
3. **Demand:-** (i) They have demanded following:-

Name of Post	Existing pay scale in State Government	Equivalent post in Central Government	Existing Pay scale in Central Government	Demanded pay scale RCS (Revised Pay) Rules 1998
Assistant Superintendent	5500-9000	Assistant manager	6500-10500	6500-10500
Superintendent	6500-10500	Manager	10000-15200	10000-15200
Director	11300-16200	Director	14300-18300	14300-18300

(ii) They have demanded grade pay as per Government of India. The statement of existing pay scales and revised pay scales of other posts in Centre and in State are as under :-

Post	Pay Scales in State Govt.			Demanded Parity with Central Government			
	In Pay Scales Rules of 1998	In Pay Scales Rules of 2008		Post	In 5 <sup>th</sup> Pay Scales Rules (Upgraded, if any)	In 6 <sup>th</sup> Pay Scales Rules	
		Pay Band	Grade Pay			Pay Band	Grade Pay
Superintendent	6500-10500	PB-2	4200	Controller	7450-11500	PB-2	4600
General Foreman	5000-8000	PB-2	3600	Overseer	5500-9000	PB-2	4200
Printing Foreman	5000-8000	PB-2	3200	Printing Foreman	5000-8000	PB-2	4200
Printer Gr. I	4000-6000	PB-1	2400	Senior Printer	4500-7000	PB-2	4200
Printer Gr. II	3050-4590	PB-1	1900	Junior Printer	4000-6000	PB-1	2800
Composing Foreman	5000-8000	PB-2	3200	Composing Foreman	5000-8000	PB-2	4200
Compositor Gr. I	4000-6000	PB-2	2400	Senior Compositor	4500-7000	PB-2	4200*
Compositor Gr. II	3050-4590	PB-1	1900*	Junior Compositor	4000-6000	PB-1	2800

\* There is difference in grade pay in demand made by the Association.

*[Signature]*  
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(iii) They have stated that post of Assistant Superintendent is in State Service, but pay scale granted is equivalent to subordinate services like, Accountant and Office superintendent who are subordinate to him.

(iv) The functions, responsibilities and work load is same both in Government of India and State Government.

(v) They have stated that Manager (Press), Rajasthan University is higher than Superintendent, Government Press.

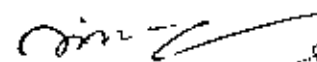
(vi) They have also represented that existing pay scale of Head Proof Reader and General Foreman was identical i.e., 5000-8000. In RCS (Revised Pay) Rules, 2008 grade pay for Head Proof Reader has been reduced to Rs.3200, whereas that of the General Foreman has been kept as Rs.3600 Therefore, Head Proof Reader should also be given grade pay of Rs.3600.

(vii) The posts of General Foreman and Assistant Superintendent have been made interchangeable. The post of Head Proof Reader is also an equally responsible post. Therefore, the post of Head Proof Reader may also be made inter changeable with the posts of General Foreman and Assistant Superintendent.

(viii) No. of affected persons are :-

Superintendent -	3
Assistant Superintendent -	4
General Foreman -	3
Printer Foreman -	2
Printer Gr. I -	52
Printer Gr. II -	149
Compositing Foreman -	4
Compositor Gr. I -	38
Compositor Gr. II -	114
Head Proof Reader -	5

(ix) The department has informed that the Printing Foreman and Composing Foreman get promotion on the post of General Foreman. The existing pay scale of these posts were identical i.e. Rs.5000-8000. Therefore, Printing Foreman and Composing Foreman, who get third selection grade prior to RCS (Revised Pay) Rules 2008 on completion of 27years service in the pay scale Rs.5000-8000 (the corresponding grade pay of the pay scale is Rs.3200) whereas the Printing Foreman and Composing Foreman, who are entitled to benefit under ACP Scheme in RCS (Revised Pay) Rules 2008 for next higher grade pay on completion of 27 years service shall get grade pay Rs.3600. Thus, the junior employee shall get higher grade pay i.e. Rs.3600 than his senior employee. This anomaly should be removed.

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

**I. Factual Position:**

(i) Pay scale of various posts in RCS (Revised Pay) Rules 1998 and in RCS (Revised Pay) Rule 2008 are as follows:-

	RCS (RP) Rules 1998	Pay Scales in RCS (Revised Pay) Rules 2008	
		Pay Band	Grade Band
Director	11300-16200	15600-39100 (PB-3)	7200
Superintendent	6500-10500	9300-34800 (PB-2)	4200
Assistant Superintendent	5500-9000	9300-34800 (PB-2)	3600
General Foreman	5000-8000	9300-34800 (PB-2)	3600*
Head Proof Reader	5000-8000	9300-34800 (PB-2)	3200
Printing Foreman	5000-8000	9300-34800 (PB-2)	3200
Printer Gr. I	4000-6000	5200-20200 (PB-1)	2400
Printer Gr. II	3050-4590	5200-20200 (PB-1)	1900
Composing Foreman	5000-8000	9300-34800 (PB-2)	3200
Compositor Gr. I	4000-6000	5200-20200 (PB-1)	2400
Compositor Gr. II	3050-4590	5200-20200 (PB-1)	1900

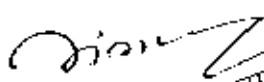
*\*The post of General Foreman and Assistant Superintendent shall be equivalent in rank and interchangeable. To this extent the relevant service rules shall stand modified. Formal amendment in the service rules will be issued separately.*

(ii) Qualifications for appointment on these posts are as follows:-

Post	Mode of recruitment	Qualification
Superintendent	100% by Promotion	From Assistant Superintendent having 5years experience
Assistant Superintendent	50% by Direct recruitment	Higher Secondary with Diploma in Printing having with 2years supervisory experience of Composing, Printing & Binding Section in a Press of repute and 3years experience in Management
	50% by Promotion	From General Foreman and Head Proof Reader.
(i) General Foreman	50% by Direct recruitment	Diploma in Printing Technology with 3years supervisory experience of Composing, Printing & Binding Section in a Press of repute.
	50% by Promotion	From (i) Composing Foreman, (ii) Printing Foreman, (iii) Incharge of Mono/Lino Secondary from a recognized Board or its equivalent, recognized by Government with 5years experience as Composing Foreman / Printing Foreman/Incharge of Mono/Lino sections

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Post	Mode of recruitment	Qualification
		OR A person who has 8years experience as Composing Foreman / Printing Foreman / Incharge of Mono / Lino section with minimum experience of 20 years in Government press.
(ii) Head Proof Reader	100% by Promotion	From Proof Reader Gr. I Degree with 5years experience on the above post.
Printing Foreman	25% by Direct recruitment  75% by Promotion	Diploma in Printing Technology from recognized Institutions.  From Printer Gr. I Diploma in Printing Technology from a recognized Institution with 5years experience on the above post.  OR Secondary from a recognized Board or its equivalent recognized by the Govt. with 7years experience on the above post. 10years experience on the above post.
Printer Gr. I	100% by Promotion	From Printer Gr. II Secondary from a recognized Board or its equivalent recognized by the Govt. with 7years experience on the above post.  OR 10years experience on the above post.
Printer Gr. II	90% by Direct recruitment  10% by Promotion	Apprentice, who has under gone full course in Printing under the Apprentice Act, 1961. Or (i) Secondary (ii) Must know Printing (to be judged by test)  From Binder Metric with 5years experience as Binder in Govt. Press and must know Printing as per norms (to be Judged by) test.  OR 8th Class passed with 10years experience as Binder in the Govt. Press and must know printing as per norms (to be judged by test)
Composing Foreman	25% by Direct recruitment  75% by Promotion	Diploma in Printing technology from a recognized Institution.  From Compositor Grade I. Diploma in Printing Technology from a recognized Institution with 5years experience on the above post.  OR Secondary from a recognized Board or its equivalent recognized by the Govt. with 7years experience on the above post.  OR 10years experience on the above post.
Compositor Gr. I	100% by Promotion	From Compositor Gr. II Secondary from a recognized Board or its equivalent recognized by the Govt. with 7years experience on the above post.  OR 10years experience on the above post.

  
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Post	Mode of recruitment	Qualification
Compositor Gr.II	90% by Direct recruitment  10% by Promotion	Apprentice who has undergone full course in Composing under the Apprentices Act, 1961.  From Binder Metric with 5years experience as Binder in Govt. Press and must know Composting according to norms (to be Judged by test) OR 8th Class passed with 10years experience as Binder in the Govt. Press and must know composing according to norms (to be judged by test)

(iii) There has not been any direct recruitment on the posts on which parity has been sought with Government of India. Qualification for the posts, from where promotion is made, is Secondary.

(iv) As per Rajasthan Government Press Subordinate Service Rules, Head Proof Reader is a 100% promotional post from Proof Reader Grade-I. Although in these rules it is mentioned that qualification for direct recruitment is Post Graduate Degree in Arts in English/Hindi with one year experience in Proof Reading in a Press of repute.

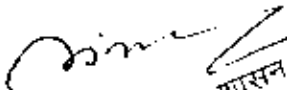
(v) 6<sup>th</sup> Central Pay Commission in its report in respect of printing staff has recommended that -

*"3.8.18 Printing staff had traditionally been considered as a category similar to that of Workshop staff. Fifth CPC had made detailed recommendations about this common category spread across various ministries/departments and establishments. Subsequently, the Government effected changes in the pay scales of some categories of printing staff. Many of the Government printing presses have now been corporatised or are in the process of being corporatised. In such a scenario, recommending any large scale changes in the extant pay structure of this common category may not be justified. However, some restructuring will be necessary on account of the proposed changes in the general structure of running pay bands. It is, accordingly, recommended that posts of printing staff in the pre-revised pay scales of Rs.5000-8000 and Rs.5500-9000 shall be merged and placed in the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4200. The posts of printing staff in the pre-revised pay scale of Rs.6500-10500 shall be upgraded and placed in the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600 that corresponds to the pre revised pay scale of Rs.7450-11500. The posts of printing staff presently in the pay scales of Rs.6500-10500 and Rs.7450-11500 will, therefore, stand merged."*

**Note:-** The above recommendation have been modified by the Government of India and the final recommended pay band-2 is Rs. 9300-34800 in place of Rs. 8700-34800

(vi) State Govt. has not agreed for merger or upgradation of pay scales in any case.

(vii) Rule 6(2) of RCS (Revised Pay) Rules 2008 says that :

  
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"Running Pay Band and Grade Pay for the existing Government servants drawing pay in Selection Grades granted under Finance Department order no. F.16(2)FD(Rules)/98 dated 17.02.1998 as amended from time to time, employees of Education Department (including Sanskrit Education Department) drawing pay in senior and selection scales under FD Notification No. F.16(5)FD(Rules)/98 dated 07.08.1998 and for the Government servants drawing pay in the personal pay scales, shall be the corresponding Running Pay Band and Grade Pays, as indicated in Col.4 and 6 respectively against the existing pay scale in Col.2 of Section 'A' of the Schedule-I appended to these rules.

Provided that the pay of existing Government servants drawing pay in the existing pay scale of Rs. 8000-13500, as selection grade, senior scale or selection scale, as the case may be, shall be fixed in the running pay band PB-2 Rs.9300-34800 and Grade Pay of Rs.5400."

(viii) Qualification/Mode of recruitment on posts in Central Govt. (as per their own submission)

Name of Post	Mode of Recruitment	Qualification
Manager/Works manager Deputy Director (Technical)	100% by promotion	(a) (i) Deputy manager (Photolitho) and Technologist with 7 years regular service in the grade (ii) Assistant Manager (Technical) with 8 years regular service in the grade. (b) Possessing Diploma in Printing and allied Trades/photolithography/Offset Printing from a recognised University/Institute or equivalent.
Assistant Manager Technical	By selection post	Essential: (i) Diploma in Printing and Allied Trades from a recognised University/Institute or equivalent. (ii) Four years experience in a Printing Press or establishment in various branches of Printing trade. Note (1): The qualifications are relaxable at the discretion of the Union Public Service Commission in case of candidates otherwise well qualified. Note (2) The qualification (s) regarding experience is/are relaxable at the discretion of the Union Public Service Commission in the case of candidates belonging to Scheduled Castes or Scheduled Tribes, if at any stage of selection, the Union Public Service Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them. Desirable: (i) Degree of a recognised University or equivalent. (ii) Practical experience in Litho and Offset Printing Layout, designing and block making department.
	By Promotion	Overseers with three years regular service in the grade

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Name of Post	Mode of Recruitment	Qualification
Overseer	By selection	<p>Essential:</p> <p>(i) Diploma in Printing and Allied trades from a recognised University/Institution or equivalent.</p> <p>(ii) Two years Practical experience in a printing press or establishment in various branches of printing trade e.g. mechanical Composition, Bindery and Warehouse, machine Printing etc.</p> <p>OR</p> <p>Certificates as a qualified Apprentice after full four years Apprenticeship in a Government of India Press.</p> <p>Note (1): Qualification are relaxable at the discretion of the Union Public Service Commission in case of candidates otherwise well qualified.</p> <p>Note (2): The qualification (s) regarding experience is/are relaxable at the discretion of the Union Public Service Commission in the case of candidates belonging to Scheduled Castes or Scheduled Tribes, if, at any stage of selection, the Union Public Service Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p> <p>Desirable:</p> <p>(i) Degree from a recognised university of equivalent.</p> <p>(ii) Practical experience in Printing and Photo Offset Printing and Trades connected therewith.</p>
	By Promotion	Foreman and Reader with two years regular service in the grade.

(ix) Pay Scale of comparable posts in Central Government (as per submission of the representing Associations).

Post	CCS(Revised pay) Scale Rules 1997	CCS(Revised pay) Scale Rules 2006	
		Running pay band	Grade pay
Manager/ Works Manager equivalent to Superintendent	10000-15200	15600-39100 (PB-3)	6600
Assistant Manager (Adm) equivalent to Assistant superintendent	6500-10500	9300-34800 (PB-2)	4200
Overseer equivalent to General foreman	5500-9000	9300-34800 (PB-2)	4200
Compositor Grader-I (Same post)	4000-6000	5200-20200 (PB-1)	2400
Compositor Grade-II (Same post)	3050-4590	5200-20200 (PB-1)	1900

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## II. Views of the Committee:

(x) The representing Unions/Associations have demanded higher pay scales based on comparison with pay scales of dissimilar posts in

same establishment in Central government. The size and scale of operations in Printing Press in Centre are much larger in comparison to the one in the State government. The qualifications and experience prescribed for appointment/ promotion to a post are also not comparable.

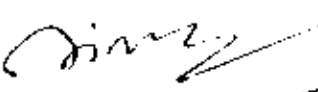
(xi) The specific demand for upgradation of grade pay of Head Proof Reader from Rs. 3200 to Rs. 3600 on the ground that prior to RCS (Revised Pay) Rules 2008, the pay scale of the post of Head Proof Reader and that of General Foreman was identical i.e. Rs. 5000-8000, has been examined in detail. Grade pay for the post of General Foreman (Rs. 5000-8000) has been assigned Rs. 3600 with the remark that,

"the cadre of General Foreman and Assistant Superintendent shall be equivalent in rank and interchangeable. To this extent the relevant service rules shall stand modified".

(xii) As per the relevant Service Rules, Head Proof Reader (grade pay Rs. 3200) along with General Foreman is eligible for promotion to the post of Assistant Superintendent. This has aggrieved the holders of the post of Head Proof Reader, as now the post of General Foreman has become their promotion post. They have demanded that the post of Head Proof Reader also be placed at par and interchangeable with Assistant Superintendent. The post of Head Proof Reader is filled 100% by promotion from Proof Reader Gr. I. There is a mention in the subsequent column that for direct recruitment on the post of Head Proof Reader, the minimum qualification is Post Graduate Degree in Hindi/English with one years experience in proof reading. Such a provision may be to empower the department to make direct recruitment on this post at any stage. But it is not known if direct recruitment on this post (Head Proof Reader) has ever been made in the department in past. In view of this and keeping the fact that there are comparable levels with grade pays in the channels of Composing, Printing and Proof Reading in the department, the Committee does not agree to grant higher grade pay of Rs. 3600 to the holders of the post of Head Proof Reader.

(xiii) As regards the demand of the upgradation of grade pays of Compositor Gr. II, Compositor Gr. I, Composing Foreman, Printer Gr. II, Printer Gr. I, Printing Foreman in parity with analogous posts in Centre, the Committee find no valid justification for the demand.

(xiv) However, Committee's recommendations made earlier shall also benefit of upgradation of grade pay of various posts and consequent benefit under ACP scheme, to Composing Foreman, Printing Foreman, Head Proof Reader, General Foreman/ Assistant Superintendent and Superintendent.

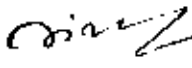
  
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(xv) The demand from Rajasthan Government Press State Service Officers Association to upgrade the grade pay of the post of Director has also been considered. The post of Director,



**Government Press at present is occupied by an RAS officer. However, till the post of Director is appearing in the relevant Service Rules for appointment, therefore there has to be a grade pay for the post. The grade pay allowed for the post is Rs.7200 in PB-3 is recommended to be Rs.7600 in PB-3.**

(xvi) The issue posed by the department that holders of posts of Printing Foreman and Composing Foreman are promoted to the post of General Foreman. Pre-revised pay scale (Rs. 5000-8000) of these posts were identical, therefore, the selection grade benefit was given in the same pay scale. Those who become entitled for 3<sup>rd</sup> ACP benefit of completion of 27 years service now, shall be drawing grade pay of Rs. 3600 i.e., in higher grade pay than their seniors. This is a genuine issue and government in Administrative Department is advised to sort it out in consultation with Finance Department.

  
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