

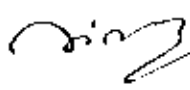
**Chapter – III (xxxv)
Revenue Department**

1. **Service/Cadre:-** **Rajasthan Tehsildar Service**
Posts:- Tehsildar, Naib Tehsildar, Inspector Land Record/ Office Kanoongo
2. **Representation from:-** (i) Rajasthan Tehsildar Seva Parishad
(ii) Rajasthan Naib Tehsildar Association
3. **Demand:-** They have represented that: -
(i) Tehsildar and Naib Tehsildar perform variety of duties. There are large number of posts in government whose pay scales are higher but their duties and responsibilities are far less tough than theirs. Nature of duties and responsibilities assigned to Tehsildar have not been kept in view while fixing their pay scales. Instead, their pay scales have been fixed comparing it with pay scales of non-comparable posts.
(ii) Grade pay granted for the post of Naib Tehsildar in Union Territories (UTs) is higher. Therefore, their grade pay should be at par with Central Government
(iii) Pay Scale of Tehsildar should be immediately below the pay scale for RAS (entry pay scale).
(iv) There was parity in the pay scales of Tehsildar with Head Master, Secondary School and Nursing Superintendent Gr.-I, which has been disturbed.
(v) In Central Government the lowest grade pay in PB-2 is Rs.4200. Therefore, they should also be given grade pay Rs. 4200 in PB-2 for the post of Inspector Land Record.
(vi) The pay scales of revenue department officers/ employees should be as follows: -

Post	Running Pay Band	Grade Pay
Land Revenue Inspector	9300-34800 (PB-2)	4200
Naib Tehsildar	9300-34800 (PB-2)	4800
Tehsildar (According to other State Services)	15600-39100 (PB-3)	5400

- (vii) They have compared their pay scales with other services historically from 4th Pay Commission onwards.
(viii) All the four posts in Revenue Department are of Administrative category. Therefore, looking to the duties performed by them, Transport Allowance should be given.

(ix) Benefits of selection grade or ACP should be equal to the benefits on promotion.


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(x) No. of affected persons are 441 Tehsildars and 434 Naib Tehsildars

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

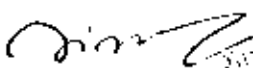
I - Factual Position

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

Post	RCS (Revised Pay) Rules 1998 Pay Scale	RCS (Revised Pay) Rules 2008	
		Running Pay Band	Grade Pay
Patwari	3050-4590	5200-20200 (PB-1)	1900
Inspector Land Record/ Office Kanoongo	5000-8000	9300-34800 (PB-2)	3200
Naib Tehsildar	5500-9000	9300-34800 (PB-2)	3600
Tehsildar	6500-10500	9300-34800 (PB-2)	4200

(ii) Qualification and mode of recruitment :

Post	Mode of recruitment	Qualification
Tehsildar	25% by promotion	From Office Supdt. Gr. I of the Board of Revenue Collectorates, Colonization & Settlement Department Having Five years experience
	25% by promotion	From Sadar Kanoongo and Sadar Munsarims of Revenue Colonization & Settlement Department. Having Five years experience
	50% by promotion	From Naib- Tehsildar Having Five years experience
Naib-Tehsildar	60% by Direct recruitment	Graduate As above post
	32% by promotion	From Inspector Land record Having five years experience
	5% by promotion	From Settlement Inspector Having five years experience
	3% by promotion	From Colonization Inspector Having five years experience
Inspector Land record (II R) / Office Kanoongo	80% by promotion	From Patwari
	20% by Departmental Examination	From Patwari
Patwari	100% by Direct recruitment	Senior Secondary


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(iii) In respect of Tehsildar/Deputy Tehsildar in UTs, Central Sixth Pay Commission has recommended as follows: -

Para 7.57.11“Tehsildars and Deputy Tehsildars in various UTs have an established relativity with the posts of Inspector and Sub Inspector of Police. Fifth CPC had also recommended identical pay scales for these posts. This parity may need to be maintained. Since Inspectors and Sub Inspectors of Police are being placed in the respective scales of Rs.7450-11500 and Rs.6500-10500, a similar dispensation may need to be extended to Tehsildars and Deputy Tehsildars. The Commission, accordingly, recommends the scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600 for Tehsildars and of Rs.6500-10500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4200 for Deputy Tehsildars. Extension Officers have an established parity with the post of Deputy Tehsildars. Accordingly, these posts will also need to be placed in the scale of Rs.6500-10500 on par with Deputy Tehsildars”.


Note : The above recommendation have been modified by Central Government and final recommended pay band (PB-2) is Rs.PB-2 9300-34800 in place of Rs.8700-34800.

(iv) In PB-2 (PB-2 9300-34800), minimum grade pay in Central Government is Rs.4200, while in State Government, first Grade Pay in PB-2 is Rs.3200.

(v) In RCS (Revised Pay) Rules, 1998, pay scales of Head Master, Secondary School, Naib Tehsildar and Tehsildar are as follows: -

Post	RCS (Revised Pay) Rules 1998 Pay Scale	RCS (Revised Pay) Rules 2008	
		Running Pay Band	Grade Pay
Secondary School Head Master	6500-10500	9300-34800 (PB-2)	4800
Naib Tehsildar	5500-9000	9300-34800 (PB-2)	3600
Tehsildar	6500-10500	9300-34800 (PB-2)	4200
Nursing Superintendent Gr-I	6500-10500	9300-34800 (PB-2)	4800

(vi) Pay Scale of Head Master Secondary School and Nursing Superintendent Gr I was subsequently upgraded to Rs.7500-12000 vide order dated 7.8.98 and 19.9.98.


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(vii) Pay Scales of RAS and Tehsildar in RCS (Revised Pay) Rules 1998 and in RCS (Revised Pay) Rules 2008 are as follows: -

S. No.	Post	RCS (Revised Pay) Rules 1998 Pay Scale	RCS (Revised Pay) Rules 2008	
			Running Pay Band	Grade Pay
(i)	RAS (Junior scale)	8000-13500	15600-39100 (PB-3)	5400
(ii)	Tehsildar	6500-10500	9300-34800 (PB-2)	4200

Immediately lower pay scale to the entry pay scale of RAS is 7500-12000 (pay band PB-2 9300-34800 and grade pay Rs.4800).

(viii) Prior to RCS (Revised Pay) Rules 2008, Selection Grades were allowed on completion of 9, 18 and 27 years of service to members of Class IV, Ministerial Service and Subordinate Service in the pay scales of promotion posts. Now, under ACP Scheme the benefits are next higher grade pay plus one increment @3% of pay + grade pay.

II – Views of the Committee

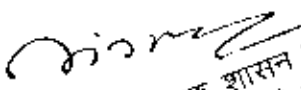
(ix) The Rajasthan Tehsildar Seva Parishad and Rajasthan Naib Tehsildar Association have demanded upgradation of their pay scales in view of varied and significant nature of their duties. They have claimed parity of pay scales at par with Union Territories.

(x) We consider Tehsildar service as an important service in the State. The post of Tehsildar is a 100% promotion post from Naib Tehsildar which is filled in the ratio of 60% from competitive examination through RPSC and 40% by promotion from the ILR and limited competitive examination from Patwari. The post of Tehsildar is filled in 100% by promotion. It normally takes 5 to 6 years for a Naib Tehsildar to rise to the level of Tehsildar. There is 30% quota for promotion from Tehsildar service to RAS, and ordinarily it takes 13 to 14 years for promotion to RAS. There is no denying the fact that Tehsildar plays an important role in Revenue Administration and in the implementation of various schemes of Central and State Government. But this alone can not be adequate ground for disturbing the present parities existing in Sub-ordinate Services.

(xi) In view of the fact that there are good prospects for promotion available to the service and also keeping in view the fact that the Naib Tehsildar reaches Senior/ Selection Scale of RAS, we do not find any justification for upward revision of the pay scale of Naib Tehsildar and Tehsildar.

(xii) However, the holders of the pay scale of Rs. 5000-8000 and Rs. 5500-9000 will benefit from the decision of the Committee to revise upwards the grade pays of the holders of these pay scales.

(xiii) The other demands, which are general in nature and pertain to revision of various allowances, making 6th Pay Commission operative from 01.01.2006 have been dealt with in our report while dealing with general demands.


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Revenue Department

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

**Rajasthan Land Revenue (Land Records) Service.
Patwari.**

Rajasthan Patwar Sangh.

They have represented that:

(i) Central Government has given grade pay Rs.4200 for pre-revised pay scales Rs.5000-8000 and Rs.5500-9000. Therefore grade pay Rs.4200 should be given to them at par with Central Government.

(ii) Due to introduction of ACP Scheme in lieu of Selection Grades on completion of 9,18 and 27 years of service, a Patwari incurs loss ranging from Rs.281 to 597 per month. Net receipt may be less by Rs.1000/- per month due to increased deductions. A Patwari, who is junior to another by one month, shall draw less salary by Rs.4761/- per month, if senior one has availed the benefit of 1st Selection Grade prior to introduction of ACP Scheme. This difference in pay would increase with passage of time and may even reach to Rs. 25000/- by the time of superannuation.

(iii) Option may be given to elect the date of annual increment i.e., either 1st July or 1st January.

(iv) Transport Allowance and Education Allowance may be given at par with Central Government.

(v) Arrears of revised pay as per RCS (Revised Pay) Rules 2008 should be given from 1st January 2006.

(vi) Payment of arrears may be given in 60:40 on the basis of total arrear.

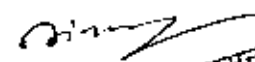
(vii) Basic Pay slabs for sanctioning CCA may be fixed in a manner that every employee gets double the amount of what he was already drawing.

(viii) Pay fixation under RCS (Revised Pay) Rules 2008 may be done keeping multiplication factor of 1.94 of basic pay, instead of 1.86.

(ix) Categorization of employees in T.A. Rules may be designed in a manner that no employee is placed in a lower category for drawl of T.A. claim.

(x) Patwari working in rural area be given Rural Allowance @ 15% and House Rent Allowance @ 20%.

(xi) Patwari is allowed Special Pay @ Rs.50 since 1992. This special pay may be raised to Rs.500.


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(xii) Patwari was sanctioned Special Allowance @ Rs.300/- P.M. from 1998, but in the RCS(Revised Pay) Rules 2008 this Special Allowance has not been mentioned. This Special Allowance may be restored and looking to the price increase, the rate be revised to Rs.2000 P.M.

(xiii) Before implementation of 6th Pay Commission, Patwari may be granted pre revised pay scale Rs.4000-6000 in place of Rs.3050-4590, as per the agreement.

(xiv) Benefits based on the length of service, should be granted including training period (at the time of induction) or from the date of appointment.

(xv) Amendments in TA Rules compelling production of Traveling Ticket along with T.A. Bill and admissibility of Halting Allowance after 12 hours of stay, instead of 8 hours, should be reversed.

(xvi) Educational qualification for the post of Patwari is Higher Secondary which is similar to the qualification laid down for Teacher. Therefore, pay scale Rs.4500-7000 in RCS (Revised Pay) Rules 2008 should be given and fixation of pay in sixth pay commission, pay Scales should be done with grade pay Rs.2800. Patwari gets 9 months training and acquires special qualification there after he has to pass an examination. Patwari gets training in Land Revenue Rules, Rajasthan Land Record Rules, Rajasthan Tenancy ACT, Rajasthan Civil Service Rules, maintain variety of record. He is the only representative of State Government in a village.

(xvii) Patwarghar should be treated as an office not a residence.

(xviii) No. of affected persons are 10,000 including 1400 recruited after 1999

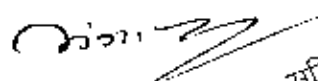
4. Factual Position and views of the Committee:-

I - Factual Position

(i) RCS (Revised Pay) Rules 1998 pay scale and selection grades admissible to Patwari were :

Pay Scale of the post	3050-4590
First Selection Grade	5000-8000
Second Selection Grade	5500-9000
Third Selection Grade	6500-10500

(ii) Revenue Department has observed that in RCS (Revised Pay) Rules 2008, Selection Grades have been substituted by Assured Career Progression (ACP). Scheme Drawing attention to the extent of financial benefit allowed in ACP Scheme vis-à-vis Selection Grades it has been concluded that if date for options the RCS (Revised Pay) Rules 2008 is extended beyond


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12.9.2008 their problem may get solved.

As reported allowing pay scale 4000-6000 in place of Rs.3050-4590 for the post of Patwari is not under consideration in Revenue Department and /or F.D.

(iii) Pay Band and Grade Pay for various posts in Revenue Department in RCS (Revised Pay) Rules 1998 and 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
Patwari	3050-4590	5200-20200 (PB-1)	1900
Inspector Land Record (ILR)/ Office Kanoongo	5000-8000	9300-34800 (PB-2)	3200
Naib Tehsildar	5500-9000	9300-34800 (PB-2)	3600
Tehsildar	6500-10500	9300-34800 (PB-2)	4200


(iv) Patwari was entitled to Selection Grades prior to RCS (Revised Pay) Rules 2008 in the pay scales of ILR, Naib Tehsildar and Tehsildar on completion of 9, 18, 27 years service. The grade pay of these posts in RCS (Revised Pay) Rules 2008 are Rs.3200, Rs.3600 and Rs.4200 respectively. As per provisions of ACP Scheme immediate next higher grade pay in the hierarchy of Grade Pays with an increase of 3% on the sum of pay in the running pay band and grade pay shall be available. Patwari who is allowed pay in Running Pay Band of PB-1 Rs.5200-20200 with Grade Pay Rs 1900, shall now get next higher Grade Pay of Rs.2000, Rs.2100 and Rs.2400 in ACP Scheme on completion of 9,18 and 27 years of service respectively.

(v) Other issues mentioned at demand nos. (iii) to (ix) and (xv) such as date of increment, CCA rates, implementation date, Transport Allowance, Education Allowance, Multiplication Factor etc have been dealt with separately in this report.

(vi) House Rent Allowance (HRA) rates are based on population of a town/city. Demand for HRA @ 20% to all Patwari has no basis. Likewise, no basis has been given for grant of Rural Allowance @ 15% of pay.

(vii) As regard Patwarghar, it is an administrative matter.

(viii) State Government has allowed the employees to submit their revised option by 31.3.09 to allow the benefits of fixation of pay in RCS (Revision pay) Rules 2008 from a date subsequent to the promulgation of these rules after availing benefits of selection grade/ promotion, as the case may be.


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(ix) The Patwaris of Revenue Department and Irrigation Department handling cash have been granted fixed Special pay Rs.50 per month irrespective of the amount of cash handled in the RCS (Revised Pay) Rules 2008.

In other departments, Government servants handling Cash/Store have been granted Special pay on furnishing cash security or fidelity bond from Insurance Company as under:

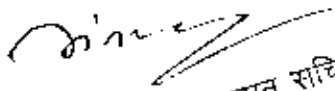
Amount of average monthly cash handled during the preceding year	Amount of Security	Special Pay
Upto Rs.75000	Rs.20,000	Rs.50
Over Rs.75000 and upto Rs.2 lacs	Rs.25,000	Rs.75
Over Rs.2 lacs and upto Rs.5 lacs	Rs.35,000	Rs.100
Over Rs. 5 lacs	Rs.50,000	Rs.125

(xi) Special Work Allowance @ Rs.300 P.M. have been sanctioned to Patwaris considering their multifarious duty by the Revenue Department vide order no. F.7(47)RAJ-I/88 Pt.5 dated 19.9.1998. The order issued by the Revenue Department was not under RCS (Revised Pay) Rules 1998. Therefore, increase in Special Allowance rate is not related with pay anomaly.

II – Views of the Committee

(xii) The main demand of the Union is for grant of parity in pay scales with Teachers (erstwhile Teacher Gr-3) whose pay scales have been revised in the past. About 15000 Patwari constitute the cadre and historically there has been parity in their pay scales and the pay scales of LDC, which is another big cadre. Educational qualification for the post and method of recruitment is almost similar. For Patwari the minimum qualification is Secondary and is recruited through a competitive examination and thereafter undergo in-service training. Similarly for LDC also, the minimum educational qualification is secondary pass and has to qualify in the competitive examination held by RPSC. The Committee therefore, is not in favour of disturbing this long term parity existing in the scales of Patwari and an LDC.

(xiii) As regards their demand for grade pay Rs. 4200 for the pay scale of Rs. 5000-8000 and Rs. 5500-9000 it would be appropriate to mention here that the grade pay of Rs. 4200 has been permitted by Government of India as a result of their decision of merger of the pay scales Rs. 5000-8000, Rs. 5500-9000 in Rs. 6500-10500. However, the holders of the pay scale of Rs.5000-8000 and Rs.5500-9000 will benefit from the decision of the Committee to revise upwards the grade pays of the holders of these pay scales.


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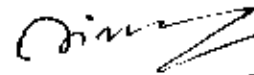
(xiv) As regards loss due to introduction of the new dispensation of ACP, it would be pertinent to say that ACP is a different dispensation which has been introduced as per scheme of Government of India but modified in respect of grant of

benefits to non-gazetted employees on 9, 18 and 27 service as against 10, 20 and 30 years of service in Central Government.

As per provisions of ACP Scheme immediate next higher grade pay in the hierarchy of Grade Pays with an increase of 3% on the sum of pay in the running pay band and grade pay shall be available to qualifying employees. Since these two dispensations namely ACP and Selection Grades are totally different in their nature and content, it is illogical to make any comparison. This issue has been dealt with elsewhere in this report.

(xv) The State Government has already allowed the option for availing selection grade/promotion before opting revised pay scales.

(xvi) The demands of the Patwaris which are general in nature like demand for various types of allowances granting benefits from 01.01.2006 etc. have been dealt with else where in our report.


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