

**Chapter – III (xxxvi)  
Settlement Department**

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

**Rajasthan Settlement Sub-ordinate Service  
Inspector and Sadar Munsarim**

- (i) Rajasthan Bhu-Mapak Sangh
- (ii) Rajasthan Bhu-Prabandh Nirikshak Sangh

They have represented that:

(i) Grade Pay for existing pay scale Rs.5000-8000 in other departments has been granted @ Rs.3600, but Inspector, Settlement Department has been granted Rs.3200. Their Grade Pay be revised to Rs.3600.

(ii) Sadar Munsarim in this department, whose existing pay scale is Rs.5500-9000, has been given grade pay of Rs.3600, where as the grade pay in other departments for same scale of pay has been granted Rs.4200. Grade Pay for Sadar Munsarim be revised to Rs.4200.

(iii) Benefits of 6<sup>th</sup> Pay Commission may be given from 1.1.2006

(iv) Selection Grades should be restored.

(v) Date of Increment may be kept unchanged.

(vi) Central Government has granted grade pay of Rs.4200 for the existing pay scales Rs.5000-8000 and Rs.5500-9000, but State Government has ordered grade pays Rs.3200 and Rs.3600 respectively. Grade Pay Rs.4200 be granted to the holders of pay Scale Rs.5000-8000 and Rs.5500-9000, as has been done by Central Government.

(vii) Hard Duty Allowance may be given to them as per past practice.

(viii) Educational Allowance, Transport Allowance, Hostel Allowance may be given as per Central Government orders.

(ix) Fixed T.A. sanctioned to Inspector of Settlement Department be increased from Rs.75 P.M to Rs.500 P.M.

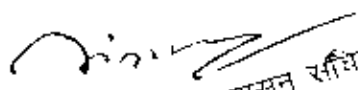
(x) No. of affected persons are 1194

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

**I - Factual Position**

(1) Deputy Secretary, Revenue (Grade-1) has stated that:

- (i) Inspector in Settlement Department have been given Grade Pay of Rs.3200, where as in other departments Grade Pay of Rs.3600 has been granted to holders of pay scale Rs.5000-8000.
- (ii) In RCS (Revised Pay) Rules, 2008, Rajasthan Statistical Subordinate Services, Research Assistant

  
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in Rajasthan Evaluation Services, Enforcement Officer in Food Department, General Foreman in Rajasthan Government Press Subordinate Services have been granted grade pay of Rs.3600. This anomaly may be rectified by the committee.

- (iii) Sadar Munsarim in Settlement Department has been granted Grade Pay of Rs.3600, where as in other Departments Grade Pay of Rs.4200 has been given. Sadar Munsarim is in identical pay scale as is admissible to Naib Tehsildar in Revenue Department. Therefore, change in grade pay is not justified.

2.(i) Pay Scale of various posts in the department in RCS (Revised Pay) Rules 2008 and pay scales of equivalent and other posts of Revenue Department are as follows: -

Settlement Department			
Post	RCS (Revised Pay) Rules 1998 Pay Scale	RCS (Revised Pay) Rules 2008	
		Running Pay Band	Grade Pay
Inspector	5000-8000	9300-34800 (PB-2)	3200
Sadar Munsarim	5500-9000	9300-34800 (PB-2)	3600

Revenue Department			
Post	RCS (Revised Pay) Rules 1998 Pay Scale	RCS (Revised Pay) Rules 2008	
		Running Pay Band	Grade Pay
Inspector Land Record/ Office Kanoongo	5000-8000	9300-34800 (PB-2)	3200
Sadar Kanoongo	5500-9000	9300-34800 (PB-2)	3600
Naib Tehsildar	5500-9000	9300-34800 (PB-2)	3600
Tehsildar	6500-10500	9300-34800 (PB-2)	4200

(ii) Pay Scales of following posts in various departments in RCS (Revised Pay) Rules 1998 and 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
Statistical inspector	5000-8000	9300-34800 (PB-2)	3200
Statistical Assistant	5000-8000	9300-34800 (PB-2)	3600
Investigator	5000-8000	9300-34800 (PB-2)	3200
Research Assistant	5000-8000	9300-34800 (PB-2)	3600
Enforcement Inspector	5000-8000	9300-34800 (PB-2)	3200
Enforcement officer	5000-8000	9300-34800 (PB-2)	3600

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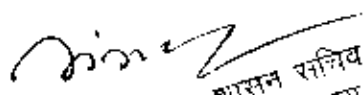
Post	RCS (Revised Pay) Rules 1998 Pay Scale	RCS (Revised Pay) Rules 2008	
		Running Pay Band	Grade Pay
Head Post Reader	5000-8000	9300-34800 (PB-2)	3200
General Foreman	5000-8000	9300-34800 (PB-2)	3600
Stamp Reporter / Examiner	5500-9000	9300-34800 (PB-2)	3600
Court Master	5500-9000	9300-34800 (PB-2)	4200

(iii) State Government has granted higher grade pays in cases where Pay Scale of feeder post and that of promotion post were identical. In such cases, State Government has granted higher-grade pay to the promotional post. For example, Statistical Inspector gets promotion on the post of Statistical Assistant but existing pay scales of both the posts was Rs.5000-8000. Therefore grade pay of promotion post i.e., Statistical Assistant has been fixed at Rs.3600. Except such cases, State Government has not granted higher grade in any case. In Settlement Department, no such situation exists, where feeder post and promotion post have identical pay scales.

(iv) In 6<sup>th</sup> Central Pay Commission following recommendations has been made for merger of Pay Scales: - (para no.2.2.21(v) of 6<sup>th</sup> CPC Report)

*"On account of the proposed merger of pre-revised pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500, some posts which presently constitute feeder and promotion grades shall come to lie in an identical grade. The Commission has given specific recommendations about some categories of these posts in the Report. As regards other posts, it should first be seen if the posts in these three scales can be merged without any functional disturbance. If possible, this should be done. In case it is not feasible to merge the posts in these pay scales on functional considerations, the posts in the scale of Rs.5000-8000 and Rs. 5500-9000 should be merged with the post in the scale of Rs.6500-10500 being upgraded to the next higher grade in pay band PB-2 with grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500. In case a post already exists in the scale of Rs.7450-11500, the post being upgraded from the scale of Rs.6500-10500 should be merged with the post in the scale of Rs.7450-11500. Besides, posts in the scale of Rs.6500-10500 carrying minimum qualification of either Degree in Engineering or a Degree in Law should also be upgraded and placed in 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."*

**Note:-** The above recommendations have been modified by the Government of India and final running pay band (PB-2) is Rs. 9300-34800 in place of Rs.8700-34800

  
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(v) State Govt. has not agreed merger and upgradation of pay scale in any case.

(vi) No details/ evidences have been furnished regarding admissibility of Hard Duty Allowance given earlier to the Settlement Department Officials.

(vii) Government has revised the fixed T.A. to Inspector in Settlement Department from Rs.75 to Rs.100/- vide order No.F7(73)FD/Rules/98-1 dated 13.3.2008. The enhanced rate is applicable from 25.2.2008.

(viii) Common issues raised by Associations/ Unions have been dealt with separately.

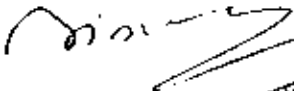
## II – Views of the Committee

(ix) The grade pays of pay scale Rs. 5000-8000 and Rs. 5500-9000 are Rs. 3200 and Rs. 3600 respectively across all departments of the Government.

(x) The State Government has granted higher grade pay only in those cases where pay scale of the feeder post and that of promotional post were the same. In such cases to remove the anomaly higher grade pay to promotional posts has been granted For example the Statistical Assistant is a promotional post from the post of Statistical Inspector and both are in the same scale of Rs. 5000-8000 therefore, the promotional post has been granted higher grade pay of Rs. 3600 to distinguish the promotional post from feeder post. In Settlement Department no such situation exists where the pay scale of the feeder post and promotion post is the same. It is a misinterpretation that the post of Rs. 5000-8000 in some departments has been given the grade pay of Rs. 3600 whereas in Settlement Department the same is Rs. 3200.

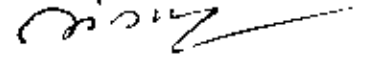
(xi) In fact the grade pay of the pay scale Rs. 5000-8000 is Rs. 3200 across all departments of the Govt. and the grade pay of Rs. 3600 wherever it is occurring against the pay scale of Rs. 5000-8000 is indicative of the fact that the pay scale of Rs. 5000-8000 has been revised to Rs. 5500-9000 and higher grade pay of Rs. 3600 has been assigned accordingly.

(xii) The grade pay Rs. 4200 granted in the Central Govt. to the holders of this pay scale is because of the merger of the pay scale of Rs. 5000-8000 and Rs. 5500-9000 into the pay scale of Rs. 6500-10500 by the Central Government. The State Govt. has not taken decision of the merger of any of the pay scales because of functional difficulties and in the interest of maintaining existing cadre structure. Replacement pay scales have been granted uniformly to all services. 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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(xiii) As regards other demands pertaining to implementation of 6<sup>th</sup> Pay Commission from 01.01.2006, restoration of selection grades, keeping the date of increment unchanged, hard duty allowance and education allowance, these have been dealt with elsewhere in our report.

(xiv) The Committee would like to suggest to the State Government that in view of the last recruitment in the department as back as in the year 1982, there is a need for complete review of this department.



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