

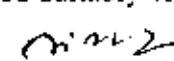
Chapter – III (xxxix)
Social Justice and Empowerment Department

1. **Service/Cadre:-** **Rajasthan Social Welfare Subordinate Service**
Posts:- **Teacher, Assistant Superintendent**
2. **Representation from:-** Rajasthan Adhinastha Karamchari Sangh, Akhil Rajasthan Chatrawas Adhikshak Sangh, Samaj Kalyan Vibhag, Rajasthan.
3. **Demand:-** They have represented that:
(i) Prior to Pay Scales Rules of 1998, pay scale of the post of Hostel Superintendent was identical to Third grade Teacher. Many persons have crossed over from Teacher to Hostel Superintendent. Prior to these rules, the pay scale of the post of Hostel Superintendent, now, is equal to that of an LDC, which is not justified.
(ii) Hostel Superintendent does not get one promotion in entire service period. Their main demand is that they should be equated with Teacher Grade III and should be given promotion accordingly. Their duties are more tough than the Teacher Grade III of Education Department. Therefore, by suitable amendment in the Service Rules, at least three promotions, should be ensured.
(iii) Selection Grades granted to Hostel Superintendent on completion of 9, 18 and 27 years of service have been implemented incorrectly as, despite abolition of the post of Investigator Grade I & Grade II and Welfare Inspector, selection grades in the pay scales of Investigator Grade I, Grade II and Welfare Inspector) are being granted.
(iv) The department has submitted a proposal for revision of Special Allowance sanctioned to the staff posted in the Residential Schools from 10% to 20% controlled by department. The department has stated that the staff posted in these residential schools have to stay 24 hours with students and are not permitted to leave the school premises. Due to these service conditions, grant of Special Allowance is essential to motivate and attract qualified and experienced Teacher and employees.
(v) No. of affected persons - There are 621 Hostels but only 602 posts are filled in. Remaining posts have been filled in by deputation.

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

I - Factual Position

Additional Director (Admn.) of the Department has stated that in RCS (Revised Pay) Rules 1989 the pay scale of Hostel Superintendent was Rs.950-1680, where as the pay scale of a Teacher grade III was Rs.1200-2050. Many posts from Rajasthan Social Welfare Subordinate Service 1963 such as Investigator I and II, Food Inspector and Welfare Inspector have been abolished. Thus, there are no promotion avenues for Hostel Superintendent. Their Service Rules are being amended suitably to make available promotion avenues.


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(i) Pay scales of the post of Hostel Superintendent and Teacher, earlier known as Teacher Grade III, (of school of Education) in RCS (Revised Pay) Rules 1998 and in RCS (Revised Pay) Rules 2008 are as follows :-

Post	RCS (Revised Pay) Rules 1998	RCS (Revised Pay) Rules 2008 pay scales	
	Pay Scale	Running Pay Band	Grade Pay
Assistant Superintendent (Hostel Grade 'C')	3050-4590	5200-20200 (PB-1)	1900
Teacher (In Social Welfare Deptt.)	3050-4590	5200-20200 (PB-1)	1900
Teacher (Earlier known as Teacher grade III) (Education Department)	4500-7000	5200-20200 (PB-1)	2800
LDC	3050-4590	5200-20200 (PB-1)	1900

Post	Mode of Recruitment	Qualification
Assistant Superintendent (Hostel Grade 'C')	100% by recruitment	Senior Secondary or Higher Secondary
Teacher (In Social Welfare Deptt.)	100% by direct recruitment	Secondary with GSTC.
Teacher (Earlier known as Teacher grade III) (Education Deptt.)	100% by direct recruitment	Senior Secondary with STC
LDC	87½% by direct recruitment and 12½% by promotion from Class IV who have passed secondary examination.	Secondary

Note:- In Subordinate Service Rules of Social Welfare post mentioned is Hostel Superintendent where as in the RCS (Revised pay) Rules 2008 the post is Senior Hostel Superintendent.

(ii) Pay scale of Hostel Superintendent was not equal to Teacher grade III of (Education Deptt.) in RCS (Revised Pay) Rules 1989 and RCS (Revised Pay) Rules 1998. Their pay scales have been as under :-

Post	Pay Scale in RCS (Revised pay) 1989	Pay Scale in RCS (Revised pay) 1998
Assistant Hostel Superintendent grade	950-1680	3050-4590
Teacher Grade III	1200-2050	4500-7000

(iii) The employees posted in the residential schools run by Residential Educational Institution Society of Social Justice and Empowerment Department have been sanctioned 10% of pay as Special Allowance The rate of Special Allowance in RCS (Revised Pay) Rules 2008, have not been fixed.

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II – Views of the Committee

(iv) Rajasthan Adhinastha Karamchhari Sangh, Akhil Rajasthan Chatrawas Adhikshak Sangh, Samaj Kalyan Vibhag, Rajasthan have represented before the Committee that prior to the promulgation of pay scale rules 1998 the pay scale of the post of Hostel Superintendent was identical to Teacher Grade-III. At present their pay scale is identical to that of an LDC. They also contended that their selection grade on completion of 9, 18 and 27 years service have not been determined correctly.

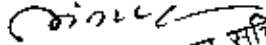
(v) The main demand of Hostel Superintendents is for parity in pay scales with Teacher Grade-III, this obviously cannot be an argument because their qualification and manner of recruitment are not at par with them. Teachers of the Education department stand on a different footing.

(vi) The educational qualification of this cadre is Higher Secondary as compared to Secondary for an LDC's post, but LDC's get selected through a much tougher competitive examination held by RPSC and has to pass type test also. If their pay scales are equivalent to that of an LDC there should be no cause of complaint in view of their qualification and method of recruitment. In the opinion of the Committee their parity in pay scale with LDC is well conceived and in their favour. The pre-revised pay scale No. 6 (Rs. 3050-4590) grade pay 1900 in PB-1 given to them is adequate.

(vii) The department is making suitable amendment in service rules to ensure adequate promotion avenues. The Committee recommends that the department should complete this exercise quickly so as to open adequate promotional avenues for them.

(viii) As regards their demands for increase in the special allowance from 10% to 20% to regularly appointed employees as per order dated 07.07.2005, though the Committee finds adequate justification for its continuance, yet it is not in favour of increasing it, for the obvious reason that even at 10% allowance they would get increased amount when calculated on revised pay in the pay band and grade pay.

(ix) No doubt there is problem of stagnation in the department but this problem has been well taken care of by the dispensation of ACP where under an employee moves to the next grade pay on completion of 9, 18 and 27 years of service as the case may be in the case of employee belonging to Sub-ordinate Service.


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