

**Chapter – III (xlvii)
Government Secretariat**


1. **Service/Cadre:-** Security Guard, Carpenter, Senior Carpenter.
Posts:-
2. **Representation from:-** Rajasthan Sachivalya Takneeki Karmchari Sangh.
3. **Demand:-** They have represented that:
(i) Pay Scales of Security Guards in Govt. Secretariat is Rs.2650-4000 whereas the pay scale of Security Guard in Agriculture Department and Science & Technology Departments is Rs.2950-4475.
(ii) L.D.C. of Govt. Secretariat gets selection grade in Rs.5500-9000 on completion of 18 years of service whereas Carpenter Cum Artisan gets Selection Grade in Rs.5000-8000 as second Selection Grade.
(iii) These Security Guards are ex-servicemen from the army, who were earlier Class IV, and on their option have been re-appointed on minimum of the pay scale. There are no promotional avenues for Security Guard therefore, a provision for three promotions before retirement should be designed in their case also.
(iv) Vacant posts of Security Guards should be filled in by promotion instead of contractual appointments.
(v) No. of affected persons is 20

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

I - Factual Position

(i) RCS (Revised Pay) Rules 1998 pay scales and pay scales in RCS (Revised Pay) Rules 2008 for Security Guard in Agriculture Department, Government Secretariat and in other Departments are as follows :-

(i) Security Guards			
Department	RCS (Revised Pay) Rules 1998	RCS (Revised Pay) Rules 2008	
		Running Pay Band	Grade Pay
Government Secretariat	2650-4000	4750-7440 (1S)	1650
Agriculture	2950-4475	5200-20200 (PB-1)	1850
Commercial Taxes	2650-4000	4750-7440 (1S)	1650
Science Technology	Not mentioned but one post exists in pay scale 2950-4475 (5) Now in PB-1 Grade pay Rs.1850		
Excise Department	2650-4000	4750-7440 (1S)	1650
(ii) Carpenter			
In Common Skilled/ Technical Post in many departments	3050-4590	5200-20200 (PB-1)	1900
Senior Carpenter (In Common Skilled/ Technical Post in many departments)	4000-6000	5200-20200 (PB-1)	2400


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(ii) Qualification and mode of recruitment to the post of Security Guard and Carpenter are as follows:-

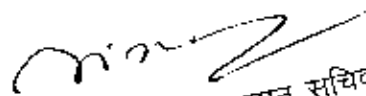
Name of Department	Post	Mode of recruitment	Qualification
Science and Technology	Security Guard	50% by Direct recruitment 50% by Promotion	5 th passed Ex-Service man. Post not mentioned
Agriculture	Not Mentioned		
Commercial Taxes	Security Guards	-	Post not mentioned in Service Rules but Selection is done through interview from out of Class IV employs in Commercial Taxes Department.
Government Secretariat	Security Guard	100% by Direct recruitment	5 th passed Ex-Service man.
	Carpenter	100% by Direct recruitment	ITI Certificate in Carpentry and experience of Carpentry work.

(iii) As per Section 'D' of RCS (Revised Pay) Rules 2008 Post of Carpenter and Senior Carpenter exist in the Common Skilled/Technical posts in Government Departments.

(iv) Appointment to the post of Carpenter (Rs.3050-4590(6)) (Grade pay 1900) is 100% by direct recruitment. Minimum Qualification for Direct recruitment is ITI Certificate in Carpentry with experience in Carpentry work.

(v) As per Government Order. F.16(2)FD/(Rules)/98 dated 17.2.1998, selection grades admissible on completion of 9,18 and 27 years of service were in pay scales of promotion posts. In absence of first, second or third promotion post(s) as the case may be, in the same service/cadre, first/second/third selection grade prescribed in as follows:

RCS (Revised Pay) Rules 1998 Pay Scale	Selection Grade
3050-4590	4000-6000
4000-6000	5000-8000
5000-8000	(i) 5500-9000 in other cases (ii) 6500-10500 in those cases where next Promotion post is in a State Service.


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In case of Carpenter (Rs.3050-4590), the next promotion post is Senior Carpenter (Rs.4000-6000), There is no further promotional posts. Therefore, selection grade to a Carpenter on completion of 18 years of service is in Rs.5000-8000. For an L.D.C. in Government Secretariat, next promotion posts are U.D.C. (Rs.4000-6000) and Assistant (Rs.5500-9000).

Therefore, selection grades to an L.D.C. in Secretariat on completion of 9 and 18 years of service are in Rs.4000-6000 and Rs.5500-9000. Now, with recommendation of the 6th CPC the ACP Scheme is in force replacing the selection grades. The benefits of the ACP Scheme on completion of 9,18 and 27 years of service are next higher grade pays in the hierarchy of grade pays plus one increment. The post of Carpenter and L.D.C. are in identical pay band PB-1 Rs.5200-20200 and grade pay Rs.1900. Therefore, under ACP Scheme both the employees (L.D.C. and Carpenter in Secretariat) would get similar grade pay on completion of 9, 18 and 27 years of service.

(vi) Demand regarding creation of promotion avenues and discontinuation of contract appointment are administrative matters. Which need to be looked into by the Administrative Department?

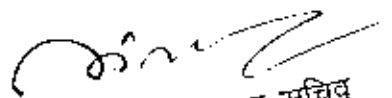
II – Views of the Committee

(vii) We have considered the demands of the Association and heard their representatives. As regards the issue of upgradation of the pay scale of Security Guard from Rs. 2650-4000 to Rs. 2950-4475, we do not find any justification in the demand. There is no such post in Science and Technology Department), as claimed. Across all departments, the post of Security Guard carries the same pay scale as would be seen from the following table:-

Post	Existing Pay Scale	Revised running pay band	Grade Pay
Security Guard Govt. Secretariat	Rs. 2650-4000	Rs. 4750-7440	Rs. 1650
Security Guard Excise Deptt.	Rs. 2650-4000	Rs. 4750-7440	Rs. 1650
Security Guard Commercial Deptt.	Rs. 2650-4000	Rs. 4750-7440	Rs. 1650

(viii) Security Guards in Secretariat are re-employed and as such they cannot be compared with regularly recruited employees. Besides the pay, they are also getting pension. We therefore, find no justification in their demand.

(ix) As regards the demand of the Carpenters, this is based on comparison with the post of LDC. The post of LDC carries three promotional scales whereas the post of Carpenter carries only one promotion, from Carpenter to Senior Carpenter and there is no promotion beyond this post.


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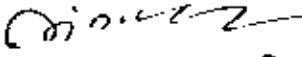
As per FD's order No. F16(2)FD(Rules) dated 17.02.1998 the selection grade to be granted on completion of service of 9, 18 and 27 years were to be in the pay scales of the promotional posts

in that service and in the absence of promotional post in the same service the scales were prescribed as under:-

Rs. 3050-4590	Rs. 4000-6000
Rs. 4000-6000	Rs. 5000-8000

(x) In case of Carpenter the first selection grade is Rs. 4000-6000 and there is no further promotional avenue, therefore, selection grade on completion of 18 years of service to this post has rightly been granted Rs. 5000-8000. We see no infirmity in granting this. Further, with the introduction of ACP scheme all employees shall be entitled to benefit in the form of next grade pay on completion of 9, 18 and 27 years of service. The post of Carpenter and LDC are in identical pay band Rs. 5200-20200 with grade pay of Rs. 1900, therefore, both these employees shall get similar grade pays on completion of 9, 18 and 27 years of service under ACP scheme. Therefore, the demand of the Carpenter has no force in view of the introduction of ACP scheme.

(xi) We do not find any justification for a differential pay scale in a Agriculture Department for the post of Security Guard. The present pay scale being given to the incumbents should be treated as personal to them and the pay scale in the Agriculture Department for the post of Guard should be the same as in other department i.e. Rs. 2650-4000/ grade pay Rs. 1400 in pay band-1S in all fresh recruitments.


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