

Chapter – III (f)
Rural Development and Panchayati Raj Department

1. **Service/Cadre:-** Rajasthan Panchayati Raj Rules 1996/Ministrial
Post:- Subordinate Service
Gram Sevak Cum Secretary
2. **Representation from:-** Rajasthan Gram Sevak Sangh (Panji.) Jaipur
3. **Demand:-** They have represented that :
- (i) Required minimum qualification for appointment to the post of Gram Sevak is graduate, but pay scale is very low. Earlier, they were demanding pay scale 4000-6000 for the post in RCS (Revised pay) 1998 (Vide their letter to Prin. Secy. Finance at 23.02.98). In their 11 point demand charter dated 22-08-04 also, they demanded the pay scale of 4000-6000. In a copy of the note from the office of the minister RD and PR dated 20.10.08, (enclosed with their demand charter) addressed to the Chief Minister contain recommendation for revision of the grade pay to Rs. 2800 in PB-1 (5200-20200) for the post of Gram Sevak in the revised pay scales granted as per VI Central Pay Commission. No similar post exists in the Central Government for determining the pay scale of the post.
- (ii) Selection Grades on completion of 9, 18 and 27 years service should be continued, instead of ACP Scheme.
- (iii) Central Govt. has prescribed 20 grade pays, whereas State Government has 24 grade pays. This has deprived the State employees from benefits at par with Central Government employees. Grade pay for the existing pay scales Rs.5000-8000 and Rs.5500-9000 should be Rs.4200, at par with the Central Government.
- (iv) Allowances & benefits be given at par with Central employees. Following allowances should be given to them considering their duties & responsibilities
- (1) Hard Duty Allowance @ 1/12 of pay,
(2) Cash Allowance @ 1/12 of pay for duties cash work,
(3) Desert and Border Allowance.
- (v) Following promotion posts are available to a Gram Sevak:-

Post & Department	Existing Pay Scale
Panchayat Extension Officer (Panchayati Raj Department.)	5000-8000
Assistant Agriculture Officer (Agriculture Department)	5500-9000
Inspector Grade I (Co-operative Department)	5500-9000

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Pay scales of the promotion posts in other department are higher than those in the Panchayati Raj Department. The pay scales of promotion post in Panchayati Raj Department should be equivalent to the pay scales of promotional posts in other departments.

- (vi) Annual Grade-Increment date should be the appointment date.
- (vii) Provision of granting higher rate of annual increment should be allowed in PB-1 & PB-2 also, as is in PB-3.
- (viii) Other benefits should be given at par with Central Government.
- (ix) Gram Sevak, appointed in the year 1999 would complete 9 years after 12.9.2008. Therefore, option date for electing fixation of Pay in RCS (Revised Pay) Rules 2008 should be allowed after availing the benefit of first Selection Grade.
- (x) RCS (Revised Pay) Rules 2008 should be made effective from 1.1.2006, instead of 1.9.2006.
- (xi) Order dated 12.6.08 allowing Rs. 5000-8000 as first selection scale (Panchayat Extension officer) be made applicable from 25.1.1992 and 17.2.1998 and then the fixation be done in RCS 2008.
- (xii) In pay band 5200-20200 (PB-1) grade pay is Rs. 2000 which is less looking to their graduate qualification.
- (xiii) No. of affected persons are - 9188

4. Factual Position & Views of the Committee:-

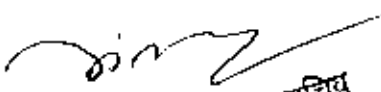
I. Factual Position:

(i) Pay scales of Gram Sevak and its promotion posts in RCS (Revised Pay) Rules 1998 and 2008 are as follows :-

Post	Pay Scale in RCS (Revised Pay) Rules 1998	In RCS (Revised Pay) Rules 2008	
		Running Pay Band	Grade Pay
Gram-Sevak-Cum-Secretary, Gram Panchayat	3200-4900	5200-20200 (PB-1)	2000
Panchayat Extension Officer	5000-8000	9300-34800 (PB-2)	3200
Assistant Agriculture Officer	5500-9000	9300-34800 (PB-2)	3600

(ii) Educational Qualification and method of recruitment on the post of Gram Sevak, Panchayat Extension Officer, and Assistant Agriculture Officer in Panchayati Raj Department and Agriculture Department are as follows:-

Name of Post	Recruitment/Appointment	Education Qualification and Experience
Gram Sevak	100% by Direct recruitment	Graduate
Panchayat Extension Officer	100% by Promotion from Gram Sevak	Having 5 years Experience
Assistant Agriculture Officer	50% by Direct recruitment	B.Sc (Agriculture)
	45% by Promotion from Agriculture Supervisor 5% by Promotion from Gram Sevak	B.Sc (Agriculture)having 5 years Experience or Secondary with Agriculture having 10 Yrs Experience.


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(iii) There are 19 grade pays in the running Pay Bands in Central Government, while in the State Government, there are 24 grade pays.

(iv) There is no provision for variable increments in the PB-3 in the State Government. Central Government, has a provision of variable increment @ 4% for high achievers in PB-3.

(v) There is no provision of Desert Allowance or Border Allowance in the State Government.

(vi) Annual grade increment date kept as 1st July of every year is similar to Central Government.

(vii) Date of option for adopting pay scales in the RCS (Revised Pay) Rules 2008 has been extended upto 31.3.2009. The following new proviso has been inserted in the RCS (Revised Pay) Rules 2008 vide F.D. Notification No.11(7)FD/Rules/2008 Pt.1 dated 13.2.2009 :-


"Government Servant is due for promotion or grant of selection grade, whichever may be higher, after 12.9.2008 and if he so desires to first avail the benefit of next promotion or Selection grade as the case may be, in the existing pay scale in force prior to 1.9.2006, in such a case Government Servant may elect to switch over to the Running Pay Band and Grade Pay under these rules from the date of availing such promotion or Selection grade, as the case may be in the existing pay scale."

(viii) Registrar, Co-operative Societies Rajasthan has informed that the provision in the Rajasthan Co-operative Subordinate Service Rules for promotion on the post of Co-operative Inspector Grade I from Gram Sevak (Village Level Workers) (Selection Grade), has been deleted from the service rules.

(ix) Promotion from Gram Sevak to Panchayat Extension Officer takes 25-30 years, as reported by the administrative department

(x) In the categorisation of post in the Rule 258 of Rajasthan Panchayati Raj Rules 1996, the post of Panchayat Extension Officer is in the Subordinate service where as the post of Gram Sevak and Secretary have been kept in Panchayat Samiti and Zila Parishad Ministerial and Subordinate Service.

(xi) Panchayati Raj Department vide its order no. F.28()PRD/ Adms-II / GSS / HardDuty /2006 / 2577 dated 12.6.2008 have ordered that though the post of Gram Sevak and of Panchayat Extension Officer belong to different Cadres/Service, yet as an exceptional case, the Gram Sevak shall be eligible for the pay


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scale of Panchayat Extension Officer (5000-8000) as 1st Selection grade after 9 years' satisfactory service.

(xii) Post of Gram Sevak (Village Level Worker) is included in the Rajasthan Panchayati Raj Rules 1996 in prervised pay scale of Rs. 3200-4900. The Rajasthan Gram Sevak Sangh have represented that pay scale of the post of Gram Sevak in pre revised pay scale should be Rs. 4000-6000 and after VI CPC the pay scale structure should include grade pay Rs. 2400 in PB-1.


(xiii) As reported above, the pay structure allowed to the post vide Notification dated 23.10.2008 by Secretary to Government in Panchayati Raj Department, it carries grade pay of Rs. 2000 in PB-1 (5200-20200). The provision of the RCS (Revised Pay) Rules 2008 have been adopted mutatis-mutandis by Panchayati Raj Rules granting benefits of revised pay to the employees of Panchayat Samities and Zila Parishad.

(xiv) As per provision of Rajasthan Panchayati Raj Rules 1996, educational qualification for appointment on the post of Gram Sevak by direct recruitment was Senior Secondary (10+2) or Higher Secondary (in old scheme) or equivalent. Subsequently, vide amendment order dated 21.10.2002 the minimum qualification for the appointment on the post of Gram Sevak was raised to Graduate.

(xv) Gram Sevak has no promotion post in own service/cadre, as per Rule 258 of Rajasthan Panchayati Raj Rules 1996. The post of Gram Sevak is a part of Ministerial Service of Panchayat Samiti and Zila Parishad service whereas his first promotion post (which is Panchayat Extension Officer) is part of Panchayat Raj Subordinate Service. The first promotion thus, is not in his own cadre/service, although the post of Panchayat Extension Officer is filled in 100% by promotion from Gram Sevak only. As a result under the government order 25.1.92 and 17.2.98 relating to grant of selection grades on completion of 9, 18 and 27 years of service, a Gram Sevak was entitled to Rs. 4000-6000 as first selection grade, instead of the pay scale of the post of Panchayat Extension Officer (Rs. 5000-8000). Subsequent second and third selection grade were based on the same principal under para 5 of the aforesaid order of selection grade.

II. Views of the Committee:

(xvi) The State government granted first selection grade in the pay scale of the promotion post viz. Panchayat Extension Officer (Rs. 5000-8000), vide order No.F28()PRD/ Adm-II/G55/ Hardduty/2006/2577 dated 12.6.2008, where Government in Panchayati Raj Department ordered that as an exceptional case first selection grade on completion of 9 years service to Gram Sevak was allowed in the pay scale of the post of


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Panchayat Extension Officer (Rs. 5000-8000). The resultant benefits to the Gram Sevak cadre came out to be as under:


Name of the Post & Pay scale	Selection Grades admissible on completion 9,18,27 years service	
	Prior to 12-6-08	After 12-6-08
After 9 Ycars	4000-6000 (Pre-revised) GB-2400 in PB-1	5000-8000 (Pre-revised) GB-3200 in PB-2
After 18 Years	5000-8000 (Pre-revised) GB-3200 in PB-2	5500-9000 (Pre-revised) GB-3600 in PB-2
After 27 Years	5500-9000 (Pre-revised) GB-3600 in PB-2	6500-10500 (Pre-revised) GB-4200 in PB-2

(xvii) This dispensation by the Government should satisfy the cadre of Gram Sevak, although pay scale of the post was not upgraded, as demanded by them. They are now demanding grade pay Rs. 2400 in PB-1 for the post of Gram Sevak.

The Committee have considered their demand and, after careful consideration, recommends that there is no justification for higher grade pay for the post.

(xviii) Their yet another demand is for grant various allowances and benefits at par with Central government employees. This has been dealt with elsewhere in this report.

(xix) In addition the recommendations made by the Committee earlier in the report upgrading the grade pays of pre revised pay scales of Rs.5000-8000 and Rs.5500-9000 and Rs.6500-10500 will benefit the Gram Sevak who have availed the benefit of selection grades in pre-revised scales.


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Rural Development Panchayati Raj Department

1. **Service/Cadre:-** Ministerial Services.
Posts:- Hand Pump Mistry, Plumber Grade II
2. **Representation from:-** Rajasthan Hand Pump Mistry Employees Union (INTUC)
3. **Demand:-** They have submitted that:
 (i) At the time of regularization of service of Hand Pump Mistries they were granted pay scale of Beldar, considering them unskilled labour. Most of the Hand Pump Mistries are ITI trained, they should, therefore, be given pay scales of skilled labour i.e., of Mistry/ Plumber.
 (ii) Industrial court, Jaipur has ordered on 31-7-2008 to award pay scale Rs.2950-4475 from 1.4.92 to the Hand Pump Mistries, but this has not been implemented till date.
 (iii) No. of affected persons are - 2648

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

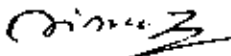
I. Factual Position:

- (i) Pay scale of Hand Pump Mistry and other skilled labourers are as follows:-

Post	RCS (Revised Pay) Rules 1998	RCS (Revised Pay) Rules 2008	
		Running Pay Band	Grade Pay
(i) Hand Pump Mistry	2550-3200	4750-7440 (-1S)	1300
(ii) Plumber Grade II, Pump Operator Grade II, Black Smith Grade II, Mechanic Grade II & Mistry Grade III (Section "D" RCS (Revised Pay) Rules 2008)	3050-4590	5200-20200 (PB-1)	1900

- (ii) Qualification for appointment and mode of recruitment are as follows:-

Post	Mode of recruitment	Qualification
Hand Pump Mistry, (P.R. Department)	100% from out of the contractual Hand Pump Mistries regularised working in P.S.	5 th Class pass with 3months Training under TRYSEM Programme. or freelance Hand Pump Mistry having experience of 2years in repairing of Hand Pump.
Plumber Grade II Grade II, Black Smith Grade II, Mechanic Grade II & Mistry Grade III (Section "D" RCS (Revised Pay) Rules 2008)	100 % by Direct recruitment	The post does not exist in Services Rules. As per Section 'D' of RCS (Revised Pay) Rules 2008. the qualification of Plumber Grade II and other posts is ITI certificate.


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(iii) The Post of Hand Pump Mistry is in the schedule of posts appended with the notification dated 23.10.2008 of Panchayat Raj. Department. P.R. Department has prescribed Grade Pay Rs.1300 in 1S (Rs.4750-7440) for the post.

(iv) In compliance of Hon'ble High Court order dated 26.8.91 and Hon'ble Supreme Court judgment dated 25.8.95, services of Hand Pump Mistries working in the Panchayat Samities on contract were regularised vide Rural Development and Panchayati Raj department order no. F13(147)Vidhi/ Gravipa/ High Court/94/3882 dated 30.12.95. Those who had completed two years contractual period were appointed in the pay scale 750-940, which was revised with effect from 1.9.96 to Rs.2550-3200, and others were ordered to be regularised from the day they complete two years. Prior to this, the post of Hand Pump Mistry was not in existence in the service rules of Rajasthan Panchayati Raj and Zila Parishad service rules.

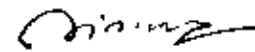
(v) Vide notification dated 5th July,2006 of Rural Development and Panchayati Raj department the post of Hand Pump Mistry has been inserted in Rajasthan Panchayati Raj Rules 1996 in clause (c) of rule259(5B) of Ministerial Service Rules. It is mentioned that the post of Hand Pump Mistry shall be filled in from out of the Hand Pump Mistry regularised as per Government order no. F13(147)Vidhi/ Gravipa/High Court/94/3882 dated 30.12.1995.

II. Views of the Committee:

(vi) Stating that most of the Hand Pump Mistries are ITI trained, the Hand Pump Mistry Employees Union had demanded pay scale at par with the pay scale of ITI trained skilled labour. As reported above, all the working Hand Pump Mistries have been appointed by regularization of their contractual appointments in Panchayat Samitis. The amendment in the Rajasthan Panchayati Raj Rules 1996 vide Notification dated 5-7-2006 provide that the post of Hand Pump Mistry is to be filled in by Hand Pump Mistries regularized vide order dated 30.12.1995 of Panchayati Raj Department. The minimum qualification laid down in these rules for appointment to the post of Hand Pump Mistry is 5th Class pass with 3 month training under TRYSEM or having 2 years experience in hand pump repairing.

(vii) In reply to a query, Panchayati Raj Department has conveyed its inability to provide the details of ITI trained Hand Pump Mistries thus, the demand from Rajasthan Hand Pump Mistry Employees Union for upgradation of their pay scale has no justification. The Committee therefore, is unable to accede to their demand for upgradation of pay scale of the post.

(viii) As regards, implementation of the order of Industrial Court, Jaipur dated 31.7.2008 for granting higher pay scale to the post, it is for the administrative and finance department to take a view after getting appropriate legal opinion.


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