

Chapter – III

(i) Agriculture Department

1. **Service/Cadre:-** Rajasthan Agriculture Service
Post:- Additional Director

2. **Representation from:-**

Rajasthan Rajya Rajpatrit Adhikari Seva Maha Sangh.

3. **Demand:-**

They have represented that:

(i) Agriculture Service Officers (Extension/Engineering/Research) have longer years of education (B.Sc. Agriculture 4years + M.Sc. Agriculture 2years = 6years), therefore the degree of Agriculture Engineering (4 years) is equal to the degree in Engineering and it should be treated at par, as is the case in other technical departments. Qualification for direct entry in Service in State Agriculture Research/ Extension is M.Sc. (Agriculture).

(ii) Additional Head of the Department in the Engineering Services (Technical) has been granted PB-4 in the RCS (Revised Pay) Rules 2008, but Additional Director, Agriculture has not been granted PB-4.

(iii) Benefits of ACP Scheme is not at par with Central Government. Officers who have completed 20 or 30 years of Service have been given benefit only once i.e. next grade pay, where as Central Government has given benefit of two/ three grade pays as the case may be.

(iv) No. of affected persons are 6

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 of comparable posts in Agriculture Services and Engineering Services are as follows: -

Agriculture Service				Engineering Service			
Post	RCS(Revised Pay) Rules 1998 Pay Scales	RCS(Revised Pay) Rules 2008 Pay Scales		Post	RCS(Revised Pay) Rules 1998 Pay Scales	RCS(Revised Pay) Rules 2008 Pay Scales	
		Running Pay Band	Grade Pay			Running Pay Band	Grade Pay
Agriculture Officer/Assistant Engineer/ Agriculture Research Officer	8000-13500	15600-39100 (PB-3)	5400	Assistant Engineer	8000-13500	15600-39100 (PB-3)	5400
Deputy Director	10000-15200	15600-39100 (PB-3)	6600	Executive Engineer	10000-15200	15600-39100 (PB-3)	6600
Joint Director	12000-16500	15600-39100 (PB-3)	7600	Superintendent Engineer	12000-16500	15600-39100 (PB-3)	7600
Additional Director	13500-17500	15600-39100 (PB-3)	8200	Additional Chief Engineer	14300-18300	37400-67000 (PB-4)	8700
Director	14300-18300	37400-67000 (PB-4)	8700	Chief Engineer	16400-20000	37400-67000 (PB-4)	8900

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- (ii) Qualification and mode of recruitment of entry Level post in Agriculture State Service and Engineering State Service are as follows:-

(A) Agriculture State Service

Post	Mode of Recruitment	Qualification
(i) Agriculture Officer	40% by Direct recruitment 60% by Promotion	M.Sc. Agriculture Assistant Agriculture Officer and equivalent posts. B.Sc. Agriculture with 5 years Experience
(ii) Assistant Agriculture Engineer and Equivalent Post	50% by Direct recruitment 50% by Promotion	Degree in Agriculture Engineering Junior Engineer and equivalent post in Rajasthan Agriculture Subordinate Service of Engineering Section. Having 5 years experience on above post.
(iii) Agriculture Research Officer (Botany / Chemistry / Pathology / Entomology / Agronomy / Horticulture)	40% Direct recruitment 60% by Promotion	II Class M.Sc. in respective branch Assistant Agriculture Research officer with 5 years experience.

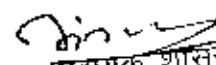
(B) Engineering State Service

Post	Mode of Recruitment	Qualification
Assistant Engineer	50% by Direct recruitment	BE in respective branch
	50% by Promotion	From JEN Degree/Diploma holders

II – Views of the Committee

(iii) The demand of the Addl. Directors of Agriculture Department is based on the premise that since, there is parity at lower levels i.e. till the level of Joint Director, Agriculture and Superintendent Engineer, the pay scales of Additional Chief Engineer and Additional Director, Agriculture should be identical. This has never been the scheme of the pay scales, and the parity demanded with Addl. Chief Engineer has not existed in the 3rd, 4th and 5th Pay Commissions. The difference in pay scales for junior supervisory posts is justified keeping in view the qualifications, scope, budget and nature of work of technical and Works Department.

(iv) Recognising the role and importance of the Agriculture sector in the development of the state, the Additional Directors of Agriculture and Animal Husbandry have already been granted higher pay scales than many other departments. The Committee is of the view that the well thought out scheme of pay scales need to be retained. The Committee is therefore unable to concede to the demand of parity in pay scales for Additional Directors, Agriculture with Additional Chief Engineer of Works Departments.


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(v) Issue regarding ACP Scheme has been dealt with separately in our report.

(vi) It is incorrect to say that officers who have completed 20 or 30 years of service have been benefited only once. Three benefits of grade pay on completion of 10, 20 and 30 years of service respectively are available under the ACP Scheme.



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Agriculture Department

1. **Service/ Cadre :-** **Rajasthan Agriculture Subordinate (Engineering) Service.**
Posts:- **Junior Engineer.**

2. **Representation from:-**

Graduate Engineers Association of Rajasthan (Agriculture).

3. **Demand:-**

They have represented that :

(i) Central Government have granted grade pay of Rs.4600 to Junior Engineer in Pay Band PB-2 Rs.9300-34800 to Engineering Degree holders, who were drawing pay in existing pay scale of Rs.6500-10500. The State Government have granted grade pay Rs.3200 to a degree holder Junior Engineer. Whereas degree holder Junior Engineers, should be given grade pay of Rs.4600 in Pay Band-2 (Rs.9300-34800).

(ii) Next promotion post of Junior Engineer is Assistant Engineer. However after 9 years of service, degree holder Junior Engineers were granted 1st selection grade in Rs. 6500-10500, instead of Rs. 8000-13500. The State Government did not look into this anomaly at the time of implementation of Sixth Pay Commission recommendations. Now, under ACP, after 10, 20 and 30 years, a Junior Engineer shall be eligible to grade pays, Rs. 3600, Rs.4200 and Rs. 4800 respectively, whereas the grade pay of Assistant Engineer is Rs. 5400. A Junior Engineer would get grade pay Rs. 5400 only on actual promotion to the post of AEN. A Junior Engineer, who has completed 18 years of service would get grade pay Rs.5400 (being in the pay scale of Rs.8000-13500). Therefore, grade pay of Rs. 5400 in Pay Band (PB-3 Rs.15600-39100) should be given on completion of 10 years of service, as the promotion post of a Junior Engineer is Assistant Engineer.

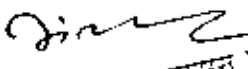
(iii) ACP should be counted from date of appointment instead of regular appointment.

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

I - Factual Position

(i) RCS (Revised Pay) Rules 1998 pay scale and pay scales in RCS (Revised Pay) Rules 2008 and Central Government (Revised Pay) Rules Pay Scales for Agriculture Engineers are as follows :-

Post	Central Government			State Government		
	Central Civil Services CCS (Revised Pay) Rules 1997 Pay Scales	Central Civil Services CCS (Revised Pay) Rules 2008 Pay Scales		RCS (Revised Pay) Rules 1998 Pay Scales	RCS(Revised Pay) Rules 2008 Pay Scales	
		Running Pay Band	Grade Pay		Running Pay Band	Grade Pay
(i) Junior Engineer (Degree Holder)	6500-10500	9300-34800 (PB-2)	4600	5000-8000	9300-34800 (PB-2)	3200
(ii) Assistant Engineer	8000-13500	15600-39100 (PB-3)	5400	8000-13500	15600-39100 (PB-3)	5400


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(ii) Qualification for appointment and promotion are as follows:-

Post	Mode of Recruitment	Qualification
Junior Engineer	100% by Direct recruitment	Degree in Agriculture Engineering
Assistant Agriculture Engineer and Equivalent Post	50% by Direct recruitment 50% by Promotion	Degree in Agriculture Engineering Junior Engineer and equivalent post in Rajasthan Agriculture Subordinate Service of Engineering Section, having 5 years experience on above post.

(iii) Provisions of Central Civil Services (Revised Pay) Rules 2008 regarding admissibility of pay scales is as under:-

"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.9300-34800 along with grade pay of Rs.4600."

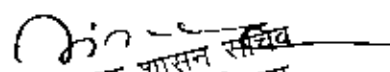
(iv) Now, under the ACP Scheme, employees are entitled for next immediate grade pay in the hierarchy of grade pays after 9, 18 and 27 years regular service. Similar provision exists in Central Civil Service (Revised Pay) Rules 2008 though the period is 10, 20 and 30 years.

(v) There was provision for advance increments in various departments for persons having or acquiring higher qualifications. Vide order no. F.(16)56/FD/Rules/98 dated 6.5.2002 the provision for higher initial pay / advance increments as amended from time to time was deleted.

II – Views of the Committee

(vi) A higher grade pay of Rs.4600 has been allowed to Degree Holders Junior Engineers by the Central Government. Those who possess Degree in Engineering or Law have been given this dispensation. The State Government has not adopted these scales as equivalence of grade pays has to be seen in terms of work. The work of Junior Engineer of Agriculture Department is definitely not more technical or arduous than in Engineering Departments. Keeping in view the nature of work, the existing scales are justified.

(vii) However, it would be appropriate to mention that they would be financially benefited because of the Committee's recommendation in its report to revise the grade pay of the holders of these pay scales.


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

Agriculture Department

Rajasthan Agriculture Service

Statistician/ Statistical Officer

Rajasthan Krishi Sankhyiki Sangh (RASA).

They have represented that:

(i) There is a pay anomaly between the Agriculture Statistics Cadre and other Agriculture Service Cadres i.e., Agriculture (Extension), Agriculture (Research), Agriculture (Engineering). Grade pay of Rs.4200 is granted to the entry level post i.e., Agriculture Statistics Officer where as other Cadres in Agriculture are given Grade pay Rs.5400 at entry level.

(ii) There is a difference in the pay scales of entry level posts & promotion posts in Agriculture Department, which are as follows :-

Cadre	Entry Post	Grade Pay for entry post	Promotional Post	Grade Pay of promotion post
Agriculture Extension	Agriculture Officer (Extension)	5400	Assistant Director Deputy Director Joint Director Additional Director	6000 6600 7600 8200
Agriculture Statistics	Agriculture Statistics Officer	4200	Assistant Director Deputy Director Joint Director	5400 6600 7600
Agriculture Research	Agriculture Research Officer	5400	Deputy Director Joint Director Additional Director	6600 7600 8200
Agriculture Engineering	Assistant Engineer Agriculture	5400	Deputy Director Joint Director Additional Director	6600 7600 8200

(iii) Rajasthan Agriculture Statistics Service was set up requiring higher educational qualifications, but their pay scales are lower than posts of other State Service cadres in the Agriculture Department. There are more promotional avenues in other cadres, where as in Agriculture Statistics Service, promotional avenues are limited.

(iv) Director, Agriculture had constituted a Committee in consultation with the State Government. The Committee has recommended higher pay scales for the posts of Rajasthan Agriculture Statistics Service.

(v) They have demanded following pay scales:

Post and existing pay scale	Pay Band and Grade pay allowed RCS (Revised Pay) Rules 2008		Pay Band and Grade Pay demanded	
	Pay Band	Grade pay	Pay Band	Grade pay
Statistician/ Statistical Officer 6500-10500	9300-34800 (PB-2)	4200	15600-39100 (PB-3)	5400
Assistant Director 8000-13500	15600-39100 (PB-3)	5400	15600-39100 (PB-3)	6000

(vi) No. of affected persons are 22.

Factual position and views of the Committee :-

I - Factual Position

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

Post	RCS (Revised Pay) Rules 1998 (Revised Pay) Rules 1998 Pay scales	RCS (Revised Pay) Rules 2008 Pay scales	
		Running Pay Band	Grade pay
Statistician/ Statistical Officer	6500-10500	9300-34800 (PB-2)	4200
Assistant Director	8000-13500	15600-39100 (PB-3)	5400
Deputy Director	10000-15200	15600-39100 (PB-3)	6600
Chief Statistical Officer/ Joint Director	12000-16500	15600-39100 (PB-3)	7600

(ii) There is a separate State Service Cadre of Economics and Statistics. Pay scales of the posts of Rajasthan Economics and Statistics Services are as follows:-

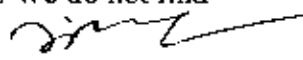
Post	RCS (Revised Pay) Rules 1998 Pay scales	RCS (Revised Pay) Rules 2008 Pay scales	
		Running Pay Band	Grade Pay
Statistical Officer	6500-10500	9300-34800 (PB-2)	4200
Assistant Director	8000-13500	15600-39100 (PB-3)	5400
Deputy Director	10000-15200	15600-39100 (PB-3)	6600
Joint Director	10650-15850	15600-39100 (PB-3)	6800
Director	12000-16500	15600-39100 (PB-3)	7600

II - Views of the Committee

(iii) The nature and scope of work of Agriculture Extension Research and Engineering and the Statistical wing in the Agriculture Department are completely different. Simply because they are different wings in the department, is by itself not enough, to justify parity in pay scales. The comparison of the Statistical Officers with the Agriculture Officers does not stand to reason.

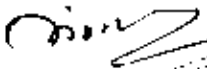
(iv) The comparison of Statistical Service however, can be fairly done with the Economics and Statistics Department. When seen in this light, the pay scales of Statistical Services of Agriculture Department are the same as in the Economics and Statistics Department of the State Government.

(v) In fact, the pay scale of the post of Joint Director Statistics in the Agriculture Department is equivalent to the Director Economics and Statistics (Rs. 12000-16500), whereas the pay scale of Joint Director Economics and Statistics is lower (Rs. 10650-15850). We do not find


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the post of Computer in the Statistical wing of Agriculture Department and it is apparent that the department has been recruiting personnel at the promotion level post.

(vi) The Committee feels that there is a strong parity of the Statistical Services of the Agriculture department with Economics and Statistics Department. Since this is fair, it cannot be disturbed therefore the Committee cannot agree to the demanded parity in scales.


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Agriculture Department

1. **Service/Cadre: -** Rajasthan Agriculture Sub-ordinate Service/Agriculture Statistics

Post: -

Assistant Statistical Officer

2. **Representation from:-** Rajasthan Agriculture Statistics Association (RASA).

3. **Demand:-**

They have represented that:

(i) Grade Pay Rs.3200 has been given to Assistant Statistical Officer in Agriculture Department where as Statistical Assistants and Research Assistants in Economics & Statistics Department have been given grade pay Rs.3600. Prior to Sixth Pay Commission, pay scale of Assistant Statistical Officer in Agriculture Department and Statistical Assistant and Research Assistant in Economics & Statistics Department were identical.

(ii) Pay Scales of other Statistical posts upto Deputy Director in both Departments are identical. Method of recruitment and qualifications for the post of Agriculture Investigator and Assistant Statistical Officer in Agriculture Department are higher in comparison to similar posts in other departments.

(iii) Agriculture Investigator should be allowed pay in running pay band PB-2 Rs.9300-34800 with grade pay Rs.4600 and grade pay Rs.4800 in Pay Band PB-2 Rs.9300-34800 to Assistant Statistical Officer.

(iv) No. of affected persons is 37.

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

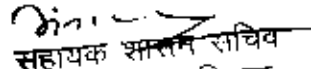
I - Factual Position

(i) Administrative Department has supported the demand for grade pay Rs.3600 to Assistant Statistical Officer of Agriculture Department, which is equivalent to Statistical Assistant of Economic and Statistics Department.

(ii) Pay Scales of comparable posts of Statistical Cadres in RCS (Revised Pay) Rules 1998 and RCS (Revised Pay) Rules 2008 of Agriculture Department and in Economics and Statistics Department are as follows:-

Pay Scales in Agriculture Department			
Post	RCS (Revised Pay) Rules 1998 Pay Scales	RCS (Revised Pay) Rules 2008 Pay Scales	
		Running Pay Band	Grade Pay
Computer*	4000-6000	5200-20200 (PB-1)	2400
Investigator	5000-8000	9300-34800 (PB-2)	3200
Assistant Statistical Officer	5000-8000	9300-34800 (PB-2)	3200
Statistical Officer	6500-10500	9300-34800 (PB-2)	4200
Assistant Director	8000-13500	15600-39100 (PB-3)	5400

Pay Scales in Economic & Statistics Department			
Post	RCS (Revised Pay) Rules 1998 Pay Scales	RCS (Revised Pay) Rules 2008 Pay Scales	
		Running Pay Band	Grade Pay
Computer	4000-6000	5200-20200 (PB-1)	2400
Statistical Inspector	5000-8000	9300-34800 (PB-2)	3200
Statistical Assistant	5000-8000	9300-34800 (PB-2)	3600
Statistical Officer	6500-10500	9300-34800 (PB-2)	4200
Assistant Director	8000-13500	15600-39100 (PB-3)	5400


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- (ii) Statement of Qualifications for posts filled in by direct recruitment in both these department are follows:

(a) Agriculture Department

Service	Post	Mode of Recruitment	Qualification
State Service	Statistical Officer	40% by Direct recruitment	II Division PG in Maths with Statistics or II Division M.Sc. (Agri.) with Special Subject in Statistics or M.Sc. in Statistics
		60% by promotion	From Assistant Statistical Officer with 5 years experience
Subordinate Service	(i) Assistant Statistical Officer	50% by Direct recruitment	Post-Graduate in Mathematics/ Statistics or M.Sc. in Agriculture Statistics
		50% by promotion	From Investigator / Computer* with 5 years experience
	(ii) Investigator	100% by Direct recruitment	Graduate with Maths or Statistics or Junior Certificate Course of Institute of Agriculture Research Statistics (ICAR).

* Perhaps there is no recruitment on the post of Computer in the Agriculture Department.

(b) Economics and Statistics Department.

Post	Mode of Recruitment	Qualification
State Service		
(i) Assistant Director	100% by promotion	From Statistical Officer with 3 years experience.
(ii) Statistical Officer	50% Direct recruitment	At least Second Class Masters Degree in Economics/Statistics/ Mathematics with paper in Statistics/Commerce with Statistics
	50% by Promotion	From Assistant Statistical Officer having 3 years experience.
Subordinate Service		
(i) Statistical Assistant	50% Direct recruitment	First or Second Class Masters Degree in Mathematics, Statistics, Economics or Commerce.
	50% by Promotion	From Investigator/ Computer having 3 years experience.
(ii) Statistical Inspector	100% by Promotion	From Computer/Progress Assistant with at least 3 years experience.
(iii) Computer/ Progress Assistant	100% Direct recruitment	Graduates in Economics, Statistics or Mathematics or graduate with Combination of all these Subjects or Certificate Part I (ABC) of the Indian Statistical Institute Calcutta

- (iii) Central Sixth Pay Commission has mentioned the following in its report for Ministry of Statistics and Programme Implementation:-
"7.41.5 A four grade structure exists in the Subordinate Statistical

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Service. Posts of Statistical Investigator Grade II, Grade III and Grade IV are presently in the respective pay scales of Rs.6500-10500, Rs.5500-9000 and Rs.5000-8000 respectively. These posts shall come to lie in an identical pay scale on account of the restructuring of pay scales being recommended by the Commission. Accordingly, the post of Statistical Investigator Grade II may be placed in the next higher scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600 and merged with the post of Statistical Investigator grade I that already exists in the pay scale of Rs.7450-11500. Post of Statistical Investigator Grade III and Grade IV shall stand merged in the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4200 corresponding to the pre-revised pay scale of Rs.6500-10500."

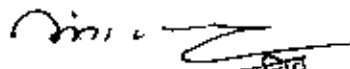
Note: - The above recommendations have been modified by the Government of India and final recommended running pay band is PB-2 9300-34800 instead of Rs.8700-34800.

II – Views of the Committee

(iv) As regards the demand for upgradation of grade pay of Assistant Statistical Officer, the comparable post in Economics and Statistics Department is that of the Statistical Assistant. The qualification and mode of recruitment is more or less the same.

(v) The grade pay of Statistical Assistant has been prescribed as Rs. 3600 in PB-2 (Rs. 9300-34800). The post of Assistant Statistical Officer (carrying pay scale of Rs. 5000-8000) is filled in 50% by promotion from the post of Investigator carrying pay scale of Rs. 5000-8000 in the pre revised scale. The pay scales of the promotion post and of the feeder post have become the same and, as such, this is a case of anomaly. Under the 6th Pay Commission the State Government has assigned higher grade pays for the promotional post. In the case of Assistant Statistical Officer, which is comparable with the post of Statistical Assistant, and Investigator in Agriculture Department, the grade pays of the feeder post and of the promotion post have become the same. The Committee therefore recommends higher grade pay of Rs. 3600 for the promotion posts of Assistant Statistical Officer to remove this anomaly.

(vi) Regarding grant of grade pay of Rs. 4600 to the Agriculture Investigator, unlike the State of Rajasthan, there exists a four-tier structure in the Subordinate Statistical Service in Central Government. Since the State of Rajasthan does not have a similar structure there is no similarity among the posts of the Central and the State government. Therefore, it becomes complicated if we attempt to draw a comparison to force a parity of structure, function and pay scales between the two. Since the structure and functions assigned to each level are different in GOI and GOR, there appears to be no case for grant of higher grade pay to the Agriculture Investigator.


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Agriculture Department

1. **Service/Cadre:-** Rajasthan Agriculture Sub-ordinate Service
Post:- Assistant Agriculture Officer
 2. **Representation from:-** Assistant Agriculture Officer Technocrats Association (AAOTA).
 3. **Demand:-**

They have represented that:

(i) At the time of implementation of 5th Pay Commission the pay scale of the Assistant Agriculture Officer was not kept similar to other technical posts like Doctors, Veterinary Doctors, Vaidya, Tehsildars, although the qualification prescribed for post for direct recruitment is 10+2+4 years' degree.

(ii) Central Government has merged the pay scale Rs.5500-9000 in Rs. 6500-10500 with grade pay Rs. 4200, but the State Government has given a grade pay Rs.3600 for this pay scale. They have demanded grade pay of Rs. 4800 in running Pay Band PB-2 (Rs.9300-34800) for those recruited directly as Assistant Agriculture Officer.

(iii) Earlier to promulgation of 6th Pay Commission Pay Scale Rules, they were eligible for pay scale of Rs.8000-13500 as second Selection Grade as per provisions of Selection Grades Orders on completion of 18 years of service. With ACP coming in force in lieu of selection grades with RCS (Revised pay) Rules 2008, Assistant Agriculture Officer shall get grade pay Rs.5400 after 30 years Service.

(iv) Under ACP Scheme, grade pays of Rs.5400, Rs.6000 & Rs.6600 should be given to them on completion of 9, 18 & 27 years Service respectively.

Demanded Pay Scale and ACP benefits:

Post	Pay Scales		
	In Pay Scale Rules of 1998	In Pay Scale Rules of 2008	
		Pay band	Grade pay
Assistant Agriculture Officer	5500-9000	In PB-2	4200
		1 st ACP in PB-2	5400
		2 nd ACP in PB-3	6000
		3 rd ACP in PB-3	6600

(v) No. of affected persons are 595.

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

1 - Factual Position

(i) Pay Scales in RCS (Revised Pay) Rules 1998 and in RCS (Revised Pay) Rules 2008 for Assistant Agriculture Officer and District Agriculture Officer are as follows:-

Post	RCS (Revised Pay) Rules 1998 pay scale	RCS (Revised Pay) Rules 2008	
		Running pay band	Grade pay
Assistant Agriculture Officer	5500- 9000	9300-34800 (PB-2)	3600
(i) District Agriculture Officer	8000-13500	15600-39100 (PB-3)	5400
(ii) District Agriculture Officer	9000-14400	15600-39100 (PB-3)	6000

(ii) Selection Grade admissible to Assistant Agriculture Officer in Selection Grade rules and running pay band and grade pays admissible in ACP scheme are as follows:-

	Admissible pay scales in the Selection Grade rules RCS (Revised Pay) Rules 1998 pay scale	Admissible running pay band and grade pay in RCS (Revised Pay) Rules 2008	
		Running pay band	Grade pay
Entry Scale	5500- 9000	Entry Scale 9300-34800 (PB-2)	3600
On attaining 9 years' Service	6500-10500 1 st Selection Grade	1 st ACP 9300-34800 (PB-2)	4200
On attaining 18 years Services	8000-13500 2 nd Selection Grade	2 nd ACP 9300-34800 (PB-2)	4800
On attaining 27 years Service	Not admissible because of pay scale is higher than entry pay scale of State Service	3 rd ACP 9300-34800 (PB-2)	5400

Note:- The issue of benefits under ACP scheme is being dealt with separately.

(iii) Qualification for appointment and promotion are as follows:-

Post	Mode of Recruitment	Qualification
Agriculture Officer	40% by Direct recruitment 60% by Promotion	M.Sc. Agriculture From Assistant Agriculture Officer and equivalent posts. B.Sc. Agriculture with 5 years Experience
Assistant Agriculture Officer	50% by Direct recruitment 50% by Promotion	B.Sc. (Agriculture) 45% from Agriculture Supervisor and 5% from Village Level Worker (VLW) of Community Development and Panchayati Raj Department
Agriculture Supervisor	100 % Direct recruitment	B.Sc. (Agriculture) or Senior Secondary with Agriculture under 10+2 Scheme, OR Higher Secondary with Agriculture under Old Scheme

II – Views of the Committee

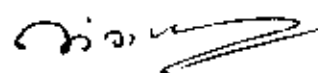
(iv) The Assistant Agriculture Officer Technocrats Association (AAOTA) has demanded parity of pay scales with other posts like Doctors, Veterinary Surgeons, Vaidyas and Tehsildars. Their main contention is that despite their degree which takes a much longer period of time (10+2+4 years), they have been denied pay scales at par with other degree holders like Doctors etc. At the outset, it would suffice, to point out that the cadre of Assistant Agriculture Officers falls in the Sub-ordinate Service, whereas the post with which

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comparison/parity is sought are posts in State Services. Therefore if any comparison for the purpose of parity is to be carried out it has to be circumscribed within the structure of the Subordinate Services, otherwise the demand becomes untenable.

(v) The comparison of the pay scales cannot be only on the basis of length of study or initial qualifications for recruitment. The nature, scope of work and responsibility of providing health services cannot be compared to the Assistant Agriculture Officer. Tehsildars perform multifarious duties. There can be no parity in terms of job content, responsibilities and scale with these categories. This well established parity between these various categories of posts needs to be maintained.

(vi) As regards their demand for grade pay of Rs. 4200 to degree holders, the Central Government has merged the pay scales of Rs. 5000-8000, Rs. 5500-9000 into Rs. 6500-10500 and granted grade pays accordingly. State Government has not taken any decision of merger because of functional requirements and structural differences in various cadres with GOI. The State Govt. has only allowed replacement scales and grade pays have been given accordingly. They have therefore been allowed grade pays appropriate to their pay scales. The issue of merger of pay scales has been dealt with separately in our report, and shall benefit the employees working in the erstwhile relevant scales.


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Agriculture Department

1. **Service/Cadre:-
Post:-**

**Rajasthan Agriculture Sub-ordinate Service
Agriculture Supervisor**

2. **Representation
from:-**

(i) Rajasthan Agriculture Graduate Association (RAGA).

(ii) Akhil Rajasthan Rajya Krishi Paryvekshak Sangathan.

3. **Demand:-**

They have represented that:

(i) Pay scale of Agriculture Supervisor should be at par with the pay scale granted by Central Government to similar post i.e., Grade pay Rs.2400 in PB-1 (Rs.5200-20200). Agriculture Supervisors have demanded parity with analogous posts in Union territories.

(ii) There is a post of Agriculture-Fieldsmen in Central Government, which is equivalent to Agriculture Supervisor of State Government. Nomenclature of the post of Agriculture Supervisor prior to 20.4.77 was Fieldman. With amalgamation of four posts viz. Field man, Grape-pruner, Village Development Worker and Field-Assistant, the existing nomenclature of Agriculture Supervisor was coined.

(iii) Qualifications and duties of Agriculture Supervisor, compared to equivalent post in Central Government are higher, but the pay scales are not at par with Central Government.

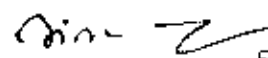
(iv) First Selection Grade to qualified & non-qualified Agriculture Supervisors (A.S) were different. Qualified Agriculture Supervisor gets first selection grade in the pay scale of promotion post and a non-qualified Agriculture Supervisors gets selection grade in a lower pay scale than the pay scale of promotion post. They have demanded that FD's order dated 17/2/98 granting two different selection grades be reviewed.

(v) Second promotion post for Agriculture Supervisor is in State Service. Therefore, the pay scale of the promotion post is not being given as second Selection Grade. The restriction for granting selection grade in same service/cadre may be withdrawn and pay scale of promotion post should be given as follows :

Post	Existing Pay Scale	Pay Band	Grade Pay
Second Selection grade to Agriculture Supervisor	9000-14400	PB-3	6000

(vi) Transport Allowance, Education Allowance may be given to State Government employees at par with Central Government.

(vii) No. of affected persons are - 4695


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4. **Factual position and Views of the committee:-**

I - Factual Position

- (i) Agriculture department has stated that selection grades are given as per rules.
(ii) There are 3902 Agriculture Supervisors working, out of which 549 are graduates and 3353 are non graduates.
(iii) Pay Scales in RCS (Revised Pay) Rules 1998 and RCS (Revised Pay) Rules 2008 of Agriculture Supervisor and for its promotion posts are as follows: -

Post	RCS (Revised Pay) Rules 1998 Pay Scales	RCS (Revised Pay) Rules 2008 Pay Scales	
		Running Pay Band	Grade Pay
Agriculture Supervisor/ Village Extension Worker	3050-4590	5200-20200 (PB-1)	1900
Assistant Agriculture Officer	5500-9000	9300-34800 (PB-2)	3600
District Agriculture Officer	8000-13500	15600-39100 (PB-3)	5400
District Agriculture Officer	9000-14400	15600-39100 (PB-3)	6000
Deputy Director	10000-15200	15600-39100 (PB-3)	6600

- (iv) Qualification and mode of recruitment and promotions in the States Government are as under:

Post	Mode of Recruitment	Qualification
(i) Agriculture Supervisor	100 % Direct recruitment	B.Sc. Agriculture or Senior Higher Secondary with Agriculture under 10+2 Scheme OR Higher Secondary with Agriculture under Old Scheme
(ii) Assistant Agriculture Officer	50% by Direct recruitment 50% by Promotion	B.Sc. (Agriculture) 45% from Agriculture Supervisor and 5% from VLW of Community Development and Panchayati Raj Department

- (v) In RCS (Revised Pay) Rules 2008, existing provision relating to grant of Selection Grades on Completion of 9, 18 and 27 years Service have been replaced by Assured Career Progression (ACP) Scheme. In this Scheme, the benefit will be the next higher grade pay plus one increment @ 3% of existing basic pay in the running Pay Band and Grade Pay on completion of 9,18, & 27 years service. For other than State Service employees, ACP Scheme benefits are admissible on 10, 20 and 30 years Service.

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(vi) Qualified and non-qualified Agriculture Supervisor were eligible for following Selection Grades:-

Pay Scale	For Qualified Agriculture Supervisors	For Non-Qualified Agriculture Supervisors
Entry level Pay Scale	3050-4590	3050-4590
1 st Selection grade	5500-9000	4000-6000
2 nd Selection grade	6500-10500	5000-8000
3 rd Selection grade	8000-13500	6500-10500

(vii) There is a provision in the Selection Grade order dated 17.2.98 that in case there is no post for first/Second or third promotion, as the case may be, in the same Service/Cadre or the employee did not possess academic qualification prescribed for promotion, they were eligible for Selection Grades as follows (under para 5 of the order):-

RCS (Revised Pay) Rules 1998 Pay Scale	Selection grade
3050-4590	4000-6000
4000-6000	5000-8000
5000-8000	5500-9000
5500-9000	6500-10500
6500-10500	8000-13500

Second promotion post of Agriculture Supervisor is in State Service , therefore, they were eligible for pay scale lower than promotion post as per orders dated 17.2.1998. These orders were applicable for all the State Government employees, who were entitled for Selection Grades on completion of 9, 18 and 27 years of service.

(viii) The provision for prescription of differential Selection grades for employees in Class IV, Ministerial and Subordinate Services and holding isolated posts on account of inability for promotion to such employees who do not possess academic qualifications prescribed for promotion to higher post were allowed selection grade as per para 5 of the order dated 17.02.98 in the Finance Department order no. F.16(2)FD(Rules)/98 Dated 17.2.98 is as follows :-

4. The first selection grade, wherever admissible in terms of this order shall be the pay scale of the next promotion post in the same service/ cadre i.e. Class-IV/ Ministerial/ Subordinate Service; provided that in case there is no next promotion post in the same service/ cadre or the employees does not possess academic qualifications prescribed for promotion and in respect of the isolated posts, the first selection grade shall be the pay scale corresponding to his existing scale (pay scale of the post held) as specified in paragraph 5.....

5. In case there is no post for first, second or third promotion, as the case may be, in the same service/ cadre or the employees does not possess academic qualifications prescribed for

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promotion and in respect of the isolated posts, the selection grades shall be as specified below :-

SLNo.	Existing Pay Scale	Selection Grade
1.	2550-3200 (1)	2610-3540 (2)
2.	2610-3540 (2)	2650-4000 (3)
3.	2650-4000 (3)	2750-4400 (4)
4.	2750-4400 (4)	3050-4590 (6)
5.	2950-4475 (5)	3200-4900 (7)
6.	3050-4590 (6)	4000-6000 (9)
7.	3200-4900 (7)	4000-6000 (9)
8.	3400-5200 (8)	5000-8000 (10)
9.	4000-6000 (9)	5000-8000 (10)
10.	5000-8000 (10)	(i) 6500-10500 (12) In those cases where next promotion post is in a State Service (ii) 5500-9000 (11) In other cases
11.	5500-9000 (11)	6500-10500 (12)
12.	6500-10500 (12)	8000-13500 (13)

II – Views of the Committee

(ix) There is a two-fold demand by Agriculture Supervisors. One, by Agriculture Supervisors having the qualification, B.Sc. Agriculture, for grant of second selection grade equivalent to the promotion post which is in State Service.

(x) The other demand by the Agriculture Supervisors seeks parity with the pay scale of the post of Fieldsmen in the Central Government. In order to appreciate their demand properly it would be worthwhile to go into the history of merger of this cadre. Vide government order No. F3(8)Agri/Gr.I/72 dated 20.04.1977 various posts in Agriculture were merged and re-designated as Agriculture Supervisor from 01.04.1977. This order abolishes any distinction among Agriculture Supervisors on the basis of qualifications. In the Rajasthan Agriculture Sub-ordinate Service Rules 1978 the minimum qualification of Agriculture Supervisor was B.Sc. Agriculture and the post was to be filled by 100% direct recruitment. Vide Govt. notification No. 72 (5)DoP/A5/77 dated 04.09.1992, an amendment was made in the schedule and along with B.Sc. Agriculture, Senior Secondary with Agriculture in 10+2 scheme or Higher Secondary with Agriculture was added in the educational qualifications for recruitment to the post of Agriculture Supervisor. The present situation is that the minimum qualification of the posts is Higher Secondary with Agriculture. Thus, as on date, the minimum qualification of these posts is Higher Secondary, Agriculture and grant of higher pay scales or grade pay cannot be conceded on grounds of equal pay for equal work.

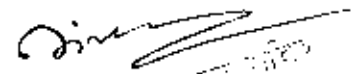
(xi) As regards the demand for second selection grade in the pay scale of the promotion post, it would suffice to say that now it has been replaced by a new scheme known as ACP. Under this scheme, next grade pay is to be allowed on completion of 9, 18 or 27 years of service and benefit of one increment is also given. Thus, the demand for allowing second selection grade as the pay of the promotion posts

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ceases to have any relevance in view of this scheme of ACP.

(xii) The Agriculture Supervisor who are non-graduates have demanded upgradation of their pay scale i.e. Rs. 4000-6000 at par with the post of Fieldsmen in Central Govt. We do not find the post of Fieldsmen in the Agriculture Department in Govt. of India and as such no comparison is possible.

(xiii) In any case, looking into the nature of duties and qualifications, the scale as it exists, is justified.


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Agriculture Department

1. **Service/Cadre:-** **Rajasthan Agriculture Sub-ordinate Service/Agriculture Research Assistant Agriculture Research Officer (AARO)**
2. **Representation from:-** All officers of Research Cadre of Agriculture Department.
3. **Demand:-**

They have represented that:

(i) An Assistant Agriculture Officer gets promoted to the post of Agriculture Officer. An Agriculture Officer is promoted to the post of Assistant Director who in turn is promoted to the post of Deputy Director and a Deputy Director gets promotion to the post of Joint Director. In the Agriculture Research Cadre an Assistant Agriculture Research Officer (AARO) gets promotion to Agriculture Research Officer (ARO). Agriculture Research Officer is promoted to the post of Deputy Director who is promoted to the post of Joint Director. Thus, there are lesser promotion avenues for an AARO than to an Assistant Agriculture Officer, because there is no post of Assistant Director in Agriculture Research Cadre.

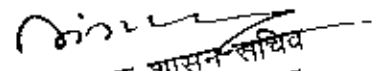
(ii) Generally, an Assistant Agriculture Research Officer retires from the same post or after first promotion i.e., Agriculture Research Officer. Therefore, promotion avenues should be increased.

(iii) Under ACP Scheme, an Assistant Agriculture Research Officer will get grade pay Rs.4800 after 10 years of service, but an Agriculture Research Officer, will get grade pay Rs.6000, which is not justified. Benefit under ACP should be the pay scale of next promotion post. ACP Rules may be amended so as to pave way for grade pay Rs.6600.

(iv) Most of Assistant Agriculture Research Officers have been/ are selected by RPSC for the post of Agriculture Research Officer after few years of service. The period of service spent on the post of Assistant Agriculture Research officer should be counted for reckoning ACP benefits on completion of 10, 20 and 30 years of service while serving as Agriculture Research Officer.

(v) Grade pay Rs.5400, instead of grade pay Rs.4200, should be given to Assistant Agriculture Research Officer, and grade pay Rs.6600 instead of grade pay Rs.5400 should be given to Agriculture Research Officer so that Agriculture Research Officer would be entitled to a grade pay of Rs.6600 under ACP.

(vi) No. of affected persons is 126.


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

I - Factual Position:

(i) Pay Scales in RCS (Revised Pay) Rules 1998 and in RCS (Revised Pay scale) Rules 2008 of Assistant Agriculture Research Officer and other senior posts are as follows: -

Post	RCS (Revised Pay) Rules 1998 Pay Scales	RCS (Revised Pay) Rules 2008 Pay Scales	
		Running Pay Band	Grade Pay
Assistant Agriculture Research Officer	6500-10500	9300-34800 (PB-2)	4200
Agriculture Research Officer	8000-13500	15600-39100 (PB-3)	5400
Deputy Director	10000-15200	15600-39100 (PB-3)	6600

(ii) Qualification and mode of recruitment and promotion posts are as under:-

Post	Mode of Recruitment	Qualification
(i) Deputy Director	100 % by Promotion	ARO having 5 years experience.
(ii) Agriculture Research Officer (Botany / Chemistry / Pathology / Entomology / Agronomy / Horticulture)	40% by Direct recruitment 60% by Promotion	II Class M.Sc. in respective branch From Assistant Agriculture Research officer having 5 years experience.
(iii) Assistant Agriculture Research Officer (Botany / Chemistry / Pathology / Entomology / Agronomy / Horticulture)	100% Direct recruitment	II Class M.Sc. in respective Branch.

(iii) Designations mentioned in the representation do not match with the designations appearing in the RCS (revised pay) Rules 2008. Designations of various posts of Agriculture Department have been changed by Agriculture (group-1) Department vide their order no F.1 (48) Agri-I/89 Dt. 01.04.91.

(iv) There is no post of Assistant Director in Agriculture Research wing, while it exists in Agriculture Extension and Statistics Wing.

(v) Benefits of ACP scheme i.e., next higher grade pay in the hierarchy of grade pays with one increment @3%, is uniformly admissible to all services/cadres.

(vi) ACP benefits are available after 10, 20, 30 years of regular service from the date of appointment to State Service. Appointment on the post of Agriculture Research Officer (through RPSC), by direct recruitment is fresh appointment. Therefore, period of service rendered on the lower post (Assistant

Agriculture Research Officer) is not countable for reckoning the ACP benefits.

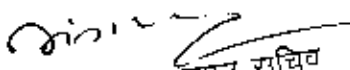
II – Views of the Committee :-

(vii) The demand of AARO's is to create one more channel of promotion – the post of Assistant Director (Agri.), as is the case of Agriculture Department and to grant them promotion pay scales under ACP scheme, seems to need immediate examination at the level of government. A view on this should be taken within three months.

(viii) As regards their demand for grant of pay scale of promotion post under ACP, it would be pertinent to clarify that grant of selection grade and ACP are different dispensations. Under the ACP dispensation, next grade pay is to be allowed on completion of 9, 18 and 27 or 10, 20 and 30 years of service as the case may be, with full benefits of promotion on actual promotion. Thus, ACP scheme provides financial elevation in the form of granting next grade pay on completion of requisite number of years of service. It provides relief to all employees whether belonging to Sub-ordinate or State Service, unlike the selection grades, which were applicable only to non-gazetted employees or to subordinate service.

(ix) The AARO's claim for counting the period spent on the post of AARO for reckoning ACP benefits goes against the very spirit of the scheme which enjoins completion of a tenure (in their case 9 years) of service on a post, as a prerequisite for grant of next grade pay. It is unfair and inequitable to count the period of service spent on lower post for advantages which accrue on experience on higher post. The Committee therefore, cannot agree to this demand.

(x) The general feeling of the officers of research wing seems to be, that they are not treated at par with extension wing. Research as a field, is now mainly with Agriculture Universities in Udaipur and Bikaner. The recruitment was last done more than a decade ago. The administrative department needs to consciously decide as to whether, in the light of the parallel institutions of research, it wishes to continue with the department or not. Only if it is decided to retain this appendage with the government, a decision can be taken for taking steps for settling the issue of such parity, if it exists.


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