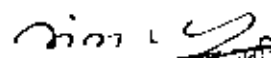


Chapter – III (vii)

Co-operative Department

1. **Service/Cadre:-**
Post:- Rajasthan Cooperative Service.
Assistant Registrar, Deputy Registrar, Joint Registrar and Additional Registrar.
2. **Representation from:-** Rajasthan State Co-operative Services Officers Association.
3. **Demand:-**
 - (i) The demand of Co-operative Service Officers is that they should be equated with RAS and others in respect of pay scales as they are also recruited through the same combined competitive examination as the members of RAS. Cooperative Service Officers have been given lower pay scales as compared to RAS, RAcS, RPS. Since recruitment is through the same competitive examination, therefore, identical pay scales should be given.
 - (ii) In the Sixth Pay Commission, State Government has allowed them and Cooperative subordinate service the same pay band, which is not justified.
 - (iii) Pay scales of promotion posts in State Co-operative Service are lower after Ranawat Pay Commission, particularly in Senior Scale and Selection Scale.
 - (iv) The gap at entry level between their service and RAS, which was of Rs.200 only has considerably widened.
 - (v) Benefits of Assured Career Progression (ACP) Scheme are admissible after 10, 20 and 30 years of service. This may be allowed on completion of 8, 16, 24 and 33 of years and it should be identical to the financial benefit available on promotion. ACP benefit on 30 years of service may be considered equal to benefits of the highest post of their Cadre.
 - (vi) Pay Scales for Co-operative Service in other states are higher than those in the state.
 - (vii) Rajasthan Cooperative Service has been grouped with Sub-ordinate Services in PB-2 with Grade Pay of Rs.4200, which is also payable to members of Sub-ordinate Service like Tehsildar, Inspector Police, Assistant Accounts Officer etc. As such the difference between the State and Subordinate Service is not being maintained.
 - (viii) They have demanded parity with Rajasthan State Commercial Taxes Service. An Officer of Commercial Taxes Service is eligible to be appointed as member of Rajasthan Tax Board and draws pay equal to Supertime scale of IAS cadre. A Rajasthan Co-operative Service Officer when appointed/ posted as member in Rajasthan State Co-operative Tribunal or in Rajasthan State Co-operative Election Authority should also be allowed to draw pay on same lines.


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(ix) They have demanded pay in pay band PB-3 with Grade Pays as under:

Post	Existing		Demanded	
	Pay Band	Grade Pay	Pay Band	Grade Pay
Assistant Registrar	PB-2	4200	15600-39100 (PB-3)	5400
Deputy Registrar	PB-3	6000	15600-39100 (PB-3)	6600
Joint Registrar	PB-3	6800	15600-39100 (PB-3)	7600
Additional Registrar	PB-3	7600	37400-67000 (PB-4)	8700

(x) No. of affected persons are :

(i) Additional Registrar	8
(ii) Joint Registrar	36
(iii) Deputy Registrar	98
(iv) Assistant Registrar	216

4. Factual position and views of the Committee :- I - Factual Position

(i) Pay Scales for Rajasthan Cooperative Service 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
Assistant Registrar	6500-10500	9300-34800 (PB-2)	4200
Deputy Registrar	9000-14400	15600-39100 (PB-3)	6000
Joint Registrar	10650-15850	15600-39100 (PB-3)	6800
Additional Registrar	12000-16500	15600-39100 (PB-3)	7600

(ii) The existing entry pay scales of various State Services are as follows :

Post	RCS (Revised Pay) Rules 1998 Pay Scale	RCS (Revised Pay) Rules 2008	
		Running Pay Band	Grade Pay
RAS/RAcS/RPS	8000-13500	15600-39100 (PB-3)	5400
Rajasthan Insurance Service	8000-13500	15600-39100 (PB-3)	5400
Rajasthan Industries Services	6500-10500	9300-34800 (PB-2)	4200
Rajasthan Co-operative Service	6500-10500	9300-34800 (PB-2)	4200
Rajasthan Commercial Taxes Services	6500-10500	9300-34800 (PB-2)	4200
Rajasthan Employment Service	6500-10500	9300-34800 (PB-2)	4200

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(iii) There is a difference in senior, selection and supertime scales of RAS and Co-operative Service. Pay scales in Co-operative Service are on lower side, as compared to RAS.

(iv) The pay scales of posts in State or Subordinate Services are not defined in the rules. In Sixth Central Pay Commission, there are only four plus one running Pay Bands and State Government has adopted these running Pay Bands. The Pay Bands and grade pays have been prescribed according to the existing pay scales.

(v) Parity in pay scale with Commercial Taxes Service Officer on his appointment as member of Rajasthan Tax Tribunal, is an administrative issue and need to be addressed by the Government.

II – Views of the Committee

(vi) The State Service Officers of the Co-operative Department have demanded parity of their scales with those of RAS Officers. According to them they have to perform multifarious Administrative and quasi-judicial duties and also banking and managerial jobs when on deputation to Co-operative Banks and Institutions. Their contention is that looking to the nature of their jobs, responsibilities and method of recruitment, they should be given pay scales at par with RAS. The contention of the Co-operatives Officers for parity with RAS Officers does not stand the test of logic. Though the officers of the Cooperative service are selected through the same competitive examination as their brethren in RAS/ RPS and Accounts yet the facts remain that the personnel selected for RAS/RPS and Accounts stand much higher in merit in the competitive examinations. The winners in the same race and those who lag behind in the race and end up as runners cannot be equated. It is a well established practice of all competitive examinations that the inter-se parity between the services will be determined on the basis of their ranking.

(vii) The parity of Rajasthan Co-operative Service traditionally has been with Commercial Taxes Services, Rajasthan Excise, Rajasthan Transport Service and Rajasthan Food and Civil Supplies and other services having the same entry pre-revised scale of Rs. 6500-10500 (scale No. 12) and presently grade pay of Rs. 4200 in PB-2. The Committee therefore, is unable to concede to the demand of the officers of the Co-operative Service for parity of Senior, Selection and Supertime Scale of pay at par with the RAS, RAcS and RPS Services.

(viii) As regards allowing Co-operative State Service and Subordinate Service the same pay band i.e. Pay Band-2 Rs. 9300-14800, there is nothing wrong in allowing the same pay band with different grade pays. The status of the post is now determined by the grade pays.

(ix) In Sixth Central Pay Commission there are only four plus one running pay bands and accordingly State Government has adopted

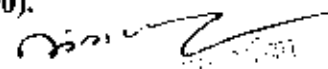
these running pay bands and grade pays. These have been prescribed after granting replacement scales for the existing pay scales. Therefore, there is no infirmity if the pay band for sub-ordinate and State Service happens to be the same.

(x) It is factually incorrect to say that at entry level Co-operative Service has been assigned the pay scale of Sub-ordinate Services like Tehsildar, AAO. The entry scale of Tehsildar service is that of Naib Tehsildar, which is Rs. 5500-9000 / grade pay Rs. 3600 in PB-2. The post of AAO is also promotion post from that of Accountant and Junior Accountant, which carries lower pay scale than that of the entry level post of Assistant Registrar.

(xi) The comparison has to be between the entry scales in the two services, it is unfair to compare the entry scale of Co-operative Service i.e. Assistant Registrar with the promotion scales of other services.

(xii) The demand of the Co-operative Service Officers for grant of ACP on completion of service of 9, 18 and 27 years and that too in the promotional scale at each stage does not stand to reason. The selection grades on completion of 9, 18 and 27 years of service were allowed by FDs order dated 25.01.1992 / 17.02.1998 only to the employees holding non-gazetted post and not to any State Service. ACP is a new dispensation adopted by the State on the pattern of Government of India and as such it does not merit any modification. It is intended to ensure three financial elevations by granting higher grade pays in the service career of an employee. Since the two dispensations are different and the pattern of ACP schemes adopted by the State Government is strictly in conformity with that of Government of India, any modification or change in it is unwarranted.

(xiii) In the Co-operative Department, the post of Additional Registrar is the senior most post for Departmental Officers. Looking to the job requirement, size and status of the department as also the multifarious duties discharged, we feel that the post of Additional Registrar should be ranked equal to Additional Director, Industries and Additional Commissioner in Commercial Taxes Department. We accordingly recommend that the pay scale of Additional Registrar be revised from existing PB-3 Rs. 15600-39100 with grade pay Rs. 7600 to grade pay Rs. 8200 in PB-3 (Rs. 15600-39100).


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Co-operative Department

1. **Service/Cadre:-** Rajasthan Co-operative Sub-ordinate Service.
Post:- Inspector Grade II and Inspector Grade I.
2. **Representation from:-** Rajasthan Sahakari Nirikshak Maha Sangh.
3. **Demand:-** They have represented that:
 - (i) Inspector working in Central Government in Excise and Customs and in Income Tax are getting pay scale Rs.6500-10500, while Co-operative Inspectors in the State are in pay scale Rs.5000-8000 and Rs.5500-9000. Pay scales and other benefits should be given at par with Central Government.
 - (ii) The Labour Inspectors have been granted higher grade pay in comparison to Co-operative Inspectors.
 - (iii) There is no mention of Inspector Grade I & II in recruitment rules. Their work is of departmental nature, therefore, the designation of Inspector should be changed as Co-operative Officer.
 - (iv) They have demanded existing pay scale Rs.5500-9000 to Inspector and first promotion in pay scale Rs.6500-10500, which is equivalent to pay scale of Assistant Registrar.
 - (v) There are very few avenues of promotion for Cooperative Inspector. They get first promotion after 28-30 years of service.
 - (vi) Government Press and High Court employees, working in these pay scales i.e., Rs.5000-8000 and Rs.5500-9000 have been given higher pay scales, while similarly placed employees working in the other departments including Co-operative Inspectors Grade I & II, have been given lower grade pays.
 - (vii) Pay scales of all Subordinate Services should be equal.
 - (viii) Grade pay to Cooperative Inspector in the State should be Rs.4200, as has been done in Centre and in some States.
 - (ix) The number of affected persons are – 1140

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

I - Factual Position

(i) Pay Scale in RCS (Revised Pay) Rules 1998 and in RCS (Revised Pay) Rules 2008 for Co-operative Inspector Grade II and Co-operative Inspector Grade I are as follows :-

Post	RCS (Revised Pay) Rules 1998 Pay Scale	RCS (Revised Pay) Rules 2008	
		Running Pay Band	Grade Pay
Co-operative Inspector Grade II	5000-8000	9300-34800 (PB-2)	3200
Co-operative Inspector Grade I	5500-9000	9300-34800 (PB-2)	3600

(ii) The pay scales of similar posts in Home and High Court are as follows :-

	Post	RCS (Revised Pay) Rules 1998 Pay Scale	RCS (Revised Pay) Rules 2008	
			Running Pay Band	Grade Pay
Home Department	Assistant Sub Inspector	4000-6000	5200-20200 (PB-1)	2400
	Sub Inspector	5500-9000	9300-34800 (PB-2)	3600
	Inspector Police	6500-10500	9300-34800 (PB-2)	4200
High Court	Translator	5500-9000	9300-34800 (PB-2)	3600
	Court Master	5500-9000	9300-34800 (PB-2)	4200

(iii) The Pay Scales of Inspector Grade-II and Grade-I (in Subordinate Services), in RCS (Revised Pay) Rules 1998 and in RCS (Revised Pay) Rules 2008 who are recruited through the same competitive examination, are as follows:-

Name of Post Direct Recruitment	RCS (Revised Pay) Rules 1998 pay scales	Pay in RCS (Revised Pay) Rules 2008		Next Promotion Post	RCS (Revised Pay) Rules 1998 pay scales	Pay in RCS (Revised Pay) Rules 2008	
		Running Pay Band	Grade Pay			Running Pay Band	Grade Pay
Co-operative Inspector Grade-II	5000-8000	9300-34800 (PB-2)	3200	Inspector Grade-I	5500-9000	9300-34800 (PB-2)	3600
Commercial Inspector Grade-II	5000-8000	9300-34800 (PB-2)	3200	Inspector Grade-I	5500-9000	9300-34800 (PB-2)	3600
Devasthan Inspector Grade-II	5000-8000	9300-34800 (PB-2)	3200	Inspector Grade-I	5500-9000	9300-34800 (PB-2)	3600
Excise Inspector	5000-8000	9300-34800 (PB-2)	3200	Inspector Grade-I	5500-9000	9300-34800 (PB-2)	3600
Enforcement Inspector	5000-8000	9300-34800 (PB-2)	3200	Enforcement Officer	5000-8000	9300-34800 (PB-2)	3600
Industries Inspector	5000-8000	9300-34800 (PB-2)	3200	District Industries Officer	5500-9000	9300-34800 (PB-2)	3600
Labour Inspector	5000-8000	9300-34800 (PB-2)	3200	Labour Welfare Officer	6500-10500	9300-34800 (PB-2)	4200
Naib Tehshildar	5500-9000	9300-34800 (PB-2)	3600	Tehshildar	6500-10500	9300-34800 (PB-2)	4200

(iv) RCS (Revised Pay) Rules 1998 pay scale of Printing Foreman/ Composing Foreman and General Foreman was Rs.5000-8000. Post of General Foreman being the promotion post from PF/ CF, General Foreman has been granted higher grade pay of Rs.3600/-. These Grade Pays are now identical with Cooperative Inspector Grade-II and Grade-I respectively.

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II – Views of the Committee

(v) The Rajasthan Sahakari Nirikshak Mahasangh has approached the Committee with the demand to accord them parity in pay scales at par with the Inspectors of Customs and Excise and Inspector of Income Tax Department of Central Government. Their demands inter-alia includes grant of equal pay scale to all Sub-ordinate Service (Inspector), first promotion of the Inspector, Co-operative as Assistant Registrar and the pay scale of Rs. 5500-9000 to all Inspectors.

(vi) The Committee has considered their demands. The post of Inspector exists in many Departments like Commercial Taxes, State Excise, Transport, Food and Civil Supplies etc. In all the Departments, Inspectors are recruited through combined competitive examination and their entry scale is Rs. 5000-8000 / grade pay Rs. 3200 in PB-2, as would be seen from the table below:

Post	RCS (Revised Pay) Rules 1998 Pay Scale	RCS (Revised Pay) Rules 2008	
		Running Pay Band	Grade Pay
Co-operative Inspector Grade-II	5000-8000	9300-34800 (PB-2)	3200
Co-operative Inspector Grade-I	5500-9000	9300-34800 (PB-2)	3600

(vii) It would also be pertinent to mention here that there are two categories of Inspectors in the Departments namely, Inspector Grade-II and Inspector Grade-I. Inspector Grade-I is 100% promotion post from the post Inspector Grade-II, the post of Inspector Grade-II is in the pre-revised pay scale of Rs. 5000-8000 and of Inspector Grade-I in the pre-revised pay scale of Rs.5500-9000. This is a uniform pattern across all the departments, wherever the post of Inspector exists. The Committee is of the considered view that the present structure of the post and the inter-departmental parities subsisting today need not be disturbed.

(viii) The functional responsibilities and spectrum of work of the Inspectors of Customs and Excise and Inspector of Income Tax Department of Central Government has no relationship with the Inspector Grade-I and Inspector Grade-II of the Co-operative Department of the State government. Therefore the comparison is misplaced.

(ix) It is incorrect to say, as has been stated in the representation submitted by the Association, that Labour Inspector is assigned higher pay scale than their counterparts in the Co-operative.

(x) Their pay scale in the both the department's is identical. As regards the problem of stagnation in cadre of Inspector, the same has been adequately addressed by the new dispensation of ACP

whereunder next grade pay is to be assigned on completion of 10, 20 and 30 years or 9, 18 and 27 years (in their case) of service respectively, and all promotional benefits in the event of actual promotion are also given. Thus, stagnation no longer remains a problem any where in the Government.

(xi) As a result of the Committee's general recommendation to upgrade the grade pays of the holders of the pay scales of Rs.5000-8000, Rs. 5500-9000, & Rs. 6500-10500 they would stand benefited in the initial grade pays and also in ACP as a consequence of this recommendation for upgradation of the grade pay of the holders of these scales in this report.


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