

## Ministry of Railways

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### *Introduction*

7.36.1 Indian Railways is the largest civilian employer in the country. It comprises sixteen Zones and six Production Units namely Chittaranjan Locomotive Works, Chittaranjan; Integral Coach Factory, Chennai; Diesel Locomotive Works, Varanasi; Rail Coach Factory, Kapurthala; Diesel Loco Modernization Works, Patiala; and Rail Wheel Factory, Bangalore. There are 9 old Zones with 7 new Zones having been created subsequently. Every Zone has between 3 to 6 Divisions.

### *Strength*

7.36.2 Total number of employees as on 31/3/2005 was about 14 lakhs. The distribution of staff strength in the year 2004-05 is as follows :

Group	In position
A	8285
B	7247
C	873536
D	521578
<b>Total</b>	<b>1410646</b>

### *Fiscal health of Railways*

7.36.3 Indian Railways has become economically viable. For the past few years, the annual Budget presented by the Ministry of Railways reveal that it is generating surplus (net revenue receipts) to the tune of more than Rs.5,000 crore annually. There was a surplus even after paying dividend, payment in lieu of passenger tax and contribution to Railway Safety Fund to the tune of Rs.2,074 crore in 2004-05 and Rs.4,338 crore in 2005-06. Remarkably, this surplus has been achieved by Railways without substantial increase in the passenger fares and freight rates. Total investment in the Indian Railways during 2005-06 was Rs.65,878 crore out of which Rs.12,816 crore was generated internally.

7.36.4 Gross Revenue Receipts of the Indian Railways for the year 2005-06 vis-à-vis working expenses are as follows:-

2005-06  
(Rs.in cr.)

Gross Traffic Receipts	54,491
Total Working Expenses	45,574
Net Traffic Receipts	8,918
Net Revenue Receipts	8,006

***Railway Board***

7.36.5 Railway Board is the apex body in the Ministry of Railways. It is headed by a Chairman, 5 Members and 1 Financial Commissioner. Chairman, Railway Board is an ex-officio Principal Secretary to the Government of India. The Chairman, 5 Members and the Financial Commissioner are in the pay scale of Rs.26000 (Fixed). The Members are assisted by Additional Members in the Higher Administrative Grade (HAG) Rs.22400-24500. Below Additional Members, there are different Directorates headed by Executive Directors in the Senior Administrative Grade (SAG) of Rs.18400-22400. The Executive Directors are assisted by Directors, Joint Directors and Deputy Directors in respective pay scales of Rs.14300-18300; Rs.12000-16500 and Rs.10000-15200. Director General Railway Health Service and Director General RPF report to the Member (Staff). The other 4 posts of Members are Member (Electrical), Member (Engineering), Member (Mechanical) and Member (Traffic). All the Members and Financial Commissioner are ex-officio Secretaries to the Government of India.

***Different Categories in Ministry of Railways***

7.36.6 The following Departments exist in Ministry of Railways:-

1. Administration
2. Accounts
3. Engineering
4. Signal & Telecom
5. Transportation
6. Commercial
7. Mech. Engineering
8. Stores
9. Electrical
10. Medical
11. RPF
12. Railway Board
13. Other Railway Offices including RPSF
14. Casual Labour

***Demands***

7.36.7 Demands seeking higher pay scales and allowances for various categories in different Departments were made. The same are discussed in the succeeding paras.

*Status of  
Chairman  
Railway Board*

7.36.8 Presently, the pay scale of Chairman as well as other Members of Railway Board is Rs.26000 (fixed). Traditionally, the status of Chairman has been that of Principal Secretary to the Government of India. Railway Ministry has proposed that the pay scale of Chairman, Railway Board should be brought on par with that of the Cabinet Secretary viz. Rs.30000 (fixed).

*Recommendation*

7.36.9 It is observed that a similar demand was made before the Fifth Central Pay Commission who however recommended that the Chairman should be considered as first amongst equals. The Fifth CPC had, accordingly, recommended that pay scale of all Members of the Railway Board including the Chairman should continue to be Rs.26000 (fixed). This recommendation of the Fifth Central pay Commission is justified. **The Commission, accordingly, recommends no change in the status or pay scale attached to the post of Chairman, Railway Board.**

*Unskilled workers  
in Railways*

7.36.10 Various associations of Railway Staff have contended that with growing modernization, both in the field and in offices, there is no unskilled job left. It has been stated that even the Helpers working in the workshops, open line, sheds etc. have to possess elementary knowledge of technology. Reference has been made to the enhancement by the Railway Board of the minimum qualifications to Matriculation plus ITI for appointments as Khalasi (now Helper) of Diesel Loco Shed, Electric Loco Shed, EMU Car Shed, Track Maintenance Machines, etc. This was done in 1982. Subsequently, the Fifth CPC, in their report, recommended that staff recruited with prescribed qualification of Matriculation should be allotted the pay scale of Rs.950-1500 corresponding to the revised pay scale of Rs.3050-4590. Immediately after that, the Railway Board issued orders lowering prescribed recruitment qualification for all the Khalasis (now Helpers) including Khalasis in Diesel Loco Shed, Electric Loco Shed, EMU Car Shed and Track Maintenance organisation.

*Demands -  
Commercial  
Clerks*

7.36.11 The existing hierarchy in the cadre of Commercial Clerks is as follows :

Commercial Clerks	Rs.3200-4900
Senior Commercial Clerks	Rs.4000-6000
Head Commercial Clerks	Rs.5000-8000
Chief Commercial Clerks	Rs.5500-9000
Commercial Superintendent	Rs.6500-10500

7.36.12 Higher pay scales have been demanded for this category with the demand that Senior Commercial clerks should be brought

on par with Senior Clerks. Introduction of the higher scale of Rs.7450-11500 in the hierarchy also has been sought. It has been stated that analogous posts like those of Commercial Inspectors, Commercial Clerks, ECRCs & Ticket Collector etc. should be merged and granted the entry grade of Rs.5000-8000. Cash Risk Allowance and Health Hazard Allowance have also been demanded for this category on the ground that they handle heavy cash and work in goods, parcel, luggage offices & sidings where they are exposed to dust, chemicals, oils etc.

**Recommendations  
- Commercial  
Clerks**

7.36.13 Insofar as the issue of parity of pay scale of Senior Commercial clerks with that of Senior Clerks is concerned, it is seen that Office Clerks, Commercial Clerks, Ticket Checkers & TNCs popularly known as Non-Technical are recruited in the Railways through a common examination conducted by Railway Recruitment Board. The recruitment grade is Rs.3050-4590 except for commercial clerks whose entry grade was upgraded by the Fifth CPC to Rs.3200-4900 in view of multifarious functions performed by them. Earlier, the next promotion scale for all these categories was Rs.1200-2040 (corresponding to the Fifth CPC revised pay scale of Rs.4000-6000). However, due to 25% DR quota for graduates in the post of Senior Clerks, the Fifth CPC allotted them the higher grade of Rs.4500-7000, while for others, the scale of Rs.4000-6000 was allotted. This has led to the demand from Senior Commercial Clerks/equivalent for the same higher pay scale of Rs.4500-7000 on the ground that their job carries higher responsibilities, risk, strain & public interface, round the clock duties and difficult conditions of work in yards, sidings, coaching & goods terminals etc. There is merit in these arguments. While it is true that there is an element of graduate entry at Senior Clerk level, this alone may perhaps not justify grant of a higher grade vis-à-vis other categories which are recruited along with them and whose nature of duties are perhaps more difficult. In fact it is due to this reason that the entry grade of Commercial Clerk is higher (Rs.3200-4900) vis-à-vis other categories including office clerks (Rs.3050-4590). Thus a lower scale in the next grade for this post is not justified for this category. Even otherwise, the Commission is of the view that posts in the field offices have to be given their due as these posts are at the delivery level and, therefore, are crucial. **The Commission, accordingly, recommends that category of Senior Commercial Clerks may be upgraded and placed in the scale of Rs.4500-7000 corresponding to the revised pay band PB-1 of Rs.4860-20200 along with grade pay of Rs.2800.**

7.36.14 Similar situation also exists in respect of Transit Clerks where, too, the initial recruitment is in the pay scale of Rs.3200-4900 but the first promotion is in the grade of Rs.4000-6000 as Senior Transit Clerk. The next promotion is that of Head Transit Clerk in

the scale of Rs.4500-7000. The functions of the posts of Senior Transit Clerk and Head Transit Clerk are comparable. As such these posts can be merged. **Accordingly, the Commission recommends merger of the posts of Senior Transit Clerk and Head Transit Clerk. Transit Clerks will then automatically be eligible for first promotion in the scale of Rs.4500-7000 corresponding to the revised pay band PB-1 of Rs.4860-20200 along with grade pay of Rs.2800.**

7.36.15 Insofar as the demand for grant of the scale of Rs.7450-11500 to the category of Commercial Clerks is concerned, it is observed that this apex grade has been given to categories where there is an element of direct recruitment of Degree holders at the Supervisory level. Ministry of Railways have clarified that an element of direct recruitment to the extent of 25% in the scale of Rs.5500-9000 (Head Commercial Clerk) exists even in the case of this category. In fact, Ministry of Railways had also mooted a proposal for introducing this scale but the same could not be finalized. Keeping in view the relativities concerned, the Commission is of the view that the category of Commercial Clerks also deserves to be granted the apex Group C pay scale of Rs.7450-11500. **The Commission, in a subsequent paragraph, has recommended restructuring of the posts in different grades in the four clerical streams in Railways to bring them on par with the structure being proposed in various field organizations of the Central Government. As per this, the posts of Head Commercial Clerk and Chief Commercial Clerk will be merged in the scale of Rs.6500-10500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4200. The post of Commercial Superintendent will then be placed in the scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600. This will automatically meet the demand for introduction of higher scale of Rs.7450-11500 in this cadre. The Commission is, however, unable to recommend Health Hazard Allowance/similar allowances for Commercial Clerks as their work is not of such a nature as would necessitate grant of these allowances. The element of handling cash is part of the duties and any risk on this account has already been factored in the pay scales prescribed for this category. Accordingly, no separate Cash Handling Allowance is necessary.**

*Demands -  
Enquiry-cum-  
Reservation  
Clerks (E&RCs)*

7.36.16 E&RCs have demanded introduction of the higher grade of Rs.7450-11500 for the post of Reservation Superintendent in their cadre.

*Recommendations  
- Enquiry-cum-*

7.36.17 An element of direct recruitment to the extent of 25% exists in the cadre of Enquiry-cum-Reservation Clerks who are recruited in

**Reservation Clerks (ERCs)**

the scale of Rs.4500-7000 and move through the grades of Rs.5000-8000 and Rs.5500-9000 to the apex grade of Rs.6500-10500 carrying the designation of Reservation Superintendent. The grades of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500 are being merged. The posts in the existing scales of Rs.5000-8000 and Rs.5500-9000 should be merged. However, the post of Reservation Superintendents has to be granted a higher scale as, apart from being the apex post in the cadre of ERCs, it also constitutes a promotion post for Deputy Reservation Superintendents. **The Commission recommends the scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600 for Reservation Superintendents. The posts of Enquiry-cum-Reservation Clerks in the scales of Rs.5000-8000 and Rs.5500-9000 will stand merged as a consequence of the restructuring of the pay scales being recommended by the Commission.**

**Commercial Inspectors**

7.36.18 Commercial Inspectors including Inspectors (Claims/Rates/ Booking/goods/parcel) presently have the following structure: -

Commercial Inspector Gr. IV	Rs.5000-8000
Commercial Inspector Gr. III	Rs.5500-9000
Commercial Inspector Gr. II	Rs.6500-10500
Commercial Inspector Gr. I	Rs.7450-11500

A three grade structure has been demanded for this category. It has been stated that they should be only in the top three grades of pay for effective monitoring and supervision.

**Recommendations - Commercial Inspectors**

7.36.19 Duties of Commercial Inspectors does not include direct supervision of the commercial clerks, ERCs etc. but are more inspectorial than supervisory. **Therefore, the demand based on the rationale that they, being a Supervisory category, should be placed in the top two scales, is not justified.** It is also seen that the Fifth CPC had upgraded the entry scale of Commercial Inspectors to Rs.5000-8000 and had also placed the apex post of this cadre in the scale of Rs.7450-11500. The cadre of Commercial Inspector, therefore, already has an edge, both in the initial and the apex pay scales, vis-à-vis other clerical cadres like Commercial Clerks and ECRCs whose cadre structure ranges from the scales of Rs.3050-4590 (Rs.4500-7000 in case of ECRCs) to Rs.6500-10500. **As such, no further upgradation is necessary.** However, Commission has recommended merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. Due to this, Commercial Inspectors Grade II, III & IV shall come to lie in an identical pay band and grade pay. **It is, accordingly, recommended that the posts of Commercial Inspector Grade IV and Grade III should be merged in the Pay Band PB-2 of**

Rs.8700-34800 along with a grade pay of Rs.4200 corresponding to the pre-revised pay scale of Rs.6500-10500. The posts of Commercial Inspector Grade II and Grade I will consequently be also merged in Pay Band PB-2 of Rs .8700-34800 along with a grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500.

*Demands - Ticket Checking cadre*

7.36.20 The present cadre of Ticket Checking staff is as under:-

Ticket Checker	Rs.3050-4590
Senior TC/TTE	Rs.4000-6000
Head TC/Senior TTE	Rs.5000-8000
Traveling Ticket Inspector	Rs.5500-9000
Chief Ticket Inspector	Rs.6500-10500

7.36.21 Introduction of a higher scale of Rs.7450-11500 in the hierarchy has been demanded. Upgradation of pay scale of Senior TC/TTE from Rs.4000-6000 to Rs.4500-7000 has been sought on the ground of higher responsibility, risk, strain, public interface attached with the job. Reclassification of all Ticket Checking Staff as Running staff has also been demanded.

*Recommendations - Ticket Checking cadre*

7.36.22 The Commission is of the view that, as far as possible, every cadre in Railways having posts in the scale of Rs.6500-10500 at present should have the apex grade of Rs.7450-11500. **Since this grade does not exist in this cadre, the Commission recommends placement of Chief Ticket Inspector in the pay scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600. Traveling Ticket Inspectors, Head TC/Senior TTE will automatically be placed in the scale of Rs.6500-10500 on account of the restructuring of pay scales.** Placement of Senior Ticket Checkers/Travelling Ticket Examiners/Trains Clerks in a higher scale so as to maintain established relativities was considered in light of the higher scale separately being recommended for Senior Commercial Clerks. It is, however, observed that Commercial Clerks are being upgraded because their entry grade is higher i.e. Rs.3200-4900 and, therefore, their first promotional grade cannot justifiably be lower than other categories who are recruited in a lower pay scale. This rationale does not hold good for the categories of Senior Ticket Checkers/Traveling Ticket Examiners/Trains Clerks, etc. As such a higher pay scale cannot be recommended for any of these categories.

7.36.23 As regards the issue of classification of this category as running staff, it is observed that the issue was considered by the Fifth CPC who did not agree to the same as the definition of running staff includes only those whose duties are directly

connected with the task of moving trains. **The view taken by the Fifth CPC is justified and no interference therein is called for.**

*Recommendations regarding the clerical cadres in the light of delayering proposed for field staff*

7.36.24 The Commission has recommended parity between similarly placed posts in the secretariat and field offices. This involves delayering of various grades. The recommendations are discussed in Chapter 3.1 of the Report. A similar delayering would need to be carried out for the office staff in the field offices of Railways. Four cadres of office staff exist in Railways in different pay scales. **In consonance with delayering proposed for field offices in general as well as to bring parity between field offices and the secretariat in Railways, following revised structure is recommended for these cadres:-**

**Train Clerks**

(in Rs.)

Designation	Present pay scale	Recommended pay scale	Corresponding Pay Band & Grade Pay	
			Pay Band	Grade Pay
Train clerk	3050-4590	<b>3050-4590</b>	PB-1	1900
Senior Train Clerk	4000-6000	<b>4000-6000</b>	PB-1	2400
Head Train Clerk	5000-8000	<b>6500-10500</b>	PB-2	4200*
Chief Train Clerk	5500-9000	<b>6500-10500</b>	PB-2	4200

(\*Head Train clerks and Chief Train Clerks shall be merged)

**Commercial Clerks**

(in Rs.)

Designation	Present pay scale	Recommended pay scale	Corresponding Pay Band & Grade Pay	
			Pay Band	Grade Pay
Commercial Clerks	3200-4900	<b>3200-4900</b>	PB-1	2000
Senior Commercial Clerks	4000-6000	<b>4500-7000</b>	PB-1	2800
Head Commercial Clerks	5000-8000	<b>6500-10500*</b>	PB-2	4200
Chief Commercial Clerks	5500-9000			
Commercial Superintendent	6500-10500	<b>7450-11500</b>	PB-2	4600

(\*Head Commercial Clerks and Chief Commercial Clerks shall stand merged)



### Office Clerks

(in Rs.)

Designation	Present pay scale	Recommended pay scale	Corresponding Pay Band & Grade Pay	
			Pay Band	Grade Pay
Lower Division Clerks	3050-4590	3050-4590	PB-1	1900
Senior Clerks	4500-7000	4500-7000	PB-1	2800
Head Clerks	5000-8000	6500-10500*	PB-2	4200
Office Superintendent Grade II	5500-9000			
Office Superintendent Grade I	6500-10500	7450-11500**	PB-2	4600
Chief Superintendent	7450-11500			

\*Head Commercial Clerks and Chief Commercial Clerks shall stand merged

\*\* Office Superintendent Grade I and Chief Superintendent shall stand merged

### Ticket Checking Staff

(in Rs.)

Designation	Present pay scale	Recommended pay scale	Corresponding Pay Band & Grade Pay	
			Pay Band	Grade Pay
Ticket Checker	3050-4590	3050-4590	PB-1	1900
Senior TC/TTE	4000-6000	4000-6000	PB-1	2400
Head TC/Senior TTE	5000-8000	6500-10500*	PB-2	4200
Traveling Ticket Inspector	5500-9000			
Chief Ticket Inspector	6500-10500	7450-11500	PB-2	4600

(\*Head TC/Senior TTE and Chief Ticket Inspector shall stand merged)

### ***Demands - Catering Manager/ Inspectors***

7.36.24 The cadre of Catering Managers/Inspectors comprises posts in the scales of Rs.3200-4900 (Catering Supervisor Gr. III); Rs.4000-6000 (Catering Supervisor Gr. II); Rs.5000-8000 (Catering Supervisor Gr. I); Rs.5500-9000 (Catering Inspector Gr. II) and Rs.6500-10500 (Catering Inspector Gr. I). The cadre presently does not have any post in the scale of Rs.7450-11500. Introduction of this scale has been demanded.

- Recommendations - Catering Manager /Inspectors* 7.36.25 **In consonance with Commission's approach to allow the apex Group C scale in every cadre of Railways having posts in the scale of Rs.6500-10500 at present, it is recommended that the post of Catering Inspector Grade I may be placed in the scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600.**
- Demands - Law Assistants* 7.36.26 The cadre of Law Assistants comprises posts of Law Assistant and Chief Law Assistant in the scales of Rs.6500-10500 and Rs.7450-11500, respectively. Higher pay scales corresponding to those of Groups B & A have been demanded on the ground of high academic qualifications and specialized nature of work. Parity of Chief Law Assistant of Zonal Railways with Chief Law Assistant [redesignated as Superintendent (Legal)] who exists in the pay scale of Rs.7500-12000 has been demanded. Allowances like Out door monthly allowance, Library allowance and Court Allowance have also been sought.
- Recommendations - Law Assistants* 7.36.27 Keeping in view the higher qualifications attached to the post of Law Assistant, the Fifth CPC had upgraded the scale of this post by two levels. The present position is that the Law Assistant and Chief Law Assistant are placed in the two apex Group C scales. Placing the entry post of Law Assistant in Group B scale is not administratively desirable as supporting staff in the legal stream are required for attending court, liaison with advocates etc. Creation of a separate cadre is also not desirable as the Executives of the department are ultimately responsible for providing the facts and rules and the analysis and the implications of matters under litigation. Post of Chief Law Assistant of Railway Board in the scale Rs.7500-12000 is actually analogous to the post of Assistant Law Officer in the field offices existing in an identical scale of Rs. 7500-12000. Accordingly, the post of Chief Law Assistant in field offices cannot be upgraded. **Instead, the feeder post of Law Assistant may be merged with that of Chief Law Assistant in the scale of Rs.7450-11500 which will also ensure that this category's relativity vis-à-vis the entry grade of Degree Engineers is maintained. Higher scale of Rs.7500-12000 cannot be recommended for Chief Law Assistant as this scale in Railways is a Group B scale and a promotion post (Assistant Law Officer) already exists in this scale.** NPA for any category other than Doctors has huge implications. In present days, a large number of employees join the Government with technical qualifications. It is not possible to grant NPA to all such categories. **NPA to legal staff is, therefore, not justified. Grant of Outdoor Allowance and Court Allowance is also not justified as attending courts is part of the duty attached to these posts and, therefore, the element is already included in the pay scale.** Instead of Library Allowance, it would be appropriate if proper Library facilities are

either created in the organisation or membership of other libraries giving such facility is taken for the use of these officers. **The Commission recommends accordingly.**

***Demands - Public Relation Inspectors***

7.36.28 The present cadre of Public Relation Inspectors is as under:-

Publicity Inspector	Rs.4500-7000
Senior Publicity Inspector	Rs.5000-8000
Chief Publicity Inspector	Rs.6500-10500

7.36.29 Introduction of a new senior supervisory grade for Publicity Inspector has been sought. A demand has been raised for re designation as Asst. Information Officers- Gr. III, Gr. II & Gr. I. Library Allowance or Institutional Library Membership has also been sought. Monetary benefit or compensatory leave in lieu of working on holidays/nigh shift has been demanded.

***Recommendations - Public Relation Inspectors***

7.36.30 Insofar as the issue of parity of pay scale of Publicity Inspectors (Rs.4500-8000) with Personnel Inspectors (Rs.5000-8000) is concerned, it is seen that employees with five years Group C service and a graduate degree are eligible for selection to this post. This means that a person having a graduate degree and five years service in the scale of Rs.950-1500 can also be appointed directly as Publicity Inspector in the scale of Rs.4500-7000. A higher jump may not be justified. **The Commission, accordingly, recommends that Publicity Inspectors may be granted only the corresponding replacement pay band PB-1 of Rs.4860-20200 along with a grade pay of Rs.2800.** Direct recruitment of graduates takes place at the level of Senior Publicity Inspectors. Apart from the recruitment qualifications, the duties attached to the post are also onerous. As such, a higher scale on par with Assistants/analogous posts is justified in their case. In any case, Commission has recommended merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. **Senior Publicity Inspectors will, therefore, automatically be placed 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. In consonance with the principle adopted that, as far as possible, Group C cadres in Railways should have the apex Group C scale of Rs.7450-11500, the next higher post of Chief Publicity Inspector will stand upgraded to 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**

7.36.31 **Re-designation as Asst. Information Officers is not desirable as the designation of Group B/A Officers in Railways are similar and this re-designation will cause confusion.** As far as monetary benefit or compensatory leave in lieu of working on

holidays/night shift is concerned, this would lead to similar demands from other Supervisory categories that fall under the classification of 'excluded' category. Accordingly, the demand cannot be conceded. As regards grant of Library Allowance, etc., it is observed that in the present times, almost all information is available on the internet. **Therefore, Institutional Library Membership or Library Allowance is not warranted for this category.**

***Demands -  
Station Masters***

7.36.32 The existing cadre structure of Station Masters is as under:-

Assistant Station Masters	Rs.4500-7000
Assistant Station Master/ Station Masters	Rs.5000-8000
Station Master	Rs.5500-9000
Deputy Station Supdt.	Rs.6500-10500
Station Supdt.	Rs.7450-11500

7.36.33 Starting pay scale of Rs.6500-10500 has been sought by the Station Masters. Demands have been made to stop lateral entry from open market in the scale of Rs.5500-9000 along with redesignation of Station Masters as Station Manager carrying the classification as "Continuous".

7.36.34 Various allowances have also been sought. These allowances include allowances that are common to all categories. The common allowances have been discussed separately in Chapter 4.2. **Grant of any specific allowance exclusively for this category is not considered justified.**

***Recommendations  
- Station Masters***

7.36.35 The Commission received thousands of individual memoranda from Station Masters seeking initial grade of Rs.6500-10500. It is observed that the category of Station Masters has inter-linkages with other categories. Fifteen percent of the posts of Station Masters are filled up through Limited Departmental Competitive Examination (LDCE) from Group C & D personnel upto 45 years of age and possessing a graduate degree from the operating department and the commercial department. Twenty five percent of the recruitment is made through general selection from Shunting Jamadars, Shunting Master, Cabinman Gr. I, Switchman, Senior Signalers and Senior TNC in scale of Rs.4000-6000 and Levermen Gr. I, Pointsmen Gr. I, Shuntman Gr. I, Cabinman Gr. II & TNC in scale of Rs.3050-4590. There is also lateral induction in Rs.5500-9000 with 25% of the posts being filled up by Traffic Apprentices including 50% from open market through Railway Recruitment Boards and 10% from serving (Non-Ministerial) graduates through LDCE. Giving a higher pay scale to this category will, therefore, upset the

established relativities. No anomaly is also apparent in the existing pay structure for this category. **The Commission is, therefore, unable to recommend a higher pay scale for this category.** In any case, the posts of Assistant Station Master/Station Master in the scales of Rs.5000-8000 and Rs.5500-9000 will automatically be placed in the scale of Rs.6500-10500 on account of rationalization of pay scales being recommended by the Commission. **The posts of Assistant Station Master and Station Master in the scales of Rs.5000-8000 and Rs.5500-9000 will, therefore, stand merged. Consequently, the post of Deputy Station Superintendent and Station Superintendent shall stand merged in the scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600.**

7.36.36 Classification of Station Masters as 'continuous' i.e. placing them in an 8 hours roster is a purely administrative matter that should be decided by the Railways. Similar is the case relating to redesignation of the post. Ministry of Railways being the administrative Ministry will be in a better position to take a decision regarding redesignation and reclassification, if necessary, of the post. **The Commission, consequently, makes no recommendation in this regard.**

***Demands - Traffic  
Controllers***

7.36.37 The present cadre of Traffic Controllers is as under:-

Section Controller	Rs.5500-9000
Deputy Chief Controller	Rs.6500-10500
Chief Controller	Rs.7450-11500

7.36.38 It has been stated that the job of Traffic Controllers is more intense than that of Air Traffic Controllers and the cadre has to be recognized as a special cadre without being treated on par with clerical cadres especially as the minimum qualification for any post in this cadre is graduation. Higher grades vis-à-vis other categories with the same minimum qualification have been demanded. A special grade for Chief Controller in charge has also been sought. Stress allowance and Mike Allowance at the rate of 30% and 10% of basic pay respectively has been demanded. Break down allowance at actuals has been demanded as they monitor the break down activities.

***Recommendations  
- Traffic  
Controllers***

7.36.39 The initial entry grade of this category is Rs.5500-9000. **Due to merger of scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500, the post will get upgraded automatically. Consequently, the posts of Deputy Chief Controller and Chief Controller shall be merged in the scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600.**

7.36.40 Demands in regard to stress allowance, mike allowance, break down allowance etc. are not tenable as these are part and parcel of their duties and have already been considered while allotting the pay structure.

***Demands -  
Shunting Cabin  
and Station Staff***

7.36.41 The present cadre of Group C & D Shunting Cabin and Station Staff is as under:-

(in Rs.)

Porter/Gateman/Station Yard Staff/Commercial Group D	2550-3200/ 2610-3540
Leverman, Pointsmen/Shuntsman Gr.II, Gateman Gr.I	2650-4000
Leverman cum Cabinman Gr II, Pointsmen/Shuntsman Gr. I	3050-4590
Cabinman Gr. I, Switchman, Shunting Jamadar/Shunting Master Gr. II	4000-6000
Shunting Master Gr. I	5000-8000

7.36.42 Upgradation of the posts of Cabinmen Gr. I & Switchmen to Rs.4500-7000/Rs.5000-8000 has been sought on the ground of the sensitive and responsible nature of their duties and hard working conditions. A demand has been made to upgrade Gateman to the pay scale of Rs.3050-4590.

7.36.43 Re-designation of the posts as Traffic Assistant, Points/Lever operators and Cabin Manager has been sought.

7.36.44 Hazard Allowance to Pointsmen and Shuntsmen has been demanded. Shift duty allowance for other categories has also been sought.

***Recommendations -  
Shunting Cabin  
and Station Staff***

7.36.45 Consequent to the revised pay structure being recommended by the Commission, all future recruitments would be in the minimum scale of Rs.2750-4400 corresponding to pay band PB1 with grade pay of Rs.1800. The existing incumbents will also be placed in the higher pay band provided they have the higher qualifications or are suitably retrained. Insofar as upgradation of Cabinman and Switchman is concerned, it is seen that these posts have a distinct relativity with the post of Senior TNC. Shunting Jamadars, Shunting Master Gr. II, Cabinman, Switchman and TNCs in scale of Rs.4000-6000/Rs.3050-4590 have avenues of promotion to the category of Station Masters/Yard Masters, and Guards etc. in scale of Rs.4500-7000. Thus, all these categories are closely inter-linked. Upgrading any one category

could disturb the entire structure. **Accordingly, a higher pay scale to the post of Cabinman and Switchman is not recommended.** Shunting Master Grade I will, in any case, be placed in Pay Band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4200 corresponding to the pre-revised pay scale of Rs.6500-10500 on account of the proposed merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. **The Commission is not in favour of recommending a separate Hazard/Risk allowance for any category. In case the job entails duties of hazardous nature, the administrative ministry may consider providing adequate insurance cover in consonance with the general recommendations made elsewhere in this report for this category as well.**

***Demands - Loco Running Staff***

7.36.46 The present cadre of Loco Running Staff is as under:-

	<i>(in Rs.)</i>
Assistant Loco Pilot (Diesel/Electric)	3050-4590
Loco Pilot (Shunting) II/Senior Assistant Loco Pilot (Diesel/Electric)	4000-6000
Loco Pilot (Goods) II/Senior Loco Pilot (Shunting) I	5000-8000
Loco Pilot (Passenger) II /Motorman/Loco Pilot (Goods) I	5500-9000
Loco Pilot Mail Express, Loco Pilot Passenger I, Sr Motorman	6000-9800
Asst Loco foreman/Traction Loco Controller/Driving Inspector/Power Controller/Loco Inspector/Loco Foreman 'B'/Fuel Inspector 'B'	6500-10500
Chief Traction Loco Controller/Chief Power Controller/Chief Loco Inspector/Loco Foreman 'A'/Fuel Inspector 'A'/Driving Inspector	7450-11500

7.36.47 Higher pay scales for Loco pilots have been demanded on the ground of their job profile, responsibilities, physical and mental efforts and hazards related to job. Loco pilots (mail/express, passenger I and senior motormen) are in the scale Rs.6000-9800. The scale of Rs.6500-10500 has been demanded for them. Due to introduction of Rajdhani/Shatabdi and other super fast trains, a special grade of Loco pilot (high speed/super fast) has also been demanded.

7.36.48 Upgradation of two grades above the present grade for Motor men of the Mumbai Suburban Local trains have been sought on the ground that they work in the most overstressed network in the world.

7.36.49 An insurance cover of Rs.15 lakh for all Loco running staff has been demanded. Various allowances like Risk allowance, High tension allowance, Break down allowance, National Holiday Allowance, Night duty allowance, etc. have also been sought.

**Recommendations  
- Loco Running**

7.36.50 The demand for placement of the categories of Loco Pilot Mail Express, Loco Pilot Passenger I, Senior Motorman in the scale of Rs.6500-10500 is no longer justified as the scale of Rs.6000-9800 is not a regular pay scale and was specifically created for this category because they were bursting out of the maximum of the earlier pay scale of Rs.5500-9000. In the revised scheme of running pay bands and grade pay, no such bursting is possible. Accordingly, the post should normally have been given only the replacement pay band and grade pay corresponding to the pre-revised pay scale of Rs.5500-9000. However, the Commission is recommending merger of the pre-revised pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. The post will, therefore, automatically be upgraded. This would also necessitate upgradation of the higher categories so as to ensure that feeder and promotion posts do not come to lie in an identical pay scale. **The Commission, accordingly, recommends the following pay structure for Loco Running Staff:-**

(in Rs.)

Designation	Recommended pay scale	Corresponding Pay Band & Grade Pay	
		Pay Band	Grade Pay
Assistant Loco Pilot (Diesel/Electric)	3050-4590	PB-1	1900
Loco Pilot (Shunting) II/Senior Assistant Loco Pilot (Diesel/Electric)	4000-6000	PB-1	2400
Loco Pilot (Goods) II/Senior Loco Pilot (Shunting) I/ Loco Pilot (Passenger) II /Motorman/Loco Pilot (Goods) I, Loco Pilot Mail Express, Loco Pilot Passenger I, Sr Motorman	6500-10500	PB-2	4200



Designation	Recommended pay scale	Corresponding Pay Band & Grade Pay	
		Pay Band	Grade Pay
Asst Loco foreman/Traction Loco Controller/Driving Inspector/Power Controller/Loco Inspector/Loco Foreman 'B'/Fuel Inspector 'B'/Chief Traction Loco Controller/Chief Power Controller/Chief Loco Inspector/Loco Foreman 'A'/Fuel Inspector 'A'/Driving Inspector	7450-11500	PB-2	4600

On account of more onerous nature of work as well as process of selection involved, Loco Pilots for passenger trains shall be given an additional allowance of Rs.500 p.m. Loco Pilot for mail/express trains will be given this allowance at the rate of Rs.1000 p.m. Dearness allowance shall be payable on this allowance. The existing parity with cadre of Guards, for other allowances like running allowance, may also be retained in respect of this allowance which is being recommended for the first time.

7.36.51 The demand for providing insurance cover appears justified and the Ministry should work out a scheme for providing such insurance cover. The demands for other allowances specifically for this category are not merited. Consequently, these demands cannot be conceded.

*Demands - Guards*

7.36.52 The present cadre of Guards is as under:-

Assistant Guard	Rs.3050-4590
Senior Assistant Guard	Rs.4000-6000
Goods Guard/Passenger Guard	Rs.4500-7000
Senior Goods Guard	Rs.5000-8000
Senior Passenger Guard/ Mail Express Guard	Rs.5500-9000

7.36.53 It has been stated that the entry pay scale of Rs.5500-9000 should be prescribed for Guards since graduation has been prescribed as the entry qualification for this post. It has also been stated that the duty of guards is arduous and they suffer various health hazards due to improper sleep, food, mental and physical strain and risk apart from being deprived of family life. A new, higher post of Guard Counselor in the scale Rs.6500-10500 has been demanded.

**Recommendations - Guards** 7.36.54 Entry scale in Railways for other posts carrying minimum qualification of a graduate degree is generally Rs.4500-7000. **Higher scale of Rs.5500-9000 may not, therefore, be granted to Guards on this count.** In the revised pay structure being recommended by the Commission, the post of Mail Express Guard will be placed in the scale of Rs.6500-10500. **Accordingly, there is no need to introduce an apex post of Guard Counselor in the scale of Rs.6500-10500. On account of the proposed merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500, the posts of Senior Goods Guard/Senior Passenger Guard/ Mail Express Guard shall come to lie in an identical pay band and grade pay. These posts should, therefore, be merged.**

**Demands - Group D technical Staff** 7.36.55 The present cadre of Group D technical staff is as under:-

Entry scale	Rs.2550-3200
Middle scale	Rs.2610-3540
Apex scale	Rs.2650-4000

7.36.56 It has been stated that Group D technical staff undertake risk and work in polluted and unhygienic environment. They perform very hard physical labour and other work which normally other persons may not like to do even if higher payment is offered. It has been stated that Trackmen and even sweepers/saifaiwalas perform jobs of arduous nature. Earlier, Khalasis/Khalasis helpers in the diesel/electric/EMU sheds were recruited with ITI qualification and given the scale of Rs.3050-4590. Later the qualification for this post was brought down to 8<sup>th</sup> pass and the scale was also reduced. It has been demanded that the qualification of matriculation/ITI diploma should be restored and all Group D Technical staff should be placed in scale Rs.3050-4590. In the alternative, one single grade for all group D employees has been demanded with the provision that they be promoted to Group C after 12 years of service with 40% of initial posts in Group C being reserved to be filled by promotion of Group D staff.

7.36.57 Hazardous duty allowance/risk allowance to the staff working in diesel and electric loco sheds, track maintenance, open lines depots and yards, paint shops, forge and smith shops, electroplating shops in workshops and production units at the rate of Rs.1500 per month has been demanded. Additionally, risk allowance at the rate of 20% of basic pay has been demanded.

**Recommendations - Group D technical Staff** 7.36.58 Elsewhere in the Report, the Commission has recommended upgradation of all existing Group D posts after suitable retraining and multi-skilling with no further recruitment being made in the

grade. This recommendation, which is in consonance with the observations made in the Ansari Committee Report referred to in Chapter 3.7, shall apply to all Group D posts in Ministry of Railways. **Consequently, all future recruitments in Railways will be made at least in the scale of Rs.2750-4400 carrying minimum qualifications of Matric or ITI.** This will also meet the demands projected before the Commission which invariably stated that all technical jobs even in Group D required a certain degree of skill. **The existing employees, not possessing these minimum qualifications, will initially be placed only in the corresponding revised pay scale and would need to undergo proper training before being extended the higher Group C pay band.**

7.36.59 For categories whose job profile is considered to carry continuous risk inherent in the prescribed duties, the administrative Ministry should grant a proper insurance cover as per the general recommendations made by the Commission on this subject.

*Demands -  
Technicians*

7.36.60 The present cadre of Technicians is as under:-

Skilled Artisan Gr III	Rs.3050-4590
Skilled Gr II	Rs.4000-6000
Skilled Gr I	Rs.4500-7000
Master Craftsmen	Rs.5000-8000

ESM (Electrical Signal Maintainers)

ESM Gr III	Rs.3050-4590
ESM Gr II	Rs.4000-6000
ESM Gr I	Rs.4500-7000

MSM (Mechanical Signal Maintainers)

MSM Gr. III	Rs.3050-4590
MSM Gr. II	Rs.4000-6000
MSM Gr. I	Rs.4500-7000

TCM/WM (Telecommunication Maintainer/Wireless Maintainer)

TCM/WM Gr III	Rs.3050-4590
TCM/WM Gr II	Rs.4000-6000
Maintainer Gr I	Rs.4500-7000

7.36.61 It has been stated that technical staff with more rigorous duties are promoted to the scale Rs.4000-6000 whereas clerks are promoted to scale Rs.4500-7000. In the clerical cadre, there is only one scale between scale Rs.3050-4590 and Rs.5000-8000 whereas in

the technician's cadre there are two scales which further slow down their promotions to the scale Rs.5000-8000. It has, accordingly, been demanded that the pay scale of Rs.4000-6000 may be removed from the hierarchical structure of this grade.

7.36.62 A contention has been made that technical staff work for 6 days a week consisting of 44 hours of duty and have only 12 gazetted holidays. They work in the open and are posted to small towns and remote areas with inadequate facilities. Accordingly, 25% higher pay has been demanded in their case.

7.36.63 Technicians have promotional avenues only upto Master Craftsmen (MCM) in the scale of Rs.5000-8000. Only 15% of technicians are able to reach Junior Engineer (JE) grade while ministerial staff have avenue upto the grade of Rs.7450-11500. It has, accordingly, been demanded that cadres of technicians and JEs may be merged.

7.36.64 A new higher grade of Head Technicians/Senior MCM above the scale of Rs.5000-8000 has also been demanded.

7.36.65 Merger of various categories has been demanded with a view to open up the promotional channels and to ensure a better pay scale for some categories.

7.36.66 Hazardous and Risk duty allowance to all artisans staff has been demanded. All technicians who work with tools and with oil and lubricants are sought to be given risk allowance. Hazardous duty allowance/risk allowance to staff working in diesel and electric loco shed, track maintenance, open lines depots and yards, paint shops, forge and smith shops, electroplating shops in workshops and production units at the rate of Rs.1500 per month has been demanded.

7.36.67 It has been stated that Electrical traction staff have to work under high voltage continuously and are exposed to electromagnetic radiation, power lines, overhead equipment which leads to work related diseases. It has been demanded that they should be paid Occupational Risk Allowance with periodical health monitoring and risk insurance scheme. On the ground that train lighting staff is exposed to electrical shock, which leads to health disorders, risk allowance at the rate of 20% of basic pay has been demanded in their case.

7.36.68 Allowances like technical magazine allowance, uniform and washing allowance along with uniform and protective garments have also been demanded for artisan staff.

7.36.69 Demand has been made for introduction of 40 hours week in workshops sheds and open lines and to bring employees working there under the provisions of Factories Act.

*Analysis - demands of Technicians*

7.36.70 Technicians are aggrieved that although they have the equivalent qualification and initial pay scale as that of clerical staff, they have to work 6 days a week, have longer working hours, unhygienic working conditions and face greater risk. Their next grade is Rs.4000-6000 as against clerical staff whose next grade is Rs.4500-7000 and their avenue of promotion terminates in the scale of Rs.5000-8000 while the clerical category can go up Rs.7450-11500. The Fifth CPC had considered the demand of the Federations for merger of the two highly skilled grades and had recommended a single upgraded scale but later the two scales in highly skilled were restored. The grade of MCM was upgraded to the scale of Rs.5000-8000.

*Recommendations - Technicians*

7.36.71 The Commission has separately considered the category of artisan staff as one of the common categories. The recommendations made therein shall equally apply to artisan staff in Ministry of Railways. No separate recommendations are, therefore, being made regarding pay structure of these categories in this chapter. Insofar as grant of risk allowance/hazardous allowance etc. is concerned, the administrative Ministry may extend proper insurance cover to the categories whose job profile is considered to carry continuous risk inherent in the prescribed duties. In consonance with the uniform policy, a separate risk allowance can not be extended to any of the categories of Government employees.

*Demands - Technical Supervisors*

7.36.72 The present cadre of Technical Supervisors is as under:-

JE II ( P. Way), (Works), (Bridges), (Track machine), JE II (Mechanical), JE II (Electrical), JE II (Signal), (Tele)	Rs.5000-8000
JE I	Rs.5500-9000
Section Engineers	Rs.6500-10500
Senior Section Engineers	Rs.7450-11500
Draughtsmen -Civil, Mechanical, Electrical and S&T	
JE Gr. II (Dr)	Rs.5000-8000
JE Gr. I (Dr)	Rs.5500-9000
SE (Dr)	Rs.6500-10500
SSE (Dr)	Rs.7450-11500

7.36.73 Demand has been made that Section Engineers and Senior Section Engineers including C&M staff should be classified as Group B gazetted as in MES and CPWD.

7.36.74 Non-practicing allowance at the rate of 10% of pay has been demanded.

7.36.75 It has been stated that a master scale as in State Governments of Punjab and Kerala to avoid stagnation may be introduced. Longer pay scales with lesser over lapping and continuation of the last increment in the grade till next promotion/retirement has been demanded.

7.36.76 Entry grade of Rs.6500-10500 to JEs at par with excise inspectors, loco inspectors, traffic supervisors etc. has been demanded. It is stated that the existing 4 grade structure may be abolished and merged into two grades. Time bound promotions upto JA grade on the pattern of other central Government departments like CPWD, MES and P&T has been proposed.

***Recommendations  
- Technical  
Supervisors***

7.36.77 The Fifth CPC had recommended an assured career progression scheme (ACPS) for all Government employees which were implemented with some modifications in respect of the employees belonging to Groups B, C & D. This scheme also exists in the Ministry of Railways. The Commission has separately recommended certain modifications in the scheme to improve it further. The modified ACPS will also apply in Ministry of Railways. It is not possible to extend the scheme of time bound promotions and cadre structure similar to that existing in CPWD in the Ministry of Railways as this will disturb the entire functional structure of Railways and will also upset many of the existing relativities. Diploma Holders in Engineering have been given a higher grade at entry (Rs.5000-8000) as compared to Graduates in the Clerical category i.e. Senior Clerk in scale Rs.4500-7000. No further upgradation is, therefore, warranted. Introduction of running pay bands will, in any case, ease existing levels of stagnation. In any case, Commission has recommended merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. **This will necessitate some restructuring in the existing cadre along with merger of some posts which are functionally similar. The Commission, accordingly, recommends the following revised structure for the cadre of Technical Supervisors:-**

(in Rs.)

Designation	Recommend- ed pay scale	Corresponding Pay Band & Grade Pay	
		Pay Band	Grade Pay
JE II ( P. Way), (Works), (Bridges), (Track machine), JE II (Mechanical), JE II (Electrical), JE II (Signal), (Tele)	5000-8000#	PB-2	4200
Junior Engineer I	5500-9000#	PB-2	4200
Section Engineers	7450-11500	PB-2	4600
Senior Section Engineers	7450-11500	PB-2	4600

# Posts shall be placed in the grade pay attached to the pre-revised pay scale of Rs.6500-10500 on account of restructuring of pay scales

Draughtsmen –Civil, Mechanical, Electrical and S&T

Junior Engineer Gr. II (Dr)	5000-8000#	PB-2	4200
Junior Engineer Gr. I (Dr)	5500-9000#	PB-2	4200
Section Engineer (Dr)	7450-11500	PB-2	4600
Senior Section Engineer (Dr)	7450-11500	PB-2	4600

# Posts shall be placed in the grade pay attached to the pre-revised pay scale of Rs.6500-10500 on account of restructuring of pay scales

***Demands –  
Trackmen and  
other Permanent  
Way categories***

7.36.78 The present cadre of Trackmen and other P.Way categories is as under:-

Trackman (Gangman)	Rs.2610-3540
Gateman/Trolleyman	Rs.2610-3540
Senior Trackman/ Gateman/Trolleyman	Rs.2650-4000
Head Trackman/Keyman	Rs.2750-4400
Gangmate (also called P.Waymate)	Rs.3050-4590
Senior P.Way Supervisor	Rs.5000-8000

7.36.79 It has been demanded that Trackmen should be paid at least 30% more than Khalasis because of the higher duties being discharged by them.

7.36.80 Hard duty allowance and risk allowance at the rate of 30% of the pay has been demanded for various posts between Trackmen to Senior Section Engineer and Gate Operators.

7.36.81 A new higher grade of Master Trackmen above that of Head Trackmen (scale: Rs.2750-4400) has been demanded. It has been stated that Trackmen should be placed in the skilled grade of Rs.3050-4590 to the extent of 50% of the total strength and re-designated as Master Trackmen.

7.36.82 Upgradation of pay scale of Gangmates to Rs.4000-6000 has been demanded along with introduction of a new grade of Senior Gangmate in the scale of Rs.4500-7000.

7.36.83 Continuous hazardous allowance for various categories like Trackmen and Keymen has been demanded. Special allowances for Gatemen maintaining level crossing gates, trackmen, blacksmith, fitter and welder of Civil Engineering Department and suburban P.Way staff have been demanded. Demands have been made for allowing voluntary retirement after 20 years service with full benefits for these categories.

*Recommendations  
- Trackmen and  
other P.Way  
categories*

7.36.84 Consequent to the revised pay structure being recommended, the posts of Trackman (Gangman); Gateman/Trolleyman; Senior Trackman/Gateman/ Trolleyman; and Head Trackman/Keyman will come to lie in an identical pay scale of Rs.2750-4400 corresponding to the revised pay band PB-1 of Rs.4860-20200 along with grade pay of Rs.1800. Ministry of Railways should, therefore, merge these posts in one single category with all future recruitments being made in the scale of Rs.2750-4400 corresponding to the revised pay band PB-1 of Rs.4860-20200 along with grade pay of Rs.1800. Insofar as other upgradations are concerned, it is observed that no apparent anomaly exists in the existing structure. The Commission is unable to recommend a higher pay scale for any of these categories.

7.36.85 As regards the issue of Special pay, Hard duty allowance etc., it is seen that Trackmen were given a higher grade at entry in view of their difficult working conditions. Their pay scale will be further increased in the revised pay structure being recommended by the Commission. Consequently, special pay /other similar allowances/benefits for this category are not warranted. This holds equally true in respect of the Gangmen working in suburban sections.



*Demands – Track Machine Staff*

7.36.86 The present cadre of Track Machine Staff is as under:-

Track Machine Khalasi	(Pay scales same as that of Khalasis of other wings/departments)
Track Machine Maintainers	(Pay scales same as that of Technicians of other wings/departments)

Their promotional avenues are on par with those available to the other cadres of Khalasis/technicians.

7.36.87 Running allowance on par with running staff has been demanded. Additionally, hard duty allowance at the rate of 12.5% of basic pay has been demanded on the ground that their working and living conditions are extremely hard, unhygienic and lack basic amenities. Higher insurance, pollution allowance at the rate of 15% of basic pay and risk allowance at the rate of 25% of basic pay has also been demanded along with family separation allowance at the rate of 50% of basic pay.

*Recommendations - Track Machine Staff*

7.36.88 **The rationale for grant of running allowance is not applicable to this category as they are not involved in 'moving trains'. Other allowances are also not justified as the element of hard duty, separation from family etc. is already included in the pay scales devised for this category. No further benefit is, therefore, necessary for this category. In case the duties involved include an inherent and persistent element of risk or hazard, Ministry of Railways may extend proper insurance cover for this category in consonance with the general recommendations being made by this Commission elsewhere in the Report.**

*Demands – Chemist and Metallurgists*

7.36.89 Cadre of Chemists and Metallurgists have demanded that in view of the hazardous nature of work, they should be paid hazardous allowance at the rate of 25% of pay. Change in designation of the post of C&MA Gr.II as JE (C&M), SE (C&M) etc. has also been demanded.

*Recommendations - Chemist and Metallurgists*

7.36.91 It is observed that Chemists and Metallurgists were given parity with the Subordinate Engineering Cadres. The Commission, however, is of the view that issues relating to change of designations etc. are best decided by the administrative Ministry keeping in view the functional exigencies. In any case, Commission has recommended merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. **Due to this, the posts of Chemical and**

Metallurgical Assistant (C&MA) Gr. II (JCMA), C&MA Gr. I (CMA) and Lab Superintendent shall automatically be placed in Pay Band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4200 corresponding to the pre-revised pay scale of Rs.6500-10500. Consequently, the post of Lab Superintendent should be upgraded and merged with the next higher post of Superintendent (X-Ray /Spectrograph/ Industrial Engineering). The posts of Chemical and Metallurgical Assistant (C&MA) Gr. II (JCMA and C&MA Gr. I (CMA) will stand merged. Insofar as grant of hazardous allowance is concerned, it is seen that handling chemicals etc. is a part of the job of Chemists and Metallurgists. The element of hazard involved in such duties is already included in the pay scale attached to this category. **As such, a separate allowance on this account is not justified.**

*Time Keeping Staff* 7.36.92 The existing cadre of Time Keeping Staff includes the posts of Chief Time Keeper in the scale of Rs.5500-9000 and Superintendent (Time Keeping) in the scale of Rs.6500-10500. Chief Time Keeper forms a feeder cadre for promotion to the post of Superintendent (Time Keeping). Consequent to the rationalization of the pay scales, these posts will come to lie in an identical scale. Consequently a higher pay scale would need to be extended to the post of Superintendent (Time Keeping). **The Commission, accordingly, recommends the scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4600 for the post of Superintendent (Time Keeping).**

*Teaching Staff in Oak Grove School* 7.36.93 Railways runs residential school called Oak Grove School at Jharipani, Mussoorie. The teaching cadre in the school comprises Assistant Mistresses who are on par with Primary School Teachers, TGTs and PGTs. **The Commission has made recommendations for various grades of Teachers in the Chapter on Common Categories. These recommendations will equally apply to the Teachers in Oak Grove School with the Assistant Mistresses being equated to Primary School Teachers. This relativity should be maintained in future as well.** Elsewhere, the Commission has recommended a special allowance of 10% for Military Schools on account of special functions that need to be performed by Teachers/other residential staff working in the residential schools. Teachers and other residential staff in Oak Grove School are also similarly placed. **Accordingly, a special allowance is recommended for Teachers/other residential staff in Oak Grove School. The allowance shall be payable at the rate of 10% of pay band and grade pay as recommended in the case of Military Schools.**

*Railway Protection Force (RPF)* 7.36.94 Railway Protection Force (RPF) functions under the Ministry of Railways as an armed force of the Union to protect railway property including the various major production units.

Their duties also include escorting of trains, escorting cash, patrolling the tracks and yards, etc. The existing structure of RPF is on par with that existing in other Central Para Military Forces. The Force is headed by a Director General in the scale of Rs.26000 (fixed). Elsewhere in the Report, the Commission has recommended higher pay scales for Constable, Head Constables and Assistant Sub-Inspector in CPMFs. A similar dispensation would need to be extended in RPF as well. **The Commission, accordingly, recommends that pay scales of the posts of Constable, Head Constable and Assistant Sub Inspector in RPF may be placed in the respective pay scales of Rs.3200-4900; Rs.4000-6000 and Rs.4500-7000 corresponding to the revised pay band respectively on par with pay scales being recommended for similar posts in other CPMFs. In Chapter 7.19, the Commission has recommended certain measures for improving the promotional prospects for direct recruits in various CPMFs. A similar dispensation would need to be extended in respect of personnel of RPF. The Commission, accordingly, recommends that all posts up to the rank of DIG in RPF should, henceforth, be filled by promotion from amongst the officers belonging to this cadre. Fifty percent of the posts in the grade of IG/equivalent and above should be allowed to be filled on deputation with the remaining posts being filled on promotion of the eligible officers. The personnel and officers in RPF should also be paid uniform grant and kit maintenance allowance on par with what has been recommended for similar ranks/officers in other CPMFs.**

*Demands -  
Common  
categories*

7.36.95 Demands relating to pay scales and allowances for various common category posts relating to following cadres in Ministry of Railways have been made:-

- Telephone Operators & Cipher Operators
- Cashiers, Shroffs and Finger Print Examiner of Accounts Department
- EDP Staff
- Ministerial Staff
- Teachers
- Typists and Stenographers
- Rajbhasha Staff
- Canteen Staff
- Para Medical staff

*Recommendations  
- Common  
categories*

7.36.96 All these common categories have been covered by the Commission elsewhere in the Report. The recommendations made therein shall apply in respect of the common category posts in Ministry of Railways as well. No separate recommendations have, accordingly, been made here for these categories.

*Recommendations  
- allowances  
presently given  
with reference to  
the pay attached  
with the post*

7.36.97 In Railways, certain allowances like Night Duty Allowance, Running Allowance, etc. are computed on the basis of pay scales attached to various posts. In the revised structure, pay scales for specific posts will cease to have any meaning. A revised formula for computing these allowances would, therefore, need to be evolved. One way to do this is to include this element in PRIS. In case, this is not immediately possible, the Railways may pay these allowances with reference to the minimum of pay in the pay band concerned along with the grade pay attached to the post. In the alternative, Railways may evolve some other suitable formula. This will be all the more appropriate because the Commission is recommending corporatisation of Railways as a Central Public Sector Enterprise.

*Use of  
Government  
employees as  
residential help.*

7.36.98 Presently, officers in Junior Administrative and higher grades in Railways can employ any person of their choice in their residence as a casual laborer/temporary worker whose services are subsequently regularized as a Railway employee. During the course of discussions with Ministry of Railways, it was brought to the notice of the Commission that officers in the Junior Administrative and higher grades in Railways are allowed this facility. Under this facility, the officers can employ any person of their choice in their residence as a casual laborer/temporary worker whose services are subsequently regularized as a Railway employee. The Commission is of the view that in the present scenario, employment of Government employees or paying cash in lieu thereof for working in the residences is totally unjustified and a vestige of our colonial past. Elsewhere in the Report, the Commission has recommended cessation of similar practice in CPMFs/Police Forces. With all future recruitment in the Government being made only in Group C and higher grades with higher qualifications, misuse of such trained and qualified work force in the individual residences in any form would not only be totally unjustified but will also affect the morale of the work force. **The Commission recommends that use of Government employees for attachment with specific officers as residential help, in whatever guise, should be stopped immediately. In case any post in Railways needs to be provided some residential help on account of the specific duties attached to it, such a post should be specifically identified and sanction for using residential help for officers appointed to the post should be obtained from the Ministry of Finance. Posts so sanctioned by Ministry of Finance should be filled only on contractual basis. No regular/temporary employee or casual laborer of the Government should be used for this purpose and, in case, any officer is found to be using any Government employee for this purpose, the salary payable to the Government employee should be recovered from the officer immediately. This will be over and above any other departmental action which the rules may allow.**

*Corporatisation of Railways*

7.36.99 Indian Railways is not only the largest Ministry in the Central Government but also a commercial department which has been running as a remarkably successful financial enterprise. In the recent years, Indian Railways has continuously shown a surplus which exceeded Rs.8000 crore (net revenue receipts in 2005-06).

7.36.100 Various Railway Federations have demanded a special dispensation for Railway employees keeping in view the profitability of their organisation. The demand is not without substance especially as employees have to be rewarded for efficient performance of the entire organisation that has yielded continuous profits without resorting to any substantial increase in the passenger/freight fares in the recent years. A separate dispensation in terms of pay scales and allowances is not, however, possible, as long as the organisation continues to be a Ministry in the Central Government because it will then need to be governed by the common pay scales and allowances for the entire Central Government. In such a scenario, the optimal solution would be corporatisation of Indian Railways as a Public Sector Enterprise. This would allow the Railways flexibility in determining its own compensation package.

7.36.101 Corporatisation of Indian Railway is not a new concept. Many earlier Reports like the World Bank Report of 1995 suggested Rail reforms through unbundling of disparate service and equipment providers into coherent focused corporate entities whether in the public or in private domain. Recommendations contained in Rakesh Mohan Committee Report are also relevant in this context. The various relevant recommendations contained in the Report stipulate:-

- Indian Railways must eventually be corporatised into the Indian Railways Corporation (IRC).
- Indian Railway Corporation will be responsible for managing Railways assets and resources to best meet the objectives of the owner. It will be an independent corporatised, customer focused and financially viable railway, run along commercial principles and subject to generally accepted corporate accounting principles and reporting.

As per Rakesh Mohan Report, eventual corporatisation of Indian Railways has to be the final goal for converting Indian Railways into an outward looking, business oriented and customer driven institution. The Report also mentions that privatization of Indian Railways is not a viable option.

7.36.102 The recommendations of Rakesh Mohan Committee are justified. **While privatization of Railways cannot be an option as Railways is and will continue to be a public utility service providing crucial infrastructure support for balanced economic growth of the country, corporatisation of Railways as a Central Government PSE is a viable option that will not only allow better use of Railway assets along with higher quality of service and greater emphasis on profitability but also be able to compensate the Railway employees adequately for the increased profits that they are able to bring for the organisation.** In fact, Railways has taken considerable steps and divested many of their manufacturing activities. Railways have already corporatised many of their operations through IRCTC. The Railways had, in the past, introduced Build-Own-Lease-Transfer scheme in order to attract private finance in Railway projects on leasing terms. An Own Your Wagon Scheme was also initiated. Catering in trains has already been outsourced to private contractors. Maintenance of many railway stations and colonies also stands privatized. In the budget speech for 2007-08, the Railway Minister had announced a multi-source approach for financing railway operations based on public-private partnership and market borrowing. In the speech, the Minister had referred to the fact that leasing out, catering and parcel services had reduced their catering and parcel losses by more than Rs.1000 crore. The Railways have awarded licenses to private parties for running container trains and as per the Railway Minister this was likely to attract investments of thousands of crores in wagons and construction of terminals over the next few years. The Railways is already exploring many other public private partnership options with the aim of modernizing Metro and Mini-Metro stations, constructing multi-modal logistic parks, warehouses and budget hotels along with expansion of network and increase in production capacity. All these initiatives of Ministry of Railways will get an impetus once it is converted into a PSE.

7.36.103 The only argument that can be used against corporatisation is that it may lead the Railways to go for profitability as its primary object without catering to the benefit of the general public. Another negative point of such corporatisation usually projected is that in times of national emergency like external aggression etc. the Government may no longer be assured of full cooperation from Railways in case it is corporatised. **There is not much substance in these arguments because even as a public sector undertaking, the railways would still belong to the public domain with the only difference that the Government then would need to provide upfront compensation to Railways for any social project taken up by Railways in advancement of Governmental policies. Corporatisation would raise the productivity of services provided**

by the Railways as it would then be relatively free from governmental control. The Workers, Managers and Executives in Railway organization would then be free to raise the productivity of their organisation and participate in its increased profitability. These also are broadly the views of Rakesh Mohan Committee. **The Commission, accordingly, recommends that corporatisation of Railways as a Central Public Sector Enterprise should be considered in right earnest by the Government.** This will not only benefit the employees in Railways but also the common citizens as increased productivity of Railways will ensure better services to the common citizen.

## Ministry of Rural Development

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### *Introduction*

7.37.1 Ministry of Rural Development was earlier designated as Ministry of Rural Areas and Employment. It is responsible for development of rural areas in a coordinated manner through a wide spectrum of programmes aimed at poverty alleviation, employment generation, infrastructure development and social security. This Ministry's main objective is to alleviate rural poverty and ensure improved quality of life for the rural population especially those below the poverty line.

### *Organizational structure*

7.37.2 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	140	115
B	305	242
C	247	177
D	148	145
<b>Total</b>	<b>840</b>	<b>679</b>

7.37.3 The Ministry comprises three Departments viz.:-

1. **Department of Rural Development** - The Department of Rural Development is concerned with implementation of schemes for generation of self employment and wage employment, provision of housing and minor irrigation assets to rural poor, rural roads and social assistance to the destitute. The major programmes of the Department of Rural Development are National Rural Employment Guarantee Scheme, Pradhan Mantri Gram Sadak Yojana, (PMGSY), Rural Housing (RH), Sampoorna Gramin Rozgar Yojana (SGRY), Indira Awas Yojana, and Swaranjayanti Gram Swarozgar Yojana (SGSY).

2. **Department of Land Resources** - Department of Land Resources implements schemes for developing wastelands, desert areas and drought prone areas. Department also provides the



support services and other quality inputs such as land reforms, betterment of revenue system and land records. The major programmes of the Department of Land Resources are Drought Prone Area Programme (DPAP); the Desert Development Programme (DDP); the Integrated Wasteland Development Programme (IWDP); and Land Reforms (LR).

3. **Department of Drinking Water Supply** - This Department is concerned with providing supply of drinking water and sanitation facilities to the rural poor. The major programmes of the Drinking Water Supply Department are the Swajaldhara; the Accelerated Rural Water Supply Programme (ARWSP); and the Total Sanitation Programme (TSP).

*Accountants*

7.37.3 Higher pay scales have been demanded for the post of Accountants that is presently in the pay scale of Rs.5500-9000. The post will automatically be placed in the revised pay band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4200 that corresponds to the pre-revised pay scale of Rs.6500-10500 on account of the restructuring of the pay scales being recommended by the Commission. **No separate recommendation is, therefore, necessary for this post. This also holds good for the post of Data Processing Assistant Group A which too is in the scale of Rs.5500-9000 and shall come to lie in the same running pay band and grade pay.**

## Ministry of Science and Technology

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### *Introduction*

7.38.1 The Ministry of Science and Technology comprises three departments, namely:-

1. **Department of Science & Technology-** This Department is concerned with activities for promoting high end basic research and development of cutting edge technologies and servicing the technological requirements of the common man through development of appropriate skills and technologies. It is also concerned with formulation of policy statements and guidelines on science and technology; and coordination of activities of various institutions in different areas of science and technology.
2. **Department of Scientific and Industrial Research (DSIR)** - This Department is concerned with activities relating to indigenous technology promotion, development, utilization and transfer.
3. **Department of Biotechnology** - This Department is concerned with promotion and development of biotechnology in the country. The Department is being advised by two apex level committees viz. the Scientific Advisory Committee (SAC-DBT) and Standing Advisory Committee (overseas) SAC-O. These Committees review the ongoing programmes and suggest new and emerging areas that could be supported.

### *Organizational structure*

7.38.2 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	717	514
B	1139	990
C	7238	4784
D	5892	3991
<b>Total</b>	<b>14986</b>	<b>10279</b>

*Various posts in National Atlas and Thematic Mapping Organisation*

7.38.3 Officers working in National Atlas and Thematic Mapping Organisation have demanded upgradation of various pay scales. It is observed that no anomaly exists in the extant pay scales attached to these posts. Consequently, **higher pay scales specifically to these posts cannot be recommended.** Proposals have also been received from this organisation for introduction of an integrated pay scale for all the gazetted posts. **The Commission has recommended group-wise running pay bands.** Integrated pay scale is inherent in the revised scheme of pay bands being recommended. Demands have also been made for extending Assured Career Progression Scheme for Group A officers as recommended by the last Pay Commission. **The Commission has recommended a Modified Assured Career Progression which shall also be extended to the Group A officers.**

## Ministry of Shipping, Road Transport & Highways

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### *Introduction*

7.39.1 Ministry of Shipping, Road Transport & Highways comprises two Departments viz. Department of Shipping and Department of Road Transport & Highways.

### *Organizational structure*

7.39.2 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	519	397
B	695	560
C	2095	1589
D	1295	1009
<b>Total</b>	<b>4604</b>	<b>3555</b>

### *Department of Shipping*

7.39.3 Department of Shipping has been entrusted with the responsibility of formulating policies and programmes on subjects relating to shipping and their implementation. The Department encompasses all shipping and ports sectors including shipbuilding and ship-repair, major ports, national waterways, and inland water transport. The Department is headed by Secretary (Shipping) who is assisted by Joint Secretary (Shipping), Joint Secretary (Ports), Development Adviser (Ports), Chief Controller of Chartering and other officers at the level of Directors, Deputy Secretaries, Under Secretaries and other Secretariat/Technical Officers. The Finance Wing is headed by a Financial Adviser who assists in formulating and processing all policies and other proposals having financial implications. It has four attached/subordinate offices namely, Directorate General of Shipping, Mumbai; Andaman & Lakshadweep Harbour Works, Port Blair; Directorate General of Lighthouses & Lightships, New Delhi and Minor Ports Survey Organisation, Mumbai.

### *Department of Road Transport and Highways*

7.39.4 Department of Road Transport and Highways looks after the issues relating to construction and maintenance of National Highways (NH), administration of Motor Vehicles Act and Central

Motor Vehicles Rules; formulation of broad policies on road transport; environmental issues; automotive norms; etc. The ministry is headed by a Secretary who is assisted by a Joint Secretary, a Director General and an Advisor. The Financial Adviser for Department of Shipping also looks after the Finance Wing of this Department. Border Roads Organisation (BRO) is an attached office of this Department.

***Border Roads Organisation***

7.39.5 The Border Roads Organisation (BRO) is a road construction executive force, integral to and in support of the Army. It started operations in 1960. The BRO was brought into being to construct and maintain roads in the border areas, classified as General Staff (GS) roads that are developed and maintained with the funds provided by the Border Roads Development Board (BRDB), through the Department of Road Transport and Highways. Besides GS roads, BRO also executes Agency Works, which are entrusted to it by other Central Government ministries and departments. The funds for border road development are also channelised through the Ministry of Surface Transport to the Border Roads Organisation.

***General Reserve Engineer Force (GREF)***

7.39.6 General Reserve Engineer Force (GREF) is the force created to execute the various road construction programmes under BRO. The force comprises personnel recruited directly as well as deputationists from the civilian departments and Defence Forces. Members of GREF are governed by CCS Conduct Rules and are also subject to certain provisions of Army Act, 1950 and Army Rules, 1954. The members of GREF are governed by CCS rules but allowances applicable to other Central Government Departments are not automatically extended to them. The force has neither the benefits of pay structure and allowances applicable to civilians nor those applicable to Defence Forces. The disciplinary matters are dealt under two sets of rules- Army Act, 1950 and CCS (CCA) Rules, 1965. It is open to the disciplinary authority to proceed under either set of rules which is confusing and there is a strong possibility of misuse. Further a GREF Chief Engineer can not exercise disciplinary powers over any Army person. This hampers efficient functioning. **For proper administration and to clear any ambiguity over status, framing of the GREF rules is essential. The Commission, therefore, recommends that separate rules to regulate service conditions of GREF personnel may be formulated by the Government at the earliest. The Commission is not recommending Defence Forces status for GREF personnel as it has repercussions on applicability of Article 311 of the Constitution which does not apply to persons in defence service but affords protection against dismissal, removal or reduction in ranks of persons employed in civil capacities under the Government.**

## Department of Shipping

- Chief Draughtsman & Assistant Director* 7.39.7 In the Development Wing of Department of Shipping, post of Chief Draughtsman exists in the scale of Rs.6500-10500. **This post is a common category post and the recommendations made by the Commission for this post in the Chapter on Common Categories will squarely apply in its case as well.**
- Island Special Duty Allowance* 7.39.8 Island Special Duty Allowance has been demanded for personnel working in Directorate General of Lighthouses and Lightships, Port Blair. It has been mentioned that the allowance was being given earlier but was stopped in 2000 on the ground that the employees did not have an all India transfer liability. The Commission has considered this issue in Chapter 4.2 of the Report. **Recommendations made therein will also be extended in this case.**
- Technician (General)* 7.39.9 Post of Technician (General) presently exists in the pay scale of Rs.4500-7000. A higher pay scale has been sought for this post on the ground that the minimum qualifications prescribed for the post include diploma in Engineering. It is, however, observed that the extant RRs for the post of Technician (General) do not prescribe this minimum qualification. **The post, therefore, cannot be upgraded and shall be extended only the replacement pay band and grade pay.**
- LDCs in Directorate General of Lighthouses and Lightships* 7.39.10 LDCs in Directorate General of Lighthouses and Lightships have demanded the higher pay scale of Rs.4000-6000 on par with Tax Assistants in Central Board of Direct Taxes. No relativity can be established between these posts. The post of LDC is a common category post and a special dispensation to this post cannot be given only in one department. **Only the corresponding revised pay band and grade pay shall be extended to this post.**
- Technicians in the Directorate General of Lighthouses and Lightships* 7.39.11 Technicians in the Directorate General of Lighthouses and Lightships have demanded sea allowance on par with other staff. This allowance can only be given to the post whose inherent duties include stay at sea. **Job profile of Technician is different. As such sea allowance cannot be extended in their case.**
- Restructuring of the Group A cadre in Directorate General of Lighthouses and Lightships* 7.39.12 Restructuring of the Group A cadre in Directorate General of Lighthouses and Lightships has been proposed. The Commission has not undertaken reviews of individual cadres. **As such, the demand cannot be considered.**
- Junior Engineers in Directorate* 7.39.13 Higher pay scale of Rs.6500-10500 has been demanded as the first promotional scale for Junior Engineers in Directorate

*General of Lighthouses and Lightships*

General of Lighthouses and Lightships. Junior Engineers are presently in the pay scale of Rs.5000-8000 and they need to possess diploma in engineering and will automatically be placed in the grade pay of Rs.4200 corresponding to the pre-revised pay scale of Rs.6500-10500 on account of proposed merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. **Their next promotional scale will, therefore, be in the grade carrying grade pay of Rs.4600 in pay band PB-2**

*Group D posts in Directorate General of Lighthouses and Lightships*

7.39.14 Higher pay scales have been sought for various Group D posts in Directorate General of Lighthouses and Lightships. **Recommendations about Group D staff has been made in Chapter 3.7 which shall be extended to these posts as well.**

*Various posts of Head Light Keepers and Assistant Light Keeper*

7.39.15 Higher pay scales have been sought for the posts of Head Light Keeper and Assistant Light Keeper. The post of Assistant Light Keeper is in the scale of Rs.4500-7000. The next higher pay scale of Rs.5000-8000 is only available for posts carrying minimum direct recruitment qualification of Diploma in Engineering. Extant RRs for this post do not prescribe such minimum qualification. **As such, the post should be extended only the corresponding replacement pay band and grade pay. Head Light Keeper in the pay scale of Rs.5500-9000 will automatically be placed in the next higher scale of Rs.6500-10500 on account of restructuring of pay scales being recommended by the Commission. No further upgradation is, therefore, necessary.** Special allowance has been sought for these posts keeping in view the fact that these post holders have to work in remote and isolated coast lines. Specific allowance that compensates for the harshness and/or remoteness of a region are already available. **Another specific allowance is, therefore, not required.**

*Restructuring of the Minor Ports Survey*

7.39.16 Restructuring of the Minor Ports Survey organisation has been demanded. As stated earlier, the Commission is not undertaking review or restructuring of any individual organisation/cadre. **The demand cannot, therefore, be considered.** Higher pay scales have been sought for various Group D categories in Minor Ports Survey organisation. **All these posts shall be governed by the recommendations made by the Commission in Chapter 3.7 of the Report.**

*Common category posts*

7.39.17 Higher pay scales have also been sought for various common category posts. The Commission has considered these posts in Chapter 3.8 of the Report. **The recommendations made therein shall be extended to these posts.**

*Hydrographic Survey Allowance*

7.39.18 Presently, Hydrographic Surveyors are not getting any Hydrographic Survey allowance although such allowance was

being paid to them prior to Fifth CPC. They have demanded that this allowance should be reintroduced on par with that payable in Defence Forces. **Parity with Defence Forces in this regard is not justified and cannot be conceded.** Further, the allowance has been sought on the ground that these employees have to tour remote and long distance places for long periods for which some extra compensation needs to be paid. TA/DA is payable for all official tours for the first 180 days. These employees will, accordingly, be eligible for TA/DA while on tours. No other benefit may, therefore, be necessary. The proposed TA/DA rules in Chapter 4.2 of the Report already incorporate the following provisions :-

“In case of stay or journey on Government ships, boats etc. or journey to remote places on foot/mules etc. for scientific/data collection purposes in organisations like FSI, Survey of India, GSI etc., daily allowance will be paid at rate equivalent to that provided for reimbursement of food bill. However, in this case the amount will be sanctioned irrespective of the actual expenditure incurred on this account with the approval of the Head of Department/Controlling Officer. For journey on foot, an allowance of Rs.5 per kilometer traveled on foot shall be payable additionally.”

**These provisions will equally apply to Hydrographic Surveyors. No further benefit is necessary in their case.**

*Technical Officers  
in Directorate  
General of  
Shipping*

7.39.19 Director General of Shipping has stated that a severe shortage of Technical Officers exists in their Directorate due to the huge demand of these officers in the private sector whose salaries cannot be matched in the Government sector. Benefits like special allowance payable as a percentage of pay, permission to work on a private ship periodically for six months after every three years of service, higher retirement age, higher pay scales, etc. have been demanded. **In view of the Commission, the issue can be addressed by grant of Performance Related Incentive Scheme (PRIS) and allowing the existing officers to come on contract along with contractual recruitment of fresh personnel.** The contractual appointment will allow grant of higher, market driven salaries to the eligible personnel which should address the problem of shortage of officers in this grade.



## Department of Road Transport & Highways

*Technical Assistant*

7.39.20 Post of Technical Assistant exists in the pay scale of Rs.6500-10500. This post is a promotion post for Chief Draughtsman. It has been separately proposed that Chief Draughtsman may be placed in the pay band and grade pay corresponding to the pre-revised pay scale of Rs.7450-11500. The post of Technical Assistant would, therefore, need to be upgraded and placed in a still higher pay scale. This, however, may not be possible as Technical Assistants are on par with Assistant Engineers for whom the scale of Rs.7450-11500 has been proposed. The only way to resolve the anomalous situation would be to merge the posts of Chief Draughtsman, Technical Assistants and Assistant Engineers. **The Commission, accordingly, recommends the pay scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4600 for the posts of Technical Assistant/Assistant Engineer/Chief Draughtsman which may subsequently either be merged or be treated as analogous posts. To maintain the existing relativities, a similar dispensation may also be extended to the post of Assistant Engineer.**

*Assistant Director in the Ship Building and Repair Division*

7.39.21 Higher promotional avenues have been sought for the post of Assistant Director in the Ship Building and Repair Division. The post belongs to Group A. The Commission has recommended Modified Assured Career Progression scheme which shall extend to Group A posts also. The post of Assistant Director in the Group A pay scale of Rs.8000-13500 will be covered under this scheme. **No specific recommendation is, therefore, necessary.**

## Border Roads Organisation

*Overseer (Civil)*

7.39.22 Higher pay scale has been demanded for the post of Overseer (Civil) in Border Roads Organisation on the ground that the minimum qualification for the post is Diploma in Engineering. The post carries minimum direct recruitment qualification of Diploma in engineering. These minimum qualifications had been prescribed in 1996. Fifth CPC, in their Report submitted in 1997, had recommended the scale of Rs.5000-8000 for all posts carrying minimum direct recruitment qualifications of Diploma in Engineering. This recommendation was accepted. The post should consequently have been extended the scale of Rs.5000-8000 w.e.f. 1.1.1996. This was, however, not done. **The Commission, accordingly, recommends that the post of Overseer may be upgraded and merged with their promotional post of Superintendent BR Grade II (present scale Rs.4500-7000) and the combined cadre extended the scale of Rs.5000-8000. Since the Commission has recommended merger of the scales of Rs.5000-**

8000, Rs.5500-9000 and Rs.6500-10500, the post will be placed in the revised Pay Band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4200. Commission also advises the Government to implement this retrospectively from 1.1.1996, at least for the purposes of fixation of pay.

*Superintendent  
Grade II*

7.39.23 The post of Superintendent Grade II in the Civil Engineering and Electrical & Mechanical Cadre has been extended the pay scale of Rs.4500-7000 even though the minimum qualifications of direct recruitment include diploma in Engineering. Fifth CPC had recommended placement of all posts requiring minimum entry level qualification for direct recruitment of Diploma in Engineering as Rs.5000-8000. Even though the recommendation was accepted by the Government, it has not been extended in respect of this post because only some of the posts are filled through direct recruitment. This is not the correct interpretation of Fifth CPC recommendation as per which all posts carrying minimum qualification of Diploma in Engineering for DRs had to be placed in the scale of Rs.5000-8000. The post of Superintendent Grade II has an element of direct recruitment, minimum qualifications for which is Diploma in Engineering. **The Commission, accordingly, recommends that the post of Superintendent Grade II may be placed in the Pay Band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4200 corresponding to the pre-revised scale of Rs.5000-8000 that is now being merged with the scales of Rs.5500-9000 and Rs.6500-10500. Other posts similarly placed and carrying minimum qualification of diploma in Engineering should also be extended this pay scale.**

*Parity with  
Secretariat*

7.39.24 The administrative cadre has demanded higher pay scales on par with those existing in the secretariat. The Commission has already recommended parity between similarly placed posts in headquarter organisations and field offices in Chapter 3.1 of the Report. **These recommendations will be extended in the extant case as well.**

*Para-medical  
cadre*

7.39.25 Higher pay scales have been sought for different posts in para-medical cadre. **Post of Nursing Assistant is in Group D. It will be governed by the recommendations made by the Commission in Chapter 3.7 of the Report. The existing pay scales for other posts are appropriate and they will be extended the corresponding revised pay bands and grade pay.**

*Draughtsman  
cadre*

7.39.26 In the Draughtsmen cadre, the post of Senior Draughtsman and Draughtsman (Civil) are presently lying in an identical pay scale of Rs.5000-8000. This is anomalous. Normally the Commission would have recommended upgradation of the post of Senior Draughtsman to the next higher grade. However, Draughtsmen constitute a common category and have to be

necessarily governed by the recommendations made for this category in Chapter 3.8. **The uniform cadre proposed for this common category will be extended here as well.**

*Store Supervisor  
Grade I and Grade  
II*

7.39.27 Higher pay scales have been sought for the posts of Store Supervisor Grade I and Grade II. The posts are presently in the pay scales of Rs.5000-8000 and Rs.4000-6000 respectively. The next higher post above Store Supervisor is that of Superintendent Stores and is placed in the scale of Rs.5500-9000. Upgrading the pay scales of Store Supervisor Grade II will disturb the existing hierarchical pattern. Insofar as the post of Supervisor Grade I is concerned, it will be placed in a higher scale as Commission has recommended merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. **The posts of Supervisor Grade I and Superintendent, Stores will, therefore, come to lie in an identical scale. These posts should be merged.**

*Foreman  
Superintendent  
(Fire)*

7.39.28 Presently, the post of Superintendent (Fire) in the Foreman Cadre of DGBR exists in the same scale as that of the lower post of Assistant Fireman Supervisor. This is not justified. **It is recommended that the post of Foreman Superintendent (Fire) may be upgraded and placed in the pay band PB-1 of Rs.4860-20200 along with grade pay of Rs.2800 corresponding to the pre-revised pay scale of Rs.4500-7000.** Posts in various categories of Group D exist like Barber, Blacksmith, Masalchi, Mason, Pioneers, Safaiwala, Washer man, etc. Continued existence of these posts may be necessary because the organisation works in very remote and inhospitable conditions where normal facilities for these services are not available. However, still, there is a case for upgrading the skills of these categories of employees and making them multi-skilled so that they are able to perform more than one job resulting in concomitant reduction in numbers. The Commission has outlined the dispensation in respect of Group D posts in Chapter 3.7 of the Report. **The recommendations made therein shall be extended to all these posts as well.**

*GRAF Doctors*

7.39.29 GRAF Doctors have demanded career progression on the pattern of CGHS. **The Commission has recommended extension of Dynamic Assured Career Progression scheme to all the cadres of Doctors including isolated posts. Doctors working in GRAF will automatically be covered.**

*HRA*

7.39.30 Demands for increase in the amount of HRA have been received. It is mentioned that 80% of GRAF personnel stay in remote border areas but there is no provision for separated family accommodation in their case. Consequently, they are paid HRA at the rate of 5% of basic pay that is applicable to the place of duty.

The Commission has recommended higher rates of HRA for other places which will automatically benefit these employees.

- Other benefits* 7.39.31 GREF personnel have asked for facilities like transportation for school going children on par with what is available to the Defence Forces personnel. This demand is justified. **The Commission, accordingly, recommends that in areas where Defence Forces personnel have the facility of drop and pick-up to and from school of their school going children, the facility should also be extended at nominal charges to the GREF personnel located there.**
- Treatment in army hospitals* 7.39.32 Presently, GREF personnel are allowed treatment in army hospitals only in case the local civil hospital certifies that accommodation is not available. This provision needs to be changed in all cases where GREF is deployed along with Defence Forces. **In such areas, GREF personnel should be allowed treatment in army hospitals without any pre-conditions and on par with the facilities extended to the similarly placed Defence Forces personnel.**
- Uniform allowance* 7.39.33 Higher rates of uniform allowance have been demanded. GREF is a uniformed force and needs to be treated on par with Central Para Military Forces as regards this allowance. **It is recommended that they shall be paid uniform allowance on par with that available to similarly placed ranks in Central Para Military Forces.**
- Special GREF personnel allowance* 7.39.34 A special GREF personnel allowance has been demanded keeping in view the hardship and difficult postings of GREF personnel. The issue was considered by the earlier two Pay Commission, which, however, did not recommend such an allowance on the ground that GREF personnel are being compensated for their difficult working conditions in the form of free rations, special compensatory allowances etc. These conditions remain valid even today. **As such, a separate GREF allowance cannot be recommended.** However, keeping in view the hazardous nature of duties, the Commission recommends that **GREF personnel may be provided appropriate insurance cover, free of cost, by the Government.**
- Snow clearance allowance* 7.39.35 **Presently snow clearance allowance is paid to the GREF personnel.** The Fifth CPC had recommended that this allowance may be paid at the rate of Rs.300 to Supervisors, Rs.250 for various technical categories in Group C and at the rate of Rs.150 for Nursing Assistants, Wireless Operators and Pioneers. **The existing rates of this allowance should now be doubled. Further, these rates should be increased by 25% whenever dearness allowance on the revised pay bands increased by 50%.**

*Recce allowance*

**7.39.36 Higher rates of Recce allowance have been demanded.** It has been suggested that this allowance may be paid on par with daily allowance when the journey involved is more than 8 kms and movement orders are issued. The Fifth CPC had considered this demand wherein the rate was increased from Rs.4 per day to Rs.8 per day. While it may not be feasible to draw any linkage with daily allowance especially as daily allowance is now proposed to be paid on the basis of actual expenditure incurred subject to the specified limits, the existing rates of allowance need to be suitably enhanced to make the allowance viable. **The Commission recommends that the rate of this allowance may be increased to Rs.50 per day. The rate should be increased by 25% whenever dearness allowance payable on revised pay bands goes up by 50%.**

## Ministry of Social Justice & Empowerment

### *Introduction*

7.40.1 Ministry of Social Justice & Empowerment is entrusted with the welfare, social justice & empowerment of disadvantaged and marginalized sections of the society.

7.40.2 The Ministry is headed by a Secretary who is assisted by an Additional Secretary. The activities of the Ministry are undertaken through five Bureaus namely Scheduled Castes Development Bureau, Backward Classes Bureau, Disability Bureau, Social Defense (SD) Bureau and Project, Research, Evaluation & Monitoring Bureau.

### *Organizational structure*

7.40.3 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	60	49
B	140	129
C	114	85
D	66	70
<b>Total</b>	<b>380</b>	<b>333</b>

### *Senior Investigator in National Commission for Scheduled Castes*

7.40.4 The posts of Investigator and Senior Investigator in National Commission for Scheduled Castes presently exist in the pay scales of Rs.5500-9000 and Rs.6500-10500 respectively. As the Commission is recommending merger of these two pre-revised pay scales, **the promotion post of Senior Investigator should be upgraded to the next higher scale of Rs.7450-11500 corresponding to the revised pay band PB -2 of Rs.8700-34800 along with a grade pay of Rs.4600.** All other posts may be extended the corresponding revised replacement pay band and grade pay.

### *Senior Research Investigators in Planning Research Evaluation and Monitoring Division*

7.40.5 Higher pay scale of Rs.7500-12000 has been demanded for the post of Senior Research Investigators in Planning Research Evaluation and Monitoring Division. The post carries minimum qualifications of a post-graduate degree with two years experience. The qualifications prescribed and the duties attached to the post do not justify a higher pay scale. **As such the post may be placed**

**only in the corresponding revised running pay band and grade pay.** A higher pay scale has been sought for Group A officers in the Ministry because various Group B posts have been extended the pay scale of Rs.8000-13500. The Commission has covered this issue in Chapter 3.1 of the Report. No separate recommendations are, therefore, necessary on this account.

## Ministry of Statistics and Programme Implementation

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### *Introduction*

7.41.1 The Ministry of Statistics and Programme Implementation was created as an independent Ministry on 15.10.1999 with the merger of the Department of Statistics and the Department of Programme Implementation. The Ministry has two wings, one relating to Statistics and the other for Programme Implementation.

- 1) The **Statistics Wing** is the apex body in the official statistical system of the country. It is also the nodal agency for planned development of the statistical system in the country. The Wing consists of the Central Statistical Organisation (CSO), the National Sample Survey Organisation (NSSO) and the Computer Centre.
- 2) The **Programme Implementation Wing** is concerned with monitoring of 20-point programme, monitoring of projects of Rs.20 crores and above and monitoring of the performance of Infrastructure Sectors. It is also concerned with various aspects of Member of Parliament Local Area Development Scheme.

### *Organizational structure*

7.41.2 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	475	328
B	1581	1439
C	3667	2826
D	780	692
<b>Total</b>	<b>6503</b>	<b>5285</b>

### *Indian Statistical Service*

7.41.3 It has been contended that officers belonging to Indian Statistical Service face acute stagnation. Various measures have been suggested for ameliorating the extant stagnation. The Commission has considered all issues relating to Group A services



in Chapter 3.3 of the Report. These recommendations along with those made in Chapter 6.1 will alleviate the problem of stagnation in this service. No separate recommendations are, therefore, being made for this cadre in this Chapter.

*Cadre review of Data Processing Division and Survey Design and Research Division of NSSO*

7.41.4 Cadre review of the Ministerial staff in Data Processing Division and Survey Design and Research Division of NSSO has been sought. Various Ministerial posts in this organisation will be covered by the recommendations made by this Commission in Chapters 3.1 and 3.8 of the Report. Insofar as the issue of cadre review is concerned, the Commission has taken a conscious decision not to undertake reviews of individual cadres. **No recommendations relating to cadre review are, therefore, being made.**

*Subordinate Statistical Service*

7.41.5 A four grade structure exists in the Subordinate Statistical 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. Posts 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.**

*Group D staff*

7.41.6 Higher pay scales have been sought for various Group D posts in National Sample Survey. The Commission has considered the issue of Group D posts in Chapter 3.7 of the Report. The recommendations made therein shall apply to the Group D posts in this organisation as well. Parity of the posts of Assistant Director, Junior Hindi Translator and Senior Hindi Translator in field offices with those existing in Central Secretariat has been demanded. The Commission has recommended parity between similarly placed posts in the headquarters and field organisations. **No separate recommendation is, therefore, necessary in this case.**

*LDCs & UDCs in National Sample Survey organisation*

7.41.7 Higher pay scales have been sought for the post of Lower Division Clerks (LDCs) and Upper Division Clerks (UDCs) in National Sample Survey organisation. These posts are common category posts spread across various Ministries and Departments in Central Government. The functions attached to these posts are similar to those being performed by LDCs and UDCs in other

Ministries. **Accordingly, a separate dispensation cannot be recommended for them.** Higher pay scales have been sought for some other common category posts as well. **These shall be regulated as per the recommendations made in Chapter 3.8 of the Report.**

## Ministry of Steel

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### *Introduction*

7.42.1 The Ministry of Steel is responsible for the planning and development of iron and steel industry, development of essential inputs such as iron ore, limestone, dolomite, manganese ore, chromites, ferro-alloys, sponge iron, etc. and other related functions. There are 10 public sector undertakings and one directly managed Government company under the administrative control of this Ministry.

7.42.2 The Ministry of Steel is headed by a Secretary to the Government of India who is assisted by an Additional Secretary and Financial Adviser to Government of India, three Joint Secretaries, a Chief Controller of Accounts and one Economic Adviser.

### *Organizational structure*

7.42.3 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	42	42
B	104	101
C	73	72
D	31	31
<b>Total</b>	<b>250</b>	<b>246</b>

### *Technical Officers*

7.42.4 Restructuring of the hierarchy of Technical Officers has been demanded. Technical Officers are placed in various pay scales from Rs.8000-13500 (Assistant Industrial Adviser) to Rs.16400-20000 (Industrial Adviser). No apparent anomaly exists in the hierarchy with all successive grades in distinct pay scales. The Commission is not looking into the restructuring of individual cadres/hierarchies. The problem of stagnation will be automatically addressed once running pay bands and modified ACPS are implemented. **As such, all the posts in the hierarchy may be allowed only the corresponding replacement pay band and grade pay.** The Fifth CPC had recommended that in order to

ensure adequate promotional prospects, the cadre of Development Officers in the Ministry of Steel and Technical Officers in DIPP should be merged into a single cadre. ERC had observed that concerns relating to resolution of problems of the PSEs would warrant retention, at least in the near future, of all the Group A officials in the Ministry. **Administrative Ministry may, however, take a view as to whether the continued existence of these posts over an extended period is necessary and if not, the posts in the cadre may not be filled in future.**

7.42.5 All other posts in this Ministry not belonging to common categories are covered by the pay bands and grade pay discussed by the Commission in Chapter 2.2 Common category posts, in any case, shall be governed by recommendations made in Chapter 3.8 of the Report.

## Ministry of Textiles

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**Introduction** 7.43.1 Ministry of Textiles looks after various aspects relating to textile sector including policy formulation, planning, development, export promotion and trade regulation.

**Organizational structure** 7.43.2 The Ministry is headed by a Secretary who is assisted in the discharge of his duties by 4 Joint Secretaries, one Economic Advisor and two Development Commissioners - one each for Handlooms and Handicrafts, one Textile Commissioner and one Jute Commissioner. A post of Financial Adviser also exists in the Ministry. The Ministry has two attached offices - Office of the Development Commissioner for Handlooms and Office of the Development Commissioner for Handicrafts. It also has two subordinate offices viz. Office of the Textile Commissioner and Office of the Jute Commissioner. Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	239	173
B	559	437
C	3554	2981
D	1216	1115
<b>Total</b>	<b>5568</b>	<b>4706</b>

**Demands - Boiler Attendant** 7.43.3 Higher pay scale has been sought for the post of Boiler Attendant in Indian Institute of Handloom Technology (IIHT) under Office of Development Commissioner of Handlooms. The post is presently in the Group D pay scale of Rs.2650-4000 and will automatically be placed in the higher pay band PB-1 of Rs.4860-20200 along with a grade pay of Rs.1800 on account of upgradation of all Group D posts in the lowest Group C pay scale. **No further upgradation is, therefore, necessary for this post.**

**Junior Lecturer** 7.43.4 Pay scale of Rs.8000-13500 on par with Lecturer has been demanded for the post of Junior Lecturer in Indian Institute of Handloom Technology. It is seen that the post is not comparable to that of Lecturer in colleges who are governed by AICTE norms.

**The post of Junior Lecturer in Indian Institute of Handloom Technology should, therefore, be extended only the corresponding revised pay band and grade pay.**

*Store Keeper-cum-Accounts Clerk*

7.43.5 A demand has been made to rectify the disparity on grant of higher pay scale under ACPS to the post of Store Keeper-cum-Accounts Clerk in the Office of Development Commissioner (Handicrafts). Under the revised ACPS being recommended in this Report, all financial upgradations shall only be to the immediate next higher grade in the common structure of running pay bands and grade pay. This will resolve all the existing disparities under the extant ACPS. **No separate recommendation is, therefore, required on this account.**

*Demonstrator in Chemistry*

7.43.6 **Higher pay scale for the post of Demonstrator in Chemistry in Office of Development Commissioner for Handloom has been demanded. The post is presently in the pay scale of Rs.3050-4590 and carries minimum qualification of a graduate degree along with one year's experience. The duties attached to the post do not justify such high initial recruitment qualifications. In the event, a higher pay scale for the post cannot be recommended. The Ministry may review the minimum qualifications prescribed for the post.**

*UDCs*

7.43.7 A demand has been made for extending the higher pay scale of Rs.4500-7000 to the UDCs in all Departments in the ministry on the ground that such higher pay scale has already been extended to the UDCs in the organized accounts services. It is seen that the higher scale of Rs.4500-7000 has only been extended to the UDCs in the organized accounts services and other posts similarly placed which have an element of direct recruitment. This is not the case with the UDCs in various departments in this ministry. **A higher pay scale is, therefore, not justified in their case.**

*Ministerial and Secretarial posts*

7.43.8 Parity between various ministerial and stenographic posts in the field and secretariat offices has been demanded. This issue has already been covered in Chapter 3.1 of the Report and the recommendations contained therein shall apply in this Ministry as well.

*Technical Officers*

7.43.9 Higher pay scale of Rs.6500-10500 on par with Inspectors in Department of Revenue has been demanded for Technical Officers in various organisations under Ministry of Textiles. The post is presently in the pay scale of Rs.5500-9000. The Commission has separately recommended the merger of pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. The post of Technical Officer will, therefore, be automatically placed in the PB-2 Pay Band of Rs.8700-34800 along with a grade pay of Rs.4200

corresponding to the pre-revised pay scale of Rs.6500-10500. No separate recommendation is, therefore, necessary in their case.

- ACPS** 7.43.10 Time bound promotions and three financial upgradations under ACPS have been demanded. The Commission has considered the issues relating to ACPS etc. in Chapter 6.1 of the Report and the recommendations contained therein shall apply in respect of the employees in Ministry of Textiles as well.
- Assistant Director (Technical) and Assistant Director (Economics)** 7.43.11 Higher pay scale of Rs.8000-13500 has been demanded for the posts of Assistant Director (Technical) and Assistant Director (Economics) in the Office of Textile Commissioner. These posts are presently in the scale of Rs.6500-10500. On account of proposed merger of existing pay scales, the feeder post of Technical officer, presently in the scale of Rs.5500-9000, will come to lie in an identical scale. This is not justified as the posts are functionally different. **It is, accordingly, recommended that the posts of Assistant Director (Technical) and Assistant Director (Economics) in the Office of Textile Commissioner should be placed in the PB-2 of Rs.8700-34800 along with grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500.**
- Librarian** 7.43.12 The post of Librarian in Indian Institute of Handloom Technology exists in the pay scale of Rs.5500-9000. A demand has been made that the post should be given the higher pay scale of Rs.8000-13500 on par with Librarians in educational institutions under the AICTE norms. The post will automatically be placed in the higher PB-2 Pay Band of Rs.8700-34800 along with the grade pay of Rs.4200 corresponding to the pre-revised pay scale of Rs.6500-10500 in the revised scheme of running pay bands. The higher pay scale of Rs.8000-13500 is not justified on the basis of duties and functions attached to the post. Further, such an upgradation will also disturb many of the existing relativities. **Higher pay scale of Rs.8000-13500 cannot, therefore, be extended to the post of Librarian in IIHT.**
- Handicrafts Promotion Officers in the Office of Development Commissioner (Handicrafts)** 7.43.13 Handicrafts Promotion Officers in the Office of Development Commissioner (Handicrafts) are presently in the scale of Rs.5500-9000. Their promotional posts of Assistant Director (Handicrafts) are in the scale of Rs.6500-10500. On account of restructuring of pay scales being proposed, these posts will be placed in an identical replacement pay band and grade pay. **The promotional posts of Assistant Director (Handicrafts) may, therefore, be placed in the next higher pay scale of Rs.7450-11500 corresponding to the revised pay band PB 2 along with grade pay of Rs. 4600.**

*Technical  
Supervisor  
(Ceramics) in the  
Office of  
Development  
Commissioner  
(Handicrafts)*

7.43.14 The post of Technical Supervisor (Ceramics) is in the scale of Rs.5500-9000. Higher scale of Rs.6500-10500 has been demanded for the post on the ground that their minimum qualifications are equivalent to that of an Engineering degree. It is observed that the post carries minimum qualification of B.Sc. (Technology). The present pay scale is, therefore, justified for this post. However, **on account of restructuring of pay scales being proposed, the post shall be placed in same pay band and grade pay as that attached to the scale of Rs.6500-10500. No further upgradation is necessary.** Group B classification has also been sought for the post of Technical Supervisor (Ceramics) in Regional Design & Technical Development Centre under office of Development Commissioner (Handicrafts), Kolkata. The post is presently classified as Group C even though it is in the pay scale of Rs.6500-10500. In the revised scheme of running pay bands, the post will be extended the PB-2 Pay Band and, as per the recommendations made in Chapter 2.2, will be classified as a Group B post. **No separate recommendation is, therefore, necessary in this case.**



## Ministry of Tourism

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### *Introduction*

7.44.1 Ministry of Tourism is responsible for formulating national policies and programmes as well as for coordination of activities of various Central Government agencies, State Governments, Union Territories and the private sector for development and promotion of tourism in the country. The Ministry is headed by Secretary (Tourism) who also acts as the Director General, Tourism. There is one post of Additional Secretary and Financial Adviser, one post of Joint Secretary and two posts of Additional Directors General in the Ministry. India Tourism Development Corporation, which is a public sector undertaking, functions under the administrative control of this Ministry. Indian Institute of Tourism & Travel Management, National Institute of Water Sports, National Council for Hotel Management and Catering Technology and the Institutes of Hotel Management are the autonomous bodies under the charge of this Ministry.

### *Information Assistants*

7.44.2 Ninety two posts of Information Assistants in the pay scale of Rs.5000-8000 exist. Most of these posts are located in Tourism offices in India or abroad. The Fifth CPC had recommended that around 52% of these posts should be placed in the higher scale of Rs.5500-9000 with the remaining posts continuing in the lower pay scale. This recommendation was, however, not implemented. The information Assistants with more than 12 years service had filed a court case that they may be granted financial upgradations under ACPS as per the existing hierarchy with the 1st upgradation being made in the scale of Rs.6500-10500. The Hon'ble Tribunal directed that the benefit of upgradation under ACPS should be in scale of Rs.6500-10500 instead of Rs.5500-9000. The Ministry has proposed that the intermediary scale of Rs.5500-9000 should be removed from the hierarchy. The Commission is separately recommending merger of the pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. On account of this restructuring of pay scales, all the posts of Information Assistant shall be placed in same pay band and grade pay as that attached to the scale of Rs.6500-10500. **No specific recommendation is, therefore, necessary in this regard.**

<i>Tourist Information Officer</i>	7.44.3 A higher pay scale has been demanded for the post of Tourist Information Officer. Post is presently in the pay scale of Rs.5500-9000. The Commission is separately recommending merger of the pay scales of Rs.5500-9000 and Rs.6500-10500. <b>No specific recommendation is, therefore, necessary.</b>
<i>Assistant Director/Manager</i>	7.44.4 Higher pay scale has been sought for the post of Assistant Director /Manager which presently exists in the scale of Rs.6500-10500. There are 48 such posts. The Fifth CPC had recommended upgradation of 24 of the then existing 52 posts of Assistant Director to the scale of Rs.8000-13500. This recommendation has not been implemented so far. The Commission observes that the next pay scale in the hierarchy is that of Assistant Director General in the scale of Rs.10000-15200. Upgrading some of the posts as recommended by Fifth CPC will add another layer in the hierarchy and not be in consonance with the policy of delayering that is one of the central themes of this Report with a view to bring about greater efficiency in the Government. <b>Accordingly, the Commission recommends that the post of Assistant Director/Manager may be placed only in the corresponding replacement pay band and grade pay. Higher pay scales for the posts of Assistant Director General and Deputy Director General are also not being recommended as no anomalies exist in their existing pay scales.</b>
<i>Assistant &amp; Sr. Stenographer (Non-Gazetted Group B)</i>	7.44.5 Higher scale of Rs.6500-10500 has been sought for the posts of Assistant (Non-Gazetted Group B) and Sr. Stenographer (Non-Gazetted Group B) which are presently in the scale of Rs.5500-9000. <b>The Commission is separately recommending merger of the pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. No specific recommendation is, therefore, necessary in this regard.</b>
<i>Private Secretary (Gazetted Group B)</i>	7.44.6 The non-functional scale of Rs.8000-13500 given to PSs of CSSS has been demanded for Private Secretary (Gazetted Group B). The Commission is separately recommending parity of this category with that of CSSS/CSS. This will address the demand of the administrative Ministry. <b>No specific recommendation is, therefore, necessary.</b>
<i>Accountant</i>	7.44.7 Accountants in the India Tourism Office have demanded scale of Rs.5500-9000 on the ground that pay scale of Accountants has been revised to Rs.5500-9000 in other organizations. The post of Accountants in other unorganized accounts cadres also exists in the scale of Rs.4500-7000. <b>Hence, a higher pay scale cannot be given to this grade.</b>

*Hindi Translator* 7.44.8 Higher scale of Rs.5500-9000 has been demanded for the post of Hindi Translator in India Tourism Offices. Post presently exists in the scale of Rs.4500-7000. It is stated that as per orders issued by Official Language Department, Ministry of Home Affairs, the scale of the post was revised to Rs.5500-9000 but this has not been implemented in their organisation. The Commission notes that while the post of Hindi Translator in Central Secretariat Official Language Service was granted the higher scale of Rs.5500-9000, the analogous posts in field offices have not been similarly upgraded. The Commission has separately recommended parity between similar posts in the secretariat and field offices. This will ensure that the post of Hindi Translator in field offices comes on par with the similar post in the secretariat. **No specific recommendation is, therefore, necessary in this case.**

*Confidential Assistants* 7.44.9 A higher scale has been proposed for the post of Confidential Assistant, which presently exists in the scale of Rs.5000-8000. It is observed that the post is filled on deputation basis and earlier existed in the pay scale on par with that of Assistants in CSS. Consequently, it would be appropriate to re-establish the earlier parity provided the post is filled on deputation by officials in a similar pay scale. The Commission is separately recommending merger of the pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. On account of this restructuring of pay scales, all the posts of Confidential Assistant shall be placed in same pay band and grade pay as that attached to the scale of Rs.6500-10500. **No specific recommendation is, therefore, necessary in this regard.**

*ERC recommendations* 7.44.10 The Commission would also like to refer to some of the recommendations made by the Expenditure Reforms Commission (ERC) regarding this Ministry (then called Department of Tourism) and the Directorate General of Tourism. ERC had recommended that the functioning of the 18 foreign offices of Department of Tourism needs to be quickly reviewed and only those offices, which are located in those countries with a large tourism potential should be retained with the remaining offices being closed down. The ERC had also recommended closure of all the 16 field offices under Directorate General of Tourism on the ground that most State Governments have well staffed tourist offices and since the Centre has to work in close collaboration with the States in promoting tourism, the effort should be for the DGT to operate directly through the State Government Tourism Departments. **These recommendations of the ERC are justified and the Government should ensure that the same are implemented.**

## Ministry of Tribal Affairs

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### *Introduction*

7.45.1 The Ministry of Tribal Affairs is the nodal ministry for planning, promotion, coordination and overseeing implementation of programmes for the development of Scheduled Tribes (ST). It was hived off from the Ministry of Social Justice and Empowerment in 1999. The Ministry supports 14 Tribal Research Institutes located in different States. A National Institute for Research & Training in Tribal Affairs is also being set up. The Ministry also has under it the Tribal Cooperative Marketing Federation of India Limited. At the secretariat level, the Ministry is headed by a Secretary assisted by a Joint Secretary. The Ministry is organized into Divisions, Sections and Units. Each division is headed by a Deputy Secretary/Director.

### *Organizational structure*

7.45.2 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	33	27
B	49	38
C	29	23
D	15	14
<b>Total</b>	<b>126</b>	<b>102</b>

### *Junior Artist*

7.45.3 Higher pay scale of Rs.5500-9000 for the post of Junior Artist in the Ministry has been demanded. The post of Junior Artist presently exists in the scale of Rs.4500-7000. The higher pay scale has been demanded on the ground that the Fifth CPC had upgraded the post of Senior Artist which was in an identical Fourth Central Pay Commission pay scale Rs.1400-2300 (corresponding Fifth CPC revised pay scale : Rs.4500-7000) to that of Rs.5500-9000 and a similar dispensation needed to be extended in respect of the post of Junior Artist in Ministry of Tribal Affairs. The Fifth CPC had upgraded the feeder post of Artist Grade II in Botanical Survey of India to Rs.5000-8000 due to which the

promotion post of Senior Artist (redesignated as Artist Grade I) had to be upgraded to the next higher scale of Rs.5500-9000. The position is not same in respect of the post of Junior Artist in this Ministry. **Accordingly, a higher pay scale is not justified in this case.**

## Ministry of Urban Development

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### *Introduction*

7.46.1 Ministry of Urban Development along with Ministry of Urban Employment and Poverty Alleviation are the apex authorities of Government of India at the national level to formulate policies, sponsor and support programme, coordinate the activities of various Central Ministries, State Governments and other nodal authorities and monitor the programmes concerning all the issues of urban development and housing in the country. The Ministry was constituted on 13th May, 1952 when it was called Ministry of Works, Housing & Supply. The name and the structure of this Ministry have been changed many times since its creation. In 2004, the Ministry was bifurcated into two Ministries viz. (i) Ministry of Urban Development and (ii) Ministry of Urban Employment & Poverty Alleviation.

### *Organizational Structure*

7.46.2 Ministry of Urban Development consists of one post of Secretary (UD), one Additional Secretary and four officers in the senior administrative grade. The Ministry has the administrative control of 4 attached and 3 subordinate offices. Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	1520	1003
B	4340	3825
C	19807	16427
D	7755	6892
<b>Total</b>	<b>33422</b>	<b>28147</b>

7.46.3 It is observed that matters pertaining to the housing and urban development have been assigned under the Constitution to the State Governments and 74<sup>th</sup> Amendment of the Constitution has further delegated many of these functions to the urban local bodies. The constitutional and legal authority of the Central Government on these issues is, therefore, limited only to Delhi and other Union Territories and to the subjects on which State Legislatures may authorize the Union Parliament to legislate.

<b>Central Public Works Department</b>	7.46.4 CPWD is the principal agency of the Government of India for construction as well as maintenance of all Central Government buildings and projects excluding those belonging to Railways, Defence, Communication, Atomic Energy, Airports and All India Radio. The Department formally started functioning as CPWD in 1930.
<b>Directorate of Printing</b>	7.46.5 Directorate of Printing was set up in 1863 to cater to the printing needs of the Ministries and Departments of Government of India, Parliament, Election Commission and Delhi Administration. It prints all confidential and secret documents of the Government. The Directorate is headed by Director of Printing. It has under its administrative control 21 Government of India Presses including 3 Text Book Presses spread throughout the country which employ about 10,000 personnel.
<b>Directorate of Estates</b>	7.46.6 Directorate of Estates is an attached office of Ministry of Urban Development and is headed by Director of Estates. It is mainly responsible for administration of Government estates in Delhi and 8 other cities viz. Kolkata, Mumbai, Chennai, Shimla, Chandigarh, Nagpur, Faridabad and Ghaziabad. The total housing stock in Delhi is 64,190 and at 29 other stations it is 32006. The Directorate is also responsible for administration of various related Rules and Acts like the Allotment of Government Residences (General Pool in Delhi) Rules, 1963; Requisition and Acquisition of Immovable Property Act, 1952; and Public Premises (Eviction of Unauthorised Occupants) Act, 1971. It also administers Holiday Homes at Shimla, Kanyakumari, Amarkantak, Mysore; other Government hostels as well as the various markets /shops in Government colonies in Delhi, Faridabad, Ghaziabad, Mumbai, Nagpur; and allotment of accommodation in Vigyan Bhawan.
<b>Land and Development Office</b>	7.46.7 Land and Development Office is responsible for the administration of landed estates of Government of India including lease, sale, mortgage, substitution, mutation, etc.
<b>Town and Country Planning Organisation</b>	7.46.8 The Town and Country Planning Organisation (TCPO) is an apex technical advisory and consultant organisation on matters concerning urban and regional planning strategies, research, appraisal, and monitoring of central Government schemes and development policies. TCPO provides assistance to the State Governments, Public Sector Undertakings and Local Bodies /Development Authorities on matters pertaining to urbanization, town planning, urban transportation, metropolitan planning, human settlement policies, etc. The Organisation also undertakes consultancy works on related issues.

*Government of India Stationery Office*

7.46.9 The Government of India Stationery Office is responsible for the procurement and supply of paper and paper made articles and other stationery items as required for day-to-day functioning of all Ministries and Depts. of Government of India including Indian Missions abroad, Union Territories and some quasi Government organisations. Its head office is at Calcutta which is headed by the Controller of Stationery. There are three Regional Stationery Depots at New Delhi, Mumbai and Chennai.

*Department of Publication*

7.46.10 The Department is responsible for stocking, distribution, advertising, cataloguing and sale of Government publications including periodicals, Gazette of India and Delhi, Gazette of Ministries, attached and subordinate offices of Central Government. The Department also handles Army publications and arranges sale and distribution of such publications as per instructions issued by the Defence Authorities.

*Central Public Health and Environmental Engineering Organisation (CPHEEO)*

7.46.11 CPHEEO is the technical wing of Ministry of Urban Development of Government of India. It is headed by the Adviser (PHEE) who is supported by One Joint Adviser (PHEE), One Deputy Adviser (PHE), One Deputy Adviser (Training), Six Assistant Advisers (PHE) and One Scientific Officer along with a Section Officer and supporting staff.

### **Central Public Works Department (CPWD)**

#### **1. Engineering Wing**

*Jr. Engineers & Asst. Engineers*

7.46.12 Higher pay scales of Rs.6500-10500 and Rs.8000-13500 have been demanded for Junior Engineers (JEs) and Assistant Engineers (AEs) in CPWD. No anomaly exists in the existing pay scales of JEs and AEs in CPWD. All diploma holder Engineers are placed in the scale of Rs.5000-8000. **The post of Junior Engineers may, therefore, be placed only in the corresponding replacement pay band and grade pay.** Scale of Rs.8000-13500 is the entry scale for Group A posts. The same cannot be extended to the Group B post of AE. However, the Commission has recommended the scale of Rs.7450-11500 for all posts of Engineers carrying minimum qualifications of a degree in engineering. Post of Assistant Engineer in CPWD carries these minimum qualifications. **The post may, therefore, be placed in the scale of Rs.7450-11500 corresponding to the replacement pay band PB 2 along with grade pay of Rs.4600.**

*Project Allowance & NPA*

7.46.13 Project allowance at the rate of 20% of basic pay for Engineers in the field, NPA at the rate of 20% of basic pay and



entertainment allowance at the rate of Rs.1000 p.m. has also been sought. No rationale exists for changing the status quo in respect of Project allowance, NPA and entertainment allowance. **The Commission, therefore, is unable to concede these demands.**

*Common allowances*

7.46.14 Various common allowances have been sought at higher rates. These common allowances have been discussed in the Chapter on Allowances other than DA. The recommendations made therein will also apply in this case.

*Risk allowance*

7.46.15 Risk allowance has been demanded for Engineers working in risk prone and hazardous areas like J&K, Ladakh etc. As per the consistent policy adopted by the Commission, **Risk allowance may not be granted to the Engineers working in risk prone and hazardous areas. Instead, the Government may extend suitable life and health insurance cover, free of cost, for CPWD employees working in risk prone and hazardous areas.**

**2. Horticulture Wing**

*Section Officers (Horticulture)*

7.46.16 Higher pay scale of Rs.8000-13500 has been sought for the post of Section Officer (Horticulture). The post is in the scale of Rs.5000-8000 and the prescribed qualification is graduate degree in Agriculture or Horticulture. **Post of Section Officers (Horticulture) in the scale of Rs.5000-8000 has a distinct relativity with JEs. The qualifications prescribed also do not justify a higher scale. The present pay scale is, therefore, appropriate.** In any case, Commission has recommended merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. Due to this, the post shall automatically be placed in Pay Band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4200 corresponding to the pre-revised pay scale of Rs.6500-10500. **To clear all confusion about any relativity of this post with the ministerial post of Section Officer in administrative offices, the Commission also recommends that the post of Section Officer (Horticulture) should be suitably re-designated.**

*Assistant Director (Horticulture)*

7.46.17 Higher pay scale of Rs.8000-13500 has been sought for Assistant Director (Horticulture) who is presently in scale Rs 6500-10500 and is directly recruited through UPSC or by promotion from Section Officer (Horticulture). Qualification prescribed is M.Sc Agriculture with specialization in Horticulture. No anomaly exists in the extant pay scale of Assistant Director Horticulture. However, on account of restructuring of pay scales being recommended, the post shall come to lie in an identical grade as that of the feeder post of Section Officer (Horticulture). A higher pay scale is, therefore, necessary for this post. **The Commission recommends that the post may be placed in Pay Band PB-2 of Rs.8700-34800 along with a**

grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500.

*Restructuring of the Horticulture Wing*

7.46.18 The necessity for continued existence of a separate horticulture wing in CPWD for maintaining gardens etc. has to be reviewed as this work can be contracted out without any adverse repercussions. The Government may carry out this exercise at the earliest. In case, no justification is found to exist, the wing should be closed down and the existing employees relocated to suitable posts in other departments.

3. **Architects**

*Architects*

7.46.19 Better promotional prospects are sought on the ground that Architects are recruited through UPSC with BE Architecture +2 years experience and consequently begin their career at age of 28 to 30 years. Some Officers are not able to reach SAG level till retirement. Promotional prospects will improve due to the general opening up of the Government machinery being proposed. No special recommendation for Architects cadre in CPWD is, therefore, necessary.

*SEs*

7.46.20 Higher pay scale of Rs.16400-20000 has been demanded for Superintending Engineers (SEs) with the scale of Rs.14300-18300 being the non functional selection grade for Executive Engineers (EEs) with 13 years of Group A Service. Grant of non-functional scale of Rs.14300-18300 to EEs with SEs being placed in Rs.16400-20000 is not possible as it will disturb the existing relativity vis-à-vis non-technical services as well as other technical services. No anomaly also exists in the existing pay scales of these posts. **No upgradation can, therefore, be recommended in this case.**

*Central Public Works Board*

7.46.21 Constitution of Central Public Works Board on the pattern of Railways has been proposed for bringing in flexibility and cutting down delays in decision making. An independent Board may not be necessary. Greater delegation at all levels is, in any case, being proposed. **Accordingly, the status quo may prevail in this respect.**

4. **Drawing Staff**

*Drawing staff*

7.46.21 Higher pay scales on par with JEs have been demanded. Common category of Draughtsman has been dealt with in the presentation on Chapter 3.8. Proposals therein will apply to Draughtsman in CPWD both in terms of pay scales as well as allowances.

*Allowances*

7.46.22 Allowances like Non-practicing allowance (as they form a technical category), Planning and Design allowance as given to Junior Engineers when they are posted at Planning Units and

Supervisory allowance for handling supervisory duties, have been demanded. No justification exists for these allowances. The same can not, therefore, be recommended.

*Architectural Assistants*

7.46.23 Architectural Assistants are presently in the scale of Rs.5500-9000 and will automatically be placed in the scale of Rs.6500-10500 on account of restructuring being proposed. The next higher post of **Technical Officers will, therefore, need to be upgraded and placed in the scale of Rs.7450-11500 corresponding to the revised pay band PB 2 with grade pay of Rs.4600.**

5. **Group D, Industrial Workers in other categories**

*Group D staff and Industrial workers working in CPWD*

7.46.24 Higher pay scales have been demanded for various categories of Group D staff and Industrial workers working in CPWD. All these categories have been discussed in the presentations on Chapter 3.7 (Group D staff) and Chapter 3.8 (Common Categories). The recommendations made therein shall apply in this case as well.

6. **Administrative Staff**

*Office Superintendents*

7.46.25 Extension of the scale of Rs.6500-10500 has been sought for 47 posts of Office Superintendents as against the present scenario where only 32 posts have been given the higher scale. Due to the proposed merger of scales of Rs.5500-9000 and Rs.6500-10500, all the posts of Office Superintendents will be placed in the scale of Rs.6500-10500. The post is not comparable to that of Section Officer. Hence, parity with Section officers can not be recommended.

**Directorate of Estates**

*ACPS*

7.46.26 Equitable progression under ACPS has been demanded. The revised scheme of Modified ACPS being proposed will address the issue of equitable progression under ACPS.

*Legal Assistants*

7.46.27 Higher scale of Rs.6500-10500 has been demanded for Legal Assistants who have ordinary degree + degree in Law but are placed in scale Rs 5500-9000. Due to the proposed merger, all posts of Legal Assistants will automatically be placed in the scale Rs 6500-10500. The Commission has recommended the scale of Rs.7450-11500 for all posts carrying minimum qualifications of a degree in law. **Consequently, Legal Assistants in this Directorate may also be placed in the scale of Rs.7450-11500 corresponding to the revised pay band PB 2 of Rs.8700-34800 along with grade pay of Rs.4600.**

*Rajabhasa staff* 7.46.28 Rajabhasa staff has demanded parity with CSOLS. Commission is recommending parity between Secretariat and field offices which will automatically address the demand of Rajabhasa staff seeking parity with CSOLS.

### **Directorate of Printing**

*Posts of HoD* 7.46.29 The three heads of department i.e. Director of Printing, Controller of Stationary and Controller of Publication should be of the same status and pay structure benefits and promotional avenues should be identical. Different heads of department have different functional and operational duties. **Their hierarchical structure is also different and hence the same scale may not be justified for different heads of department.**

*Assistant Managers (Admn.)* 7.46.30 Assistant Managers (Administration) in scale of Rs 6500-10500 have sought the non functional scale Rs 8000-13500 on par with Section Officers of CSS. **The non-functional scale of Rs.8000-13500 can not be extended to this post because it has no relativity with the post of Section Officer in CSS.**

*UDC (Incharge)* 7.46.31 UDCs have two channel of promotion, as Deputy Store Keeper in scale of Rs 5000-8000 and as UDC Incharge in scale Rs 4500-7000. Earlier both these posts were in the same scale of Rs 1350-2200. The present situation is creating anomalies since a junior UDC can be promoted as Deputy Store Keeper while a senior may be promoted as UDC Incharge. The anomaly needs to be addressed. **It may be appropriate to merge the posts of UDC (Incharge) and Deputy Store Keeper. The Commission recommends accordingly.**

*UDC (Special /Complex)* 7.46.32 UDC (Special/Complex) are presently in the scale of Rs 4000-6000 along with special pay of Rs 140. UDCs (In charge) are in the scale of Rs 4500-7000. A demand has been made that these posts should be merged. **The post of UDC (Special/Complex) has different functions and is in a lower scale. The post can not, therefore, be merged with that of UDC (In charge).**

*Store Keepers* 7.46.33 Higher scale of Rs.5500-9000 has been sought for Store Keepers who are presently in the scale of Rs 5000-8000. Post of Store Keepers and Accountants are Common Category posts and can not be individually upgraded in any one specific department. In any case, Commission has recommended merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. **Due to this, the post shall automatically be placed in Pay Band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4200 corresponding to the pre-revised pay scale of Rs.6500-10500.**

*Accountants* 7.46.34 Higher scale of Rs 6500-10500 on par with Junior Account Officers has been sought for Accountants on the ground that they

supervise the entire work of establishment section, recruitment, pension, leave, vigilance, court cases, estate matters budget and accounts etc. The post is filled by promotion of Head Clerk, Head Computer, Stenographers, UDC and LDC and is presently in the pay scale of Rs 5500-9000. **It will automatically be placed in the higher scale of Rs.6500-10500 on account of the restructuring of pay scales being recommended by the Commission.**

- Stencil men* 7.46.35 Higher scale of Rs.2750-4400 has been sought for Stencil men. Stencil men belong to Group D and they will automatically be placed in the scale of Rs.2750-4400 on account of restructuring of Group D posts being proposed.
- Printing staff, Counter/Coupon Clerk and Cooks* 7.46.36 Higher pay scales have been sought for all categories of printing staff, Counter/Coupon Clerk and Cooks. These are common category posts and have been discussed in Chapters 3.7 of the report. Recommendations contained therein shall apply in these cases also.
- Nurse and Pharmacist* 7.46.37 Higher scale of Rs.5500-9000 has also been sought for the posts of Nurse and Pharmacist. The posts of Nurses and Pharmacist have been discussed in presentation on Chapter 3.6. The recommendations contained therein shall apply in this case as well.
- Common category & Group D posts* 7.46.38 Common category of printing staff, cooks and Group D posts have been discussed in Chapters 3.7 and 3.8. Recommendations contained therein shall apply in these cases also. The posts of Nurses and Pharmacist have been discussed in Chapter 3.8.
- Recommendations of ERC* 7.46.39 Expenditure Reforms Commission had made detailed recommendations regarding Directorate of Printing in this Ministry. They had observed that printing was not a core function of the Ministry and that various printing presses had to be merged or transferred to other departments like Department of Posts. It was also recommended that most of the printing presses should be sold on *as is where is* basis with the presses at Shimla and Gangtok being closed down. All the vacant posts in this cadre were recommended to be abolished along with all future vacancies arising on account of retirement, etc. The ERC had lamented the outdated costing systems and other work processes being followed in these presses and recommended implementation of a modern computer based accounting system on a time-bound basis at printing presses in Nasik and Coimbatore with the system being replicated in all other presses subsequently. **All these recommendations of ERC are justified and need to be implemented expeditiously in case these have already not been effected.**

## Land and Development Office

<i>Parity with CSS/CSSS</i>	7.46.40 Parity with CSS/CSSS has been demanded. The Commission is recommending parity between field offices and secretariat which will address this demand.
<i>Accountants</i>	7.46.41 Higher scale of Rs.5500-9000 has been demanded for Accountants. The post is presently in the scale of Rs.5000-8000. Post of Accountants is a common category post and cannot be upgraded specifically in one department. In any case, Commission has recommended merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. <b>Due to this, the post shall automatically be placed in Pay Band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4200 corresponding to the pre-revised pay scale of Rs.6500-10500.</b>
<i>Surveyors and Senior Surveyors</i>	7.46.42 It has been contended that the Senior Surveyors/Surveyors in other Central Government Departments like Archaeological Survey of India, Atomic Energy, Survey of India have the same qualification and job responsibilities but have been granted higher pay scale of Rs 5000-8000 and 5500-9000 whereas Surveyors and Senior Surveyors of L&DO are placed at lower pay scale of Rs 4000-6000 and 4500-7000. Parity in pay scales and all other benefits has been demanded. The Commission has considered this demand. It is seen that no anomaly exists in the existing pay scales of the post of Senior Surveyor/Surveyor in L&DO. The cadre structure of Surveyors in L&DO is different from that existing in ASI, Survey of India etc. <b>The posts may, therefore, be placed only in the corresponding replacement pay band and grade pay.</b>
<i>Planning Assistant</i>	7.46.43 Higher pay scale is sought for the post of Planning Assistant which is presently in the scale of Rs.5500-9000. The qualification is intermediate in Architecture or equivalent and about 2 years' experience in Planning or Architectural Office or three years' Diploma in Civil Engineering or Municipal Engineering with knowledge of Town planning Building Bye-laws, Zoning Regulation etc. The post is Group B non-Gazetted. <b>Post of Planning Assistant will automatically be placed in the pay scale of Rs.6500-10500 on account of restructuring being proposed.</b>
<i>ACPS</i>	7.46.44 Better promotional avenues under ACPS and its extension to non-diploma engineers have also been sought. The scheme of Modified ACPS will ensure uniform progression of all the employees. It will also cover all employees uniformly provided they fulfill the prescribed criteria. No specific recommendation is, therefore, necessary on this issue.

## Ministry of Water Resources

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### *Introduction*

7.47.1 The Ministry of Water Resources is responsible for laying down policy guidelines and programmes for the development and regulation of country's water resources. It is responsible for overall planning, policy formulation, coordination and guidance in the water resources sector.

### *Organizational structure*

7.47.2 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	1620	1298
B	2202	1816
C	6265	5136
D	3556	2979
<b>Total</b>	<b>13643</b>	<b>11229</b>

Organizations and Bodies under this Ministry include:-

1. Central Water Commission.
2. Central Soil and Materials Research Station.
3. Central Ground Water Board / Central Ground Water Authority
4. Central Water & Power Research Station.
5. Farakka Barrage Project.
6. Ganga Flood Control Commission.
7. Sardar Sarovar Construction Advisory Committee.
8. Brahmaputra Board.
9. Narmada Control Authority.
10. Betwa River Board.
11. National Institute of Hydrology.
12. National Water Development Agency.
13. Bansagar Control Board.
14. Tungabhadra Board.
15. Upper Yamuna River Board.

- Computer cadre* 7.47.3 Higher pay scale for various posts in the Computer cadre in Central Water Commission has been demanded. The higher pay scale is not justified either on functional considerations and the qualifications prescribed. Further the entire hierarchal relativities are likely to be disturbed in case specific upgradations are granted to some of the posts in the cadre., accordingly, all the posts shall be placed in the corresponding revised pay band and grade pay.
- Extra Assistant Director (HM)* 7.47.4 The post of Extra Assistant Director (HM) which is a promotional post for Senior Professional Assistant (HM) may however be placed in the pay scale of Rs.7450-11500 corresponding to the revised pay band PB-2 Rs.8700-34800 along with grade pay of Rs.4600 as its feeder post of Senior Professional Assistant will be placed in the immediate lower grade in Pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4200.
- Deputy Director (HM)* 7.47.5 A demand has been made that the grant of non-functional scale of Rs.12000-16500 on completion of 10 years of service given to the Deputy Director in Engineering Cadre should also be extended in respect of Deputy Director (HM). It is noted that the non-functional grade of Rs.12000-16500 is given only to the technical services and the non-functional services have the non-functional selection grade of Rs.14000-18300. **Accordingly, the demand cannot be accepted.**
- CWPRS* 7.47.6 Higher pay scales have been sought for different posts in Central Water and Power Research Station (CWPRS). Further, Flexible Complementing Scheme has been south for Group B and C posts in CWPRS. It is seen the diploma holders cadre in CWPRS comprises the posts of Technicians, Senior Technicians and Superintendent in the pay scales of Rs.5000-8000; Rs.5500-9000 and Rs.6500-10500 respectively. It has been mentioned that in other departments the grade of Rs.5500-9000 does not exist. A similar dispensation has been demanded in CWPRS also. The Commission has recommended merger of erstwhile pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. **As a result of this merger, the posts of Technician, Senior Technician and Superintendent would come to lie in an identical running Pay Band PB-2 Rs.8700-34800 along with a grade pay of Rs.4200. The Commission recommends that the posts of Technician and Senior Technician should be merged. The post of Superintendent shall be upgraded and placed in the revised Pay Band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500.**
- Group D posts* 7.47.7 Higher pay scales have also been sought for different Group D posts in CWPRS. The pay scales of these posts will be regulated in accordance with recommendations given in Chapter



3.7 of the Report. **The common categories including those of Store Keeping Staff, Photographers, Stenographers, Librarians, Nurses, Cooks, Security officers etc. in CWPRS shall be governed by the recommendations made in Chapter 3.8 relating to common categories.**

*Assistant Director Grade-II* 7.47.8 In Central Water Commission, the post of Assistant Director Grade-II is in the scale of Rs.6500-10500 that is identical to the scale of one of its feeder cadre viz. Design Assistant. **Accordingly, the Commission recommends that the post of Assistant Director Grade-II in CWP may be placed in the pay scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600.**

*Laboratory Helpers* 7.47.9 Higher pay scales for various Group D posts of Laboratory Helpers in Central Soil and Materials Research Station has been demanded. **The posts are Group D posts and the recommendations made in Chapter 3.7 shall cover these posts.**

*Medical officer* 7.47.10 Higher promotional avenues for the isolated post of Medical officer in Farakka Barrage Project have been demanded. Doctors working in this project have also demanded that the scheme of Dynamic Assured Career Progression be extended in their case. **The issue of extending the Dynamic ACPS to doctors in isolated posts has been considered in Chapter 3.6 and recommendations made therein shall apply in this case as well.**

*Lower Division Clerks* 7.47.11 Higher pay scale of Rs.4000-6000 has been demanded for the Lower Division Clerks in CWC on the ground that Postal Clerks in Postal Department has been granted such a scale. It is observed that no functional or other parity can be drawn between these posts. Even otherwise LDC is a common category post and a higher pay scale cannot be given only to the LDCs working in CWC. **The post shall, therefore, be extended the corresponding revised pay band and grade pay.** Parity vis-à-vis the secretariat post has been demanded for other Ministerial posts like Assistants. The Commission has already recommended parity between similarly placed posts in field offices and secretariat. **No specific recommendation is, therefore, necessary on this demand.**

*Work Charged Staff* 7.47.12 Better pay scales for various Group D posts working as Work Charged Staff in Central Water Commission has been demanded. **The pay scales of these posts shall be regulated as per the recommendations made in Chapter 3.7.**

*Observer Grade-I* 7.47.13 Higher pay scale has been demanded for the post of Observer Grade-I in Central Water Commission. The post presently exists in the pay scale of Rs.4000-6000. It is seen that the

post of Observer Grade-II is filled, amongst others, on promotion of Khalasis. A higher pay scale is not justified for this post especially when the Commission has recommended merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. Upgrading the post to Rs.5000-8000 will, therefore, virtually amount to placing it in the grade pay recommended for the posts in the pre-revised pay scale of Rs.6500-10500. **A higher pay scale cannot, therefore, be extended to this post.**

*IBM Operators*

7.47.14 A demand has been made that the cadre of IBM Operators in Central Water Commission should be merged with that of Data Entry Operators. This demand has been considered, it is seen that keeping in view the nature of duties/recruitment qualifications as well as the existing hierarchy, it would not be proper to merge this cadre with other cadres. **Consequently, this cadre may be retained as a dying cadre without any further recruitment being made thereto.** The problem of stagnation in the cadre shall be addressed by the scheme of revised Assured Career Progression Scheme and running Pay bands.

*Central Water Engineering Services*

7.47.15 Restructuring of the Central Water Engineering Services has been demanded. The Commission as a matter of policy has refrained from undertaking restructuring of any individual cadres. No recommendation can, therefore, be made on this issue. It may, however, be noted that the Commission has recommended that any future cadre review should not result in creation of additional posts in the cadre. In case any additional posts are necessary on strict functional considerations, the same should be created as open posts not encadred in any cadre.

## Ministry of Women & Child Development

### *Introduction*

7.48.1 A separate Ministry for Women & Child Development was created in 2006. It is the nodal ministry for all matters pertaining to the welfare, development and empowerment of women and children in the country. The Ministry is involved in evolving policies, preparing plans of action, enacting legislations and implementing programmes and schemes for advancement of women and children with the support of State Governments, other Government and voluntary agencies.

### *Organizational structure*

7.48.2 The Ministry of Women and Child Development is headed by a Secretary who is assisted by three Joint Secretaries, one Economic Adviser, one Statistical Adviser and a Financial Adviser. Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	76	65
B	134	108
C	280	253
D	171	167
<b>Total</b>	<b>661</b>	<b>593</b>

### *Demands of Food & Nutrition Board*

7.48.3 Full parity with secretariat posts has been demanded for various administrative posts in Food & Nutrition Board. The Commission has already recommended parity between secretariat and field offices. The recommendations in Chapter 3.1 will address this specific demand. It is however clarified that the post of Office Assistant-cum-Accountant in the pay scale of Rs.4500-7000 cannot be equated to that of Assistant in other field offices that exist in the pay scale of Rs.5000-8000. Consequently, only the corresponding revised pay scales shall be extended to this post.

### *Office Superintendent*

7.48.4 It has been demanded that post of Office Superintendent in Food & Nutrition Board should be filled 100% by promotion so as to alleviate the problem of stagnation in the feeder cadre of Accountant/Office Assistant cum Accountant. The problem of stagnation will be eased in the scheme of running pay bands and

modified Assured Career Progression Scheme being recommended in Chapters 2.2 and 6.1 of the Report. Filling up the post 50% by promotion and 50% on deputation ensures fresh infusion in the organisation. **As such, the existing rule position needs to be maintained.**

*Technical Assistant/Demonstrator*

7.48.5 Higher pay scale of Rs.6500-10500 has been demanded for Technical Assistant/Demonstrators in Food & Nutrition Board on the ground that the minimum qualifications include a graduate degree. No anomaly exists in the existing pay scale. However, the Commission has recommended merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. **This will meet the demand automatically. The next higher posts of Demonstration Officer Grade I and Senior Technical Assistant Chemist shall consequently be placed in PB-2 of Rs.8700-34800 along with grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500.**

*Demands of National Commission for Women*

7.48.6 Staff in National Commission of Women has demanded pay scales on par with those existing for analogous posts in different departments of Government of India. This problem will be resolved once parity in pay scales between field and secretariat offices is extended as recommended in Chapter 3.1 of the Report. **No separate recommendation is, therefore, necessary in this case.**

## Ministry of Youth Affairs & Sports

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### *Introduction*

7.49.1 The Ministry of Youth Affairs & Sports came into being in 2000 when Department of Youth Affairs & Sports was converted into a Ministry. Its main objectives involve developing the personality of youth and involving them in various nation-building activities. As most of the issues concerning young people are the functions of other Ministries /Departments, like Education, Employment & Training, Health and Family Welfare, etc., the role of the Ministry of Youth Affairs & Sports is to act as a facilitator and catalytic agent.

### *Organizational structure*

7.49.2 The Ministry is headed by a Secretary who is assisted by two Joint Secretaries and other officers. Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In position
A	42	36
B	122	103
C	201	158
D	85	62
<b>Total</b>	<b>450</b>	<b>359</b>

### *Recommendations*

7.49.3 Higher pay scale of Rs.10000-15200 has been demanded for the post of Youth Officer in National Service Scheme on the ground that minimum qualifications for the post are a post-graduate degree with five years work experience. It has also been mentioned that the work attached to the post is that of a Lecturer and hence the pay scale of the post be brought on par with that of Senior Lecturer. Any comparison with the post of Lecturer is not justified because the duties attached to this post are not as onerous and no teaching of graduate level students is involved. **Consequently, this demand cannot be conceded.**

7.49.4 **All other posts in this Ministry not belonging to common categories are covered by the pay bands and grade pay discussed by the Commission in Chapter 2.2 Common category posts, in any case, shall be governed by recommendations made in Chapter 3.8 of the Report.**