

Department of Atomic Energy & Department of Space

Introduction

7.50.1 Department of Atomic Energy is concerned with various aspects relating to atomic energy. It is engaged in achieving energy security and societal development, including power production, developing alternate technologies for power generation, developing high yielding seeds and crops, developing medical hardware for cancer therapy, etc. Various public sector undertakings under this Department are UCIL, IREL, ECIL and NPCIL.

7.50.2 Department of Space was carved out from the Department of Atomic energy once the Space Commission was set up in 1972. The Indian Space Research Organization (ISRO) which had been constituted as an autonomous body under the Department of Atomic Energy in 1969 was transferred to Department of Space in 1975 as a full Government body. The main function of Department of Space is to develop new technologies and space systems to enhance and expand the space services for national development. The Headquarter of Department of Space is at Bangalore and it executes the national space activities through ISRO and its various centres that include :

1. Vikram Sarabhai Space Centre (VSSC), Thiruvananthapuram
2. ISRO Satellite Centre (ISAC), Bangalore
3. Satish Dhawan Space Centre (SDSC), SHAR
4. Space Applications Centre (SAC), Ahmedabad
5. Liquid Propulsion Systems Centre (LPSC), Thiruvananthapuram, Mahendragiri and Bangalore
6. ISRO Inertial Systems Unit (IISU), Thiruvananthapuram
7. ISRO Telemetry, Tracking and Command Network (ISTRAC), Bangalore
8. Development and Educational Communication Unit (DECU), Ahmedabad
9. Master Control Facility (MCF), Hassan

7.50.3 Apart from the aforesaid Centres, Department of Space also has many autonomous bodies like National Remote Sensing Agency, Physical Research Laboratory, National Atmospheric Research Laboratory etc., under their administrative control.

7.50.4 The Department has achieved significant advancements in the four decades of its creation. The Department is providing social services in the field of Tele-medicine, Tele-education, Village Resource Centres and Disaster Management Support. The Department has an ambitious space programme that envisages launch of manned capsules by 2015.

Organizational structure

7.50.5 Following posts exist in Department of Atomic Energy:-

Group	Sanctioned Strength	In Position
A	9311	8755
B	8469	8137
C	12892	11580
D	4847	4383
Total	35519	32855

Number of posts in various grades in Department of Space are as under:-

Group	Sanctioned Strength	In Position
A	8255	7103
B	3570	2808
C	4498	3465
D	1063	682
Total	17386	14058

Special Characteristics

7.50.6 Departments of Atomic Energy and Space have mission oriented R&D institutions for developing indigenous technologies. The institutions are stated to have world class infrastructure and R&D labs which require highly qualified, self-organized and self-steering human resources. It has been pointed out that a large number of scientists/engineers leave these organizations every year and nearly 50 % vacancies arise every year as a result of resignation and VRS. Only 60-70 % of the vacancies in the cadre of scientists/engineers arising every year can be filled up as, inspite of excellent HR practices and merit promotion schemes, these departments are not able to attract talent for high tech R&D work on account of the severe disparity existing between IT industry and the Government organizations both at the entry as well as the senior level.

<i>S & T staff</i>	7.50.7 As regards S&T staff other than the core scientists/engineers, it has been stated that they provide substantial support in realizing high precision design jobs and are essential for committed and integrated team work to enable effective utilization of resources and realization of goals.
<i>Recommendations of FCPC & Subsequent improvements</i>	<p>7.50.8 Fifth Central Pay Commission had considered the various issues resulting to these Departments in detail and had recommended a modified flexible complementing scheme for their R&D professionals with adequate provisions being made for scientists of outstanding merit. Subsequent to implementation of recommendations of the Fifth central Pay Commission the Government, approved a special incentive package for scientists/engineers working in Departments of Atomic Energy and Space. This included:-</p> <ul style="list-style-type: none"> • An incentive equivalent to 2 increments to scientists/engineers up to the scale of Rs.16400-20000 • Special pay for all scientists and engineers up to grade H • Annual professional update allowance of Rs.2000 per month and Rs.5000 p.a.
<i>Subsequent improvements</i>	7.50.9 Subsequent to implementation of recommendations of the Fifth central Pay Commission, the Government, in the recent past, had approved a special incentive package for scientists/engineers working in these Departments. This included grant of an incentive equivalent to 2 increments to scientists/engineers upto the scale of Rs.16400-20000. Additionally, all scientists and engineers were granted special pay (scientists/engineers upto the grade H being eligible for it) and annual professional update allowance of Rs.2000 per month and Rs.5000 p.a. respectively.
<i>Present position and further improvements sought therein</i>	7.50.10 Departments of Atomic Energy and Space are of the view that the aforesaid incentives have not totally addressed the large disparity in the compensation package available in the Government vis-à-vis the private sector which, therefore, needs to be bridged. They have, accordingly, proposed enhanced annual professional update allowance ranging from Rs.5000 to Rs.10000 in case of technicians and Rs.15000 to Rs.50000 in case of scientists/engineers. They have also proposed introduction of a performance linked variable increment system to recognize the individual performance. As regards the administrative staff, an identical dispensation for administrative staff in field organisations on par with administrative staff in the Department's Secretariats has been demanded.

Demands

7.50.11 It has, accordingly, been demanded that a more competitive remuneration package needs to be given at the entry level with higher entry level being provided for posts requiring higher qualifications. It has also been stated that the merit promotion scheme presently existing in the Department needs to be retained as it is conducive for nurturing of the talent.

Suggestions for S&T personnel made by Secretaries, DAE and DoS

7.50.12 In their joint submissions to the Commission, Secretaries, DAE and DoS made the following suggestions in respect of the S&T personnel working in these departments:-

- To attract best talent at entry level and higher levels, introduction of cost to Government based short-term appointments of Scientists and Engineers in DoS and DAE is essential.
- Scientists and Engineers should be recruited at the entry level on contract basis on a cost to the Government basis with variable increments on par with those prevailing in the industry. Average performers will be asked to leave during 2 to 5 years with the best performers being offered permanent employment. At the end of 5 years, the outstanding performers shall be fixed at appropriate level in the JAG of Rs.12000-16500.
- The existing S&T personnel in DoS & DAE should be given revised pay scales which are four times the existing pay scales. In case such pay scales are not given, the difference should be compensated through a special allowance which will be over and above the special allowance of 40% proposed by the Prime Minister for the consideration of the Commission.
- Additionally, a performance linked variable increment system should be introduced for rewarding individual performance and excellence through grant of upto 5 additional increments. Average/below-average performers to receive only the normal annual increment. Multiple increments would ensure a fair growth in salary for outstanding employees in Government especially when in Indian MNCs/IT companies, the average increase in the entry level compensation is 3.4 times in the first five years and 6.8 times in the first 10 years.
- HRA for all DAE and DoS employees should be paid at 30% irrespective of the place of posting.

- For the higher managerial positions, short-term contracts should be awarded at the annual rate of Rs.40 lakhs, Rs.50 lakhs & Rs.60 lakhs for candidates with 20 years, 25 years and 30 years of experience.

Analysis of the proposals - Contractual appointment

7.50.13 The scheme of contractual appointment for Scientists/Engineers at various levels is justified. In fact, the Commission has separately recommended recruitment of appropriate persons on contractual basis. Such contractual appointees will not be bound by the existing salary structure and the department/organization concerned will be free to offer an appropriate package depending on the market conditions. This scheme has to be implemented in these two Departments so that they are able to attract the best possible talent. **The Commission, therefore, recommends introduction of the scheme of contractual appointment for Scientists/Engineers in DoS and DAE. The broad contours of the scheme would be as under:-**

1. **Contractual appointment at entry level should be for an initial period of 3-5 years. This is in accordance with the suggestion made by DoS & DAE.**
2. **Remuneration for such appointments shall be governed by the market forces without being hemmed in by any budgetary constraints.**
3. **The contract should provide for an annual increase of 5% to 20% depending on the performance. A person who has not got a minimum cumulative increase of 20% in any two years of contractual appointment would be liable to have his contract terminated.**
4. **Outstanding performers, at the end of the contract period, should be given the option of a new contract or of permanent absorption at an appropriate stage in the running pay band with a grade pay corresponding to what is payable to a regular employee after putting in that many minimum years of service.**
5. **Existing employees may also be given the option of switching over to contractual appointment scheme provided they resign/take retirement and their normal age of superannuation would, in the ordinary course, have exceeded the prescribed duration of contractual appointment by a minimum of 2 years.**

6. **Contractual appointment may also be resorted to at higher levels without linking the compensation package with the years of experience. The expertise and skill of the suitable candidate as well as the market forces should govern the package.**
7. **As a special case, unlike in other ministries/departments/organizations, the scheme of contractual appointment for scientists/engineers in DoS & DAE should be implemented with additional budgetary support being made available for the same. This will ensure that these departments are able to recruit scientists/engineers for various programmes on contract basis at levels comparable to market driven salaries.**

Analysis of the proposals & Recommendations - Higher emoluments

7.50.14 Higher pay scales specifically for the employees in DAE and DoS are not feasible as all Central Government employees have to be extended the standard pay scales, which, in any case, are based on the level of skill, functions discharged, qualifications prescribed, etc. The Government has recently, in October, 2007, increased the rate of annual Professional Update Allowance in DoS and DAE to Rs.10000 for scientists in pay scale below Rs.14300; Rs.20000 for scientists in pay scale beginning with Rs.14300 or higher and Rs.30000 for those in scales beginning with Rs.18400 or higher. An across the board special allowance is therefore already available for Scientists and Engineers in these departments.

Any other special allowance that is given across board to all the employees, irrespective of their performance, will not lead to better productivity or motivate the employees sufficiently to give their individual best. Such an allowance will therefore be counter-productive to efficiency and stoke demands from other quarters for grant of a similar allowance. It is noted that the proposal sent by Secretaries, DoS & DAE shows that it is possible to segregate the performance of different S&T personnel as otherwise the scheme of multiple increments delineated in their proposal cannot take effect. The proposed scheme of 5 multiple increments while rewarding good performance by individual employees during a specific year however, suffers from the defect that the benefit, once given, will persist for all times and the employee will continue to draw substantially higher emoluments as well as annual increment even in a year when his performance has been average. This, in the long run, will act as a de-motivating factor for consistently high performers.

7.50.15 A better course of action would be to reward individual/group performance in any specific time-period by grant of performance related incentive. Even in MNCs/IT

Companies, a substantial portion of the annual growth in compensation is on account of the performance linked portion of the salary where the compensation can vary every year. On an average, 30% of the salary in these companies is linked to performance which could go up, remain unchanged or decrease depending on the performance of the concerned employee. **The Commission, therefore, recommends immediate introduction of PRIS in DAE and DoS. Higher increase beyond what is available on account of increase in DA and normal increment should come in form of PRIS based on the individual/team based/project based performance during the reference period. PRIS would ensure that only the performance during the reference period is rewarded. Simultaneously, the scheme of variable increments discussed in Chapter 2.2 of the Report would ensure that a good performance during a year ensures some amount of permanent benefit for the succeeding years.** The PRI would be based on the actual performance with out linking it to the savings made as in the case of other departments. This is necessary because S&T projects in DoS and DAE have a long gestation period and it will not be justified to link the amount of PRI payable with the savings already made.

Analysis of the proposals & Recommendations - Higher HRA

7.50.16 HRA is a common allowance paid to all the employees not provided with Government accommodation and who are not eligible for CILQ. Rates of HRA depend on the place of posting. This is justified as rentals in different cities vary. As such, it may not be justified to pay HRA at the maximum rates to the employees in DAE and HRA to all DAE and DoS employees irrespective of the place of posting. **The Commission recommends that DAE and DoS employees should continue to be paid HRA at normal rates.**

Recommendations - Administrative and S&T Staff

7.50.17 **The Commission has considered the issue of administrative staff in the field offices and secretariat separately in the Report. The general recommendations made there will apply equally in Department of Atomic Energy and Department of Space as well.** Insofar as the S&T staff in these Departments is concerned, it is observed that they have already been given a special dispensation in form of a merit promotion scheme vis-à-vis S&T staff in other Ministries/Departments. Something more is, however, needed to attract the brightest technicians to this Department. This is necessary because success or failure of any mission depends as much on the precision of every technician involved in the project as on the scientists who have conceptualized and operationalised the project. **Consequently, the Commission recommends a special Atomic Energy Allowance and Space Technology Allowance for all technicians working in Department of Atomic Energy and Department of Space respectively. The allowance may be paid annually at the rate of**

half the minimum Update Allowance payable to the scientists working in this department. The allowance shall not be paid to the technicians who had performed only administrative or other duties of a routine nature through out the concerned year.

***Recommendations
- Update
allowance***

7.50.18 Insofar as grant of enhanced update allowance is concerned, it is noted that the update allowance was given as a special package in 1996. A need existed for revising the rate of this allowance because scientists and engineers have to continuously update their technological knowledge that can be done by being a member of various professional bodies for which annual membership fees needs to be paid. The Government, however, in October, 2007, increased the rate of annual Professional Update Allowance to Rs.10000 for scientists in pay scale below Rs.14300; Rs.20000 for scientists in pay scale beginning with Rs.14300 or higher and Rs.30000 for those in scales beginning with Rs.18400 or higher. Any further increase in the rates of this allowance is, therefore, not necessary at this stage. **The Commission, however, recommends that this allowance be increased by 25% whenever DA on revised pay band plus grade pay increases by 50%.**

Cabinet Secretariat

Introduction

7.51.1 Cabinet Secretariat is responsible for the administration of the Government of India (Transaction of Business) Rules, 1961 and the Government of India (Allocation of Business) Rules 1961, facilitating smooth transaction of business in Ministries/Departments of the Government by ensuring adherence to these rules. The Cabinet Secretariat is under the direct charge of the Prime Minister. The administrative head of the Secretariat is the Cabinet Secretary who is also the ex-officio Chairman of the Civil Services Board. Cabinet Secretary is also the head of the civil services. Presently he is in the pay scale of Rs.30000 (fixed).

Organizational structure

7.51.2 The Cabinet Secretariat comprises main secretariat, Directorate General of Security, Research and Analysis Wing, Joint Intelligence Committee and Special Protection Group. The Directorate General of Security comprises three wings viz. Secretariat, Special Service Bureau and Aviation Research Wing. Group-wise strength of personnel in Cabinet Secretariat is as under:-

Group	Sanctioned Strength	In Position
A	1670	1499
B	4800	4250
C	10235	9776
D	1409	1344
Total	18114	16869

Recommendations

7.51.3 Posts in Research and Analysis Wing/Directorate General of Security have been covered in a separate Report. All other posts in this organisation 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.

Prime Minister's Secretariat

- Introduction* 7.52.1 The Prime Minister's Office (PMO) is headed by the Principal Secretary to Prime Minister who is appointed on contract in the pay scale of Rs.30000. The Prime Minister can also appoint eligible persons of his choice as personal staff whose tenure is co-terminus with that of the Prime Minister. The PMO includes the anti-corruption unit and the public wing dealing with grievances. The Prime Minister's National Relief Fund (PMNRF) and the National Defence Fund (NDF) are operated directly from the PMO.
- Recommendations* 7.52.2 **All the existing posts in this organisation, not belonging to common categories, are covered by the pay bands and grade pay discussed by this Commission in Chapter 2.2. Common category posts shall be governed by recommendations made in Chapter 3.8.**

Union Public Service Commission

- Introduction* 7.53.1 Union Public Service Commission was established under Article 315 of the Constitution of India. It is entrusted with recruitment to services & posts under the Union (including All India Services) through conduct of competitive examinations and through interviews; advising on the suitability of officers for appointment on promotion/transfer-on-deputation as well as all matters relating to methods of Recruitment to various services and posts. UPSC is also concerned with disciplinary cases against officials of different civil services.
- Organizational set up* 7.53.2 The Commission consists of a Chairman and ten Members whose terms and conditions of service are governed by the Union Public Service Commission (Members) Regulations, 1969.
- 7.53.3 The Commission is serviced by a Secretariat headed by a Secretary with two Additional Secretaries, a number of Joint Secretaries, Deputy Secretaries and other supporting staff.
- Accounts cadre staff* 7.53.4 Accounts cadre staff in UPSC has demanded parity with organized accounts cadre. A special dispensation has been given to the personnel in organized accounts cadre keeping in view the complexity of functions performed by them. Accounts related posts exist in almost all Government Ministries/Departments outside the organized accounts department and there is a broad relativity between these posts. The Commission has discussed the accounts related posts outside organized accounts cadre in Chapter 3.8 relating to common categories. The recommendations contained therein shall apply to accounts related posts in UPSC as well.
- Vigilance Assistant* 7.53.5 Posts of Vigilance Assistant exist in UPSC in the pay scale Rs.5500-9000. Higher pay scale of Rs.6500-10500 has been sought for these posts on par with Assistants in CSS. The Commission has recommended parity between similarly placed posts in field and secretariat. **Even otherwise, the Commission has recommended the merger of pay scales of Rs.5000-8000, Rs.5500-9000 and**

Rs.6500-10500. The post will, therefore, automatically come to lie 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. This will also be equally applicable to the posts of Estate Supervisor, Programme Assistant, Program Assistant-cum-Console Operator, Research Assistant and Library Information Assistant, all of which are presently in the pay scale of Rs.5500-9000 and for which higher pay scale of Rs.6500-10500 has been demanded.

Demand of non-functional grade

7.53.6 The pay scale of Rs.8000-13500 on completion of four years of service has been demanded for various posts like Estate Manager & Meeting Officer, Jr. Analyst, Jr. Research Officer, Security Officer, Superintendent (DP), Reception Officer, Assistant Library & Information Officer, Data Processing & Processing Assistant and Superintendent (Typing) on the ground that the dispensation extended to the Section Officers needs to be extended to this category also. It is seen that none of these posts have any relativity either functionally or otherwise with the post of Section Officer in Central Secretariat Service., accordingly, the higher pay scale of Rs.8000-13500 on completion of 4 years of service cannot be extended in their case. **However, consequent to restructuring of existing pay scales being recommended by the Commission, the posts shall be placed in revised pay band PB-2 of Rs.8700-34800 along with higher grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500.**

LDC (Ex-cadre)

7.53.7 Promotional avenues have been demanded for the post of LDC ex-cadre existing in UPSC on the ground that no promotional prospects are available for these posts. Commission has recommended running pay bands and a modified ACPS to alleviate the problem of stagnation. This will address the problem of stagnation in the case of LDC ex-cadre as well. **No justification exists for continued operation of this post. It is, therefore, recommended that no further recruitment should be made for this post and it should be phased out with their present duties being given to regular LDCs.**

Central Vigilance Commission

Introduction 7.54.1 CVC is the apex vigilance institution monitoring all vigilance activity under the Central Government and advising various authorities in Central Government organizations in planning, executing, reviewing and reforming their vigilance work. From 25th August, 1998, Central Vigilance Commission has been given statutory status. The Commission consists of a Central Vigilance Commissioner and not more than two Vigilance Commissioners.

Organizational structure 7.54.2 The Central Vigilance Commission has its own Secretariat, Chief Technical Examiners' Wing (CTE) and a wing of Commissioners for Departmental Inquiries (CDI). The strength of officials in various grades in the Commission is as under:-

Group	Sanctioned Strength	In Position
A	47	44
B	92	78
C	73	58
D	73	62
Total	285	242

The Central Vigilance Commission has its own Secretariat. The Central Vigilance Commissioner in the scale of Rs.30000 (fixed) heads the Commission. The Commissioners of Departmental Inquiry in the scales of Rs.14300-18300/Rs.12000-16500 function as Inquiry Officers to conduct Oral inquiries in departmental proceeding initiated against public servants.

Non-participating office 7.54.3 While the CVC secretariat is a non participating office in the Central Secretariat Service, the posts of and above the level of Deputy Secretary are filled on deputation under the Central Staffing Scheme.

Parity with CSS/CSSS 7.54.4 The Ministerial staff in CVC has demanded parity with similarly placed posts in Central Secretariat Service and Central Secretariat Stenographers Service. The Commission has separately

recommended full parity between all such posts whether in field offices or in secretariat or whether belonging to CSS/CSSS or otherwise. This will meet the instant demand of ministerial staff in CVC.

*Special allowance
and special pay*

7.54.5 A special allowance has also been demanded for the officers posted in CVC in view of the sensitive nature of their work. It has been further contended that a special allowance already having been introduced in CBI, a similar benefit needed to be extended in CVC as it was the controlling office of CBI in certain respects. As mentioned in Chapter 1.2, the Commission is not in favour of extending any special allowance to a specific organisation because the special nature of work should reflect in a commensurate pay scale. Further, the Commission has recommended substantial increase in the actual amount of deputation allowance. All the posts of the level of Deputy Secretary and above in the organisation are filled on deputation. Accordingly, the officers in CVC will gain in any case on this account. **No further pecuniary benefit in form of a special allowance is, therefore, justified for officers in CVC. The special pay already available to Technical Advisers, Assistant Technical Advisers and Junior Technical Advisers may, however, be doubled to Rs.1600, Rs.600 and Rs.400 p.m. respectively. As earlier recommended by the Fifth Central Pay Commission, the special pay should be re-designated as special allowance.**

Election Commission of India

Introduction

7.55.1 Election Commission of India is a permanent Constitutional Body. The Election Commission was established in accordance with the Constitution on 25th January 1950. The Constitution of India has vested in the Election Commission of India the superintendence, direction and control of the entire process for conduct of elections to Parliament and Legislature of every State and to the offices of President and Vice-President of India.

7.55.2 Originally the Commission had only a Chief Election Commissioner. It currently consists of Chief Election Commissioner and two Election Commissioners. The President appoints the Chief Election Commissioner and Election Commissioners. They have tenure of six years, or up to the age of 65 years, whichever is earlier. They enjoy the same status and receive salary and perks as available to Judges of the Supreme Court of India.

7.55.3 The Commission has a separate Secretariat at New Delhi, consisting of about 300 officials. Two or three Deputy Election Commissioners who are the senior most officers in the Secretariat assist the Commission. They are generally appointed on tenure basis from various civil services of the country. Deputy Election Commissioners are supported by Directors, Principal Secretaries, and Secretaries, Under Secretaries and Deputy Directors. There is functional and territorial distribution of work in the Commission. The work is organized in Divisions, Branches and sections with each of the sections being headed by a Section Officer. The territorial work is distributed among separate units responsible for different Zones into which the 35 constituent States and Union Territories of the country are grouped for convenience of management.

7.55.4 **All the existing posts in this organisation, not belonging to common categories, are covered by the pay bands and grade pay discussed by this Commission in Chapter 2.2. Common category posts shall be governed by recommendations made in Chapter 3.8.**

Indian Audit & Accounts Department

Introduction

7.56.1 Indian Audit and Accounts Department assists the Comptroller and Auditor General of India in carrying out the various allotted functions. The Department consists of about fifty thousand employees and is functionally organised into 104 specialized formations throughout the country. Indian Audits and Accounts Service (IA&AS), an organised Group A Central Service functions from this Department.

7.56.2 At the apex of the Indian Audit and Accounts Department is the office of the Comptroller and Auditor General which directs monitors and controls all activities connected with audit, accounts and entitlement functions of the Department. Offices of the Accountants General (Audit) also exist and are responsible for audit of all receipts and expenditure of the Provincial Governments, and audit of Provincial Government companies, corporations and autonomous bodies. Offices of the Principal Directors of Audit are responsible for audit of the activities of the Central Government, including Civil Ministries and Departments, Overseas Establishments, Defence, Indian Railways, etc.

Demands made before the Commission

7.56.3 Parity with various posts in the secretariat has been demanded with posts of Senior Auditors/Accountants being equated to the Assistants; higher scale of Rs.7500-12000 being sought for Section Officers; Assistant Accounts/Audit Officers being placed on par with the non-functional scale of Rs.8000-13500 for Section Officers; Senior Accounts/Audit Officers being equated with the Under Secretaries in Central Secretariat. Parity has also been demanded for the posts in Stenographer, EDP, Official Language cadres. Certain other demands relating to dearness allowance, HRA, TA/DA and other common issues have also been made. The demands relating to common issues are discussed in the concerned Chapters relating to these issues. The same are not being separately considered in this Chapter.

Analysis

7.56.4 The existing hierarchical structure of Accounts/Audit posts in IA&AD is as under:-

Category of post	Existing pay scales
Auditor/ Accountants	Rs.4500-125-7000
Senior Auditor/ Accountants (SA)	Rs.5500-175-9000
Section Officer (SO)	Rs.6500-200-10500
Assistant Accounts/ Audit Officer (AAO)	Rs.7450-225-11500
Accounts/ Audit Officer (AO)	Rs.7500-250-12000
Senior Accounts/ Audit Officer (SAO)	Rs.8000-275-13500

7.56.5 Senior Auditors/Accountants (SA) have always claimed parity with Assistants in Central Secretariat Service (CSS). Numerous court judgments and the Board of Arbitration under the scheme of Joint Consultative Machinery have recommended such parity. Fifth CPC had recommended the lower scale of Rs.5000-8000 for SAs, however their pay scale was subsequently revised to Rs.5500-9000 by the Government in a separate and unrelated development arising out of implementation of recommendations of Fifth CPC. The genesis of this upgradation was that the Fifth CPC had upgraded the pay scales of some Ministerial categories in Railways. This affected the established relativities of these posts vis-à-vis the accounts staff in Railways whose pay scales had traditionally been higher as under:-

- (a) Prior to Fifth CPC the post of Accounts Assistant in Railways was in the scale of Rs.1400-2600 (Revised: Rs.5000-8000) whereas that of Head Clerk in the lower scale of Rs.1400-2300 (Revised: Rs.4500-7000). However, after Fifth CPC the posts of Accounts Assistant and Head Clerk were placed in the identical scale of Rs.5000-8000;
- (b) Prior to Fifth CPC, the post of Section Officer/Inspector of Accounts was in a higher pay scale of Rs.1640-2900 (Revised: Rs.5500-9000) vis-à-vis that of Office Supdt. Gr.II which was in the scale of Rs.1600-2660 (Revised: Rs.5000-8000). Fifth CPC, placed these posts in an identical pay scale of Rs.5500-9000.
- (c) Junior Accounts Assistants and Senior Clerk were in the same Fourth CPC pay scale of Rs.1200-2040 (Revised: Rs.4000-6000). Fifth CPC placed the post of Senior Clerks in the scale of Rs.4500-7000 whereas Junior Accounts Assistants remained in the lower scale of Rs.4000-6000.

7.56.6 Higher pay scales were, therefore, extended to the Accounts staff of Railways notionally w.e.f. 1.1.1996 being the date on which the higher pay scales were extended in respect of the ministerial posts in Railways subsequent to implementation of recommendations of Fifth CPC. Thereafter, vide O.M. dated 28.2.2003, such higher pay scales were extended notionally w.e.f. 1.1.1996 with actual payments being made prospectively to the analogous posts in all the organized Accounts cadres so as to maintain the traditional relativity which had always existed between these cadres. As a result of these orders, the posts of Senior Accountants/Senior Auditors in IA&AD came to be placed in the scale of Rs.5500-9000 identical to the then existing pay scale of Assistants in CSS. This, however, did not mean that the Government had conceded parity between the posts of Assistants in CSS and Senior Auditors/Senior Accountants in organized Accounts departments and the actual fact was that these posts happened to come to the identical scale on account of a totally unrelated development.

7.56.7 The demand for parity between these posts was subsequently considered in arbitration proceedings before the Board of Arbitration who observed that identical pay scales having already been given by the Government, the demand for parity between SAs and Assistants in CSS had to be conceded.

7.56.8 It is, therefore, observed that the Government has never conceded the principle of parity between Assistants of CSS and the Senior Auditors/Accountants in various organized Account Department including IA&AD. The demand for parity has again been raised because the pay scale of Assistants in CSS was subsequently revised to Rs.6500-10500. This has led to a similar dispensation being demanded by SAs in all organized accounts department including IA&AD. The Commission does not consider it necessary to go into the merit of the demand of parity between SAs and Assistants of CSS because it is recommending merger of the pre-revised pay scales of Rs.5500-9000 and Rs.6500-10500 which will automatically place Assistants in CSS and SAs in an identical revised pay band and grade pay.

7.56.9 Insofar as other posts are concerned, it is observed that a clear cut parity of these posts vis-à-vis those existing in the Central Secretariat Service has never been established in past and it is difficult to establish any parity even now. The proposed upgradations for the posts of SAO, AO will, therefore, have to be considered on merits. It is observed that the post of SAO constitutes a feeder cadre for induction into IA&AS. The entry grade for IA&AS is presently Rs.8000-13500 which is identical to the scale of

SAOs. Upgrading their pay scale any further will place them in a higher level than the entry grade of IA&AS which is a promotion post. This will be anomalous. The existing pay scale of SAO will, therefore, need to be maintained. Merger of the Fifth CPC pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500 will place the posts of Senior Auditor/Accountant and Section Officer in an identical pay band and grade pay even though the former are a feeder grade for promotion to the latter. **The post of Section Officer would, therefore, also need to be upgraded. The post will consequently be placed in the next higher grade carrying grade pay of Rs.4800 in pay band PB-2 of Rs.8700-34800 that corresponds to the pre-revised pay scale of Rs.7500-12000.** This upgradation will place the posts of Section Officer and Assistant Accounts/ Audit Officer in an identical pay scale, thus necessitating the upgradation of the latter category. **The posts of Assistant Accounts/Audit Officer and Accounts/Audit Officer should, therefore, be merged in the pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4800 that corresponds to the pre-revised pay scale of Rs.7500-12000.** The post of Senior Accounts/Audit Officer shall be placed in the corresponding revised pay band PB-2 of Rs.8700-34800 along with a grade pay of Rs.5400. The existing parity between posts in various organized cadres shall be maintained. Accordingly, the aforesaid structure being recommended in IA&AD will be extended in case of other organized accounts cadres like Controller General of Accounts, Controller General of Defence Accounts, Railways Accounts, Postal Accounts, Telecom Accounts.

Other posts in IA&AD

7.56.10 The Commission has separately recommended parity between Secretariat and non-Secretariat organisations in Chapter 3.1 of the Report. Recommendations have also been made for various common categories posts in Chapter 3.8. These recommendations will also extend to the posts in IA&AD. The Group D posts in this department shall be governed by the recommendations made in Chapter 3.7 of the Report. All Central Group A services have been considered in Chapter 3.3 of the Report. The recommendations made therein shall also extend to officers in IA&AS.

Divisional Accountants

7.56.11 Divisional Accountants/Divisional Accounts Officers constitute a separate cadre in 13 States under the administrative control of IAAD. They discharge the role of Financial Advisers to the Executive Engineers and ensure a measure of proficiency in the accounting of public works transactions besides serving the needs of internal audit. The existing structure is as follows:-

Categories of Post	Existing Pay Scale (Rs.)
Divisional Accountant	5500-175-9000
Divisional Accounts Officer Grade-II	6500-200-10500
Divisional Accounts Officer Grade-I (Group B gazetted)	7450-225-11500
Sr. Divisional Accounts Officer	7500-300-12000

Demands

7.56.12 Federations of Divisional Accountants have demanded entry pay scale of Rs.7500-12000 along with provisions of appropriate higher grades. They have also demanded better rate for allowance like traveling allowance and an appropriate Assured Career Progression Scheme on par with that available to the employees in IA&AD.

Analysis

7.56.13 The existing structure of Divisional Accountants cadre has an established parity with that of auditor/accountants in IA&AD with the post of Divisional Accountant being placed in an identical scale as that of Senior Auditor/Accountant. The other posts in the hierarchy of Divisional Accountants also follow an identical pattern as that obtaining in the accountants cadre in IA&AD. This parity will need to be maintained. **The Commission consequently recommends the following revised pay structure for the cadre of Divisional Accountants:-**

(in Rs.)

Designation	Present pay scale	Recommended pay scale	Corresponding Pay Band & Grade Pay	
			Pay Band	Grade Pay
Divisional Accountant	5500-9000	6500-10500	PB-2	4200
Divisional Accounts Officer Grade-II	6500-10500	7450-11500	PB-2	4600
Divisional Accounts Officer Grade-I (Group B gazetted)	7450-11500	7500-12000	PB-2	4800
Sr. Divisional Accounts Officer	7500-12000	8000-13500	PB-3	5400

7.56.14 The Commission has recommended Modified Assured Career Progression for all Central Government employees. These recommendations shall also extend to the cadre of Divisional Accountants. Recommendations relating to revision of rates of various allowances shall also apply to the cadre of Divisional Accountants. No separate recommendations are, therefore, necessary in their case.

Union Territories

Introduction

7.57.1 There are seven Union territories, namely:

- i. Andaman and Nicobar Islands
- ii. Chandigarh
- iii. Dadra and Nagar Haveli
- iv. Daman and Diu
- v. Lakshadweep
- vi. National Capital Territory of Delhi
- vii. Puducherry

7.57.2 Out of the above seven Union territories, National Capital Territory of Delhi and Puducherry have legislatures, Council of Ministers and Consolidated Funds. The rest of the Union territories are without legislature.

7.57.3 The total area covered by the seven Union territories is 10,973 sq. km. and their population, as per the 2001 census, is 1,64,53,676.

7.57.4 The Union Territories are specified in Schedule I, Part II of the Constitution. These territories are administered in accordance with the provisions of articles 239 to 241 of the Constitution. Under the Government of India (Allocation of Business) Rules 1961, Ministry of Home Affairs is the nodal Ministry for all matters of Union territories relating to Legislation, Finance and Budget, Services and appointment of Lt. Governors / Administrators. Every Union Territory is administered by an Administrator appointed by the President under Article 239 of the Constitution. In Delhi, Puducherry and Andaman & Nicobar Islands, the Lt. Governors are designated as Administrators. In Chandigarh the Governor of Punjab is appointed as the Administrator. In the other Union territories, senior officers of the AGMUT cadre of IAS are appointed as Administrators.

Common Categories

Secretariat Staff

7.57.5 The Commission has recommended parity between Central Secretariat and field staff in all Central Government organizations. This parity justifiably has to be extended to the Secretariat staff of the UTs whose pay scales are generally on par with those in the field organizations of the Central Government. **The Commission, accordingly, recommends pay scales on par with those existing in the Central Secretariat for the Secretariat staff of various UTs.**

Police

7.57.6 Delhi Police is under the administrative control of Ministry of Home Affairs. All issues relating to Delhi Police are discussed in the Chapter on Ministry of Home Affairs. Presently, pay scales in other UTs vary. The job profile of police personnel in all UTs other than Delhi is similar. **The Commission, therefore, recommends the following pay structure for police personnel in UTs other than Delhi:-**

(in Rs.)

Designation	Present pay scale	Recommended pay scale	Corresponding Pay Band & Grade Pay	
			Pay Band	Grade Pay
Constable	3050-4590	3200-4900	PB-1	2000*
Head Constable	3200-4900	4000-6000	PB-1	2400
Assistant Sub Inspector	4000-6000	4500-7000	PB-1	2800
Sub Inspector	5500-9000	6500-10500	PB-2	4200
Inspector	6500-10500	7450-11500	PB-2	4600

* Constables presently in a pay scale lower than Rs.3050-4590 shall be placed in the revised pay band PB-1 of 4860-20200 along with grade pay of Rs.1800.

Forest Staff

7.57.7 The Fifth CPC had established parity between following posts of the Forest Staff and Police :-

Post in Forest Department	Comparable post in Police
Forest Guard/Forest Protection Force	Constable
Head Forest Guard	Head Constable
Forester/analogous posts	Assistant Sub Inspector
Range Officer/Senior Forest Ranger	Sub Inspector

This parity shall need to be maintained. **Keeping in view the upgradations recommended for various posts in Police, the Commission recommends following pay scales for comparable posts in the Forest Departments in various UTs :-**

(in Rs.)

Designation	Recommended pay scale	Corresponding Pay Band & Grade Pay	
		Pay Band	Grade Pay
Forest Guard/Forest Protection Force	3200-4900	PB-1	2000*
Head Forest Guard	4000-6000	PB-1	2400
Forester/analogous posts	4500-7000	PB-1	2800
Range Officer/Senior Forest Ranger	6500-10500*	PB-2	4200

* On account of merger of the pay scales.

Teaching Staff

7.57.8 The Commission has made recommendations for Teaching staff in the Chapter on Common Categories. **The recommendations contained therein shall equally apply to similarly placed Teachers in various UTs.**

Nursing & Para Medical Staff

7.57.9 The Commission has made recommendations for Nursing staff in the Chapter on Common Categories and Para Medical Staff. **The recommendations contained therein shall equally apply to similarly placed Nurses and para medical staff in various UTs.**

Fire staff

7.57.10 The Commission has made specific recommendations about the common category of Fire Staff in Chapter 3.8 on Common Categories wherein the existing parities of the post of Fire Staff vis-à-vis Police have been maintained. **These recommendations shall equally apply to the Fire Staff of different Union Territories. The existing structure in some UTs where Fire Brigade forms a part of the Police Department shall continue.**

Tehsildars, Deputy Tehsildars and allied staff

7.57.11 Tehsildars and Deputy Tehsildars in various UTs have an established relativity with the posts of Inspector and Sub Inspector of Police. Fifth CPC had also recommended identical pay scales for these posts. This parity may need to be maintained. Since Inspectors and Sub Inspectors of Police are being placed in the respective scales of Rs.7450-11500 and Rs.6500-10500, a similar dispensation may need to be extended to Tehsildars and Deputy Tehsildars. **The Commission, accordingly, 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 Tehsildars and of Rs.6500-10500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along**

with grade pay of Rs.4200 for Deputy Tehsildars. Extension Officers have an established parity with the post of Deputy Tehsildars. Accordingly, these posts will also need to be placed in the scale of Rs.6500-10500 on par with Deputy Tehsildars.

Other Common Categories

7.57.12 The Commission has made recommendations for other common categories in Chapter 3.8. The recommendations contained therein shall also apply for similarly placed other common categories in various UTs.

Chandigarh

7.57.13 In Chandigarh administration, all posts are filled on deputation with the senior posts being manned by the IAS and IPS officers of the AGMUT cadre. No recommendation specific to the posts in Chandigarh administration is, therefore, required.

Union Territory of Delhi

Prison Department

7.57.14 Employees in the Prison Department have demanded parity with various posts in Delhi Police. It has been mentioned that upto Third Pay Commission the posts in the Prison Department and Police Departments had similar pay scales and in some cases the pay scales of posts in Prison Department were higher but since then the parity has been disturbed because of unilateral upgradation of pay scales of various posts in Delhi Police and that the parity needs to be restored. It is seen that the functions of Delhi Police are distinct from those of the Prison staff. The police are basically concerned with maintaining law and order whereas prison staff are involved in reformation and detention of convicts, under trials and other persons sent to judicial custody. Hence, no comparison can be drawn between various posts in these two cadres. **Accordingly, only the corresponding revised running pay bands and grade pay shall be extended to the various posts in the Prison Department.** A specific allowance for dealing with criminals has also been demanded for the Prison staff. **No justification exists for grant of this allowance.**

Archaeological Engineer

7.57.15 A higher pay scale for the post of Archaeological Engineer in Department of Archaeology has been demanded on the ground that the entry level qualification for this post is Bachelor of Engineering and the Engineers in the Archaeological Survey of India are recruited in the pay scale of Rs.8000-13500. It is observed that the pay scale of Rs.8000-13500 is the entry level pay scale for Group A posts. For other posts requiring minimum qualification of Bachelor's Degree in Engineering, the pay scale of Rs.6500-10500 is prescribed generally. The Commission, as a general policy, has recommended the scale of Rs.7450-11500 for all posts requiring entry level qualification of Bachelor of Engineering in groups other than

A. The post shall 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.

Horticulture Assistant, Conservation Assistant and Surveyor

7.57.16 Higher pay scales have been sought for the posts of Horticulture Assistant, Conservation Assistant and Surveyor in Department of Archaeology in Government of Delhi that are presently in the pre-revised pay scale of Rs.4500-7000. The minimum qualification prescribed for the post of Conservation Assistant is Diploma in Engineering. **The posts should, therefore, be placed in the Pay Band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4200. The post of Horticulture Assistant that has relativity with the posts of Conservation Assistant will also need to be similarly upgraded.**

Departments of Revenue & Development

7.57.17 Presently, posts of Village Level Worker and Senior Village Level Worker exist in the respective pay scales of Rs.3200-4900 and Rs.4000-6000. Their functions are same. It is also mentioned that minimum qualifications prescribed for the post of Village Level Worker/Gramin Level Worker is a diploma in Agriculture for which minimum qualification is a graduate degree. **It may, therefore, be appropriate to merge these posts. The posts shall, therefore, stand merged. This will also be in consonance with the policy of delayering.** The next higher posts of Horticulture Assistant, Technical Assistant, Plant Protection Assistant have an established parity with the post of Extension officer. These posts may, therefore, need to be placed in an identical scale as that of Extension Officer. **The Commission, accordingly, recommends 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 for the posts of Horticulture Assistant, Technical Assistant and Plant Protection Assistant.**

Craft Instructors

7.57.18 Craft Instructors in the Government ITI have demanded the higher pay scale of Rs.5500-9000. They are presently in the pay scale of Rs.5000-8000. The pay scales of Rs.5000-8000 and Rs.5500-9000 are, in any case, being merged. As such no specific recommendation is needed for this demand.

Principal in ITI

7.57.19 A higher pay scale has been sought for the post of Principal in ITI. Delhi Government has clarified that the pay scale of Principals of ITI under Delhi Government and the neighboring States are same at present. No anomaly exists in the existing pay scale of this post. **Accordingly, higher pay scale cannot be recommended for this post.**

Teachers

7.57.20 Demands have been received for increasing pay scales of various grades of Teachers in the Education Department of Government of NCT of Delhi. The Commission has given specific

recommendations for the common category of Teachers in Chapter 3.8 of the Report. **Recommendations contained therein shall apply in respect of Teachers in UT of Delhi.**

Librarians and the Library staff

7.57.21 **Recommendations made in Chapter 3.8 in respect of Librarians and the Library staff shall also be extended to the similarly placed posts in UT of Delhi.**

Operation Wing, Pollution Wing and Enforcement Wing

7.57.22 Higher pay scales have been sought for various posts in the Operation Wing, Pollution Wing and Enforcement Wing of the Transport Department in Government of NCT of Delhi. It is seen that no anomalies exist in the present pay scales attached to these posts. **Therefore, only corresponding running pay bands and grade pay shall apply in respect of these posts.**

Accounts cadre

7.57.23 The organized Accounts cadre in Government of NCT of Delhi has demanded restructuring of their cadre. The Commission, as a matter of policy, is not considering restructuring of any individual cadres/services. Hence, no recommendation can be made in this regard. It is, however, observed that the accounts cadre in Delhi Government has been structured in consonance with the organized Accounts Cadre in Central Government. **The recommendations made in respect of organized Accounts Cadre in the Central Government shall, therefore, apply in case of organized Accounts Cadre in Government of Delhi also.**

Superintendent and Deputy Director (Technical)

7.57.24 An anomaly has been pointed out in the pay scales of Superintendent and Deputy Director (Technical) in Department of Social Welfare in Delhi Government. It is mentioned that the posts of Superintendent and Deputy Director (Technical) were earlier in the Fourth CPC pay scales of Rs.3000-4500 and Rs.3000-5000 respectively but came to be placed in the Fifth CPC revised pay scale of Rs.10000-15200 on account of merger of these two pre-revised pay scales by the Fifth CPC. It is, however, observed that the posts of Superintendent and Deputy Director (Technical) were merged once they came to lie in an identical pay scale. Hence no anomaly exists at present. Insofar as the issue of providing a suitable promotional avenue for the post of Deputy Director (Technical) is concerned, Government of Delhi have informed that a proposal for creation of a post of Joint Director (Programme) in the pay scale of Rs.12000-16500 is already under consideration. **It is clarified that the Commission is not in favor of creating additional grades merely to provide promotional avenues to the employees. Posts in any grade should be created strictly on functional considerations. The scheme of running pay bands and modified Assured Career Progression recommended elsewhere in the Report will ameliorate the problem of stagnation.**

<i>Assistant Project Officer & Project Officer</i>	7.57.25 Higher pay scale on par with Assistants of Central Secretariat Service has been sought for the post of Assistant Project Officer that is presently in the pay scale of Rs.5500-9000. The post will automatically be placed in the higher revised running 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 on account of restructuring of the pay scales being recommended by the Commission. No separate recommendation is, therefore, necessary in this case. However, the next higher post of Project Officer shall now be placed in 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. This will ensure that the promotion and the feeder posts do not come to lie in an identical grade.
<i>Rehabilitation Centres</i>	7.57.26 Higher pay scales have been sought for various posts in Rehabilitation Centres. These demands were considered and it is seen that the present pay scales for these posts are justified. Accordingly, only the corresponding revised running pay band and grade pay shall apply in their case.
<i>Inspectorate of Boilers and Electrical Inspectorate</i>	7.57.27 Different posts in Inspectorate of Boilers and Electrical Inspectorate in Labour Department have demanded higher pay scales on the ground that pay scales of analogous posts in some of the other States are higher. It is seen that the present pay scales are appropriate in view of the minimum qualifications prescribed and the functions attached to these posts. Comparison with other States is not really justified because these posts have established relativities with other posts in Delhi Government itself. As such, only the corresponding replacement pay bands and grade pay shall apply to these posts.
<i>Programmers and Electronic Data Processing staff</i>	7.57.28 Programmers and EDP staff in Department of Information Technology under Government of Delhi have demanded higher pay scales. The recommendations made by this Commission in Chapter 3.8 regarding EDP staff shall apply in their case as well.
<i>District Staff Officer, Store Superintendent, Company Commander, Inspecting Officer and Senior Instructor</i>	7.57.29 In the Home Guards and Civil Defence organisation under Government of Delhi, posts of District Staff Officer, Store Superintendent, Company Commander, Inspecting Officer and Senior Instructor exist in the pay scale of Rs.5500-9000. As a consequence of rationalization of pay scales being recommended by the Commission, pre-revised pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500 will carry an identical grade pay of Rs.4200 in the pay band PB-2 of Rs.8700-34800. Accordingly, the next higher post of Junior Staff Officer shall be upgraded and placed in the PB-2 Pay Band of Rs.8700-34800 along with a grade pay of

Rs.4600. Higher pay scales have also been sought for Junior Instructors and Instructors in this organisation. **The Commission is of the view that the duties and qualifications attached to the posts do not justify a higher pay scale.** Corresponding replacement pay bands and grade pay shall also apply for other posts, not belonging to common categories, in these organisations. Common category posts, in any case, shall be governed by recommendations made in Chapter 3.8 of the Report. The posts presently in Group D shall be dealt in accordance with the recommendations made by this Commission in Chapter 3.7 of the Report.

Public Prosecutor 7.57.30 Higher pay scales have been demanded for the cadre of Public Prosecutor in Directorate of Prosecution on the ground that minimum qualifications for these posts is a degree in Law and, therefore, these should be treated on par with Doctors. The parity with medical Doctors is not justified. The Commission, as a general policy, has recommended the scale of Rs.7450-11500 for all posts other than in Group A carrying minimum qualification of a degree in law. This will need to be extended here as well. **The post of Public Prosecutor shall, therefore, be placed in the entry scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600.**

Delhi Fire Service 7.57.31 Special allowance and a higher risk pay has been demanded for various posts in Delhi Fire Service. A higher uniform and kit maintenance allowance has also been demanded for these personnel. It is observed that presently Delhi Fire Service are given a Special Compensation at various rates ranging from Rs.600 to Rs.1000 per month. The administrative Department has stated that this Special Allowance needs to be linked to the basic pay. Linking this allowance to the basic pay will, however, give different amounts of this allowance to personnel in the same grade. This may not be appropriate. **The Commission recommends that the existing rates of this allowance be doubled. The existing rates of washing allowance should also be doubled. The risk pay presently being given to these employees shall now be substituted and instead these employees will be extended free of cost risk insurance** in consonance with the recommendations made by this Commission in Chapter 4.2 of the Report. These personnel belong to uniformed forces. **They will, accordingly, be paid Uniform Allowance and Kit Maintenance Allowance on par with the rates recommended for analogous posts in CPMFs/Delhi Police**

Veterinary Assistant Surgeons 7.57.32 Time bound promotions on completion of 4, 9 and 13 years have been demanded for Veterinary Assistant Surgeons in Development Department of NCT of Delhi. The Commission has recommended a modified ACPS for all employees in Central Government. The scheme will also encompass the Veterinary

Assistant Surgeons. **No separate recommendation is, therefore, necessary in their case.**

*DANICS and
DANIPS officers*

7.57.33 The demands raised by DANICS and DANIPS officers have been dealt with by the Commission in Chapter 7.19 of the Report. These demands are, therefore, not being discussed in this Chapter.

Lakshadweep

*Electricity
Department*

7.57.34 Posts of Engine Driver, Lineman, Helper for Lineman and Oilman in the Electricity Department of Lakshadweep have demanded higher pay scales. **All these are Group D posts and will be regulated by the recommendations given in Chapter 3.7 of the Report.**

Lab Technician

7.57.35 Higher pay scale has been demanded for the post of Laboratory Technician in Medical and Health Department of Lakshadweep. **The category of Laboratory Technicians has been covered in Chapter 3.8. The recommendations contained therein shall apply in respect of this post as well.**

*Crew in sea going
vessels*

7.57.36 Higher pay scale has been demanded for the posts of General Purpose Crew working in Sea-going vessels on the ground that their work is more onerous and technical than that of LDCs even though their pay scales are similar. It is observed that no relativity can be established between the LDCs and the General Purpose Crew. There is no case to state that duties of one category are more onerous and technical than that of the other because the jobs are totally unrelated. **Only corresponding revised pay bands and grade pay shall, therefore, apply to these posts.**

Teachers

7.57.37 Higher pay scales have been demanded for Post Graduate Teachers (PGTs) in Lakshadweep. The recommendations contained in Chapter 3.8 regarding Common Category of Teachers will apply in this case as well. It is also observed that some Lecturers in junior Colleges which were later reclassified as Senior Secondary Schools have been continuing in the pay scale of Rs.8000-13500 as personal to them. **It is clarified that these Lecturers shall be placed in the PB-3 Pay Band of Rs.15600-39100 along with grade pay of Rs.5400 as personal to them. For other category of teachers, the pay scales recommended in Chapter 3.8 shall apply.**

Para medical staff

7.57.38 Higher pay scales have been demanded for the various categories of para medical staff. As mentioned earlier in this Chapter in respect of para medical staff in UT of Delhi, the pay scales recommended for the Common Category of para medical staff in Chapter 3.6 shall apply here as well.

<i>Dive Instructor</i>	7.57.39 Higher pay scale has been demanded for the post of Dive (<i>the term should correctly be Diving</i>) Instructor in Scuba Diving Centre in Lakshadweep. It is stated that the job involves lot of risk as scuba diving is an adventurous job that is inherently dangerous. Whether any risk is involved in this job is a matter to be assessed by the appropriate authority. In any case, the Commission has recommended grant of appropriate risk insurance in respect of all posts whose duties involve an inherent element of risk. Keeping in view the functions attached to the post, it is further recommended that the post should henceforth be filled only on contractual basis.
<i>House Rent Allowance (HRA) for Kavaratti</i>	7.57.40 Higher HRA has been demanded for Kavaratti Island on the ground that this island is very inaccessible and cut off from other islands in the Union Territory of Lakshadweep. Higher rates of HRA have already been prescribed for cities other than A1. This will benefit employees in Kavaratti as well.
<i>Facility of air travel</i>	7.57.41 Presently, officers drawing a pay of Rs.8550 and above or DANICS/DANIPS officers drawing pay of Rs.6500 and above (being their minimum basic pay) are eligible for air journeys between islands or between island and main land while on tours or transfers. It has been demanded that similar facility of air travel should be provided to other employees and they should be allowed to travel by air between islands and between mainland and island if their basic pay is Rs.6500 and above. There is merit in this demand. The employees do face difficulties during their official tours on account of lack of this facility. The Commission, accordingly, recommends that all employees in the running pay band PB-2 during their posting in Lakshadweep should be allowed to travel by air between islands or between islands and mainland while on tour or transfer.
<i>Special Duty Allowance</i>	7.57.42 Special Duty Allowance at the prescribed rate has been demanded for all categories of officers coming on deputation/transfer to these islands. Presently, the allowance is admissible only to the All India Service officers and other officers who have an all India transfer liability and are posted to these islands on deputation/transfer. The Commission has considered this issue in Chapter 4.2 in respect of Special Allowance payable in North Eastern Region. The recommendations contained therein shall also apply in respect of the Special Duty Allowance payable in these islands as well as in Andaman & Nicobar islands.
<i>Assured Career Progression</i>	7.57.43 In the Andaman Lakshadweep Harbour Works, merger of posts of Junior Engineer and Inspector of Works has been demanded

*Scheme in
Andaman
Lakshadweep
Harbour Works*

on the ground that existence of intermediate grade (that of Junior Engineer) is creating problems in proper career progression under Assured Career Progression Scheme (ACPS). The Commission has separately recommended a modified ACPS which will rectify the extant problem. **In any case, as a consequence of rationalization of pay scales being recommended by the Commission, pre-revised pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500 will carry an identical grade pay of Rs.4200 in the pay band PB-2 of Rs.8700-34800.**

*Publication
Officer*

7.57.44 Higher pay scale of Rs.6500-10500 has been demanded for the post of Publication Officer. The post is already in the pay scale of Rs.5500-9000 and shall be placed in the revised running PB-2 Pay Band of Rs.8700-34800 along with a grade pay of Rs.4200 on account of restructuring of pay scales being recommended by this Commission. **No special recommendation is, therefore, necessary for this post.**

*DACP for India
System of
Medicine (ISM)
Doctors*

7.57.45 Dynamic Assured Career Progression Scheme has been demanded for ISM Doctors. The recommendations made by the Commission in Chapter 3.6 relating to medical and para medical services shall apply in respect of these cadres also. **No other recommendations are necessary.**

Fireman

7.57.46 Higher pay scales have been demanded for the post of Fireman. The post is presently in the pay scale of Rs.2610-4000. **It will be placed in the scale of Rs.3050-4590 corresponding to the revised pay band PB-1 of Rs.4860-20200 along with grade pay of Rs.1900 in consonance with the recommendations made for the common category of Fireman.**

*Posts in Fisheries
Department*

7.57.47 Higher pay scales have been sought for various posts in Department of Fisheries and Fishermen Welfare. It is seen that the posts of Inspector and Sub-Inspector in this Department are presently in the same pay scale of Rs.5000-8000 even though the post of Sub-Inspector of Fisheries is a feeder post to that of Inspector Fisheries. The duties attached to these posts are not very different. The Commission, in any case, is recommending merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. This will place the next higher post in the hierarchy, that of Assistant Director of Fisheries, also in the same revised pay band and grade pay. This will necessitate some restructuring of these posts. **The Commission, accordingly, recommends merger of the posts of Sub Inspector of Fisheries and Inspector of Fisheries in the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4200. Simultaneously, the next higher post of Assistant Director of Fisheries shall be merged with that of Deputy Director of Fisheries and the post so merged should be placed in the running Pay Band PB-2 of**

Rs.8700-34800 along with the grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500. Risk Allowance has been sought for Technical staff in Department of Fisheries and Fishermen Welfare on the ground that sea faring duties performed by them are inherently risky. **In consonance with the general policy in this regard, no risk allowance shall be payable. Instead eligible categories shall be extended appropriate insurance cover at Government's expense.**

Dadra and Nagar Haveli

Food Inspectors

7.57.48 Higher pay scale has been sought for the post of Food Inspector. The post is presently in the pay scale of Rs.4500-7000. The minimum qualification attached to the post is a graduate degree. The functions attached to the post cannot be stated to be on par with that of Food Inspectors in Directorate of Prevention of Food Adulteration Division in Delhi who are in the higher pay scale of Rs.5000-8000. The duties attached to this post in Delhi are much higher and no equation can be drawn between the two posts. **As such, a higher pay scale is not justified for this post.**

Technical Assistants

7.57.49 Technical Assistants in Dadra & Nagar Haveli have demanded parity with Draughtsman in CPWD. It is seen that functions as well as the hierarchical pattern of these posts is not similar as that existing for Draughtsman in CPWD. No apparent anomaly exists in the existing pay scale. **Accordingly, the post shall be extended the normal revised pay band and grade pay.**

Andaman & Nicobar Islands

Introduction

7.57.50 The Union Territory of Andaman & Nicobar Islands is administered by Lt. Governor appointed by the President of India under Article 239 (i) of the Constitution of India. Administrative set up for the territory consists of Secretariat, headed by Chief Secretary in the grade of Rs.22400-525-24500, 3 Districts, 6 Sub Divisions, 5 CD Blocks and 9 Tehsils. Total number of regular employees in Andaman and Nicobar Administration as on 31.12.06 is 26624 consisting of 650 Group "A" 729 Group "B", 16656 Group "C" and 8589 Group "D" employees. Nine cadre posts of Indian Administrative Service (IAS), Six cadre posts of Indian Police Service (IPS) and Eighteen cadre posts of Indian Forest Service (IFS) have been allocated to this territory. Twenty two posts in the Administration have been notified for Delhi, Andaman and Nicobar Islands Civil Service (DANICS).

<i>Extension of Rent Free Accommodation</i>	7.57.51 Continuation of the benefit of rent-free unfurnished accommodation has been demanded for categories of employees who are presently getting it. Commission recommends continuance of status-quo.
<i>Extension of Annual Free Sea Passage</i>	7.57.52 At present free sea passage concession to such employees of Administration as are domiciles of mainland is allowed once in a calendar year for their journey from Port Blair to Chennai/Kolkata/Vishakapatnam and back. The domiciles of this UT are, however, not given such facility. They are allowed to avail the facility of visiting any place in India once in a period of four years under the Leave Travel Concession. Andaman & Nicobar Administration has favoured extending the facility of Annual Free Sea Passage to all categories of employees irrespective of their domicile. The demand is without justification. However, they may be allowed the facility of travel to their home island within Andaman & Nicobar islands whenever they are posted to an island other than their home island.
<i>Extension of Emergency Passage Concession</i>	7.57.53 Emergency Passage Concession is granted in addition to the normal LTC facility to Home Town. Government employees and families when posted in this Region/UT are entitled to LTC on two additional occasions during their entire service career as "Emergency Passage Concession". This is intended to enable them and their families to travel to their Home Town or station of posting in an emergency. Andaman & Nicobar Administration has recommended that the Emergency Passage Concession may be extended to the Government employees serving in this UT and domiciled in the mainland as they are also similarly situated. 7.57.54 The proposal of Andaman & Nicobar administration is partly justified. Andaman & Nicobar islands residents, while being posted in the main land, can also have an emergency necessitating a visit to their home island and for this the Emergency Passage Concession would equally be needed by them. The Commission, accordingly, recommends extending the Emergency Passage Concession to the Government employees who are domiciles of the islands during their posting in the mainland. This dispensation should also be extended to the Government employees who are domiciles of Lakshadweep during their posting in mainland.
<i>Allowances</i>	7.57.55 Special Compensatory Allowance, Hard Area Allowance, HRA and Remote Locality Allowance at higher rates have been demanded. All these issues are covered in Chapter 4.2 on "Allowances other than DA".

<i>Parity with Central Secretariat</i>	7.57.56 Parity with Central Secretariat has been demanded for various posts in the Andaman & Nicobar administration. The Commission is recommending parity between Secretariat and field offices. This issue will be addressed automatically.
<i>Various posts in Cooperative Department</i>	7.57.57 Higher pay scales have been demanded for various posts in Cooperative Department. No anomaly exists in the existing scales. It is recommended that the posts be extended the replacement pay bands and grade pay.
<i>Veterinary Officer</i>	7.57.58 Higher pay scales have been demanded for the post of Veterinary Officer on the ground that the feeder post of Veterinary Assistant Surgeon is also in an identical scale of Rs.8000-13500. The post of Veterinary Assistant Surgeon was upgraded because Fifth CPC had recommended the scale of Rs.8000-13500 for all posts requiring minimum qualification of B.V.Sc. and Medical Practice. The post of Veterinary Officer in other UTs is also in the scale of Rs.8000-13500. The Commission, accordingly, recommends merger of the posts of Veterinary Assistant Surgeon and Veterinary Officer in the revised pay band PB-3 of Rs.15600-39100 along with grade pay of Rs.5400.
<i>Para-Veterinary staff</i>	7.57.59 Upgradation for various posts of Para-Veterinary staff has been demanded. Most of these posts are Group D posts and will be governed by recommendations for Group D posts in Chapter 3.7. No special dispensation is, therefore, necessary.
<i>Nurses, Laboratory Staff, Radiographers, Pharmacists</i>	7.57.60 Higher pay scales have also been sought for various Common Category posts like Nurses, Laboratory Staff, Radiographers, Pharmacists. These will be governed by the proposals made in Chapter 3.8 on Common Categories.
<i>Patwari</i>	7.57.61 Higher pay scale has been demanded for the post of Patwari who is presently in the scale of Rs.3050-4590. The minimum qualifications for this post are 10+2. The Commission is recommending higher scale for Constables who too presently are in the scale of Rs.3050-4590. A similar dispensation would need to be extended to the post of Patwari to maintain existing parities. Commission, accordingly, recommends that the post of Patwari in different UTs, irrespective of the designation it carries, may be extended the higher scale of Rs.3200-4900 corresponding to the revised pay band PB-1 of Rs.4860-20200 along with grade pay of Rs.2000.
<i>Junior Investigator and Senior Investigator</i>	7.57.62 Higher pay scales have been sought for the posts of Junior Investigator and Senior Investigator in Department of Economics and Statistics. The Common Category of Statistical Posts has been covered in Chapter 3.8 relating to Common Categories of the Report.

The recommendations contained therein will apply in this case as well.

Puducherry

- Ministerial Posts* 7.57.63 Higher scale on par with that existing in CSS has been demanded for the post of Assistant. **The Commission is conceding parity between field and secretariat staff which will cover this issue.** Posts of SAO and JAO in the Accounts stream have demanded higher pay scales on par with those in organised accounts cadres. **The Commission is not conceding parity between organised accounts and other accounts cadres. The parity can not, therefore, be conceded in this case.**
- Attender* 7.57.64 Higher scale has been sought for the post of Attender. **This is a Group D post in the scale of Rs.2610-4000 and will automatically be upgraded to Rs.2750-4400 on account of recommendations being given regarding all Group D posts. No specific recommendation is, therefore, be necessary.**
- Law Department* 7.57.65 Higher pay scale has been sought for the post of Translator on the ground that the post has not been upgraded despite a clear recommendation of the Fifth CPC. The Fifth CPC had recommended that all posts of Junior Translators should be accorded the scale of Rs.5000-8000. This was accepted by the Government (OM dated 8/11/2000 issued by Department of Official Languages). However, the post in Puducherry remains in the lower scale of Rs.4500-7000. In accordance with the accepted recommendation of Fifth CPC, **the Commission recommends the scale of Rs.5000-8000 for the post. As a consequence of rationalization of pay scales being recommended by the Commission, this post will be placed in the grade pay of Rs.4200 in the pay band PB-2 of Rs.8700-34800.**
- Information Department* 7.57.66 Higher scales have been sought for the posts of Public Relation Assistant, Sub Editor and Reporter. **The post of Sub Editor carries minimum qualification of Graduate degree and as such the scale of Rs.4500-7000 is appropriate.** The post of Reporter also carries identical minimum qualifications. The Fifth CPC had recommended the minimum scale of Rs.4500-7000 for posts carrying minimum qualification of a degree. The post, therefore, needs to be upgraded from the present scale of Rs.4000-6000. This however will create an imbalance in the hierarchy as it will then come to lie in an identical scale as that of Sub Editor. **The Commission, accordingly, recommends merger of the post of Reporter with that of Sub Editor 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.**

<i>Planning & Research Department</i>	7.57.67 Higher pay scales have been sought for various posts in this Department. No anomaly exists in the existing pay scales of Deputy Director & Joint Director. The posts of Data Entry Operator and Investigator are common category posts and will be governed by the recommendations given for these common categories.
<i>Local Administration Department</i>	7.57.68 A higher scale has been sought for the post of Overseer Grade I / Draughtsman Grade II (Rs.4500-7000). The posts carry minimum qualifications of Diploma in Engineering. Draughtsman in other departments has been placed in the scale of Rs.5000-8000. The higher scale of Rs.5000-8000 corresponding to the revised pay band PB-2 of Rs.8700-34800 and grade pay of Rs.4200 is, therefore, recommended for the posts of Overseer Grade I/Draughtsman Grade II.
<i>Agriculture Department</i>	7.57.69 Higher pay scales on par with other departments/State of Tamil Nadu have been sought for various posts. No apparent anomaly exists. The posts may, therefore, only be placed in the corresponding replacement pay band. The Group D posts like that of Demonstration Assistant and Lab Attendant will, in any case, be governed by the general recommendations given for this Group.
<i>Industries Department</i>	7.57.70 Higher pay scale has been sought for the post of Assistant Director on the ground that it is a feeder post for PCS and other feeder posts like Tehsildar and Superintendent are in an higher scale of Rs.6500-10500. As a consequence of rationalization of pay scales being recommended by the Commission, pre-revised pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500 will carry an identical grade pay of Rs.4200 in the pay band PB-2 of Rs.8700-34800. No specific recommendation is necessary in this case. The same dispensation will also apply to the post of Technical Officer.
<i>Legislative Assembly</i>	7.57.71 Higher scale has been demanded for the post of Editor of Debates on the ground that the feeder post of Reporter carries an identical scale of Rs.6500-10500. Feeder and promotion posts should not, as far as possible, be in an identical scale. Justification exists for placing the post of Editor of Debates in the higher scale of Rs.7450-11500. The Commission, accordingly, recommends that the post of Editor of Debates 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.
<i>Cooperation Department</i>	7.57.72 Higher scale on par with that existing in Tamil Nadu Government has been demanded for the post of Deputy Registrar. The post is presently in the pay scale of Rs.6500-10500. No comparison can be drawn with the posts in the State Government. As such, only the replacement pay band and grade pay may apply in this case.

<i>Agriculture Engineering Workshop</i>	7.57.73 Upgradations have been sought for various posts like Helper, Junior Mechanic, Welder, Turner, Electrician, etc. The posts are those of workshop staff and will need to be governed by the recommendations given for this common category/Group D staff.
<i>Health Department</i>	7.57.74 Higher pay scale has been sought for the post of Technical Assistant on the ground that the post is in the same pay scale as that of its feeder grade of Laboratory Technician. While feeder and promotion posts should not be in an identical scale, in this case not much difference exists in the functions attached to the two posts. The posts of Technical Assistant and Laboratory Technician may, therefore, be merged. Higher pay scale has been sought for various other posts. No anomaly exists in the extant pay scales. Accordingly, only the corresponding replacement pay bands and grade pay will apply.
<i>Social Welfare Department</i>	7.57.75 Higher scale on par with Jail Warden has been sought for the post of Guards. The post is presently in the scale of Rs.2610-3540 and will be upgraded in consonance with the recommendations on various Group D posts. No further recommendation is necessary.
<i>Fisheries Department</i>	7.57.76 Higher pay scales have been sought for various posts on par with those existing in Tamil Nadu Government. Comparison with the posts in Tamil Nadu Government is not appropriate. As such, any upgradation on this ground alone may not be appropriate. However, as a consequence of rationalization of pay scales being recommended by the Commission, pre-revised pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500, will carry the identical grade pay of Rs.4200 in the pay band PB-2 of Rs.8700-34800. The post of Chief Supervisor will also, therefore, carry the grade pay of Rs.4200 in the pay band PB-2. The post of Assistant Engineer (Marine) will 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 as it carries qualifications of a degree in Engineering. Various Group D posts shall be upgraded as per the common recommendations for all Group D posts.
<i>Public Works Department</i>	7.57.77 Higher pay scales have been sought for the posts of Bio-Chemist, Sewage Analyst, Overseer and Works Assistant which are presently in the scales of Rs.6500-10500, Rs.5500-9000, Rs.4000-6000 and Rs.3050-4590. The post of Overseer carries minimum direct recruitment qualification of Diploma in Civil Engineering. The post should, accordingly, be placed in the higher scale of Rs.5000-8000 as all posts carrying minimum qualification of diploma in engineering have been extended this scale. However, as a consequence of rationalization of pay scales being recommended by the Commission, pre-revised pay scales of Rs.5000-8000, Rs.5500-

9000 and Rs.6500-10500, will carry the identical grade pay of Rs.4200 in the pay band PB-2 of Rs.8700-34800. **The posts of Sewage Analyst and Bio-Chemist may, therefore, be merged and placed in the next higher grade carrying grade pay of Rs.4600 in the pay band PB-2 which corresponds to the pre-revised pay scale of Rs.7450-11500. Other posts may be placed in the corresponding replacement pay bands and grade pay.**

*Government
Automobile
Workshop*

7.57.78 Higher pay scales have been sought for various posts of Junior Engineer, Mechanic, Electrician, etc. No apparent anomaly exists in the existing pay scales of any of these posts. The posts belonging to Workshop categories will be governed by the recommendations made for these common categories. **No specific recommendations are, therefore, necessary.**

*Animal
Husbandry
Department*

7.57.79 Higher pay scale has been sought for the posts of Fieldman and Attendant. Fieldman are in the scale of Rs.3200-4900. Fieldman in Department of Agriculture under Puducherry Administration are in the higher scale of Rs.4000-6000. Government of Puducherry has clarified that both these posts have similar minimum qualifications and level of duties. **As such, the post of Fieldman in Animal Husbandry Department may also need to be placed in the higher scale of Rs.4000-6000 corresponding to the revised pay band PB-1 of Rs.4860-20200 along with grade pay of Rs.2400 on par with Fieldman in Department of Agriculture. Post of Attendant is a Group D post and will be governed by the recommendations given for the Common Category.**

*Town & Country
Planning
Department*

7.57.80 Higher pay scale has been sought for the post of Assistant Ferro Printer and Helper. **Both are Group D posts and will be governed by general recommendations given for posts belonging to this group.**

*Survey
Department*

7.57.81 Higher scale has been sought for the post of Sub Inspector of Survey. The post presently exists in the pay scale of Rs.5000-8000 and carries minimum qualification of graduate degree. Fifth CPC had upgraded this post from Rs.4500-7000 to Rs.5000-8000 on account of minimum qualifications prescribed. **No rationale exists for further upgrading this post.** However, as a consequence of rationalization of pay scales being recommended by the Commission, pre-revised pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500, will carry the identical grade pay of Rs.4200 in the pay band PB-2 of Rs.8700-34800.

Port Department

7.57.82 Higher pay scales have been sought for various Group C and one Group D post (Greaser). **No anomaly exists in the extant pay scales of these posts. The Group D posts will, in any case, be**

governed by the common recommendations for this category. No other upgradations are necessary.

*Department of
Science &
Technology*

7.57.83 Higher pay scales have been sought for Technical Assistants, Junior Lab Assistants, Junior Engineer, Junior Scientific Assistant and Lab Attendants. Posts which are **common category posts shall be governed by recommendations made in Chapter 3.8 of the Report. Further, as a consequence of rationalization of pay scales being recommended by the Commission, posts in the pre-revised pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500, will stand merged and carry the identical grade pay of Rs.4200 in the pay band PB-2 of Rs.8700-34800.**

7.57.84 Junior Lab Assistants are in the scale of Rs.3050-4590. They have sought parity with the posts of Field Supervisor etc. in Revenue Department. Puducherry Administration has clarified that these posts are not comparable. Even otherwise, the pay scale of Rs.3050-4590 is appropriate for this post. **No upgradation can, therefore, be recommended. Lab Attendants belong to Group D and will be governed by the general recommendation for this group.**

*Tourism
Department*

7.57.85 Higher pay scales on par with those available to similarly designated posts in Department of Tourism have been sought for Tourism Information Assistants. The posts are presently in the scales of Rs.4000-6000 and Rs.4500-7000. Puducherry Administration has clarified that their job content is similar to the posts existing in Department of Tourism in the Centre. **However, the posts can only be extended the corresponding replacement pay bands and grade pay since the variety of work and areas of operations/responsibilities at the Centre is much higher.**

*Electricity
Department*

7.57.87 Higher pay scales have been sought for the posts of Assistant Executive Engineer, Executive Engineer and Superintending Engineer. The posts are presently in the scales of Rs.8000-13500, Rs.10000-15200 and Rs.12000-16500. Higher scales have been sought on account of dispensation extended to organized Engineering cadres where scale of Rs.12000-16500 was made non-functional for Executive Engineers and Superintending Engineers were placed in the scale of Rs.14300-18300. Engineers in Electricity Department do not, however, belong to an organized service. **As such their existing structure may prevail.**

7.57.88 Higher scale has been sought for the post of Tracer which carries qualification of ITI. The post is presently in the scale of Rs.3200-4900 which is appropriate for the qualifications prescribed. No other anomaly exists. **The post may, therefore, be given the corresponding replacement pay band and grade pay.**

*Department of
Rural
Development*

7.57.90 Higher pay scales have been sought for various posts. No anomaly exists in the extant pay scales of these posts. **Post of Joint Block Development Officer will, in any case, be placed in the pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4200 on account of rationalization of pay scales being recommended. No other upgradations are recommended.**

*Labour
Department*

7.57.89 Higher pay scales have been sought for the posts of Inspector of Factories, Inspector of Labour and Common Category posts of Compounder and Physical Education Teacher. No apparent anomaly exists in the extant pay scales. Comparison with posts in Tamil Nadu is not tenable. The common category posts will be governed by the general recommendations given for these categories. **No other specific upgradation is warranted.**

*Election
Department*

7.57.90 Higher pay scale of Rs.6500-10500 has been sought for the post of Tehsildar in Election Department on par with Tehsildar in Department of Revenue. The post is presently in the scale of Rs.5500-9000 and will automatically be placed in the pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4200 on account of restructuring of pay scales. **No specific recommendation is, therefore, necessary.**