Names of Members, Officers and Staff of the Fitment Committee 1998-1999

Justice Shri S. Sarwar Ali Chairman

Shri Subhakirti Majumdar, I.A.S. Member Secretary

Officers

Shri Sunil Prasad Srivastava Under Secretary
 Shri Nagendra Prasad Section Officer

Staff

1. Shri Sadanand Thakur **Assistant** 2. Shri Sudhir Kumar Singh **Assistant** 3. Shri Jagdish Prasad Narayan Singh **Assistant** 4. Shri Ram Babu Das **Assistant** 5. Shri Uday Kumar Sinha **Assistant** 6. Shri Sunil Kumar **Assistant** 7. Shri Manoj Kumar Mishra **Assistant** 8. Shri Hare Kant Jha **Typist** 9. Shri Mitya Nand Singh **Typist**

10. Shri Madan Lal MishraRoutine Clerk11. Shri Bhola Prasad YadavCar Driver

12. Shri Arjun Prasad Singh13. Shri Baidyanath PrasadPeon

Staff on Daily Wages

Shri Shambhu Prasad
 Shri Tapeshwar Nath Sahay
 Ms. Naznin Abdi
 Shri Bijendra Singh
 Ml. Alamin Abdi

6. Md. Alamgir Peon
7. Md. Mintu Peon
8. Shri Dahari Ojha Peon
9. Shri Rakesh Kumar Sweeper

PROMOTION POLICY

TABLE OF CONTENTS

CHAPT	CONTENTS	PAGE
ER NO.		NO.
01	Introduction	1 – 51
02	Assured Career Progression Scheme	52 - 95
03	Scheme of Departmentalisation of Accounts in the Central Government	96 – 129
04	Miscellaneous Matters	130 - 154
05	Common Categories	155 - 225
06	Department of Cabinet Secretariat & Co-ordination	226 - 245
07	Department of Personnel & Administrative Reforms	246 - 302
08	Department of Home	303 - 359
09	Department of Rajbhasha	360 - 368
10	Department of Parliamentary Affairs	369
11	Department of Finance	370 - 395
12	Department of Planning and Development	396 - 412
13	Department of Rural Development	413 - 438
14	Department of Welfare	439 - 453
15	Department of Registration	454 – 463
16	Department of Secondary, Primary and Adult Education	464 – 495
17	Department of Art, Culture & Youth	496 - 512
18	Department of Science and Technology	513 - 531
19	Department of Excise & Prohibition	532 - 538
20	Department of Sugarcane	539 – 545
21	Department of Mines and Geology	546 – 561

22	Department of Tourism	562 - 569
23	Department of Agriculture	570 - 600
24	Department of Cooperation	601 - 610
25	Department of Information & Public Relations	611 - 625
26	Department of Energy	626 - 636
27	Department of Water Resources	637 - 656
28	Department of Minor Irrigation	657 - 669
29	Department of Road Construction	670 - 704
30	Department of Building Construction and Housing	705 - 712
31	Department of Forests & Environment	713 - 723
32	Department of Civil Aviation	724 - 733
33	Department of Transport	734 - 743
34	Department of Labour, Employment and Training	744 - 775
35	Department of Food, Civil Supplies and Commerce	776 - 784
36	Department of Relief and Rehabilitation	785 - 786
37	Department of Animal Husbandry and Fisheries	787-808
38	Department of Revenue and Land Reforms	809-829
39	Department of Industry	830-861
40	Department of Health, Education & Family Welfare	862-981
41	Department of Public Health Engineering	982-993
42	Department of Urban Development	994-999
43	Department of National Savings	1000 - 1004
44	Department of Commercial Taxes	1005 - 1010
45	Department of Institutional Finance	1011 - 1017
46	Department of Law	1018 - 1021
47	Department of Higher Education	1022 - 1025
48	Conclusion	1026 - 1036
49	Comparative Chart containing Departmentwise/Postwise Pay Scales from 1 st PRC to Existing Scale	1037 - 1250
50	Copies of General Statutory Rules of Government of India	1251 -1286

SL.NO.	CONTENTS	PAGE NO.	PARAGRAPH NO.	
	CHAPTER 1: INTROD	UCTION		
1	Limitations in our task	03	1.2.1	
2	Administrative Structure	10	1.3.1	
3	Statistics regarding Bihar	15	1.4.1	
4	Promotional Policies – background and brief history	18	1.5.1	
5	Labour ratio – Economy in cost of Administration	22	1.6.1	
6	Determinants of Promotion Policy	26	1.7.1	
7	Classification and number of State/Central Employees	34	1.8.1	
8	Criteria for Post Creation	36	1.9.1	
9	Notification of Assured Career Progression Scheme by the Central Government	38	1.10.1	
10	Administrative issues requiring discussion	39	1.11.1	
11	Concluding words	45	1.12.1	
12	Number of Employees in State Government	48	Annexure – 1	
СНА	APTER 2 : ASSURED CAREER PR	CRESSION	SCHEME	
1	Provisions of the A.C.P. Scheme- issues requiring specific decisions	62	2.2.1	
2	Alternatives that require to be considered	66	2.3.1	
3	Conclusion	72	2.4.1	
CHAPTER 3: SCHEME OF DEPARTMENTALISATION OF ACCOUNTS				
1	Compilation and Consolidation of Accounts in Government of India	104	3.3.1	
2	Preparation of Monthly Accounts by Pay and Accounts Officers	110	3.4.1	
3	Procedure for settlement of transactions	114	3.5.1	

4 Settlement of Transactions between the Central Government and State Government 5 System to be adopted in Bihar 125 3.9.1 6 Recommendations 127 3.10.1 CHAPTER 4: MISCELLANEOUS MATTERS 1 Conditions Regarding use of Staff Car 130 4.1.1 2 Oath of Allegiance 136 4.2.1 3 Service Associations and their 137 4.3.1 recognition 4 Qualifying Service for Promotion 139 4.4.1 5 Promotion from retrospective date 142 4.5.1 6 Principle of No Pay for No Work 143 4.6.1 7 Adjustment of Additional Emoluments 146 4.7.1 drawn by Employees promoted after 31.12.1995 CHAPTER 5: COMMON CATEGORIES 1 Peon and Other Class IV Posts 155 5.1.1 2 Cook 162 5.2.1 3 Driver 166 5.3.1 4 Barber 172 5.4.1 5 Washerman (Dhobi) 173 5.5.1 6 Cobbler 174 5.6.1 7 Tea Maker 175 5.7.1 8 Barkandaz 175 5.8.1 9 Chargeman/Foreman 176 5.9.1 10 Labourer 178 5.10.1 11 Security Attendants 178 5.11.1 12 Cleaner 179 5.12.1 13 Helper 181 5.13.1 14 Record Supplier/Daftary cum Record 182 5.14.1 Supplier 15 Cutter 184 5.15.1		arising in the month of March		
Central Government Government Government Government System to be adopted in Bihar 125 3.9.1	Δ		116	361
System to be adopted in Bihar 125 3.9.1	-		110	3.0.1
CHAPTER 4: MISCELLANEOUS MATTERS				
CHAPTER 4 : MISCELLANEOUS MATTERS	5	System to be adopted in Bihar	125	3.9.1
1 Conditions Regarding use of Staff Car 130 4.1.1 2 Oath of Allegiance 136 4.2.1 3 Service Associations and their recognition 137 4.3.1 4 Qualifying Service for Promotion 139 4.4.1 5 Promotion from retrospective date 142 4.5.1 6 Principle of No Pay for No Work 143 4.6.1 7 Adjustment of Additional Emoluments drawn by Employees promoted after 31.12.1995 146 4.7.1 CHAPTER 5: COMMON CATEGORIES 1 Peon and Other Class IV Posts 155 5.1.1 2 Cook 162 5.2.1 3 Driver 166 5.3.1 4 Barber 172 5.4.1 5 Washerman (Dhobi) 173 5.5.1 6 Cobbler 174 5.6.1 7 Tea Maker 175 5.7.1 8 Barkandaz 175 5.8.1 9 Chargeman/Foreman 176 5.9.1 10 Labourer 178 5.10.1	6	•	127	3.10.1
2 Oath of Allegiance 136 4.2.1 3 Service Associations and their recognition 137 4.3.1 4 Qualifying Service for Promotion 139 4.4.1 5 Promotion from retrospective date 142 4.5.1 6 Principle of No Pay for No Work 143 4.6.1 7 Adjustment of Additional Emoluments drawn by Employees promoted after 31.12.1995 146 4.7.1 CHAPTER 5: COMMON CATEGORIES 1 Peon and Other Class IV Posts 155 5.1.1 2 Cook 162 5.2.1 3 Driver 166 5.3.1 4 Barber 172 5.4.1 5 Washerman (Dhobi) 173 5.5.1 6 Cobbler 174 5.6.1 7 Tea Maker 175 5.7.1 8 Barkandaz 175 5.8.1 9 Chargeman/Foreman 176 5.9.1 10 Labourer 178 5.10.1		CHAPTER 4: MISCELLANEO	OUS MATTERS	
2 Oath of Allegiance 136 4.2.1 3 Service Associations and their recognition 137 4.3.1 4 Qualifying Service for Promotion 139 4.4.1 5 Promotion from retrospective date 142 4.5.1 6 Principle of No Pay for No Work 143 4.6.1 7 Adjustment of Additional Emoluments drawn by Employees promoted after 31.12.1995 146 4.7.1 CHAPTER 5: COMMON CATEGORIES 1 Peon and Other Class IV Posts 155 5.1.1 2 Cook 162 5.2.1 3 Driver 166 5.3.1 4 Barber 172 5.4.1 5 Washerman (Dhobi) 173 5.5.1 6 Cobbler 174 5.6.1 7 Tea Maker 175 5.7.1 8 Barkandaz 175 5.8.1 9 Chargeman/Foreman 176 5.9.1 10 Labourer 178 5.10.1				
3 Service Associations and their recognition 137 4.3.1 4 Qualifying Service for Promotion 139 4.4.1 5 Promotion from retrospective date 142 4.5.1 6 Principle of No Pay for No Work 143 4.6.1 7 Adjustment of Additional Emoluments drawn by Employees promoted after 31.12.1995 146 4.7.1 CHAPTER 5: COMMON CATEGORIES 1 Peon and Other Class IV Posts 155 5.1.1 2 Cook 162 5.2.1 3 Driver 166 5.3.1 4 Barber 172 5.4.1 5 Washerman (Dhobi) 173 5.5.1 6 Cobbler 174 5.6.1 7 Tea Maker 175 5.7.1 8 Barkandaz 175 5.8.1 9 Chargeman/Foreman 176 5.9.1 10 Labourer 178 5.10.1 11 Security Attendants 178 5.11.1 12 Cleaner 179 5.12.1 13	1	Conditions Regarding use of Staff Car	130	4.1.1
recognition 4 Qualifying Service for Promotion 5 Promotion from retrospective date 6 Principle of No Pay for No Work 7 Adjustment of Additional Emoluments drawn by Employees promoted after 31.12.1995 CHAPTER 5: COMMON CATEGORIES 1 Peon and Other Class IV Posts 1 Peon and Other Class IV Posts 1 Driver 166 5.2.1 3 Driver 166 5.3.1 4 Barber 172 5.4.1 5 Washerman (Dhobi) 173 5.5.1 6 Cobbler 174 5.6.1 7 Tea Maker 175 8 Barkandaz 175 9 Chargeman/Foreman 176 10 Labourer 178 110 Security Attendants 178 179 181 192 Cleaner 179 179 181 194 Record Supplier/Daftary cum Record Supplier 15 Cutter 184 5.16.1	2	Oath of Allegiance	136	4.2.1
5 Promotion from retrospective date 142 4.5.1 6 Principle of No Pay for No Work 143 4.6.1 7 Adjustment of Additional Emoluments drawn by Employees promoted after 31.12.1995 146 4.7.1 CHAPTER 5: COMMON CATEGORIES 1 Peon and Other Class IV Posts 155 5.1.1 2 Cook 162 5.2.1 3 Driver 166 5.3.1 4 Barber 172 5.4.1 5 Washerman (Dhobi) 173 5.5.1 6 Cobbler 174 5.6.1 7 Tea Maker 175 5.7.1 8 Barkandaz 175 5.8.1 9 Chargeman/Foreman 176 5.9.1 10 Labourer 178 5.10.1 11 Security Attendants 178 5.11.1 12 Cleaner 179 5.12.1 13 Helper 181 5.13.1 14 Record Supplier/Daftary cum Record Supplier/Daftary cum Record Supplier 182 5.14.1 16	3		137	4.3.1
6 Principle of No Pay for No Work 7 Adjustment of Additional Emoluments drawn by Employees promoted after 31.12.1995 CHAPTER 5: COMMON CATEGORIES 1 Peon and Other Class IV Posts 1 55 5.1.1 2 Cook 1 62 5.2.1 3 Driver 1 66 5.3.1 4 Barber 1 72 5.4.1 5 Washerman (Dhobi) 1 73 5.5.1 6 Cobbler 1 74 5.6.1 7 Tea Maker 1 75 5.7.1 8 Barkandaz 1 75 5.8.1 9 Chargeman/Foreman 1 76 5.9.1 10 Labourer 1 178 5.10.1 11 Security Attendants 1 78 5.11.1 12 Cleaner 1 79 5.12.1 13 Helper 14 Record Supplier/Daftary cum Record Supplier 15 Cutter 1 184 5.15.1 16 Caretaker	4	Qualifying Service for Promotion	139	4.4.1
Adjustment of Additional Emoluments drawn by Employees promoted after 31.12.1995 CHAPTER 5: COMMON CATEGORIES 1 Peon and Other Class IV Posts 155 5.1.1 2 Cook 162 5.2.1 3 Driver 166 5.3.1 4 Barber 172 5.4.1 5 Washerman (Dhobi) 173 5.5.1 6 Cobbler 174 5.6.1 7 Tea Maker 175 5.7.1 8 Barkandaz 175 5.8.1 9 Chargeman/Foreman 176 5.9.1 10 Labourer 178 5.10.1 11 Security Attendants 178 5.11.1 12 Cleaner 179 5.12.1 13 Helper 181 5.13.1 14 Record Supplier/Daftary cum Record Supplier 15 Cutter 184 5.15.1 16 Caretaker 185 5.16.1	5	Promotion from retrospective date	142	4.5.1
CHAPTER 5: COMMON CATEGORIES	6	Principle of No Pay for No Work	143	4.6.1
CHAPTER 5: COMMON CATEGORIES 1 Peon and Other Class IV Posts 155 5.1.1 2 Cook 162 5.2.1 3 Driver 166 5.3.1 4 Barber 172 5.4.1 5 Washerman (Dhobi) 173 5.5.1 6 Cobbler 174 5.6.1 7 Tea Maker 175 5.7.1 8 Barkandaz 175 5.8.1 9 Chargeman/Foreman 176 5.9.1 10 Labourer 178 5.10.1 11 Security Attendants 178 5.11.1 12 Cleaner 179 5.12.1 13 Helper 181 5.13.1 14 Record Supplier/Daftary cum Record 182 5.14.1 Supplier 15 Cutter 184 5.15.1 16 Caretaker 185 5.16.1	7	Adjustment of Additional Emoluments	146	4.7.1
CHAPTER 5: COMMON CATEGORIES 1 Peon and Other Class IV Posts 155 5.1.1 2 Cook 162 5.2.1 3 Driver 166 5.3.1 4 Barber 172 5.4.1 5 Washerman (Dhobi) 173 5.5.1 6 Cobbler 174 5.6.1 7 Tea Maker 175 5.7.1 8 Barkandaz 175 5.8.1 9 Chargeman/Foreman 176 5.9.1 10 Labourer 178 5.10.1 11 Security Attendants 178 5.11.1 12 Cleaner 179 5.12.1 13 Helper 181 5.13.1 14 Record Supplier/Daftary cum Record 182 5.14.1 Supplier 184 5.15.1 16 Caretaker 185 5.16.1		· · · · · · · · ·		
1 Peon and Other Class IV Posts 155 5.1.1 2 Cook 162 5.2.1 3 Driver 166 5.3.1 4 Barber 172 5.4.1 5 Washerman (Dhobi) 173 5.5.1 6 Cobbler 174 5.6.1 7 Tea Maker 175 5.7.1 8 Barkandaz 175 5.8.1 9 Chargeman/Foreman 176 5.9.1 10 Labourer 178 5.10.1 11 Security Attendants 178 5.11.1 12 Cleaner 179 5.12.1 13 Helper 181 5.13.1 14 Record Supplier/Daftary cum Record 182 5.14.1 Supplier 15 Cutter 184 5.15.1 16 Caretaker 185 5.16.1				
2 Cook 162 5.2.1 3 Driver 166 5.3.1 4 Barber 172 5.4.1 5 Washerman (Dhobi) 173 5.5.1 6 Cobbler 174 5.6.1 7 Tea Maker 175 5.7.1 8 Barkandaz 175 5.8.1 9 Chargeman/Foreman 176 5.9.1 10 Labourer 178 5.10.1 11 Security Attendants 178 5.11.1 12 Cleaner 179 5.12.1 13 Helper 181 5.13.1 14 Record Supplier/Daftary cum Record Supplier 182 5.14.1 15 Cutter 184 5.15.1 16 Caretaker 185 5.16.1			ATEGORIES	
3 Driver 166 5.3.1 4 Barber 172 5.4.1 5 Washerman (Dhobi) 173 5.5.1 6 Cobbler 174 5.6.1 7 Tea Maker 175 5.7.1 8 Barkandaz 175 5.8.1 9 Chargeman/Foreman 176 5.9.1 10 Labourer 178 5.10.1 11 Security Attendants 178 5.11.1 12 Cleaner 179 5.12.1 13 Helper 181 5.13.1 14 Record Supplier/Daftary cum Record Supplier 182 5.14.1 15 Cutter 184 5.15.1 16 Caretaker 185 5.16.1			155	
4 Barber 172 5.4.1 5 Washerman (Dhobi) 173 5.5.1 6 Cobbler 174 5.6.1 7 Tea Maker 175 5.7.1 8 Barkandaz 175 5.8.1 9 Chargeman/Foreman 176 5.9.1 10 Labourer 178 5.10.1 11 Security Attendants 178 5.11.1 12 Cleaner 179 5.12.1 13 Helper 181 5.13.1 14 Record Supplier/Daftary cum Record Supplier 182 5.14.1 15 Cutter 184 5.15.1 16 Caretaker 185 5.16.1			162	
5 Washerman (Dhobi) 173 5.5.1 6 Cobbler 174 5.6.1 7 Tea Maker 175 5.7.1 8 Barkandaz 175 5.8.1 9 Chargeman/Foreman 176 5.9.1 10 Labourer 178 5.10.1 11 Security Attendants 178 5.11.1 12 Cleaner 179 5.12.1 13 Helper 181 5.13.1 14 Record Supplier/Daftary cum Record Supplier 182 5.14.1 Supplier 15 Cutter 184 5.15.1 16 Caretaker 185 5.16.1				
6 Cobbler 174 5.6.1 7 Tea Maker 175 5.7.1 8 Barkandaz 175 5.8.1 9 Chargeman/Foreman 176 5.9.1 10 Labourer 178 5.10.1 11 Security Attendants 178 5.11.1 12 Cleaner 179 5.12.1 13 Helper 181 5.13.1 14 Record Supplier/Daftary cum Record Supplier 182 5.14.1 Supplier 184 5.15.1 16 Caretaker 185 5.16.1	4	Barber	172	
7 Tea Maker 175 5.7.1 8 Barkandaz 175 5.8.1 9 Chargeman/Foreman 176 5.9.1 10 Labourer 178 5.10.1 11 Security Attendants 178 5.11.1 12 Cleaner 179 5.12.1 13 Helper 181 5.13.1 14 Record Supplier/Daftary cum Record Supplier 182 5.14.1 Supplier 184 5.15.1 15 Cutter 184 5.15.1 16 Caretaker 185 5.16.1				
8 Barkandaz 175 5.8.1 9 Chargeman/Foreman 176 5.9.1 10 Labourer 178 5.10.1 11 Security Attendants 178 5.11.1 12 Cleaner 179 5.12.1 13 Helper 181 5.13.1 14 Record Supplier/Daftary cum Record Supplier 182 5.14.1 15 Cutter 184 5.15.1 16 Caretaker 185 5.16.1	6	Cobbler	174	5.6.1
9 Chargeman/Foreman 176 5.9.1 10 Labourer 178 5.10.1 11 Security Attendants 178 5.11.1 12 Cleaner 179 5.12.1 13 Helper 181 5.13.1 14 Record Supplier/Daftary cum Record Supplier 182 5.14.1 Supplier 184 5.15.1 16 Caretaker 185 5.16.1			175	5.7.1
10 Labourer 178 5.10.1 11 Security Attendants 178 5.11.1 12 Cleaner 179 5.12.1 13 Helper 181 5.13.1 14 Record Supplier/Daftary cum Record Supplier 182 5.14.1 Supplier 184 5.15.1 15 Cutter 184 5.15.1 16 Caretaker 185 5.16.1		Barkandaz	175	5.8.1
11 Security Attendants 178 5.11.1 12 Cleaner 179 5.12.1 13 Helper 181 5.13.1 14 Record Supplier/Daftary cum Record Supplier 182 5.14.1 Supplier 184 5.15.1 15 Cutter 184 5.15.1 16 Caretaker 185 5.16.1	9	Chargeman/Foreman	176	5.9.1
12 Cleaner 179 5.12.1 13 Helper 181 5.13.1 14 Record Supplier/Daftary cum Record Supplier 182 5.14.1 15 Cutter 184 5.15.1 16 Caretaker 185 5.16.1				
13 Helper 181 5.13.1 14 Record Supplier/Daftary cum Record Supplier 182 5.14.1 15 Cutter 184 5.15.1 16 Caretaker 185 5.16.1		•		
14 Record Supplier/Daftary cum Record 182 5.14.1 Supplier 15 Cutter 184 5.15.1 16 Caretaker 185 5.16.1	12	Cleaner	179	5.12.1
Supplier 15 Cutter 184 5.15.1 16 Caretaker 185 5.16.1	13	Helper	181	5.13.1
16 Caretaker 185 5.16.1	14	11	182	5.14.1
	15	Cutter	184	5.15.1
17 Typist 187 5.17.1	16	Caretaker	185	5.16.1
5 F	17	Typist	187	5.17.1
18 Accountant 192 5.19.1	18	Accountant	192	5.19.1
19 Librarian 197 5.20.1	19	Librarian	197	5.20.1
20 Cashier 201 5.21.1	20	Cashier	201	5.21.1

21	Computer Professionals	202	5.22.1
22	Photographer	205	5.23.1
23	Checker	207	5.23.4
24	Telex/ Teleprinter Operator	207	5.23.5
25	Technical/Skilled Personnel	208	5.24.1
26	Carpenter	209	5.25.1
27	Painter	211	5.26.1
28	Mason	211	5.27.1
29	Plumber	213	5.28.1
30	Blacksmith	214	5.29.1
31	Wireman, Grade I, II, III (Electrician)	214	5.30.1
32	Mechanic (Air Conditioner)	217	5.31.1
33	Store Keeper	218	5.32.1
34	Protocol Assistant	223	5.33.1
35	Chainman	223	5.34.1
36	Tailor	224	5.35.1

SL.NO.	CONTENTS	PAGE NO.	PARAGRAPH NO.
СНАР	TER 6: DEPARTMENT OF CAI COORDINATIO		ETARIAT &
1	Secretariat of the Governor	226	6.2.1
2	Chief Minister's Secretariat	229	6.3.1
3	Secretariat Library	230	6.5.1
4	State Guest House	231	6.6.1
5	State Archives	232	6.7.1
6	Posts in Bihar Bhawan	238	6.9.1
7	Cabinet (Election) Department	243	6.10.1
8	Cabinet (Vigilance) Department	245	6.11.1
CHAPTER 7: DEPARTMENT OF PERSONNEL & ADMINISTRATIVE REFORMS			
1	Cadre of Personal Assistant	247	7.2.1
2	Bihar Secretariat Clerical Service	258	7.3.1
3	Bihar Secretariat Service	267	7.4.1
4	State Services	274	7.5.1
5	Office of the Lokayukta	291	7.6.1
6	Shrikrishna Institute of Public Administration, Ranchi	292	7.7.1
7	Sample of General Statutory Rules of Government of India		Annexure A
CHAPTER 8: DEPARTMENT OF HOME			
1	Police Inspectors and Lower Ranks	304	8.2.1
2	Bihar Police Service	312	8.3.1
3	Personnel of Forensic Science Laboratory	317	8.4.1
4	Cipher Assistant	325	8.5.1
5	Steno A.S.I./Steno S.I.	326	8.6.1

6	Syce	327	8.7.1
7	Civil Defence Instructors	327	8.8.1
8	Soldiers' Board	328	8.9.1
9	Home Guard	329	8.10.1
10	Probation Service	338	8.11.1
11	Jail Department	339	8.12.1
12	Bihar Jail Service	343	8.12.10
13	State Fire Service	346	8.13.1
14	Personnel in Borstal School	352	8.14.1
15	Wireless Organization	354	8.16.1
	CHAPTER 9: DEPARTMENT	OF RAJBH	IASHA
1	Rajbhasha Assistants	361	9.2.1
2	Ex-Cadre Posts	362	9.3.1
3	Rajbhasha Assistant (Urdu)	362	9.4.1
4	Assistant Translators/Translators (Urdu)/Typists	363	9.5.1
	AFFAIRS CHAPTER 11: DEPARTMEN	T OF FINA	NCE
1	Audit Wing	370	11.2.1
2	Proposed Accounts Service	376	11.2.14
3	Government Press	378	11.3.5
4	Directorate of Printing and Stationery	381	11.3.13
5	Press and Forms, Gaya	384	
6	Stationery Stores and Publication, Gulzarbagh	384	11.3.19
7	G.P.F. Directorate	391	11.4.1
8	Staff in Treasuries	392	11.5.1
9	Secretariat Building Staff	394	11.6.1
CHAPTER 12: DEPARTMENT OF PLANNING AND DEVELOPMENT			
1	Statistical Personnel	397	12.2.1
2	Bihar State Planning Board	408	12.4.1
3	Posts in the Directorate of Statistics and Evaluation	410	12.5.1
CHAI	PTER 13: DEPARTMENT OF R	URAL DEV	ELOPMENT

	TVII TV 1 7 6 1		10.0.1	
1	Village Volunteer Force Scheme	414	13.2.1	
2	Panchayat Sewak and Panchayat Supervisor	415	13.2.2	
3	Personnel in Panchayati Raj Training Institutions	417	13.3.1	
4	List of Divisions, Districts, Sub- divisions and Blocks of Bihar	420	Annexure I	
	CHAPTER 14: DEPARTMEN	T OF WELF	ARE	
1	Block Welfare Officers and their Cadre	440	14.2.1	
2	Block Welfare Supervisor	443	14.2.7	
3	Statistical Assistant	443	14.2.9	
4	Personnel in Residential Schools and Hostels	445	14.3.1	
5	Personnel in Computer Cell	446	14.4.1	
6	Skilled Personnel in Various Centres	447	14.5.1	
7	Office of Tribal Welfare Commissioner	449	14.6.1	
8	Tribal Welfare Research Institute	449	14.6.2	
9	Directorate of Social Welfare	450	14.7.1	
10	Child Development Project Officer	451	14.7.2	
11	MESO Project	452	14.8.1	
12	Pre-examination Centre at Ranchi	452	14.9.1	
	CHAPTER 15: DEPARTMENT O	F REGISTRA	ATION	
1	Extra Clerks	454	15.2.1	
2	Record Keeper	457	15.3.1	
3	Promotional Posts for Class IV Employees	458	15.4.1	
4	Steno Clerk/Personal Assistant	460	15.5.1	
5	Bihar Registration Service	460	15/6/1	
СНА	CHAPTER 16: DEPARTMENT OF SECONDARY, PRIMARY AND ADULT EDUCATION			
1	Assistant Teacher	467	16.3.1	
2	Trained Graduate Teacher	469	16.4.1	
3	Post Graduate Trained Teacher	471	16.5.1	
4	Vice Principal/Headmaster	473	16.6.1	
5	Lower Subordinate and Subordinate Education Service	477	16.8.1	
6	Bihar Education Service	483	16.10.1	

7	Teachers in Sanskrit School and Madarsa Islamia Samsul Hoda	486	16.11.1
8	Netarhat School	487	16.12.1
9	Indira Gandhi Girls School	488	16.13.1
10	Librarian	492	16.14.1
11	Publication Officer	493	16.15.1
12	Directorate of Adult Education	493	16.16.1
13	Boatman	494	16.17.1

SL.NO.	CONTENTS	PAGE NO.	PARAGRAPH NO.	
CH	APTER 17: DEPARTMENT OF	ART, CULT	URE AND	
	YOUTH			
1	Directorate of Youth Affairs	496	17.1.2	
2	Deputy Superintendent of Physical Education	498	17.2.1	
3	District Sports Officer	501	17.4.1	
4	Directorate of Culture	503	17.5.1	
5	Archaeological and Museum Directorate	506	17.6.1	
CHAPTER 18: DEPARTMENT OF SCIENCE AND TECHNOLOGY				
1	Posts in Engineering Colleges	519	18.4.1	
2	Posts in Polytechnics and Mining Institutes	523	18.5.1	
3	Posts in Industrial Schools for Women	525	18.6.1	
4	Instructor	525	18.7.1	
5	Computer Professional	528	18.8.1	
	CHAPTER 19: DEPARTMENT PROHIBITION		E AND	
1	Excise Constable	533	19.1.3	
2	Excise Assistant Sub-Inspector	534	19.1.5	
3	Excise Sub-Inspector	534	19.1.6	
4	Excise Superintendent	534	19.1.6	
5	Creation of Additional Posts	537	19.1.11-19.1.13	
CHAPTER 20: DEPARTMENT OF SUGAR CANE				
1	Cane Officer	540	20.1.3	
2	Statistician	543	20.3.1	
CHAI	CHAPTER 21: DEPARTMENT OF MINES AND GEOLOGY			
1	Mining Engineer	546	21.2.1	

2	Mines Inspector	549	21.2.5
3	Legal Section	550	21.3.1
4	Posts in the Secretariat	551	21.4.1
5		552	21.5.1
	Geology Directorate		21.5.1
6	Cadre of Geologists	554	21.0.1
7	Scientific Officer and Scientific Assistant	556	21.6.7
8	Chemist	557	21.7.1
9	Assistant Geologist	557	21.7.2
10	Driller	558	21.7.5
11	Laboratory Cadre	560	21.7.11
12	Surveyor	560	21.7.12
13	Class IV Posts	560	21.8.1
	CHAPTER 22: DEPARTMEN	T OF TOUR	ISM
1	Tourist Information Officer	564	22.2.1
2	Booking Clerk	568	22.4.1
(CHAPTER 23: DEPARTMENT (OF AGRICU	LTURE
1	Bihar Agriculture Service	572	23.2.1
2	Technical Assistant	583	23.3.1
3	Directorate of Horticulture	585	23.4.1
4	Directorate of Soil Conservation	588	23.5.1
5	Junior Engineer	590	23.6.1
6	Statistician/Draftsman/Librarian	593	23.7.1
7	Kamdar,Plant Protection Operator,Plant Protection Supervisor and Plant Protection Inspector	593	23.8.1
8	Village Level Worker	596	23.9.1
	CHAPTER 24: DEPARTMENT (OF COOPER	ATION
1	Cooperative Extension Officer	601	24.2.1
2	Statistical Posts	603	24.3.1
3	Audit Wing	605	24.4.1
4	Clerical Cadre	606	24.5.1
5	Bihar Cooperative Service	607	24.7.1
CHAPTER 25; DEPARTMENT OF INFORMATION AND PUBLIC RELATIONS			
1	Information Officer	612	25.1.2
2	Organiser/Naik (Mod Mandali)	616	25.2.1
	II.		

3	Solitary Posts and Unorganised Cadres	620	25.3.1
	CHAPTER 26: DEPARTMEN	NT OF ENER	RGY
1	Reorganisation Plan	626	26.1.2
2	Cadre of Engineers	628	26.1.4
3	Air Conditioning Operator	630	26.2.1
4	Armature Binder	631	26.3.1
5	Metre Reader	632	26.1.4
6	Electrician	632	26.5.1
СН	APTER 27 : DEPARTMENT OF	WATER RE	SOURCES
1	Directorate of Revenue Administration	638	27.2.1
2	Posts in Schools of the Department	640	27.3.1
3	Research Personnel	641	27.5.1
4	Medical Establishment	648	27.6.1
5	Clerical Cadres	649	27.7.1
6	Skilled Personnel	650	27.8.1
7	Office of the Financial Adviser cum Chief Accounts Officer	653	27.9.1
8	Dying Cadres and Posts	654	27.10.1
СН	APTER 28: DEPARTMENT OF	MINOR IRE	RIGATION
1	Cadre of Engineers	659	28.2.1
2	Directorate of Ground Water	660	28.3.1
3	Driller	664	28.4.3
4	Draftsman	664	28.4.4
5	Tubewell Operator/Borer	665	28.4.6
6	Clerical Posts	666	28.5.1
7	Work Charged Employees	667	28.6.1
СНА	PTER 29: DEPARTMENT OF R	OAD CONS	TRUCTION
1	Lower Division and Upper Division Clerk	672	29.2.2
3	Head Clerk	673	29.2.4
4	Circle Head Assistant	673	29.2.5
5	Draftsman	678	29.3.1
6	Architectural Draftsman	683	29.3.12
7	Engineering Service and Cadre of Junior Engineers	686	29.4.1
8	Assistant Executive Engineer and Senior Posts	688	29.5.1

	CHAPTER 30: DEPARTMENT OF BUILDING				
	CONSTRUCTION AND HOUSING				
1	Architect	706	30.2.1		
	CHAPTER 31: DEPARTMENT	OF FOREST	S AND		
	ENVIRONMEN	IT			
1	Bihar Forest Service	713	31.2.1		
2	Range Officer	715	31.3.1		
3	Subordinate Forest Service	716	31.4.1		
4	Statistician	718	31.5.1		
5	Clerical Cadre, Stenographers and Accounts Cadre	722	31.8.1		
	HAPTER 32 : DEPARTMENT O				
1	Posts in Flying Institutes	726	32.2.1		
2	Cleaner	729	32.3.1		
3	Mechanic/Technician	730	32.4.1		
4	Director cum Secretary and Pilots	731	32.5.1		
	CHAPTER 33: DEPARTMENT OF TRANSPORT				
1	District Transport Officer	736	33.2.1		
2	Motor Vehicles Inspector	738	33.3.1		
3	Enforcement Wing	738	33.4.1		
4	Statistician	740	33.5.1		
5	Inland Waterways Transport Directorate	741	33.6.1		

SL.NO.	CONTENTS	PAGE NO.	PARAGRAPH NO.	
CHAPT	CHAPTER 34: DEPARTMENT OF LABOUR, EMPLOYMENT AND			
	TRAINING			
1	Bihar Labour Service	747	34.1.6	
2	Cadre of Employment Officers	752	34.2.5	
3	Directorate of Employees State Insurance	756	34.3.1	
4	Personnel in Industrial Training Institute	762	34.4.1	
5	Assistant Director, Social Security	767	34.5.1	
6	Social Organizer	769	34.6.1	
7	Canteen Staff	771	34.8.1	
CHAP	TER 35: DEPARTMENT OF FOO	D, CIVIL SU	PPLIES AND	
	COMMERCE			
1	Consumer Protection Directorate	777	35.2.1	
2	Junior/Senior Inspector of Accounts	779	35.4.1	
3	Statistician	780	35.5.1	
4	Claims Inspector	780	35.6.1	
5	Supply Clerk	781	35.7.1	
6	Cartographer	781	35.8.1	
7	Supply Inspector	781	35.9.1	
	CHAPTER 36: DEPARTMENT	OF RELIEF	AND	
	REHABILITATIO	ON		
CHAP'	TER 37: DEPARTMENT OF ANI	MAL HUSB	ANDRY AND	
	FISHERIES			
1	Bihar Animal Husbandry Service	788	37.2.1	
2	Statistician	794	37.3.1	
3	Directorate of Dairy Development	796	37.4.1	
4	Media Maker	799	37.6.1	
5	Directorate of Animal Husbandry	800	37.7.1	
6	Kamdar	801	37.8.1	
7	Dresser	802	37.9.1	
8	Dark Room Attendant	802	37.10.1	

10			37.11.1
	Assistant Journalist	805	37.13.1
11	Press of the Department	805	37.14.1
12	Assistant Technical Officer	806	37.15.1
13	Directorate of Fisheries	808	37.17.1
CHA	PTER 38: DEPARTMENT OF R	REVENUE AI	ND LAND
	REFORMS		
1	Amin/Revenue Karmachari	809	38.2.1
2	Circle Inspector	811	38.3.1
11 1	Survey Inspector and Head Survey Inspector	812	38.4.1
4	Stenographers in Mufassil Office	813	38.5.1
5	Accounts Cadre	821	38.7.1
6	Muharrir and Head Clerk	823	38.9.1
7	Munsarim, Draftsman and Head Draftsman	824	38.10.1
8	Clerical Staff	824	38.11.1
9	Copyist	825	38.12.1
10	Class IV	825	38.13.1
11	Bihar Survey Office, Gulzarbagh	826	38.14.1
12	Directorate of Consolidation	828	38.15.1
	CHAPTER 39: DEPARTMENT	OF INDUST	Γ RY
1	Bihar Industries Service	831	39.2.1
2	Industrial Extension Officer	836	39.3.1
3	Artisan/Instructor/Craftsman	840	39.5.1
4	Assistant Superintendent	843	39.6.1
5	Graduate Enumerator	844	39.7.1
6	Gardener (Mali)	846	39.9.1
7	Clerical Cadre	848	39.11.1
8	Receptionist	849	39.12.1
9	Laboratory Assistant	850	39.13.1
10	Supervisor	850	39.13.2
11 .	Accountant	850	39.13.3
12	Overseer	851	39.13.4
13	Insect Rearer (Keet Palak)	852	39.13.6
14	Project Operator	853	39.15.1
15	Directorate of Handloom	855	39.16.1
16	Assistant Supervisor	858	39.17.1

17	Sizing Jobber	859	39.18.1		
18	Electrician and Foreman	859	39.19.1		
19	Designer	860	39.20.1		
CI	CHAPTER 40: DEPARTMENT OF HEALTH, MEDICAL				
	EDUCATION AND FAMILY	WELFARE	,		
1	Dental Doctor	863	40.2.1		
2	Laboratory Attendant	872	40.3.1		
3	Basic Health Worker	873	40.4.1		
4	Compounder	874	40.5.1		
5	Theatre Attendant	875	40.6.1		
6	X – Ray Technician	876	40.7.1		
7	Physiotherapist	878	40.8.1		
8	Bihar Health Service	882	40.9.1		
9	Mass Education and Information Officer	894	40.10.1		
10	Health Education Officer	895	40.11.1		
11	Pharmacist	896	40.12.1		
12	Sanitary Inspector	898	40.13.1		
13	Chemist	899	40.14.1		
14	Health Educator/Medical Social Worker	901	40.15.1		
15	Steward/Assistant Steward	902	40.16.1		
16	Laboratory Assistant/Technician	903	40.17.1		
17	B.C.G. Technician	906	40.18.1		
18	Drug Inspector	907	40.19.1		
19	Government/Public Analyst	911	40.20.1		
20	Food Inspector	912	40.21.1		
21	Dietician	913	40.22.1		
22	Doctors in Indigenous System of Medicines and Homeopathy	915	40.23.1		
23	Nursing Cadre	922	40.24.1		
24	Social Worker	927	40.25.1		
25	Bacteriologist/Pharmacologist	928	40.26.1		
26	Auxiliary Nurse Midwife	929	40.27.1		
27	Trained Dai and Ayah	930	40.28.1		
28	Museum Assistant	930	40.29.1		
29	Field Assistant	931	40.30.1		
30	Field Investigator	932	40.31.1		
31	Animal Keeper	933	40.32.1		
32	Projectionist	933	40.33.1		

C	CHAPTER 41: DEPARTMENT OF PUBLIC HEALTH				
	ENGINEERING				
1	Sample Taker	985	41.2.1		
2	Engineering Cadre	990	41.4.1		
CHA	PTER 42 : DEPARTMENT OF U	RBAN DEVE	LOPMENT		
1	Cadre of Architects	994	42.2.1		
CF	CHAPTER 43: DEPARTMENT OF NATIONAL SAVINGS				
1	Assistant Savings Officer	1001	43.2.1		
CH	CHAPTER 44 :DEPARTMENT OF COMMERCIAL TAXES				
1	Bihar Finance Service	1005	44.2.1		
CHA	PTER 45 DEPARTMENT OF INST	TITUTIONAL	FINANCE		
1	Engineers	1012	45.3.1		
2	Statisticians and Planners	1012	45.3.2		
3	Posts under Plan Head	1015	45.5.1		
CHAPTER 46 DEPARTMENT OF LAW					
CHAPTER 47: DEPARTMENT OF HIGHER EDUCATION					
CHAPTER 48: CONCLUSION					

SL.NO.	CONTENTS	PAGE NO.
	CHAPTER 49: COMPARATIVE CHART CONTAINING	
1	DEPARTMENTWISE/POSTWISE	1037-1250
	PAY SCALES FROM 1 ST PRC TO PRESENT REVISED SCALE	
	CHAPTER 50 :LIST OF GENERAL STATUTORY RULES OF	
2	GOVERNMENT OF INDIA	1251-1286
	REFERRED TO BY THE COMMITTEE	



DEPARTMENT OF LABOUR, EMPLOYMENT AND TRAINING

- 34.1.1 The list of business of this Department include posts and telegraphs, telephone and wireless as well as Post Office Savings Bank. We are not aware of how these matters form part of this Department. The Department is advised to look into this. This is another Department whose regulatory functions prevail over its welfare aspects. There is also a Directorate of Emergency Man Power in this Department but we are not aware of the role being played by this Organization in this Department. It is time that these questions are raised and the focus of the Department is sharpened so that the delivery system improves.
- 34.1.2 Of particular importance is the link that requires to be established between the training aspect of this Department and the employment exchanges. As both the training and the employment wings are under the same Directorate, it should not be difficult to find employment for those who have been trained. But we do not find among the list of business any reference to employment exchanges. If this is an omission, it requires to be corrected. We would also advise the Department to provide for Canteens in Government Offices outside Patna because that is likely to save time for those employees who have to venture outside office premises for tea and snacks. The pattern

adopted in the Central Government regarding providing canteens can also be followed in Bihar. Except for the infrastructure these can run on a private basis at little profit.

34.1.3 These are a few suggestions which we have to offer regarding the orientation of this Department. The promotional policies of the staff working in this Department have been subsequently examined and recommendations made.

Central Recruitment and Promotion Rules of Labour Officer

34.1.4 We have with us the Recruitment Rules for the post of Labour Officer/Labour Welfare Officer, Group A posts in the scale of Rs. 3000-4500. Labour Officer/Labour Welfare Officer, Group A posts are in the scale of Rs. 2200-4000 as well as Labour Officer/Labour Welfare Officer Group B gazetted posts are in the scale of Rs. 2000-3500. The Rules specify that the essential qualification for the Group B gazetted post is a Degree of a recognised University or equivalent, Post Graduate Degree/ Diploma in Social Work or Labour Welfare or Industrial Relations or Personnel Management and relevant years of experience in a responsible capacity of labour welfare work, industrial relations or personnel management in an organisation employing substantial labour force. The desirable qualification include a Degree in Law of a recognised University and working knowledge of Hindi. In case of appointments not being made directly to the posts in the scale of Rs. 2000-3500 and if the post is filled by transfer on deputation, officers under the Central/State Governments holding analogus posts in the scale of Rs. 1640-2900/1400-2600 with experience in labour welfare work and with at least 3/8 years service will be eligible. The age limit for direct recruits is 35 for appointment to posts in the scales of Rs. 2200-4000 and Rs. 2000-3500. For promotion to the post of Labour Officer/Labour Welfare Officer in the scale of Rs. 2200-4000, the same educational qualification has been prescribed but with 5 years experience in a responsible capacity. If the post is filled by transfer on deputation then the officers under the Central/State Government holding analogous posts with at least 3 years service in the scale of Rs. 2000-3500 or equivalent will be eligible. The age limit is 35 years and relaxable for Government servants. For promotion to the next grade of Labour Officer/Labour Welfare Officer in the scale of Rs. 3000-4500 the same educational qualification has been prescribed but 7 years experience in a responsible capacity is required and in case the post is to be filled by transfer on deputation, then 5/8 years service is required in the scale of Rs. 2200-4000/2000-3500. These rules are contained in the Hand Book of Recruitment Rules as notified in 1993 by the Ministry of Personnel, Public Grievances and Pensions, Department of Personnel & Training, Government of India.

34.1.5 We have with Central Service the Labour us (Amendment)Rules,1998 as notified in GSR. 251 dated 2.12.1998. There are 5 grades Labour Commissioner/Assistant designated Assistant Labour Welfare Commissioner/Assistant Director in the pay scale of Rs. 8000-13500, Regional Labour Commissioner/ Deputy Labour Welfare Commissioner in the scale of Rs. 10,000-15,200, Labour Commissioner/Welfare Commissioner/Labour Commissioner in the scale of Rs. 12,000-16,500, Joint Chief Labour Commissioner/ Chief Adviser (Labour Welfare) in the scale of Rs. 14,300-18,300 and the Chief Labour Commissioner is in the scale of Rs. 16,400-20,000. Assistant Labour Commissioners are appointed by promotion from Grade II officers of the Central Labour Service with 10 years regular service in Grade II . It has been mentioned in the 5th Central Pav Commission Report that the Central Labour Service was constituted in 1987 by the merger of various groups of posts then in the Central Industrial Relations Machinery, Central Labour Pool of Labour Officers and the Labour Welfare Organisation. It has been noted in the 5th Central Pay Commission Report that in the Directorate General of Employment and Training the highest post available is of Director, a Group A officer of the organisation, in the pay scale of Rs. 4500-5700 (though 50% of Assistant Directors in the scale of Rs. 2200-4000 and that of Deputy Director in the scale of Rs. 3000-4500 are filled by direct recruitment). The 5th Central Pay Commission in paragraph 74.8 have recommended certain improvements in pay scales as well as certain re-organisation but these have not yet been approved and notified by the Central Government.

Organizational Structure and Recruitment Rules of Bihar Labour Service

34.1.6 In Bihar, the Bihar Employment Service Rules have been notified in S.O. 767 dated 22.7.88 and the service consists of Joint Director, Deputy Director, Assistant Director, District Employment Officer/Employment Officer and such other posts as may be created in the Employment Service by the Government of Bihar from time to time. The Labour Commissioner has informed us that for the Labour Welfare Officer no Recruitment Rules have been framed but the pay scale of Labour Enforcement Officer as well as Labour Welfare Officer is Rs. 1600-2780. According to the Labour Commissioner and the GSR No. 39 dated 27.11.1991 there are 641 posts of Labour Enforcement Officer and it is a non-gazetted Class III post for which the minimum age for direct recruitment is 18 years and the maximum 30 years or as decided by the State Government from time to time. A Degree in Arts, Science, Commerce from a recognised University with Labour and Social Welfare as a subject is essential as one of the optional subjects in the competitive examination. In case of recruitment through promotion, a Graduate Degree is a required qualification and a Class III employee who has completed 5 years of continuous service under administrative control of the Labour Commissioner is entitled for promotion and the maximum age limit is 45 years. The Recruitment Rules do not specify what percentages are to be filled by direct recruitment and by promotion but it has been indicated that the decision taken by the administrative Department will be applicable. However, the Department has informed that 50% of the posts of Labour Superintendents are filled by promotion through selection of employees of the cadres of Labour Enforcement Officers, Labour Welfare Officers and Statistical Employees. This provision for promotion is not clear because statistical functionaries ought to get promotions in their own cadre. According to the present pay scale of Labour Enforcement Officer, the post is in Class II.

34.1.7 Earlier there was only the Bihar Labour Service and the Department has furnished us with the Bihar Labour Service (General) Rules,1969. In these rules there is reference to Labour Officer, Labour Superintendent and Assistant Labour Commissioner. The scale of pay indicated is Rs. 450-1160 for Assistant Labour Commissioner, Rs. 325-

985 (maximum Rs. 925) for the Labour Superintendent and for the Labour Officer the scale is Rs. 290-650. Earlier there was Class II (Junior Branch) and Class II (Senior Branch). In Class II (Junior Branch) there was direct recruitment but there could be promotion up to 50% of the posts. In Class II (Senior Branch) the posts were filled 75% by promotion and 25% of the posts were filled by direct recruitment. Subsequently, the Bihar Labour Service (Technical) and Bihar Employment Service were created. Recruitment Rules for the Bihar Employment Service have been notified in S.O.No. 767 dated 22.7.1988. Bihar Labour Service (Technical) Rules,1969 were notified on 29.6.1969 and some amendments were made on 12.9.1978.

Promotional Opportunities of Bihar Labour Service

34.1.8 In Bihar prior to pay revision the Labour Superintendent was in the scale of Rs. 2200-4000 and Assistant Commissioner in the scale of Rs. 3000-4500, Deputy Commissioner in the scale of Rs. 3700-5000, Joint Commissioner in the scale of Rs. 4100-5300 and Additional Commissioner in the scale of Rs. 5100-6300. The Department has provided us with the Bihar Labour Service (General) Rules 1969 as notified on 26.2.1969. The Labour Service (General) consists of Labour Officers which is a Junior Class II post and the Senior Class II posts are of the Labour Superintendent and Assistant Labour Commissioner. It has been mentioned in Rule 6 that in any grade if posts are being filled in a year then the posts available for promotion will not be less than half of the total posts filled in that year unless the Government decides that sufficient number of officers are not available to be given promotions. In Senior Class II, the posts available for promotion as well as direct recruitment will be in the ratio of 75:25. The 1969 Rules mention that for Junior Class II posts the maximum age limit will be 25 years and for Senior Class II the age limit would be 35 years for Assistant Labour Commissioners and 30 years for Labour Superintendents. However, the age limit has now been changed. The age is, however, relaxable for SC/ST candidates. The educational qualification as contained in the 1969 Rules is a Graduate Degree in Art, Science or Commerce and Labour and Social Welfare will be one of the optional subjects in the competitive examination. The Labour (Employment and Training)Department has

informed us that from Labour Superintendent to Assistant Labour Commissioner, the eligibility period for promotion is 6 years, from Assistant Labour Commissioner to Deputy Labour Commissioner it is 4 years, from Deputy Labour Commissioner to Joint Labour Commissioner it is 4 years and from Joint Labour Commissioner to Additional Commissioner the eligibility period is 8 years. The number of sanctioned posts are as follows:-

Sl.No.	Post	No. of Post
1	Labour Superintendent	102
2	Assistant Labour Commissioner	30
3	Dy.Labour Commissioner	20 (one post is ex-
		cadre)
4	Joint Labour Commissioner	4
5	Additional Commissioner	1

According to the Office Memorandum of the Ministry of Personnel, Public Grievances and Pensions of the Government of India dated 25.5.98, the qualifying service for promotion from the scale of Rs. 6500-10,500 to Rs. 10,000-15,200 is 8 years and from Rs. 8000-13500 to Rs. 10000-15200 it is 5 years, from the scale of Rs. 10,000-15,200 to the next scale it is 5 years and from Rs. 12,000-16,500 to Rs. 14,300-18,300 it is 5 years. The scale on the basis of which posts in these above grades have been fixed have not been indicated nor are we aware of where these 102 posts of Labour Superintendents are posted.

34.1.10 The Departmental Promotion Committee for promotion to Labour Service(General) has not been specified but apparently this will be governed by the general orders of the Department of Personnel and Administrative Reforms of the State Government.

Recommendations regarding Bihar Labour Service

- 34.1.11 The revised pay scales of the Bihar Labour Service are similar to what other organized Services have been sanctioned. Labour Superintendents are in districts, important sub-divisions and for special categories. The Assistant Commissioners number 30 and out of them are 11 are in-charge of schemes regarding agricultural labour or ensuring their welfare. In July, 1994 out of the 102 Labour Superintendents 35 were in-charge of welfare of agricultural labour. Further out of 20 posts of Deputy Commissioners 4 are looking exclusively after agricultural labour. The Labour Commissioner has gone on record to state that posts of Assistant Labour Commissioners who are ensuring the welfare of agricultural labour, are posts at the divisional level. Hence Assistant Labour Commissioners need not be posted elsewhere and Deputy Labour Commissioners should not be posted to the four old divisional towns. As the Assistant Labour Commissioners are controlling officers of Labour Superintendents and Labour Enforcement Officers, it would be worthwhile examining the extent of success in enforcing payment minimum wages for the unorganized agriculture labour. Why Bihar should continuously be in the limelight for non-payment of minimum wages and the percentage of the population below the poverty line rarely tends to decrease, are questions that come to the fore when one finds so many officers trying to ensure welfare of the agricultural labour.
- 34.1.12 Given the extent of agriculture labour in a district, not all can be covered by the Labour Superintendent. Perhaps the Department may like to experiment by concentrating in one district with a large number of Labour Superintendents to enforce minimum wages and ensure welfare of agricultural labour.
- 34.1.13 The cadre is not an organized Service according to the Circular of the Department of Personnel and Administrative Reforms. But 157 in this Cadre and a feeder cadre of 641 designated as Labour Enforcement Officer is quite large. Their performance should be assessed on the basis of established and identifiable indicators.

There is much to be done in the Department by asking officers in this cadre to discharge other functions as well. Each Officer in this Cadre should discharge the same role as their Central Counterpart and also exercise the same powers, administrative and financial.

Bihar Labour Service (Technical)

34.2.1 In Bihar Labour Service (Technical) the following are the posts and other details:-

Sl.No.	Designation	No. of Posts	Pay Scale	Eligibility Period
				for promotion
1	Factory Inspector	30	2200-4000	
2	Junior Selection Grade	10	3000-4500	6years
3	Additional Chief Factory	6	3700-5000	2 years
	Inspector			
4	Chief Factory Inspector	1	4100-5300	2 years

There are two posts of Factory Inspector (Chemical)which are filled by officers of Bihar Health Service and are in the scale of Rs. 2400-4150.

34.2.2 In Bihar Labour Service, Technical (Boiler wing) as the following are the posts with the pay scales indicated and the number of years generally required for promotion:-

Sl.No.	Designation	No. of Posts	Pay Scale	Eligibility Period
				for promotion
1	Boiler Inspector	7	2200-4000	
2	Junior Selection Grade	2	3000-4500	6years
3	Chief Boiler Inspector	1	3700-5000	4 years

- 34.2.3 According to the Recruitment Rules for Inspector of Factories and Inspector of Boilers in Bihar, the Inspector of Factories who is directly recruited is required to have a Degree in Engineering, Technology or Medicine instead of Mechanical Engineering as was the provision earlier. Inspector of Boilers is required to possess one of the following qualifications:-
 - (a) A Board of Trade Certificate as First Class Engineer,
 - (b) Associate Membership of the Institute of Mechanical Engineering, and
 - (c) A degree in Mechanical Engineering from a recognised University.
- 34.2.4 In addition two years apprenticeship as Mechanical Engineer or Engine Fitter in an Engineering workshop of repute where Steam Engines and Boilers are built or repaired, is required as a necessary qualification.

Cadre of Employment Officers

34.2.5 Details regarding number of posts in each grade of the Bihar Employment Service and the qualifying period for promotion are as follows:-:-

Sl.No.	Designation	No. of	Pay Scale	Eligibility Period
		Posts		for promotion
1	Assistant Employment Officer/	75	2200-4000	
	Employment Officer			
2	Assistant Director, Employment	22	3000-4500	6years
3	Deputy Director, Employment	14	3700-5000	4 years
4	Joint Director, Employment	3	4100-5300	4 years

Junior Employment Officers with at least 3 years of service are eligible for promotion as District Employment Officer/Employment Officer, Research Assistant, Technical Assistant, Assistant (Selection Grade), Super Selection Grade Upper Division Clerk and Occupational Analyst with 3 years service in their respective posts and at least 10 years service in the Employment wing are also eligible for promotion to the posts of District Employment Officer/ Employment Officer. The 1987 Rules state that 75% of the posts of District Employment Officer/Employment Officers will be filled by direct recruitment and 25% by promotion and minimum age is 22 years and maximum age is 30 years but this, as we believe, has been increased to 35 years. All higher posts, i.e., Assistant Director, Deputy Director, Joint Director are filled by promotion. Posts of Joint Director and Director are selection posts and recruitment is done by the Bihar Public Service Commission. The Rules also provide that unless an Employment Officer completes all the departmental liabilities he will not be eligible for promotion as Assistant Director (Employment).

34.2.7 There are also four posts of Research Assistants in the pay scale of Rs. 1500-2750 who are appointed 50% by direct recruitment and 50% by promotion. The feeder cadre for promoting personnel to the post of Research Assistant has not been indicated and the Department would need to specify the feeder cadre. These Research Assistants are subsequently promoted to the cadre of Employment Officers. It is seen that the cadre of Research Assistants, Junior Employment Officers and Clerks who are in the super time scale are promoted on 50% of the post of Employment Officers. It is presumed that the basic qualification is a graduation degree for direct recruits designated as District Employment Officer/Employment Officers because the Bihar Public Service Commission organises a combined competitive examination for appointment to the basic grade of this Service. It has also not been stated in the Rules whether those being promoted are at least required to be graduates. The only qualification is that they should have at least 10 years service in the Employment wing. We recommend that even those who fill 50% of the posts of District Employment Officers should invariably be graduates, irrespective of the entry qualification laid down when they were recruited to their parent posts/cadres.

Pay Scales of Cadres of Employment Officers and Inspectorates of Factories and Boilers

34.2.8 The Fitment Committee had in paragraph 31.2.1 and 31.2.2, Volume II, Part II discussed the pay scales of Bihar Labour Service (Technical) and had recommended that the Inspector of Boilers/Inspector of Factories will be in the scale of Rs. 6500-10,500 and Deputy Chief Inspector of Factories/ Chief Inspector of Boilers will be in the scale of Rs. 10,000-15,200. The Chief Inspector of Factories was recommended the scale of Rs. 12000-16500. In Delhi also the Inspector of Boilers and Inspector of Factories are in the scale of Rs. 6500-10,500, Assistant Labour Commissioners are in the scale of Rs. 8000-13,500 and Chief Inspector of Boilers in Delhi's Department of Labour has been recommended by the 5th Central Pay Commission the scale of Rs. 10,000-15,200. However, orders to the effect of upgrading the scale of Rs. 2200-4000 to Rs. 10000-15200 has not yet been issued. On the above basis we recommended the pay scale of Rs. 6500-10,500 for the basic grade of Bihar Employment Service as well as Bihar Labour Service(General).

This Committee did not recommend any revised scale for Additional Labour Commissioners and Joint Labour Commissioners are in the scale of Rs. 14,300-18,300. On the Employment side the Joint Director Employment was recommended the scale of Rs. 12000-16500, Deputy Director the scale of Rs. 10,000-15,200 and the Assistant Director Rs. 8000-13,500. The Chief Inspector of Boilers is now in the scale of Rs. 3700-5000 but the revised scale is Rs. 10,000-15,200 whereas the Chief Inspector of Factories in the scale of Rs. 4100-5300 is now in the revised scale of Rs. 12000-16,500. The exact replacement scale has not been made available because the scale of Rs. 3000-4500 has generally been granted not on need based identifiable posts but on the basis of the post being in the junior selection grade. In any case the pay scale of Chief Inspector of Boiler and Chief Inspector of Factories is much higher in Bihar than in Delhi Administration.

Promotional Posts

34.2.10 The Department has proposed that instead of 47 the cadre strength of Inspector of Factories is now 52 and have sought replacement scales. It is the intention to designate the erstwhile junior selection grade officers as Senior Inspector of Factories but 10 posts with this designation is not justified. There does not appear to be justification for more than 6 posts of Deputy Chief Inspector and one post of Chief Inspector. To justify additional posts of Deputy Chief Inspector of Factories, norms have to be laid down about the number of factories that would be under an Inspector and based on the span of control, posts of Deputy Chief Inspector could be finalized.

In the Boiler Inspectorate there are only two levels and we agree with the proposal of having 2 posts at a senior level for Dhanbad and Jamshedpur but the Chief Inspector's scale will remain at Rs. 10000-15200. If two senior posts are required then both may be designated as Chief Inspector. But such matters need to be decided after ascertaining the statutory position.

34.2.12 The Employment Officers have requested for the scale of Rs. 10000-15200 instead of Rs. 8000-13500 for Assistant Directors and consequent improvements in the scale of Deputy Director and Joint Director but probably there has been an Additional Director in the past. However, the revised scales are based on Central Scales which already stand settled. Moreover this is not an established service but a Cadre as recognized by the Department of Personnel and Administrative Reforms. The duties and responsibilities of this post are also not so specialized so as to require a technical qualification. Moreover, the Assistant Director in the Directorate General of Employment and Training in the Government of India is in the scale of Rs. 8000-13500 and the Deputy Director is in the scale of Rs. 10000-15200. Therefore, we are unable, on the basis of evidence and facts adduced, unable to upgrade the scale of Assistant Directors and consequently others. It is, however, another matter that the Deputy Director and Joint Director in Training Wing are in a higher scale than the corresponding designations in the Employment Wing.

Posts in Directorate of Employees State Insurance

34.3.1 The Department has informed us that there is one post of Director in the pay scale of Rs. 4300-5550, 4 Regional Administrative Medical Officers in the pay scale of Rs. 4100-5300, 5 Superintendents in the pay scale of Rs. 4100-5300, one Deputy Director, Medical Services in the scale of Rs. 3000-4500, 5 Deputy Superintendents in the same pay scale and 240 Employees Insurance Medical Officers and Specialists in the pay scale of Rs. 2425-4000 which includes three increments at the initial stage.

State Rules regarding Appointment of Doctors

- 34.3.2 The Department has also made available the Bihar Employees State Insurance Medical Service Rules, 1981. According to these Rules Class II of the Service consists of Insurance Medical Officers, General Duty Officers including Specialists, Dental Surgeons and other posts included in the Bihar Employees State Insurance Medical Service. Class I (Junior) consists of Deputy Administrative Medical Officers, Deputy Superintendents of Hospitals and Insurance Medical Officers Incharge of Dispensaries. Class I (Senior) posts consist of Superintendents of Hospitals and Insurance Medical Officers Incharge of Dispensaries. There is one post of Administrative Medical Officer, Employees State Insurance Scheme in Class I super time selection grade. The educational qualification as stated is M.B.B.S. Specialists are required to have post graduate degrees in any required branch of Medical Science and the Dental Surgeon is required to be a graduate in Dental Surgery. Promotions were given to Class I junior and Class I senior but the posts of Administrative Medical Officer is a selection post. Every Medical Officer is required to pass an examination in Hindi in Devnagri script as well as in accounts.
- 34.3.3 The Rules also provide that the Insurance Medical Officer will get a special pay of Rs. 100 per month and the Specialist will get Rs. 75 per month in addition to special pay provided he has Post Graduate qualification as well as appointed

against the post of Specialist. The Deputy Superintendent was also paid a special pay of Rs. 100 per month and the Specialist in that grade having Post Graduate qualification and appointed to the post of Specialist is given a special pay of Rs. 75 per month. Superintendents of Hospitals were also paid special pay of Rs. 100 per month with all posts other than Deputy Administrative Medical Officer and Medical Officer being allowed domiciliary visit allowance as admissible. Part IX of the Rules also provided that Insurance Medical Officers on deputation from the Health Department and posted in the Scheme will be given option if they would like to remain in the Scheme and on receipt of their option the Health Department was to be consulted if an officer on deputation was to be finally absorbed in the Labour Department. Services of other deputed Medical Officers who do not like to remain in the Scheme were to be returned to the Health Department. These Rules were published in the Bihar Gazette dated 26.5.1982. The Department has informed us regarding whether the Insurance Medical Officers belong to the Department or all of them are on deputation from the Health Department.

Cadre Strength

34.3.4 The number of Doctors absorbed in the Insurance Cadre in consultation with the Health Department stands at 28. In addition, 119 joined this Scheme in 1987 but subsequently 108 resigned. Hence only 39 doctors are permanently borne on the cadre of the Scheme and the rest are on deputation from the Health Department. There are in all 51 dispensaries and 6 hospitals. There are 9 dispensaries having 5 or more Doctors while 42 have less than 5 doctors. We are unaware of the number of doctors in each of the 6 hospitals. At present the number of doctors in the basic grade is quite large but promotional posts are few.

Promotional Posts for Doctors in the Scheme

34.3.5 Given the number of posts that are available for doctors it will be clear that the Insurance Medical Officers have hardly any opportunity for promotion because against 240 posts there are only 6 Deputy Superintendents, 5 Superintendents and 4 Regional Administrative Medical Officers. This sort of hierarchy is hardly conducive to aspirants for higher posts. However, it would be interesting to know much is spent on each beneficiary and what is the establishment cost. The Department has

requested for 51 posts in the scale of Rs. 10000-15200 and 32 posts in the scale of Rs. 14300-18300. There is no demand for posts in the rank of Superintendent/Administrative Medical Officer in the pay scale of Rs. 12000-16500. But against 39 posts of Doctors in the Scheme, there does not seem any justification for posts asked for. In case posts in higher scales are being asked for to get Super-Specialists then the disciplines required would need to be listed, justified and Health Department requested for such highly qualified doctors. Only in case of having received firm assurance can we recommend that these senior posts are justified.

Strength of Supporting Staff

34.3.6 There is information that there are technical posts like 93 Grade 'A' Nurses, 119 Auxiliary Nurse Midwives, seven O.T. Assistants, six X-Ray Technicians, 28 posts of Lady Health Visitors etc. as well as other Class III and Class IV posts like Turner, 10 posts of Masalchi, one Liftman, one Pump Driver,71 posts of Ayah, etc. According to the Department 90% of the posts are permanent and rest of the 10% are likely to be made permanent. We also do not have any information regarding whether the posts are created by and personnel recruited by the Department or whether the personnel have been taken on deputation from the Department of Health. The pay scales of these posts in the Employees State Insurance Scheme are as notified by the Finance Department and stated below:-

Sl.No.	Post	Pay Scale
		(in Rs.)
1	Kitchen Servant	2550-3200
2	Masalchi	2550-3200
3	Ward Attendant	2550-3200
4	Motor Khalasi	2550-3200
5	Night Guard	2550-3200
6	Sweeper	2550-3200
7	Peon	2550-3200

Those who are in the scale of Rs. 2650-4000 are five posts of Dhobi, 11 posts of Cook, 13 posts of Mali, one Liftman and Dresser. The three Tailors, two Carpenters, three Electricians, Junior Bill Clerk are in the scale of Rs. 3050-4590. Two Blood Transfusion Technicians, Audiographer, Auxiliary Nurse Midwife, Health Visitor are in the scale of Rs. 4000-6000. Pharmacist, X-Ray Technician, Lady Health Visitors are in the scale of Rs. 4500-7000. Senior Auditor, Artist Staff Nurse Grade I are in the scale of Rs. 5000-8000, Nursing Sister, Matron, P.A to Director and Assistant Accounts Officers are in the scale of Rs. 5500-9000.

Central Promotion and Recruitment Rules

34.3.8 We give below the recruitment rules of some of the posts. GSR No.365 dated 17.3.1982 of the Rural Health Training Centre, Najafgarh, Department of Matriculation Health mentions that with registration as Auxiliary Nurse Midwife with the Nursing Council is the recruitment qualification for the post of Auxiliary Nurse Midwife and the pay scale is Rs. 3050-4590. The 5th Pay Commission recommended at paragraph 50.72 that the Auxiliary Nurse Midwife should be in the pay scale of Rs. 4000-6000 against the pre-revised pay scale of Rs. 975-1540 and the Lady Health Visitor will be in the pay scale of Rs. 4500-7000 against the prerevised pay scale of Rs. 1200-2040. This was recommended by the 5th Pay Commission because all the posts of Auxiliary Nurse Midwife and Lady Health Visitors are filled to a large extent by direct recruitment with comparable qualifications.

34.3.9 There is a post of Pump Driver in the pay scale of Rs. 775-1025 in the E.S.I. but in the Directorate of Plant Protection, Quarantine and Storage of the Department of Agriculture, the Pump Driver is in the scale of Rs. 750-940 and is required to be VIIIth pass—with practical experience of 3 years in handling electrical and mechanical pumps including normal running, maintenance and knowledge of motor pump and I. C. engine.

The X-Ray Technician in the Lady Hardinge Medical College Hospital, New Delhi according to GSR No.689 dated 10.7.1981 is required to have a matriculation with diploma (2 years course) in Radiography with one years experience or diploma/certificate (1 year course) with 2 years experience. The Pharmacist was in the then pay scale of Rs. 330-560 and was required to have a Matriculation as well as a Diploma in Pharmacy and was required to be a registered Pharmacist. The Laboratory Technician in the then pay scale of Rs. 380-560, now notified in the pay scale of Rs. 4500-7000, if having 10+2 with Science and a Diploma are in the Central Government, required to have a Matriculation with Diploma in Medical Laboratory Technology with one year's experience or a degree in science. The Staff Nurses in Lady Hardinge Medical College, New Delhi are required to be Matriculates and have a certificate in Nursing and Midwife A Grade or its equivalent or B.Sc. in Nursing. The Nursing Sister is in a higher scale and is required to be a Staff Nurse with 5 years regular service and having the same qualification as a Staff Nurse.

Promotion Policy for Supporting Staff in the ESI Scheme

We have listed the recruitment rules of the Central Government given the corresponding designations in the State Government. However, the Department has not outlined any promotion policy for the employees of the State Employees Insurance Scheme. For example there are 71 Ayahs,102 Dressers, 70 Laboratory Technicians, 119 Auxiliary Nurse Midwives, 28 Lady Health Visitors, 93 Grade A Nurse, 14 Nursing Sisters, 5 Matrons but the Department has not provided us with information about what promotion policy should be adopted. The Department was required to inform us that as selection grades and time bound promotions have been abolished, what specific promotional posts should be available but this exercise has probably not yet been done.

34.3.12 The only information that we have regarding promotions is that the Assistant Accounts Officer, P.A. to Director and the Senior Auditor are solitary posts and all filled from the cadre of Clerks. We are not in favour of such a promotion policy because the Senior Auditors have to know what audit functions are and it could best be done by the Auditors on deputation from the Audit wing of either the Cooperative Department or the Finance Department or the Department could train Clerks in audit and accounts before promoting them as Senior Auditors. Assistant Accounts Officers have to be trained in accounts to do fruitful work. The P.A. to the Director requires to know stenography and typing and obviously a Clerk is not proficient in these two disciplines. We request the Department to undertake the exercise of identifying the offices where Head Clerks are required for the 196 Clerks. We have already discussed the broad principles in Chapter 38 regarding admissible posts of Head Clerks.

34.3.13 There are also 155 Pharmacists and no senior promotional posts have been indicated. The Department is required to undertake the exercise for creating posts of Senior Pharmacists and fix their headquarters based on yardsticks of the Health Department. Similar is the position in respect of 170 Peons, 174 Sweepers, 73 Night Guards, 49 Ward Attendants and 71 Ayahs. Regarding these Class IV posts the principles

recommended by us in Chapter 5 will apply in so far as promotional opportunities are concerned.

34.3.14 We also do not have any information about whether various posts/cadres are organised dispensary wise or they are in respective State cadres. If the respective posts are not grouped together in a State cadre then devising a good promotion policy would be difficult because the number of posts would then be quite small.

Industrial Training Institutes

We had discussed the pay scales of the employees of the Industrial Training Institutes from paragraphs 31.9.1 to 31.9.7 of Volume II, Part II of our Report. Accordingly, the Government has notified the pay scales as indicated below:-

Sl.No	Post	Pay Scale
		(in Rs.)
1	Junior Instructor/Instructor/Senior Industrial Instructor/Language Instructor/Trade Instructor.	5000-8000
2	Assistant Superintendent/Chief Instructor (if they are Supervisory Instructors)	5500-9000
3	Deputy Superintendent	5500-9000
4	Advanced Vocational Training System Instructor	5500-9000
5	Vice Principal/Principal/Superintendent/Assistant Director	6500-10,500
6	Principal (selection grade)/Regional Inspecting Officer.	10,000-15,200

34.4.2 The I.T.I.s, as noted at paragraph 31.9.3 of Volume II, Part II are exclusively located in States and Union Territories and there is no correspondence with any Central scale and designation. The previous Fitment-cum-Pay Revision Committee in 1989 recommended that the Principals in bigger I.T.Is. with more than 400 trainees should be in a higher scale of Rs. 1350-2000/ Rs. 3000-4500 and the Principals in smaller I.T.Is. will be in the pay scale of Rs. 1000-1820/Rs. 2000-3800. The information that has been made available to us by the Department mentions that the Principal of I.T.Is. with 1000 and above seats will be in the senior scale and will be assisted by a Vice- Principal. The Principal in the senior scale will also be in I.T.I.s with 600-900 seats and assisted by a Vice Principal. A Principal in a senior scale will be posted in I.T.I.s with numbers between 400-599 seats but will not be assisted by any Vice- Principal. Where I.T.I.s have seats up to 399, there will be a Principal in the junior scale. In Bihar only Digha in Patna has more than 1000 seats. Ranchi, Dhanbad, Chaibasa, Muzaffarpur, Gaya and Bhagalpur have between 600-900 seats. The seven ITIs which have between 400-599 seats are Monghyr, Darbhanga, Katihar, Motihari, Bokaro, Dehri and Sitamarhi. There are 30 ITIs which have less than 399 seats. According to this categorization 14 Principals will be in the senior scale and 30 in the lower scale. However, when the Fitment cum Pay Revision Committee had made a recommendation in 1989, the norms then prevailing must have been different. The salary of the Principal and admissibility of their posts as well as that of Vice-Principal will be according to Circulars of the DGE & T, Government of India.

34.4.3 The Employment & Training Directorate of the Government of India has also prescribed on 16.5.1991 that Principals in Institutes with 400 seats and above will be required to have on direct recruitment a Degree in the appropriate branch of Engineering/Technology or equivalent with 5 years experience or a Diploma in the appropriate branch of Engineering with 8 years experience. The Vocational Instructor/Craft Instructor is required to have a National Trade Certificate or National Apprenticeship Certificate or a Diploma in the appropriate branch. A Group Instructor, formerly called Foreman, is required to have a diploma in Technical/Engineering with

five years experience as well as a certificate of Matriculation. Twenty five percent of the posts are filled by direct recruitment and 75 % by promotion. Drawing Instructors/Workshop Instructors and Science Instructors are required to have Matriculation as well as Diploma in Engineering/Mechanical Engineering. The Drawing Instructors could have a Trade of Draftsmanship from a recognised Institute. The Language Instructor is required to be a trained graduate preferably with a Masters or an Honours degree in English or equivalent. The DGET Circular also mentions that the Instructors will not only take classes but should also maintain attendance Registers, Raw Material Registers, Tools and Equipment Registers to ensure that the machines in the sections are in good working condition, requisition tools and raw materials required for the Section, etc. According to the Department, there are a total of 49 Mathematics Instructors and since selection grades have been abolished, we are not going into the prescribed eligibility period laid down for posts in selection grades.

Strength of Staff

- 34.4.4 The number of Compounders is 28 as seen from the letter of 1985. The number of Peons in 1989 was 776 taking all I.T.Is. into consideration. The total number of Maintenance Mechanics was 29 in 1991 and in 1985 the total number of Instructors was 1369. Out of these Instructors, 958 were Instructors, 268 were Chief Instructor /Technical Assistants/junior selection grade Instructors, 113 were Assistant Superintendents/ senior selection grade Instructors. In addition there were 21 Deputy Superintendents.
- According to the set of information made available by the Department in July, 1999 there are 44 Industrial Training Institutes, with a total of 991 sanctioned units. A total of 187 Chief Instructors are required against the availability of 170. In addition 3 posts of Vice Principals are also required.

Promotional Posts in Bihar

34.4.6 We have not been informed by the Department regarding the number of posts in each ITI and the notified recruitment rules have also not been furnished. However, there is information regarding how the posts are filled but we are not sure whether these are by convention or according to previous notifications. The Principal/Assistant Director/Examination Controller are in the basic grade of Rs. 2000-3800 with three additional higher scales designated as Senior Principal, Deputy Director, and Joint Director, Training. 75% of the posts of Assistant Training Director/Principal/Examination Controller are filled by direct recruitment and 25% by promotion, from an unspecified list of posts. The other higher posts are filled by promotion from among employees in the next grade below according to seniority. All these posts are filled according to the recommendations of the Bihar Public Service Commission. The essential qualification is a degree in Mechanical/Electrical Engineering or equivalent and one year's experience. The Vice- Principal/Deputy Superintendent is in the scale of Rs. 6500-10,500 now and the posts are filled 75% by promotion and 25% by direct recruitment and these posts are also filled on the recommendations of the Bihar Public Service Commission. The essential qualification is a diploma or equivalent in Mechanical/Electrical discipline with 8 years experience in Government or any non-Government organisation. Assistant Superintendents, now in the pay scale of Rs. 5500-9000 are eligible for promotion as Vice-Principal/Deputy Superintendents. Previously, the pay scale of Deputy Superintendents and Vice- Principal was Rs. 1800-3330 but the Deputy Superintendents are now in a lower scale of Rs. 5500-9000 than the Vice Principals who have been given the scale of Rs. 6500-10,500. The Department would have to reconsider the promotion policy as on date before allowing posts of Deputy Superintendent/Vice- Principals to be filled from the feeder cadre of Assistant Superintendents.

34.4.7 The Trade Instructors are now in the pay scale of Rs. 5000-8000 and the posts are filled on the recommendations of the Bihar Public Service Commission.

The essential qualification is a Class 10 pass from a 10+2 educational curriculum with a National Trade Certificate/National Apprenticeship Certificate or a three years diploma as well as not less than 5 years experience. The higher posts available for these Trained Instructors are the posts of Chief Instructors now in the scale of Rs. 5500-9000. Chief Instructors fill up 75% of the posts of Assistant Superintendents who are, however, now in the same scale of pay as the Chief Instructors. The Department would have to consider what promotional posts there will be for the Chief Instructors.

34.4.8 The Mathematics Instructors are required to be Electric/Mechanical Diploma holders or B.Sc. in Mathematics. The Department would have to consider what promotional posts should be specified for this category as now the three selection grades have been abolished. There are 41 posts of Maintenance Mechanics in the scale of Rs. 5000-8000 who are required to have a Matriculate or a diploma in Electric/Mechanical Engineering or an ITI pass in any one of the trades of Turner/Fitter/Mechanics/Electrician, one year's apprenticeship and 5 years experience or 3 years apprenticeship with 5 years experience, or a Trade Instructor who has put in at least 10 years of service in either the Electrical/Fitter/Turner or Machining Trade. We recommend that as in the Central Government this ten years provision as well as 3 years apprenticeship with 5 years experience should be deleted from the proposed Recruitment Rules.

There is also a post of Superintendent(Library) in the pay scale of Rs. 1200-1800 and it has been informed that recruitment to the post would be according to what has been laid down by the Bihar Government. The Compounders who are in large numbers are in the pay scale of Rs. 3050-4590 but unfortunately the Department has mentioned the pay scale of Rs. 535-765 which was the prevalent scale prior to 1.1.86. No qualification has been mentioned for the Dresser in the pay scale of Rs. 2650-4000. It has only been mentioned that appointments would be made according to the prescribed qualification laid down by the Bihar Government. The pay scale mentioned is Rs. 400-540 which was prevalent before 1.1.86. For the Motor Driving Instructor, the pay scale mentioned is Rs. 975-1540 and this scale has been revised to Rs. 3050-4590. No essential

qualification has been laid down. For the cadre of Electricians the recruitment qualification as mentioned is Matriculation with knowledge of typing. As selection grades have been abolished, the Department would have to reconsider future promotions. As numbers have not been regarding the cadre of Electricians, we are unable to devise here a specific promotional policy. We have discussed the promotional opportunities of Electricians in great detail in Chapter 26 and in Chapter 5. The principles and posts with pay scales will also be applicable in this Department. However, we would only like to mention that making Matriculation with knowledge of typing as the recruitment qualification for the Clerical cadre is not enough and specific typing speed would have to be laid down or else only unqualified people will get recruited.

For all these posts it has been mentioned that the Recruitment Rules are being prepared. We would request the Department to prepare the Recruitment Rules on the basis of what we have suggested above and in keeping with the Central Rules. Moreover, the circulars of the DGET would also have to be kept in mind. We would also like to add that as in the case of the Secretariat employees, Lower Division Clerks will have to be appointed in the field/ mufassil in future and they will form the feeder cadre for promotions to the existing grade of Rs. 4000-6000 which will then be available to the Upper Division Clerks. The cadre and the details have been discussed in Chapter 38 and the principles and scales will apply.

Assistant Director, Social Security

34.5.1 The scale of the basic grade of this cadre is Rs. 2200-4000 and from whatever information has been supplied by the Department, it is clear that there are one Director, Social Security, one Deputy Director, one Budget Officer and five Assistant Directors at the headquarters. In the field there is one Deputy Director in charge of the entire Chotanagpur Division and the Santhal Parganas. This Deputy Director is assisted by the Assistant Director of Social Security. The total posts in the cadre of Assistant Directors is 73 and they are spread over three selection grades with 47 posts in the basic grade. When the posts were made permanent in 1989, in addition to Assistant Director,

Social Security, 952 posts of Accounts Clerk were created in the then scale of Rs. 535-765. The Personnel Department on 5.10.90 have notified that six years will be the eligibility period for promotion to the junior selection grade, four years for promotion as Deputy Director and another four years for promotion of Deputy Directors to Joint Directors. On 11.5.89, the then Labour Secretary issued an order stating that the Assistant Directors, Social Security will be attached to the District headquarters who will look after the work in the headquarters and Subdivisions. These officers will report directly to the District Magistrate or the Additional Collector designated by the District Magistrate. In 1990 September, Social Organisers and Lady Social Welfare Organisers were also given the revised pay scale of Rs. 1200-1800 and they were posted in the Social Security Directorate. The Assistant Directors are assisted by two or three Accounts Clerks and wherever Lady Social Welfare Organisers are posted, they will be attached to the Social Security Cell. The work that is to be done by the Social Security Wing are as follows:-

- (a) Rehabilitation of bonded labour,
- (b) Providing relief to un-organised labour in case of accidents,
- (c) Social Security Scheme relating to individual accidents,
- (d) Minor Schemes connected with labour migration,
- (e) Cloth distribution Scheme, and
- (f) Scheme regarding Slum Insurance of landless labourers.
- We had observed in paragraph 31.6.2, Volume II, Part II that Assistant Directors, Social Welfare or Welfare Officers in the Directorate of Social Welfare in the Union Territory of Andaman & Nicobar Islands are in the pay scale of Rs. 6500-10,500. The cadre is a fledgling cadre and is yet to be organized. The pay scale

recommended for the basic grade was Rs. 6500-10,500. If the Department wants to retain this cadre in the present form then obviously the Department would have to state what is the area of operation of the Deputy Directors as well as Joint Directors. If posts are to be created corresponding to the selection grades that the Assistant Directors were in then we do not agree. Given the information we are unable to find justification for the post of Deputy Director and Joint Directors for the Assistant Directors. At best there could be 13 posts of Deputy Directors in the Divisions in the scale of Rs. 10000-15200, which already stands notified.

Social Organisers

34.6.1 The Social Organisers were in the pay scale of Rs. 1200-1800 and they were recruited from amongst graduates. We had discussed in paragraph 31.5.1 of Volume II, Part II that the 71 Social Organisers are required to organise rural labourers and provide entertainment in labour welfare centres to the concerned labourers. These Social Organisers are posted in Blocks, and generally they supervise only a small number of employees. Given the work that these Social Organisers are doing we consider the pay scale of Rs. 4000-6000 to be adequate. However, given the strength of 71 Social Organisers and 24 posts of Lady Social Welfare Organisers in the Department in the same Social Security wing, the Department would have to formulate a promotion policy.

34.6.2 Of the 952 Accounts Clerks no specific indication has been given by the Department regarding their promotion policy. We have only been informed by the Department that these Accounts Clerks are recruited from amongst Matriculates with mathematics and knowledge of typing and recruitment is done by the Bihar Public Service Commission. In the same letter of 21.8.98, the Department has also informed that Social Organisers and Lady Social Welfare Organisers are required to be Matriculates. However, it appears that there is a difference in the educational qualification as indicated by the Department and what has been stated by us on the basis of the representation of the Social Organisers and the Report of the Anomaly Removal Committee of 1990. If the Accounts Clerks are in the scale of Rs. 4000-6000 obviously, only posts of Senior

Accounts Clerk and Head Clerks/Accountants can be created for them. But the problem is in assigning them an area of operation which will enable them to function independently. But other than Districts, the Accounts Clerks in the Social Security wing are not posted either to Divisions or to any other office. The difficulty of finding appropriate promotional posts for the Accounts Clerks needs to be resolved. The best option is to enable their gradual absorption in the cadre in the Offices of Collectors in each district.

Other Miscellaneous Posts in Employment Directorate

- According to the information made available by Director, Employment & Training, there are 190 posts of Clerks in the pay scale of Rs. 1200-1800, 60 Clerks are in the next higher scale of Rs. 1400-2300, 38 Clerks are in the scale of Rs. 1400-2600 and 8 Clerks are in the super time scale of Rs. 1500-2750.
- 34.7.2 In addition there is also the cadre Statistical wing who number in all 48 taking into account 32 Junior Statistical Assistant, 10 in the junior selection grade and 6 in the senior selection grade. It has been stated that the Clerks are directly recruited and the Junior Statistical Assistants are in the basic grade of Rs. 1400-2600 and the posts are filled by promotion from the cadre of Computers and Clerks.
- 34.7.3 This Committee is not in favour of appointing Junior Statistical Assistants in the scale of Rs. 5000-8000 unless those who are being promoted have at least a degree in Mathematics/Statistics. There are no promotional avenues other than Senior Statistical Assistant in the scale of Rs. 5500-9000. We have made appropriate recommendations regarding the Statistical functionaries in Chapter 12 and the cadre of Statisticians should be accordingly structured.
- 34.7.4 The Department has also stated that the Junior Statistical Assistants get promoted in the cadre of Junior Employment Officers in the scale of Rs. 5000-8000. The Junior Employment Officers are 8 in number and they have junior selection and senior selection grades of two each. Whether the work of Junior

Employment Officers have anything to do with Statistics or not has not been indicated and this needs to be determined.

Canteen Staff

34.8.1 From the information that we have regarding posts in the Canteen according to previous Resolutions of the Finance Department notifying the revised pay scales there are a large number of staff with designations like Assistant Halwai, Head Bearer, Assistant Cook all in the pay scale of Rs. 2650-4000, Tea Maker, Head Service Boy, Head Sweeper, Bearer in the pay scale of Rs. 2610-3540 and the Head Halwai, Head Cook, Baker and Pantry Clerk are in the scale of Rs. 3050-4590. The lone Typist Clerk is in the scale of Rs. 4000-6000, the Accountant is in the scale of Rs. 4500-7000, Assistant Manager, Secretariat Canteen is in the scale of Rs. 5500-9000 and Manager, Secretariat Canteen is in the scale of Rs. 6500-10,500. According to the information made available there are 11 posts of Assistant Halwai, four Head Bearers, 10 Assistant Cooks, six Tea Makers, four Head Service Boy, one Head Sweeper, five Head Halwai, four Head Cook, one Baker, six Pantry Clerks, one Typist, one Accountant, seven Assistant Managers and one Manager. In addition there is one post of Accounts Inspector in the scale of Rs. 1500-2750, one cashier, one Senior Store Keeper in the scale of Rs. 4500-7000, one Store Keeper in the scale of Rs. 4000-6000, Bill Clerks, two Assistant Accountants in the scale of Rs.4000-6000, one Head Sweeper, 4 Gatemen, 20 Salesmen and 35 Bearers are in the scale of Rs. 2610-3540 and finally one Helper, 37 Service Boys, 25 Washing Boys, 3 Masalchis, one Peon, one Chaukidar and 10 Sweepers are in the scale of Rs. 2550-3200. Based on the information that is available with us and recruitment and promotion rules of Canteen employees in Government of India Offices, we have attempted to lay down the promotion policies.

Rules of the Central Government

We have with us GSR 348 dated 25.9.1997 of the Printing Presses 34.8.2 of the Government of India and GSR No. 88 dated 1.3.99 of the Canteen employees of the Delhi Milk Scheme under the Department of Animal Husbandary and Dairying. The Canteen Manager in the Delhi Milk Supply Scheme Canteens are in the pay scale of Rs. 4000-6000 and the posts are filled by promotion from amongst Assistant Managers (Canteen)/Store Keeper as well as Coupon Clerk who have put in 8 years of service in the grade. The educational qualification is Matriculation with one year Diploma in Book Keeping/Store Keeping from an University or a Board, Central or State Government. The Assistant Managers and other three categories who form the feeder grades for the post of Canteen Manager are in the scale of Rs. 3050-4590 and they are required to be Matriculates and the posts are filled by direct recruitment. The Halwais and Cooks of the Delhi Milk Supply Scheme are in the scale of Rs. 3050-4590 and the posts are filled by promotion from amongst Tea Makers/Safai Boy/ Wash Boy /Sweeper with 8 years service in the grade. The Tea-Maker, Bearer, Wash Boy and Sweepers are in the pay scale of Rs. 2610-3540 and the posts are filled by direct recruitment from those who are Primary standard pass. The respective numbers in various posts in the Delhi Milk Supply Scheme Canteen are as follows:-

Sl.No.	Post	Nos.
1	Sweeper	3
2	Wash Boy	10
3	Bearer	12
4	Tea Maker	4
5	Cook	2
6	Halwai	2
7	Coupon Clerk	2
8	Salesman	3

9	Store Keeper	1
10	Assistant Manager(Canteen)	2
11	Canteen Manager	1

In the Canteen of the Government of India Presses, there are 3 Canteen Clerks and four Counter Clerks in the scale of Rs. 2750-4400. Ten Coupon Clerks are also in the same pay scale. There are 13 Assistant Cooks and an equivalent number of Tea Makers are in the pay scale of Rs 2550-3200, 13 Cooks and 11 Assistant Halwai are in the pay scale of Rs. 2750-4400, Assistant Salesman are in the pay scale of Rs. 2550-3200, 14 Salesman are in the pay scale of Rs. 2750-4400 and 5 Safaiwala, 16 Wash Boys and 32 Bearers are in the same pay scale of Rs. 2550-3200.

34.8.4 The posts of Bearer, Safaiwala and Wash Boy are all filled by direct recruitment and they are required to be 8th Standard pass. Only the Bearer is required to have two years experience in the trade as a desirable qualification. The probation period is two years. The Assistant Salesman in the scale of Rs. 2550-3200 is required to be a 8th Standard pass and with two years experience in the field. The Salesman in the higher scale of Rs. 2750-4400 is required to be 8th Standard pass with 7 years experience in the field. Similar is the qualification for Assistant Halwais. The Cook is required to be 8th Standard pass with 7 years experience in Cooking and the desirable qualification is a certificate regarding Cooking from a Foodcraft/Catering Institute. The Tea Maker and the Assistant Cook are required to be 8th Standard pass with two years experience and the posts are filled by direct recruitment. The Coupon Clerk and the Counter Clerk are required to be Matriculates or equivalent with the desirable qualification being a certificate regarding Cooking or regarding Catering from a Foodcraft/Catering Institute.

34.8.5 We have given the pay scales, the promotion rules as well as the educational qualification required for the posts in Canteens of the Government of India. In Bihar except for the Bearer, Head Bearer, Head Service Boy, Head Sweeper and Pantry Clerk, the other posts are similarly designated though the Manager and the

Assistant Manager in the Secretariat Canteen are in higher pay scales than what stands sanctioned in the Canteens of the Government of India Presses and the Canteens of the Delhi Milk Supply Scheme. According to the Resolution No. 126 dated 1.3.94 of the Department 3 out of the 7 posts of Assistant Mangers will be filled by Labour Enforcement Officers on deputation. The remaining 4 posts will be filled by promotion of employees like cashier, Accountant, Senior Store Keeper, etc. who are in the scale of Rs. 4000-6000 and above.

34.8.6 According to the Resolution No. 126 dated 1.3.94 of the Department channels of promotion have been laid down. But with revised pay scales for many posts being the same there may be a need to change the guidelines. Then there are certain contradictions which need to be settled before granting promotions on the basis of the 1994 Resolution. For example the note of the Department mentions that the Store Keeper and the Assistant Accountant are in the scale of 1200-1800 but the Resolution mentions the scale of Rs. 975-1540. Then again according to the Resolution Bill Clerks are eligible for promotion to posts of Senior Store Keeper and Cashier in the scale of Rs. 1320-2040 but now all these three posts will be in the revised scale of Rs. 4000-6000. Therefore, the March 1994 Resolution will have to be recast. We recommend the adoption of Central Rules both for the clerical cadres as well as for the skilled/semiskilled categories. The Department would have to lay down rules for promotion for the latter categories of staff based on Central Rules and our recommendations. So far no promotional channels have been formulated for the various categories of skilled/semiskilled categories.

34.8.7 We recommend to the Government that promotional posts for Bearers, Service Boys, Sweepers, Halwais, Cooks should be worked out based on the pattern that is available in the Central Government Canteens which have been referred to above. Compared to Government of India Canteens, Canteens in Bihar Government remain far less busy and provide at present generally nothing except tea. The Department should take stock of the situation and either reduce the number of posts or take steps to improve the quality of service in the Canteens. As these are part of welfare measures, it

is time that the Government either dispenses with the Canteens and stops making future recruitments because they are unable to provide the required service. Alternatively, an attempt should be made to provide to the Canteens financial assistance on the pattern of the Government of India so that there could be parity between the two as now the policy is to have similar pay scales for posts in the Centre and in organisations of the State Government. If the Government feels that the work that is being done by employees of the Canteen is much less than the Central Government Canteen employees then the pay scales have to be accordingly reduced or the number of employees curtailed and the posts reallocated.



DEPARTMENT OF FOOD, CIVIL SUPPLIES & COMMERCE

- Among the functions of this Department certain matters like patents, inventions and licence, trade marks and merchandise marks as well as stores have rarely received the attention they require. We are unable to find any post in this Department which are linked to these functions. Nor are we aware how the Department with the staff at its command establish liaison with the Monopolies and Restrictive Trade Practices Commission, administer the Petroleum Act and Rules, Central Excise and Salt Act, 1944 as well as implement provisions of the Rice Milling Industry (Regulation) Act, 1958. This is a Department which should have had personnel with the desired qualification and expertise for handling these matters. The Department may consider what we have noted, unless steps have already been taken in this regard.
- 35.1.2 This Department was created when there was rationing in various items and the regulatory functions of this Department prevailed over the other functions which helped in easy accessibility of various commodity goods to various markets as well as enhanced the delivery of food stuff, cloth and other items. Storages/warehouses

have their utility in times of shortage and crisis. But then we are not aware whether the right priority is being given to this sector.

On the basis of information available we have attempted in the following paragraphs to outline the promotion prospects for the various posts and cadres of this Department.

Consumer Protection Directorate

- The Department has informed that the Consumer Protection Directorate is headed by a Director belonging to the Bihar Administrative Service. The Assistant Director is from the cadre of Accounts Officer of the joint cadre in the Secretariat in the pay scale of Rs. 2000-3500 and there are other common category posts. In the State Commission there is a Chairman who is a retired Justice of the Patna High Court and a Member who gets a total fixed salary of Rs. 3000, a Secretary in the pay scale of Rs. 3000-4500 belonging to the Bihar Administrative Service and other common category posts. In each District Forum there is a post of Superintendent in the scale of Rs. 1400-2600 and the number of posts is 55 in all. There are 110 Steno Clerks in the pay scale of Rs. 1500-2750 and 55 posts of Bench Clerks in the same scale as Clerks, who are 110 in number. There are 220 Class IV posts as well because each District Forum has 3 Peons and one Farash cum Chaukidar.
- It has been mentioned that all these posts of the District Forums are appointed by the respective District Collectors. The staff of the Directorate, State Commission and District Forums have been appointed on the basis of adjustment from the staff of different Corporations like the Bihar State Food and Civil Supplies Corporation. However, we fail to understand why the Superintendent is in the pay scale of Rs. 1400-2600 when the Collectorate Office Superintendents are in a higher scale. But in any case this Superintendent has far less responsibilities and since he is no more than a Head Clerk should be in the scale of Rs. 4500-7000, the admissible scale for Head Clerks in small offices. The Steno Clerks will be in the scale of Rs. 5000-8000 if they are given

the replacement pay scale but this scale is not available to the Stenographers in the District Collectorate as an entry scale because the Steno Clerks are in the scale of Rs. 4000-6000. In each District Forum there is a post of Chairman in the pay scale of Rs. 3700-5000 who is a retired District Judge and there are 110 members, two in each district, who get a lump sum of Rs. 2000 per month.

- 35.2.3 In brief the Clerks and Bench Clerks will be in the revised scale of Rs.4000-6000. The Steno Clerk and Personal Assistant will be in the scale of Rs.4000-6000 unless their pay has been protected and is higher than this scale. As they are not from the cadre of Secretariat Personal Assistants the pay scale of Rs.5500-9000 will not be admissible. In Chapter 38 we have recommended promotional posts for Stenographers in field offices and if the Steno Clerks fulfil the qualifications then a higher scale may be admissible. The Drivers and Class IV will get the scale as already stands notified. The Accountant's pay scale will be governed by our recommendations made at paragraphs 5.19.1 of Chapter 5 of this Report. Generally Accountants have been sanctioned the scale of Rs.4000-6000. Other posts will get the scale of their post because they are from some other service or cadre.
- We are not going into the pay scales of Member and Chairman of the State Commission and of the District Forums of the Consumer Protection Directorate because they are not invariably Government servants. In case posts in the Directorate of Consumer Protection are isolated then they can be merged with the cadres like Inspector of Accounts or Supply Clerks. The post of Clerks/ Bench Clerks could be amalgamated with the Supply Clerks but we are not in a position to recommend specifically the course of action as the recruitment rules for appointment of Supply Clerks have not been prepared.

Posts in Headquarters

35.3.1 A detailed chart regarding the posts in the headquarters indicating recruitment qualification, source of recruitment and what the promotional posts are has

been sent. But the important information regarding numbers in each grade have not been mentioned. Without numbers it is very difficult to suggest any promotional policy. We take up the promotional prospects of only such of the cadres which are not included in the list of posts in common categories because the promotion policy of these posts have been discussed in Chapters 5,7,11 and 38 concerning, respectively, the Departments of Personnel and Administrative Reforms, Finance and Revenue and Land Reforms.

Junior/Senior Inspector of Accounts

- 35.4.1 There is an Inspector of Accounts cadre consisting of five Junior Inspector of Accounts in the pay scale of Rs. 5000-8000 who are promoted to the three posts of Senior Inspector of Accounts and thereafter as Assistant Controller of Accounts/Assistant Director in the pay scale of Rs. 6500-10,500. It has only been mentioned that the Junior Inspector of Accounts is required to be a graduate who has passed the accounts examination and has 5 years experience.
- For the Audit Wing of the Finance Department we have recommended that for promotion to the scale of Rs. 5500-9000 a Section Officers Grade Examination has to be passed and this examination would be similar to the examination that is prevalent in the Indian Audit & Accounts Department. The Department should adopt the rules and regulations of the Indian Audit and Accounts Department and it would help in better administration of accounts and secondly, there would be uniformity. Hence for all promotions in the grade of Senior Inspector of Accounts there would be a Section Officers Grade Examination as is prevalent in the Audit and Accounts Department. As we have already discussed the proposed cadre of Accounts Officers in Chapter 11, the Department may consider drawing from the pool of personnel in that Cadre. If this is done then each department of the State Government need not have Accountants.
- 35.4.3 There is a post of Accounts Inspector but the pay scale has not been indicated. We presume that this Accounts Inspector is from the same cadre of

Inspector of Accounts in the pay scale of Rs. 5000-8000. If it is a solitary post then this can be amalgamated either in the clerical cadre or in the cadre of Junior Inspector of Accounts provided the person has the requisite qualification and has been promoted in the junior selection grade or been granted time bound promotion.

Statisticians

35.5.1 There is a cadre of five posts of Compilers in the scale of Rs. 4000-6000 who are promoted as Statisticians in the pay scale of Rs. 5000-8000 after 8 years. We have recommended earlier that all posts in the statistical wing should henceforth be recruited by the Directorate of Statistics and Evaluation of the Planning and Development Department. The recruitment rules for Compiler states that higher secondary or equivalent examination passed candidates will be recruited but those with Mathematics and Commerce will get preference. We have also recommended elsewhere (Chapter 12) that for recruitment in the scale of Rs. 5000-8000 a candidate would invariably have to be a graduate in either Mathematics or Statistics. We recommend the same qualification for promotion of Compilers to posts of Statisticians.

Claims Inspector

35.6.1 There is a solitary post of Claims Inspector in the Department in the scale of Rs. 5000-8000. The present incumbent to the post of Claims Inspector, Shri Jagjitan Prasad, was earlier in the Railways but now he has been absorbed in the Government of Bihar and it should not have been possible without his consent. We are unable to recommend any promotional post because it is a solitary post.

Supply Clerks

35.7.1 There is a cadre of 1506 posts of Supply Clerks in the pay scale of Rs. 975-1540 and according to the note received the cadre was created in November,

1992. No Rules and service conditions have been framed and the post was created in pursuance of a High Court Order to accommodate cases of compassionate appointments. We have been informed that the posts were created in lieu of posts of Junior Accounts Inspectors, which have been surrendered.

Cartographer

35.8.1 There is a post of Cartographer in the scale of Rs. 4000-6000 who is required to be a Matriculate with knowledge of drawing. The need of this post in the Department is not clear but there are Cartographers in the Map Division under the Registrar General of India. We are not sure what work this Cartographer is doing and how many posts there are. It would be better to recruit a qualified person for this post. We have discussed the recruitment qualification of Cartographers at paragraph 12.4.3 of Chapter 12 of this Report and accordingly recruitment of well qualified Cartographers may be made.

Cadre of Supply Inspectors

We have been provided with a copy of the Supply Inspector Cadre Recruitment Rules, 1993 but the date of notification is not known. A copy of this Recruitment Rule had been sent to the Government Press for publication. It mentions that 25% of the posts will be filled by Government servants through a limited departmental competitive examination to be conducted by the Bihar Public Service Commission. Those eligible for promotion ought to be in pay scales lower than that of Supply Inspector, be within the maximum age of 45 years on the date fixed for applying for the post and with 10 years experience in Government. The promotion rules mention that the junior selection grade is designated as Marketing Officer and senior selection grade and super time scale will be filled by the personnel of the Supply Inspectors cadre. 25% of the sanctioned posts of Additional District Supply Officers will be filled from senior selection grade officers of the cadre of Supply Inspectors and 10 posts of District Supply Officers shall also be filled from the super time selection grade of the cadre of Supply

Inspectors in order of seniority. The Supply Inspectors are required to be graduates and the age for direct recruitment is 35 years with 3 years relaxation for ladies, 2 years relaxation for backward classes and 5 years relaxation for S.C./S.T. candidates.

35.9.2 The pay scales of Supply Inspectors was recommended at paragraph 32.2.7 Volume II, Part II. The scale of the basic grade is Rs. 5000-8000, the Marketing Officer is in the scale of Rs. 5500-9000, the Assistant District Supply Officer is in the pay scale of Rs. 6500-10,500 and the District Supply Officer promoted from the post of Assistant District Supply Officer will be in the scale of Rs. 8000-13,500. At present the Supply Inspectors do not require any training before being appointed. According to the Supply Inspectors Association the strength of the basic grade is 994, Marketing Officers number 301, Senior Marketing Officers 188 and Officers in the super time scale number 38.

Central Recruitment Rules

35.9.3 The recruitment rules for the post of Assistant Marketing Officer (Cold Storage Refrigeration) in the Directorate of Marketing and Inspection, Ministry of Rural Reconstruction is available. The pay scale of this post is Rs. 5500-9000 and the essential qualification is a Degree in Refrigeration or Mechanical Engineering or Electrical Engineering with experience in installation or maintenance of Refrigerators. As the pay scale of the post is Rs. 5500-9000 and requires a degree, we are not in a position to recommend the same for the Marketing Officer in Bihar because the requirement is not of a Degree in Engineering. The system of promoting non-gazetted employees to the post of Supply Inspector needs, however, to be stopped and only graduates should be entitled for promotion.

We have with us the recruitment rules for the post of Senior Marketing Assistant in the Directorate of Aerecanut and Spices Development of the Department of Agriculture and Cooperation. These Senior Marketing Assistants are in the pay scale of Rs. 5500-9000 but recruitment qualification is a degree in Agriculture with a post graduate in any branch of the Agriculture Sciences. Obviously we do not have

Marketing Assistants with this qualification in either the Agriculture Department or in the Supply Department and hence this recruitment qualification is also not relevant for adoption.

Promotional Posts for the Cadre of Supply Inspectors

35.9.5 Considering the cadre of 1506 Supply Inspectors the Department has undertaken an exercise whereby two alternatives have emerged. The first alternative has been worked out within the sanctioned strength of 1506 whereas the second alternative leads to an increase in the strength to 2316, an absolute increase of 808 posts. The 1506 posts are to be distributed in the ratio of 748 Supply Inspectors, 691 posts of Marketing Officers in Sub-divisions, Districts, the four rationing areas and 4 posts in the Secretariat. In addition there are 21 posts of Assistant District Supply Officers/ Assistant Rationing Officers and 10 posts of District Supply Officers. According to the second alternative it is proposed to have 1299 Supply Inspectors (727 in Blocks, at the rate of 3 in each of the 135 Sub-divisions, 55 in Districts and 104 in the four rationing areas of Patna, Ranchi, Dhanbad and Jamshedpur), 965 Marketing Officers/ Block Supply Officers (727 in Blocks, 135 in Sub-divisions, 55 in Districts and 44 in the four rationing areas), 38 Assistant District Supply Officers/Assistant Rationing Officers to be posted in rationing areas and in selected Sub-divisions and 18 District Supply Officers. In terms of the second alternative 102 officers are to be made available from the Bihar Administrative Service and 38 officers from the same service for being appointed as District Supply Officers. Both these alternatives presuppose that the work in a Block and the territorial area are uniform all over the State.

It was in 1986 that the work of the Supply Department in the Blocks and Circles of the Districts were taken away from the control of Circle Officers. From then on departmental Supply Inspectors/Marketing Officers have been designated as Block Supply Officer. From 1997 onwards the Targetted Public Distribution Scheme whereby 10 Kgs. of grain is made available each month to each family below the poverty line has increased the work of Supply Inspectors/Marketing Officers. As the posts of

Marketing Officers is the first promotional level for Supply Inspectors, the Department has tried to create a much too generous first promotional opportunity. Taking into account that for the present not more then 1506 posts in various tiers are required and the sanctioned strength of 496 posts of Marketing Officers is not to be reduced, we have formulated an alternative promotion policy and the following is recommended for adoption.

35.9.7 At present there are 744 Blocks, 134 Sub-divisions and 56 districts. One Supply Inspector will invariably have to be in each Block. We have also agreed to the proposal of assigning 104 Supply Inspectors for the 4 Rationing Areas. As the Marketing Officers are supervising the work of Supply Inspectors, there will be 496 Marketing Officers, their sanctioned strength. We leave it to the Government to decide their place of posting and their territorial jurisdiction. The proposal of having 44 posts of Marketing Officers for the 4 Rationing Areas is also accepted. The third tier in the pay scale of Rs.6500-10,500 will have 38 posts; the proposal of the Department of having that many posts for placement as Assistant District Supply Officers/Assistant Rationing Officers in selected Sub-divisions and rationing areas is also supported. At the top of the hierarchy will be 18 posts for manning identified posts of District Supply Officers in the scale of Rs.8000-13,500, Over and above these posts there will be 62 posts of Supply Inspectors as leave reserve because this complement of staff is a standard norm in Government of India. These 62 posts represent nearly 7.5% of the total strength of Supply Inspectors in the basic grade.

DEPARTMENT OF RELIEF & REHABILITATION

- In Chapter 33 of Volume II, Part II of our Report we had not discussed specifically the pay scale of any post of this Department because no representation had been received. Taking into account the posts in the headquarters and in the field, there are in all 38 categories of posts, However, except for the solitary post of Loans Inspector and posts of Motor Boat Khalasi and Driver-cum-Mechanic, other posts are common to all departments or belong to the Bihar Administrative Service or the joint cadre of Assistants. Specific recommendations are not necessary regarding the promotion policy of such posts which have already been discussed elsewhere.
- As there is a solitary post of Loans Inspector with the qualification of graduation in the pay scale of Rs. 4000-6000, the Department may consider amalgamating the post with the cadre of Upper Division Clerks unless, of course, the job that he is doing is still of relevance in the Department. For the Motor Boat Khalasis and Driver-cum- Mechanic, no indication has been given regarding their recruitment qualification or the numbers in each grade. As similar posts exist in the Home Department as well as in the Transport Department, we recommend that recruitment qualification mentioned therein should be adopted by the Department .If the Driver-cum-Mechanic is qualified and fulfils the qualifications mentioned in the Transport Department, then he should be eligible for the scale mentioned in the Chapter on Transport Department. As posts of Teachers, Doctors and para-medical staff are no longer in existence, no useful purpose would be served by discussing the promotion

policies of such posts. Regarding the Statistical Assistants, we recommend that in future the Department of Planning and Development should be requested to depute personnel to man these posts and for promotion of the existing personnel, we recommend a similar promotion policy as discussed in our Chapter on Planning and Development.

DEPARTMENT OF ANIMAL HUSBANDRY, DAIRYING & FISHERIES

37.1.1 This Department is not only the cadre controlling authority of the Bihar Animal Husbandry Service but also of the Directorate of Dairy Development and the Directorate of Fisheries. In addition, there are supporting Class III and Class IV personnel as well as other Class II staff. This is a big Department and the number of posts are also large. There are not only posts in great numbers but we find that many posts have various designations but are required to do the same work. For example, there are posts of Pick-up Driver, 22 posts of Tractor Drivers, one Truck Driver and five Gariwans. The last named has been translated into English as Cartman and is in the lowest scale of Rs. 2610-3540 but the rest are in the same scale of Rs. 3050-4590.

We take up below the promotion policy of various posts and cadres including the Bihar Animal Husbandry Service.

Bihar Animal Husbandry Service

37.2.1 In the note that has come from Secretary, Animal Husbandry on 3.5.1999, it has been indicated that there are various posts in the Piggery Development Project, Bacon Factory at Kanke, Ranchi, posts under 39 mobile and 551 Class I Animal

Husbandry dispensaries , posts under the Animal Health and Production Institute at Kanke, Ranchi, posts in the Animal Husbandry School at Dumraon/Gaurikarma, Pig Breeding Regions, posts under the Animal Pox Eradiction Project, posts in 11 Egg and Poultry Production cum Marketing Centres, posts under the 16 Sheep Extension Centres and 4 Wool Extraction units, posts in Animal Husbandry Information and Extension as well as Press units, posts at Chatra under the Large Sheep Breeding Farms, 3 Poultry Development Farms in Bhagalpur, Muzaffarpur and Ranchi and posts at the headquarters in addition to posts in divisions, districts and blocks. There are several Frozen Semen Bank cum Bull Stations as well as Bull Breeding Farms at Gauriakarma and other places. On the basis of the Finance Department Resolution dated 27.9.1997 the pay scales of Veterinary Graduates were revised. The eligibility period for promotion in each grade stands notified by the Personnel Department letter of 17.7.1987. The Bihar and Orissa Veterinary Service Rules as published in the Resolution of the Ministry of Education of the Government of Bihar and Orissa on 11.4.1935 has been provided to us.

Pay Scales and Recruitment Rules

The pre-revised scale of the basic grade was Rs. 2200-4000 and three selection grade were in scales of Rs. 3000-4500, Rs. 3700-5000 and Rs. 4100-5300. For promotion to posts in Grade II from the lower grade in the scale of Rs. 940-1660, the eligibility period was 4 years and promotion was given in Category I in the pay scale of Rs. 1000-1820. The eligibility for promotion to the next scale of Rs. 1350-2000 was four years and 3 years was for promotion to the scale of Rs. 1575-2300. Subsequently another 3 years service was stipulated for being promoted to the super time scale of Rs. 1900-2500 and for promotion as Additional Director in the scale of Rs. 2400-3000 the eligibility period was 4 years. The Bihar and Orissa Veterinary Service Rules of 1935 mentions that there are only 4 posts and consist of two Deputy Directors, Professor of Pathology and Botany and Professor of Hygiene, Dietetics and appointment to the Service in 1935 was through direct appointment as well as by promotion from Bihar and Orissa Veterinary Service Class II. Candidates for direct appointment were required to be members of the Royal College of Veterinary and preference was to be given to the

candidates who completed a course of training at the Imperial Institute at Muktesar. An University degree in Veterinary was regarded as an additional qualification. The post of Director of Veterinary Service, according to Part VII, Section 16 of the Rules was outside the cadre of the Service but subject to the provisions of rules adopted at the discretion of the local Government, only a Member of the Indian Veterinary Service could be appointed as Director. If an officer of the concerned province of the Indian Veterinary Service was not found fit for the post of Director by the local Government then another member of the Indian Veterinary Service in any other province could be appointed by seeking assistance of the Government of India.

- Prior to abolition of time-bound promotions and selection grades, all junior selection grade and higher posts in the Veterinary Service at present are filled by promotion from persons who have been appointed in the basic grade. This Committee has recommended at paragraph 35.8.9, Volume II, Part II that the Assistant Director will be in the pay scale of Rs. 6500-10,500, the Deputy Director in the scale of 10,000-15,200, the Joint Director in the next higher scale of Rs. 12,000-16,500 and the Director, Animal Husbandry in the scale of Rs. 14,300-18,300. The Bihar Animal Husbandry Doctor's Association in their Memorandum to this Committee had pointed out that the basic grade consists of 1779 persons, posts in the junior selection grade are 519, in senior selection grade there are 278 posts and in super time scale there are 16 posts and there are solitary posts of Additional Director and Director. Hence according to the Association the total strength of the service is 2594. However, as mentioned above the post of Director is not in the cadre.
- We have noted at paragraph 35.8.8 Volume II, Part II that the recruitment and promotion rules have not been provided by the Department and even now these are not available. In its absence we are unable to compare the recruitment rules with that of the Centre.

Central Recruitment and Promotion Rules

- We have with us the detailed recruitment rules of the following posts in the Department of Agriculture and Cooperation now called the Department of Animal Husbandry and Dairying (which came into existence in February, 1991) under the Ministry of Agriculture of Government of India:-
 - 1. Animal Husbandry Commissioner
 - 2. Joint Commissioner (Livestock Production)
 - 3. Joint Commissioner (Livestock Health Surveillance)
 - 4. Joint Commissioner (Sheep)
 - 5. Joint Commissioner (Cattle Breeding Farm)
 - 6. Joint Commissioner (Poultry)
 - 7. Joint Commissioner (Meat and Meat Products)
 - 8. Deputy Commissioner (Food and Fodder)
 - 9. Deputy Commissioner (Livestock Health)
 - 10. Deputy Commissioner (Poultry)
 - Deputy Commissioner (Intensive Cattle Development
 Programme/Cattle Development/Herd Book)
 - Assistant Commissioner (Cattle Development/ Sheep/ Piggery/
 Equine Development/Carcass Utilisation)
 - 13. Assistant Commissioner (Livestock Health/Rinderpest/Animal Quarantine)
 - 14. Assistant Commissioner (Fodder Development)
 - 15. Assistant Poultry Development Officer
 - 16. Progress Evaluation Officer/Assistant Livestock Officer
 - 17. Dairy Engineer (Mechanical)
 - 18. Assistant Commissioner (Dairy Development)
 - 19. Technical Officer (Dairy Development/Dairy/Milk Products)

At paragraph 55.292, the 5th Pay Commission recommended that a 37.2.6 Central Veterinary Service may be initially constituted comprising Central Ministries, Departments and their attached /subordinate offices as well as the Central Police Organisations. Any post requiring the degree of B.V.Sc. & A.H. with registration in the Veterinary Council of India as the minimum essential qualification may be placed in a common entry grade corresponding to the existing entry scale applicable to General Duty Medical Officers and Dental Doctors in Government of India. The Committee also noted that some of the Veterinary Officers continue to be in the lower scale of Rs. 2000-3500. Hence according to the 5th Pay Commission's recommendations the doctors in the Animal Husbandry Department with a Veterinary degree at entry point were placed in the pay scale of Rs. 8000-13,500. It is on this basis that the Animal Husbandry Doctor's Association in Bihar requested for the scale of Rs. 8000-13,500. But the fact remains that all posts in the pay scale of Rs. 10000-15,200 are invariably filled by Post Graduates who in addition to a degree in Veterinary and Animal Husbandry require to have a Master's degree in the concerned discipline as well as experience.

37.2.7 For example the Assistant Commissioner (Cattle Development) is required to have a degree as well as a Post Graduate degree in the branch of Poultry Science with 5 years experience in the field of Poultry Development. A doctorate in animal science is a desirable qualification. The pay scale of this post is Rs. 10000-15,200 and the age limit is 40 years. Those who are promoted or transferred on deputation are required to put in 6 years service in the scale of Rs. 2000-3500. In addition to having the educational qualification prescribed for direct recruitment, the Assistant Poultry Officer is required to put in 8 years regular service. The post of Assistant Poultry Development Officer in the scale of Rs. 2000-3500 is generally filled by promotion of Senior Technical Assistant (Poultry) with three years service in the grade after appointment. The Senior Technical Assistants are in the pay scale of Rs. 5500-9000. As the Senior Technical Assistant are also required to have B.V.Sc.. the 5th Pay Commission recommended at paragraph 56.66 and the Government of India accepted that the posts should be upgraded to the scale of Rs. 8000-13,500. We are not aware how the posts of Assistant Poultry Development Officers are proposed to be filled now from October 1997

since the Senior Technical Assistants, the feeder cadre, have been upgraded to the higher and same scale as the Assistant Poultry Development Officers.

37.2.8 The post of Assistant Livestock Officer in the scale of Rs. 8000-13,500 is filled 75% by promotion and 25% by direct recruitment. The requirement is a degree and 3 years experience of research/livestock development work and Post Graduation in the concerned discipline of Animal Husbandry is an essential qualification. Then again the Assistant Commissioner (Livestock Health), Assistant Commissioner (Cattle Development), Assistant Commissioner (Sheep), Assistant Commissioner (Piggery), Assistant Commissioner, Equine and Assistant Commissioner (Carcass Utilisation) in the scale of Rs. 10,000-15,200 are required to have Post Graduate degree in the concerned branch of animal science relating to production as well as 5 years experience in the concerned field. A doctoral degree in Animal Science is a desirable qualification. Posts are filled 50% by promotion failing which by direct recruitment and Assistant Livestock Officers in the scale of Rs. 8000-13,500 with 8 years service are eligible for promotion. Deputy Commissioner, Intensive Cattle Development, Deputy Commissioner (Poultry), Deputy Commissioner (Livestock) are also required to have a degree as well as a Post Graduate degree and, in addition, 10 years experience in a supervisory capacity. A Doctorate degree is once again a desirable qualification and Assistant Commissioners in the concerned field with 5 years regular service are promoted to the posts of Deputy Commissioner. The pay scale of Deputy Commissioner is Rs. 3700-5000, revised to Rs. 12000-16,500. The Joint Commissioner (Meat and Meat Products), Joint Commissioner (Poultry), Joint Commissioner (Cattle Breeding Farm) and Joint Commissioner (Establishment) are all in the pay scale of Rs. 14,300-18,300 and are required to have a Master's degree in addition to 12 years experience in the concerned area. Promotion to these posts from the lower scale of Rs. 12,000-16,500 is restricted to those who have put in 3 years regular service.

37.2.9 Joint Commissioner (Livestock Health) is also in the same scale of Rs. 14,300-18,300 with the same qualification as Deputy Commissioner as well as 12 years experience and the posts are filled 50% by promotion /transfer on deputation and

50% by short term contract failing which by direct recruitment. Deputy Commissioner(Livestock Health) with 3 years regular service is eligible for promotion against this post.

Recommendations

37.2.10 The Department has classified 907 posts as promotional ones and accordingly 519 posts will be in the scale of Rs. 10000-15200, a total of 323 posts will be in the scale of Rs. 12000-16500 and 63 posts will be in the scale of Rs. 14300-18300. One post each of Additional Director and Deputy Director have been requested for but the scale cannot be any higher than Rs. 14300-18300.

On scrutiny we find a lot of contradictions and inconsistencies. For example 20 Junior Assistant Research Officer in Health and Production Institute at Patna are with 6 posts of Junior Research Officer, Ranchi in the scale of Rs. 10000-15200. But with the same designation 20 posts are in the scale of Rs.12000-16500 though the educational qualification is stated as M.V.Sc. In this case at least the designations should have been different to identify the senior posts. Then there are 32 posts of Assistant Model Village Officers in the scale of Rs. 10000-15200 but 44 posts of Model Village Officers are in a higher scale of Rs. 12000-16500. We do not know whether the number of Model Villages is 32 or 44.

Assistant Directors have been shown invariably in the scale of Rs. 12000-16500 while most Deputy Directors are in the scale of Rs. 14300-18300. In the Government of India generally Deputy Directors are in the scale of Rs. 10000-15200 and Deputy Commissioners with post-graduation and doctoral degree as a desirable qualification are in the scale of Rs. 12000-16500. We also find Joint Directors, Regional Directors in Divisions and some Deputy Directors in Bihar are in the same scale of Rs. 14300-18300.

- These examples clearly show that not much thought has been given in working out need based identifiable posts. The conclusion that can be drawn is that senior posts are not many and to create promotional opportunities, an exercise has been attempted. This Committee finds itself unable to accept the proposed classification.
- Now that the parameters before us are clear, we recommend that other than the basic grade all promotional posts starting from the pay scale Rs. 10000-15200 will be filled by Veterinary graduates who are also having post graduate degrees in addition to the required experience as is in the Centre.

Statisticians

37.3.1 Several categories of Statisticians are also part of the Bihar Animal Husbandry Service. The Department has informed us that there is direct recruitment against 53 posts of Assistant Computer/Computer in the scale of Rs. 3200-4900 from candidates who are Matriculates with 60% marks in Mathematics. The next higher posts of Statistical Computer/Programme Assistant/Progressive Assistant are in the pay scale of Rs. 4000-6000 for whom the recruitment qualification is Intermediate with Science/Statistics/Economics. The number of Progressive Assistant and Statistical Computer is 130. The percentage of direct recruitment and promotion has not been specified. The eligibility period is four years for promotion of Computers to this grade. The next promotional ladder are five posts of Statistical Assistant/Senior Statistical Assistant and 51 posts of Technical Assistants in the pay scale of Rs. 5000-8000. The direct recruitment qualification is graduation in Mathematics/ Statistics/ Economics and there is both direct recruitment and promotion after four years but the percentages have not been specified. The next promotional opportunity is against three posts of Statistical Supervisor and 34 posts of Statistician are in the pay scale of Rs. 5500-9000 and the posts are filled by promotion from the previous scale of Rs. 5000-8000. The next grade is of Assistant Director, Statistics/Research Officer/Statistical Officer in the pay scale of Rs. 6500-10,500. The Department has mentioned that the recruitment qualification is Postgraduation in Statistics with 10 years minimum experience and there is both direct recruitment and promotion from the post of Statistical Supervisor/Statistician. The eligibility period of promotion from the scale of Rs. 5500-9000 is 10 years. The next promotional post is that of Deputy Director, Statistics for which the eligibility period is 4 years from the lower grade and the same qualification as that of Assistant Director has been laid down.

Pay Scales of Promotional Posts

- We had noted at paragraph 35.5.9, Volume II, Part II that the pay scale of Deputy Director and the Special Deputy Director (Statistics) is Rs. 3000-4500. However, now the Department has indicated that the pay scale of Deputy Directors is Rs. 3000-4500 and that of Special Deputy Director Rs. 3700-5000. On the basis of prerevised scales as noted previously we had recommended that the pay scale of Rs. 8000-13,500 will be for the Deputy Director and the scale of Rs. 10,000-15,200 for the Special Deputy Director and Rs. 12,000-16,500 for the Joint Director. The eligibility period for promotion from Deputy Director to Special Deputy Director is 3 years and from Special Deputy Director to Joint Director is also 3 years.
- We have recommended at paragraph 35.5.10 (vii) of Volume II, Part II that the Government will have to take immediate steps to de-cadre the Statisticians of the Bihar Animal Husbandry Service as well as of the Bihar Agriculture Service and encadre them in the Planning Department's Directorate of Statistics and Evaluation after observance of all legal and procedural formalities. In view of this we are unwilling to recommend a promotional policy regarding the Statisticians in the Animal Husbandry Service. The Department has not yet informed us whether a decision to this effect has been taken or not after consulting the Government . Unless a decision to this effect is taken, it would not be appropriate to have such an elaborate structure without specific work.

Posts in the Directorate of Dairy Development

37.4.1 The Department has informed us that the Dairy Development Directorate has the following posts in the scales given against them:-

Sl.No.	Post	Pay Scale
1	Director, Dairy Development	14,300-18,300
2	Joint Director/Regional Deputy Director/Dairy Engineer	10,000-15,200
3	Deputy Director/Regional Deputy Director/Dairy Economist	8000-13,500
4	Assistant Director/District Dairy Development Officer/Manager,Milk Chilling Centre/Assistant Director(Statistics)/Dairy Extension Officer/Dairy Research Officer/Chief Instructor/Dairy Manager, Dhanbad.	6500-10,500
5	Assistant Manager/Dairy Technical Officer/Senior Dairy Supervisor	5500-9000
6	Assistant Dairy Extension Officer Dairy Research Assistant/ Dairy Organiser/ Dairy Surveyor/ Senior Input Supervisor/Input Supervisor/Field Assistant/ Dairy Investigator / Dairy Inspector	5000-8000

Organizational Structure and Pay Scales

Other than these posts, there are common category posts and there are Class III posts like 2670 posts of Livestock Assistants in the pay scale of Rs. 3050-4590, Audio Visual Operator in the scale of Rs. 4000-6000, Dairy Man in the scale of Rs. 2610-3540 etc. The post of Audio Visual Operator, Dairy Man, Steno Typists, Store Clerk, Store Keeper are isolated posts and no promotional posts have been specified. The Department has informed us that for the pay scale of Rs. 5000-8000 the recruitment qualification is I.D.D. (Development). For the next promotional post of Rs. 5500-9000 the recruitment qualification is of B.S.D.T. and after 5 years the promotional post is of Dairy Development Officer, Dairy Technical Officer, Assistant Manager/ Instructor in the pay scale of Rs. 5500-9000. Those in the scale of Rs. 5000-8000 take 8 years to be

eligible for promotion in the scale of Rs. 5500-9000. The next promotional post is in the pay scale of Rs. 6500-10,500 for which a ten year eligibility period has been laid down. The next available posts for promotion are the posts of Deputy Director (Hqrs.)/Dairy Economist/Regional Deputy Director (Dairy) in the pay scale of Rs. 8000-13,500. The Joint Director, Dairy and Dairy Engineer are in the scale of Rs. 10,000-15,200 and promotion is given after three years. Finally, there is the post of Director (Dairy) in the pay scale of Rs. 14,300-18,300.

Central Pay Scales and Promotion Rules

37.4.3 In the Central Government, the Assistant Commissioner, Dairy Development is in the pay scale of Rs. 3000-4500 as notified by the Department of Agriculture and Cooperation on 9.10.87. The recruitment qualification for this post is a degree or diploma in Dairy and 5 years experience in Dairy Development or a Dairy Project, handling, marketing of milk and manufacturing of milk products. A post graduate degree in Dairy is a desirable qualification and the posts are filled 50 percent by promotion and 50 percent by transfer on deputation. The Technical Officer, Dairy Development in the pay scale of Rs. 6500-10,500 is required to have a degree and Diploma of a recognised University and two years (3 years for diploma holders) practical experience. The post of Technical Officer, Dairy Development is filled 75 percent by direct recruitment and 25 percent by promotion of Senior Technical Assistants with two years service in the grade. When these rules were framed the Senior Technical Assistants were in the scale of Rs. 5500-9000. The Dairy Engineer (Mechanical) are required to have a degree in Mechanical Engineering and 5 years experience of handling of machinery and equipment in a large dairy. The revised pay scale for this post is Rs. 10,000-15,200 and the post is filled by direct recruitment. The same is the case with Dairy Engineer (Electrical) in the scale of Rs. 10,000-15,200.

When discussing the pay scales of the Dairy Development Directorate, we had observed at paragraph 35.4.5, Volume II, Part II that the recruitment rules will have to be suitably amended to improve the Dairy Programme and induct

55

younger recruits with higher qualifications. For example, the Dairy Engineer is invariably a degree holder and the same is the case with those in the higher scales. However, the Department has gone ahead and mentioned that promotion should be given up to the level of Joint Director in the pay scale of Rs. 10,000-15,200 which is a promotional post from those who have been recruited in the scale of Rs. 5000-8000. As we are not having the recruitment rules of Dairy personnel in the pay scale of Rs. 5000-8000 and Rs. 5500-9000 we are unable to specifically co –relate the recruitment qualification in the Bihar Government and those which are prevalent in the Centre.

Dairy Organizer and other posts in the same scale and rank

37.5.1 According to GSR No.788 dated 19.5.1976 there are posts of Dairy Supervisor/ Assistant Manager in the Delhi Milk Scheme now in the Department of Animal Husbandry and Dairying . Dairy Supervisor/ Assistant Dairy Supervisor in the Delhi Milk Scheme have been given the sanctioned scale of Rs. 5000-8000 with promotional prospects in the scale of Rs. 5500-9000. The recommendation made at paragraph 56.99 in the 5th Central Pay Commission's Report has been accepted by the Central Government. In Bihar, Dairy Surveyor, Dairy Organizer, Dairy Research Assistant, Assistant Dairy Extension Officer, Field Assistant, Senior Input Supervisor, Input Supervisor, Dairy Investigator and Dairy Inspector in the Animal Husbandry Department are all in the scale of Rs. 5000-8000. The 5th Central Pay Commission recommended that out of 37 posts of Dairy Supervisor/Assistant Manager, 25 will be in the scale of Rs. 5000-8000 and be designated as Assistant Manager Grade II and 12 will be in the scale of Rs. 5500-9000 to be designated as Assistant Manager Grade I and filled entirely by promotion from Assistant Manager, Grade II. The GSR of May 1976 mentions that Dairy Supervisor/ Assistant Manager will be required to have a degree in Dairying or Agriculture or Veterinary Science with specialization in Dairying .The desirable qualification is one year's practical experience of working in any large dairy plant with good knowledge of Cooperative Societies and production, processing and manufacture of milk and milk products. These posts are filled by direct recruitment and the probation period is of two years.

Recommendation

On the pattern of the Delhi Milk Scheme there will be direct recruitment in the scale of Rs. 5000-8000 and 33% of the posts will be promotional posts in the grade of Dairy Technical Officer, Senior Dairy Supervisor and Instructor (FTC) in the scale of Rs. 5500-9000. Therefore, to be eligible for promotion against higher posts Dairy Organisers /Dairy Surveyors /Input Supervisors will have to have a degree in Dairying or in Agriculture or Veterinary Science with specialization in Dairying as an essential qualification in Bihar following the Central pattern.

Media Maker

There are posts of Media Makers in the Department of Animal Husbandry and Fisheries in the scale of Rs. 2650-4000. In the All India Institute of Hygiene and Public Health, Calcutta according to GSR No.485 dated 3.7.1990 the Media Maker is in the scale of Rs. 2750-4400. The Media Maker is required to have a matriculation certificate with Science or equivalent from a recognized Board and the desirable experience is two years in media making. These posts are filled by direct recruitment. As the pay scales in the Centre and in the State are almost similar the Media Maker in the Animal Husbandry and Fisheries Department should have the same qualification. We are not aware of the prescribed qualification of the solitary post of Media Maker in the Animal Husbandry Department and hence we are unable to frame any specific promotion policy and suggest the number of promotional posts.

Posts in Directorate of Animal Husbandry

37.7.1 In the Department of Animal Husbandry and Fisheries there are 107 Bull Attendants, 60 Gwalas, 34 Poultry Attendants, 79 Poultry Attendant cum Choukidar, 79 Cattle Attendants, 5 Cartman, 26 Sheep Attendants, 53 Pig Attendants, 41 Ploughmen, 26 Sardars as well as one Head Gowala are all in the pay scale of Rs. 2610-3540. Earlier all these categories were in the pay scale of Rs. 775-1025 and since this is the lowest scale in the State Government they should ordinarily have been in the pay scale of Rs. 2550-3200. However, in view of the recommendations at paragraph 55.296 of the 5th Central Pay Commission Report, the pay scale of Rs. 2610-3540 was granted to them and this scale has been discussed at paragraph 37.9.5, Volume II, Part II by the Fitment Committee.

Central Rules for Recruitment and Promotion

Attendant in the office of Random Sample Laying Test Units, Bhubaneshwar, Bombay, Hessarghata and Gurgaon, Department of Agriculture and Cooperation according to Notification dated 3.5.1983. At that time the Department of Animal Husbandry and Dairying had not been created because the Department only came into existence in February, 1991. The Poultry Attendant according to this notification is required to have experience of at least six months in poultry farming with desirable qualification being Middle School pass. At that time the pay scale was Rs 196-232 which has now got revised to Rs. 2610-3540 because all Para-veterinarian Attendants have been given this scale at entry point. The 5th Central Pay Commission recommended that recruitment qualification should be Class VIII pass with two years experience of handling animals. On this basis the Fisherman and Aquarium Attendant were also recommended the pay scale of Rs. 2610-3540 by the Fitment Committee and this was accepted to be the entry scale. Therefore, on the basis of the Central Government Notification, unless all the

personnel in the various categories mentioned above are having VIIIth standard pass with two years experience, they will not be eligible for any future promotions.

37.7.3 According to the terms of the Fitment Committee, the State Government personnel are entitled to Central scales subject to Central conditions of service. The 5th Central Pay Commission also recommended at paragraph 55.296 that Stockman, Compunder including Stock Assistant, Animal Husbandry Assistant and Dresser will be in the pay scale of Rs. 4000-6000 provided they have Matriculation certificate with two years certificate course and one year's experience. In case the categories in the pay scale of Rs. 2610-3540 are eligible for promotion to any one of these posts where Matriculation and a certificate are the basic requirement, they will not be eligible for promotion unless they fulfil the recruitment qualification laid down.

According to Notification of 5th July, 1995 of Department of Animal Husbandry and Dairying in the Central Fodder Seed Production Farm, Hessarghatta (Banglore) the Farm Attendant, the Store Attendant and the Messenger are all required to be at least Vth standard pass. Therefore, in Bihar the Cleaner, 118 posts of Veterinary Messenger, 34 posts of Attendant, Grazier and Kamdar will have to be 5th standard pass. The Farm Attendant should have 3 years experience in working in the field, Store Attendant should have 2 years experience and the Messenger should have one year's experience in addition to 5th standard pass.

Kamdar

We have already discussed the recruitment qualification of Kamdar in Chapter 23 on the Department of Agriculture and hence the same qualification will also be applicable for 38 Kamdars in the Department of Animal Husbandry and Fisheries in the Government of Bihar.

Dresser

37.9.1 In the Department of Animal Husbandry the 21 posts of Peon cum Dresser and the 58 posts of Dresser are in the pay scale of Rs. 2650-4000. At paragraph 38.36.1 of Volume II, Part II we have recommended for the Dresser in the Health Department the pay scale of Rs. 2650-4000. On this basis the Dresser whether they are matriculates or not will be in the pay scale of Rs. 2650-4000 because this is the scale which is admissible in the Central Government.

Dark Room Attendant

37.10.1 The solitary Dark Room Attendant is in the pay scale of Rs. 2650-4000. The 5th Central Pay Commission recommended at paragraph 52.107 that the Dark Room Assistants who are recruited with the qualification of Matriculation plus Certificate of Radiology should be in the pay scale of Rs. 3050-4590 and Dark Room Attendants will be in the pay scale of Rs. 2650-4000. Accordingly, Dark Room Attendants who are obviously non- Matriculates will be in the pay scale of Rs. 2650-4000. The Department should fill up this post from Class IV persons in the pay scale of Rs. 2550-3200 or those in the pay scale of Rs. 2610-3540 provided they have the requisite experience of managing a dark room.

Compounder

37.11.1 According to GSR No.248 dated 24.7.94 in the National Zoological Park, New Delhi, there are Veterinary Compounders in the scale of Rs. 3050-4590. These posts are filled by direct recruitment from Matriculates who have a certificate in Veterinary Compoundery and equivalent and have three years experience of working as a Veterinary Compounder in a Veterinary Hospital. We suggest to the State Government to adopt this recruitment qualification for the Veterinary Compounders in the Animal Husbandry Department.

Other Posts in the Department

We have already dealt with Promotion Policy and Recruitment Rules for most of the posts except for the following. which we are discussing below. There is one post of Vaccine Despatcher 10 posts of Field Assistants, 9 posts of Incubation Assistant and Operation Room Assistant who are all in the pay scale of Rs. 2650-4000. In the Health Department, the Operation Theatre Assistants are in the pay scale of Rs. 2650-4000 and the minimum recruitment qualification as mentioned at paragraph 52.78 of the 5th Central Pay Commission Report is 8th standard pass qualification at entry stage. For the Para Veterinary Attendants who are 8th Class pass with two years experience of handling animals, the pay scale Rs. 2610-3540. Therefore, we will recommend for Operation Room Assistant as well as Dressers the pay scale of Rs. 2650-4000 as the entry point provided they are 8th standard pass and have some training in their own profession. For the Vaccine Despatcher, Field Assistant and Incubation Assistant, the Department has to prescribe training with 8th standard pass qualification.

37.12.2 The pay scale of one Boilerman, Cattle Show Organiser, 78 posts of Milk Recorder, Poultry Assistant, Field Assistant is Rs. 3050-4590. We have no information regarding what these personnel are required to do and hence other than mentioning that some promotional opportunities have to be devised, we are unable to frame anything specific. Obviously, all these personnel have to be at least matriculates or else they do not deserve the pay scale of Rs. 3050-4590. For the post of Boilerman we recommended the same qualification as we have indicated regarding Boiler Operator in the scale of Rs. 3050-4590 in Chapter 5 on Common Categories. Regarding the rest of the four posts the Department has given us no basic information regarding educational qualification and numbers in each grade and hence we are unable to come up with any recommendation.

37.12.3 The four posts of Chick Sexer, Farm Overseer, 64 posts of Technician, Frozen Semen Bank and one post of Dairy Overseer all are in the scale of Rs. 4000-6000. At paragraph 52.296, the 5th Central Pay Commission recommended that all posts with an entry scale of Rs. 4000-6000 will require to have matriculates with two years Certificate course and one year experience. Accordingly we recommend that the Department should satisfy recruit personnel on the basis of the 5th Pay Commission's recommendations. At paragraph 104.25, the 5th Central Pay Commission while dealing with the personnel of Public Works Department in the Andaman & Nicobar Islands mentioned that there were Overseers in the pay scale of Rs. 950-1400 and after examining the entire structure they recommended that the Overseers should be designated as Labour Supervisors but this designation was only restricted to 5 out of the existing 12 posts of Overseers while the remaining 7 Overseers were to be redesigned as Labour Supervisor, Grade II. If the Field Assistants in the scale of Rs. 3050-4590 are getting promoted to the three posts of Farm Overseer, 15 posts of Fodder Overseer, solitary post of Dairy Overseer, this pattern could be followed four Labour Supervisors in the scale of Rs. 4000-6000. After 10 years Labour Supervisors will be eligible for promotion as Subdivisional Officer in the scale of Rs. 5000-8000. As we do not have adequate information, we are unable to mention anything more specific. The Technician, Frozen Semen Bank, in the scale of Rs. 4000-6000 will have to be an Air Conditioning Mechanic in order to get the scale. We have already dealt with the recruitment Rules of Air Conditioning Operators and Mechanics in Chapter 5 (paragraph 5.31.1) and we recommend adoption of Central recruitment rules. There are 2 posts of Goshala Managers, 44 posts Fodder Development Assistant and 11 posts of Livestock Inspectors in the scale of Rs. 4500-7000. There are also posts of Manager, Feed Mixing Unit in the scale of Rs. 5000-8000. In the absence of recruitment qualification we have not been able to recommend promotional posts.

The 5th Central Pay Commission recommended at paragraph 55.296 that Animal House Supervisor/ Assistant Veterinarian/ Biological Assistant/ Zoological Assistant with B.Sc. Degree in Biological Sciences should be in the scale of Rs. 5000-8000 which is the entry scale. The Central Government accepted this

recommendation and all B.Sc. Degree holders in Biological Science who are designated as Assistant Veterinarian, Biological Assistant and Zoological Assistant will be in this pay scale. In case the State Government have not framed any recruitment rules, they should accordingly do so keeping in mind this recruitment qualification of Graduation in Science and Biological Science.

Assistant Journalist

37.13.1 In the Animal Husbandry and Fisheries Department there is one post designated as Assistant Journalist in the pay scale of Rs. 5000-8000. The Department has not provided us with the details regarding recruitment qualification. In the Central Government according to GSR 762 dated 11.8.89 the Assistant Journalist is in the scale of Rs. 1400-2600 in the Press Information Bureau (Eastern Region) under the Ministry of Information & Broadcasting. The Assistant Journalist is required to have a degree as well as proficiency and ability to write in and translate from English into the language concerned and vice-versa. We recommend this qualification for adoption by the Department of Animal Husbandry and Fisheries.

Posts in the Press of the Department

There are solitary posts of Press Operator, Assistant Press Operator Colour Paster, Press Cleaner, Plate Operator as well as 14 posts each of Farrier and Bailing Machine Driver. These posts are in various scales and may not be in the same scales as employees of Press in the Finance Department. As the number of posts are very small, specific promotional opportunities cannot be laid down. There is also no information regarding the extent of printing work that is being done in the Press in the Animal Husbandry Department. Hence even if the pay scales of similar categories of employees in the Finance Department are higher, these scales cannot be made applicable to the personnel of the Animal Husbandry Department.

Assistant Technical Officer

37.15.1 There are 60 posts of Assistant Technical Officers in the pay scale of Rs. 5000-8000 but we are unaware of the educational qualification laid down for recruitment and promotion or the feeder grade if this is promotional post or partly filled by promotion. We presume that the various Development Officers and Inspectors would form the feeder grade for promotion against vacancies of Assistant Technical Officers. There does not appear to be any post above the scale and hence we are unable to make a definite recommendation regarding the promotional opportunities of 60 posts of Assistant Technical Officer. There are 46 Assistant Poultry Supervisors in the scale of Rs.4000-6000. Unaware of any recruitment qualification or mode of recruitment it is not possible for this Committee to lay down promotional opportunities. However, we would like to mention that these Supervisors should be diploma holders.

Common Category posts discussed elsewhere

37.16.1 Under the Directorate of Animal Husbandry there are a large number of posts, promotional opportunities of which have been discussed elsewhere in either Chapters. These posts belong to Common Categories and the pay scales on promotion which we have already recommended elsewhere will mutatis mutandis apply. These posts are of Driver, Treasury Sarkar, Record Supplier, Daftary, Peon, Farash and posts pertaining to Accounts. There is also a post of Computer Operator in the scale of Rs.4000-6000, 52 posts of Laboratory Assistants in the scale of Rs.3200-4900, 8 posts of Mechanic in the scale of Rs.2650-4000, one post of Electric Technician in the scale of Rs.2650-4000, one Refrigerator Mechanic in the scale of Rs.4500-7000, one Artists cum Librarian in the scale of Rs.5000-8000, Fireman in the sale of Rs.2650-4000, four Laboratory Technicians in the scale of Rs.3050-4590, two Security Inspectors in the scale of Rs.4000-6000, one Welder in the scale of Rs.3050-4590/ Rs. 2750-4400, seven Gas Plant Mechanic in the scale of Rs.2650-4000, one Skilled Operator in the scale of Rs.2650-4000, one Artists cum Cameraman in the scale of Rs.5000-8000, one Carpenter

Assistant in the scale of Rs.3050-4590, one Internal Photographer in the scale of Rs.4000-6000, one Laboratory Assistant in the scale of Rs.2610-3540, one Cameraman cum Plate Maker in the scale of Rs.4000-6000, one Laboratory Assistant in the scale of Rs.2610-3540 eight Bailing Machine cum Tractor Driver, 39 Drivers cum Cleaner in the scale of Rs.3050-4590, one Cine Operator in the scale of Rs.4000-6000, 40 Computers in the scale of Rs. 3050-4590, four Carpenter in the scale of Rs. 3050-4590, 10 Attendants in the scale of Rs.2550-3200, 10 Porters, 10 Watermen in the scale of Rs. 2550-3200, 33 Skilled Workers in the scale of Rs.2650-4000, 10 Menials in the scale of Rs.2550-3200, 14 Goat Attendants in the scale of Rs. 2610-3540 and 15 Skilled Workers in the pay scale of Rs.2650-4000. Promotional opportunities of these posts have been discussed either in Chapter 5 on Common Category or in Chapter 40 regarding the Department of Health, Medical Education and Family Welfare and the posts relating to designing in Chapter 39 on the Department of Industry, post of Fireman in Chapter 8 on the Department of Home and certain posts relating to Press have been discussed in Chapter 11 on the Finance Department. So for appropriate promotional opportunities, relevant places in the Chapters mentioned above would need to be referred to by the Department.

We also find that the number of Class IV posts in the Department are considerable. There are 1966 Peons/Chowkidars, 590 posts of Peon cum Dresser, 669 posts of Peon, 637 posts of Choukidars cum Sweeper. There are 79 Animal Attendants and other Attendants looking after various types of Animals in the pay scale of Rs.2610-3540. There are 28 Poultry Attendants, 14 Pig Attendants, 60 Milkman, 107 Bull Attendants, 34 Poultry Boys, 53 Pig Servants, 5 Sheep Attendants, 26 Shepherds/Agriculture Attendants all in the scale of Rs.2610-3540. These Animal Attendants have no relation to the number of Animals that are available in the department for research, extension and other purposes.

37.16.3 In view of there being not less than 500 Class IV posts in the Department there is a need to standardize designations. Neither is their work so well defined that a different designation would not suffice nor the pay scales are so varied necessitating different designations. We recommend that the designation of Animal

Attendant should be given to all those who are looking after Animals whether it be Cattle Poultry, Goats or Pigs. All other Class IV employees in the scale of Rs.2550-3200 will either be designated as Office Attendant or as Peon and designations like Chaprasi cum Treasure Guard, Sweeper cum Mali, Choukidar cum Sweeper should be abolished.

Directorate of Fisheries

We have not discussed the posts in this Directorate as recruitment rules and promotional posts have been explicitly laid down in the Gazette dated 14.1.93 of the Department. The revised pay scales are similar to Central scales. With the help of notified Rules, promotions should be easily granted. The Department also has not favoured this Committee with detailed information which would have allowed us to formulate promotional policies in respect of employees in this Directorate. Hence we presume that principles enunciated by us in paragraphs 35.9.1 to 35.10.9, Volume II, Part II are all embracing not only for pay scales but also for determining promotions. Common Category posts in this Directorate will have the same promotional opportunities as we have discussed with regard to posts in the Directorate of Animal Husbandry.



DEPARTMENT OF REVENUE AND LAND REFORMS

38.1.1 The Department of Revenue and Land Reforms have sent us the list of posts, the sanctioned strength in some cases and some details about how the posts are filled up. The posts of the Department are spread over the field establishments, the Directorate of Land Records and Survey under which Settlement Offices and the Gulzarbagh Survey Office function, the Directorate of Consolidation, District Gazeteer office and other posts at the headquarters.

We are required to prescribe the promotion policies of the various posts and cadres in the Department and our recommendations are as follows:-

Amin /Revenue Karmchari

38.2.1 The pay scale notified for the Amin is Rs. 3200-4900 and for the Karmchari it is Rs. 3050-4590 though the pre-revised scale of both the posts was Rs. 975-1540. According to the note available with us for these posts appointment is made on the recommendations of the Bihar Public Service Commission on the basis of a written examination conducted by the Commission. The recruitment educational

qualification for Revenue Karmcharis is only Matriculation and they are required to undergo a three months training after appointment to familiarise themselves with Amanat and other acts and rules which they are supposed to refer to in discharge of their routine functions. After careful consideration of the pay scale of Revenue Karamcharies under Union Territories we recommended the pay scale of Rs. 3050-4590 for the Karamcharis at paragraph 36.3.4 of Volume II, Part II of our Report. In the Andaman and Nicobar Islands Administration, Patwaris perform the same duties and function as Karamcharis and hence we equated the Karamcharis with Patwaris. Considering recommended for Circle Inspectors the pay scale of Rs. 5000-8000 and as there is a considerable jump between the pay scale of Revenue Karamcharis and the next promotional post, we recommended that the State Government should re-work the promotion facilities of Karamacharis so that before becoming Circle Inspector/Kanungos they are promoted to at least two higher posts in the pay scale of Rs. 3200-4900 and Rs. 4000-6000 and if necessary in the scale of Rs. 4500-7000. In Andaman & Nicobar Islands the Patwaris are promoted as Surveyors, then as Revenue Inspectors in the scale of Rs. 4000-6000 and subsequently as Naib Tehsildar in the pay scale of Rs. 4500-7000. The pay scale of Tahsildars/B.D.O. in that Union Territory is Rs. 5500-9000. In Bihar the functions of the Tahsildar are discharged by the Circle Officer though they are in a higher scale of Rs. 6500-10,500.

- 38.2.2 The recruitment qualification of Circle Inspector –cum-Kanungo is graduation for direct recruits who are appointed from amongst graduates on the recommendations of a written examination conducted by the Bihar Public Service Commission. On the remaining 50% of the posts the Matriculate Revenue Karamcharis/Amins are promoted. The Department has not informed us about the percentage fixed for Karamcharis and Amins because these posts are now in two scales.
- As the cadre of Karamcharis is spread over in the various Districts, the Department has not informed us about the number of Karamcharis, Amins as well as Circle Inspectors. In the Consolidation Directorate there are 3859 Amins of which only 368 are permanent and the working strength is mentioned as 536

but there is no indication regarding the posts on which the Amins get their promotion. We have subsequently recommended that in future the personnel in the Consolidation Directorate should not be promoted unless absorbed in other offices.

38.2.4 We recommend that the Revenue Karamcharis will continue to be promoted against 50% of the posts of Circle Inspectors but the need for intermediate promotional stages for Revenue Karamcharis need to be considered by the Department.

Circle Inspectors

38.3.1 The Kanungos/ Circle Inspectors are promoted as Assistant Settlement Officers/ Assistant Consolidation Officers and the pay scale now notified is Rs. 6500-10,500. In the Directorate of Survey and Land Records of the Pondicherry Administration, Inspectors are in the pay scale or Rs. 6500-10,500 and the pay scale of the post has been upgraded from Rs. 5500-9000 on the basis of recommendations of the 5th Central Pay Commission Report. This recommendation of the Pay Commission is available at paragraph 104.74. The extent of promotion in Bihar the grade of Assistant Settlement Officer and Assistant Consolidation Officer has not been intimated. However, on at least 50% of the posts of Assistant Settlement Officer/ Assistant Consolidation Officer the Circle Inspectors/Kanungos could be promoted. We recommend that a certain percentage of the posts of Circle Officers should be earmarked for Kanungos/ Circle Inspectors so that once promoted as Circle Officer they can, with the personnel of the Bihar Administrative Service, be eligible for promotion to higher levels. However, this would need to be considered also by the Personnel Department because we are not aware as to how many posts of Circle Officers have been earmarked for the Bihar Administrative Service. Once a separate service for Revenue Administration is created, our recommendations should be borne in mind.

Survey Inspector and Head Survey Inspector

38.4.1 There are 149 Amins who are required to be Middle pass with a certificate of Amanat. For the Amins who are in the scale of Rs.3200-4900, the next higher post on promotion is of Survey Inspector in the scale of Rs.4000-6000. It has been proposed that 30 posts of Survey Inspectors should be created for promotion of Amins but already 348 posts of Survey Inspectors exist. Roughly one Survey Inspector is required in each Camp and there could be as many as 20-30 such Camps in a district when settlement operations start. Given the existing number of settlements going on in districts, the figure of 348 Survey Inspectors is on the high side. But since these are sanctioned posts, we are unable to recommend their abolition. But in case of reorganisastion of settlement operations these posts of Survey Inspectors could be reduced drastically. Survey Inspectors are then promoted in the scale of Rs.4500-7000 and it is proposed to have 78 Head Survey Inspectors in the scale of Rs.4500-7000. This has been worked out on the basis of 6 Head Survey Inspectors in each settlement operation and at present there are 13 settlement operations which are going on in the State.

38.4.2 The Department has informed us about the rules laid down for the various grades and posts in the Settlement Offices. According to the note of 1985 available with us it has been indicated that Amins have to be at least Middle pass with a certificate of having passed Amanat and having at least 5 years experience of having worked in Settlement Office. But we noted in our Report on pay scales that the Amins are required to be Matriculates and have to undergo 6 months training in Amanat. It has been mentioned in paragraph 36.1.5 ,Volume II Part II that Amins will be in the pay scale of Rs. 3200-4900 at par with Tracers in the Central Government. If it is a fact that Amins are Middle pass with a certificate of Amanat then the pay scale would need to be downgraded to the scale of Rs. 3050-4590, at par with Revenue Karamcharis. The Muharrir and Munsarim have to be at least Matriculates, the Munsarims are required to have a certificate in Amanat and 5 years experience as Amins. For Munsarim the main promotional post is Peshkar and for Muharrirs the promotional post is of Clerk who have been recommended the pay scale of Rs. 4000-6000. According to the note regarding the

Settlement Office Muharrirs are promoted to the post of Clerks after 8 years of experience on the basis of seniority -cum -merit.

Stenographers in Mufassil Offices

38.5.1 Stenographers in the field mufassil offices are now only in one grade in the pay scale of Rs. 4000-6000. Prior to abolition of time bound promotion and selection grades with effect from 1.1.96, Stenographers/Steno Typists/Steno Clerks in the field were having three selection grades including the super time scale, other than the basic grade. Now that selection grades have been abolished, it is expected that some promotional opportunities would need to be devised for them.

Central Government Rules

38.5.2 We have with us the recruitment rules of Stenographers in the basic pay scale of Rs. 4000-6000 of the Debt Recovery and Appellate Tribunal, Mumbai and other places. These offices are of the Banking Division of the Department of Economic Affairs, Ministry of Finance. Stenographer Grade D in the scale of Rs. 4000-6000 are required to be within the age limit of 18 to 25 years and there is relaxation upto 35 years in case of Government servants. The essential qualification is Matriculation or equivalent with a speed of 80 words per minute in shorthand (English) and 30 words per minute in typing (English). Direct recruitment is made through Staff Selection Commission or local Employment Exchanges and when the posts are taken on 5 deputation, Lower Division Clerks with vears regular service are eligible provided they possess the qualification prescribed for direct recruits In these offices, there are probably no Stenographers in higher scales. However, in the office of the Authority for Advance Rulings of the Department of Revenue, Ministry of Finance, Government of India, the Personal Assistants (Stenographers Grade II) are in the pay scale of Rs. 5000-8000 and the posts are filled by promotion from Stenographer Grade III in the scale of Rs. 4000-6000 with 8 years regular service in the grade and those having working knowledge of computers.

Number of Personnel

During the discussions with the Bihar State Stenographers/Steno Clerks/Steno Typists Association we had requested them to intimate to us the number of Stenographers available in the field. According to the information made available by them there are in all 2984 Steno Clerks/Steno Typists in the Collectorate, in the offices of the District & Session Judges and judges below them . The State Government would require to check these figures and lay down specific guidelines so that the posts in the higher scales eligible for Stenographers could be worked out. The number of Steno Clerks/Stenographers in each district is as follows:-

Sl. No.	Name of District	No. of Existing
		Posts
1.	Araria	33
2.	Aurangabad	43
3.	Katihar	55
4.	Kishanganj	26
5.	Kodarma	13
6.	Khagaria	34
7.	Garhwa	05
8.	Gaya	52
9.	Giridih	50
10.	Gumla	33
11.	Gopalganj	50
12.	Godda	36
13.	Chatra	12
14.	Chaibasa	72
15.	Jehanabad	30
16.	Jamui	26

17.	Jamshedpur	45
18.	Darbhanga	91
19.	Dumka	66
20.	Deoghar	35
21.	Dhanbad	103
22.	Nawadah	44
23.	Nalanda	70
24.	Patna	354
25.	Pakur	09
26.	West Champaran (Bettiah)	56
27.	East Champaran (Motihari)	60
28.	Purnea	64
29.	Buxar	37
30.	Banka	08
31.	Vaishali	47
32.	Begusarai	59
33.	Bokaro	30
34.	Bhabhua	08
35.	Bhagalpur	87
36.	Bhojpur	51
37.	Madhubani	46
38.	Madhepura	43
39.	Monghyr	64
40.	Muzaffarpur	88
41.	Daltonganj	63
42.	Ranchi	157
2.	Lakhisarai	24
44.	Lohardagga	36
45.	Samastipur	67
46.	Saharsa	90

47.	Saran (Chapra)	55
48.	Sahebganj	30
49.	Sheikhpura	06
50.	Sheohar	05
51.	Supaul	33
52.	Siwan	50
53.	Sitamarhi	64
54.	Sasaram (Rohtas)	57
55.	Hazaribagh	76

Recommendations

- 38.5.4 This Committee discussed the pay scale of Stenographers in field organisations at paragraphs 1.9.1 to 1.9.7, Volume II, Part I and recommended as follows:-
 - (a) As many of the Stenographers in the field may not be having the requisite qualification because of the various sources through which they are recruited, an enabling test needs to be conducted to verify their skill in Stenography and typing before they are designated as Stenographer Grade II and Stenographer Grade I and then allowed the scales of Rs. 5000-8000 and Rs. 5500-9000, respectively. The State Government would have to lay down specific rules, both promotional and recruitment, in this regard and how promotions will be governed and allowed.
 - (b) In Bihar there is no yardstick laid down for entitlement of Stenographers in field offices or the respective seniority of the officer and the work load that he has to handle. In case the

Government desires to adopt the Central pattern such norms would need to be laid down governing entitlement of Stenographers to officers in the field as is laid down for the officers in the Secretariat.

- (c) The recommendations of the 5th Central Pay Commission at paragraph 46.35 (dealing with the office staff in non-Secretariat organisations) mentions that Stenographers in these offices do not conform to an organized cadre and promotion prospects vary from organisation to organisation. The Commission recommended that the existing posts of Stenographers in the pay scales of Rs. 1200-2040, 1400-2300/1400-2600 and 1640-2900 should be pooled together and restructured in the ratio of 40:40:20 by individual departments whenever feasible. For smaller offices, the 5th Central Pay Commission recommended that there can be pooling of posts for this purpose only.
- 38.5.5 On the basis of what we have already recommended in the aforesaid paragraphs of Volume II, Part I, we further recommend that the State Government should work out the entitlement of Stenographers in the higher scales of Rs. 5000-8000 and Rs. 5500-9000. Where such pooling is not possible due to lesser number of posts, certain departments would need to be pooled together. In the Central Government Offices Stenographers Grade III in the scale of Rs. 4000-6000 are made available to officers in the scale of Rs. 10,000-15,200 and below Rs. 12,000-16,500. The entitlement of Stenographers Grade II in the scale of Rs. 5000-8000 is for officers in the scale of Rs. 12,000-16,500 and above and below Rs. 16,400-20,000. Stenographers Grade I in the scale of Rs. 5500-9000 are restricted to officers in the scale of Rs. 16,400-20,000 and above and below Rs. 18,400-22,400. On this basis and on the aforementioned pattern of entitlement, the justification for posts of Stenographers in higher scales could be worked out.

38.5.6 In the field, Executive Engineers and Sub-divisional Officers are in the scale of Rs. 10000-15,200 and the Additional District Magistrates are in the scale of Rs. 12,000-16,500. One rarely finds an officer in the scale of Rs. 16,400-20,000 in the field and those that are have entitlement of Stenographers from the Secretariat pool. We recommend that in case the Government decides that Personal Assistants from the joint cadre controlled by the Department of Personnel and Administrative Reforms will not be made available to Superintending Engineers/Commissioners/Deputy Inspector Generals of Police/ Chief Conservators of Forests, then Stenographers in the scale of Rs. 5500-9000 could be made available to this category of officers. For ensuring promotional avenues, the Stenographers in the mufassil who are senior enough and posted in the offices of the District Magistrates/ Deputy Development Commissioners will be in the scale of Rs. 5000-8000. It will be ensured that relatively junior Stenographers are not assigned to these sensitive posts. However, we will caution the Government to ensure that no promotions are effected in higher scales without holding an enabling test because there is every likelihood of unqualified Stenographers or those without the requisite speed in stenography and typing getting the advantage of higher scales.

Formation of Clerical Service for Mufassil Offices

38.6.1 We have recommended in Chapter 7 of this Report that the Bihar Secretariat Clerical Service should be created and in Chapter 29 while dealing with the promotion policy of the Road Construction Department, we had recommended the creation of a two tier structure consisting of Lower Division and Upper Division Clerks for the clerical cadre in the Works Departments. If these recommendations are accepted then it would be appropriate to have a similar structure for the other Mufassil offices as well.

The precise number of the posts in the clerical cadres under the control of District Magistrates in the existing 55 Districts of the State are not available with us. The Fitment Committee in Volume II, Part I, paragraph 1.8.3 had recommended that since the Clerks in the offices of Deputy Commissioners/ District Magistrates/

District and Sessions Judges and district level offices of the State are performing similar duties, there cannot be any differentiation in their pay scale just because the recruitment qualification of Clerks in the civil courts has been raised to graduation in the year 1985. As the existing pay scale of the Clerks in the Mufassil offices is Rs.4000-6000 they have been equated to the post and scale of Upper Division Clerks in the Central Government. The same principles will have to be adopted as were recommended while proposing the formation of the Bihar State Clerical Service. Therefore, Lower Division Clerks, in mufassil, will have to be recruited in the pay scale of Rs.3050-4590 unless sufficient number of clerical posts are available in this scale, namely ,that of Copyists, etc. . In the Central Government Lower Division Clerks are recruited from amongst matriculates and have to pass periodical typewriting tests in English or Hindi held by the Staff Selection Commission at a minimum speed of 30 words per minute in English and 25 words per minute in Hindi. Candidates who do not pass the typing test within the period of probation will be discharged from service.

In the Central Secretariat the staffing pattern of Lower Division Clerk and Upper Division Clerk is 50:50. We have recommended in Chapter VII that Typists, Bill Clerks and Routine Clerks will be designated as Upper Division Clerks when the Bihar Secretariat Clerical Cadre is formed. Similarly, in the Mufassil offices the Clerks, Typists, Copyists and other clerical staff but not the Stenographers in the scale of Rs.4000-6000 will be designated as Upper Division Clerks.

Numerical Strength

38.6.4 According to our information obtained from the Secretary, Board of Revenue against 18 sanctioned posts of Typists only 16 are working and against the sanctioned the strength of 71 Copyists only 58 Copyists are working under the District Magistrates and Sub-divisional Officers. Therefore, there would be a need to recruit Lower Division Clerks against the vacant posts in the clerical cadre in Mufassil offices as and when Upper Division Clerks get promoted as Head Assistant/Head Clerk. Against

these vacancies of Upper Division Clerks, Lower Division Clerks, if any, will have to be promoted and vacant posts of Lower Division Clerks will have to be filled.

38.6.5 Secretary of the Board of Revenue has informed us that there are 134 Sub-divisional Officers and 55 District Magistrates though only 124 Sub-divisional Officers are said to be working against the sanctioned posts. The number of Head Assistants working in the Sub-divisional offices are 35 against the sanctioned strength of 36 while the number of existing Clerks in Sub-divisions is 884 against the sanctioned strength of 1138. In establishments under the District Magistrates there are 50 Office Superintendents but only 44 are working and all the posts of 158 Head Clerks /Head Assistants stand filled. Then there are 1422 Clerks against the sanctioned strength of 2009. There are 766 Peons working against 808 sanctioned posts in Sub-divisions while 1111 peons are working against the sanctioned strength of 1265 Peons in the offices under the District Magistrates. Then there are 22 Daftaris working against 24 posts in Sub-divisions and all the 18 posts of Daftaris in the Collectorates stand filled. The gazetted and non-gazetted staff in these establishments under S.D.Os. and D.M.s including Drivers and Stenographers etc. add up to a total of 5526 existing personnel against the sanctioned strength of 6739.

In addition to Sub-Divisional Officers and District Magistrates, there are 46 Deputy Collectors against the sanctioned strength of 61 in Sub-divisions and 311 Deputy Collectors are working against 382 posts under the District Magistrates. There are also 62 Additional Collectors/Additional District Magistrates against the sanctioned strength of 66. Other than these there are 36 District Accounts Officers against the sanctioned strength of 37 but all these are officers are from the Bihar Finance Service. There are a total of 204 sanctioned posts of Stenographers against which 167 are working. The number of Drivers is 153 against a sanctioned strength of 205. For Stenographers and Drivers available in the Sub-divisions and Collectorates have been shown in a consolidated number. The promotional policy in respect of these two cadres have been dealt with in respectively in this Chapter and in the Chapter on Common Category Posts.

38.6.7 We do not have any information regarding the strength of the clerical cadres in the Blocks and Circles of the State. Considering that the number of Blocks is 744 in the State, there has to be an equal number of Circles. There will be at least 6000 personnel working as Clerks in these offices.

Cadre of Accountants

38.7.1 With the flow of money from the Jawahar Rojgar Yojna Scheme and other Schemes of the Rural Development Department, accounting of money spent, specially in the Blocks leaves much to be desired. Therefore, a view has been expressed that a separate Accounts Cadre needs to be created for managing such huge financial transactions that take place at the Blocks. So far no attempt has been made to create a separate Accounts Cadre for the Blocks and Districts of the State Government. We recommend that the Accountant in the Block should be one who has passed the departmental examination including Accounts and should not have less than 10 years service. After that if the Accountant is to be made an Accountant again then it will not be in the Block but in Sub-divisions and Districts. One common complaint is that Accountants in Blocks are not regularly transferred and we recommend that an Accountant in a Block should be transferred invariably after every three years to a Circle Office or to the Sub-divisional Office and then be posted in the District in one of the Sections in the Collectorate. We have recommended in Chapter V the formation of an Accountants cadre with the scale of the basic grade being Rs.4000-6000. The Accountants in the Central Government brought on deputation from the cadre of Upper Division Clerks have to successfully undergo training in Cash and Accounts at the Institute of Secretariat Training and Management at Delhi. The Bihar Government would have to devise and formulate such a training programme for Upper Division Clerks in mufassil offices before they can be posted as Accountants in Block Offices and in the Districts.

According to the existing rules of the Bihar Government Bill Clerks should have at least 60% marks in Mathematics at the Matriculation stage but we are aware of many Bill Clerks who do not have this qualification. Similarly, the Rural Development Department and the District Administration will have to consider having a separate cadre of Accounts Officers and at least one should be in each district. This officer will also look after the Mufassil offices like Blocks and Circles and other offices in the districts as well as Sub-divisions and Districts. The Finance Department is also requested to frame recruitment and promotion rules for these Accounts Officers and in case the cadre of Accountants is to be centralised then the Finance Department would have to take a lead to frame the promotion and recruitment rules.

Recommendation

38.7.3 To sum up, the mufassil offices, Sub-divisions and offices of District Magistrates and Collectors would have a similar service like the Bihar Secretariat Clerical Service based on what we have recommended above. It is better to have a decentralized cadre with appointments being made by the concerned District Magistrates. The recruitment qualification will be the same as we have recommended for the Bihar Secretariat Clerical Service and the posts of Upper Division Clerks will be filled by promotion from the Lower Division Clerks. In the Central Public Works Department the Lower Division Clerks are promoted to the grade of Upper Division Clerks after they pass the departmental examination and at the initial training stage Lower Division Clerks are given training in accounts for a total duration of nine weeks. If the State Government so wants then they can have a limited departmental competitive examination in which Lower Division Clerks with 5 years service would be eligible to appear to fill up 25% of the posts of Upper Division Clerks. Only those who have put up in 10 years of regular service and have passed the Accounts examination would be eligible to be posted as Accountants in the Blocks and Districts. An Accountant who has served a term in the Block should not be posted in another Block. The Upper Division Clerks will be promoted as Head Clerks and the strength would depend on the number of Blocks, Circles and Sections in Districts and Sub-divisions of the State.

Personnel in Survey and Settlement

The basic work in survey and settlement is done by Amins who measure the land, prepare the maps and submit them to the Survey Inspector. There are Survey Munsarim who also help Amins in their work but are in a higher scale than Amins. After the Maps are prepared the Draftsman gives final shape to them and then the Munsarim takes the necessary steps for draft publication. In addition there are Comparing Clerk, Clerk, Peshkar, Copyist and other staff and Peons. The Assistant Settlement Officer prepares the record of rights. We have been informed by the Director, Land Records and survey that the annual establishment cost on the staff is to the tune of Rs.27 crores.

Muharrir and Head Clerk

Muharrirs are requited to be Matriculates and they are in the scale of Rs.3200-4900 and, are promoted as Clerks in the scale of Rs.4000-6000. There are 587 Muharrirs and 117 posts of Clerks. It is proposed to have 39 Head Clerks and 39 Accountants. In each record room and general office there will be one post of Head Clerk each and the Accountant will be common to both the record room and general office. The present practice is to have a Head Clerk cum Accountant but as decided in Item No.68 of Annexure III of Finance Department Resolution No.660 dated 8.2.1999 the post of Head Clerks and Accountants will be separately manned in the scale of Rs.4500-7000 and Rs.4000-6000 respectively. Therefore, 587 Muharrirs will be promoted against 117 posts of Clerks and thereafter against 78 posts of Head Clerks/Accountants. Accountants will either be separately recruited or Upper Division Clerks with 10 years service and having passed the departmental examination will be appointed.

Munsarim, Draftsman and Head Draftsman

38.10.1 There are 457 Munsarims in the pay scale of Rs.4000-6000/ 3050-4590. We have no idea of how many Munsarims are in the lower scale of Rs.3050-4590. The qualification is stated to be Matriculation with Amanat and experience of having worked for 5 years as Amin. There are also 169 Survey Munsarims in the pay scale of Rs.4000-6000. Both Munsarims and Survey Munsarims are eligible for promotion to the post of Draftsman. The notified pay scale of Draftsman is Rs.4000-6000. There are also Draftsman cum Surveyor in the scale of Rs.4000-6000 and Head Draftsman in the scale of Rs.4500-7000. Therefore, the alternative is only to promote Munsarims and Survey Munsarims to the post of Head Draftsman in the scale of Rs.4500-7000. The Department has informed that there are 153 Draftsmen and 18 post of Head Draftsman. It has been stated that 260 Draftsman are required. But given the complexities arising because of the same pay scale having been notified for Munsarims/Survey Munsarims/Draftsman we recommend that 153 Draftsmen should be continued with and 65 posts of Head Draftsmen should be created as against the existing 18 posts. This is based on the premise that 5 Head Draftsmen would be required in each Survey operation and there are 13 Settlement Operations going on.

Clerical Staff

38.11.1 There are 121 Clerks, 14 Comparing Clerks, 14 Typists, 23 Steno Clerks all in the pay scale of Rs.4000-6000. For the 24 posts of Head Peshkars the pay scale is Rs.4500-7000, the same as Head Clerks. The Department has proposed that there should be 15 Peshkars in a higher scale then the Head Peshkar so that they can assist the Settlement Officers but the problem with this grade is that they will then be drawing a higher scale than the Head Clerks. The only option is to have more posts of Office Superintendents in the scale of Rs.5000-8000 and 15 of them could be made Head Peshkars to Settlement Officers. Whether this will be a correct hierarchical structure may be decided by the Revenue Department. 121 Clerks and 14 Comparing Clerks will be

promoted against 27 posts of Head Clerks and thereafter to 13 posts of Office Superintendents who will be incharge of the Settlement Office in Districts.

Copyist

38.12.1 There are 53 Copyists in the pay scale of Rs.975-1540. The scale stands revised to Rs.3050-4590 because that scale is notified for the Remunerative Copyist in the establishment of Collector/Deputy Commissioners. These Copyists are eligible for promotion against 14 posts of Comparing Clerks who are in the scale of Rs.4000-6000. We agree with this promotion. The Department would need to consider whether the clerical cadre in Settlement and Survey will also be absorbed in the proposed clerical cadre to be created for mufassil offices.

Class IV Staff

38.13.1 Then there are in Survey and Settlement 978 Peons and the only possible promotion is against 16 posts of Daftaris in the pay scale of Rs.2610-3540. We are not going to discuss here the promotion opportunities of Typists, Steno Clerks and 131 Drivers because we have already discussed their cases elsewhere. The Department has proposed that the 978 Peons should be considered for promotion against 149 posts of Amins provided they are trained in Amanat. The recruitment qualification of Amin is Middle pass with Amanat certificate. We do not have any objection to these promotional opportunities being created but all Peons have to fulfil the qualification of Class VIII pass as well as training in Amanat before they can be promoted against Amins. We fail to understand why there should be 978 Peons if only settlement operations are going on in 13 districts. The Department should take a view to stop recruitment of Class IV personnel till a decision is taken regarding continuing with survey and settlement operations.

Bihar Survey Office, Gulzarbagh

38.14.1 In the Survey Office at Gulzarbagh there are 48 Clerks and the Director, Land Records and Survey has suggested that there should be 6 posts of Head Clerks who will be in the scale of Rs.4500-7000. These Head Clerks will be in the Reprography section and in the general section as well as in the dispatch section. There will be one Record Keeper and 2 Accountants in general section and Traverse section. The six Head Clerks will be considered for promotion against the post of Office Superintendent in the pay scale of Rs.5000-8000. Then there are 22 Draftsman in the scale of Rs.4000-6000 and they will be considered for promotion against four posts of Supervisors in Map Production Section and in boundary section. There should be two Supervisors each in Map Production and for the Section concerning Boundaries. There are 24 Computers in the scale of Rs.4000-6000 and the Department have also posts of Senior Computers but in the same scale. Therefore, it will be better to have four Senior Computers in the scale of Rs.4500-7000.

There are 18 Traversers in the scale of Rs.4000-6000 and the Department wants that there should be three Assistant Supervisors and one Supervisor in the scale of Rs.5000-8000. We agree to this classification. To assist Traversers and Senior Traverser there are 38 Tindals in the scale of Rs.2650-4000 and 36 Mates in the scale of Rs.2550-3200. The Department has proposed that 11 out of the 38 Tindals could be filled by promotion from the Mates and there should be 5 posts of Senior Tindals in the scale of Rs.2750-4400. We also agree to this classification.

There are in the Map Production Office 80 Zinc Correctors in the pay scale of Rs.3200-4900. Then there are three Head Examiners in the scale of Rs.4000-6000. There are also 16 posts of Examiners in the scale of Rs.4000-6000. Therefore, 80 Zinc Correctors will be eligible for promotion against post of 16 Examiners and 3 Head Examiners. Given the importance of the Zinc Correctors we recommend that

the Head Corrector should be in the scale of Rs.4500-7000 instead of Rs.4000-6000 as has been notified by the Finance Department.

38.14.4 For printing there are 117 Press Attendants in the scale of Rs.2550-3200, 6 Photographer Camera Attendants in the same scale and 4 posts of Plate Developers, one post of Zinc Plate Coater and one post of Powder Process Operator, all in the pay scale of Rs.2650-4000. The Powder Process Operator, Zinc Plate Coater and Plate Developers have the facility of promotion as Retoucher in the scale of Rs.3050-4590 and the Photo Camera Attendant is promoted against the post of Halio cum Despatch Operator in the scale of Rs.2650-4000. The Department has proposed that 117 Press Attendants should be eligible for promotion as Assistant Machineman and Assistant Printer in the scale of Rs.2650-4000. There are already 14 posts of Assistant Printers and 14 posts of Assistant Machinemen, Senior Printer and Head Grainer are available in the scale of Rs.2650-4000. The Photo Assistant is in the scale of Rs.2750-4440 and is the promotional post for the Assistant Printer. Given the number of Press Attendants and existence of the Printing Office we agree to this classification. Then there are also post of Machineman in the scale of Rs.3050-4590 and they could be considered as promotional posts for Assistant Machineman in the scale of Rs.2650-4000. Then there are solitary posts of Helper, Platen Machineman and Retoucher in the scale of Rs.3050-4590. The number of Litho Draftsman is 4. There is only one post of Cameraman in the scale of Rs.4000-6000 and the Machineman for Platen is in the same scale and these are promotional posts for the three categories designated as Helper, Platen Machineman and Retoucher.

The Department has not earmarked any promotional posts for the Steno Clerks, Record Suplier, three Daftaris, two Book Binders, one Gateman, one Night Guard, one Mechanic, one Water Carrier, three Caretakers and one Jeep Driver. There are three Machinemen in the scale of Rs.3050-4590 and one Senior Head Printer in the scale of Rs.3200-4900 which is a promotional post for Machineman. There are two posts of Blue Printers and 8 posts of Tracers in the pay scale of Rs.975-1540 which stands revised to Rs.3200-4900. We have already recommended elsewhere that the

post of Tracer should be abolished and we are not recommending any promotional posts for them.

Directorate of Consolidation

38.15.1 In the Consolidation Directorate there are a large number of posts. For example there are 3857 Amins, 691 Clerks, 676 Assistant Consolidation Officers, 590 Chainmen, Peon, Night Guard, 184 Draftsmen, 214 Muharrirs, 150 Peshkars, 170 Tracers and 187 Consolidation Inspectors. All these are sanctioned posts. The Department has taken a decision not to carry on with consolidation work in the field but even now the headquarter continues to function, staff continue to get their salary either from the Directorate of Consolidation or from the offices where they have been deputed and some Consolidation Officers still continue to hold court and pass orders (perhaps only in cases which have been remanded by the Director Consolidation).

Recommendation

Cadastral survey in this State was initiated in the beginning of this century and revisional survey was undertaken in all districts in the beginning of the second decade of this century. But after Independence no cadastral survey has been undertaken in Bihar. No decision appears to have been taken for terminating cadastral survey operations but at the same time, survey work has been initiated in certain selected districts from time to time. No Final Report has been prepared in respect of any survey undertaken after Independence in Bihar. Considering the fact that 27 crores of rupees is annually spent on survey and settlement and perhaps an equal amount, if not more, on the staff in Consolidation offices, the State Government should decide what the State wants because it is a sheer wastage of expenditure to have staff in Survey and Settlement as well as in Consolidation. As the offices have been created in non-plan on permanent basis, it would be difficult to terminate the services of such personnel. Moreover, due to the existence of surplus employees in Class III and Class IV elsewhere it will be extremely difficult to absorb these personnel in other Departments. We can only

recommend that since consolidation work has been finally stopped, there should be no promotion for the concerned personnel unless they are absorbed elsewhere. Computerization of land records has not been started in right earnest in the State and in spite of funds being released for updating of all land records and map computerization, no progress seems to have been made. An agricultural State like Bihar needs to take a more serious and decisive view in matters pertaining to land and settlement.

38.15.3 Instead of throwing up our hands in despair, Bihar should follow the example set by other States who have computerized land records such as Andhra Pradesh, Uttar Pradesh, Punjab and Haryana. Once the land records are computerised the staff in Survey and Settlement as well as in Consolidation could be allowed to retire without filling up their posts.

DEPARTMENT OF INDUSTRY

- 39.1.1 The Industry Department has three directorates Industry, Technical Development and Handloom and Sericulture. In dealing with the promotion policies of the personnel in the Industries Department we have seen that duties and functions relating specifically to research and coordination, formulation of industrial policy and technical development are looked after by the Director, Technical Development. The Department would need to look at this aspect and also the need for continuing with such a large number of posts, specially as many of the previously vibrant Corporations under the Department are now languishing. The Department's Secretary has diligently worked out the promotion policies of the various cadres and attempted to provide promotional opportunities which were not there before. However, in the light of the changed economic scenario, the role of the Department needs to be clearly outlined and the list of subjects specified for the Industries Department in the Rules of Executive Business do require to be examined afresh.
- 39.1.2 We realise and appreciate that the Department at present has to deal with the employees of a large number of Corporations who are not getting their salaries. At the same time, in a State which is way behind other States with rarely a new industry being set up, a change of focus seems to be extremely necessary and requiring fresh initiatives to be taken. If this requires greater interaction with the private sector then

the Department should initiate the dialogue. If there is a need to reorient the activities of the Department then the task should be undertaken at the earliest. Already against 719 sanctioned posts for the currently functional 67 non-plan schemes, only 498 are working. The Department proposes to close down many of the existing schemes with the retirement of the employees working in these schemes. We have in the subsequent paragraphs dealt with the promotion opportunities of the existing staff of the Department.

Bihar Industries Service

39.2.1 The Department has furnished the cadre Rules of 1987 for appointments to posts in the Bihar Industries Service. There are in this cadre 203 Project Managers of District Industries Centres/Assistant Director of Industries/Assistant Development Officers and other posts; 125 posts of Functional Managers of D.I.Cs./ Deputy Development Officers/Deputy Chief Engineers; 68 posts of Deputy Director of Industries/Development Officers/General Managers, 11 posts of Joint Director of Industries and 3 posts of Additional Director of Industries in the scale of Rs. 4300-5550. The 1987 Rules mention that 50% of the posts will be directly filled and the remaining will be filled by promotion. The educational qualification is at least a second class degree in any branch of Engineering from a recognised University or a Degree in Arts with Economics, Mathematics or Statistics or a Chartered Accountant or a Commerce graduate or a Cost Accountant or possessing a science degree in Sericulture or possessing a degree in Business Management from any recognised University as well as two years experience in a reputed industrial concern. The probation period is two years from the date of joining When the Rules were notified in December, 1987 the number of posts were 187 in the basic grade, 121 in the next higher grade, 67 in the scale of Rs. 1575-2300 and 11 posts of Joint Director and three posts of Additional Director of Industries. The Director, Technical Development is a post not included in the cadre and is filled by direct recruitment on the recommendations of the Bihar Public Service Commission. For promotion from the basic grade to the next higher grade of Rs. 1350-2000 the eligibility period is 5 years, to the next higher grade of Rs. 1575-2300 it is three years and thereafter for the next three promotions it is 3 years each. However, if a post in the scale of Rs. 2600-3200 does not exist in the cadre, no specific eligibility period requires to be laid down.

39.2.2 Schedule IV of the Rules also mention 44 posts of Assistant Manager, District Industries Centres, 42 posts of Superintendents, 15 posts of Deputy Information Officer/Technical Officer/Administrative Officer, Pilot Project Officer/Farm Superintendent/other equivalent posts in the Department in the then pay scale of Rs. 880-1510 and which stand revised to the pay scale of Rs. 5500-9000. Then there are five posts of Economic Investigator, 48 Statistical Assistants and 31 posts of Supervisors in the scale of Rs. 850-1360 which generally stand revised to Rs. 5000-8000 and the posts of Industrial Extension Officer have been shown to be in the scale of Rs. 850-1360/ Rs. 940-1660. The present revised scale of this post is Rs. 5000-8000. It is not clear to us as to how those in the scale of Rs. 880-1510 are now in the scale of Rs. 5500-9000 while those in the scale of Rs. 940-1660 are now in the scale of Rs. 5000-8000. The Department has also mentioned in the 1987 Rules that 8 posts of Assistant Directors in the scale of Rs. 1000-1820 now revised to Rs. 6500-10,500 are earmarked for the ministerial staff in the Department. All these posts were then in the scale of Rs. 850-1360 and Rs. 880-1510 and were the feeder grade for promotion to 50% of the posts of the Bihar Industries Service.

Promotional Opportunities in Central Government

39.2.3 From the information made available by the Industries Department of the National Capital Territory of Delhi the post of Deputy Director, Industries (Technical) is in the pay scale of Rs. 2200-4000 and is filled by selection from Assistant Directors in the various grades who have put in 7 years of service or if the post is to be filled by transfer/deputation then the officers in the scale of Rs. 2000-3500 with three years service are eligible and those in the scale of Rs. 1640-2900 are eligible after 7 years of regular service. Therefore, the Assistant Director is in the scale of Rs. 1640-2900 and in Bihar the Assistant Director in the pre-revised scale was in the same scale as the Deputy Director of Delhi administration.

- 39.2.4 For the post of Deputy Director, the essential qualification is a Degree in Engineering/Environment/ Technical and three years commercial experience in small scale and cottage industries where development of industry is concerned. For the post of Joint Director the recruitment rules state that the pay scale will be Rs. 3000-4500 and the educational qualification is the same as the Deputy Director but experience in small scale and Cottage Industries has to be of 5 years. 80% of the posts are filled by promotion and 20% by deputation on transfer. The Deputy Directors are required to put in at least 5 years of service before they are promoted and those in the lower scale of Rs. 2000-3500 are required to put in 8 years of service provided the post is filled by transfer on deputation while those filling the post by transfer on deputation in the scale of Rs. 2200-4000 would have to put in five years of service.
- 39.2.5 The 5th Central Pay Commission while dealing with the Ministry of Industry at Chapter 72 have recommended that the Assistant Development Officers will be in the scale of Rs. 2200-4000, the Development Officer will be in the scale of Rs. 3000-4500, the Additional Industrial Adviser in the scale of Rs. 4100-5300 and the Industrial Adviser in the scale of Rs. 4500-5700 .The upgradation suggested by the Central Pay Commission in the scale of the last two higher posts have not yet been agreed to by the Government of India. In the Bureau of Industrial Costs and Prices also the Deputy Director is in the scale of Rs. 3000-4500, the Director is in the scale of Rs. 3700-5000 and the Assistant Director is in the scale of Rs. 2200-4000. The Technical Officers discussed above are recruited through the Combined Engineering Services Examination conducted by the Union Public Service Commission.

Existing Scales and Promotional Opportunities

In the Bihar Industries Service, an elaborate hierarchy is available. For the basic grade we have recommended the scale of Rs. 6500-10,500 and then there are three selection grades in the scale of Rs. 3000-4500, Rs. 3700-5000 and Rs. 4100-5300. For the Deputy Director we recommend the scale of Rs. 3000-4500 as in the Centre and the Joint Director will be in the scale of Rs. 3700-5000 with the Additional Director and Industrial Adviser being in the scale of Rs. 14300-18300. As the Director, Technical Development is in a higher scale but outside the cadre, we have recommended for the post a slightly higher scale of Rs. 16400-20000. However the existing hierarchy in the cadre and the posts in various grades need to be discussed. For example the Development Officers in the Centre are in the scale of Rs. 3000-4500 while in the 1987 Rules the Deputy Development Officers have been shown in the corresponding same scale as it then existed (Rs.1350-2000).

Problems and Recommendations regarding Promotions

The Fitment Committee recommended the scale of Rs. 10000-15200 for Deputy Directors, Functional Managers and the scale of Rs. 12000-16500 was recommended for Joint Directors. As a result the chain of command has been disturbed because Functional Managers work under the General Managers and as the pay scale of both the posts are now the same, this chain of command can no longer be sustained. Therefore it has been proposed that the 67 posts of General Managers should be placed in the scale of Rs. 12000-16500 and the pay scale of Joint Director and Additional Director be made the same, that is, Rs. 14300-18300. This would mean pay scale jumping by 67 Officers now in the scale of Rs. 10000-15200. On the other hand, Joint Directors will not stand much to gain because they were earlier in the scale of Rs. 4100-5300. What Joint Directors stand to gain in pay scale, they stand to lose three promotional posts of Additional Directors but without any pecuniary loss.

- We have given careful thought to the problem. The existing scales need not be modified or upgraded if the Functional Managers and General Managers could work together in a District Industries Centre with the same pay scales. After all in a Prime Ministerial form of Government, the Prime Minister of England, according to many commentators, is primus inter pares, that is first among equals. The other solution is to let sleeping dogs lie. After all out of 67 posts of General Managers/Deputy Director only about 34 would be General Managers and that number could be allowed to continue till promoted or retired. We have not ascertained in how many District Industries Centres there are both Functional Managers and General Managers. Out of 121 posts of Functional Managers and equivalent posts, not more than half would be Functional Managers and they would not be in sufficient numbers to enable the Government to post them in all Districts where a General Manager has been stationed.
- 39.2.9 The problem of breaking down of chain of command may also be avoided by creating as many posts as there are General Managers in the scale of Rs. 12000-16500. This will ensure that only the General Managers would be benefited. However, this solution is broadly similar to what the Industry Department has suggested but the departmental proposal is slightly more costly as the pay scale of Joint Directors would also have to be upgraded. Moreover, the cadre will not look as it does now. Instead of 11 posts at Joint Director's level, there would be close to 55 posts including the 3 posts of Additional Directors. Consequently, the number of posts in the grade of General Managers/Deputy Directors/Functional Managers would be reduced by an equal number and promotions will be very quick at the first level for the direct recruit in the basic grade but slow thereafter.
- Another alternative that may lead to a solution is to post the senior most officers as General Managers and then the Functional Managers posted in District Industries Centres could report to the Joint Director. Yet another alternative is to directly recruit Functional Managers in their existing scale and they may then have no hesitation in working under the promoted General Managers.

39.2.11 In light of the prevailing situation and alternatives before us, a decision needs to be taken. Having decided on pay scales already, we are hesitant in undertaking any changes in pay scales or suggesting merger of two posts in two different scales. An upgradation in the scale of General Managers and consequently that of Joint Director, are likely to have repercussions within the Department and ripples would be felt outside, as well. The Department may perhaps subsequently in the future, designate basic grade officers of the Service as Functional Managers. But then the structure of the Service also has to be hierarchical. In consequence of the notification of revised pay scales, there are according to the Department, the same number of posts (187) in the first and second tiers and only 11 and 3 respectively, at the third and fourth tier. An increase of posts in the third tier, at the level of Joint Director, seems necessary. With due regard to the circumstances prevailing, we offer two alternatives, one of which may be accepted by the State Government. The first is to increase the strength of posts at the level of Joint Director by the number of posts of General Managers. This would enable promotional prospects to be evenly paced. The other alternative is to grant a special pay to the General Managers, in recognition of their seniority. We recommend a special pay of Rs. 450 per month.

Industrial Extension Officer

39.3.1 We have mentioned earlier that the Industrial Extension Officers and other posts/cadre form the feeder cadre for filling up 50% of the posts in the basic grade of the Bihar Industries Service, the pay scale being Rs. 6500-10,500. The Department has mentioned that the Industrial Extension Officers in the scale of Rs. 1500-2750 number in all 270 and specific recruitment rules for recruiting them and their promotion policy have not yet been framed. The recruitment qualification is graduation (Mathematics/Economics). Against these 270 posts the opportunities of promotion seem adequate because there are 203 posts in the basic grade of the Bihar Industries Service. However, in addition to Industrial Extension Officers there are other posts with their numbers detailed below who are eligible for promotion to the basic grade of the Bihar Industries Service: -

Sl.No.	Post	Nos.	Pay Scale
			(in Rs.)
1	Superintendent, Cottage Industries	42	1640-2900
	Training Centre/ Model Wood		
	Workshops		
2	Deputy Information Officer/Work	15	1640-2900
	Superintendent/Pilot Project		
	Officer/ Lecturer, Tasar Institute/		
	Technical Officer		
3	Sub-divisional Assistant Manager	44	1640-2900
	Technical Officer (Handloom)	1	
	Deputy Information Officer	1	

39.3.2 Under the Central Rules promotion to the basic grade of Rs. 2200-4000 is available to only those who have put in 7 years service in the scale of Rs. 1640-2900 and three years service is stipulated for those in the scale of Rs. 2000-3500. Among the list of posts in Delhi Administration's Industries Department there are posts of State Manager/Inspector, Industries/Handloom Inspector/Block Level Extension Officer who are all now in the scale of either Rs. 4000-6000 or Rs. 4500-7000. The recruitment qualification for all these posts is invariably a degree of a recognised University with two years experience or at least a Second Class degree of a recognised University with qualification in Technology/Engineering or Science or diploma in Textile technology with three years experience in Handloom Industry. Therefore, there is nothing sacrosanct about a degree being the essential qualification for posts in the pay scale of Rs. 5000-8000. There could be posts in the scale of Rs. 4000-6000 where a degree is an essential qualification if the post so requires. However, the Industrial Extension Officer is required to be a graduate but the feeder cadre also consists of Technical Officers who are required to be Engineers and are in the higher scale of the 103 posts in the scale of Rs.5500-9000,

15 posts of Technical and one post of Librarian are directly recruited by the Bihar Public Service Commission. Then of the 44 posts of Assistant Managers, 22 are directly recruited and the rest filled by promotion. The Assistant Managers are required to have a B.Tech degree or M.B.A and these posts are filled 50% by direct recruitment. The Pilot Project Officer is required to have a degree in silk technology, Therefore, not only the required qualification of the Industrial Extension Officer is lower than many other posts in the feeder cadre but the pay scale is also lower than that of Technical Officer, Pilot Project Officer, Deputy Information Officer, etc.

39.3.3 The Department has now informed us that there are 103 posts in the pay scale of Rs. 5500-9000 and the posts are as follows:-

Sl.No.	Post	Nos.
1	Technical Officer	15
2	Pilot Project Officer (Tassar)	24
3	Project Officer (Mulberry)	10
4	Publicity Extension Officer (Silk)	1
5	Senior Research Officer (Silk)	3
6	Superintendent (Silk)	2
7	Farm Superintendent(Silk)	1
8	Pilot Project Officer (Mulberry)	1
9	Technical Officer (Textile)	1
10	Sub-divisional Assistant Manager	44
11	Deputy Information Officer	1

39.3.4 These 103 posts are in the Directorate of Sericulture and elsewhere and the personnel are eligible for promotion to the scale of Rs. 6500-10,500 which is the basic grade of the Bihar Industries Service. We do not know how a common seniority list is prepared given the different pay scales and different sources of recruitment. These

Officers are eligible for promotion against 203 posts of Project Managers of District Industries Centres, Assistant Director of Industries, Assistant Development Officers and other posts.

Junior Class II Posts -- Feeder Cadre to the Bihar Industries Service

39.4.1 The Department has sent us a note dated 7.9.1998 where it has been mentioned that the basic grade of the Bihar Industries Service has a strength of 202. Of the 202 posts 50% are directly recruited and the rest filled by promotion. Promotion is given to the basic grade of the Service from the Assistant Manager, Superintendent, Technical Officer, Pilot Project Officer, Farm Superintendent, Lecturer Silk University, Bhagalpur and equivalent posts. Posts in this category will have 2 posts in the ratio of 2:4:1. Senior selection grade posts of Industrial Extension Officers will have 4 posts in this ratio and the one in this ratio forms the Statistical Assistants, Supervisors and Economic Investigators. Now that there are no longer selection grades, Industrial Extension Officers will be eligible for a promotion quota of 58 posts. The Assistant Managers and others in the scale of Rs.5500-9000 are entitled to 29 posts and the Statisticians to only 14 posts out of the 101 posts of the basic grade of the Service that are filled by promotion. But the first group of officers in the scale of Rs.5500-9000 challenged this method of promotion in the High Court. The Hon'ble Court declared ultra vires the provision in Schedule IV of the Bihar Industries Service Cadre Rules, 1987, whereby promotion was sought to be given to the basic cadre of the Service from senior selection grade Industrial Extension Officers, Economic Investigators/ Statistical Assistant/Supervisors. But the Industrial Extension Officers moved the Supreme Court and the matter is yet to be decided.

39.4.2 The group of Officers in the scale of Rs. 5500-9000 also approached the Patna High Court for merger of their cadre, posts and scales in the scale of the basic grade of the Service, Rs. 2200-4000. The Hon'ble Court directed the Finance Commissioner to pass a reasoned order within three months. However, in his order dated 18.6.98 the Finance Commissioner was unwilling to effect a merger of scales as the

Fitment Committee was expected to give its report soon and any merger of scales would have far reaching repercussions. The Fitment Committee also did not concede the scale of Rs. 6500-10500 for this category of officers. As things stand on date promotion to the basic grade of the Service are at a standstill and will remain so till the Supreme Court finally decides.

Artisans/Instructors/ Craftsmen

- 39.5.1 The problem with this Department, according to the present Secretary, is that there are 90 categories of posts/cadres in Class III and IV. These 90 different posts are presently in 8 scales, earlier it was 12. Most of these posts are on the 67 Training Centres, earlier it was 200. The State Government have decided that with the retirement of existing incumbents, the Centres will gradually be closed down. It has been estimated that posts of 128 Peons/Night Guards, etc., 269 Skilled Artisans, 66 Skilled Workers, 52 Clerk cum Typist, 157 Instructors/Highly Skilled Artisan, 9 Overseers, 5 Curators, 4 Survey Inspectors and 17 Superintendents will soon stand abolished with the retirement of the present incumbents. The Department has not suggested any promotional posts for them but has stated that till they retire Skilled Artisans should get promoted as Highly Skilled Artisans and the latter should get the post of Senior Instructor on promotion.
- We come next to the cadre of Artisans, Skilled Technicians and Skilled Instructors. For recruitment against the posts in the scale of Rs. 4000-6000/4500-7000 the following are the essential qualification:-
- (a) For Amber Charkha Instructor Matriculation with successful training in Ambar Charkha operation and mechanism from any Institute recognised by the Khadi and Village Industries Commission and two years practical experience;

- (b) The Skilled Artisans in the pay scale of Rs. 3050-4590 are required to be ITI Certificate holders in the relevant trade
- (c) For the post of Sizing Instructor/ Weaving Instructor/ Dyeing Instructor the educational qualification is Matriculation with diploma in Textile Technology/Textile/ Dyeing and printing from a recognised Institute, one year's practical experience or two years certificate in Textile Dyeing/ Weaving from any recognised Institute with two years practical experience in the respective trade.
- (d) For Senior Instructor (Paper Machine Art) the educational qualification is a degree in Arts and Crafts of a recognised University with one year's practical experience or diploma in Arts and Crafts from a recognised Institute with two years practical experience (qualification relaxable in case of persons with outstanding merit in Arts).
- 39.5.3 There are 339 Skilled Artisans in the scale of Rs. 950-1400, one Moulder, one Packer and 3 Wood Mechanics in the scale of Rs. 950-1400 .In the next scale of Rs. 975-1540 there are 37 Receptionists, 13 Skilled Artisans (Turners/ Fitters etc.), 26 Skilled Artisan/Supervisors and one Tracer-cum-Blue Printer. 26 posts of Organiser/Technical Organiser/Instructor/Senior Instructor/ Artisan and one Machine Operator and 3 Mechanics are in the scale of Rs 1200-1800. There are a total of 117 posts of Correspondence Clerks, Tracers and Typists and 39 posts of Bill Clerks as well as a similar number of Cashiers in the District Industries Centres which number 39. Then there are 37 Highly Skilled Artisans, 185 Stenographers/Steno Typists, 142 Instructors/Senior Instructors/ Organisers/Technical Organisers, two Draftsmen in the scale of Rs. 1320-2040. Two Loom Operators are in the scale of Rs. 1400-2300, one Laboratory Assistant in the scale of Rs. 1400-2600 and there are other solitary posts in the scale of Rs. 1400-2600 or Rs. 1500-2750. The Business Manager, the Instructor (Ticuli Wood), Superintendent/Technical Superintendent and Chargeman are in the scale

of Rs. 1400-2600 and some of the other posts in the scale of Rs. 1500-2750 are Curator, Publicity Officer, Supervisor of Mines and Weaving Mechanist. We are not discussing the promotion prospects of the 185 Stenographers in the District Industries Centres as their promotion policy has been discussed already in the Chapter on Revenue and Land Reforms.

- 39.5.4 According to the Department 22 posts of Pern Binder in the pay scale of Rs. 2650-4000 are promoted against the post of Skilled Artisans in the pay scale of Rs. 3050-4590. These Pern Binders are in the Directorate of Industries and the posts of Skilled Artisans are in the Handloom Directorate. In the Sericulture Directorate there are 24 posts of Keet Palak (Insect Rearer) cum Gardener, 3 posts of Reelers and two posts of Microscopics in the pay scale of Rs. 800-1150 and they are required to be literate with preference being given to persons trained in sericulture. The promotional opportunities are post of Silk Instructor in the pay scale of Rs. 3050-4590 and thereafter as Overseers in the pay scale of Rs. 4000-6000. There are only 18 posts of Skilled Artisans in the Handloom Directorate in the pay scale of Rs. 3050-4590 and the recruitment qualification is Matriculation with training in weaving. There is no mention whether the posts are directly recruited or filled by promotion.
- 39.5.5 There are several posts of Assistant cum Producer cum Junior Mechanical Operator, Boiler Helper, Machine Helper in the pay scale of Rs. 2650-4000 who are eligible for promotion as Skilled Artisan or Senior Mechanic and Boiler Attendant in the Handloom Directorate. There is no information about how these 7 posts of Assistant cum Producer who are non matriculates with experience in weaving, are promoted as Skilled Artisans. These Skilled Artisans are then promoted as Senior Instructors in the pay scale of Rs. 4000-6000 but what is the percentage of direct recruitment and promotion have not been specified.
- 39.5.6 There are also 339 posts of Skilled Artisans in the Directorate of Industries who are promoted as Senior Instructors. There are 4 posts of Senior Instructors as well as a large number of 128 posts who are in the pay scale of Rs. 4000-

6000. All these are promotional posts and the recruitment qualification is I.T.I. Certificate in the relevant trade. Hence it is presumed that these 339 Skilled Artisans get promoted against 128 posts of Senior Instructors. However, other claimants for promotion as Senior Instructors are Master Craftsmen, who are 25 in number in the pay scale of Rs. 3050-4590. The Department has also shown that 26 posts consisting of Senior Artisans, Senior Instructor, Organiser, Lady Organiser, Technical Organiser and Senior Artisan are also eligible for promotion against posts in the same scale as Senior Instructors. This is probably an inadvertence and needs to be corrected.

According to the Finance Department Resolution No.660 dated 8.2.1999 there are Senior Instructors in Sericulture, Weaving, Paper Machine Craft, Commercial Craft and Electroplating. We do not know in how many trades there are Skilled Artisans and Senior Instructors. We also do not understand why these Skilled Artisans cannot be promoted against the post of Highly Skilled Artisans in the higher scale of Rs. 4000-6000. If 339 Skilled Artisans are getting promotions against 128 posts of Senior Instructors then we consider that the promotional opportunities are adequate because about 38% of the Artisans are getting promotion as Senior Instructors. From the information available there are no higher posts than Senior Instructors. We are not in a position to recommend posts higher than the scale of Rs. 4000-6000 for personnel who are only having I.T.I. certificate in the concerned field. However, we recommend that if the Department so wants higher posts could be created in the scale of Rs. 4500-7000.

Assistant Superintendent

In Chapter 37, Volume II, Part II we recommended for the Assistant Superintendent the pay scale of Rs. 5000-8000 provided the recruitment qualification is a Degree in B.Sc.(Silk Technology). Even for the Industrial Extension Officers we recommended the scale of Rs. 5000-8000 because the recruitment qualification is a graduation degree in second class. Even the Textile Designer has been placed in the scale of Rs. 5000-8000 and for this post we have with us the specific recruitment qualification of the Central Government which mentions a Degree in Textile

Technology of a recognised University or Diploma in Textile Chemistry/Handloom Technology as well as 3 years practical experience. The age limit is 30 years and the post is filled by promotion/transfer on deputation. If the post is filled by transfer then those with 5 years service in the scale of Rs. 1400-2300 are eligible. Therefore, in the Industries Department for all supervisory posts which have a hierarchy below to be supervised, the pay scale is not below Rs. 4000-6000.

Graduate Enumerators

- According to the information made available by the Department the 18 Enumerators in the pay scale of Rs.3200-4900 with the qualification of a Graduation in Economics/Mathematics/ Statistics/Commerce are eligible to be promoted to the 87 posts of Economic Investigators who are in the pay scale of Rs. 5500-9000. All posts of Economic Investigators are filled by promotion from the cadre of Junior Statistical Assistant/Computer/Survey Inspector/Statistician. These posts form the feeder cadre and the total number is 52. Hence 52 Statistical functionaries and 18 Graduate Enumerators are promoted to 87 posts of Economic Investigators. This defies both logic and sense because 75 posts cannot obviously fill up the posts of Economic Investigators who number in all 87. If the department has other Class III posts who form the feeder cadre for promotion to the post of Economic Investigators then it is another matter.
- 39.7.2 There are five posts of Investigator in the scale of Rs. 5000-8000 and they are required to do statistical work. It would be advisable to have them in future on deputation from the Planning Department. In case these posts are direct recruitment posts then they can be promoted as Economic Investigators in the higher scale of Rs. 5500-9000.
- 39.7.3 The 18 posts of Enumerators are eligible for promotion as Junior Statistical Assistants and thereafter as Economic Investigators. There are in all 48 Junior Statistical Assistants and 4 Survey Inspectors in the pay scale of Rs. 5000-8000 who have a similar educational qualification as Economic Investigators. According to the

Department the posts of Junior Statistical Assistants and Survey Inspectors are filled either by direct recruitment or by promotion but the percentages have not been specified. There are also 5 posts of Investigators in the pay scale of Rs. 5000-8000 in the Handloom Directorate who are recruited similarly as the Junior Statistical Assistants and are eligible for promotion as Economic Investigators and thereafter as Managers and finally as Deputy Director, Industries.

39.7.4 We fail to understand how 18 posts of Enumerators can on promotion fill the 48 posts of Junior Statistical Assistants and four posts of Survey Inspectors. Still more surprising is the filling up of 87 posts of Economic Investigators by promotion of 52 Junior Statistical Assistants and others. The Department has proposed that the 18 Graduate Enumerators should be merged in the cadre and scale of Junior Statistical Assistants. These posts then with 5 Investigators, 31 Technical Supervisors (Handloom), 11 posts of Inspector, Quality Control and 270 posts of Industrial Extension Officers be made eligible for promotion to the 87 posts of Economic Investigators. These 7 categories of posts add up to 387 posts and all except the Graduate Enumerators are in the scale of Rs.5000-8000. To facilitate better promotional facilities the Department has proposed that 44 posts of Assistant Managers, 42 posts of Superintendent, Cottage Industry Training Centres against which only 11 are working at present and one post of Information Officer, all in the pay scale of Rs.5500-9000 can form with 87 posts of Economic Investigators, the promotional level for the 387 posts in the scale of Rs.5000-8000. The posts in the scale of Rs.5500-9000 are proposed to be designated as Assistant Managers. The extent of promotion would be according to the percentage of posts out of the total in the feeder cadre of 387. However, we are not in favour of any merger of a lower scale of Enumerators with a higher scale of Junior Statistical Assistants. After all Graduate Enumerators are promoted to the next grade of Junior Statistical Assistants. Future recruitments should take place with a reduced qualification and on basis of recruitment qualification discussed in Chapter 12 on Planning and Development. Secondly, till the apex Court of the land decides it does not appear appropriate now to promote Industrial Extension Officers to a separate cadre other than the basic grade of the Service.

Posts in Class IV

39.8.1 The Department has reported that there are in all 358 Class IV posts in the pay scale of Rs. 2550-3200 and they are required to read and write and having qualification to ride bicycles. The recruitment qualification for Peons has been discussed in Chapter V and needs to be followed after the State Government has accepted our recommendations. The promotional posts demarcated by the Department are 39 Treasury Sarkars and 37 Bill Clerks. These 358 posts can also form the basic feeder cadre for promotion against the solitary post of Dark Room Attendant, Packer cum Attendant, Sorter as well as Packer provided they have the requisite skill. The post of Treasury Sarkars are only to be filled by recruitment from Senior Peons who have some experience of accounting, are well conversant with the work of Treasury and Banks and can read and write Hindi as well as English.

39.8.2 We have dealt with the recruitment of Treasury Sarkars elsewhere in Chapter 7 on Department of Personnel. We recommend the Department to provide for the promotion of Daftaris from this cadre of Class IV personnel provided they are senior Peons. The post of Record Suppliers in the pay scale of Rs. 2650-4000 can also be filled by these Class IV personnel.

Gardener (Mali)

39.9.1 The Department has not suggested any promotional opportunities for the post of Mali/Helper in the pay scale of Rs. 2650-4000. We find from the Finance Department Resolution No.660 dated 8.2.1999 that the revised pay scale for the post of Helper in the Model Carpentry /Blacksmithy/ Rural workshop/Common Facility Service Centre is Rs. 2550-3200 while Pern Minder Helpers are in the pay scale of Rs. 2650-4000. It is not known how Helpers have been shown not in the scale of Rs. 2550-3200 but in Rs. 2650-4000. According to the information given by the Department there is only

one Mali and there is little that can we do about his future promotion. It would be more appropriate to have Mali/Gardener promoted from Class IV personnel.

Miscellaneous Posts

The Department has not suggested any promotional opportunities for the solitary post of Dark Room Attendant and Packer cum Attendant who are in the pay scale of Rs. 2650-4000 as well as two posts of Sorters in the same pay scale. All these are direct recruitment posts and the Department would have to consider promotional opportunities for these three posts as well as the posts of Polisher cum Painter in the pay scale of Rs. 2650-4000. There is one post of Packer, one post of Moulder, three posts of Wood Machinist, one post of Tracer-cum-Blue Printer, one post of Assistant Librarian, one post of Loom Fitter for which the Department has not suggested any promotional posts though all these are direct recruitment posts in the pay scale of Rs. 3050-4590. The 5th Pay Commission as well as the Fitment Committee in its earlier Report have recommended that the post of Tracer and Ferro Printer should be done away with and we recommend that there should be no future appointments against the post of Tracer –cum-Blue Printer.

The Handloom Promotion Officers are in the pay scale of Rs. 4500-7000 and required to be Matriculates with three years experience in Handloom/Textile Technology with two years experience in the field of Textiles or Matriculation with two years certificate in one of the trades mentioned above with three years experience in the field of Textiles .

39.10.3 The Department has not suggested any promotional opportunities for two posts of Draftsman and Saw Mill Bench Fitter in the pay scale of Rs. 4000-6000. The same is the position for two posts of Loom Tackler in the scale of Rs. 1400-2300, one post of Laboratory Assistant in the pay scale of Rs. 5000-8000, two posts of Instructor (Tikuli and Wood Craft), two posts of Supervisor, two posts of Technical Supervisors, one post of Design Manager, one post of Engineer, one post of Charge

Hand, one post of Photographer, one post of Machinist, one post of Weaving expert, one post of Mine Supervisor and one post of Publicity Officer which are all direct recruitment posts. The Department is required to suggest appropriate promotional opportunities for these posts.

Clerical Cadre

39.11.1 In addition to the above posts there are 117 posts of Correspondence Clerks, Tracers and Typist in the District Industries Centres and they are eligible for promotion to 39 posts of Head Clerks. This is agreed to with two observations. Posts of Tracers have to be abolished and no new recruitments are to be made and Typists need to be designated as Upper Division Clerks before being promoted as Head Clerks. We have already discussed the formation of a cadre for the mufassil offices in Chapter 38. For the 39 posts of Bill Clerks in District Industries Centres, the promotional posts are 39 Cashiers and the subsequent promotion is to 39 posts of Accountants. We generally agree but Bill Clerks and Cashiers are in the same scale and promotion as Accountants will be governed by the rules that we have recommended at paragraph 5.19.1, Chapter 5 of this Report. There are 185 Steno Typists/Steno Clerks in the District Industries Centres. Their promotional opportunities has been discussed on Chapter 38 because a large number of Stenographers are available in the mufassil offices.

39.11.2 While dealing with the Department of Industries we had recommended at paragraph 37.7.2 in Volume II, Part II that posts of Head Clerk-cum-Accountant should not be held by one person and Head Clerks should be in the pay scale of Rs. 1400-2300 so as to ensure pay differentiation between Clerks and Head Clerks. The Finance Department in their Resolution No.660 dated 8.2.1999 at Annexure 3, Item No.68 have also decided that no Head Clerk should simultaneously hold the posts of Accountant. This may be implemented. Therefore, the Department would have to amend its recruitment and promotion policy. We recommend that posts of 39 Head Clerks in the District Industries Centres should be filled by promotion from the Clerical cadre but Tracers and Typists should not be automatically eligible for promotion against posts of

Head Clerks. We have recommended in the chapter on Road Construction Department that posts of Tracers should be abolished and when the Clerical Service in Secretariat and mufassil are organized, the Typists and Correspondence Clerks should be designated as Upper Division Clerks if they are in the scale of Rs.4000-6000.

39.11.3 This Committee do not agree with the suggestions of the department that Treasury Sarkars should be the feeder cadre for filling up the posts of Bill Clerks and other posts in the clerical cadre. The reasons have been given while dealing with the promotional opportunities of the clerical cadres in the field establishments. We have also recommended that Bill Clerks with other cadres will be designated as Upper Division Clerk and in the event of the Bihar Secretariat Clerical Service being formed and getting underway, it would not be fair to recruit directly the best available personnel.

Receptionist

39.12.1 are 39 posts of Receptionists with Matriculation There qualification and the pay scale is Rs. 3050-4590. We have suggested at paragraph 2.5.1 of Volume II, Part II while dealing with the posts of Receptionists in the Home (Special) Department that in future the Home Department will not appoint Receptionists and if required they will be taken on deputation from the Department of Tourism. We have discussed the pay scales of the cadre of Receptionists at paragraph 18.1.3 of Volume II, Part II while dealing with the Department of Tourism. These cadre of Receptionists are available in the Government of India, Ministry of Home Affairs and the Receptionists are in the four scales of Rs. 4000-6000, Rs. 5500-9000, Rs. 7500-12,000 and Rs. 10,000-15,200. For the Receptionists in the Tourism Department we have recommended the pay scale of Rs. 4000-6000. The 39 Receptionists of this Department can be promoted against suitably designated posts in the pay scale of Rs. 4000-6000 if there is a need for these Senior Receptionists .We do not know what work is being done by these Receptionists in the Department of Industries and though the Department has informed us that these posts are filled both through direct recruitment and promotion, the percentages have not been indicated. But as it has been decided in the Department that these posts are not required, no promotions need be given exclusively for this cadre. With the retirement of existing Receptionists the posts will cease to be in existence.

Laboratory Assistant

39.13.1 The Finance Department have notified the pay scale for Laboratory Assistant to be Rs. 4000-6000 as well as Rs. 4500-7000 and the latter scale is admissible in the case of Laboratory Assistants in the Department of Industries for those who have been recruited with a qualification of 10+2 with Science and Graduation in Science or diploma in Engineering or any other subject with diploma in Laboratory technology. The Department has informed us that these Laboratory Assistants do not have any prescribed qualification and steps are being taken for laying down their educational qualification. In such circumstances four Laboratory Assistants are without any promotional opportunities. We recommend that they should be in the scale of Rs. 4000-6000 instead of Rs. 4500-7000 unless, of course, they fulfil the recruitment qualifications as mentioned.

Supervisors

39.13.2 The Department has informed us that there are two posts of Supervisors in the pay scale of Rs. 4500-7000 who are required to have a Diploma in Engineering and they are eligible for promotion against 11 posts of Inspectors, Quality Marketing. According to the Department, these 11 posts of Inspectors do not have any future promotional avenues. There is also no information regarding whether these posts are filled by direct recruitment or by promotion.

Accountant

39.13.3 There are six posts of Inspector of Accounts in the pay scale of Rs. 5000-8000 and these posts are filled by Accountants through promotion but there are

only four posts of Accountants in the pre-revised scale of Rs. 1400-2300 and the revised scale for these Accountants is Rs. 4000-6000. The pay scale of Rs. 4500-7000 is only for Accountants in the Housing Department. However, the Department would have to ensure that all the Accountants are promoted as Inspector of Accounts and the other posts would have to be obtained on deputation or by transfer on deputation. We have recommended elsewhere that a cadre of Accountants should be formed on the pattern of what is available in the Indian Audit & Accounts Department so as to have an effective system of preparation of accounts as well as ensuring that accounts are maintained properly and according to established procedure.

Overseers and Instructors

According to the information made available by the Department, 24 posts of Insect Rearer-cum-Mali, three posts of Reeler, two posts of Microscopist, three posts of Packer-cum-Weighman, two posts of Boiler Attendant, 26 posts of Helpers, two posts of Reeler-cum-Spinner, four posts of Reeling Assistant, two posts of Grainage Assistant, two posts of Reeling Assistant, 27 posts of Technicians, 34 posts of Assistant-cum- Producers are all in the pay scale of Rs. 800-1150 and some of these pay scales have been revised to Rs. 2650-4000 while the pay scale of certain categories have not yet been revised. The Department has informed that there are 382 posts of Insect Rearer (Keet Palak) and if these are included there are in all 510 posts in the scale of Rs.2650-4000. The promotional facilities for these posts are Silk/Andi Instructors in the pay scale of Rs. 3050-4590, thereafter as Overseers in the pay scale of Rs. 4000-6000 and Supervisors who were previously in the pay scale of Rs. 1320-2040 are now in the pay scale of Rs. 4000-6000. The posts available for promotion are 40 posts of Skilled Instructors and 8 posts of Andi Instructors, all in the pay scale of Rs. 3050-4590.

39.13.5 There are 186 posts of Overseers who have no promotional avenues and these posts are filled partly by direct recruitment and partly by promotion, but no specific percentages have been indicated. There are 78 posts of Supervisors in the pay scale of Rs. 1320-2040 but these have also been notified the revised scale of Rs.

4000-6000 . For direct recruits the qualification is Matriculation with certificate in Weaving and 3 years experience. We are not sure how these 186 posts can get promotion against 78 posts of Supervisors in the same scale. We recommend that if this promotional tier is to be maintained then 50% posts of Overseers have to be directly recruited.

Insect Rearer (Keet Palak)

We have one post of Operator, two posts of Weavers, two post of Yarn Cutter, 510 posts of Keet Palak, who are either to be promoted against the post of Skilled Artisans or against the post of Skilled Instructor in Andi/Silk, both in the pay scale of Rs. 3050-4590. Only the Keet Palak and the Yarn Cutter are eligible for promotion as Instructors in Sericulture. The Insect Reeler, numbering 510 are only required to be literate with preference being given to six months trained personnel in Sericulture and we are not sure whether the Department would like to promote them as Instructors in Sericulture without the requisite qualification of I.T.I. certificate. The 510 posts of Keet Palak (Insect Rearer) are filled both by direct recruitment and promotion. There are 196 posts of Peon/Night Guards/ Orderly Peon who may be promoted as Keet Palak if they have six months training in Sericulture. While these 196 posts are in the scale of Rs.2550-3200, Keet Palaks are in the scale of Rs.2650-4000.

39.13.7 According to the Department in the *Sericulture wing* there are 510 posts of Keet Palak in the Tassar Centres, Keet Palak cum Mali in the Mulberry Centres, Reeler, Helper, Microscopist, Reeler cum Spinner, Reeling Assistant, Grainage Assistant, Technician and Assistant cum Producer. All these 510 posts are in the pay scale of Rs. 2650-4000 and are promoted to 86 posts of Reeling Assistant, Manager cum Secretary, Instructor, Field Laboratory Assistant, Reeling Technician, Grainage Technician, Silk Instructor, Andi Instructor and Technician. These number 86 in all and cannot be considered adequate because given normal retirement and promotions, among the 510 there may be many who will not get any promotion at all. Either the promotional posts have to be increased or else other posts would have to be identified for promoting those in the pay scale of Rs. 2650-4000.

<u>Recommendations on Promotion Policy for Insect Rearer, Overseer and Andi Instructor</u>

39.14.1 The Department has proposed that as there are 290 posts of Overseer, Instructor in Sericulture and Andi and equivalent posts, the 510 posts of Keet Palak could be given promotion to these 290 posts if they are trained for one year, are matriculates and have knowledge of Commodity Purchase Rules. The training will be organized at Chaibasa's Sericulture Institute. However, only 50% of the 290 posts will be filled by these trained Keet Palaks on promotion. Earlier Andi and Silk Instructors and Overseers were in the same scale of Rs.975-1540 but after pay revision Overseers are in the scale of Rs.4000-6000 and the Instructor in the scale of Rs.3050-4590. The Department has proposed that the pay scale of the Instructors in Andi and Silk should be increased to Rs.4000-6000. There are a total of 207 posts in these three grades. At present these 207 posts are promoted to 103 posts of Assistant Superintendent and Organizer but now these posts are also in the same scale of Rs.4000-6000. It has been proposed that the Assistant Superintendents should be in the scale of Rs.4500-7000. The Sericulture Directorate consists of three wings of Cultivation, Weaving and Dyeing and Printing. The Department has proposed that the 103 posts referred to in the preceeding paragraph should have facility of promotion to 98 posts of Assistant Superintendents in the pay scale of Rs.5000-8000 provided they are science Graduates and have obtained a Post Graduate Diploma from Centtral Silk Board's Training Institute at Ranchi or from Berhampore in West Bengal. The posts in the scale of Rs.5000-8000 will then have promotion to 45 posts in the scale of Rs.5500-9000.

Projector Operator

39.15.1 The pay scale of Projecter Operator in the Department of Sugarcane is in the scale of Rs. 4000-6000 and the Projector Operator in the Industries Department is in the scale of Rs. 4500-7000. We have no information regarding the number of posts in each grade in the two Departments under consideration. According to

GSR No.636 dated 26.6.1981, the Projector Operator in the National Fire Service College, Nagpur is in the pay scale of Rs. 4000-6000. The essential qualification is Matriculation or equivalent, preferable with science subjects, valid licence for operating Film Projector, diploma in Radio Mechanic Course and 5 years experience as Projector Operator/ Electrician and general Engineering or allied audio visual experience. The posts are filled by direct recruitment and desirable knowledge of working of Projector, Tape Rcorder as well as electrical instruments relevant to the job. Hence for the Projector Operator in the Industries Department and the posts of Projector Operator elsewhere in Bihar, should be filled by direct recruitment. If there are large number of Projector Operators then some posts of Senior Projector Operators should be created for providing promotional opportunities. Without actual figure it is difficult to make any recommendations.

Posts in Directorate of Technical Development

In the Technical Directorate of the Industries Department there are a large number of non-technical and technical posts. We have no comments to offer on 13 posts of Choukidars/Orderly Peons/Chaprasi, four posts of Typist-cum-Clerk and an equal number of posts of Head Clerks cum Store Keeper in the pay scale of Rs. 4500-7000, 24 posts of Routine Clerks now in the revised pay scale of Rs. 4000-6000, 14 posts of Bill Clerks now in the pay scale of Rs. 4000-6000, 38 posts of Typists, Head Typists, four posts of Accountant, one post of Receptionist Clerk, one post of Draftsman, 23 posts of Personal Assistants, 102 posts of Assistants and 196 posts of Peon, Night Guard, Office Peon and Chaprasi, 11 posts of Head Clerk, 45 posts of Clerk, 96 posts of Accountant-cum-Clerk, 20 posts of Accountants 8 posts of Store Keepers, five posts of Typists, three posts of Cashier, two posts of Store Keeper, one post of Head Clerk and one post of Accountant. All these cadres are common and their promotional opportunities have been discussed in various Chapters of this Report (chapters 5 and 7).

Directorate of Handloom

39.16.1 In the Directorate of Handloom there are about 15-16 Weavers Training Centres, five offices of Deputy Development Officers, two plants at Biharsharif and Darbhanga and a Design Centre in Patna.

39.16.2 In this Directorate there are 44 posts of Peon cum Night Guard, Orderly Peon, Night Guard, Gateman, Store Attendant and Sweeper. The promotional posts for them are only one post of Daftary in the pay scale of Rs. 2610-3540. The Department has indicated the scale of Daftary in the pay scale of Rs. 2650-4000 but this is a mistake. The Department has proposed that Machine Helpers (20 posts), Junior Machine Operator(4 posts) and one post of Daftary could be the promotional posts for 44 Class IV posts. The Boiler Helper, who has got experience of Boilers should be a direct recruit post as it is a solitary one. Seven posts of Assistantcum- Producer in the pay scale of Rs. 2650-4000 are in the Centres and the posts should be filled by direct recruitment from Matriculates who have got some experience of weaving. However, the posts of Junior Machine Operator, Assistant cum Producer, Boiler Helper, Machine Helper are not shown in the scale of Rs. 2650-4000 in Finance Department Resolution No. 660 dated 8.2.1999 as claimed by the Department. The Assistant cum Producer, if he is in the pay scale of Rs. 2650-4000 could be promoted against the existing 18 posts of Skilled Artisans in the pay scale of Rs. 3050-4590.

39.16.3 We agree with the proposal of the Department that 44 Class IV posts should have promotional opportunities to the 33 posts in the scale of Rs.2650-4000. The 4 posts of Senior Machine Operator, 5 posts of Jeep/Van Driver could be filled by promotion of Junior Machine Operators and Machine Helpers if they possess the requisite skill /licence. Wherever necessary ITI certificate will be insisted upon.

39.16.4 There are 9 posts of Carpenter, two posts of Boiler Assistant, four posts of Senior Machine Operator and one post of Mechanic in the pay

scale of Rs. 3050-4590. For the Carpenters we recommend that the pay scale of Rs. 3050-4590 will in future not be given to any one who is less than a Matriculate with I.T.I. certificate. The same will be applicable for the Senior Machine Operator who can be promoted from the post of Machine Helper if he has an I.T.I. certificate. The Mechanic will invariably have to have an I.T.I. certificate in machine trade. As regards the Boiler Assistant we only have information about the recruitment qualification at Paper Security Mill at Hoshangabad. The Mate to the Boilerman is required to have a Matriculation with a National Trade Certificate in Fitter/Mechanic/ Boiler Trade as well as two years experience and the post is in the pay scale of Rs. 3050-4590. The Boiler Grade III is in the pay scale of Rs. 4000-6000. The Assistant Boilerman in the pay scale of Rs. 1150-1660 (pre-revised) in the Central Government is required to have a Second Class Certificate of competency granted under State Boiler Attendant Rules as well as Matriculation or equivalent certificate. The Highly Skilled Boilerman in the scale of Rs. 4500-7000 is expected to have a First Class certificate of competency. We recommend that the Boiler Attendant should also have a certificate of competency under the State Boiler Attendant Rules and the post should be filled by direct recruitment. However, the Boiler Helper in a lower scale can be promoted if he/she has the requisite qualification.

There are 18 posts of Skilled Artisans and one post of Dyeing Jobber who are required to be Matriculates and skilled in the requisite trade. 20% posts of Skilled Artisans are in the pay scale of Rs. 3050-4590 and posts are filled by promotion and the rest by direct recruitment. The Assistant-cum-Producer will be eligible for promotion as Skilled Artisan provided he is a Matriculate. The post of Dyeing Jobber should be a direct recruitment post. There are 27 posts of Senior Instructor in the pay scale of Rs. 4000-6000 and the required qualification is Matriculation with training of two years. 50% posts are to be filled by direct recruitment and 50% by promotion from Skilled Artisans. There are also three posts of Skilled Weavers in the pay scale of Rs. 4000-6000 who are required to be Matriculates with training and all the posts are filled by direct recruitment. There are three posts of Skilled Artisan and two Skilled Weavers, in the scale of Rs. 4000-6000. These posts will be filled by promotion from the post of Skilled Artisan in the pay scale of Rs. 3050-4590. The solitary post of Finishing Jobber/

Fitter and Electrical Mechanic in the pay scale of Rs. 4000-6000 are direct recruit posts and all the three have to have Matriculation with I.T.I. training. Only for the post of Finishing Jobber can the post of Dyeing Jobber in the pay scale of Rs. 3050-4590 be a promotional post if he has the requisite skill and experience. In the Directorate of Industries of Delhi Administration the Dyeing cum Printer is in the scale of Rs. 4000-6000 and is required to be a Matriculate with a diploma in Textile dyeing and training from any Institute recognised by the Government and two years practical experience in Dyeing. If the State Government wants this could be the recruitment qualification for Finishing Jobber and Dyeing Jobber and if the latter has the qualification, then he could be promoted as Finishing Jobber.

In all there are 32 posts in the scale of Rs.4000-6000 Other than the Fitter and Electric Mechanic, the 30 posts could be given promotion to 50% of the 31 posts of Technical Assistant/Supervisor in the scale of Rs.5000-8000.

Clerical Cadres

There are 31 posts of Store Keeper, Accountant cum Treasurer, Accountant cum-Store Keeper, Typist cum Clerk, Typist, Store Keeper cum Typist, Cashier and Ledger Keeper who only have Matriculation as their requisite qualification but for them no promotional avenues have been recommended though they are in the pay scale of Rs. 4000-6000. Available promotional posts are only two posts of Head Clerks and there must be other posts in the Department against which they could be promoted. We have already dealt with the cadre of Store Keepers, Clerks, Accountants, Cashiers elsewhere in Chapter 5. The post of Ledger Keeper is similar to the work that is being done by the Clerk. We only recommend that the Accountant should not be made Cashier and Store Keepers should not continue indefinitely against their posts and it should be rotated and accounts kept of whatever the stores consist of. We recommend that instead of four posts of Store Keepers there could be according to requirement, more posts but then designations like Accountant cum-Store Keeper or Store Keeper—cum-Typist should be dispensed with. The post of Store Keepers and Clerks and Accountants

should be filled by transfer from those who can type at specified speed as well as have some knowledge of Accounts and Store Keeping in case recruitment is to be made against posts of Store Keepers. In the Central Government there are only few offices where Typists are directly recruited and generally it is the Lower Division Clerk who does the work of typing. There would be no need of Typists if recruitment of Clerks is made from those who know typing at a specified speed.

Assistant Supervisors

39.17.1 There are two posts of Assistant Supervisors in the scale of Rs. 4000-6000 and they are to be recruited from those who have Matriculation with training in Weaving. We recommend that as the pay scale of Weaving Instructor in the Delhi Administration's 'Office of Directorate of Industries is in the same scale, the Senior Instructor and the Assistant Supervisor in the pay scale of Rs. 4000-6000 should have Matriculation, a diploma in Textile Dyeing and Printing from a recognised Institute and also have one year's practical experience or certificate in Textile Dyeing from a recognised institution with two years experience. Generally these posts are filled by promotion from Expert Weavers who have at least two years experience. However, we recommend that as the posts will be filled 50% by direct recruitment and 50% by promotion, the recruitment qualifications for both the categories should be the same.

39.17.2 There are 8 posts of Supervisors, 17 posts of Technical Supervisor and two posts of Weaving Specialists who are in the pay scale of Rs. 5000-8000 and the recruitment qualification is Diploma in Handloom Technology or degree in Textiles. In all there are 41 posts in the scale of Rs.5000-8000. However, at present there is only one post of Technical Officer in the scale of Rs.5500-9000 available for promotion. The Department proposes to increase the number of posts in this scale and grade. As Senior Instructors and Assistant Supervisors are in the pay scale of Rs. 4000-6000 and are being directly recruited from those who have diploma in Textile technology, 50% of these 27 posts could be filled by direct recruitment and the rest by promotion. If

the Department so wants, all these three categories of posts could be designated as Supervisor.

Sizing Jobber

39.18.1 The post of Sizing Jobber in the pay scale of Rs. 5000-8000 is filled by direct recruitment from those who have either a three years diploma in Silk Textile or are B.Sc. (Silk). However, we have been informed that the degree of B.Sc. given by the Nathnagar Institute has not been recognised by the AICTE. Similarly the State Government also should not, in future, recognise this B.Sc. (Silk) from Nathnagar Institute as a valid qualification.

Electrician and Foreman

39.19.1 The posts of Electrical Mechanic /Electrician, Foreman and Screen Cutter in the pay scale of Rs. 5000-8000 have the qualification of diploma in either Machine or Electrical or Textiles. The Department would need to decide whether the post of Foreman could be a promotional post because generally in the work place a directly recruited Foreman may have problems in managing work. All these posts are direct recruitment posts and nothing further needs to be said unless of course the Department wants to fill up these posts by promotion from those who fulfil the requisite qualification indicated for direct recruitment. In that case the Electrician in the pay scale of Rs. 4000-6000 could be promoted as Senior Electrician, in the scale of Rs. 5000-8000. The Screen Cutter can be designated as Technical Assistant and could be promotional posts for Assistant Supervisor/Senior Instructors and the post of Foreman would go to the Fitters or other categories on their promotion.

Designers

39.20.1 There are 20 Designers who are required to be Matriculate with Diploma in Fine Arts and the Department have not suggested any promotional posts. The Designers in the Central Government are in the pay scale of Rs. 1640-2900 and required

to have a degree in Textile and Textile Technology or diploma in Textiles from a recognised institution with three years practical experience in design, craft making, card cutting and smooth weaving of designs in a concern of repute. In case the posts are filled by promotion in the Central Government then the departmental Master Craftsmen and Handloom Promotion Officer in the scale of Rs. 4500-7000 with 5 years regular service are eligible along with outsiders but have to possess educational qualification and experience prescribed.

39.20.2 There are solitary posts of Textile Designer and Art Designer in the pay scale of Rs. 5000-8000. There are two posts each of Printing Master, Dyeing Master, Sizing Master and Finishing Master in the pay scale of Rs. 5000-8000. The recruitment qualification is Diploma in Textile Technology/Diploma in Handloom Technology or Diploma in Fine Arts. There are also two posts of Designer in the pay scale of Rs. 5000-8000 for whom diploma in Textile Technology is the prescribed qualification. As the post is only of Designer, the Department if it so wants, can frame a promotion policy for these Designers with the designation of Senior Designer. In the Delhi Administration the Designers are in the pay scale of Rs. 5500-9000 with the qualification of Matriculation or equivalent, degree in Textile Technology from a recognized University or equivalent or Diploma in Textile Chemistry/Textile Technology/Handloom Technology from a recognized Institute or equivalent and three years practical experience in designing, craft making, card cutting and smooth weaving and preparing design in a concern of repute. The Department has suggested that these posts numbering in all 12 could form the feeder posts for promotion against the posts of Manager/Assistant Director/Deputy Development Officer (Handloom). However, we feel that promotions should be given if they fulfil the requisite qualification laid down for direct recruitment in the Bihar Industries Service Cadre.



DEPARTMENT OF HEALTH, EDUCATION & FAMILY WELFARE

- 40.1.1 Judged against accepted health indicators, Bihar alongwith a few other States, are well below the average. In this context the role of the Health, Medical Education and Family Welfare Department is crucial in the development of the State. Not only does Bihar have a very high fertility rate but the fact that Bihar is also poor means that public health, sanitation as well as adulteration of food stuffs will require constant surveillance. But from whatever interaction we have had with the Department, it is apparent that the existing infrastructure is wanting and personnel of this Department are not adequately qualified and trained to handle these matters with desired competence. Not only do we find hospitals, public health Dispensaries and primary health centres without medicines and the proper infrastructure, there are many offices of this Department which do not have a building of their own. But the expectations of the employees regarding safeguarding their promotional opportunities is extremely high.
- 40.1.2 Inspite of our best efforts we have not been able to cover all posts. We are also not in a position to express the feeling that the Department appreciates the numerous problems associated with health care, public health, sanitation, medical

education and family welfare. Even if the Department is aware of these problems, there is no appreciation in the Department regarding what type of response and from which category of staff is expected. Given our limitations, we have discussed below the promotional opportunities of the personnel under this Department.

Dental Doctors

40.2.1 In paragraph 38.4.5 in Volume II, Part II of our Report we had observed as follows:-

"as the 5th Central Pay Commission have allowed to Dental Doctors the same pay scales that have been allowed to the Medical Doctors, we accordingly recommend the same scales for the Dental Surgeons as we have recommended for the Medical Doctors However, as the higher pay scales beyond the basic grade for the Dental Doctors are only selection grade posts, we are not in a position to recommend at this stage what the pay scale of the higher grades should be. But we are recommending that if the posts in the higher grades are mentioned in the Cadre Rules, they will have the same pay scales as we have allowed to the Medical Doctors. If the posts are merely designated as selection grades then we will be submitting our recommendations separately regarding the promotion policy for the Dental Doctors."

Central Recruitment and Promotion Rules

We now have with us GSR 53 dated 3.2.1998 of the Ministry of Health and Family Welfare wherein Recruitment Rules,1997 have been notified in respect of posts in Dental discipline in the Central Government Health Scheme, Dr. R.M.L. Hospital, New Delhi, Safdarjang Hospital, New Delhi, Lady Hardinge Medical College and Smt. Sucheta Kripalani Hospital, New Delhi, as well as Jawaharlal Institute

of Post-Graduate Medical Education and Research, Pondicherry. This G.S.R. contains Recruitment Rules and pay scales of the following categories:-

- (a) Dental Surgeon Rs. 2200-4000 + Non Practising Allowance (N.P.A.)
- (b) Junior Staff Surgeon (Dental) Rs. 3000-4500 + N.P.A.
- (c) Staff Surgeon (Dental) Rs. 3700-5000 + N.P.A.
- (d) Consultant in Dental Surgery Rs. 5900-6700 +N.P.A.
- (e) Assistant Professor Rs. 3000-4500 + N.P.A.
- (f) Associate Professor Rs. 3700-5000 +N.P.A.
- (g) Professor Rs. 4500-5700 + N.P.A.

40.2.3 In G.S.R. 53. dated 3.2.1998, referred to above, the posts of Dental Surgeons in the pay scale of Rs. 2200-4000 are distributed as follows:-

Sl.No.	Hospital	No. of Post
1	Central Government Health Scheme	25
2	Dr. Ram Manohar Lohia Hospital, New Delhi	3
3	Safdarjang Hospital, New Delhi	2
4	Jawaharlal Institute of Post Graduate Medical	1
	Education and Research, Pondicherry	

40.2.4 According to the Recruitment Rules of the Ministry of Health and Family Welfare as notified on 3.2.1998 the Dental Surgeons are recruited in the basic

grade of Rs. 2200-4000 and these are Group A gazetted non ministerial posts. The essential qualification is registration with the Dental Council and qualification included in Part I or Part II of the Schedule of the Dentists Act. The Doctors are not to exceed 35 years of age and it is relaxable up to 5 years for Government servants. Recruitment is made both directly and from those having 3 years regular service in posts in the scale of Rs. 2000-3500 or equivalent. Possessing of educational qualification and experience prescribed for direct recruits are applicable when appointed on transfer on deputation basis.

Surgeon with 4 years regular service in the grade. Promotion to this post is on in situ basis without linkage to vacancies. Consultation with the Union Public Service Commission is not necessary and the Departmental Promotion Committee for promotion consists of the Additional Secretary, Ministry of Health and Family Welfare as Chairman, Director General of Health Services or his nominee as Member and the third Member is Joint Secretary, Ministry of Health and Family Welfare. For promotion as Staff Surgeon Dental in the next higher scale, promotion is once again on in situ basis without linkage to vacancies and from Junior Staff Surgeon (Dental) with 6 years regular service in the grade or 10 years combined regular service as Dental Surgeon and Junior Staff Surgeon (Dental) out of which 2 years regular service shall be as Junior Staff Surgeon (Dental). The Departmental Promotion Committee is the same as in the case of promotion to the Junior Staff Surgeon (Dental), and once again it has been indicated that consultation with Union Public Service Commission is not necessary.

40.2.6 Consultant in Dental Surgery is the next higher post and appointment is to be made from those Government Servants not above 50 years of age. The essential qualifications include a Post Graduate Degree in Dental Surgery from a recognised University/ Institution or equivalent, registration with Dental Council, 16 years experience of Dental work in a hospital or private practice as well as qualification included in Part I or Part II of Schedule to the Dentists Act,1948. In case of transfer on deputation (including short term contract) the officers under Central/State

Government/Universities/Recognised Research Institutions /Public Sector Undertakings Semi Government Autonomous or statutory Organisations, a Doctor would have to hold analogous posts on regular basis or with 3 years regular service in posts in the scale of Rs. 4500-5700 or equivalent or with 8 years regular service in posts in the pay scale of Rs. 3700-5000 or equivalent and have to possess the educational qualification and experience laid down for direct recruitment. The Departmental Promotion Committee consists of Chairman/Member of Union Public Service Commission, Secretary or his nominee of the Ministry of Health and Family Welfare as well as Director General Health Services/Additional Director General, Health Services as Member. Consultation with Union Public Service Commission is necessary and promotion is made to the post of Consultant from Staff Surgeon (Dental) with 6 years regular service in the grade. The mode of recruitment is promotion failing which by transfer on deputation, failing both, by direct recruitment. For the Consultant, if directly recruited, the probation period is one year and the Departmental Promotion Committee for confirmation consists of Additional Secretary, Ministry of Health and Family Welfare as Chairman, Director General Health Services or his nominee as Member. The proceedings of the DPC for confirmation of a direct recruit are required to be sent to the Union Public Service Commission for approval.

40.2.7 For teaching posts like Assistant Professor, Associate Professor, and Professor Rules have been separately framed and have been notified in GSR No.53 dated 3.2.1998. An Assistant Professor is required to have a qualification included in Part I or Part II of the Schedule to the Dentists Act.1948, Post Graduate Degree in Dental Surgery from a recognised University/Institution or equivalent, registration with the Dental Council and 3 years teaching experience in the speciality as Tutor/Demonstrator/Registrar/ Senior Resident/Lecturer after requisite Post Graduate qualification. In case direct recruitment is not possible then Doctors with the educational qualification and with experience prescribed for direct recruitments and having 5 years regular service in posts in the scale of Rs. 2200-4000 or equivalent will be eligible. The age limit is 40 years and relaxable upto 5 years for Government servants. The Departmental Promotion Committee consists of Additional Secretary, Ministry of Health and Family Welfare as Chairman and

the two other Members are Additional Director General, Health Services and Joint Secretary of the Ministry of Health and Family Welfare. Consultation with the Union Public Service Commission is necessary for appointment as Assistant Professor and qualifications are also relaxable at the discretion of the Union Public Service Commission. In case of candidates otherwise well qualified for posts of Associate Professor, promotion is on in situ basis without linkage to the vacancies and an Assistant Professor with five years regular service in the grade is eligible for promotion. The Departmental Promotion Committee consists of Secretary/Additional Secretary, Ministry of Health and Family Welfare and Director General Health Services/Additional Director General of Health Services and Joint Secretary of the Ministry. In this case consultation with Union Public Service Commission is not necessary. For Professors, promotion is on in situ basis without linkage to the vacancies and an Associate Professor with 6 years regular service in the grade or Associate Professor with 10 years combined regular service in the grade of Associate Professor are eligible for promotion.

40.2.8 In the Central Rules which we have just referred to, a Dental Surgeon gets two promotions as Junior Staff Surgeon (Dental) and Staff Surgeon (Dental) and the posts of Consultant is filled by promotion or transfer on deputation or failing both, by direct recruitment. For promotion in the two grades below Consultant it is on in situ basis without linkage to vacancies. No Consultant is appointed unless he has 16 years of experience of dental work in a hospital or private practice as well as a Post Graduate degree in Dental Surgery. For Consultants administrative experience is also desirable. A Dental Doctor is assured of promotion as Staff Surgeon in the scale of Rs. 3700-5000 with Non- Practicing Allowance within a time frame of 10 years provided regular departmental promotions are given.

Pay Scales in Bihar

40.2.9 The Finance Department of the Bihar Government in their Resolution No.781 dated 8.2.1996 have categorised the Dental Doctors into four grades

and these four grades correspond to the scales of pay of teaching personnel of the Dental Doctors. The following table gives the designation and the existing scales:

Sl.No	Post	Pay Scale (in Rs.)
1	Basic grade/Tutor	2200-4000
2	Junior Selection Grade/Lecturer	3000-4500
3	Senior Selection Grade/Professor	4100-5300
4	Super Time Scale/Principal	4300-5550

In contrast to the Centre no posts stand created in the scale of Rs. 3700-5000 as well as the higher scale of Rs. 4500-5700 and beyond in Bihar. According to information made available by the Health Department there is one Principal, four Professors against the strength of 7, Lecturers numbering 6 and 6 Tutors, though the sanctioned strength of Tutors is 8. The sanctioned strength of Dental Doctors in the State who are available in the sole Dental College of the State is 22. At present only 17 are working. There are other Dental Doctors in the State but their number is not as large as the M.B.B.S. Doctors. According to information made available to us by the Association of Dental Doctors their strength is 115 as on 1.4.1995.

Existing Promotion and Recruitment Rules in Bihar

The Bihar Dental Service Association under the signature of their Chairman, Dr. Nandlal and Secretary, B.K.Singh, had submitted a representation regarding their pay scales. The Association has submitted a request that they only have three promotion facilities whereas in the Bihar Health Service the promotions are more. In the Bihar Health Service, there are five posts of Joint Director, five posts of Additional Director, one post each of Director and Director-in-Chief which have not been provided to the Bihar Dental Doctors. While notifying the eligibility period for promotion in the three selection grades the Department of Personnel in their order dated 14.11.1974 mentioned that for promotion to the junior selection grade a minimum of 5 years is required. For promotion to the senior selection grade, a minimum of three years service is

required and for promotion to the super time scale of two and half percent, 3 years service is required. This does not match the Central scheme as a Junior Staff Surgeon (Dental) cannot become so before having put in four years regular service as Dental Surgeon. For promotion as Staff Surgeon (Dental) six years service as Junior Staff Surgeon (Dental) is required and for Consultants 8 years service in the scale of Rs. 3700-5000 or 3 years regular service in posts in the scale of Rs. 4500-5700 is required in the Centre.

Among the papers that have been furnished by the Department of Health, Medical Education and Family Welfare of Bihar there is nothing on record to show how the Dental Surgeons are appointed or promoted in various grades. We only have with us the constitution of the Departmental Promotion Committee for promotion when time bound promotions are to be given. For time bound promotion, the Committee is headed by the Health Commissioner and three other members are Additional Secretary/ Deputy Secretary, Director in Chief of the Health Services as well as a Scheduled Caste or Scheduled Tribe Member nominated by the Department of Personnel who is at least in the rank of Deputy Secretary. For promotion to selection grade posts the Committee is headed by the Chairman, Bihar Public Service Commission or Chairman of Bihar Public Enterprises Bureau, and the five other members are the Secretary, Health Department, Secretary, Human Resources Development, Additional Secretary Health Department, incharge of establishment and one Scheduled Caste/Scheduled Tribe Officer nominated by the Personnel Department as well as the Director in Chief, Health Services.

In Bihar technically according to existing orders a promotion in the super time scale should take at the minimum 11 years. We recommend that for Dental Surgeons who are in non-teaching and for Teachers in the State Government, as indicated above, the Central rules should be adopted. In the Central Rules there is a provision while considering in situ promotion that when juniors who have completed their qualifying eligibility service are being considered for promotion, seniors alongwith would also be considered provided they are not short of the requisite qualifying/eligibility period by more than half of such qualifying/eligibility service or 2 years,

whichever is less and have successfully completed their probation period for promotion to the next grade along with their juniors who have already completed such qualifying/eligibility service. This should also be followed for promotion of Dental Doctors in Bihar. Therefore, the pay scale of Assistant Professor will be Rs. 10,000-15,200 that of Associate Professor Rs. 12000-16,500 and of Professor Rs. 14300-18300, subject to attainment of the educational qualifications as prescribed in the Centre.

Changes in Designation

In the Finance Department Resolution No.660 dated 8.2.1999 the 40.2.13 basic grade of the Dental Surgeon has been notified as Rs. 6500-10500 and the Lecturers are in the scale of Rs. 10,000-15,200. As Assistant Professors in the Centre can only be considered for appointment as Assistant Professor after 3 years teaching experience with requisite Post Graduate qualification, Lecturers have to be renamed as Assistant Professors provided they have the same qualification as Assistant Professors in the Centre. In the non-teaching side there would be two promotions without linkage to vacancies and the post of Consultant would now go to the Doctors who have to put in at least 6 years regular service in the scale of Rs. 3700-5000 but with the limitation that the scale applicable would be Rs. 14300-18300. As and when appropriate rules are framed on the pattern of the Centre with provision for both transfer on deputation /promotion as well as direct recruitment, the pay scale that can be allowed to the Consultant is Rs. 5900-6700 provided there is a justification for the creation of post of Consultant depending on the work load. This would place the Dental Doctors in the same pay scales as Doctors in the non-clinical and clinical side of the Bihar Health Service up to Professors. If this recommendation is followed then the Dental Doctors in the scale of Rs. 3000-4500 will be promoted not to the scale of Rs. 4100-5300 but to the scale of Rs. 3700-5000. We have also submitted our recommendations on Non Practicing Allowance and this will hold good in respect of Non- Practicing Allowance for Dental Doctors also after the Government takes a comprehensive view on our recommendations.

Recommendations

This is another area where according to this Committee the needs of the citizens have been ignored. 115 Dental Doctors for a State with the size and population of Bihar is insignificant. We recommend that each Referral Hospital, each Sub-divisional Hospital and each District Hospital of the State should invariably have Dental Surgeons. Each District Hospital should also have two Staff Nurses or Dental Technicians, one Attendant and one Sweeper to help the Dental Doctors. In the Centre posts of Dental Surgeon is in the basic grade, Junior Staff Surgeons are in the scale of Rs.10,000-15,200 and Dental Staff Surgeons are in the scale of Rs.12,000-16,500. Therefore, each Referral Hospital should have at least one Dental Surgeon and the District Hospitals should have one Dental Staff Surgeon who will be assisted by a Junior Staff Surgeon and a Dental Surgeon. To start with Sub-divisional Hospitals can have one post of Dental Surgeon and depending on the number of patients and the available facilities, the number of Dental Doctors could be increased.

40.2.15 For the Dental College instead of one Professor there should be six for the six disciplines, nine Associate Professors and six Dental Surgeons in the basic grade instead of the existing strength of 7. There are 6 Lecturers in the scale of Rs.10,000-15,200 who could be given the designation of Assistant Professor or Junior Staff Surgeon Dental. We also recommend that all the nine Medical Colleges and Hospitals of the State should have at least two Dental Doctors comprising one Dental Surgeon and one Junior Staff Surgeon. If posts of Dental Doctors do not stand created, then this should be done.

40.2.16 In view of above recommendations the number of Dental Doctors will need to be increased from the existing strength of 115 to 446. The numbers have been worked out on the basis of the above discussions. At present there is only one Dental College in the State which does not absorb more than 40 students annually. The B.D.S. course is a 4 years course and there is need to also start M.D.S. courses. The Regulation of 1983 of the Dental Council of India provides that in M.D. course in each

speciality there shall not be more than 2 students per graduate teacher per year. We have ascertained from the Health Department that at present no teaching is given in the Dental College in Bihar for M.D.S. degree. At present all the Dental Colleges are having only non-Post- graduate courses. The Central Government have prescribed for teaching posts like Assistant Professor, Associate Professor and Professor a post-graduate degree. It is only in respect of Tutor/Demonstrator/Registrar/ Senior Resident/Lecturer that Post-graduate qualification is not prescribed for appointment. According to the rules in the Centre which Bihar Government has in principle adopted, Post-graduate qualification is a must. There is little that we can do except recommending that the Dental Council of India guidelines should be adopted. We recommend that Post- graduate qualification for whichever teaching post is recommended by the Dental Council should be made a mandatory qualification before promotions could be given to Dental Surgeons/ Doctors according to what we have discussed.

Laboratory Attendant

- The Fitment Committee had in Chapter 38.26.4 of Volume II, Part II discussed the pay scale of Laboratory Attendants and had recommended that all such Laboratory Attendants in the pre-revised scale of Rs. 775-1025 will be in the revised scale of Rs. 2550-3200 and Chief Laboratory Attendant or Head Laboratory Attendant, wherever posted in the scale of Rs. 800-1150 will be in the revised scale of Rs. 2650-4000. This is in consonance with the recommendations of the 5th Central Pay Commission at paragraph 55.144 where they had observed that most laboratory employees in the scale of Rs. 800-1150 are either Middle/VIIIth Standard/High School/Matric pass with one year training in Laboratory Attendants' course or experience of laboratory work.
- 40.3.2 We have with us the recruitment qualification of Laboratory Assistants of the Jawaharlal Institute of Post Graduate Medical Education and Research (JIPMER), Pondicherry as well as of the Farakka Barrage project in the Ministry of Irrigation & Power. However, all these recruitment rules are of February-March, 1972. In

JIPMER the age limit for direct recruits is 25 years and the Laboratory Attendants are required to be directly recruited with a probation period of two years. The educational qualification is Middle School Standard Pass or equivalent examination and the candidate is required to have passed the Laboratory Attendants' course conducted by any recognised Institution or has practical experience in laboratory work for at least one year. In the then Ministry of Irrigation and Power no training in a recognised course was laid down as a pre-condition for recruitment.

40.3.3 We are not aware of any such recruitment qualification that has been laid down for recruitment of Laboratory Attendants in Bihar. Hence we recommend that for Laboratory Attendants the same recruitment qualifications as in the Centre should be laid down and according to approved yardsticks the posts of Chief Laboratory Attendant or Head Laboratory Attendant should be created.

Basic Health Worker

In the Rural Health Training Centre, Najafgarh of the Department of Health, Ministry of Health and Family Welfare of the Government of India, the recruitment qualification for appointment as a Basic Health Worker (Male) is Matriculation or equivalent with Science as a subject from a recognised University or Board or a Certificate course or recognised basic training of Health Worker(Male). The posts are all filled by direct recruitment and the period of probation is two years. The recruitment rules have been notified in GSR No. 405 dated 14.4.82 and the pay scale noted is Rs. 260-400 which now stands revised to Rs. 3050-4590.

While discussing the pay scale of Basic Health Worker in paragraph 38.45.8 of Volume II, Part II in respect of the Department of Health, Medical Education and Family Welfare, we had recommended the revised pay scale of Rs. 3050-4590. We had also observed that the Basic Health Workers were never in the same pay scale as Auxiliary Health Workers (paragraph 38.45.7.Volume II, Part II) and had recommended for the Auxiliary Health Workers the pay scale of Rs. 4000-6000, above

that of the Basic Health Workers. From our readings of the Reports of the Third and Fourth Pay Revision Committees we found that the Basic Health Workers were posted in the Malaria Eradication Programme as well as in Health Sub-Centres and other than being Matriculates, they were required to be at best possessing a post-recruitment training of only one year. Therefore, the Basic Health Workers (Male) in the Najafgarh Rural Health Training Centre under the Government of India have the same recruitment qualification as the Basic Health Workers in Bihar. There is a difference that the age limit for direct recruits is 18 to 25 years in Government of India, which is relaxable upto 35 years in the case of Government servants in accordance with the instructions or orders issued by the Central Government. In Bihar the recruitment age limit is higher because the Government have decided that for all direct recruits the maximum age limit would be 35 years. We recommend to the State Government to consider lowering the age limit for direct recruits. Other than that, a probation period of two years would also be required to be laid down.

Compounder

At paragraph 38.37.1,Volume II, Part II this Committee had recommended for the Dresser-cum-Compounder the pay scale of Rs. 3050-4590 on the basis that the work being done by the personnel appointed against this post is primarily that of Compounder. Compounders in the Directorate/Office of Indigenous System of Medicines were also recommended the pay scale of Rs. 3050-4590 at paragraph 38.30.3. The practice in Bihar of appointing Compounders by giving promotion from Class IV needs to be discontinued but the existing personnel will continue to be in the scale of Rs. 3050-4590 because this is a promotional post for Class IV. Wherever there is direct recruitment of Compounders in the scale of Rs. 3050-4590 it should be confined to Matriculates with 2 years experience /training. But now that Pharmacists are available, the practice of appointment of Compounders should be discontinued.

40.5.2 GSR 1054 dated 29.6.74 which govern the Recruitment Rules of Training Centre for the Deaf Institute of the Department of Social Welfare under the

Ministry of Education & Social Welfare states that Compounders will be in the scale of Rs. 4000-6000 and the essential qualification is a B.Pharma or B.Sc. with Chemistry as one of the subjects for recruitment of qualified and registered Compounders. The posts are filled hundred percent by direct recruitment. Presumably, this qualification is that of the Pharmacists. At present the Pharmacists are in the scale of Rs. 4500-7000. The 5th Central Pay Commission at paragraph 52.90 have discussed the pay scale of Pharmacists and recommended the revised scale of Rs. 4500-7000 for those who possess the entry qualification of Diploma in Pharmacy. The Head Pharmacist has been recommended the scale of Rs. 5000-8000. We recommended to the Health Department in paragraph 38.18.2 that a post of Chief Pharmacist should be created if there is adequate justification because in the absence of information regarding number of posts, we were unable to make such a recommendation.

In view of the above, we would recommend that the Bihar Government should stop direct recruitment of Compounders and should actually recruit Pharmacists who are having the qualification of Diploma in Pharmacy. On top of the Pharmacists, a post of Head Pharmacist may be created in the pay scale of Rs. 5000-8000 and, if necessary, also an additional tier could be created in the higher scale of Rs. 5500-9000. The posts of Compounders is not appropriate in the present context of medicines and all recruitments from Class IV should be stopped henceforth. The existing personnel recruited from Class IV will continue to be in the scale of Rs. 3050-4590.

Theatre Attendant

40.6.1 We have with us the Recruitment Rules of Theatre Attendants of JIPMER, Pondicherry notified in GSR 361 dated 25.3.82. This is a promotional post and the scale now stands revised to Rs. 2650-4000 and is filled by promotion form Nursing Orderlies/Clinical Attendant/Stretcher Bearer/Ayah with 5 years regular service. The 5th Central Pay Commission at paragraph 52.78 discussed the pay scale of O.T. Technicians and have equated Laboratory Technicians with O.T. Technicians. According to the hierarchy the O.T. Attendants and Laboratory Attendants are in the scale of Rs. 2650-

4000. O.T.Assistants are in the scale of Rs 3050-4590, O.T. Technician in the pay scale of Rs. 4000-6000 and the Senior O.T. Technicians are in the pay scale of Rs. 4500-7000. For the O.T. Assistants in the pay scale of Rs. 3050-4590 the Recruitment Rules prescribe Matriculation with Science plus a certificate or 10+2 with Science. For O.T. Technicians in the pay scale of Rs. 5000-8000 the Recruitment Rules prescribe a minimum of B.Sc. with diploma/ Certificate and there could be two further promotions as O.T. Supervisor and O.T. Technician Superintendent in the pay scales which are, respectively, Rs. 5500-9000 and Rs. 6500-10,500.

In Bihar, the Operation Theatre Assistant has been notified in the scale of Rs. 4000-6000 and there is no higher pay scale over and above the O.T. Assistants. We presume that those who have been recruited have been promoted from the pay scale of Rs. 3050-4590 with the qualification of 10+2. Given the importance of O.T. Technicians and O.T. Assistants, the State Government would like to consider filling up these posts from personnel with higher qualification and to maintain the morale of this highly important cadre, appropriate promotional opportunities as in the Central Government could be devised.

X-Ray Technicians

40.7.1 The pay scales of ECG /EEG /X-RAY Technicians was discussed by this Committee in paragraph 38.31.3 and that of Dark Room Assistants in paragraph 38.12.1, Volume II, Part II. The 5th Central Pay Commission recommended that the Dark Room Assistants who are recruited cent percent directly with qualification of Matriculation and Certificate in Radiography will be in the revised pay scale of Rs. 3050-4590 and for the Dark Room Attendants the pay scale recommended by us was Rs. 2650-4000. However, we had recommended that the Department of Health, Medical Education and Family Welfare should lay down appropriate recruitment rules to match the recommendations of the 5th Central Pay Commission made at paragraph 52.107.

- Assistants should be promoted as Senior Dark Room Assistant/X-Ray Technician in the scale of Rs. 4000-6000 and the Assistant Radiographer should have at least a 10 +2 with Science besides a Certificate in Radiography. We have recommended that Radiographers should be in the pay scale of Rs. 4000-6000 in the basic grade and this will be applicable for future promotion/recruitments with the qualification of 10+2 with Science and those having two years diploma or Certificate. This will be the promotional post also for Assistant Radiographers to be appointed in the pay scale of Rs. 3050-4590 for those who have 10+2 with Science and a certificate in Radiography. At present the X-Ray Mechanics are in the scale of Rs. 3050-4590.
- 40.7.3 The Radio Technicians are in the scale of Rs. 4500-7000 and Senior X-Ray Technician/Senior Radiographers are in the scale of Rs. 5000-8000. The 5th Central Pay Commission have noted that the post of X-Ray Assistants in the scale of Rs. 4000-6000 should be filled 50 percent by direct recruitment and 50 percent from Dark Room Assistants and those in the pay scale of Rs. 4500-7000 will be filled on the basis of 20% direct recruitment and promotion to the extent of 80 % from X-Ray Technicians and Radiographers. Those having a three years Diploma in Radiology Technology should be in the scale of Rs. 5000-8000 . 50% direct recruitment could be resorted to at this level with the higher qualification and the rest of the posts can be made promotional posts. Thereafter, there could be promotional posts in the pay scale of Rs. 5500-9000 for direct recruits and promoted personnel in the pay scale of Rs. 5000-8000.
- We have with us the Recruitment Rules of JIPMER, Pondicherry as notified in GSR 361 of the Ministry of Health and Family Welfare dated 25.3.82 for the post of X-Ray Technicians. In JIPMER these posts are filled 50% by direct recruitment and 50% by promotion and promotion is from Dark Room Assistants with 8 years of regular service in the grade. The Departmental Promotion Committee consists of Director who is the Chairman and two other members are the Medical Superintendent and Deputy Director (Administration). The educational qualification laid down is a

Matriculation or equivalent with a Diploma in Radiology which is a two years course and one additional year of experience.

40.7.5 The Health Department has neither provided the numbers in each grade nor the recruitment and promotional rules. We recommend adoption of the Central hierarchy as indicated in the foregoing paragraphs subject to educational qualifications as prescribed by the Central Government.

Physiotherapist

We had at paragraphs 38.14.1 and 38.14.2 of our Report discussed 40.8.1 the pay scales of Physiotherapist and Occupational Therapist. The 5th Central Pay Commission recommended the pay scale of Rs. 5500-9000 against the pre-revised scale of Rs. 1400-2300 for the Physiotherapist and Occupational Therapist .The recruitment qualification is 10+2 with a 3 years Degree or Diploma course and six months Internship with or without Post-graduate training. For non-diploma holders, the Fitment Committee had recommended the revised pay scale of Rs. 4500-7000 and for Diploma holders the pay scale of Rs. 5500-9000, as is prevalent in the Central Government. Lecturers will be in the scale of Rs. 6500-10500 and functional duty posts of Senior Physiotherapist or Occupational Therapist will be in the scale of Rs. 8000-13500. The Finance Department, Government of Bihar have notified in Resolution No.660 dated 8.2.1999 that nondiploma holder Physiotherapist will be in the scale of Rs. 4500-7000 and Diploma holder Physiotherapists will be in the scale of Rs. 5500-9000, Lecturers/Senior Occupational Therapist will be in the scale of Rs. 6500-10,500 and if there are posts above that of Senior Physiotherapist and Senior Occupational Therapist then the scale would be Rs. 8000-13,500.

Central Recruitment and Promotion Rules

40.8.2 We have with us the recruitment qualification of Junior Physiotherapist and Junior Occupational Therapist. GSR No.1060 dated 17.11.1981

mentions that the pay scale would be Rs. 4500-7000 which now stands revised to Rs. 5500-9000 and the recruitment qualification states that the candidate should have passed the Matriculation or equivalent examination and obtained a Diploma meant for Physiotherapists from K. E. M. School of Physiotherapy or equivalent qualification. For Physiotherapist the experience of one year is an essential qualification and experience of one year in the field of rehabilitation is the desirable qualification but for Occupational Therapists the desirable qualification is only one year in the field of rehabilitation. These posts are in Pondicherry Medical College called JIPMER and are required to be filled by promotion from Physiotherapist Technician. Occupational Therapist Technician with 5 years service in the grade after appointment thereto on a regular basis are eligible and the recruitment age is 28 years which is relaxable upto 35 years for Government servants. The Departmental Promotion Committee consists of Director as Chairman, Medical Superintendent as Member and Deputy Director (Administration) is also a Member and the fourth Member is a designated Group A Officer.

We also have with us the Recruitment Rules of Physiotherapists of the Central Government Health Scheme, Delhi. The scale of pay as notified in GSR No.1155 dated 27.11.1981 is Rs. 680-960 which now stands revised to Rs. 6500-10,500, the age limit is 30 years and relaxable up to5 years for Government Servants and the post is to be filled by transfer / deputation and failing which by direct recruitment. Those eligible are officers in the Central Government in analogous posts with three years service in posts in the scale of Rs. 550-900 (now revised to 5500-9000) or with 8 years service in the scale of Rs. 425-700 (now revised to Rs. 4500-7000) and possessing educational qualification and experience of Diploma in Physiotherapy from a recognised Institution as well as having three years practical experience in Physiotherapy in a Hospital/Institute of repute. The desirable qualification is post -graduation training in Physiotherapy from a recognised Institution or equivalent. The normal period of deputation is not to exceed 3 years and Union Public Service Commission will have to be consulted if direct recruitment is to be made.

40.8.4 GSR No.1062 dated 20.11.1981 also contains the Recruitment Rules of Physiotherapy Technician/Occupational Therapy Technician in Medical College, Pondicherry (JIPMER). The Recruitment Rules specify the scale of Rs. 330-560 which now stands revised to Rs. 4000-6000 and the recruitment qualification is Matriculation or equivalent with a course in Physiotherapy Technician/Occupation Therapy Technician. This post of Technician is filled by promotion failing which by recruitment and those eligible for promotion Physiotherapy are Attendant/Occupational Therapy Attendant with 8 years regular service in the grade. The Departmental Promotion Committee is the same as in the case of the Junior Physiotherapist and Junior Occupational Therapist. The age limit is 18-25 years and the same is relaxable up to 35 years for Government servants. However, what is available in Pondicherry will not be relevant in our case because the Bihar Rules do not provide for such an elaborate hierarchy and we will recommend that the non-diploma holders will have to have the same qualification for Physiotherapists in the scale of Rs. 5500-9000 to enable them to be promoted or adjusted against the vacant posts in that grade. They will not be eligible for future promotion till they are in possession of the required diploma.

Posts in Bihar

40.8.5 We do not find any post in Bihar designated as Physiotherapy Attendant/Occupational Therapy Attendant /Physiotherapy/Occupational Therapy Technician. If the State Government so decides, posts in lower scales can be created so as to create better avenues of promotion for such non-gazetted employees who do not have the required professional expertise to qualify for the posts of Physiotherapist. Even in the Vikalang Bhawan, Physiotherapist/Occupational Therapist Attendant and Technicians are not available. The inference that could be drawn is either Physiotherapists are performing the duties of the lower posts or duties that are prescribed for Physiotherapists in the Central Government are being performed by the Doctors and Physiotherapists are merely drawing the higher pay scales without performing the duties commensurate with what is prescribed in the Centre. Therefore, we recommend that the structure for Physiotherapists and Occupational Therapists will have to be as we have

discussed in paragraph 38.14.2 of Volume II,Part II. It is up to the State Government to decide whether posts of Attendants and Technicians will have to be created. As and when the Bihar Government decides to create the post of Chief Physiotherapist and Chief Occupational Therapist then the scale of Rs. 10,000-15,200 will be made available.

40.8.6 In Bihar the total strength of Physiotherapists is 95. In the Patna Medical College Hospital there are 6 Physiotherapists and there are two each in the Medical Colleges and Hospital at Darbhanga, Ranchi, Muzaffarpur, Bhagalpur, Gaya and Nalanda Medical College Hospital, Patna. In Sadar Hospitals of the State there are 13 Physiotherapists. The District Leprosy Control Office at Patna, Gulzarbagh and Masaurhi have three Physiotherapists, one each. In addition there are 52 Physiotherapists in District Leprosy Control Offices at the rate of one each in six towns, 32 in Leprosy Control Units and 6 in the 20 bedded Leprosy Hospital. In the 100 bedded Leprosy Rehabilitation Homes at Dumka and Ranchi there is one each and 6 are in other places. There are 9 Physiotherapists in the Bihar College of Physiotherapy and Occupational Therapy in Patna Medical College and Hospital.

Recommendations

We have already recommended in Chapter 38 of the previous Report that those Physiotherapists who are diploma holders will have the pay scale of Rs.6500-10,500. Those working against the posts of Lecturer and Senior Physiotherapist or Occupational Therapist will be in the scale of Rs.8000-13,500. We have also recommended that the Government would have to create post of Chief Physiotherapist and Chief Occupational Therapist in the scale of Rs.10,000-15,200 depending on their need and the number of patients and the administrative problems that have to be faced. The Department has not favoured us with any information regarding which hospitals and Institutions require Chief Physiotherapist and Senior Physiotherapist as well as Senior Occupational Therapist. In our opinion the number of Physiotherapists in Bihar is quite small considering that there are 55 Districts and 134 Sub-divisional Hospitals. The Health Department has however, got sanction for 80 Sub-divisional Hospitals and 146 Referral Hospitals. With increasing traffic accidents and bone related diseases there is need for

increasing the number of Physiotherapists and Occupational Therapist. Compared to Physiotherapists the number of Occupational Therapists is only 44.

40.8.8 The mandarins in the Health Department would need to take close look and increase the number of both Physiotherapists and Occupational Therapists. At least each Referral Hospital and Sub-divisional Hospital other than the District Hospitals and 9 Medical College and Hospitals need adequate number of Physiotherapist and Occupational Therapists. What the number would be is required to be decided by the Department. We can only suggest that each Medical College Hospital should have one Chief Physiotherapist. There should be Senior Physiotherapist/ Senior Occupational Therapist in each district hospital provided the State Government is able to create sufficient number of posts of Physiotherapists and Occupational Therapists who will assist the Senior Physiotherapist/ Senior Occupational Therapist. Medical Colleges would also require to have Lecturers in the scale of Rs.6500-10,500 and elsewhere where teaching is imparted. If there is requirement of a lesser number of Lecturers, then Physiotherapists in this scale would require to be posted in important places where there are sufficient patients. An independent review would also have to be made to assess the actual strength of Physiotherapists/Occupational Therapists that are required in the State Government.

Bihar Health Service

Department of Health, Medical Education and Family Welfare Department have informed us that the Bihar Health Manual is not available. Even after so many decades the Bihar Health Service Rules have not been framed. The following are the pay scale of Doctors prior to pay revision:-

Sl.No.	Designation	Pre-revised Pay
		Scales
1	Director in Chief	5900-6700
2	Director	5100-6300
3	Additional/Joint Director	4500-5700

4	Super Time	4300-5550
5	Senior Selection Grade	4100-5300
6	Junior Selection Grade	3000-4500
7	Basic grade	2425-4000

40.9.2 In the 9 Medical Colleges of the State the following are the posts and the pay scales:-

Sl.No.	Designation	Sanctioned	Pre-revised pay
		strength	scale (in Rs.)
1	Principal	9	4500-5700
2	Professor	209	4100-5300
3	Associate Professor	362	3700-5000
4	Assistant Professors	485	3000-4500
5	Registrar	100	3000-4500
6	Resident Doctor	241	2425-4000
7	Tutor	275	2425-4000
8	Anaesthestist	30	2425-4000
9	Assistant Clinical Pathologist	9	2425-4000

State Departmental Promotion Committee

40.9.3 The Departmental Promotion Committee according to the Resolution dated 4.2.1998 consists of the Chairman, Bihar Public Service Commission/ Chairman Public Enterprises Bureau as Chairman and the Members are Commissioner and Secretary, Health Department, Secretary, Department of Human Resources Development, Additional Secretary, Department of Personnel & A.R., Additional

Secretary, Medical Education incharge of establishment, Director in Chief, Health Services and a designated SC/ST representative .There is another Committee for granting time bound promotions but this is no longer relevant as the Finance Department have decided in Resolution dated 8.2.1999 that there will be no time bound promotions. According to a letter dated 14.11.1974 of the Personnel Department, 5 years is the eligibility period for promotion from the basic grade to the junior selection grade, 3 years is the eligibility period of promotion to 12.5 % of the posts and 3 years again for promotion to 2 .5 % of the posts. From Civil Surgeon to Deputy Director and for other higher posts, 3 years is the eligibility period.

Rules Regarding Teaching Posts

- 40.9.4 The Department has also furnished to us Notification No.162(17) dated 21.5.1997 by which the Medical Education Service Cadre Rules have been framed. The following are the salient features:-
 - (a) For promotion from Lecturer to Assistant Professor there may be promotions on the basis of seniority, teaching seniority, basic research work which have been published in recognised national and international journals and minimum of 4 years teaching experience.
 - (b) For the next promotion to Associate Professor 5 years teaching experience as Assistant Professor will be required. Promotion would be based on inter-se seniority of Assistant Professors, teaching experience and investigative work and provided they possess the qualifications laid down by the Medical Council of India. If Doctors with sufficient experience are not available then there will be relaxation of the eligibility period.
 - (c) For promotion as Professors there will be all India advertisements and there will be selection from amongst candidates who fulfil the Medical Council of India guidelines. Apart from having teaching experience in the

concerned discipline, teaching experience of 5 years as Associate Professor will be required.

- (d) For the post of Deputy Director there would be selection from among Professors.
- (e) For selection of Principals, Government would follow the Medical Council of India guidelines and consider the seniority/qualification of the Professors in the zone of consideration.
- (f) For selection of Joint Director/Additional Director and Director the zone of consideration will be the Principals and from them based on seniority, qualification and proficiency in the work, selection will be made.

We do not know whether these Rules are being followed for the promotion/appointment of Doctors in the Medical Colleges of the State.

Central Health Service Rules

We have with us G.S.R.No.460(e) dated 8.10.1996 of the Department of Health, Government of India wherein the Central Health Service Rules,1996 have been notified. The Rules state that promotions to grades other than entry grades shall be without linkage to vacancies. The minimum educational and other qualifications have been specified and it has been stated that direct recruitment to posts belonging to super speciality for which the minimum essential qualification is Doctor of Medicine (D.M.) or Magister Chirurguie (M.Ch.) or equivalent, shall be made in the scale of Rs. 3700-5000 in the teaching and non-teaching specialist sub cadres. For example, Schedule III mentions that teaching specialist sub cadre posts of Associate Professors having super specialities be filled by direct recruitment. Schedule V of the Rules state qualification, experience required for direct recruitment to the post of Associate Professor (super speciality), pay scale of which is Rs. 3700-5000. It is seen that for Associate

Professors the age limit is 45 years, Post graduate degree in the concerned speciality as well as 5 years experience as Senior Resident/Tutor/Registrar/Lecturer in the concerned speciality is required. Post graduate qualification is an essential qualification. For Assistant Professors in the scale of Rs. 10,000-15,200 the same qualification is prescribed except that the teaching experience is limited to 3 years. On the other hand, in Medical Officers Grade all posts of Medical Officer, Senior Medical Officer, Chief Medical Officer and non-functional selection grade. Chief Medical Officer are promotional posts except the basic post of Medical Officer. For recruitment of Medical Officers a written examination to be followed by an interview has been prescribed in the said Schedule V of the Central Health Service Rules, 1996.

Comparison between Bihar and Central Government

40.9.6 We have observed at paragraph 38.1.30 that it was not possible for us to establish parity of Bihar Health Service with the Central Health Service or the hierarchy of the posts and structure in the Medical Colleges of the Centre. The question now here is that Bihar Government has not introduced any lateral entry of specialists and super specialists in the scale of Rs. 10,000-15,200 and Rs. 12,000-16,500. If one were to super impose the Career Progression of Doctors either in its full form or Dynamic Career Progression Mechanism as recommended by the 5th Central Pay Commission at paragraph 52.15, then the promotions will be forthcoming but hospitals are ill-equipped in comparison to the Central hospitals. For example, in the Assured Career Progression of Doctors upto Senior Administrative Grade a total period of 17 years is taken for reaching the scale of Rs. 5900-6700. The 5th Central Pay Commission sought to decrease the number of years to provide faster promotional opportunities. An important distinction has been made by the Central Government in the form of providing for 15% of senior duty posts in the grade of Senior Medical Officer and Chief Medical Officer to be converted to the post of Chief Medical Officer. Therefore, there is some element of selection grade in the Central Health Services Rules, 1996 and promotions to grades in the various categories are without linkage to vacancies. Hence what we have is a time bound promotion scheme.

Reorganization of Bihar Health Service

After discussions with the Health Department it has been ascertained that the Bihar Health Service now stands split into two Services, the Teaching and the non Teaching. For the 9 Medical Colleges of the State, the total number of Teaching posts required are 1277 while the Bihar Health Service will have a cadre strength of 8098. Those opting to remain in Teaching side will continue to do so and cannot go back to the non-teaching side. Similarly, for the non-teaching posts, there will be no provision for transfers from the non Teaching to the Teaching side. The categorisation of posts in the Teaching side will be as follows:-

Sl.No.	Designation	Pay Scale	No. of Post
		(in Rs.)	
1	Lecturer/ Tutor/ Registrar/	6500-10,500	351
	Residents	(with three	
		advance	
		increments)	
2	Assistant Professor	10,000-15,200	375
3	Associate Professor	12,000-16,500	336
4	Professor	14,300-18,300	206
5	Principal/Additional Director	14,300-18,300	9

40.9.8 The Department was in favour of a higher scale being sanctioned for the Principal, Rs. 16,400-20,000, the scale admissible for the Director.

40.9.9 The Director, Health Services as well as the Secretary clarified before the Committee that the posts in the Teaching side are based on the guidelines of the Medical Council of India. We will once again request the Department to look at the latest guidelines and assure themselves that the Teaching posts in each Department are actually according to the guidelines of the Medical Council of India. The latest

Guidelines form the Annexure to this Chapter. According to the Central Health Services Rules, 1996 of the Ministry of Health & Family Welfare, an Assistant Professor is required to be a Postgraduate as well as have three years experience in the concerned speciality as Lecturer/Tutor/Registrar/Demonstrator/Senior Resident after the requisite Post graduation Degree qualification. It has also been clarified in the Central Rules that teaching experience in any other post like the post of General Duty Medical Officer/Medical Officer will not be considered for eligibility purpose for recruitment to teaching posts. The Associate Professor put in at least 5 years of experience, out of which at least 2 years shall be as Assistant Professor. The Associate Professors in the Super Specialities Departments are not required to have any experience as Assistant Professor. The Specialist grade Professor in the scale of Rs. 14,300-18,300 is required to have 12 years standing in the profession out of which at least 4 years should be in a Medical College/Teaching Institution after Post graduate degree qualification.

We have with us the Medical Council of India's guidelines regarding the minimum qualification prescribed for Teachers in Medical Institutions. The Notification of the Medical Council of India published in the Gazette of India on 5.12.98 is annexed to this Chapter. This should be followed in respect of all appointments made in the Medical Colleges of Bihar. The Government of Bihar, depending upon the vacancies and the career span of the concerned teachers in Medical Colleges could devise appropriate promotional posts.

Taking into consideration the pleas made by the Department and the fact that once a doctor opts for the Teaching line and cannot move out on transfer to the non-teaching side, we recommend to the State Government that the pay scale of the Principals of the 9 Medical Colleges of the State should be revised from Rs. 14,300-18,300 to Rs. 16,400-20,000 subject to the condition that all the qualifications are fulfilled and no doctor other than one who has worked as Professor for at least 5 years should be allowed to function as Principal. In the eventuality of the State Government accepting this recommendation, the Director and the Principals would be in the same pay

scale and the Director in Chief in the Health Department will be in a higher scale than the Director.

We further recommend that in conformity with the Central Government there should be induction of Specialists and Super Specialists in the Bihar Health Service. The Super Specialists in the grade of Associate Professor in the scale of Rs. 12,000-16,500 should be directly recruited with the age limit being 45 years and with 5 years experience as well as having a Post graduation qualification. The Associate Professor other than Super Specialist posts could be promoted from the grade of Assistant Professor with 2 years regular service in the grade and be in the same scale as the Super Specialists. We have already dealt with broad principles for seniority fixation of Doctors inducted through lateral entry in paragraph 38.1.26 of Volume II, Part II of our Report.

In the non-Teaching side out of the 8057 posts there will be 5090 posts in the basic grade. In the next level and grade it is proposed to have all posts in Referral Hospitals, all posts in Sub-divisional Hospitals, all posts in Sadar Hospitals and all posts in the other Departments declared Specialists for deputation purposes and all posts in Infectious Hospitals at Patna and Ranchi. The second grade will consist of a total number of 2590 posts. The next grade will be of Civil Surgeons, Superintendents, Chief Medical Officer in certain places and Directors of the 5 diseases like Tuberculosis, Leprosy, Malaria, Filaria and Blindness and the total number would be 361. Then the Department wants 47 posts of Deputy Directors, Regional Deputy Directors and Civil Surgeons of Patna and Ranchi districts. At the top it is proposed to have 9 posts of Directors, in Administration, Family Welfare, Public Health, Medical Education, Training, Examination, Dental and two more posts to assist the Director in Chief.

The Department is of the view that the basic grade doctors would be at Public Health Centres except the Medical Officer incharge all posts of Additional Public Health Centres, all posts of Referral Hospitals, all posts in Urban/Rural Health Dispensaries, all posts in Labour and Welfare Department dispensaries and those

Medical Officers in-charge cum Deputy Chief Medical Officer in all Medical College Hospitals. It requires to be taken into consideration that in the 587 Primary Health Centres, there will be three doctors each and in 1623 Additional Primary Health Centres there will be two doctors each, the total requirement works out to 5007. Since there will be only 5090 numbers in the basic grade, 83 posts will not be enough to man the other demands being made on the Health Department from other Departments who are in requirement of Doctors. The Department has advised that there should be an intermediate level between the basic grade and the pay scale of Rs.10000-15200. The intermediate scale would be Rs.8000-13,500 which will be for Doctors posted in Referral Hospitals, Sub-divisional Hospitals, Sadar Hospitals and declared Specialists who are required in other Departments.

Introduction of an intermediate promotional level in a scale which already stands granted to the basic grade of doctors in the Centre is not appreciated. Therefore, these posts would either be accommodated in the basic grade or they would be drawing the same pay scale as the Deputy Superintendents under whom they would be working in the various Hospitals of the State. In any bureaucratic set up control and supervision is generally associated with a higher scale but then the problem is that if the Civil Surgeons/Chief Medical Officer is sanctioned pay scale of Rs.12,000-16,500 as in the Centre, the Deputy Superintendents has to be in the scale of Rs.10,000-15,200 because there is no intervening scale in between. Therefore, the Department would have to increase the number of posts in the basic grade or create posts just referred to in the scale of Rs.8000-13,500. However, we consider that this is not in keeping with the Central pattern. According to the recommendation of the Department the 2590 posts will be accommodated as follows:-

Sl.No.	Designation	No. of Posts
A	Deputy Superintendent cum Chief Medical	56
	Officer in all Sadar Hospitals	
В	Deputy Superintendent cum Deputy C.M.O.	132
	in all Sub-divisional Hospitals	

С	Medical Officer incharge cum C.M.O for all Primary Health Centres	587
D	Medical Officer incharge cum Deputy C.M.O. in all Referral Hospitals	146
Е	Medical Officers of 30 Urban,30 Rural and 181 posts in South Bihar Rural and Urban Health Centers	241
F	Medical Officers in charge cum Deputy C.M.O. in all Medical College Hospitals	9
G	Deputy Chief Medical Officers incharge of Medical Stores of Medical Colleges	9
Н	District Level Programme Officers in Public Health Centres, each district having 5 posts	280
I	Second Medical Officer of Sadar and Sub- divisional Hospitals	188
J	Lady Doctors of Sub-divisional/Sadar Hospitals	188
K	All Specialist Doctors in Sub- divisional/Sadar Hospitals	752
L	Deputy Superintendent of Infectious Disease Hospitals at Patna and Ranchi	2

40.9.16 The posts in the scale of Rs.12,000-16,500 will be in all 361 and will be available to those enumerated below :-

Sl.No.	Designation	No. of Posts
I	Civil Surgeon cum C.M.O. incharge of	56
	Family Welfare	

II	C.M.O.s incharge of all National	56
	Programmes	
III	Civil Surgeon cum C.M.O. in Districts	56
IV	Superintendents of M.J.K Hospital, Bettiah ,	3
	Elgin Hospital, Gaya and Guru Govind	
	Singh Hospital, Patna City	
V	Deputy Superintendents in all Medical	9
	College Hospitals	
VI	Principal, Family Planning Institutes	4
VII	Superintendent IDH, Patna and Ranchi	2
VIII	Chief Medical Officer, Jharia and	2
	Hazaribagh Mines Boards	
IX	Zonal Malaria Officers, Muzaffarpur,	4
	Bhagalpur,Ranchi and Hazaribagh	
X	Deputy C.M.O. Malaria at Hqs.	1
XI	Director, T.B.Hospital at Patna and	2
	Darbhanga	
XII	Superintendents of Itki, Koelwar Sanitorium	2
XIII	Specialists in Leprosy Centres at Ranchi,	3
	Gaya and Deoghar	
XIV	Specialists not joining Administrative posts	156
	and to be designated as Senior Consultants	
	cum Additional C.M.O.	
XV	Posts of State Health Education Officer,	4
	Asstt. Director, Filaria, Asstt. Director,	
	Kalazar and Asst. Director, Nutrition	
XVI	Director, Employees State Insurance	1
	Total	361

40.9.17 The next grade in the scale of Rs. 14300-18300 would consist of 47 posts in the following order:-

- (a) 22 posts of Deputy Directors at the headquarters for various disciplines like Administration, Medical Education, Family Welfare, Training, Planning, Cold Chain Communicable Diseases, Blindness, Store, Expenditure, Management Information System, Aids, B.S., T.B. Leprosy, Malaria, Vaccine, Rural Health Service, Dental, STD, MCH and Urban Health Services,
- (b) 13 Regional Deputy Directors,
- (c) Superintendents of all Medical Colleges,
- (d) Civil Surgeons of Patna and Ranchi and
- (e) Director, Public Health Institute

We agree with this categorization provided the Health Department effectively stops all private practice by Government Doctors and number of patients in each Primary Health Centre, Additional Primary Health Centres, Sadar, Sub-divisional and Referral Hospitals and other organisations are according to the national yardstick prescribed. If the number of patients are not enough then posts should not be created unnecessarily to increase the non-Plan commitments of the State Government. Moreover, the State Government would have to take a decision to provide adequate funds to each of the units so that the Doctors are able to provide medicines to patients as well as treat the patients that come to Hospitals. Doctors should not only be posted to prescribe medicines. Unless these are agreed to in principle, we do not find any justification for creation of such an elaborate promotional channel.

In the Central Government all posts above the level of Rs. 14,300-18,300 are filled only through selection while the remaining posts are non-selection posts. For any promotion above the scale of Rs. 14,300-18,300 a post – graduation is a must and hence this will also need to be applied for filling up posts of Director and Director in Chief. The Civil Surgeon will be, as in the Center, in the scale of Rs. 12,000-16,500. Moreover, the posts in the teaching and non-teaching wings will also require to be bifurcated.

Mass Education & Information Officer

40.10.1 The Deputy Mass Education and Information Officer is in the scale of Rs. 4500-7000, Assistant Mass Education and Information Officer is in the scale of Rs.5000-8000, the District Mass Education and Information Officer is in the scale of Rs.6500-10,500 and the Deputy Director, Mass Education and Information is in the scale of Rs.8000-13,500. No information is available from the Health Department regarding the number of posts in each category and the qualifications laid down for recruitment though it has been mentioned that posts in the scales of Rs.6500-10,500 and Rs.5000-8000 are required to be Graduates. We also do not know whether the posts are promotional or direct recruitment is made in each case. Presuming that the District Mass Education and Information Officer is directly recruited, the line of promotion for these district level officers will be the post of Deputy Director, Mass Education Information. If there is direct recruitment of Deputy Mass Education and Information Officer in the scale of Rs.4500-7000 then Assistant Mass Education & Information Officer will be the promotional posts as the scale is of Rs.5000-8000. However, we do not recommend that those directly recruited in the scale of Rs.4500-7000 should be eligible for promotion in three higher scales, post in which will be filled by promotion only. Based on this recommendation, the Department may formulate the promotion policy because we are not aware of the number of post in each category and the recruitment qualification of the two lower category of posts.

Health Education Officer

40.11.1 Under the Health Department there are posts of Health Educator (Family Welfare) in the scale of Rs. 4000-6000, Health Educator (Inspector) in the scale of Rs. 5000-8000, Lecturer (Health Education & Family Welfare) in the scale of Rs. 6500-10,500 and Health Education Officer in the scale of Rs. 8000-13,500 .All these posts are of the State Family Welfare Bureau.

Central Promotion and Recruitment Rules

We have with us the Recruitment Rules for the post of Health Education Officer of the Department of Indigenous System of Medicines and Health Planning under the Ministry of Health and Family Welfare of the Government of India and the post belongs to the Union Territory of Dadra and Nagar Haveli. There is one post of Health Education Officer which is in the scale of Rs. 2000-3500 (pre-revised) as mentioned in GSR No.216 dated 16.8.1998. The post is filled by promotion/transfer and the candidate is required to have an educational qualification of a Degree of a recognised University with Diploma in Health Education (one year) from a recognised Institute and is required to have two years experience in Community Health Service. The post is filled by candidates who have put in 3 years regular service in posts in the pay scale of Rs. 1640-2900 or those who have put in 8 years service in the pay scale of Rs. 1400-2300/1400-2600.

40.11.3 We have discussed the pay scale of Health Educator in the scale of Rs. 1400-2600, Health Assistant in the scale of Rs. 3050-4590 and Assistant Health Officer in the scale of Rs. 5000-8000 under the Leprosy Wing in paragraph 38.33.3, Health Visitors in the Tuberculosis Wing in the scale of Rs. 4000-6000 in paragraph 38.35.2 and Block Extension Educators in the scale of Rs. 5000-8000 working under the supervision of the District Extension and Media Officer in paragraph 38.43.4. The scale of Lecturer, Health Education and Family Planning has been discussed at paragraph 38.7.1 and the pay scale recommended is Rs. 6500-10,500 We have based our pay scales on information available at Chapter 69 of the 5th Central Pay Commission Report, the details that we had gathered from the information made available to us regarding pay

scales of various posts under the Ministry of Health & Family Welfare of the Government of India as well as Chapter 52 where pay scales of Medical and Para Medical Services have been discussed.

40.11.4 According to the details made available to us by the Department there are 16 Health Educators in the pay scale of Rs. 1400-2600 in the Training Centres and 587 Block Educators in the Rural Family Welfare Centres. But there is no information about the promotional opportunities. There is also no information about the number of years taken for promotion from one post to the other and how recruitment takes place in the cadre. Therefore, for all these posts of Health Educators including that of Lecturer(Health Education & Family Planning) as well as Health Education Officer the Central rules will be applicable as discussed.

Pharmacists

40.12.1 The Fitment Committee at paragraphs 38.9.1 to 38.9.3 discussed the pay scale of Pharmacy Tutors and at paragraph 38.18.2, the pay scale of Pharmacists. This Committee went on to recommend for the Pharmacists the pay scale of Rs. 4500-7000 provided the Recruitment Rules specify that a Diploma in Pharmacy will be the essential qualification. The pay scale notified for Head Pharmacists by the Finance Department in their Resolution dated 8.2.1999 is Rs. 5000-8000. This Committee had mentioned that the Health Department had not furnished any information regarding the number of Pharmacists and Head Pharmacists and hence in absence of information, this Committee was unable to decide whether a post of Chief Pharmacist was justified or not.

40.12.2 For the Pharmacy Tutors this Committee had recommended that AICTE scales should be made applicable for Lecturers and Principals in the Pharmacy Colleges of the State. The AICTE recommended for the Lecturers the pay scale of Rs. 2200-4000, for the Senior Lecturer Rs. 3000-4500 and the scale of Rs. 3700-5000 for selection grade Lecturers and for Principals the scale of Rs. 4500-6300, The Pharmacy Council requested all Pharmacy Institutes and all the State Governments that AICTE pay

scales should be made applicable to the teaching staff of Pharmacy Colleges. This Committee went on to recommend that till a decision is taken regarding implementation of AICTE scales, the Lecturers will be in the scale of Rs. 8000-13,500 and the Principal will be in the scale of Rs. 12,000-16,500. The State Government have also notified these two scales for Lecturers and the Principals of the Pharmacy Institutes. We had noted at paragraph 38.9.1 that the Principal is required to have a M. Pharma with sufficient years of experience and the Lecturers are required to have a B. Pharma.

Central Recruitment Rules

We have with us the Recruitment Rules for the post of Pharmacists and Head Pharmacists in the Lady Hardinge Medical College and Smt. Sucheta Kriplani Hospital, New Delhi. GSR 689 dated 10.7.81 mentions that the Pharmacist is in the scale of Rs. 330-560 which has been revised to Rs. 4500-7000 and is required to be a Matriculate or equivalent from a recognised Board with Diploma in Pharmacy and the candidate should be a registered Pharmacist. The posts are filled by direct recruitment. In 1981, there was also the post of selection grade Pharmacist in the then scale of Rs. 425-640 which has been revised to Rs. 5000-8000. The selection grade Pharmacist is a promotional post for Pharmacy/ Dispensary Store Keepers with 5 years regular service in the grade. The candidate is recruited through a Departmental Promotion Committee consisting of the Head of the Department of Pharmacology as Chairman and Chief Administrative Officer and the Chief Pharmacist and Lecturer in Pharmacology being the Members.

Recommendation

We do not have any information regarding the number of Pharmacists, the number of Head Pharmacists and what the required qualification is. There is also no information regarding how the posts are filled, whether by direct recruitment or by promotion. Therefore, we recommend that Pharmacists in Bihar will

need to be recruited in greater numbers and they will have the same promotional facility and posts as in the Centre.

Sanitary Inspector

40.13.1 The Health Department have informed us that Sanitary Inspectors are in the scale of Rs. 1200-1800 and they are required to be Intermediates in Science and after training are appointed against the posts. We do not have any information regarding the number of Sanitary Inspectors in the State. In the A.N.M. and L.H.V. Schools there are 26 posts of Sanitary Inspectors in the pay scale of Rs. 1200-1800. Other than this, we have not been able to lay our hands on the total number of Sanitary Inspectors in the State. While dealing with the pay scale of Sanitary Inspectors at paragraph 38.25.2 Volume II, Part II we endorsed the recommendations of the 5th Central Pay Commission that Sanitary Inspectors in Bihar will be in three grades in the three pay scales of Rs. 4000-6000, Rs. 4500-7000 and Rs. 5000-8000. The Central Government accepted the recommendations made in paragraph 69.70 of the 5th Central Pay Commission Report and Sanitary Inspectors in Port /Air Port Health Organisation are in the aforementioned three scales. The qualification of Sanitary Inspectors in the Central Government is Matriculation plus diploma in Sanitary Inspectorship. However, we are not aware on what basis Sanitary Inspector, Grade II are promoted as Sanitary Inspector Grade II and thereafter as Sanitary Inspector Grade I. In the light of the Central Government having accepted the recommendations of the 5th Central Pay Commission we recommended the pay scale of Rs. 4000-6000 for Sanitary Inspectors in Bihar and requested the State Government to consider what organizational structure there should be for Sanitary Inspectors in the State. We are not aware whether these recommendations have been considered by the Government of Bihar.

We have with us GSR No.248 dated 27.4.94 of the Department of Environment, Forest and Wildlife and in this Department of the Government of India, the Sanitary Inspectors are in the scale of Rs. 1200-2040 and the recruitment qualification is Matriculation, diploma in Sanitary Inspectorship as well as 3 years experience of having

worked as a Sanitary Inspector in a Government Department/Municipal Corporation/ Ist Class Municipality. The desirable qualification is experience of having worked as Sanitary Inspector in a reputed Institute. The existing recruitment qualification does not include diploma in Sanitary Inspectorship in Bihar and we would urge the State Government to adopt the Central qualifications instead of having only Intermediate in Science pass candidates. Moreover, the three grades have to be notified and the places where the various grades would be posted will need to be decided.

Chemist

40.14.1 There are posts of Assistant Chemical Analyst in the pay scale of Rs. 5500-9000 in the Drug Control Organisation of this State. The recruitment qualification for the post is a Graduation in Chemistry with 3 years experience or a Post-Graduate degree in Chemistry. The Additional Chemical Analyst /Chemist is required to have the same qualification as that of a Public Analyst. The pay scale notified now is Rs. 6500-10,500. There is also a post of Senior Chemist in the same scale of Rs. 6500-10,500. We also find that there are posts of Chemists in the scale of Rs. 5000-8000 in the Drug Control Organisation.

Central Recruitment and Promotion Rules

40.14.2 We find from GSR No.58 dated 29.12.1981 that there are posts of Junior Chemists and Chemists in the Ministry of Rural Reconstruction, Directorate of Marketing and Inspection. The Junior Chemist is required to have a Master's degree in Chemistry or Dairy Chemistry or Oil Technology or Food Technology or a Graduation degree with Chemistry as one of the subjects or B.Sc.(Hons.) in Chemistry from a recognised University and 2 years experience in analytical work. 75% posts are filled by promotion failing which by direct recruitment and 25% by direct recruitment. Those eligible for promotion as Junior Chemists are Laboratory Assistants in the then unrevised pay scale of Rs. 380-560, which now stands revised to Rs. 4000-6000 and they have to have 5 years experience in the grade after appointment and possess at least B.Sc.(Hons.) in Chemistry. The Chemist is in a higher scale which stood at Rs. 550-900 in January, 1982 and now stands revised to Rs. 5500-9000. The educational recruitment qualification was a degree in Science with Chemistry as one of the subjects with 3 years experience as an Analytical Chemist in a processing laboratory. The desirable qualification is Post Graduation degree in Chemistry from a recognised University and with good knowledge of sensitometry. For this post also the Laboratory Assistants with 5 years regular service in the grade were eligible for promotion. In the Ministry of Textiles we have posts of Chemists in Dye Laboratory at Banglore in the scale of Rs. 4500-7000. The posts are filled by direct recruitment from degree holders in Science with Chemistry and Botany as subjects from a recognised University or 10+2 /I.A. pass with 3 years experience in a chemical laboratory. The desirable qualification is knowledge in analysis of chemical dyes.

According to GSR 546 dated 16.9.1991 Junior Scientific Officers (Chemical) in the pay scale of Rs. 6500-10,500 are required to have Master's degree in Chemistry. These posts are in the Bureau of Police Research and Development (Central Forensic laboratory). 66.6% posts are filled by direct recruitment and 33.3% by promotion failing which by transfer on deputation. The promotion to the post of Junior

Scientific Officer is from Senior Scientific Assistants in the pay scale of Rs. 1640-2900/5500-9000. Therefore, the Health Department would have to devise appropriate recruitment rules in the light of Central Recruitment Rules which we have mentioned above.

Recommendation

As we do not have figures regarding the number Chemists in various Offices, we are unable to suggest what should be the appropriate promotion policy and what should be the eligibility period before one gets a higher pay scale. But we recommend adoption of the Central Rules discussed above.

Health Educator/Medical Social Worker

40.15.1 Government of India have notified for the Health Educator in the STD Teaching, Training and Research Centre of the Safdarjung Hospital, New Delhi, the pay scale of Rs. 5000-8000 against the pre-revised pay scale of Rs. 1400-2300. We have with us the recruitment rules of Social Worker in Kalawati Saran Children's Hospital, New Delhi as notified in GSR No.554 dated 23.4.1981. The pre-revised pay scale then was Rs. 425-700 which now stands at Rs. 5000-8000. The 5th Central Pay Commission recommended that Medical Social Worker/Social Worker/Psychiatric Social Worker with qualification of post graduation or at least graduation and two years Diploma in social work, should be placed in the scale of Rs. 5500-9000 at entry. This scale was notified by the Central Government on the recommendations of the 5th Central Pay Commission at paragraph 52.103.

We noted at paragraph 38.21.2, Volume II, Part II that the Health Educator in Bihar are in the three pay scales of Rs. 1200-1800,Rs. 1400-2600 and Rs. 1500-2750.The Health Educator is in the scale of Rs. 1200-1800 in the State Family Welfare Bureau and now the revised scale is Rs. 4000-6000 while for Health Educators in the Family Welfare Bureau and in the Leprosy Control Scheme it is, respectively, Rs.

1500-2750 and Rs. 1400-2600 and the revised pay scale notified is the pay scale of Rs. 5000-8000.

40.15.3 In the Kalawati Saran Children's Hospital, New Delhi the Social Worker is required to have a degree of a recognised University, a Diploma in social work from a recognised institution and the desirable qualification is at least one year's experience as Social Worker.

There is no information from the Health Department regarding the recruitment qualification of Health Educators or Social Workers and therefore, we are unable to reach any definite conclusion regarding the promotional opportunities for this post in the Health Centres of the State Government. There are 16 Health Educators in the pay scale of Rs. 1400-2600 but there is no other information on which we can base a promotion policy. We recommend adoption of Central recruitment rules.

Stewards/Assistant Stewards

40.16.1 In the Health Department there are posts of Assistant Stewards in the revised scale of Rs. 3050-4590 and Stewards in the pay scale of Rs. 5000-8000. We have no information from the Health Department regarding the specific number of Assistant Stewards and Stewards nor do we have any information regarding their recruitment qualification, promotion policy and what work they are supposed to do. There are posts of Assistant Stewards in JIPMER, Pondicherry. GSR 1062 dated 20.11.1981 mentions that recruitment qualification of Assistant Stewards in Matriculation or its equivalent with speed in type writing of 30 words per minute. The desirable qualification is one year's experience of store and accounts keeping. These are direct recruitment posts and the probation period is of two years. Posts of Stewards in the Lady Hardinge Medical College and Smt. Sucheta Kriplani Hospital in New Delhi are also in the pay scale of Rs. 3050-4590 and recruitment qualification is Matriculation and experience in management of kitchens for at least 2 years. The posts are filled by direct recruitment from amongst candidates between the age group of 20-25 years.

40.16.2 The Department would have to decide whether these Stewards of the Central Government are comparable to the Assistant Stewards in the Health Department and whether the same type of work is being done by them. As we do not have any idea regarding the numbers in each grade, we are unable to suggest any promotional posts. We also do not know whether the Stewards are posted in hospitals and whether the number of posts depend on the number of beds /patients in a Hospital. Based on our recommendation the recruitment qualification would need to be revised by the State Government.

Laboratory Assistants/Technicians

40.17.1 The Fitment Committee in its Report in paragraph 38.27.4 as well as 25.5.1, Volume-II, Part II had discussed the pay scales of Laboratory Technicians and Laboratory Assistants. In keeping with the recommendations of the 5th Central Pay Commission at paragraph 55.149, the Fitment Committee had recommended that all Laboratory Assistants/Technicians should, in future, be recruited in the pay scale of Rs. 3050-4590 with the recruitment qualification being Matriculation with Science and a Certificate/Diploma in Laboratory Technique or 10+2 with Science. It was also recommended that those Laboratory Attendants who are in the pay scale of Rs. 1320-2040 or Rs. 1400-2300 will be entitled to the pay scale of Rs. 4500-7000 subject to the conditions that were stated in paragraph 55.144 of the 5th Central Pay Commission Report.

The 5th Central Pay Commission had recommended that those Laboratory Technicians/Assistants recruited with the qualification of 10+2 with Science, B.Sc. or Diploma in Engineering and/or other subject matter (Diploma) including DMLT are in the pay scale of Rs. 1320-2040 and Rs. 1400-2300 may be placed in the scale of Rs. 4500-7000. However, at paragraph 55.149, according to the Assured Career Progression Scheme of the 5th Central Pay Commission the scale of Rs. 4500-7000 has been earmarked as the second level for the Laboratory Assistants.

Central Recruitment and Promotion Rules

40.17.3 The 5th Central Pay Commission also recommended that those Laboratory Technicians who are in the pay scale of Rs. 1600-2660 should have the minimum qualification of graduation in Science with Diploma/Certificate. The revised scale is Rs. 5000-8000 but there will be 50 % direct recruitment. The Government of India notified the revised Central scale of Rs. 4500-7000 for the Laboratory Technicians who were in the pre-revised scale of Rs. 1320-2040. The Government of India have also notified two scales of Rs. 4000-6000 and Rs. 4500-7000 for Laboratory Technicians of the Central Research Institute, Kasauli in the pay scale of Rs. 1200-2040. In the Central Research Institute at Kasauli under the Ministry of Health and Family Welfare, 10 posts of Laboratory Assistants in the pay scale of Rs. 975-1540 were upgraded to the scale of Rs. 1400-2300. We have noted at paragraph 38.26.2 in our chapter on the Department of Health, Medical Education and Family Welfare that the recruitment qualification for Laboratory Technicians is Intermediate in Science with one year Training/Diploma in DMLT. For Chief Laboratory Technicians or Head Laboratory Assistants in the scale of Rs. 1400-2600, this Committee recommended that the scale should be Rs. 5000-8000 provided they have been recruited on the basis of Graduation in Science with Diploma or Certificate.

We have with us the recruitment qualification of Laboratory Technicians in JIPMER, Pondicherry as notified in GSR No.361 dated 25.3.82. The recruitment qualification states that the post will be filled by direct recruitment from Matriculates or equivalent and who have a diploma in Laboratory Technology with two years experience. The pay scale then notified was Rs. 380-560 and now stands revised to Rs. 4000-6000/Rs. 4500-7000. All Laboratory Technicians in the scale of Rs. 1320-2040 have been sanctioned the pay scale of Rs. 4500-7000. The Rules for JIPMER also provide that the scale of Rs. 380-560 will be available to those who are Intermediates with Science with one year experience.

Recommendations

- 40.17.5 In line with our observations and recommendations made in our previous Reports we recommend as follows:-
 - (i) All future recruitments of Laboratory Assistant/Technicians will be in the pay scale of Rs. 3050-4590. The recruitment qualification will be Matriculation with Science and Certificate/Diploma in Laboratory Technique including DLMT or 10+2 with Science.
 - (ii) The next promotion will be in the scale of Rs. 4000-6000 subject to the candidates having a Diploma or DMLT. The designation could be Senior Laboratory Assistant/Technician. The Chief Laboratory Technician or Head Laboratory Assistant who will be promoted from Laboratory Assistants appointed in the scale of Rs. 3050-4590, will be in the scale of Rs. 5000-8000. However, for being promoted to these posts, the Technicians/Assistants will have to be graduates in Science with Diploma or Certificate.
 - (iii) There will also be direct recruitment of Laboratory Technicians in the scale of Rs. 5000-8000 up to 50 % of the total number of posts in that scale. The present Laboratory Technicians who are in the scale of Rs. 4500-7000 will become entitled to the scale of Rs. 5000-8000 after a specified period of service provided they are Graduates in Science with Diploma/Certificate.
 - (iv) The Departmental Promotion Committee will consist of the Director with two other members, one from the technical side and one from the non-technical side. The Medical Superintendent can be a member for promotion of Laboratory Assistant/Technicians under the Department of Health while an Executive Engineer can be a member in the Road Construction/Water Resources Department. The non-official member may

be one of the Deputy Secretaries of the Department and if not available, then an Under Secretary can be made a Member of the Departmental Promotion Committee.

- (v) The Rules in JIPMER provide that Laboratory Assistants with eight years service in the grade would be promoted to 80% of the posts of Laboratory Technicians. Therefore, the minimum eligiblility period will be 8 years for Laboratory Technicians to be promoted from the scale of Rs. 3050-4590 to Rs. 4000-6000/Rs. 4500-7000. The State Government is advised to follow the Central rules so that promotion is based on need as well as suitable recruitment qualification based on what is prescribed in the Centre.
- (vi) The age limit for direct recruits is already high and needs to be brought down in line with the Central Rules which stipulates that 25 years is the age limit for direct recruits and relaxable for Government servants up to 35 years.

B.C.G. Technicians

The B.C.G. Technicians/B.C.G. Team Leaders are in the scale of Rs.4000-6000 while the Regional B.C.G. Officer/ B.C.G. Team leader (trained) are in the scale of Rs.5000-8000. The Department has informed us that against 356 sanctioned posts only 4 are working as B.C.G. Technicians and the number of B.C.G. Team Leaders are only 12 against the sanctioned strength of 60 in the pay scale of Rs.5000-8000. We presume that these Officers are in the Tuberculosis Wing. If that be so, in the National Tuberculosis Institute, Bangalore, the Field Investigators in the Epidemiology Section are in the pay scale of Rs.5000-8000 and are required to be at least graduates with five years experience in the field of Tuberculosis research work. Therefore, the Regional B.C.G. Officer/B.C.G. Team Leader (trained) in the scale of Rs.5000-8000 will have to be graduates like their Central counterparts in the National Tuberculosis Institute at Bangalore. Given the position that only 4 are working in the lower scale and 12 are

available in the higher scale, it is expected that all will get promoted to the scale of Rs.5000-8000 if they fulfil the graduation qualification laid down for B.C.G. Team Leaders. We have noted at paragraph 38.35.1 Volume II, Part II that according to the representation of a B.C.G. Technician the scale of Rs.5000-8000 is made available to these Technicians when they undergo and complete a three months' training at the National Tuberculosis Institute at Bangalore after being appointed as B.C.G. Technicians with the mere qualification of Matriculation, We will request the Department to look into this and provide promotion only when posts are available and that too after the prescribed qualifying period has been completed.

Drug Inspectors

40.19.1 This Committee had discussed at paragraph 38.10.1 to 38.10.5 of Volume II, Part II the pay scale of Drug Inspectors as well as Drug Controller and had recommended pay scales which have finally been accepted by the State Government and notified in Finance Department Resolution No.660 dated 8.2.99. Accordingly the pay scales are as follows:-

Sl.No.	Post	Pay Scale
		(in Rs.)
1	Drug Inspector/ Senior Drug Inspector	6500-10,500
2	Drug Controller	14,300-18,300

40.19.2 According to the information provided to us by the Department the post of Drug Controller was in the pre revised scale of Rs. 4300-5550. It is an ex-cadre post but recruitment rules have not been framed. The Drug and Cosmetics Act,1940 provides that an Inspector can be appointed under the Act provided the person has a degree in Pharmaceutical Science or Medicine with specialization in Clinical Pharmacology or Micro Biology from an University established in India by law and the

Inspector will have to have not less than 18 months experience in the manufacturing of at least one of the substances specified in Schedule-C or who have not less than 18 months experience in testing of one of the substances in Schedule C in a laboratory or who have gained experience of not less than 3 years in the inspection of firms manufacturing any of the substances in Schedule C during the tenure of their service as Drug Inspector. It has also been provided that the academic qualification shall not apply to person appointed as Inspector on or before 18th October,1993. The Department has provided us with a Notification dated 21.12.1989 according to which recruitments are made on the recommendations of the Bihar Public Service Commission on the basis of an examination and the age limit has been prescribed as 35 years with the lowest age being 21 years.

Central Recruitment Rules

GSR 13 dated 17.12.1990 of the Central Drug Standard Control Organisation under the Ministry of Health and Family Welfare contain the recruitment rules for the post of Drug Inspector. The Drug Inspectors are in the pay scale of Rs. 2000-3500 with age limit not exceeding 30 years and the essential qualification is a degree in Pharmacy or Pharmaceutical Chemistry, Post Graduate degree in Chemistry with Pharmacy as a special subject or Associate Diploma of Association of Chemists or Pharmaceutical Chemists or Diploma granted by the Pharmaceutical Associate of Great Britain or degree in Medicine of Science of a recognised University with at least one year Post Graduate training in a Laboratory under (1) a Government Analyst appointed under the Drugs and Cosmetics Act, 1940,(2) Chemical Examiner of (3) Fellow of Royal Institute of Chemistry, Great Britain (Branch E). In case the posts are filled by transfer on deputation then those Government servants in the pay scale of Rs. 1640-2900 with 3 years regular service are eligible provided they possess the stipulated educational qualification.

40.19.4 The Health Department have informed us that Drug Inspectors are in the scale of Rs. 1800-3330 and the Assistant Drug Controller and Secretary-cum-Drug Controller are in the pay scale of Rs. 2000-3800. The Notification dated 21.12.1989 of

the Health, Medical Education and Family Welfare Department states the same qualification for Drug Inspectors that are prevalent in the Centre for recruitment. These rules also mention what will be the subject in which there will be objective type examinations.

Recommendations

During discussion with the Health Department it transpired that there are in all 290 Drug Inspectors, one Assistant Drug Controller, one Secretary to Drug Controller cum Deputy Drug Controller and one State Drug Controller. The Department was in favour of having one Drug Inspector for 100 Medicine shops and for each of the 25 manufacturers in the State it was proposed to have one Drug Inspector. Against the Cadre strength of 290 there are only 40 Drug Inspectors. The Department was in favour of having one Drug Inspector in each Sub-division, one Senior Drug Inspector in each District and 13 still higher posts for the 13 Divisions. As drug inspection requires surprise checking of weights and regular inspections, the Department felt that 78 posts of Drug Inspectors should be set apart for such functions. It is proposed to have 6 Drug Inspectors in each team and in all 13 teams could be constituted at the rate of one per division. It need be vigorous and intensive checking could be conducted in one district with the help of this team.

We agree with the suggestions of the Department that the pay scale of Drug Inspector and Senior Drug Inspector should not be the same scale i.e. Rs. 6500-10,500. This is also the scale of Secretary to State Drug Controller cum Law Officer. The Finance Department Resolution of 8.2.1999 only mentions another post in the hierarchy, that of Drug Controller in the scale of Rs.14,300-18,300. If the post of Drug Inspectors in the districts and divisions would have to be given a higher scale then posts have to be created. Earlier the Inspector of Drugs and the Senior Drug Inspector were in two pay scales of Rs.1800-3330 and Rs.2000-3800 respectively. According to the hierarchy the Senior Drug Inspector could be in the scale of Rs.7500-12,000 but we have not come

across any post other than Drug Inspector any other post in the Central Government as well in a scale higher than Rs. 6500-10,500.

In the Central Drug Laboratory at Calcutta, Mumbai and Chennai Group B posts are respectively 30, 5 and 3 and Group A posts are, respectively, 12, 3 and 3. But most of the posts are of Junior Scientific Officer, Chemist, Scientific Officer and Research Assistant. Presuming that the Senior Drug Inspectors are in the scale of Rs.7500-12,000 the next higher grade would have to be either in the scale of Rs.8000-13,500 or Rs.10,000-15,200. The State Government has the option to designate the Senior Drug Inspector as a Public Analyst or Government Analyst and the post in the division could be adjusted against available posts or additional created posts of Deputy Director cum Public Analyst in the scale of Rs.10,000-15,200. We are not sure whether the Drug Inspector have the same qualification as Public Analyst/Government Analyst. As these posts of Analysts are recruited and appointed on the basis of prescribed qualification laid down in the Act, we would not like to interfere with the Government of India Act.

Assistant Director Controller are respectively, in higher scales but we are not aware of the recruitment qualifications laid down for these posts and whether Drug Inspectors in Bihar are having this qualification. Therefore, the State Government may consider what we have discussed in the foregoing paragraph. The pay scale of Senior Drug Inspector may be decided in consultation with the Finance Department after taking into account the provisions of the Drugs and Cosmetic Act, 1940. The State Government may consider granting the scale of Rs.7500-12,000 for the Senior Drug Inspector and Rs.8000-13,500 for the 13 posts of Drug Inspectors in the Division. To effectively monitor the activities of Drug manufacturers, the 250 vacant posts need to be filled on priority basis.

Government/Public Analysts

In the Health Department there are posts of Government Analyst, Deputy Director cum-Government Analyst, respectively, in the pay scale of Rs. 2000-3800 and Rs. 3000-4500. The Health Department has also informed us that the Joint Food Controller is in the pay scale of Rs. 4300-5550, Deputy Director-cum-Public Analyst is in the scale of Rs. 3000-4500, Public Analyst in the scale of Rs. 2000-3800, Assistant Public Analyst in the scale of Rs. 1800-3330, Senior Scientific Assistant in the pay scale of Rs. 1500-2750, and Food Inspectors are in the pay scale of Rs. 1320-2040.

The Department has made available to us the Drugs and Cosmetic, Rules 1945 as well as Drugs and Cosmetic Act,1940 which mention the qualifications of a Government Analyst as well as their duties. A Government Analyst is required to be a Graduate in Medicine or Science or Pharmacy or Pharmaceutical Chemistry of an University and has had not less than 5 years experience in the testing of drugs in a laboratory under the control of a Government Analyst or possess Post Graduate degree in Science or Pharmacy or Pharmaceutical Chemistry of an University or possess the Associateship diploma of the Institution of Chemists and has had after obtaining the said Post Graduate Degree or diploma not less than 3 years experience in the testing of drugs in a laboratory. The Government Analyst is required to get analyzed or tested such samples of drugs which are sent to him by Inspectors or other persons and is required to furnish reports of the results of test or analysis to the Government from time to time and is required to send to the Government, results of analysis and research with a view to be published at the discretion of the Government.

40.20.3 Below the Joint Food Controller there is the Director cum Public Analyst cum Government Analyst, one Deputy Director cum Government Analyst (Drug) and another Deputy Director cum Public Analyst (Food). Below these Deputy Directors are 10 Public Analysts and Government Analyst in the same pay scale of Rs. 8000-13500. There are solitary posts of Chemical Analyst cum Public Analyst, Deputy

Chemical Analyst cum Public Analyst, Senior Chemist in the scale of Rs. 6500-10500. In addition there are 4 Assistant Public Analyst in the same scale. In the pay scale of Rs. 5500-9000 there are solitary posts of Assistant Chemical Analyst, Senior Analyst and Chemist. In the bottom rung are 38 Food Inspectors, 23 posts of Senior Scientific Assistant, one Head Laboratory Assistant and one Junior Analyst, all in the scale of Rs. 5000-8000. The recruitment qualification of these posts have already been discussed before in our earlier Report in Chapter 38, paragraphs 38.11.1 to 38.11.6. As promotions depend on possesing appropriate educational qualification and posts in each grade being limited, the existing channels of promotion do not require further changes.

Food Inspectors

40.21.1 The Food Inspectors in the Health Department are in the scale of Rs.5000-8000 and there are in all 38 posts. The statutory recruitment qualification laid down for Food Inspectors is provided in the Prevention of Food Adulteration Rules, 1955. The Rules provide that if a qualified Sanitary Inspector with a minimum experience of one year and three months training in whole or in parts in food inspection and sampling work has been appointed as Food Inspector prior to 31.3.1985, he may continue as Food Inspector. But according to the present Rules in force a Food Inspector is required to be a Medical Officer in charge of Health Administration of a local area with one month's training in food inspection and sampling work or Graduate in one of certain specified disciplines in addition to the three months satisfactory training in Food Inspection and Sampling work under a Food (Health) Authority. It has been proposed by the Department that 8 posts of Junior Food Inspector in the scale of Rs.5500-9000 and 4 posts of Senior Food Inspector in the pay scale of Rs.6500-10,500 should be created. It is proposed to have these eight posts in important districts of Patna, Bhagalpur, Jamshedpur, Ranchi, Muzaffarpur, Gaya and Hazaribagh with two being posted at Patna. The four posts of Senior Food Inspector, according to the Department, will be at Patna, Bhagalpur, Ranchi and Jamshedpur. It has been clarified by the Joint Food Controller of the Health Department that the Food Inspectors send samples regularly to Public Analysts and in the last three calendar years of 1996, 1997 and 1998 the representative

number of food samples received in the laboratories of the State are 1999,2167 and 3303 respectively.

40.21.2 Other than providing the Recruitment Rules as stated in the Prevention of Food Adulteration Rules, 1955, the Department has preferred to maintain silence about whether the existing Food Inspectors are those who have been promoted from the post of Sanitary Inspectors prior to 31.3.1985 or have been appointed under the new provisions and are Medical Officers or graduates in Medicine or Science Graduates or Dairy Technologists or Veterinary Graduates. During discussion also the Department has not mentioned that Food Inspectors should be adjusted against posts of Analysts or against posts like Senior Chemists or Assistant Public Analyst/Assistant Chemical Analyst. Given the gap in information we are unable to recommend creation of posts of Junior Food Inspectors and Senior Food Inspectors because we would not like these Food Inspectors who may have been promoted from the category of Sanitary Inspectors to have better promotion facilities than the existing Sanitary Inspectors. We have recommended that Sanitary Inspectors will be in three grades, the basic grade being Rs.4000-6000 and the highest being Rs.5000-8000. As the Food Inspectors are in a scale which is the same as the highest grade of Sanitary Inspectors, creation of still higher categories of posts for the Food Inspectors who may have been only Sanitary Inspectors with three months' training, would further create problems in the cadre. If the Food Inspectors are graduates in the respective specified disciplines and have been appointed after the new Rules came into force, we endorse the suggestion of the Department for creation of 8 posts of Junior Food Inspectors and 4 posts of Senior Food Inspectors.

<u>Dietician</u>

We have discussed the pay scales of Dieticians at paragraph 38.19.2 , Volume II, Part II of our earlier Report and on the basis of our recommendations the Finance Department have issued orders that the revised pay scale of Dieticians will be Rs. 5500-9000, if the recruitment rules provide graduation in Home Science with one year's Post- Graduate degree in Dietetics and Nutrition with 3 months

internship. The 5th Central Pay Commission recommended that the Assistant Dieticians should be in the revised pay scale of Rs. 5500-9000 instead of Rs. 4500-7000 and the higher grade Dieticians will be in the scales of Rs. 6500-10,500 as well as Rs. 8000-13,500. It was also recommended that the recruitment rules for Chief Dietician should be Masters Degree in Dietetics and Nutrition. The post should be filled by promotion failing which by direct recruitment and the minimum educational qualification prescribed for direct recruitment should also apply in case of promotion. The pay scale of Chief Dietician recommended by the 5th Central Pay Commission was Rs. 3000-4500 and the pay scale has been revised from Rs. 2375-3500 to Rs. 10,000-15,200. We have mentioned that in the absence of a proper cadre structure and information from the Health Department of Bihar it is apparent that Dieticians do not have a very important role to play in this State. As there is only the post of Dieticians in the pay scale of Rs. 1640-2900 we recommended only the revised pay scale of Rs. 5500-9000 and left it to the State Government to attend to this area of devising a proper cadre structure in Bihar because without proper counseling on appropriate dieting, many diseases cannot be cured only though drugs.

40.22.2 GSR 554 dated 23.4.1981 of the Ministry of Health and Family Welfare of Government of India contains the recruitment rules of Dieticians in the Kalawati Saran Children's Hospital, New Delhi. The Dietician is required to have a Graduation in Science with Diploma in Dietetics and one year's experience in the profession. The age limit is 21-28 years and Government servants have a relaxation upto 35 years. We have no information from the Health Department regarding recruitment qualification of Dieticians and whether there are superior posts other than in the basic grade. Unless the principles of post creation are not finalized, it is difficult to determine the additional posts required. Hence we are unable to devise any promotional policy for Dieticians.

Doctors in Indigenous System of Medicines and Homeopathy

40.23.1 In the petition before the Fitment Committee the Doctors under this system represented that there were in all 700 Doctors but we do not have any

supporting figures from the Department. The 5th Central Pay Commission at paragraph 52.28 to 52.34 noted that an organised service called the Central Indigenous and Homeopathy Medical Service needs to be constituted and the physicians under this system should be given the same allowances and facilities as are granted to General Duty Officers of the Allopathic stream. Based on the equivalence established by the 5th Central Pay Commission this Committee recommended at paragraphs 38.2.4 as well as at 38.3.4 what the revised pay scales of the Doctors in various grades in this system would be. According to our recommendations and the orders issued by the Government, the pay scales of the Doctors under this system of Medicine are as follows:-

Sl.No.	Post	Pay Scale(in Rs.)
1	Vaidya/Hakim/Homeopathy	6500-10,500
	Physician/Warden Inspector/	
2	Research Officer/ Dy.Superintendent/	10,000-15,200
	Lecturer/Demonstrator/Homeopathy	
	Doctor/ Reader	
3	Professor/Manager/Principal/Dy.	12,000-16,500
	Director/Superintendent ,Rajkiya Ayurvedic	
	Hospital/Unani/Homeo and Ayurvedic	
4	Director, Indigenous system of Medicine	14,300-18,300

40.23.2 This Committee did not recommend for the Doctors in the Indigenous Systems of Medicines and Homeopathy three advance increments as are being availed of by Doctors in the Allopathic Stream.

Problems in assessing actual strength and promotional requirements

40.23.3 We do not have any information whether in the Central Government an organised service called the Central Indigenous and Homeopathy

Medical Service has been constituted or not. In this State also the State Ayurvedic Service has been constituted by a Resolution dated 31.3.87. However, this Resolution was largely meant to publish the seniority list. The seniority list was again published in the Resolution dated 19.9.1997. Then the Government also notified the Bihar State Health Ayurvedic Service (Basic Grade) Recruitment Rules,1997 by a Notification dated 2.8.1997. The Lecturer/Deputy Superintendent in the Indigenous Systems of Medicines are in the pay scale of Rs. 6500-10,500 whereas the Tutor/Assistant Professor in the Bihar Health Service are in the pay scale of Rs. 10,000-15,200. At present the Lecturer in the Indigenous Systems of Medicines is in the pay scale of Tutor and the Professor is in the pay scale of the Associate Professors and the Principal also in the same scale as Associate Professor. The Deputy Director in the Unani, Homeopathy and Ayurvedic stream has the same pay scale as the Associate Professor while the Director is in the pay scale of the Professor of the Bihar Health Service and this is the scale which is available to the Additional Director of the Bihar Health Service.

The Association of Bihar Ayurvedic and Unani Medical Officers and Bihar State Homeopathy Medical Officers had represented to the Fitment Committee that a distinction should be made in the pay scales between Principal and Deputy Director and the Deputy Director should have been in a higher pay scale. We recommended for the Principal and the Deputy Director the same pay scale. In any case, in the Bihar Health Service the Professor and the Principal are in the same pay scale as the Additional Director and since in the Bihar Health Service no problems have so far been reported, we presume that no such problem will also arise in respect of the Indigenous Systems of Medicine.

40.23.5 During discussions with the Health Secretary and his team of Officers we were informed that the sanctioned strength of Ayurvediv Doctors is 340, that of Homeopathic Doctors is 72 and Unani doctors were in all 147. But we have learnt that these figures are not correct. For example, the February 1997 Resolution of the Department regarding seniority list of the State Ayurvedic Service contains as many as

names of 410 Doctors. The conversion of posts of the Unani Doctors, as approved by the Finance Department, in January, 1993, indicates that as on 1.4.91 there were in all 157 Unani Doctors. The conversion of posts pertaining to Homeopathy Doctors in June 1991, as approved by the Finance Department, indicates that as on 1.4.91 there were 191 Homeopathic Doctors. The conversion of posts in the Ayurvedic discipline, as approved by the Finance Department in October 1993, indicates that there were 406 Ayurvedic doctors in all. We also have with us the Resolution of the Health Department notified on 13.1.1998 which mentions that 310 posts of Doctors from Primary Health Centres have been transferred to the Indigenous System of Medicines. Among these 310 posts, 155 are in Ayurvedic, 62 in Unani and 93 in Homeopathy. To add to the confusion we have been infomed by some of the Doctors in the Directorate of Indigenous System of Medicines that there are 683 Ayurvedic Doctors, 274 Doctors in the Unani stream and 353 Homeopathy Doctors. Faced with so many figures and each claiming to be the correct one, we leave it to the Health Department to find out how many doctors there are actually in each of the three disciplines under the Directorate of Indigenous System of Medicines.

Notwithstanding the recommendations of the 5th Central Pay 40.23.6 Commission that Medical Officers in the Indigenous System of Medicines and Homeopathy should have parity with General Duty Medical Officers, there is no parity in qualifications prescribed for appointment of Doctors in the three disciplines in this Directorate. The Ayurvedic Health Service was notified in the Resolution of the Health Department on 31.3.87 though much earlier on 1.4.79 the Ayurvedic Doctors had been declared gazetted. As on 1.4.79, there were only 172 Ayurvedic Doctors. Under Article 309 of the Indian Constitution, Rules for the Ayurvedic Service were framed in August 1997. The Rules stated that written examination followed by interview will be held and on the basis of recommendations of the Bihar Public Service Commission, Ayurvedic Doctors would be appointed. Another Resolution of 1991 June of the Health Department provides that for appointment as Professor, Lecturer and Readers in Ayurvedic Medical College and Hospitals with effect from 1.7.89, a Post Graduate degree is a necessary qualification. In respect of Homeopathy and Unani no such Post Graduation qualification has been laid down. In the Unani discipline in the Medical Colleges there are posts of Professor, Reader Lecturer and Demonstrator. We have been informed that in the Government Tibbi College, 50 students are admitted each year but right from 1926 to this day, there is no separate building for the Hospital.

In the Central Government there are only 182 practioners in the Indigenous System of Medicines and Homeopathy but in Bihar there are not less than 700,according to the representation of the Doctors of this Directorate. According to the last conversion of posts, as agreed to by the Finance Department, there are at least 756 Doctors though some of the individual Doctors who met this Committee claimed not less than a figure of thousand.

40.23.8 The Central Government have also allowed to the Physicians of the Indigenous System of Medicines and Homeopathy the same Career Progression as is available for the General Duty Medical Officers of the Central Health Scheme. On the basis of this Career Progression Scheme, the Medical Officers in the scale of Rs.8000-13,500 get Time Bound promotion after 4 years on seniority cum fitness basis. The second time bound promotion is after completion of 6 years of regular service as Senior Medical Officer and promotion is in the scale of Rs.12,000-16,500. These two promotions are admissible to the officer concerned and without linkage to vacancies. Thereafter 15% of the senior duty posts in the grade of Senior Medical Officer and Chief Medical Officers are converted to the post of Chief Medical Officer in the scale of Rs.14300-18,300. The only criteria for this scale is that the Doctors have to put in 14 years of service in Grade A posts subject to overall good performance with at least two 'very good' assessments during the preceding five years. Chief Medical Officers also have further promotion after three years of regular service subject to availability of vacancies in the scale of Rs.18,400-22,400. The Central Government have provided in Office Memorandum dated 25.1.99 that the Physicians in this stream should possess the medical qualifications as approved by the Central Council of Indian Medicines/Central Council of Homeopathy and a Service called Central Indigenous and Homeopathy Medical Service should include all Homeopathy Doctors and other doctors of the indigenous system. It is also stipulated that in future recruitments, the Union Public

Service Commission should be associated and the standards of the Commission regarding routine examinations and interview should be applicable.

40.23.9 In this background of what the Central Government has allowed to the Physicians in the Indigenous System of Medicines and Homeopathy, the Doctors in Bihar in the three disciplines of Ayurved, Homeopathy and Unani have also demanded similar promotional avenues. In the Central Government there are no Medical Colleges and teaching posts that have been covered by the recommendations of the 5th Central Pay Commission. In Bihar there are posts in Medical Colleges for these three disciplines but Post graduate qualification is not required in Unani and Homeopathy and though it is required for Teaching posts in Ayurvedic Colleges, we have no information regarding how many Teachers have post graduate qualification. Obviously, we cannot have one set of scales for Teaching and another for non-Teaching posts. For the M.B.B.S. Doctors the Teaching and non-Teaching posts have been separately earmarked and at present Doctors posted in Medical Colleges cannot seek transfer to the Bihar Health Service which is non-Teaching. The Department has also issued a notification on 21.5.97 under Article 309 of the Constitution and constituted the Bihar Medical Teaching Health Cadre. The separation of Teaching and non-Teaching posts have not been done in the Indigenous System of Medicines and Homeopathy in Bihar. Obviously, we cannot have parity of Teaching posts of these three disciplines with the M.B.B.S. Doctors in the Medial colleges as Post-graduate qualification is not required for at least two out of the three disciplines.

We requested the Directorate of Indigenous system of medicines in Bihar for the number of patients who frequent the dispensaries but in vain. We have been given a list of 38 District Joint Hospitals, 48 Unani Dispensaries, 70 Homeopathy Dispensaries and 175 Ayurvedic Dispensaries. We have also been informed that there are 144 Ayurvedic Additional Primary Health Centres, 55 in Unani and 83 Homeopathy Primary Health Centres. We have reasons to believe from reliable sources that not all these dispensaries are functioning from notified places and many of these Hospitals and dispensaries do not have a building of their own. This being so, promotional posts cannot

be created or devised because there will be no place to see patients. In addition there is a 10 beded Homeopathic Hospital as well as the Government Tibbi College which is a Unani Medical College and Hospital.

40.23.11 Given such confusion and basic contradictory figures regarding the number of Doctors in each of the three streams of Indigenous System of Medicines and Homeopathy and the fact that not all of these Joint Hospitals and dispensaries have buildings of their own, the task of devising promotional opportunities seems to be beyond the abilities of a two Member Committee such asthis. We also do not know whether these Joint Hospitals and Dispensaries have got sufficient number of back up staff like Nurses, Compunders, Pharmacists, Ward Attendants and other posts to assist the Doctors to treat patients willing to avail of the Indigenous System of Medicines. Suppose we were to devise promotional opportunities for the Doctors then it is quite possible that these senior doctors would neither have Nurses nor other Class III and IV staff to assist them. The net result would be Doctors without patients as frequently happens where the back-up assistance has not been provided.

At best we may propose that Government should take a consolidated view, based on what we have mentioned and create additional posts taking into account the importance of the Joint Hospitals as well as dispensaries and the number of patients. Creation of additional promotional opportunities without ensuring the proper infrastructure in the form of building and staff would be a self - defeating exercise. The scales of the Doctors in these three disciplines have already been notified but since the promotional opportunities have not been worked out on the basis of need based posts, a serious effort is required to lay down opportunities of promotion as well as the posts required on that basis. The District Indigenous Medical Officers should be in a higher scale than simple Doctors and Superintendent of the Hospitals should undoubtedly be in a higher scale. But how many Senior Medical Officers and Chief Medical Officers are required cannot be stated. Taking into account the parameters that we have discussed in the foregoing paragraphs, we leave it to the Health Department and the State Government to devise promotional opportunities after considering the notified pay scales, the Central

pay scales that we have indicated and the available infrastructure under the Directorate of Indigenous System of Medicines. We also wish them the best of luck as we have been unable to arrive at any definite conclusions.

40.23.13 In the Central Government, as mentioned at paragraph 52.32, there are only 182 practitioners in the Indigenous Systems of Medicine and Homeopathy. Career Progression of these Doctors are the same as General Duty Medical Officers. The Office Memorandum regarding Career Progression has only been notified this year on 25.1.1999. The Medical Officers after a 4 years residency period get promoted as Senior Medical Officers in the scale of Rs. 10000-15200 and after 6 years in this scale they are promoted as Chief Medical Officers in the scale of Rs. 12000-16500. Thereafter after completion of 14 years they are promoted as Chief Medical Officer (Non Functional Selection Grade) in the scale of Rs. 14300-18300. While the first two promotions are insitu and without linkage to vacancies, the third promotion is against 15% of the senior duty posts in the grade of Senior Medical Officer (Rs. 10000-15200) and Chief Medical Officer (Rs. 12000-16500). But before promotion the officer has to earn at least two "Very Good" assessments during the preceding 5 years. There is another promotion subject to availability of vacancies in the scale of Rs. 18400-22400.

40.23.14 We do not recommend immediate adoption of this Career Progression. There is neither finality in the actual strength nor are Central guidelines being followed. Even the Colleges are not adequately staffed by teachers who fulfil the prescribed educational qualifications. A large degree of uncertainty exists in all the three disciplines. Till these are looked into, promotional facilities as available in the Central Government need not be extended.

Nursing Cadre

In Chapter 38, Volume II, Part II we had dealt in detail with pay scales of the Nursing Cadre as well as others under the Health, Medical Education and Family Welfare Department. In the Government of India, Nurses are in the educational

stream as well as in the Hospitals. We have with us the recruitment rules of Staff Nurses in the JIPMER, Pondicherry, Assistant Nursing Superintendent, Nursing Superintendent, Deputy Nursing Superintendent, Chief Nursing Officer in the Safdarjung Hospital, Ram Manohar Lohia Hospital, Lady Hardinge Medical College, Central Institute of Psychiatry, Ranchi (recruitment qualification of Nursing Superintendent and Deputy Nursing Superintendent is only in respect of the Central Institute of Psychiatry, Ranchi).

Central Recruitment and Promotion Rules

The Staff Nurses according to GSR No.1061 dated 17.11.81 of JIPMER, Pondicherry are required to be in the age group of 21-31 years and having passed the Matriculation or equivalent examination be a Registered Nurse and a Registered Midwife. The existing pay scale of the Staff Nurse is Rs. 5000-8000 and it has been mentioned in paragraph 52.56 of the 5th Central Pay Commission Report that the Nurses are required to be 10+2 and have diploma in General Nursing programme and registration as Nurse and Midwife with the respective Central or State Nursing council.

In the hierarchy the next promotional post in the hospitals is that of Nursing Sister in the scale of Rs. 5500-9000. The Sister Tutor in JIPMER, Pondicherry, according to GSR 1098 dated 25.11.81 is promoted from Nursing Sister/Public Health Nurse/Psychiatric Nurse/Nursing Tutor in a recognised Institute with 5 years service in the grade. The scale then of Rs. 550-750 appears to be slightly on the lower side, vis-a-vis the present position, because at present the Nursing Sister is in the scale of Rs. 5500-9000 and in normal replacement terms the scale of Rs. 550-750 gets revised to only Rs. 5000-8000. The Deputy Nursing Superintendent is in the scale of Rs. 7500-12000 and is a promotional post for the Assistant Nursing Superintendent in the scale of Rs. 6500-10,500 and for those who have put in three years regular service in the grade.

The post of Nursing Superintendent in the scale of Rs. 8000-13,500 in the Central Institute of Psychiatry, Ranchi is required to have the essential educational qualification of Master's in Nursing/M.Sc. Degree in Nursing, a registered

Nurse and registered Midwife and three years experience in nursing in a Hospital or in a Nursing Home. There is no age bar and in case it is a promotional post, the Deputy Nursing Superintendent with two years regular service is eligible. However, if the post is filled by deputation then the candidate has to have a diploma in Nursing Education and Administration or B.Sc.(Nursing). The highest post in the Centre is of the Chief Nursing Officer and the posts are in Safdarganj Hospital, Ram Manohar Lohia Hospital, Lady Hardinge Medical College, JIPMER, Pondicherry and Central Institute of Psychiatry, Ranchi. The pay scale is Rs. 10,000-15,200 and the essential qualification is M.Sc. Degree in Nursing, registered Nurse and registered Midwife with 8 years experience including at least 5 years administrative experience in a Hospital. Ph.D. in Nursing is a desirable qualification. For direct recruits, the age limit is 40 years. In case the post is filled by promotion from Nursing Superintendent in the scale of Rs. 8000-13,500 then 5 years regular service in the grade is required.

In the Lady Hardinge Medical College and Smt. Sucheta Kripalani Hospital, New Delhi, the Staff Nurse is required to be a Matriculate and Registered Nurse and Midwife Grade A or its equivalent or have B.Sc. Nursing. The age limit is 21-25 years and relaxable up to 35 years for Government servants. The Nursing Sister who is in a higher scale and now in the scale of Rs. 5500-9000 is filled by promotion from Staff Nurse, Grade A with 5 years regular service in the grade. The Departmental Promotion Committee consists of the Vice-Principal of the College as Chairman with three other Members being Chief Administrative Officer, Deputy Medical Superintendent and Nursing Superintendent. For the Nursing Sister and Public Health Nurse the recruitment qualification in the Centre is registered Nurse or Midwife or certificate in Public Health Nursing or B.Sc. Nursing and when the posts are filled by promotion Matriculate Staff Nurse with 5 years regular service in the grade are eligible.

Hierarchy in Bihar

40.24.6 In Bihar the highest pay scale is of Principal, Nursing School, Ranchi which is Rs. 8000-13,500. The next below scale is of Rs. 6500-10,500 and is

applicable for State Nursing Superintendent, Vice-Principal, Nursing College, Ranchi, Lecturer, Nursing College, Ranchi and Superintendent, Lady Health Visitors Training School, Patna. The Clinical Tutor/Senior Public Health Nurse/Senior Midwife/Senior Matron/Senior Tutor/Senior Tutor/Nursing Sister/Assistant Matron/Public Health Nurse Tutor/Junior Midwife Tutor/Psychiatric Nurse Sister are all in the scale of Rs. 5500-9000. The Staff Nurse Grade A is in the scale of Rs. 5000-8000 and Staff Nurse Grade B in the scale of Rs. 4500-7000 provided they do not have the qualification of 10+2 and 3 years diploma and a registered Nurse.

Recruitment Qualification and Promotional Posts of Nurses in Bihar

40.24.7 The Health Department have informed us that by a notification dated 14.7.97 the Nurse Training Recognition, Affiliation and Conduct of Examination of Nursing Rules, 1997 have been notified with effect from 1.1.96 and a candidate is required to be either a 10+2 or Intermediate with Science in Biology and in English. It is not mentioned that the candidate is to be a registered Nurse or Midwife. But we presume that this must be so because no Nurse can become one unless he/she is registered as a Nurse. The nursing personnel in the scale of Rs. 5500-9000 is required to put in 3 years of service as a Junior Matron but the rules are as old as 1959. We do not have any information whether these Rules have been revised. It has been stated in the previous note of the Health Department sent in September, 1998 that the posts in the scale of Rs. 5500-9000 are all promotional posts and the same is in respect of the higher posts up to the scale of Rs. 2000-3800. Therefore, the Staff Nurses have the facility of promotion up to the scale of Rs. 8000-13,500 provided he/she joins the Nursing College. If not then there is promotion up to the scale of Rs. 6500-10,500.

40.24.8 The Fitment Committee had recommended at paragraph 38.22.13, Volume II, Part II that the post of Deputy Nursing Superintendent and even the post of Chief Nursing Officer in Bihar are not available and no pay scale can be recommended if the posts do not exist. Therefore ,we recommended in paragraph 38.22.15 that a post of Matron or Nursing Supervisor is only eligible in hospitals which cater to bed strengths of

about 500-600 and Chief/Principal Nursing Officer is only to be on the strength of beds in a hospital between 750-1000. For Hospitals with less than 500 beds, the post of Matron or a Nursing Supervisor is not justified.

Strength of Nurses and other Cadres

40.24.9 In Bihar, there are 18401 Auxiliary Nurse Midwives, 44 House Keepers, 1860 Lady Health Visitors, 2608 Staff Nurse Grade A, 225 Ward Sisters, 109 Public Health Nurses, 108 Junior Sister Tutors, 18 Assistant Matrons, 26 Principal Tutors, 14 Senior Sister Tutors, 10 Senior Matrons, 2 Clinical Instructors in the College of Nursing, 2 Lecturers in the College of Nursing and one each against the post of Principal, College of Nursing, Vice-Principal, College of Nursing and State Nursing Superintendent. According to the note received from the Health Department the Staff Nurse, Grade A are required to be Matriculates with 3 years 9 months training. Earlier in 1959, the State Government had issued orders that the Bihar Nursing Service will consist of Senior Matron, Junior Matron, Ward Sister, Staff Nurse Grade A, Lady Health Visitor as well as Auxiliary Nurse Midwife, Trained Dai, Staff Nurse Grade B and House Keeper. The Senior Matrons were required to work for three years as Junior Matrons and Junior Matrons were required to work as Ward Sisters for five years with minimum of two years of teaching experience in a Hospital. Assistant Matrons were required then to have worked as Ward Sister for three years. It appears that all these considerations on which previous pay scales and designations were framed now require to be changed in view of the State Government having adopted the principle of granting Central pay for similarly designated posts in the State.

Promotional Posts

In the Central Government the Staff Nurse gets promoted as Nursing Sister and then as Assistant Nursing Superintendent and thereafter as Deputy Superintendent. At the top of the ladder are the posts of Nursing Superintendent and Chief Nursing Officer. Since we do not know on what basis there are 2608 Staff Nurse

Grade A, 10 Senior Matrons 18 Assistant Matrons, 109 Public Health Nurses, we are unable to recommend any specific promotion policy. We find from paragraph 52.58 of the 5th Central Pay Commission Report that a Matron or Nursing Supervisor in the scale of Rs. 2000-3500 or in the lower pay scale is already catering to a bed strength of about 500-600. If these norms are not fulfilled then it would be difficult to have the same promotional opportunities as in the Centre.

40.24.11 The Nursing Superintendent of the Patna Medical College Hospital has informed us that the Staff Nurse Grade A are promoted as Ward Sisters. The next promotion is then to the post of Assistant Matron with the strength being 18 and thereafter as Senior Matron who number 11. The promotional opportunities for Staff Nurse Grade A to the higher grade of Rs. 5500-9000 would be about 10 % because now after revision in pay scales the pay scales of Assistant Matron, Senior Matron and Ward Sisters have become the same, viz. Rs. 5500-9000. The Junior Sister Tutor numbering 108 are teaching in Nursing Schools and are in the scale of Rs. 5500-9000. Their next promotion is against the posts of Clinical Tutor/Lecturer, Nursing College, Ranchi/Senior Sister Tutor. Thereafter the next level of promotion are posts of Vice-Principal, Nursing College, Ranchi and then as Principal and finally as State Nursing Superintendent. Now after the revised pay scales on Central pattern the pay scale of Junior Sister Tutor, Senior Sister Tutor, Clinical Tutor are the same, viz. Rs. 5500-9000 and the higher posts are of Lecturer in Ranchi Nursing College in the pay scale of Rs. 6500-10,500. Hence 132 posts in the pay scale of Rs. 5500-9000 have promotional avenues to only 3 posts of Lecturers/Vice-Principal. We are not aware of whether there is a common cadre for Nurses in hospitals as well as in the Nursing Colleges/Schools. There are also 109 Public Health Nurses in the scale of Rs. 5500-9000 and they are promoted as Senior Public Health Nurse but the pay scale of both the posts is Rs. 5500-9000 However, there are 3 posts of Superintendent, Lady Health Visitors Training School in the pay scale of Rs. 6500-10,500. According to the organizational chart provided by the Nursing Superintendent the apex post is of State Nursing Superintendent. Now this post is in the scale of Rs. 6500-10,500 while the Principal, Nursing College, Ranchi is having the pay scale of Rs. 8000-13,500.

40.24.12 The Nursing Cadre is well defined and does not need any modification. We recommend adoption of the Central pattern as the Central pay scales have already been implemented.

Social Workers

In the Health and Labour and Employment Departments there are posts of Social Workers in the pay scales of Rs. 2650-4000, (Labour & Employment) Rs. 4500-7000 as well as Rs. 5000-8000. According to GSR 554 dated 23.4.81 in the Kalawati Saran Children's Hospital, New Delhi under the Ministry of Health & Family Welfare, the Social Worker is in the scale of Rs. 4500-7000 and is required to be a graduate and have a Diploma in Social Work from a recognized Institute. The desirable qualification is at least one year's experience as a Social Worker. These posts are filled by direct recruitment. Therefore, in the Health Department wherever Social Workers are in the scale of Rs. 4500-7000 or Rs. 5000-8000, the posts will be filled by direct recruits on the basis of the above mentioned qualification. Obviously, the post of Social Worker in the Labour and Employment Department is a post meant for Class IV personnel and hence we will only mention that the Social Worker has to be a Class VIII or Middle School pass with some experience which the Department may prescribe.

40.25.2 These Social Workers will also be eligible for promotion against posts in higher scales available in the two concerned departments. At paragraph 52.103 of the Report of the 5th Central Pay Commission it was recommended that posts of Medical Social Worker/Social Worker /Psychiatric Social Worker should become feeder posts for Public Relation Officers, Labour Welfare Officer, etc., wherever they exist, keeping in mind the nature of duties, qualification and job content. If such posts are available in the concerned Department as in the Central Government, then Social Workers could be promoted if they are graduates and have two years diploma in social work.

Bacteriologist/Pharmacologists

40.26.1 According to GSR No.144 dated 11.3.1996, there are posts of Bacteriologists and Pharmacologists in the scale of Rs. 10,000-15,200 in Dr. Ram Manohar Lohia Hospital, New Delhi. For both these posts, the recruitment qualification is a Master's Degree in the respective discipline with 5 years experience. The Bacteriologist is required to have experience in research, assay and testing in the field of Bacteriology and Microbiology with experience out of which not less than two years should be in Microbiological Assay and testing of drugs. The Pharmacologist Chemist is required to have experience in research, testing and standardization of drugs with experience out of which not less than two years should be in testing and standardization of drugs and pharmaceutical substances. In the Bihar Government under the Department of Health, Medical Education & Family Welfare there are posts of Bacteriologists in the same scale of Rs. 10,000-15,200 but the post of Pharmaceutical Chemist is only in the scale of Rs. 6500-10,500. Therefore, in Bihar, the Pharmaceutical Chemist is required to be a Post Graduate and he need not have the experience. Only if he is being promoted to the scale of Rs. 10,000-15,200 then experience should be prescribed.

There are posts of Pharmacologist and Biochemists also in the Dr. Ram Manohar Lohia Hospital, New Delhi in the scale of Rs. 10,000-15,200 and for both these posts the minimum recruitment educational qualification is Master's Degree in the respective discipline with 5 years experience, of which not less than two years should be in assay and testing of drugs by biochemical methods or by pharmacological methods. If in the Bihar Government, there are similar posts, exact recruitment qualification as in the Centre should be prescribed and recruitments made.

Auxiliary Nurse Midwife

40.27.1 In the Security Paper Mill at Hoshangabad, according to GSR 11 dated 27.12.95, the Auxiliary Nurse Midwives are required to be matriculates with two years training in elementary Midwifery including obstetrical and gynecological nursing

and in nursing of children with two years experience as Nurse/Midwife in a hospital/dispensary. The pay scale of the post is Rs. 1320-2040 which has been revised to Rs. 4000-6000. It has been noted by the 5th Central Pay Commission at paragraphs 52.70 and 52.72 that the Auxiliary Nurse Midwife will be in the scale of Rs. 4000-6000 and this has been accepted by the Government of India. The educational qualification prescribed is Matriculation with Auxiliary Nurse Midwife/House Wifery course and registration with the concerned Central/ State Council.

40.27.2 The 5th Central Pay Commission has noted that the posts of Lady Health Visitors in the scale of Rs. 4500-7000 are promotion posts for Auxiliary Nurse Midwives. We also recommend that this should also be followed in Bihar provided the Auxiliary Nurse Midwives have the same qualification as has been mentioned above. If the qualification as in the Centre is not being followed in the State Government, then identical promotional facilities of the Central Government cannot also be extended to State Government personnel.

The Health, Medical Education and Family Welfare Department has informed that in the Nursing Cadre there are 21 Trained Dais, 18401 auxiliary Nurse Midwives and 1860 Lady Health Visitors. There are very few promotional opportunities for ANMs to the posts of Lady Health Visitors but we presume that the post of Lady Health Visitors are filled by direct recruitment. We leave it to the State Government to decide about how many ANMs will be promoted as LHVs and in what percentagte provided the Auxiliary Nurse Midwives have the stipulated essential qualification laid down for appointment as Lady Health Visitors.

Trained Dai and Ayah

40.28.1 There are posts of Trained Dais in the Health, Medical Education and Family Welfare and Labour & Employment Departments in the scale of Rs. 2650-4000 and Ayahs in the scale of Rs. 2550-3200. In the Central Government, the post of Female Attendant (Ayah) is in the scale of Rs. 2550-3200 and the recruitment

qualification is middle standard pass as well as requisite training as Trained Dais with elementary knowledge of first aid. This post is available in JIPMER, Pondicherry according to SRO 1048 dated 7.9.74. Then again in the Security Paper Mill at Hoshangabad the Ayah is in the scale of Rs. 2650-4000 and is required to be a 5th standard pass with one year's experience in the line in a hospital /dispensary under Government. In this office women employed in cleaning /dusting with 4 years regular service in the scale of Rs. 750-940 and having experience in delivery of children and allied work in labour room are also eligible for promotion as an Ayah. Therefore, Trained Dais in the Health, Medical Education & Family Welfare Department as well as in the ESI dispensaries under the Labour and Employment Department will be in the scale of Rs. 2650-4000. Those with the designation of Ayahs but without training will be in the scale of Rs. 2550-3200. Depending upon the number of posts there could be senior posts of Senior Trained Dais in the scale of Rs. 2750-4400. Thereafter the Senior Trained Dais could be eligible for promotion as Auxiliary Nurse Midwife if they possess the required training and qualification.

Museum Assistant

In the Health Department there is a post of Museum Assistant in the Preventive and Social Medicine Department as well as in the Ranchi Medical College Hospital in the scale of Rs. 3050-4590. According to the GSR No. 485 dated 3.7.1990 in the All India Institute of Hygiene and Public Health, Calcutta, Ministry of Health and Family Welfare the Museum Assistant is also in the same scale of Rs. 3050-4590. The Museum Assistant in the Central Government is required to be in the age group of 18-25 years and should have Matriculation with diploma from any recognized College of Arts and Crafts in Fine Arts/ Commercial Arts or equivalent qualification. The posts are filled by direct recruitment. Therefore, we recommend that the Museum Assistant of the Government of Bihar's, Health, Medical Education and Family Welfare Department should have the similar qualification.

We have been unable to locate any post for promotion of Museum Assistants and the Department was also unable to enlighten us in this regard. But there are Artists in the Health Department and the Museum Assistant could be considered for promotion to the post of Artist which is Rs. 4000-6000 in the Centre. As Artists in the Health Department are in the scale of Rs. 5000-8000 separate posts of Artist in the scale of Rs. 4000-6000 would need to be created. Only those Museum Assistants who have put in three years service and have a diploma in Arts/Fine Arts would be eligible for promotion as Artists in the scale of Rs. 4000-6000 and then considered for promotion in the scale of Rs. 5000-8000.

Field Assistant

40.30.1 The post of Field Assistant in the pay scale of Rs. 3050-4590 is under the Cholera Control Scheme. In the same pay scale there is also a Health Assistant in the Leprosy Control Scheme. Then again the Field Assistant in the Public Health Institute at Patna is also in the same scale and the Basic Health Workers are also in the scale of Rs. 3050-4590. According to GSR No.485 dated 3.7.1990 in the All India Institute of Hygiene and Public Health, Calcutta the Field Assistant is in the scale of Rs. 3050-4590 and is required to be a Matriculate or having equivalent qualification with Science as one of the subjects from a recognized Board and with experience of laboratory or field work for one year. The Field Assistants are eligible for promotion in the same organisastion as Laboratory Assistants in the pay scale of Rs. 3200-4900 after 5 years regular service in the grade. Posts of Laboratory Assistant are filled 75% by direct recruitment and 25% by promotion. However, direct recruits are required to be 10+2 or higher secondary with two years experience in a recognized laboratory or have to be graduates in Chemistry or Biological Science. Therefore in Bihar the Field Assistant will have to have similar qualification of matriculation with at least one year's experience of laboratory or field work. It is for the appointing authority to lay down experience from which organisation will be recognized for appointment.

40.30.2 Field Assistants working in laboratories would be eligible for promotion as Laboratory Assistant in the scale of Rs. 3200-4900 if they have the requisite qualification mentioned above and have put in five years service in the grade. Thereafter they could either became Fild Workers in the scale of Rs. 4000-6000 on promotion or move up as Laboratory Technician in the scale of Rs. 4500-7000 if they have the qualification of 10+2 with Science and B.Sc. or diploma in Engineering and/or other subject matter diploma.

Field Investigator

40.31.1 There are Field Investigators in the pay scale of Rs. 3050-4590 and Field Workers in the pay scale of Rs. 4000-6000 are in the same All India Institute of Hygiene and Public Health, Calcutta. The Field Investigators are required to be Matriculates with experience in field survey for one year and the Field Worker in the higher scale is required to have Matriculation with three years experience in field work duties entrusted. The posts of Field Investigators are filled by direct recruitment and Field Workers are promoted from Workshop Assistant as well as Fitter Mistry in the scale of Rs. 3050-4590 with 5 years regular service in the grade. The Workshop Assistant is in the scale of Rs. 3050-4590 and they are required to be Class VIIIth pass with experience in repairing and servicing of vehicle/ tubewell equipment, etc. and knowledge of English is a desirable qualification. Posts of Workshop Assistants are filled by direct recruitment and the Fitter Mistry are required to be VIIIth pass with experience of sinking and re-sinking and maintenance of tubewell. If similar work is expected from Field Assistant and Field Workers in the Public Health Institute then the qualification laid down and promotion of Fitter Mistry /Field Assistants to the post of Field Worker should be considered as has been outlined above. Posts of Field Worker in the scale of Rs. 4000-6000 will need to be created as posts in this scale are not available at present. The problem with the Health Department is that posts and the pay scales are available but there is very little information about the duties of each post.

Animal Keeper

Hospital. The posts are in the pay scale of Rs. 3050-4590. In the All India Institute of Hygiene and Public Health Calcutta as indicated in GSR No. 485 dated 3.7.1990, the Animal Caretaker was in the pre-revised scale of Rs. 975-1540 and required to be Higher Secondary in Science with Chemistry/Biological Science as one of the subjects with two years experience in a recognized Laboratory or Science Graduate with Chemistry/Biological Science and preference being given to Science graduates with Chemistry/Biological Science. The posts of Animal Caretaker are filled by direct recruitment. Therefore, the Animal Keeper in the Bihar Government will have the same recruitment qualification as the Animal Caretaker in the Centre's Organisation in Calcutta. We are of the view that the Animal Keepers have the same functions and duties as the Animal Caretaker in the Central Government.

Projectionist

There are posts of Projectionist in the Medical College under the Department of Health, Medical Education and Family Welfare and there is a Project Operator in the Information and Public Relations Department, all these categories of posts in the two Departments are in the same scale of Rs. 4000-6000. We have no information regarding recruitment qualification for these posts as well as numbers in the two departments under consideration. According to GSR No.986 dated 16.11.1987 in the Films Division of the Department of Information and Public Relations the Film Librarian cum Projectionist is in the revised scale of Rs. 4500-7000, the essential qualification is Matriculation, a diploma or licence in Cinema Projection from the competent authority and 5 years experience as Projection Room Operator in a commercial house or Government Organization. The desirable qualification is fair knowledge of film librarian or routine work. The posts are filled by promotion from Assistant Projection Room Operator in the Films Division who have passed the matriculation or equivalent

examination and have put in 5 years service in the grade rendered after appointment thereto on a regular basis. We do not have with us the recruitment qualification of Assistant Projection Room Operator in the Films Division.

40.33.2 In Bihar there does not appear to be any post of Projector Operator and Projection Mechanic and the Projector Operator is not required to have anything to do with Film Library or routine work. The essential qualification mentioned in the GSR above will be applicable for post of Projector Operator. We will only recommend that if there are senior posts then the Projection Operator should be entitled to promotion in the particular discipline.

ANNEXURE -I

Medical Council of India

The November, 1998

No. MCI-12(2)/98-Med./

In exercise of the powers conferred by the section 33 of the Indian Medical Council Act, 1956 (102 of 1956), the Medical Council of India with the previous sanction of the Central Government, hereby makes the following regulations, namely:-

- 1. **Short title and commencement**:- (1) These regulations may be called the "Minimum Qualifications for Teachers in Medical Institutions Regulations, 1998".
- (2) They shall come into force on the date of their publication in the Official Gazette.
- 2. **Objectives** Appointment of medical teachers, with minimum qualification and experience in various departments of medical colleges and institutions imparting graduate and post-graduate medical education, is a necessary requirement to maintain a standard of teaching.
- 3. **Minimum qualification for appointment as a teacher**:- Minimum qualification for appointment as a teacher in various departments of a medical college or institution imparting graduate and post-graduate education shall be as specified in the schedules I and II annexed with these regulations.

SCHEDULE I

Every appointing authority before making an appointment to a teaching post in a medical college or institution shall observe the following norms:-

- 1. All Medical teachers must possess a basic University or equivalent qualification included in any one of the Schedules to the Indian Medical Council Act.1956,(102 of 1956), They must also be registered in a State Medical Register or Indian Medical Register.
- 2. In the departments of Anatomy, Physiology, Bio-chemistry Pharmacology and Microbiology, non-medical teachers may be appointed to the extent of 30% of the total number of posts in the Department. A non-medical approved medical M.Sc. qualification shall be a sufficient qualification for appointment as Lecturer in the subject concerned but for promotion to higher teaching post a candidate must possess the Ph. D. degree in the subject. The Heads of these departments must possess recognized basic university medical degree qualification or equivalent qualification. However, in the Department of Bio-chemistry, non-medical teachers may be appointed to the extent of 50% of the total number of posts in the Department. In case of the paucity of teachers in non-clinical departments relaxation up to the Head of the Department may be given by the appointing authority to the non-medical persons if suitable medical teacher in the particular nonclinical speciality is not available for the said appointment. However, such relaxations will be made only with the prior approval of the Medical Council of India. A non-medical person cannot be appointed as Director or Principal or Dean or Medical Superintendent. In the departments of Community Medicine and Pharmacology, Lecturers in Statistics and Pharmacological Chemistry shall possess M.Sc. qualification in that particular subject from a recognized University.

- 3. Medical teachers in all Medical Colleges except the Tutors, Residents, Registrars and Demonstrators must possess the requisite recognized postgraduate Medical qualification in their respective subjects.
- 4. The appointing authority may consider the holders of equivalent Post-graduate qualifications, which may be approved by the Medical Council of India from time to time to have the requisite recognised qualification in the subject concerned.
- 5. The Medical Council of India shall determine equivalent qualification referred to in these regulations.
- 6. The Teachers in a medical college or institution having a total of eight years' teaching experience out of which at least five years teaching experience as Lecturer or Asstt. Professor gained after obtaining post-graduate degree shall be recognized as post-graduate teachers in broad specialities. In the case of super-specialities only those teachers who possess eight years' teaching experience out of which at least five years' teaching experience as Lecturer or Asstt. Prof. gained after obtaining the higher speciality degree shall be recognized as post-graduate teachers:

Provided that in the case of super speciality courses which are being newly instituted, matter regarding relaxation of qualification and experience of post-graduate teachers may be taken up by the appointing authority with the Medical Council of India.

- 7. In cases where candidates with requisite experience are not available a reference may be made by the appointing authority to the Medical Council of India for consideration on merits.
- 8. The names of the teaching Posts, academic qualifications and the teaching or research experience required for each teaching post are given in Table I in respect of graduate and post-graduate/higher speciality courses and in Table II in respect of super speciality courses.

9. The requirement of publication of four research papers for the post of Associate Professor and eight research papers for the post of Professor may be a desirable qualification.

TABLE I

REQUIREMENTS OF ACADEMIC QUALIFICATIONS, TEACHING AND

RESEARCH EXPERIENCE

Post	Academic qualifications	Teaching/Research Experience
Principal/Dean/	Should possess the recognized post	
Director of Medical	graduate medical qualification and	
Institution	other academic qualification from a	
	recognized institution with a	
	minimum of ten years' teaching	
	experience as Professor Associate	
	Professor/Reader in a medical	
	college/Instt. out of which atleast	
	five years should be as Professor in	
	a Department Preference for these	
	appointments may be given to the	
	Heads of the Departments.	
Director/Medical	Should possess a recognized post	
Superintendent of	graduate medical Qualification from	
the affiliated	a recognized Institution with 10	
teaching hospital	years administrative experience.	
	ANAT	OMY
(A) Professor	M.S.(Anatomy)/M.D.	(i)As Reader/Associate Professor in Anatomy for four
	(Anatomy)/M.B.B.S. with	years in a recognized medical college.
	M.Sc.(Anatomy)/M.Sc.(Med	(ii)Minimum of four Research publications indexed in
	.Anatomy)with Ph.D. (Med,.	Index Medicus/national journal and one research
	Anatomy)/M.Sc.(Med.Anatomy)	publication in International journal.
	with D.Sc.(Med.Anatomy)	

(B)Reader/	Do	(i) As Assistant Professor/Lecturer in Anatomy for five
Associate Professor		years in a recognized medical college. Desirable
		(ii) Minimum of four Research publications indexed in
		Index Medicus/national Journals
(C) Assistant	Do	(i) Requisite recognized postgraduate qualification in the
Professor/		subject.
Lecturer		(ii)Three years teaching experience in the subject in a
		recognized medical college as
		Resident/Registrar/Demonstrator/Tutor.
(D)Tutor/	M.B.B.S/M.Sc.(Medical	
Demonstrator/	Anatomy)for non-medical persons.	
Resident or		
Registrar.		
PHYSIOLOGY		
(A) Professor	M.D.(Physiology)/M.B.B.S. with	(i) As Reader/Associate Professor in Physiology for four
	M.Sc. (Physiology)/M.Sc. (Med.	years in a recognized medical college.
	Physiology) with Ph.D.	Desirable
	(Med.Physiology)/	(ii) Minimum of four Research publications indexed in
	M.Sc.(Med.Physiology)with D.Sc.	Index medicus/national Journal and one research
	(Med.Physiology)	publication in International Journal.
(B)	DO	(i) As Assistant Professor/Lecturer in Physiology for five
Reader/Associate		years in a recognized medical college. Desirable
Professor		(ii) Minimum of four Research publications indexed in
		Index Medicus/national journals.
(C)Assistant	Do	(i) Requisite recognized postgraduate qualification in the
Professor/Lecturer		subject.
		(ii) Three years teaching experience in the subject in a
		recognized medical college as
		Resident/Registrar/Demonstrator/Tutor.
(D) Tutor,	M.B.B.S. M.Sc. (Medical	
Demoinstrator,	Physiology) for non-medical	
Resident of	persons.	
Registrar.		

(A) Professor M.D. (Biochemistry)/M.B.B.S. with M.Sc. (Med. Biochem.)/M.Sc. (Med. Biochemistry) with Ph.D.(Med. Biochemistry) with D.Sc. (Med. Biochemistry) (B) Reader/ Associate Professor (i) As Reader/Associate Professor in Biochemistry for years in a recognized medical college. (ii) Minimum of four research publications indexed years in a recognized medical college. Desirable (ii) As Assistant professor/Lecturer in Biochemistry for years in a recognized medical college. Desirable (ii) Minimum of four research publications indexed Index Medicus/national journals.
Biochemistry) with Ph.D.(Med. Biochemistry)/M.Sc.(Med. Biochemistry) with D.Sc. (Med. Biochemistry) with D.Sc. (Med. Biochemistry) Biochemistry) Biochemistry) Biochemistry) Biochemistry) Biochemistry) Biochemistry) (i) As Assistant professor/Lecturer in Biochemistry for years in a recognized medical college. Desirabl (ii) Minimum of four research publications indexed
Biochemistry)/M.Sc.(Med. Biochemistry) with D.Sc. (Med. Biochemistry) Biochemistry) Biochemistry) Biochemistry) Biochemistry) Biochemistry) Biochemistry) Ci) As Assistant professor/Lecturer in Biochemistry for years in a recognized medical college. Desirabl Cii) Minimum of four research publications indexed to the publication in publication in publications indexed to the publication in publication i
Biochemistry) with D.Sc. (Med. Biochemistry) (B) Reader/ Associate Professor Biochemistry) (i) As Assistant professor/Lecturer in Biochemistry for years in a recognized medical college. Desirabl (ii) Minimum of four research publications indexe
Biochemistry) publication in International Journal. (i) As Assistant professor/Lecturer in Biochemistry for years in a recognized medical college. Desirabl (ii) Minimum of four research publications indexe
(B) Reader/ Associate Professor (i) As Assistant professor/Lecturer in Biochemistry for years in a recognized medical college. Desirabl (ii) Minimum of four research publications indexe
Associate Professor years in a recognized medical college. Desirabl (ii) Minimum of four research publications indexe
Desirabl (ii) Minimum of four research publications indexe
(ii) Minimum of four research publications indexe
Index Medicus/national journals.
(C) Assistant Do (i) Requisite recognized postgraduate qualification in
Professor/ subject.
Lecturer (ii) Three years teaching experience in the subject
recognized medical college
Resident/Registrar/Demonstrator/Tutor.
(D) Tutor/ M.B.B.S./ M.Sc. (Medical
Demonstrator/ Biochemistry) for non-medical
Resident/ persons.
Registrar
BIO-PHYSICS
(A)Professor M.D.(BioPhysics)/M.Sc. (i) As Reader/Associate Professor in Bio-Physics for
(Bio-Physics or Medical years in a recognized medical college.
Biochemistry) with Ph.D. (Bio- Desirable
Physics) / M.D. (ii) Minimum of four Research publications indexe
(Physiology) or M.D.(Biochemistry) Index medicus/national journal and one rese
with one year training in Bio- publication in International Journal.
Physics.
(B)Reader Do (i) As Assistant Professor Lecturer in Bio-Physics
/Associate Professor years in a recognized medical college. Desirable
(ii) Minimum of four Research publications index in I
Medicus/national journals.

© Assistant	Do	(i) Requisite recognized postgraduate qualification in the
Professor/		subject.
Lecturer		(ii) Three years techning experience in the subject in a
		recognized medical college as
		Resident/Registrar/Demonstrator/Tutor.
(D) Tutor/	M.B.B.S./M.Sc. (Bio-Physics or	
Demonstrator/	Medical Bio-chemistry) for non-	
Resident/	medical person.	
Registrar		
	PHARMA	COLOGY
(A) Professor	M.D. (Pharmacology)	(i) As Reader/Associate Professor in Pharmacology for
	/M.B.B.S. with Ph.D.(Med.	four years in a recognized medical college.
	Pharmacology)/ M.Sc.	Desirable
	(Med.Pharmacology)with Ph.D.	(ii) Minimum of four Research publications indexed in
	(Med.Pharmacology)/ M.Sc. (Med.	Index Medicus/national journal and one research
	Pharmacology) with D.Sc. (Med.	publication in International Journal.
	Pharmacology).	
(B) Reader/	Do	(i) As Assistant Professor/Lecturer in Pharmaclogy for five
Associate Professor		years in a recognized medical College.
		Desirable
		(ii) Minimum of four Research publications indexed in
		Index Medicus/national journals.
(c) Assistant	Do	(i) Requisite recognized postgraduate qualification in the
Professor/		subject.
Lecture		(ii) Three years teaching experience in the subject in a
		recognized medical college as Resident/
		Registrar/Demonstrator/Tutor.
(D) lecturer in	M.Sc. (Pharmaceutical chemistry)	(i) Requisite recognized postgraduate qualification in the
Pharmaceutical		subject.
Chemistry		(ii) Three years teaching experience in the subject in a
		recognized medical college as Resident/
		Registrar/Demonstrator/Tutor.
(E) Tutor/	M.B.B.S. M.Sc. (Medical	
Demonstrator/	Pharmacology) for non medical	
Resident/	persons	
Registrar		

PATHOLOGY		
(A) Professor (B)Reader/	M.D.(Pathology)/ Ph.D. (pathology)/D.Sc.(pathology) Do	 (i) As Reader/Associate Professor in Pathology for four years in a recognized medical college. Desirable (ii) Minimum of four Research publications indexed in Index Medicus/national journal and one research publication in International Journal. (i) As Assistant Professor/Lecturer in Pathology for five
Associate Pforessor		years in a recognized medical college. Desirable (ii) Minimum of four Research publications indexed in Index Medicus/national, journals.
(C) Assistant Professor/ Lecturer	Do	(i) Requisite recognized postgraduate qualification in the subject.(ii) Three years teaching experience in the subject in a recognized medical college as Resident Registrar/Demonstrator/Tutor.
(D) Tutor/ Demonstrator/ Resident/ Resident/ Pathologist/ Registrar/ Clinical Pathologist.	M.B.B.S.	
	MICROB	IOLOGY
(A)Professor	M.D.(Bacteriology)/ M.D.(Microbiology)/ M.B.B.S. with M.Sc. (Med.) Bacteriology/M.Sc.(Med.) Microbiology)/Ph.D.(Med.Bacteriology)/M.Sc.(Med.Bacteriology)with D.Sc. (Med. bacteriology/M.Sc. (Med.Microbiology)with Ph.D. (Med. Microbiology)/ M.Sc. (Med. Microbiology)with D.Sc.(Med. Microbiology)	 (i) As Reader/Associate Professor in Microbiology for four years in a recognized medical college. Desirable (ii) Minimum of four Research publications indexed in Index Medicus/National journal and one research publication in International journal.

(B)Reacer/Associate	Do	(i) As Assistant Professor/Lecturer in Microbiology for
Professor		five years in a recognized medical college.
		Desirabl
		(ii)Minimum of four Research publications indexed in
		Index Medicus/National journals.
© Assistant	Do	(i) Requisite recognized postgraduate qualification in the
Professor/Lecturer		subject.
		(ii) Three years teaching experience in the subject in a
		recognized medical College as
		Resident/Registrar/Demonstrator/Tutor.
(D)	M.B.B.S./S.Sc.(Med.Microbiology)	
Tutor/Demonstrator/	for non-medical persons.	
Resident/Registrar/		
Clinical Pathologist.		
	COMMUNITY MEDICINE	
(A) Professor	M.D. (Social & Preventive	(i) As Reader/Associate Professor in community
	Medicine)/MD (community Med.)	Medicine/Social and Preventive Medicine for four years in
		a recognized Medical college.
		Desirable
		(ii) Minimum of four Research publications indexed in
		Index Medicus/National journal and one research
		publication in International journal.
(B)	Do	(i) As Assistant Professor/Lecturer in community
Reader/Associate		Medicine/Social & Preventive Medicine for five years in a
Professor		recognized Medical college.
		Desirable
		(ii) Minimum of four Research publications indexed in
		Index Medicus/national journals.
© Assistant	Do	(i) Requisite recognized postgraduate qualification in the
Professor/Lecturer		subject.
		(ii) Three years teaching experience in the subject in a
		recognized medical college as Resident/Registrar/
		Demonstrator/Tutor.

(D) Lecturer in	M.Sc. (statistics)	(i) Requisite recognized postgraduate qualification in the
Statistics		subject.
		(ii) Three years teaching experience in the subject in a
		recognized medical college as Resident/Registrar/
		Demonstrator/Tutor.
(E)Tutor/.	M.B.B.S.	
Demonstrator/		
Resident/Registrar/		
Epidemologist		
Health Officer		
	FORENSIC	MEDICINE
(A) Professor	M.D. (Forensic med.)	(i) As Reader /Associate Professor in Forensic Medicine
(11) 1 10103301	W.B. (Foreiste med.)	for four years in a recognized medical college.
		Desirable
		(ii) Minimum of four Research publications indexed in
		Index medicus/national Journal and one research
		publication in International Journal.
(B) Reader/	Do	(i) As Assistant Professor/Lecturer in Forensic Medicine
Associate Professor	Do	for five years in a recognized medical college.
Associate Floressoi		
		Desirable (ii) Minimum of four Passarah publications indeped in
		(ii) Minimum of four Research publications indexed in
		Index medicus /national journals.
© Assistant	Do	(i)Requisite recognized postgraduate qualification in the
Professor /		subject.
Lecturer		(ii)Three years teaching experience in the subject in a
		recognized medical college as Resident/Registrar/
		Demonstator/Tutor.
(D)	M.B.B.S.	
Tutor/Demonstrator/		
Resident/Registrar/		
Casualty/Medical		
Officer/Resident		
Pathologist.		

GENERAL MEDCINE		
(A) Professor	M.D.(Medicine)/M.D.(General	(i) As Reader/Associate Professor in General
	Medicine)	Medicine/Medicine for four years in a recognized medical
		college.
		Desirable
		(ii) Minimum of four Research publications
		indexed in Index Medicus/national journal and one
		research publication in International Journal.
(B) Reader/	Do	(i) As Assistant Professor/Lecturer in General
Associat Professor		Medicine/Medicine for five years in a recognized Medical
		college.
		Desirable
		(ii) Minimum of four Research publications indeued in
		Index Medicus/nationals journals.
©Assistant	Do	(i) Requisite recognized postgraduate qualification in the
Professor/		subject.
Lecturer		(ii) Three years teaching experience in the subject in a
		recognized medical college as
		Resident/Registrar/Demonstrator/Tutor.
(D) Tutor/	M.B.B.S.	
Demonstrator/		
Resident/Registrar		
	GENERAL	SURGERY
(A) Professor	M.S.(Surgery)/ M.S. (General	(i) As Reader/Associate Professor in General Surgery
	surgery)	/surgery for four years in a recognized medical college.
		Desirable
		(ii) Minimum of four Research publications indexed in
		Index medicus/national journal and one research
		publication in International/Journal.
(B) Reader/	Do	(i) As Assistant Professor/Lecturer in
Associate Professor		General/Surgery/Surgery for five years in a recognized
		Medical College.
		Desirable
		Minimum of four Research publications indexed in Index
		Medicus/ national journals.

© Assistant	Do	(i) Requisite recognized postgraduate qualification in the
Professor/		subject.
Lecturer		(ii)Three years teaching experience in the subject in a
		recognized medical college as
		Resident/Registrar/Demonstrator/Tutor.
(D) Tutor/	M.B.B.S.	
Demonstrator/		
Resident/Registrar.		
	OBSTRETRICS ANI	O GYANEOLOGY
(A) Professor	M.D.(Obst. & Gynae.)/M.S.(Obst.&	(i)As Reader/Associate Professor in Obstetrics &
	Gyanae.)	Gynaecology for four year in a recognized medical
		college.
		Desirable
		(ii)Minimum of fours Research publication indexed in
		Index Medical nationalk journal and one research
		publication in International Journal.
(B) Reader/	Do	(i) As assistant Professor/Lecturer in Obstetrics &
Associate Professor		Gynaecology for five years in a recognized medical
		college.
		Desirable.
		(ii) Minimum of four Research publications indexed in
		Index Medicus national journals.
(C)Assistant	Do	(i) Requisite recognized postgraduate qualification in the
Profesor/Lecturer		subject.
		(ii) Three years teaching experience in the subject in a
		recognized medical college as Resident/Registrar/
		Demonstrator/Tutor.
(D) Tutor/	M.B.B.S.	
Demonstrator/		
Resident/Registrar		

	PAEDIA	TRICS
(A) Professor	M.D.(Paediatrics)	(i) As Reader/Associate Professor in Tuberculosis and
		Respiratory Diseases for four years in a recognized
		medical college.
		Desirable
		(ii)Minimum of four Research publications indexed in
		Index medicus/national journal and one research
		publication in International Journal.
(B)Reader/	Do	(i) As Assistant Professor/Lecturer in Paediatrics for five
Associate Professor		years in a recognized medical college.
		Desirable
		(ii) Minimum four Research Publications indexed in Index
		medicus/ national journals
© Assistant	Do	(i) Requisite recognized postgraduate qualification in the
Professor		subject
		(ii) Three years teaching experience in the subject in a
		recognized medical college as
		Resident/Registrar/Demonstrator/Tutor.
(D)		
Tutor/Demoinstrator		
/Resident/Registrar		
TUI	BERCULOSIS AND RESPIRATORY N	MEDICINE PULMONERY MEDICINE
(A) Professor	M.D. (Tuberculosis)/ M.D. (T.B &	(i) As Reader/Associate Professor in tuberculosis and
	Respiratory Dise.)/M.D. (Medicine)	Respiratory Diseases for four years in a recognized
	with T.D.D,.D.T.D, or D.T.C.D. MD.	medical college.
	(TB & Chest Diseases	Desirable
		(ii) Minimum of four Research publications index in Index
		Medicus/ national journal and one research publication in
		International Journal.
(B)Reader/	Do	(i) As Assistant Professor/Lecturer in tuberculosis &
Associate Professor		Respiratory Diseases for five years in a recognized medical
		college.
		Desirable
		(ii)Minimum of four Research publications indexed in
		Index Medicus national journals.

© Assistant	Do	(i) Requisite recognized Postgraduate qualification in the
Professor/Lecturer		subject.
		(ii) Three years teaching experience in the subject in
		recognized medical college as Resident/Registrar
		/Demonstrator/Tutor.
(D) Tutor/	M.B.B.S.	
Demonstrator/		
Resident/Registrar		
_	PSYCHIA	 ATRY
(A) Professor	M.D.(Psychiatry)/M.D.(Psychological	(i) As Reader/Associate Professor in Psychiatry for four
` '	Med.)/M.D.in Medicine with Diploma	years in a recognized medical college.
	in Psychological Med.	Desirable
		(ii) Minimum of four Research Publications indexed in
		Index Medicus/national journal and one research
		Publication in International journal.
(B)Reader/	Do	(i) As Assistant Professor/Lecturer Psychiatry for five
Associate Professor		years in a recognized medical college.
110001001		Desirable
		(ii) Minimum of four Research Publications indexed in
		Index Medicus/national journals.
©Assistant	Do	(i) Requisite Recognized postgraduate qualification in the
Professor/Lecturer		subject.
1 Totesson/ Lecturer		(ii) three years teaching experience in the subject in a
		recognized medical college as
		Resident/Registrar/Demonstrator/Tutor
(D) Tutor/	M.B.B.S.	Resident/Registra/Demonstrator/Tutor
Demonstrator/	W.D.D.S.	
Resident/Registrar		
Resident Registral	DERMATOLOGY,VENERE	OLOGY AND LEPROSY
(A)Professor	M.D.(Derm.,&	(i) As Reader/Associate Professor in Dermatology and
(A)F IOICSSUI	Ven.)/M.D.(Derm.Ven.&	Venereology./Leprosy for four years in a recognized
	Leprosy)/M.D.(Dermatology)/M.D.	Medical College. Desirable
	(Derm.including	
	Ven.)/M.D.(Derm.including	(ii) Minimum of four Research Publications indexed in
	Ven./Lepr.) M.D.(Medicine)with	journal/national journal and one research publication in
	D.V.P. D.D.	International Journal.

(B)Reader/	Do	(i) As Assistant Professor/Lecturer in Dermatology and
Associate Professor		Venereology/Leprosy for five years in a recognised
		medical college.
		Desirable
		(ii) Minimum of four Research publications indexed in
		Index Medicus/national journals.
(C) Assistant	Do	(i) Requisite recognized postgraduate qualification in the
Professor/Lecturer		subject.
		(ii) Three years teaching experience in the subject in a
		recognized medical college as
		Resident/Registrar/Demonstrator/Tutor.
(D) Tutor/	M.B.B.S.	
Demonstrator/		
Resident/Registrar		
For Venereology		For Dermatology
M.D.(Venereology		M.D.(Dermatology)
M.D.Dermatology&		M.D.(Dermatology & Venereology)
Venereology)		M.D.(Mediterne)with Diploma in Dermatology.
M.D.in Medicine		
with diploma in		
Venereology		

Note: For all teaching appointments in Psychiatry to be made after 31st May 1979 the candidates must possess the M.D. degree in Psychiatry and the holders of **D.P.M**. qualifications (irrespective of the duration of the course will not be eligible for such appointments thereafter).

Provided that the requirements of possessing M.D. degree in Psychiatry shall not be applicable for higher appointments in the case of existing teachers holding regular teaching post whose appointment was initially made on the basis of holding **D.P.M**. qualification of two years duration.

Foot Note: Where the Department of venereology and Dermatology are bifurcated the following qualification will be required in the bifurcated departments of Venereology and Dermatology.

Post	Academic qualifications	Teaching/Research Experience
	ORTHOI	PAEDICS
(A) Professor	M.S. (Orthopaedics)	(i) As Reader/Associate Professor in Orthopaedics for four
		years in a recognized medical college.
		Desirable
		(ii) Minimum of four Research publications indexed in
		Index Medicus/national journal and one research
		publication in International journal.
(B)Reader/	Do	(i) As Assistant Professor/Lecturer in Orthopaedics for
Associate Professor		five years in a recognized medical college.
		Desirable
		(ii) Minimum of four Research publications indexed in
		Index Medicus/national journals.
© Assistant	Do	(i)Requisit recognized postgraduate qualification in the
Professor/		subject.
Lecturer		(ii)Three years teaching experience in subject in a
		recognized medical college as
		Resident/Registrar/Demonstrator/Tutor.
(D) Tutor/	M.B.B.S.	
Demonstrator/		
Resident/		
Registrar		
	ANAESTHI	ESIOLOGY
(A) Professor	M.D. (Anaesthesiology)/M.S.	(i) As Reader/Associate Professor in Anaesthesiology for
	(Anaexthesiology)	four years in a recognized medical college.
		Desirable
		(ii) Minimum of four Research publications indexed in
		Index medicus/national journal and one research
		publication in International journal.
(B)Reader/Associate	Do	(i) As Assistant Professor/Lecturer in Anaesthesiology for
Professor		five years in a recognized medical college.
		Desirable
		(ii) Minimus of four Research publications indexed in
		Index Medicus/national journals.

© Assistant	Do	(i) Requisit recognized postgraduate qualification in the
Professor/		subject.
Lecturer		(ii) Three years teaching experience in the subject in a
		recognized medical colleges
		Resident/Registrar/Demonstrator/Tutor.
(D) Tutor/	M.B.B.S.	
Demonstrator/		
Resident/		
Registrar		
	RADIO-DI	AGNOSIS
(A) Professor	M.D.(Radio-Diagnosis)/	(i) As Reader/Associate Professor in Radio
	M.D.(Radiology)/	Diagnosis/Radiology for four years in a recognized
	M.S.(Radiology)	medical college.
		Desirable
		(ii)Minimum of four Research publications indexed in
		Index Medicus/national journal and one research
		publication in International journal.
(B)Reader/	Do	(i) As Assistant professor/Lecturer in Radio
Associate Professor		diagnosis/Radiology for five years in a recognized medical
		college.
		Desirable
		(ii)Minimum of four Research publications indexed in
		Index Medicus /national journals.
© Assistant	Do	(i) Requisite recoignised postgraduate qualification in the
Professor/		subject.
Lecturer		(ii) Three years teaching experience in the subject in a
		recognized medical college as
		Resident/Registrar/Demonstrator/ Tutor.
(D) Tutor/	M.B.B.S.	
Demonstrator/		
Resident/		
Registrar		
	RADIO-T	HERAPY
(A)Professor	M.D.(Radio-Therapy)/	(i) As Reader/Associate Professor in Radio-
	M.D.(Radiology)/	Therapy/Radiology for four years in a recognized medical
	M.S.(Radiology)	college.
		Desirable

		(ii) Minimum of four Research publications indexed in
		Index Medicus/national journal and one research
		publication in International journal.
(B)Reader/	Do	(i) As Assistant Professor/Lecturer in Radio-
Associate Professor		Therapy/Radiology for five years in a recognized medical
		college.
		Desirable
		(ii) Minimum of four Research publications indexed in
		Index medicus/national journals.
© Assistant	Do	(i) Requisite recognized postgraduate qualification in the
Professor/Lecturer		subject.
		(ii) three years teaching experience in the subject in a
		recognized medical college as
		Resident/Registrar/Demonstrator/Tutor.
(D) Tutor/	M.B.B.S.	
Demonstrator/		
Resident/		
Registrar		

<u>Note:</u> The combined Department of Radiology wherever it exists should be bifercated into Radio-diagnosis and Radio-Therapy within five years from the date of publications of these regulations.

	OTO-RHINO LARYNGOLOGY		
(A) Professor	M.S.(Oto-Rhino-Laryngology	(i) As Reader/Associate Professor in Oto-	
		Rhino/laryngology for four years in a recognized medical	
		college.	
		Desirable	
		(ii)Minimum of four Research publications indexed in	
		Index Medicus/national journal and one research	
		publication in Internatioinal journal.	
(B)Reader/	Do	(i) As Assistant Professor/Lecturer in Oto-Rhino	
Associate Professor		Laryngology foir five years in a recognized medical	
		college.	
		Desirable	
		(ii) Minimum of four Research publications indexed in	
		Index Medicus/national journals.	

(C) Assistant	Do	(i) Requisite recognized postgraduate qualification in the
Professor/		subject.
Lecturer		(ii) Three years teaching experience in the subject in a
		recoignised medical college as
		Resident/Registrar/Demonstrator/Tutor.
(D) Tutor/	M.B.B.S.	
Demonstrator/		
Resident/		
Registrar		
	OPHTHAL	MOLOGY
(A) Professor	M.S.(Ophthalmology)/	(i) As Reader/Associate Professor in Ophthalmology for
	M.D.(Ophthalmology)	four years in a recognized medical college.
		Desirable
		(ii)Minimum of four Research publications indexed in
		Index Medicus/national journal and one research
		publication in International journal.
(B)Reader/	Do	(i) As Assistant Professor/Lecturer in Ophthalmology for
Associate Professor		five years in a recognized medical college.
		Desirable
		(ii) Minimum of four Research publications indexed in
		Index Medicus/national journals.
(C)Assistant	Do	(i)Requisite recognized postgraduate qualification in the
Professor/		subject.
Lecturer		(ii) Three years teaching experience in the subject in a
		recognised medical college as Resident/Registrar/
		Demonstrator/Tutor.
(D) Tutor/	M.B.B.S.	
Demonstrator/		
Resident/		
Registrar		

NUCLEAR MEDICINE		
(A) Professor	M.D. (Nuclear Medicine)/M.D.	(i) As Reader in Nuclear Medicine for four years in a
	(Radio-therapy) with two years	recognized medical college.
	experience in Nuclear Medicine in a	
	recognized centre/M.D. (Radio-	
	Diagnosis) with two years	
	experience in Nuclear Medicine in a	
	recognized centre/M.D.(Bio-	
	Physics) or its equivalent	
	qualification in Bio- Physics with	
	DRM or DNM OR DNB in Nuclear	
	Medicine with two years experience	
	in Nuclear Medicine in a recognized	
	centre	
(B)Reader	Do	As Lecturer in Nuclear Medicine for five years in a
		recognized medical college.
(C)Lecturer	Do	Requisite recognized postgraduate qualification in the
		subject.
(D) Tutor/	M.B.B.S.	
Resident/		
Registrar		
	NUTR	ITION
(A)Professor	M.D. in Biochemistry/	(i) As Reader/Associate Professor in Nutrition for four
	Physiology/Pathology/Medicine/	years in a recognized medical college.
	Social and Preventive	Desirable
	Medicine/Com.	(ii)Minimum of four Research publications indexed in
	Medicine or Paediatrics with M.Sc.	Index Medicus/national journal and one research
	in applied Nutrition or special	publication in Internatioinal journal.
	training for a period of one year.	
(B)Reader/	Do	(i) As Assistant Professor/Lecturer in Nutrition for five
Associate Professor		years in a recognized medical college.
		Desirable
		(ii) Minimum of four Research publications indexed in
		Index Medicus/national journals.

Professor/ Lecturer M.B.B.S.	(C)Assistant	Do	(i)Requisite recognized postgraduate qualification in the
Lecturer M.B.B.S.	, ,		
recognised medical college as Resident/Registrar/ Demonstrator/Tutor. D) Tutor/ Resident Registrar PHYSICAL MEDICINE AND REHABILATION (A)Professor M.D.(P.M.R.)/M.D.(Medicine) with two years special training in the speciality of Physical Medicine and Rehabilitation (Rehabilitation Medicine) or two years of equivalent training approved in the subject in any approved institution in India. (B)Readet/ Associate Professor (C)Assistant Do (C)Assistant Do (D) Tutor/ D) Tutor/ Resident/ M.B.B.S. PHYSICAL MEDICINE AND REHABILATION (i) As Readet/Associate Professor in Physical Medicine and Rehabilitation for four years in a recognized medical college. Desirable (ii) Minimum of four Research publications indexed in Index Medicus/national journal. (ii) Minimum of four Research publications indexed in Index Medicus/national journal. (C) Assistant Do (i) Requisite recognized medical college. Desirable (ii) Minimum of four Research publications indexed in Index Medicus/national journals. (C) Assistant Do (i) Requisite recognized postgraduate qualification in the subject. (ii) Three years teaching experience in the subject in a recognised medical college as Resident/Registrar/ Demonstrator/ Resident/ M.B.B.S.			
D) Tutor/ D) Tutor/ Demonstrator/ Resident Registrar PHYSICAL MEDICINE AND REHABILATION (A)Professor M.D.(P.M.R.)/M.D.(Medicine) with diploma in PMR/M.S. (General surgery)/ M.S.(Orthopaciles) with two years special training in the speciality of Physical Medicine and Rehabilitation (Rehabilitation Medicine) or two years of equivalent training approved in the subject in any approved institution in India. (B)Reader/ Associate Professor (C)Assistant Professor/ Lecturer D) Tutor/ D) Tutor/ Resident/ M.B.B.S. Demonstrator/ Resident/ M.B.B.S.	Lecturer		
D) Tutor/ Demonstrator/ Resident Registrar PHYSICAL MEDICINE AND REHABILATION (A)Professor M.D.(P.M.R.)/M.D.(Medicine) with diploma in PMR/M.S. (General surgery)/ M.S.(Orthopaedics) with two years special training in the speciality of Physical Medicine and Rehabilitation for four years in a recognized medical college. Do approved institution in India. (B)Reader/ Associate Professor (C)Assistant Professor/ Lecturer D) Tutor/ D) Tutor/ Resident/ M.B.B.S. PHYSICAL MEDICINE AND REHABILATION (i) As Reader/Associate Professor in Physical Medicine and Rehabilitation for four years in a recognized medical college. Useirable (ii) Minimum of four Research publications indexed in Index Medicus/national journal. (iii) Minimum of four Research publications indexed in Index Medicus/national journals. (iv) Minimum of four Research publications indexed in Index Medicus/national journals. (C)Assistant Do (i) Requisite recognized postgraduate qualification in the subject. (ii) Three years teaching experience in the subject in a recognised medical college as Resident/Registrar/ Demonstrator/Tutor.			
Demonstrator/ Resident Registrar PHYSICAL MEDICINE AND REHABILATION	D) Tutor/	M.B.B.S.	
PHYSICAL MEDICINE AND REHABILATION	,		
PHYSICAL MEDICINE AND REHABILATION (A)Professor M.D.(P.M.R.)/M.D.(Medicine) with diploma in PMR/M.S. (General surgery)/ M.S.(Orthopædics) with two years special training in the speciality of Physical Medicine and Rehabilitation (Rehabilitation Medicine) or two years of equivalent training approved in the subject in any approved institution in India. (B)Reader/ Associate Professor Do i) As Assistant Professor/Lecturer in Nutrition for five years in a recognized medical college. Desirable (ii) Minimum of four Research publications indexed in Index Medicus/national journal. (C)Assistant Do (i) Requisite recognized postgraduate qualification in the subject. (ii) Three years teaching experience in the subject in a recognised medical college as Resident/Registrar/ Demonstrator/ Resident/ Resident/			
PHYSICAL MEDICINE AND REHABILATION (A)Professor M.D.(P.M.R.)/M.D.(Medicine) with diploma in PMR/M.S. (General surgery)/ M.S.(Orthopædics) with two years special training in the speciality of Physical Medicine and Rehabilitation (Rehabilitation Medicine) or two years of equivalent training approved in the subject in any approved institution in India. (B)Reader/ Associate Professor Do i) As Assistant Professor/Lecturer in Nutrition for five years in a recognized medical college. Desirable (ii) Minimum of four Research publications indexed in Index Medicus/national journal. (C)Assistant Do (i) Requisite recognized medical college. Desirable (ii) Minimum of four Research publications indexed in Index Medicus/national journals. (C)Assistant Do (i) Requisite recognized postgraduate qualification in the subject. (ii) Three years teaching experience in the subject in a recognised medical college as Resident/Registrar/ Demonstrator/ Resident/			
(A)Professor M.D.(P.M.R.)/M.D.(Medicine) with diploma in PMR/M.S. (General surgery)/ M.S.(Orthopaedics) with two years special training in the speciality of Physical Medicine and Rehabilitation (Rehabilitation Medicine) or two years of equivalent training approved in the subject in any approved institution in India. (B)Reader/ Associate Professor (C)Assistant Do (C)Assistant Do (B)Bessor/ (C)DTutor/ DO (I) As Reader/Associate Professor in Physical Medicine and Rehabilitation for four years in a recognized medical college. Desirable (ii) Minimum of four Research publications indexed in Index Medicus/national journal. (ii) As Assistant Professor/Lecturer in Nutrition for five years in a recognized medical college. Desirable (iii) Minimum of four Research publications indexed in Index Medicus/national journals. (C)Assistant Do (ii)Requisite recognized postgraduate qualification in the subject. (iii) Three years teaching experience in the subject in a recognised medical college as Resident/Registrar/ Demonstrator/ Resident/		PHYSICAL MEDICINE	AND REHABILATION
diploma in PMR/M.S. (General surgery)/ M.S.(Orthopaedics) with two years special training in the speciality of Physical Medicine and Rehabilitation (Rehabilitation Medicine) or two years of equivalent training approved in the subject in any approved institution in India. (B)Reader/ Do	(A)Professor		
surgery)/ M.S.(Orthopaedics) with two years special training in the speciality of Physical Medicine and Rehabilitation (Rehabilitation Medicine) or two years of equivalent training approved in the subject in any approved institution in India. (B)Reader/ Associate Professor C(C)Assistant Professor/ Lecturer Do M.B.B.S. Demonstrator/ Resident/ Medicine) or two years of equivalent training approved institution in International journal and one research publication in International journal. (ii)Minimum of four Research publications indexed in Index Medicus/national journals. (ii) As Assistant Professor/Lecturer in Nutrition for five years in a recognized medical college. Desirable (iii) Minimum of four Research publications indexed in Index Medicus/national journals. (iii) Three years teaching experience in the subject in a recognised medical college as Resident/Registrar/ Demonstrator/ Resident/	(A)I Tolessol		•
two years special training in the speciality of Physical Medicine and Rehabilitation (Rehabilitation Medicine) or two years of equivalent training approved in the subject in any approved institution in India. (B)Reader/ Associate Professor (C)Assistant Professor/ Lecturer Do (i)Minimum of four Research publications indexed in Index Medicus/national journal and one research publication in International journal. (i) As Assistant Professor/ years in a recognized medical college. Desirable (ii) Minimum of four Research publications indexed in Index Medicus/national journals. (C)Assistant Professor/ Lecturer (i) Requisite recognized postgraduate qualification in the subject. (ii) Three years teaching experience in the subject in a recognised medical college as Resident/Registrar/ Demonstrator/Tutor. M.B.B.S. Demonstrator/ Resident/		,	
speciality of Physical Medicine and Rehabilitation (Rehabilitation Medicine) or two years of equivalent training approved in the subject in any approved institution in India. (B)Reader/ Associate Professor (C)Assistant Professor/ Lecturer Do (i)Minimum of four Research publications indexed in Index Medicus/national journal. (ii)Minimum of four Research publication in International journal. (ii)Minimum of four Research publication for five years in a recognized medical college. Desirable (ii) Minimum of four Research publications indexed in Index Medicus/national journals. (C)Assistant Professor/ Lecturer (ii) Requisite recognized postgraduate qualification in the subject. (iii) Three years teaching experience in the subject in a recognised medical college as Resident/Registrar/ Demonstrator/Tutor. D) Tutor/ M.B.B.S.			
Rehabilitation (Rehabilitation Medicus) or two years of equivalent training approved in the subject in any approved institution in India. (B)Reader/ Associate Professor (C)Assistant Professor/ Lecturer Do (C)Assistant Do (C)Assistant Do (C)Assistant Do (B)Reader/ Associate Professor/ (B)Reader/ Associate Professor (C)Assistant Do (B)Reader/ Associate Professor (B)Reader/ Associate Professor (B)Reader/ Associate Professor (B)Reader/ Associate Professor (B)Reader/ (B)Re			
Medicine) or two years of equivalent training approved in the subject in any approved institution in India. (B)Reader/ Associate Professor (C)Assistant Professor/ Lecturer Do (i)Requisite recognized postgraduate qualification in the subject. (ii) Three years teaching experience in the subject in a recognised medical college as Resident/Registrar/ Demonstrator/ Resident/ Medicine) or two years of equivalent training approved in the subject in the subject in the subject in a recognised medical college as Resident/Registrar/ Demonstrator/Tutor.			•
equivalent training approved in the subject in any approved institution in India. (B)Reader/ Associate Professor Associate Professor (C)Assistant Professor/ Lecturer Do (i)Requisite recognized medical college. Desirable (ii) Minimum of four Research publications indexed in Index Medicus/national journals. (C)Assistant Professor/ Lecturer (ii) Three years teaching experience in the subject in a recognised medical college as Resident/Registrar/ Demonstrator/Tutor. D) Tutor/ Resident/ M.B.B.S.		`	·
subject in any approved institution in India. (B)Reader/ Associate Professor Associate Professor Do i) As Assistant Professor/Lecturer in Nutrition for five years in a recognized medical college. Desirable (ii) Minimum of four Research publications indexed in Index Medicus/national journals. (C)Assistant Professor/ Lecturer Do (i)Requisite recognized postgraduate qualification in the subject. (ii) Three years teaching experience in the subject in a recognised medical college as Resident/Registrar/ Demonstrator/Tutor. D) Tutor/ Resident/ M.B.B.S.		•	publication in International journal.
in India. (B)Reader/ Associate Professor Associate Professor Desirable (ii) Minimum of four Research publications indexed in Index Medicus/national journals. (C)Assistant Professor/ Lecturer Do (i)Requisite recognized postgraduate qualification in the subject. (ii) Three years teaching experience in the subject in a recognised medical college as Resident/Registrar/ Demonstrator/ Resident/ M.B.B.S.			
(B)Reader/ Associate Professor Associate Professor Desirable (ii) Minimum of four Research publications indexed in Index Medicus/national journals. (C)Assistant Professor/ Lecturer Do (i)Requisite recognized postgraduate qualification in the subject. (ii) Three years teaching experience in the subject in a recognised medical college as Resident/Registrar/ Demonstrator/Tutor. M.B.B.S. M.B.B.S.			
Associate Professor Desirable (ii) Minimum of four Research publications indexed in Index Medicus/national journals. (C)Assistant Do (i)Requisite recognized postgraduate qualification in the subject. (ii) Three years teaching experience in the subject in a recognised medical college as Resident/Registrar/ Demonstrator/Tutor. D) Tutor/ Resident/ M.B.B.S.		in India.	
Desirable (ii) Minimum of four Research publications indexed in Index Medicus/national journals. (C)Assistant Professor/ Lecturer D) Tutor/ Demonstrator/ Resident/ Desirable (ii) Minimum of four Research publications indexed in Index Medicus/national journals. (i)Requisite recognized postgraduate qualification in the subject. (ii) Three years teaching experience in the subject in a recognised medical college as Resident/Registrar/ Demonstrator/Tutor.	(B)Reader/	Do	i) As Assistant Professor/Lecturer in Nutrition for five
(ii) Minimum of four Research publications indexed in Index Medicus/national journals. (C)Assistant Professor/ Lecturer Do (i)Requisite recognized postgraduate qualification in the subject. (ii) Three years teaching experience in the subject in a recognised medical college as Resident/Registrar/ Demonstrator/Tutor. D) Tutor/ Resident/ M.B.B.S.	Associate Professor		years in a recognized medical college.
Index Medicus/national journals. (C) Assistant Professor/ Lecturer Lecturer D) Tutor/ Demonstrator/ Resident/ Index Medicus/national journals. (i) Requisite recognized postgraduate qualification in the subject. (ii) Three years teaching experience in the subject in a recognised medical college as Resident/Registrar/ Demonstrator/Tutor.			Desirable
(C)Assistant Professor/ Lecturer D) Tutor/ Demonstrator/ Resident/ (i)Requisite recognized postgraduate qualification in the subject. (ii) Three years teaching experience in the subject in a recognised medical college as Resident/Registrar/ Demonstrator/Tutor.			(ii) Minimum of four Research publications indexed in
Professor/ Lecturer Comparison of the subject of the subject in a recognised medical college as Resident/Registrar/ Demonstrator/Tutor. D) Tutor/ Resident/ Resident/ M.B.B.S.			Index Medicus/national journals.
Lecturer (ii) Three years teaching experience in the subject in a recognised medical college as Resident/Registrar/ Demonstrator/Tutor. D) Tutor/ M.B.B.S. Demonstrator/ Resident/	(C)Assistant	Do	(i)Requisite recognized postgraduate qualification in the
recognised medical college as Resident/Registrar/ Demonstrator/Tutor. D) Tutor/ M.B.B.S. Demonstrator/ Resident/	Professor/		subject.
recognised medical college as Resident/Registrar/ Demonstrator/Tutor. D) Tutor/ Demonstrator/ Resident/ Resident/			(ii) Three years teaching experience in the subject in a
D) Tutor/ M.B.B.S. Demonstrator/ Resident/			recognised medical college as Resident/Registrar/
Demonstrator/ Resident/			Demonstrator/Tutor.
Resident/	D) Tutor/	M.B.B.S.	
	Demonstrator/		
Registrar	Resident/		
	Registrar		

HUMAN METABOLISM		
(A)Professor	M.D. (Endoerinology)or M.D.	(i) As Reader/Associate Professor in
	(Medicine)/ M.D.(Paed.)with two	Endocrinology/Human Metabolism for four years in a
	years special training in	recognized medical college.
	Endocrinology.	Desirable
		(ii)Minimum of four Research publications indexed in
		Index Medicus/national journal and one research
		publication in International journal.
(B)Reader/	M.D. (Endocrinology)or M.D.	i) As Assistant Professor/Lecturer in
Associate Professor	(Medicine)/ M.D.(Paed.)with two	Endocrinology/Human Metabolosm for five years in a
	years special training in	recognized medical college.
	Endocrinology.	Desirable
		(ii) Minimum of four Research publications indexed in
		Index Medicus/national journals.
(C)Assistant	Do	(i)Requisite recognized postgraduate qualification in the
Professor/		subject.
Lecturer		(ii) Three years teaching experience in the subject in a
		recognised medical college as Resident/Registrar/
		Demonstrator/Tutor.
D) Tutor/	M.B.B.S.	
Demonstrator/		
Resident/		
Registrar		
	IMMUNO HAEMATOLOGY A	AND BLOOD TRANSFUSION
(A)Professor	D.M. (Immunology)	(i) As Reader/Associate Professor in Immuno
	Or	Haematology and Blood Transfusion or Immunology or
	M.D.(Immuno-Haematology &	Pathology/ Bacteriology-Haematology for four years in a
	Blood Transfusion/M.D.(Pathology	recognized medical college.
	or Bacteriology or Haematology)	Desirable
	with 2 years teaching experience or	(ii)Minimum of four Research publications indexed in
	special training in the deptt. of	Index Medicus/national journal and one research
	Immuno-Haematology & Blood	publication in Internatioinal journal.
	Transfusion.	
B)Reader/	Do	i) As Assistant Professor/Lecturer in Immuno-
Associate Professor		Haematology & Blood Transfusion or Immunology or
		Pathology Bacteriology-Haem .for five years in a

		recognized medical college.
		Desirable
		(ii) Minimum of four Research publications indexed in
		Index Medicus/national journals.
(C)Assistant	Do	(Requisite recognized postgraduate qualification in the
Professor/		subject.
Lecturer		(ii) Three years teaching experience in the subject in a
		recognised medical college as Resident/Registrar/
		Demonstrator/Tutor.
D) Tutor/	M.B.B.S.	
Demonstrator/		
Resident/		
Registrar		
	MEDICAL	GENETICS
(A)Professor	D.M.(Medical Genetics)/M.D.(Med.	(i) As Reader/Associate Professor in Medical Genetics for
	Genetics)	four years in a recognized medical college.
	M.D. (General Medicine)or	Desirable
	M.D.(Paed).or M.D.(Obst. &	(ii)Minimum of four Research publications indexed in
	Gynae.)with two years special	Index Medicus/national journal and one research
	training in Medical Genetics.	publication in International journal.
B)Reader/	Do	(i) As Assistant Professor/Lecturer in Medical Genetics
Associate Professor		for five years in a recognized medical college.
		Desirable
		(ii) Minimum of four Research publications indexed in
		Index Medicus/national journals.
(C)Assistant		(Requisite recognized postgraduate qualification in the
Professor/	Do	subject.
Lecturer		(ii) Three years teaching experience in the subject in a
		recognised medical college as Resident/Registrar/
		Demonstrator/Tutor.
	MARINE N	MEDICINE
(A)Professor	M.D.(Physiology)/	(i) As Reader/Associate Professor in Marine Medicine for
	M.D.(Medicine)with two years	four years in a recognized medical college.
	special training in Marine Medicine.	Desirable
		(ii)Minimum of four Research publications indexed in
		Index Medicus/national journal and one research
		publication in International journal.
		•

B)Reader/	Do	i) As Assistant Professor/Lecturer in Marine Medicine for
Associate Professor		five years in a recognized medical college.
		Desirable
		(ii) Minimum of four Research publications indexed in
		Index Medicus/national journals.
(C)Assistant		(Requisite recognized postgraduate qualification in the
Professor/	Do	subject.
Lecturer		(ii) Three years teaching experience in the subject in a
		recognised medical college as Resident/Registrar/
		Demonstrator/Tutor.
D) Tutor/	M.B.B.S.	
Demonstrator/		
Resident/		
Registrar		
	OCCUPATI	ONAL HEALTH
(A)Professor	M.D. (Psychiatry)/	(i) As Reader/Associate Professor in Occupational Health
	M.D. (Phy.Med. & Rehab.)/	for four years in a recognized medical college.
	M.S. (Orthopaedics)	Desirable
		(ii)Minimum of four Research publications indexed in
		Index Medicus/national journal and one research
		publication in International journal.
B)Reader/	Do	i) As Assistant Professor/Lecturer in Occupational Health
Associate Professor		for five years in a recognized medical college.
		Desirable
		(ii) Minimum of four Research publications indexed in
		Index Medicus/national journals.
(C)Assistant	Do	(Requisite recognized postgraduate qualification in the
Professor/		subject.
Lecturer		(ii) Three years teaching experience in the subject in a
		recognised medical college as Resident/Registrar/
		Demonstrator/Tutor.
D) Tutor/	M.B.B.S.	
Demonstrator/		
Resident/		
Registrar		

	PUBLIC HEALTH		
(A)Professor	M.D. (Community Med.)/	(i) As Reader/Associate Professor in Public Health for	
	M.D.(Social)& &	four years in a recognized medical college.	
	Prev.Med.)/M.D.(Health Admn.)	Desirable	
		(ii)Minimum of four Research publications indexed in	
		Index Medicus/national journal and one research	
		publication in International journal.	
B)Reader/	Do	(i) As Assistant Professor/Lecturer in Public Health for	
Associate Professor		five years in a recognized medical college.	
		Desirable	
		(ii) Minimum of four Research publications indexed in	
		Index Medicus/national journals.	
(C)Assistant	Do	(i)Requisite recognized postgraduate qualification in the	
Professor/		subject.	
Lecturer		(ii) Three years teaching experience in the subject in a	
		recognised medical college as Resident/Registrar/	
		Demonstrator/Tutor.	
D) Tutor/	M.B.B.S.		
Demonstrator/			
Resident/			
Registrar			
	RADIOLOGIC	CAL PHYSICS	
(A)Professor	M.Sc. (Physics/chem.)/	(i) As Reader/Associate Professor in Radiological Physics	
	Biophysics with Ph.D.	for four years in a recognized medical college.	
	(Physics/Chem./Biophysics)	Desirable	
		(ii)Minimum of four Research publications indexed in	
		Index Medicus/national journal and one research	
		publication in International journal.	
B)Reader/	Do	i) As Assistant Professor/Lecturer in Radiological Physics	
Associate Professor		for five years in a recognized medical college.	
		Desirable	
		(ii) Minimum of four Research publications indexed in	
		Index Medicus/national journals.	
(C)Assistant	Do	(Requisite recognized postgraduate qualification in the	
Professor/		subject.	
Lecturer		(ii) Three years teaching experience in the subject in a	

		recognised medical college as Resident/Registrar/
		Demonstrator/Tutor.
D) Tutor/	M.Sc.(Phy./Chem./Biophysics).	
Demonstrator/		
Resident/		
Registrar		
	VIROI	LOGY
(A)Professor	M.D. (Microbiology)	(i) As Reader/Associate Professor in Virology for four
	M.d.(Pathology)/	years in a recognized medical college.
	M.D.(Medicine) with two years	Desirable
	special training in, Vireology M.Sc.	(ii)Minimum of four Research publications indexed in
	(Medical Virology with Ph.D. in	Index Medicus/national journal and one research
	Virology.	publication in International journal.
B)Reader/	Do	i) As Assistant Professor/Lecturer in Virology for five
Associate Professor		years in a recognized medical college.
		Desirable
		(ii) Minimum of four Research publications indexed in
		Index Medicus/national journals.
(C)Assistant	Do	(i)Requisite recognized postgraduate qualification in the
Professor/		subject.
Lecturer		(ii) Three years teaching experience in the subject in a
		recognised medical college as Resident/Registrar/
		Demonstrator/Tutor.
D) Tutor/	M.B.B.S.	
Demonstrator/		
Resident/		
Registrar		
	DENTI	ISTRY
(A)Professor	M.D.S.	(i) As Reader/Associate Professor in Dentistry for four
		years in a recognized medical college.
		Desirable
		(ii)Minimum of four Research publications indexed in
		Index Medicus/national journal and one research
		publication in International journal.
B)Reader/	Do	(i) As Assistant Professor/Lecturer in Dentistry for five
Associate Professor		years in a recognized medical college.
		Desirable
		1

		(ii) Minimum of four Research publications indexed in
		Index Medicus/national journals.
(C)Assistant	B.D.S. Preferably with M.B.B.S.	(i)Requisite recognized postgraduate qualification in the
Professor/		subject.
Lecturer		(ii) Three years teaching experience in the subject in a
		recoignised medical college as Resident/Registrar/
		Demonstrator/Tutor.
D) Tutor/	Do	
Demonstrator/		
Resident/		
Registrar		

TABLE 2 REQUIREMENT OF SPECIAL ACADEMIC QUALIFICATION AND TEACHING/RESEARCH		
RECOREM	EXPERIENCE FOR SUPER	
(A) Professor	D.M. (Cardiology)	As reader/Associate Professor in Cardiology four years in
		a recognized medical college/teaching institution.
		Desirable
		(ii) Minimum of four Research publications indexed in
		Index medicus/national journal and one in International
		Journal.
(B) Reader/	Do	(i) As Assistant professor/Lecturer in Cardiology for two
Associate Professor		years in a recognized medical college/teaching institution.
		Desirable
		(ii)Minimum of four Research publications indexed in
		Index Medicus/national journals.
(C) Assistant	Do	(i) Requisite recognized specialization qualification in the
Professor/		subject.
Lecturer		(ii) Three years teaching experience in Cardiology in a
		recognized Medical college as Resident/Registrar/
		Demonstrator/Tutor.
(D) Tutor/Resident	M.B.B.S.	
Registrar/		
Demonstrator.		
	<u>Clinical Ha</u>	<u>ematology</u>
(A) Professor	D.M.(Clinical haematology)	As reader/Associate Professor in Clinical Haematology
	M.D.(Medicine) or	four years in a recognized medical college/teaching
	M.D.(Paediatrics) or M.D.	institution.
	(Pathology) with 2 years special	Desirable
	training Clinical Haematology.	(ii) Minimum of four Research publications indexed in
		Index medicus/national journal and one in International
		Journal.
(B) Reader/	Do	(i) As Assistant professor/Lecturer in Clinical
Associate Professor		Haematology for two years in a recognized medical
		college/teaching institution.
		Desirable

	(ii)Minimum of four Research publications indexed in	
	Index Medicus/national journals.	
(C) Assistant Do	(i) Requisite recognized specialization qualification in the	
Professor/	subject.	
Lecturer	(ii) Three years teaching experience in Cardiology in a	
	recognized Medical college as Resident/Registrar/	
	Demonstrator/Tutor.	
(D) Tutor/Resident M.B.B.S.		
Registrar/		
Demonstrator.		
	PHARMACOLOGY	
(A) Professor D.M.(Clinical Pharmacology)	As reader/Associate Professor in Clinical Pharmacology	
M.D.(Pharmacology) with 2 years		
special training in Clini		
Pharmacology	Desirable	
Thatmacology	(ii) Minimum of four Research publications indexed in	
	Index medicus/national journal and one in International	
	Journal.	
(D) Panday/ Da		
(B) Reader/ Do	(i) As Assistant professor/Lecturer in Clinical	
Associate Professor	Pharmacology for two years in a recognized medical	
	college/teaching institution.	
	Desirable	
	(ii)Minimum of four Research publications indexed in	
	Index Medicus/national journals.	
(C) Assistant Do	(i) Requisite recognized specialization qualification in the	
Professor/	subject.	
Lecturer	(ii) Three years teaching experience in Cardiology in a	
	recognized Medical college as Resident/Registrar/	
	Demonstrator/Tutor.	
(D) Tutor/Resident M.B.B.S.		
Registrar		
Demonstrator		
FAMILY MEDICINE		
(A) Professor M.D.(Family Medicine)/	As Reader/Associate Professor in Family	
M.D.(General Medicine)	Medicine/General Medicine four years in a recognized	
	medical college.	
	Desirable	

		(ii) Minimum of four Research publications indexed in
		Index medicus/national journal and one in International
		Journal.
(B) Reader/	Do	(i) As Assistant professor/Lecturer in Family
Associate Professor		Medicine/General Medicine for five years in a recognized
		medical college.
		Desirable
		(ii)Minimum of four Research publications indexed in
		Index Medicus/national journals.
(C) Assistant	Do	(i) Requisite recognized Postgraduate qualification in the
Professor/		subject.
Lecturer		(ii) Three years teaching experience in Cardiology in a
		recognized Medical college as Resident/Registrar/
		Demonstrator/Tutor.
(D) Tutor/Resident	M.B.B.S.	
Registrar/		
Demonstrator		
	AVIATION MEDICINE/A	AEROSPACE MEDICINE
(A) Professor	M.D. (Aviation Medicine)/	(i)As Reader/Associate Professor in Aviation
	M.D. (Aerospace Medicne)	Medicine/Aerospace medicine for four years in a
		recognized medical college.
		Desirable
		(ii) Minimum of four Research publications indexed in
		Index medicus/national journal and one in International
		Journal.
(B) Reader/	Do	(i) As Assistant professor/Lecturer in Aviation
Associate Professor		Medicine/Aerospace med. for five years in a recognized
		medical college.
		Desirable
		(ii)Minimum of four Research publications indexed in
		Index Medicus/national journals.
(C) Assistant	Do	(i) Requisite recognized postgraduate qualification in the
Professor/		subject.
Lecturer		(ii) Three years teaching experience in the subject in a
		recognized Medical college as Resident/Registrar/
		0
		Demonstrator/Tutor.

(D) Tutor/Resident	M.B.B.S.	
Registrar/		
Demonstrator		
	GERIA	TRICS
(A) Professor	M.D.(Family Medicine)/	As Reader/Associate Professor in Family
	M.D.(General Medicine)/	Medicine/General Medicine/Geriatrics for four years in a
	M.D.(Geriatrics)	recognized medical college.
		Desirable
		(ii) Minimum of four Research publications indexed in
		Index medicus/national journal and one in International
		Journal.
(B) Reader/	Do	(i) As Assistant professor/Lecturer in Family
Associate Professor		Medicine/General Medicine/ Geriatrics for five years in a
		recognized medical college.
		Desirable
		(ii)Minimum of four Research publications indexed in
		Index Medicus/national journals.
(C) Assistant	Do	(i) Requisite recognized postgraduate qualification in the
Professor/		subject.
Lecturer		(ii) Three years teaching experience in the subject in a
		recognized Medical college as Resident/Registrar/
		Demonstrator/Tutor.
(D) Tutor/Resident	M.B.B.S.	
Registrar/		
Demonstrator		
	HEALTH ADM	INISTRATION
(A) Professor	M.D.(Health Administration)/M.D.	As Reader/Associate Professor in Health
	(Hospital Administration)/M.D.	Administration/Community Medicine/social and
	(Community Health Administration)	Preventive Medicine/Hospital Administration for four
		years in a recognized medical college.
		Desirable
		(ii) Minimum of four Research publications indexed in
		Index medicus/national journal and one in International
		Journal.
(B) Reader/	Do	(i) As Assistant professor/Lecturer in Health
Associate Professor		Administration/Community Medicine/SPM/Hospital

		Administration for five years in a recognized medical
		·
		college.
		Desirable COMPANIES OF THE PROPERTY OF THE PRO
		(ii)Minimum of four Research publications indexed in
		Index Medicus/national journals.
© Assistant	Do	(i) Requisite recognized postgraduate qualification in the
Professor/		subject.
Lecturer		(ii) Three years teaching experience in the subject in a
		recognized Medical college as Resident/Registrar/
		Demonstrator/Tutor.
(D) Tutor/Resident	M.B.B.S.	
Registrar/		
Demonstrator		
	HOSPITAL ADM	MINISTRATION
(A) Professor	M.D.(Hospital Administration)/	(i)As Reader/Associate Professor in Hospital
	M.D. (Community Health	Administration/Community Medicine/SPM/Health
	Admn.)/M.D. (Health	Administration for four years in a recognized medical
	Administration)	college.
		Desirable
		(ii) Minimum of four Research publications indexed in
		Index medicus/national journal and one in International
		Journal.
(D) D = 1/	D-	
(B) Reader/	Do	(i) As Assistant professor/Lecturer in Hospital
Associate Professor		Administratioin/Community Medicine/SPM/Health
		Administration for five years in a recognized medical
		college.
		Desirable
		(ii)Minimum of four Research publications indexed in
		Index Medicus/national journals.
(C) Assistant	Do	(i) Requisite recognized postgraduate qualification in the
Professor/		subject.
Lecturer		(ii) Three years teaching experience in the subject in a
		recognized Medical college as Resident/Registrar/
		Demonstrator/Tutor.
(D) Tutor/Resident	M.B.B.S.	
Registrar/		
Demonstrator		

	SPORTS MEDICINE		
(A) Professor	M.D.(Sports Medicine)/	(i)As Reader/Associate Professor in Sports	
	M.S.(Orthopaedics)/	Medicine/Orthopaedics/Physical Medicine and	
	M.D. (Physical Medicine &	Rehabilitation for four years in a recognized medical	
	Rehabilitation)/M.D. (Physiology)	college.	
	with 2 years experience in sports	Desirable	
	medicine.	(ii) Minimum of four Research publications indexed in	
		Index medicus/national journal and one in International	
		Journal.	
(B) Reader/	Do	(i) As Assistant professor/Lecturer in Sports	
Associate Professor		Medicine/Orthopaedics/Physical Medicine and Rehab. for	
		five years in a recognized medical college.	
		Desirable	
		(ii)Minimum of four Research publications indexed in	
		Index Medicus/national journals.	
(C) Assistant	Do	(i) Requisite recognized postgraduate qualification in the	
Professor/		subject.	
Lecturer		(ii) Three years teaching experience in the subject in a	
		recognized Medical college as Resident/Registrar/	
		Demonstrator/Tutor.	
(D) Tutor/Resident	M.B.B.S.		
Registrar/			
Demonstrator			
	TROPICAL	MEDICINE	
(A) Professor	M.D. (Tropical Medicine)/	As reader/Associate Professor in Tropical	
	M.D. (General Medicine)/	Medicine/General Medicine for four years in a recognized	
	M.d.(Microbiology)plus two years	medical college.	
	experience in clinical medicine.	Desirable	
		(ii) Minimum of four Research publications indexed in	
		Index medicus/national journal and one in International	
		Journal.	
(B) Reader/	Do	(i) As Assistant professor/Lecturer in Tropical	
Associate Professor		Medicine/General Medicine for five years in a recognized	
		medical college.	
		Desirable	
		(ii)Minimum of four Research publications indexed in	
		Index Medicus/national journals.	

Professor Lecturer W.B.B.S. W.D. (Rheumatology Desirable Gi) Minimum of four Research publications indexed in Index Medicus/national journals. Gi) Requistrar Demonstrator Gi) Requisitrar Demonstrator Demonstrator Gi) Requisitrar Demonstrator Dem	(C) Assistant	Do	(i) Requisite recognized postgraduate qualification in the	
recognized Medical college as Resident/Registrar/ Demonstrator/Tutor. M.B.B.S. Registrar/ (A) Professor M.D.(Rheumatology) M.D.(Medicine)with 2 years experience in Rheumatology/ Immunology. (B) Reader/ Associate Professor (C) Assistant (C) Assistant (C) Assistant (C) Assistant (D) Tutor/Resident (Registrar/ Demonstrator M.B.B.S. (E) Reader/ (B) Reader/ (C) Assistant	Professor/		subject.	
Demonstrator Demonstrator	Lecturer		(ii) Three years teaching experience in the subject in a	
M.B.B.S. Registrar/			recognized Medical college as Resident/Registrar/	
Registrar/ Demonstrator RHEUMATOLOGY (A) Professor M.D.(Rheumatology) M.D.(Medicine)with 2 years experience in Rheumatology/ Immunology. (B) Reader/ Associate Professor Associate Professor (I) As Rasistant professor/Lecturer in Rhematology for five years in a recognized medical college. (Ii) Minimum of four Research publications indexed in Index medicus/national journal and one in International Journal. (B) Reader/ Associate Professor (C) Assistant Professor/ Lecturer (D) Tutor/Resident Registrar/ Demonstrator M.B.B.S. Registrar/ Demonstrator HEALTH EDUCATION M.D. (Community Medicine)/ M.D. (Community Medicine)/ M.D. (Health Administration) M.D. (Health Administration) (B) Reader/ Do (I) As Assistant professor/Lecturer in Health Education in Index medicus/national journal and one in International journal. (B) Reader/ Do (I) As Assistant professor/Lecturer in Rhematology for five years in a recognized medical college. Desirable (Iii) Minimum of four Research publications indexed in a recognized Medical college as Resident/Registrar/ Demonstrator/Tutor. (A) Professor M.D. (Social & Prev. MEALTH EDUCATION M.D. (Community Medicine)/ M.D. (Health Administration) M.D. (Health Administration) M.D. (Health Administration) M.D. (Health Administration) M.D. (Mas reader/Associate Professor in Health Education in Index medicus/national journal and one in International Journal. (B) Reader/ (B) Reader/ (B) Reader/ (B) Reader/ (B) As Assistant professor/Lecturer in Health Education for four medicus/national journal and one in International Journal.			Demonstrator/Tutor.	
Demonstrator RHEUMATOLOGY	(D) Tutor/Resident	M.B.B.S.		
C Assistant Do C C Assistant Do C C C Assistant Do C C C C C C C C C	Registrar/			
M.D.(Rheumatology) M.D.(Medicine)with 2 years experience in Rheumatology / M.D.(Medicine)with 2 years experience in Rheumatology. Desirable (ii) Minimum of four Research publications indexed in Index medicus/national journal and one in International Journal.	Demonstrator			
M.D.(Medicine)with 2 years four years in a recognized medical college. Posirable		RHEUMA	TOLOGY	
experience in Rheumatology/ Immunology. (ii) Minimum of four Research publications indexed in Index medicus/national journal and one in International Journal. (B) Reader/ Associate Professor (B) Reader/ Associate Professor (C) Assistant (C) Assistant (C) Assistant (C) Assistant (C) Assistant (C) Assistant (D) Tutor/Resident (E) Reader/Associate Professor in Health Education for four years in a recognized medical college. (E) Desirable (E) Minimum of four Research publications indexed in Index medicus/national journal and one in International Journal. (B) Reader/ (D) Tutor/Resident (E) As Assistant professor/Lecturer in Health Education	(A) Professor	M.D.(Rheumatology)	(i)As Reader/Associate Professor in Rheumatology for	
Immunology. (ii) Minimum of four Research publications indexed in Index medicus/national journal and one in International Journal.		M.D.(Medicine)with 2 years	four years in a recognized medical college.	
Index medicus/national journal and one in International Journal. (B) Reader/		experience in Rheumatology/	Desirable	
Journal.		Immunology.	(ii) Minimum of four Research publications indexed in	
(B) Reader/ Associate Professor Associate Professor Dosirable (ii) Minimum of four Research publications indexed in Index Medicus/national journals. (C) Assistant Professor/ Lecturer (D) Tutor/Resident Registrar/ Demonstrator (A) Professor M.D. (Social & Prev. Med.)/ M.D. (Community Medicine)/ M.D. (Community Medicine)/ M.D. (Health Administration) M.D. (Health Administration) (B) Reader/ Do (i) As Assistant professor/Lecturer in Rhematology for five years in a recognized medical college. (ii) Minimum of four Research publications indexed in Index medicus/national journal and one in International Journal. (B) Reader/ Do (i) As Assistant professor/Lecturer in Health Education			Index medicus/national journal and one in International	
Associate Professor Desirable (ii)Minimum of four Research publications indexed in Index Medicus/national journals. (C) Assistant Professor/ Lecturer Do (i) Requisite recognized postgraduate qualification in the subject. (ii) Three years teaching experience in the subject in a recognized Medical college as Resident/Registrar/ Demonstrator/Tutor. (D) Tutor/Resident Registrar/ Demonstrator HEALTH EDUCATION (A) Professor M.D. (Social & Prev. Med.)/ M.D. (Community Medicine)/ M.D. (Health Administration) Desirable (ii) Minimum of four Research publications indexed in Index medicus/national journal and one in International Journal. (B) Reader/ Do (i) As Assistant professor/Lecturer in Health Education			Journal.	
Desirable (ii)Minimum of four Research publications indexed in Index Medicus/national journals.	(B) Reader/	Do	(i) As Assistant professor/Lecturer in Rhematology for	
(ii)Minimum of four Research publications indexed in Index Medicus/national journals. (C) Assistant Professor/ Lecturer Lecturer (D) Tutor/Resident Registrar/ Demonstrator (A) Professor (A) Professor M.D. (Social & Prev. Med.)/ M.D. (Community Medicine)/ M.D. (Health Administration) (B) Reader/ (ii) Mequisite recognized postgraduate qualification in the subject. (iii) Three years teaching experience in the subject in a recognized Medical college as Resident/Registrar/ Demonstrator HEALTH EDUCATION (i) As reader/Associate Professor in Health Education for four years in a recognized medical college. Desirable (ii) Minimum of four Research publications indexed in Index medicus/national journal and one in International Journal. (B) Reader/ Do (i) As Assistant professor/Lecturer in Health Education	Associate Professor		five years in a recognized medical college.	
Index Medicus/national journals. CC			Desirable	
(C) Assistant Professor/ Lecturer (ii) Three years teaching experience in the subject in a recognized Medical college as Resident/Registrar/ Demonstrator/Tutor. (D) Tutor/Resident Registrar/ Demonstrator HEALTH EDUCATION (A) Professor M.D. (Social & Prev. Med.)/ M.D. (Community Medicine)/ M.D. (Community Medicine)/ M.D. (Health Administration) Desirable (ii) Minimum of four Research publications indexed in Index medicus/national journal and one in International Journal. (B) Reader/ Do (i) As Assistant professor/Lecturer in Health Education			(ii)Minimum of four Research publications indexed in	
Professor/ Lecturer (ii) Three years teaching experience in the subject in a recognized Medical college as Resident/Registrar/ Demonstrator/Tutor. (D) Tutor/Resident Registrar/ Demonstrator HEALTH EDUCATION (A) Professor M.D. (Social & Prev. Med.)/ M.D.(Community Medicine)/ M.D. (Health Administration) Desirable (ii) Minimum of four Research publications indexed in Index medicus/national journal and one in International Journal. (B) Reader/ Do (i) As Assistant professor/Lecturer in Health Education			Index Medicus/national journals.	
Lecturer (ii) Three years teaching experience in the subject in a recognized Medical college as Resident/Registrar/ Demonstrator/Tutor. (D) Tutor/Resident M.B.B.S. Registrar/ Demonstrator HEALTH EDUCATION (A) Professor M.D. (Social & Prev. Med.)/ M.D. (Community Medicine)/ M.D. (Health Administration) Desirable (ii) Minimum of four Research publications indexed in Index medicus/national journal and one in International Journal. (B) Reader/ Do (ii) As Assistant professor/Lecturer in Health Education	(C) Assistant	Do	(i) Requisite recognized postgraduate qualification in the	
recognized Medical college as Resident/Registrar/ Demonstrator/Tutor. (D) Tutor/Resident Registrar/ Demonstrator HEALTH EDUCATION (A) Professor M.D. (Social & Prev. Med.)/ M.D.(Community Medicine)/ M.D. (Health Administration) Desirable (ii) Minimum of four Research publications indexed in Index medicus/national journal and one in International Journal. (B) Reader/ Do (i) As Assistant professor/Lecturer in Health Education	Professor/		subject.	
Demonstrator/Tutor.	Lecturer		(ii) Three years teaching experience in the subject in a	
(D) Tutor/Resident M.B.B.S. Registrar/ Demonstrator HEALTH EDUCATION (A) Professor M.D. (Social & Prev. Med.)/ M.D.(Community Medicine)/ M.D. (Health Administration) Desirable (ii) Minimum of four Research publications indexed in Index medicus/national journal and one in International Journal. (B) Reader/ Do (i) As Assistant professor/Lecturer in Health Education			recognized Medical college as Resident/Registrar/	
Registrar/ Demonstrator HEALTH EDUCATION (A) Professor M.D. (Social & Prev. Med.)/ M.D.(Community Medicine)/ M.D. (Health Administration) Pesirable (ii) Minimum of four Research publications indexed in Index medicus/national journal and one in International Journal. (B) Reader/ Do (i) As Assistant professor/Lecturer in Health Education			Demonstrator/Tutor.	
Demonstrator HEALTH EDUCATION	(D) Tutor/Resident	M.B.B.S.		
HEALTH EDUCATION (A) Professor M.D. (Social & Prev. Med.)/ M.D.(Community Medicine)/ M.D. (Health Administration) Desirable (ii) Minimum of four Research publications indexed in Index medicus/national journal and one in International Journal. (B) Reader/ Do (i) As Assistant professor/Lecturer in Health Education	Registrar/			
(A) Professor M.D. (Social & Prev. Med.)/ M.D.(Community Medicine)/ M.D. (Health Administration) M.D. (Health Administration) Desirable (ii) Minimum of four Research publications indexed in Index medicus/national journal and one in International Journal. (B) Reader/ Do (i) As Assistant professor/Lecturer in Health Education	Demonstrator			
M.D.(Community Medicine)/ M.D. (Health Administration) Desirable (ii) Minimum of four Research publications indexed in Index medicus/national journal and one in International Journal. (B) Reader/ Do (i) As Assistant professor/Lecturer in Health Education		HEALTH EDUCATION		
M.D. (Health Administration) Desirable (ii) Minimum of four Research publications indexed in Index medicus/national journal and one in International Journal. (B) Reader/ Do (i) As Assistant professor/Lecturer in Health Education	(A) Professor	M.D. (Social & Prev. Med.)/	(i)As reader/Associate Professor in Health Education for	
(ii) Minimum of four Research publications indexed in Index medicus/national journal and one in International Journal. (B) Reader/ Do (i) As Assistant professor/Lecturer in Health Education		M.D.(Community Medicine)/	four years in a recognized medical college.	
Index medicus/national journal and one in International Journal. (B) Reader/ Do (i) As Assistant professor/Lecturer in Health Education		M.D. (Health Administration)	Desirable	
Journal. (B) Reader/ Do (i) As Assistant professor/Lecturer in Health Education			(ii) Minimum of four Research publications indexed in	
(B) Reader/ Do (i) As Assistant professor/Lecturer in Health Education			Index medicus/national journal and one in International	
			Journal.	
Associate Professor for five years in a recognized medical college.	(B) Reader/	Do	(i) As Assistant professor/Lecturer in Health Education	
	Associate Professor		for five years in a recognized medical college.	

		Desirable
		(ii)Minimum of four Research publications indexed in
		Index Medicus/national journals.
(C) Assistant		(i) Requisite recognized postgraduate qualification in the
Professor/	do	subject.
Lecturer		(ii) Three years teaching experience in the subject in a
		recognized Medical college as Resident/Registrar/
		Demonstrator/Tutor.
(D) Tutor/Resident	M.B.B.S.	
Registrar/		
Demonstrator		
	ENDOCRI	NOLOGY
(A) Professor	D.M.(Endocrinology)/	(i)As Reader/Associate Professor in Endocrinology for
	M.D. (Medicine) or	four years in a recognized medical college/teaching
	M.D. (Paediatrics) with two years	institution.
	special training in Endocrinology.	Desirable
		(ii) Minimum of four Research publications indexed in
		Index medicus/national journal and one in International
		Journal.
(B) Reader/	Do	(i) As Assistant professor/Lecturer in Endocrinology for
Associate Professor		two years in a recognized medical college/teaching
11010001		institution.
		Desirable
		(ii)Minimum of four Research publications indexed in
		Index Medicus/national journals.
(C) Assistant	Do	(i) Requisite recognized Postgraduate qualification in the
Professor/		subject.
Lecturer		(ii) Three years teaching experience in Endocrinology in a
Bectarer		recognized Medical college as Resident/Registrar/
		Demonstrator/Tutor.
(D) Tutor/Resident	M/B.B.S.	Domonstation Fator.
Registrar/		
Demonstrator		
(A) Professor	D.M.(Immunology)/	As Reader/Associate Professor in Immunology or four
(11) 1 10103301	M.D. (Medicine) or	years in a recognized medical college/teaching institution.
	M.d. (Pathology) or	Desirable
	111.0. (1 4110105) 01	Desirable

1	M.D.(Microbiology)or	(ii) Minimum of four Research publications indexed in
 -	M.D.(paediatrics) with two years	Index medicus/national journal and one in International
 -	special training in Immunology.	Journal.
(B) Reader/	Do	(i) As Assistant professor/Lecturer in Immunology for
Associate Professor		two years in a recognized medical college/teaching
 -		institution.
<u> </u>		Desirable
<u> </u>		(ii)Minimum of four Research publications indexed in
 -		Index Medicus/national journals.
(C) Assistant	Do	(i) Requisite recognized Postgraduate qualification in the
Professor/		subject.
Lecturer		(ii) Three years teaching experience in Immunalogy in a
<u> </u>		recognized Medical college as Resident/Registrar/
<u> </u>		Demonstrator/Tutor.
(D) Tutor/Resident	M.B.B.S.	
Registrar/		
Demonstrator		
	MEDICAL GASTR	COENTEROLOGY
(A) Professor	D.M. (Medical Gastroenterology)/	As Reader/Associate Professor in Gastroenterology for
<u> </u>	D.M.	four years in a recognized medical college/teaching
<u> </u>	(Gastroenterology)/M.D.(Medicine)	institution.
<u> </u>	or M.D.(Paediatrics)with 2 years	Desirable
<u> </u>	special training in Gastroenterology.	(ii) Minimum of four Research publications indexed in
<u> </u>		Index medicus/national journal and one in International
<u> </u>		Journal.
(B) Reader/	Do	(i) As Assistant professor/Lecturer in Gastroenterology for
Associate Professor		two years in a recognized medical college/teaching
<u> </u>		institution.
 -		Desirable
<u> </u>		(ii)Minimum of four Research publications indexed in
 -		Index Medicus/national journals.
(C) Assistant	Do	(i) Requisite recognized Postgraduate qualification in the
Professor/		subject.
Lecturer		
Locturor		(ii) Three years teaching experience in Gastroenterology in
Lecturer		(ii) Three years teaching experience in Gastroenterology in a recognized Medical college as Resident/Registrar/
Zectuloi		

Registrar/		
Demonstrator		
	MEDICAL GENETICS	(SUPER-SPECIALITY)
(A) Professor	D.M.(Medical Genetics)/	As Reader/Associate Professor in Medical/Genetics
	M.D. (Paediatrics) or	(Super-speciality)for four years in a recognized medical
	M.D.(Medicine)or	college/teaching institution.
	M.S. (Anatomy) with two years	Desirable
	special training in Medical Geneties	(ii) Minimum of four Research publications indexed in
		Index medicus/national journal and one in International
		Journal.
(B) Reader/	Do	(i) As Assistant professor/Lecturer in Medical Genetics
Associate Professor		(Super-speciality) for two years in a recognized medical
		college/teaching institution.
		Desirable
		(ii)Minimum of four Research publications indexed in
		Index Medicus/national journals.
(C) Assistant	Do	(i) Requisite recognized qualification in the subject.
Professor/		(ii) Three years teaching experience in Medical Genetics
Lecturer		in a recognized Medical college as Resident/Registrar/
		Demonstrator/Tutor.
(D) Tutor/Resident	M.B.B.S.	
Registrar/		
Demonstrator		
	MEDICAL O	NCOLOGY
(A) Professor	D.M. (Medical Oncology)/	As Reader/Associate Professor in Medical Oncology for
	M.D. (Medicine) or	four years in a recognized medical college/teaching
	M.D. (Radio-therapy) or	institution.
	M.D. (Paediatrics) with 2 years	Desirable
	special training in Medical	(ii) Minimum of four Research publications indexed in
	Oncology.	Index medicus/national journal and one in International
		Journal.
(B) Reader/	Do	(i) As Assistant professor/Lecturer in Medical Oncology
Associate Professor		for two years in a recognized medical college/teaching
		institution.
		Desirable
		(ii)Minimum of four Research publications indexed in
		Index Medicus/national journals.

(C) Assistant	Do	(i) Requisite recognized Postgraduate qualifiction in the
Professor/		subject.
Lecturer		(ii) Three years teaching experience in Medical Oncology
		in a recognized Medical college as Resident/Registrar/
		Demonstrator/Tutor.
(D) Tutor/Resident	M.B.B.S.	
Registrar/		
Demonstrator		
	NEONAT	OLOGY
(A) Professor	D.M. (Neonatology)/	(i)As Reader/Associate Professor in Neonatology for four
	M.D. (Paediatrics)with two years	years in a recognized medical college/teaching institution.
	special training in Neonatology.	Desirable
		(ii) Minimum of four Research publications indexed in
		Index medicus/national journal and one in International
		Journal.
(B) Reader/	Do	(i) As Assistant professor/Lecturer in Neonatology for two
Associate Professor		years in a recognized medical college/teaching institution.
		Desirable
		(ii)Minimum of four Research publications indexed in
		Index Medicus/national journals.
(C) Assistant	Do	(i) Requisite recognized specialization qualification in the
Professor/		subject.
Lecturer		(ii) Three years teaching experience in Neonatology in a
		recognized Medical college as Resident/Registrar/
		Demonstrator/Tutor.
(D) Tutor/Resident	M.B.B.S.	
Registrar/		
Demonstrator		
	NEPHRO	OLOGY
(A) Professor	D.M. (Nephrology)	As Reader/Associate Professor in Nephrology for four
		years in a recognized medical college/teaching institution.
		Desirable
		(ii) Minimum of four Research publications indexed in
		Index medicus/national journal and one in International
		Journal.
(B) Reader/	Do	(i) As Assistant professor/Lecturer in Nephrology for two
Associate Professor		years in a recognized medical college/teaching institution.
L		1

		Desirable
		(ii)Minimum of four Research publications indexed in
		Index Medicus/national journals.
(C) Assistant	Do	(i) Requisite recognized Postgraduate qualification in the
Professor/		subject.
Lecturer		(ii) Three years teaching experience in Nephrology in a
		recognized Medical college as Resident/Registrar/
		Demonstrator/Tutor.
(D) Tutor/Resident	M.B.B.S.	
Registrar/		
Demonstrator		
	NEURO	LOGY
(A) Professor	D.M.(Neourology)	As Reader/Associate Professor in Neurology for four
		years in a recognized medical college/teaching institution.
		Desirable
		(ii) Minimum of four Research publications indexed in
		Index medicus/national journal and one in International
		Journal.
(B) Reader/	Do	(i) As Assistant professor/Lecturer in Neurology for two
Associate Professor		years in a recognized medical college/teaching institution.
		Desirable
		(ii)Minimum of four Research publications indexed in
		Index Medicus/national journals.
(C) Assistant	Do	(i) Requisite recognized Postgraduate qualification in the
Professor/		subject.
Lecturer		(ii) Three years teaching experience in Neurology in a
		recognized Medical college as Resident/Registrar/
		Demonstrator/Tutor.
(D) Tutor/Resident	M.B.B.S.	
Registrar/		
Demonstrator		
	CARDIO VASCULAR &	THORACIC SURGERY
= -		A. D. 1. /A
(A) Professor	M.Ch.(Cardio Vascular & Thoracic	As Reader/Associate Professor in Cardio Vascular &
(A) Professor	M.Ch.(Cardio Vascular & Thoracic Surgery)/	As Reader/Associate Professor in Cardio Vascular & Thoracic surgery/ Cadriac Surgery/Vascular
(A) Professor		
(A) Professor	Surgery)/	Thoracic surgery/ Cadriac Surgery/Vascular

		(ii) Minimum of four Research publications indexed in
		Index medicus/national journal and one in International
		Journal.
(B) Reader/	Do	(i) As Assistant professor/Lecturer in Cardio Vascular &
Associate Professor		Thoracic surgery/ Cardiac surgery/Vascular Surgery/
		Thoracic Surgery for two years in a recognized medical
		college/teaching institution.
		Desirable
		(ii)Minimum of four Research publications indexed in
		Index Medicus/national journals.
(C) Assistant	Do	(i) Requisite recognized Postgraduate qualification in the
Professor/		subject.
Lecturer		(ii) Three years teaching experience in Cardio Vascular &
		Thoracic Surgery/Cardiac Surgery/Vascular
		Surg./Thoracic Surgery in a recognized Medical college as
		Resident/Registrar/
		Demonstrator/Tutor.
(D) Tutor/Resident	M.B.B.S.	
Registrar/		
Demonstrator		
	UROL	OGY
(A) Professor	M.Ch.(Urology)	As Reader/Associate Professor in Urology for four years
		in a recognized medical college/teaching institution.
		Desirable
		(ii) Minimum of four Research publications indexed in
		Index medicus/national journal and one in International
		Journal.
(B)	Do	(i) As Assistant professor/Lecturer in Urology for two
Reader/Associate		years in a recognized medical college/teaching institution.
Professor		Desirable
		(ii)Minimum of four Research publications indexed in
		Index Medicus/national journals.
(C) Assistant	Do	(i) Requisite recognized Postgraduate qualification in the
Professor/		subject.
Lecturer		(ii) Three years teaching experience in Urology in a
		recognized Medical college as Resident/Registrar/

(D) Tutor/Resident	M.B.B.S.	
Registrar/		
Demonstrator		
	NEURO-S	URGERY
(A) Professor	M.Ch. (Neuro-Surgery)	As Reader/Associate Professor in Neuro-Surgery for four
		years in a recognized medical college/teaching institution.
		Desirable
		(ii) Minimum of four Research publications indexed in
		Index medicus/national journal and one in International
		Journal.
(B) Reader/	Do	(i) As Assistant Professor/Lecturer in Neuro-Surgery for
Associate Professor		two years in a recognized medical college/teaching
		institution.
		Desirable
		(ii)Minimum of four Research publications indexed in
		Index Medicus/national journals.
(C) Assistant	Do	(i) Requisite recognized Postgraduate qualification in the
Professor/		subject.
Lecturer		(ii) Three years teaching experience in Neuro -Surgery in a
		recognized Medical College as Resident/Registrar/
		Demonstrator/Tutor.
(D) Tutor/Resident	M.B.B.S.	
Registrar/		
Demonstrator		
	PAEDIATRI	C SURGERY
(A) Professor	M.Ch.(Paediatric Surgery)	As Reader/Associate Professor in Paediatric Surgery for
		four years in a recognized medical college/teaching
		institution.
		Desirable
		(ii) Minimum of four Research publications indexed in
		Index medicus/national journal and one in International
		Journal.
(B) Reader/	Do	(i) As Assistant professor/Lecturer in Paediatric Surgery
Associate Professor		for two years in a recognized medical college/teaching
		institution.
		Desirable
		Desirable

		Index Medicus/national journals.
© Assistant	Do	(i) Requisite recognized specialization qualification in the
Professor/		subject.
Lecturer		(ii) Three years teaching experience in Paediatric Surgery
		in a recognized Medical college as Resident/Registrar/
		Demonstrator/Tutor.
(D) Tutor/Resident	M.B.B.S.	
Registrar/		
Demonstrator		
	PLASTIC & RECONST	TRUCTIVE SURGERY
(A) Professor	M.Sc. (Plastic & Reconstructive	As Reader/Associate Professor in Plastic & Reconstructive
	Surgery) M.Ch.(Plastic Surgery)	Surgery/Plastic Surgery for four years in a recognized
		medical college/teaching institution.
		Desirable
		(ii) Minimum of four Research publications indexed in
		Index medicus/national journal and one in International
		Journal.
(B) Reader/	Do	(i) As Assistant professor/Lecturer in Plastic &
Associate Professor		Reconstructive Surgury/Plastic Surgery for two years in a
		recognized medical college/teaching institution.
		Desirable
		(ii)Minimum of four Research publications indexed in
		Index Medicus/national journals.
(C) Assistant	Do	(i) Requisite recognized Postgraduate qualification in the
Professor/		subject.
Lecturer		(ii) Three years teaching experience in Plastic &
		Reconstructive Surgery in a recognized Medical college
		as Resident/Registrar/
		Demonstrator/Tutor.
(D) Tutor/Resident	M.B.B.S.	
Registrar/		
Demonstrator		
	SURGICAL GASTE	ROENTEROLOGY
(A) Professor	M.Ch. (Surgical	As Reader/Associate Professor in Surgical
	Gastroenterology)/M.S.(Surgery)	Gastroenterology for four years in a recognized medical
	with 2 years special training in	college/teaching institution.
	surgical Gastroenterology.	Desirable
L	L	ı

		(ii) Minimum of four Research publications indexed in
		Index medicus/national journal and one in International
		Journal.
(B) Reader/	Do	(i) As Assistant professor/Lecturer in Surgical
Associate Professor		Gastroenterology for two years in a recognized medical
Associate 1 Tolessor		college/teaching institution.
		Desirable
		(ii)Minimum of four Research publications indexed in
-	_	Index Medicus/national journals.
(C) Assistant	Do	(i) Requisite recognized Postgraduate qualification in the
Professor/		subject.
Lecturer		(ii) Three years teaching experience in Surgical
		Gastroenterology in a recognized Medical college as
		Resident/Registrar/
		Demonstrator/Tutor.
(D) Tutor/Resident	M.B.B.S.	
Registrar/		
Demonstrator		
SURGICAL ONCOLOGY		
(A) Professor	M.Ch.(Surgical oncology)/M.S.	(i)As reader/Associate Professor in Surgical Oncology for
	(Surgery) or M.s.(E.N.T.) or M.S.	four years in a recognized medical college/teaching
	(or opaedics) or M.D.(abst. Gyanc,	institution.
	with 2 years special training in	Desirable
	surgical oncology	(ii) Minimum of four Research publications indexed in
		Index medicus/national journal and one in International
		Journal.
(B) Reader/	Do	(i) As Assistant professor/Lecturer in Surgical Oncology
Associate Professor		for two years in a recognized medical college/teaching
		institution.
		Desirable
		(ii)Minimum of four Research publications indexed in
		Index Medicus/national journals.
		index interiors, national journals.

(C) Assistant	Do	(i) Requisite recognized Postgraduate qualification in the	
Professor/		subject.	
Lecturer		(ii) Three years teaching experience in Surgical Oncalogy	
		in a recognized Medical college as Resident/Registrar/	
		Demonstrator/Tutor.	
(D) Tutor/Resident	M.B.B.S.		
Registrar/			
Demonstrator			

SCHEDULE -II

The following qualifications be treated at par with M.D./M.S. awarded by Indian Universities:-

- 1. Facharzt Fuer chirugia (Specialist Surgeon) (West Germany).
- 2. Facharzt Fuer Gynaekologie (Specialist of Gynaecology).(West Germany).
- 3. F.R.A.C.S. (Fellowship of the Royal Australian College of Surgeons).
- 4. Diploma in Certificate D Etudes Specialist D of Medicine Electro Radiology (Certificate of Special Studies of M;edical Electro Radiology) paris, France).
- 5. F.R.C.S. (Canada) F.R.C.S. (Canada).
- 6. M.C.P.A. (Membership of the college of Pathologists of Australia).
- 7. Diploma in Psychiatr (Mc gill University) (Montreal, Canada).
- 8. Diploma in Psychiatry (Edinburgh University).
- 9. Dr. P.H. of John Hopkins, Harward and California Universities (USA).
- 10. M.R.C.Path (Lond.) F.R.C. Path (London).
- 11. Facharzt Fuer Innera Frankheiten, (Specialist Internal Medicine) (West Germany).
- 12. Candidate of Science (Doctor of Philosophy) in Medicine Branch Plastic Surgery (Hungary) awarded by Hungarian Academy of Medical Sciences, Budapest.
- 13. Facharzt Fuer Kinderheikunde (Children specialist)(West Germany).
- 14. M.A.M.S./M.N.A.M.S/D.N.B. qualifications when granted on or after Ist June,1976 granted by National Board of Examinations, New Delhi after due examination and fulfilling one year research experience.
- 15. FFR of U.K. by examination.
- 16. F.R.C.S or M.R.C.P. of Royal Colleges of U.K.
- 17. M.Ch. (Orthopaedics (Liverpool).
- 18. Approved qualification from speciality Boards of U.S.A.
- 19. Ph.D. awarded by Supreme Attestation Commission (Moscow) granted to students sponsored by Medical Council of India or to other students fulfilling the minimum eligibility criteria for admission to undergraduate courses in India and

admitted in the institution of orstwhile U.S.S.R., recognized by the Medical Council of India, for undergraduate or Postgraduate courses upto 1989.

Note: Other qualifications will be evaluated by the Council as and when reference is received.

N.B.

- 1. M.R.C.P.M.R.C.(Path.), F.R.C.S., F.F.A.R.C.S. refer to the Diploma of Membership and Fellowship awarded by all the Royal Colleges of U.K., prior to 11.11.1978.
- 2. Holders of Speciality Boards of U.S.A. qualifications should complete the entire requirements of the Board concerned.
- 3. In the case of qualification in higher specialities (M.Ch.M.S./D.M.), the holder should have also obtained M.D.(Gen.Medicine) or M.S.(Gen.Surgery) or an equivalent qualification as prescribed by the Council in its recommendations on Post graduate Medical Education. This requirement may be relaxed in suitable cases in cases of Candidates who have obtained M.Ch./D.M. after a direct 5 years course., which are recognized by the Council.
- 4. After 31st May, 1977, for all teaching appointments to posts higher than tutor in higher specialities i.e. Cardiology, Neurology, Thoracic-Surgery, Neuro-Surgery, Plastic Surgery, Paediatric Surgery, Urology, the Candidates must passess postgraduate degree qualifications in the speciality concerned i.e., D.M./M.Ch. approved by the Council from time to time. Where teachers with D.M./M.Ch. qualifications are not available in respect of the courses which have not yet been started, matter rega4rding relaxation of qqualificationand experience of Post Graduate Teachers may be taken up with the Medical council of India.

Provided that the requirements of possessing a Postgraduate degree qualification in the concerned higher speciality shall not be applicable for higher appointments in the case of existing teachers holding regular teaching posts whose appointment was initially made on the basis of two years special training in the speciality after the requisite M.D./M.S.

- 5. All British qualifications obtained after 11.11.78 will cease to be recognized qualifications.
- 6. From January, 1985 all fresh entrants as teachers in medical college should have the requisite recognized Indian Postgraduate Medical qualifications (recognized by the Medical Council of India).

Sd./-Dr. M.Sachdeva ,
Secretary.



DEPARTMENT OF PUBLIC HEALTH ENGINEERING

41.1.1 This Department has been entrusted to look after the Public Health Engineering Works including drinking water supply, sewerage and other sanitary schemes. However, drinking water supply schemes in many towns are being looked after by the Municipal Corporations/Notified Area Committees which are under the Urban Development Department. According to a recent order of the Government, drinking water supply, sewerage and toilet facilities of old Government quarters are being looked after by the Public Health Engineering Department and government quarters built recently are under the charge of the Building Construction Department. Therefore, there are a lot of overlapping functions and calls for coordination with other departments. During discussions it was pointed out that there is a need to set up laboratories in this Department for testing the water quality at various places. We will recommend to the State Government that full support should be extended to the Department to improve the quality of water and also ensure that if certain posts are required then these should be created.

We discuss below the promotional opportunities of the various posts and cadres of this Department and our recommendations have also been indicated.

Staff Strength in Various Categories

- 41.1.2 There are several categories of posts in this Department with varying designations. Some of the posts are common to other works Departments while some are specific to this Department .We are not discussing the promotion policy of 298 Junior Accounts Clerks, 720 Correspondence Clerks, 71 Typists, 84 Store Keepers, 62 Draftsman Grade I, 71 Draftsman Grade II, 107 Steno Clerks, 70 Tracers, 104 Blue Printers, 33 Daftaris, 159 Treasure Guards, Orderly Peons, Peon and Chowkidar as the promotional policy of these categories have been discussed elsewhere. Our recommendations in respect of Draftsman and Stenographers have also been discussed respectively in Chapter 29 and 38. Regarding Junior Accounts Clerks, the only promotional post available at present is that of Senior Accounts Clerks and at best we may consider having an Accountant in the Office of the Superintending Engineers. Since the department has not furnished us with the strength of Junior and Senior Accounts Clerks, we are unable to formulate a specific promotion policy. In future, the Department would have to stop recruitment in the grade of Tracers and Blue Printers and unless the Tracers and Blue Printers have the qualification of Draftsmanship from an I.T.I., they will not be eligible to be promoted as Draftsmen. For the Class IV posts of Treasure Guard, Orderly Peon and Chowkidars posts of Senior Peon and Daftary in the scale of Rs. 2610-3540 posts of Record Keepers in the scale of Rs. 2650-4000 could be made available on promotion. However in absence of numbers, we are unable to mention anything more specific regarding the number of promotional posts.
- 41.1.3 Senior Stenographers could be in the pay scale of Rs. 5000-80000 but they should have knowledge of Computers or a certificate indicating that they have been trained in computers so that they can be of help to the officers.

- The Department has suggested that the posts of Correspondence Clerk, Typists and Store Keepers could be merged and all these three categories could be given promotion as Head Clerks in the pay scale of Rs. 4500-7000 and subsequently as Head Assistant in the scale of Rs. 5500-9000 but once again numbers in each grade are not available. Moreover, in the Central Public Works Department, posts of Head Clerks are not available in the office of Assistant Engineers. Posts of Head Assistants are only available in the offices of Superintending Engineers. We would only like to recommend that the posts of Store Keepers should be rotational and in future if there is a merger of the three categories mentioned, the Clerks would have to do typing and the recruitment qualification would include proficiency in typing and they will only be appointed if they pass a test with a specific speed of 25/30 words per minute.
- 41.1.5 According to the Department there are 10 Laboratory Assistants who are in the pay scale of Rs. 975-1540 which has been revised to Rs. 3050-4590 Laboratory Assistants could be promoted to the post of six Chemists in the pay scale of Rs. 5000-8000 and thereafter as Junior Research Officer who number five in the pay scale of Rs. 6500-10500. The 5th Central Pay Commisssion have recommended that Laboratory Assistants in the pay scale of Rs. 3050-4590 would have to be Matriculates with a Certificate/Diploma in Laboratory Technology or have to be Intermediates with Science. If the recruitment qualification is similar then depending on the numbers, the Laboratory Assistants could be promoted as Laboratory Technicians but these promotions will be confined to only those who are Graduates in Science with a Diploma /Certificate in Laboratory Technology .The Department has not mentioned any recruitment qualification of either Chemists, Junior Research Officer or Senior Investigating Officers. Hence we are unable to take specific view. The only information that is available is that Chemists are recruited from Graduates in Chemistry but then the number of posts in this grade have not been mentioned.

Sample Takers

- There are four posts of Sample Takers in this Department who are in the scale of Rs. 3050-4590. However, the Department has informed us that earlier the Sample Takers were in the pay scale of Rs. 800-1150 but the Finance Department revised the pay scale subsequently to Rs. 975-1540. There is no indication from the Department regarding the promotional posts for these Sample Takers and it has only been stated that the posts are filled by promoting Laboratory Attendants or by direct recruitment though in what proportion the posts are filled by promotion and by direct recruitment, have not been specified.
- There are also posts of Scientific Assistants in the Department but the recruitment qualification has not been given. The scale of this post is Rs. 5000-8000. The Department has only mentioned that these Scientific Assistants are getting promoted as Investigating Officers but what the pay scale of the Investigating Officers is has not been mentioned and the pay scale finds no mention in the Finance Department Resolution No.660 dated 8.2.1999.
- Regarding the staff in the Mufassil, the Department has mentioned the promotional opportunities available and the recruitment qualification laid down and the number of employees in each category. We have no comments to offer regarding promotional opportunities of 10 Helpers, 206 Choukidars, 28 Night Guards,1860 Peons and 68 Dafadars as all are in Class IV in the scale of Rs.2550-3200. In the scale of Rs.2610-3540 there are 171 Treasure Guards and 81 Daftaris. We recommend that all the Class IV personnel in the scale of Rs.2550-3200 will be considered for promotion against post of Daftaris and Treasure Guard. There are only 9 posts of Drivers but the recruitment qualification needs to be brought in line with what is available in the Central Government. Even for Class IV personnel as well as Daftaris and Treasure Guard recruitment rules need to be changed according to what we have recommended in Chapter V on Common Category staff.

- We do not agree to the retention of 111 Blue Printers and 145 Tracers in the Secretariat and Mufassil Offices because we have already recommended and the State Government have also accepted that in future there will be no appointment made on the posts of Ferro Printer, Blue Printer and Tracer. Therefore as existing personnel against these posts retire, the posts will automatically stand abolished. Therefore, there is no question of promoting Tracers to the posts of Draftsmen. Posts of Draftsmen are to be filled only from those who have got I.T.I. certificate in Draftsmanship.
- We agree to the categorization and recruitment qualification in respect of 132 Draftsman in the scale of Rs.4000-6000 and 121 Senior Draftsman in the scale of Rs.4500-7000. We do not recommend for the Draftsman Grade I in the Secretariat the pay scale of Rs.5000-8000 unless he is an Intermediate with a diploma in engineering or equivalent. If they do not have the qualification then the scale will be Rs.4500-7000.
- We find that there are 5 Assistant Typists and 251 Typists. We will only recommend that Typists should not be recruited in future and the organization of the clerical cadre that we have recommended in the Road Construction Department should be followed in the Public Health Engineering Department as well. Typists should be designated as Upper Division Clerks including Assistant Typists.
- There are 15 Despatchers who are only Matriculates and they cannot be designated as Upper Division Clerk till they acquire the typing speed of at least 25 words per minute in Hindi typewriting. Similar will be the qualification for Correspondence Clerks and Clerks in divisions who number 541 in all. There will be in future no recruitment to the post of Upper Division Clerks till the ratio of 50:50 is achieved between Lower Division and Upper Division Clerks. We agree with the suggestion of the Department that the Correspondence Clerks and Clerks in divisions will be promoted against 222 posts of Head Clerks and thereafter to 27 posts of Head

Assistants in circles. The Clerk will have to acquire a typing speed of 25 words per minute in Hindi. However, we find that the ratio between Clerks and Head Clerks is much too favourable and an exercise should be carried out to reduce the number of Head Clerks and this should correspond to roughly the same ratio of Clerks and Head Clerks as in the Collectorate Offices and in the revenue Sub-divisions. For the 90 Store Keepers we have already recommended promotional opportunities in Chapter 5 regarding Common Category posts.

41.2.8 For the 114 Steno Typists/Steno Clerks promotion opportunities will have to be based on what we have recommended in the Chapter 38 on Revenue and Land Reforms. In respect of 323 Junior Accounts Clerks and 216 Senior Accounts Clerks the same promotional opportunities and the same ratio is recommended by us as recommended in the Chapter 29 on Road Construction Department. Regarding the 9 Drivers in the Department they will be governed by our recommendations made at the relevant place in Chapter 5 on Common Category staff.

In the Mufassil there are 5 Chemists and 10 Laboratory Assistants. While Laboratory Assistants are only required to be Intermediates, the Chemists are required to have a degree in Chemistry. Obviously Laboratory Assistants in the pay scale of Rs.3050-4590 cannot be promoted as Chemists because of the difference in qualification.

41.2.10 We tabulate below in the chart the posts in the Department and in the mufassil offices:-

Posts in the Department

Sl.No.	Name of Post	No. of Post	Revised Pay
			Scale
			(in Rs)
1.	Section Officer	20	6500-10,500
2.	Assistant	124	5500-9000

3	Typist	41	4000-6000
4	Bill Clerk	9	4000-6000
5	Routine Clerk	20	4000-6000
6	Personal Assistant	33	5500-9000
7	Treasury Sarkar	7	2750-4400
8	Daftary	9	2610-3540
9	Peon/Office Peon	114	2550-3200
10	Senior Grade Draftsman	5	Unreported
	Draftsman Grade I	4	5000-8000
	Draftsman Grade II	12	4000-6000
11	Tracer	12	3200-4900
12	Blue Printer	9	2750-4400
13	Computer Programmer	1	Not revised

Posts in Mufassil Offices

Sl.No.	Designation	Number of	Pay Scale
		Sanctioned post	(in Rs.)
1.	Junior Accounts Clerk	322	1200-1800
2	Senior Accounts Clerk	216	1400-2300
3	Divisional Clerk/Correspondence	541	1200-1800
	Clerk		
4	Head Clerk	222	1400-2300
5	Head Assistant	27	1640-2900
6	Store Keeper	90	1200-1800
7	Typist	251	1200-1800
8	Despatcher	15	1200-1800

9	Steno Clerk/Steno Typist	114	1320-2040
10	Blue Printer	102	825-1200
11	Tracer	133	975-1540
12	Draftsman Grade II	132	1320-2040
13	Draftsman Grade I	121	1400-2300
14	Treasure Guard	171	800-1150
15	Daftary	81	800-1150
16	Dafadar	68	775-1025
17	Peon	1860	775-1025
18	Night Guard	28	775-1025
19	Choukidar	206	775-1025
20	Driver	9	975-1540
21	Chemist	5	1400-2300
22	Laboratory Assistant	10	975-1540
23	Assistant Typist	5	1200-1800
24	Helper	10	775-1025

Work Charged Posts

41.3.1 There are 51 categories of posts in the work charged establishment of the Public Health Engineering Department. The pay scales of all these work charged establishment have been notified but the Department has only mentioned that the Pipeline Khalasi is promoted as Mistry of Pumps. The Assistant Driller is promoted as Driller and the Rigman is promoted as Assistant Driller while the Rig Assistant is promoted as Rigman and then as Driller and the Pump Khalasi is promoted as Pump driver. According to a decision taken by the State Government, the posts in the work charged establishment are gradually being done away with subsequent to the retirement of the present

incumbents, This means that in the years to come there would be no work charged staff in the Public Health Engineering Department. In their absence how the work would be carried on has not been mentioned. Therefore, the Department would have to decide how they intend managing the work without the work charged establishment. We also do not have any information regarding when these work charged staff are likely to retire and what will be the likely impact on work if no future recruitments are made against these posts.

41.3.2 There will be certain cadres who because of their limited number are not having sufficient promotional opportunities. For them we recommend the benefit of Assured Career Progression Scheme that we have discussed in Chapter 2 of this Report.

Engineering Cadre

41.4.1 During discussion we were informed that there are 332 Assistant Engineers (Civil), 104 Executive Engineers, 43 Superintending Engineers and 7 Chief Engineers. All these add up to a figure of 476. There is also one Engineer-in-Chief. There are both Civil and Mechanical Engineers in this Department and to assist the Assistant Engineers, there are Junior Engineers in the pay scale of Rs. 5000-8000 All the Junior Engineers and higher posts are recruited by the Department. Promotion of Assistant Engineers, Executive Engineers and Superintending Engineers is also granted by this Department. In the Mechanical side there are 66 Assistant Engineers, 20 Executive Engineers, 5 Superintending Engineers and 1 Chief Engineer. According to the information available there are 914 Junior Engineers in the Civil side and 182 in the Mechanical side. In the other Works Departments, 62 percent of the Assistant Engineers are directly recruited, 28 percent are promoted from the grade of Junior Engineers and 10 percent of Junior Engineers are promoted provided they have an AMIE. It has been ascertained that the same policy is followed in this Department also. On the cadre of engineers our recommendations are available at Chapter 29 and the same principles will apply.

Proposal for additional posts

- 41.5.1 The Department has 69 Civil Divisions including four Divisions in BISWAS Board, 17 Mechanical Divisions including one Division in BISWAS Board and 8 Design Divisions making up a total of 94 divisions. Then there are 20 Civil circles, four Mechanical circles and three Design circles including one circle in BISWAS Board a total of 27 circles. There are in all 4 Zones headed by Chief Engineers. After discussions with the Secretary of the Department in the first week of August, 1999 we have been favoured with the actual requirement of posts. It has been stated that already a Human Resource Development Cell exists in the Department with effect from March, 1997 but regular posts are yet to be created. It has been proposed that for the Human Resource Development Cell in the Department, posts of one Chief Engineer, one Superintending Engineer, two Executive Engineers, six Assistant Engineers, twelve Junior Engineers, four Personal Assistants, four Peons and two posts of Data Entry Operators need to be created. We entirely endorse this proposal. In addition, it is proposed that there should be 10 more Cells to be designated as IEC, Sanitation, Management Information System, Water Quality Monitoring & Surveillance, Monitoring Cell for Urban Water Supply, Monitoring Cell for Mechanical Works, and one Monitoring Cell for each Zone at Patna, Muzaffarpur, Bhagalpur and Ranchi. However, the Department has not stated whether the existing posts are sufficient for these Cells or additional posts are required to be created. We presume that the posts required for these 10 Cells will be managed from out of the available Engineers in the Department.
- The Department also proposes to have a three tier Laboratory set up for providing good quality water to the people of the State. It is proposed to have 55 laboratories one for each district, three laboratories at Hatia, Subarnarekha and Mango, 4 Zonal laboratories at Patna, Muzaffarpur, Bhagalpur and Ranchi and one Central Laboratory at Patna. For all these laboratories it is proposed to have one post of Senior Research Officer, five Research Officers, four Assistant Research Officers, 69 Chemists, 69 Laboratory Assistants and 69 Laboratory Attendants cum Sample Takers. We

recommend the creation of these posts as good quality pure drinking water needs to be provided at all cost. To achieve this other departments' like Health, Minor Irrigation, Urban Development and Rural Development should also be associated.

41.5.3 The Department also proposes to set up a Hydrological and Geophysical Investigation Unit consisting of four posts of Assistant Hydrologists, two posts of Geophysicists and in addition, two posts of Hydrogeologists/Geophysicists in the rank of Executive Engineer and one post of Senior Hydrogeologist in the rank of Superintending Engineer. Staff like Senior Stenographer and Data Entry Operator would be required to be made available.

Recommendations

We recommend the proposals for creation of posts/units discussed with the Fitment Committee. All these proposals are endorsed for adoption by the State Government. For recruiting staff, Recruitment Rules and Promotion Rules should first be framed. Thereafter, an earnest attempt needs to be made for appointing personnel from out of the existing available surplus staff in other departments in various categories If such staff are available then they will have to be trained. We once again emphasize that without continuous training of the available technical and scientific personnel it would not be possible for the Public Health Engineering Department to take upon itself the ambitious work that is required from them, acquit themselves honourably and fulfil the expectations of the Government and the citizens of the State as well.



DEPARTMENT OF URBAN DEVELOPMENT

42.1.1 In the Urban Development Department there is the Town Planning Organization and various posts in the headquarters. There is also a Directorate of Urban Poverty Alleviation in which there are 72 posts of Peons, 4 posts of Night Guards, 4 posts of Sweepers but only 4 Deputy Directors and one Director. The reason for having so many posts of Peons has not been mentioned and perhaps needs to be highlighted here.

Cadre of Architects

42.2.1 The Department has mentioned that Assistant Planner (Architect) is required to have a degree in Architecture with 2 years experience. The Assistant Planner (Socio Economic) is required to be a Post-Graduate in 2nd Class in Geography,

Statistics, Economics or Sociology with 2 years experience in the field or in work of town planning. The Assistant Planner (Engineering) is required to be a Civil Engineering Degree holder. There are 16 posts of Assistant Planners. The Department has mentioned that for promotion from Assistant Planner to Junior Town Planner the minimum is 5 years experience. For promotion from Junior Town Planner to Associate Town Planner 3 years is the minimum eligibility period and 7 years service is required for promotion to the post of Town Planner. The Town Planner is required to put in at least 5 years service for promotion as Chief Town Planner. The Department has further mentioned that for appointment to the basic grade a post-graduate degree in required. We are unable to work out how the promotions in subsequent higher grades are given from the streams of Architecture, Engineering and Socio economics. There is no information about whether these three disciplines are kept separate and whether there is a common seniority list.

Against 16 posts of Assistant Planners there are two Junior Town Planners, 5 posts of Associate Planners, three posts of Town Planners and one post of Chief Town Planner. Apparently there is no direct recruitment at any of these levels except in the basic grade but we fail to figure out how two posts of Junior Town Planner can form the feeder cadre for the 5 posts of Associate Planners. Even if we take into consideration the three selection grades that are available, the two posts of Junior Town Planner should instead have been 5 and instead of five posts of Associate Planners there ought to have been three posts. There should have been only one post of Town Planner instead of three at present. Therefore we recommend that this structure needs to be examined and the Department would like to change the present hierarchy. Even in the Town and Country Planning Organization of Government of India, Ministry of Urban Affairs and Employment there are only 11 posts in the basic grade of Rs. 2200-4000 and two posts of Additional Chief Planner in the scale of Rs. 4500-5700 but in Bihar we have 3 posts in this pay scale.

Supporting Staff

- Below the Assistant Planner there are 31 posts of Junior Engineers, 8 Architectural Draftsman, 19 Survey Assistants, 21 Clerk –cum-Typists and 5 Tracers. If the posts of Assistant Planners are directly recruited then the Junior Engineers have no avenues of promotion. But it has been mentioned in the note of the Department that Junior Engineers after 8 years service are eligible for promotion as Assistant Planner. The Junior Engineers are required to be Matriculates with diploma in Civil Engineering. This qualification is simply inappropriate for being an Architect.
- Survey Assistants in the scale of Rs. 4000-6000 are promoted as Junior Engineers and Amins in the scale of Rs. 3200-4900 are promoted as Survey Assistants after 5 years service. Blue Printers in the scale of Rs. 2750-4400 are promoted as Tracers and Draftsman and the recruitment qualification for Blue Printer is Matriculation with 6 months experience in printing. After 3 years the Blue Printers are promoted as Tracers in the scale of Rs. 3200-4900. After three years the Tracers are eligible for promotion as Draftsman.
- 42.3.3 There are two grades of Draftsman in Town Planning Organization and the revised scale is Rs. 4000-6000. For Draftsman the feeder cadre is the Tracer after three years service and Draftsmen are promoted as Architectural Draftsman who are in the scale of Rs. 5500-9000. Draftsman are also eligible for promotion as Assistant Planner. It has also been mentioned that the Statistical Assistants in the scale of Rs. 5500-9000 are eligible for promotion as Assistant Planner and recruitment qualification of Statistical Assistants is post-graduation in Geography or Economics or Statistics.
- 42.3.4 The Graduate Assistant in the scale of Rs. 5000-8000 does not have any promotion opportunity at present and similar is the position of the Modeller who is required to have a diploma in modeling. Other posts are common category posts. The Steno Typist is only expected to have experience of stenography but no speed has

been specified. We would recommend laying down of specific speed as has been discussed in Chapter 38 of this Report.

- The Department has a peculiar structure because there are only 4 Blue Printers but 5 Tracers, 19 Draftsman as well as 8 Architectural Draftsman. The present promotion policy affords reasonable promotional opportunities but they do not promote efficiency. In fact professional and technical qualification have been ignored.
- While dealing with Architectural Draftsman we have mentioned in 42.3.6 paragraph 23.10.4 and 23.10.5 in Volume II, Part II that Tracers have to be Matriculates with ITI training. The Draftsman in the scale of Rs. 4000-6000 is required to have 10+2 with diploma in draftsmanship and the Architectural Draftsman has to possess a required certification from the Council of Architecture. The 5th Central Pay Commission recommended at paragraph 50.35 (vi) that the post of Tracers and Ferro Printers should be phased out and the posts could only be retained if absolutely necessary in the Ministry of Surface Transport. We recommend that there should be no further recruitment on posts of Blue Printers and Tracers. There are only 4 Amins and they should be considered for promotion to some of the posts of Draftsman in the scale of Rs. 4000-6000. In future only those Draftsman should be appointed on promotion or on direct recruitment who are 10+2 with diploma in draftsmanship and anything less than that qualification will not yield promotions. No Architectural Draftsman should be appointed unless he has the certification from the Council of Architecture. The Department would have to consider direct recruitment at the level or Architectural Draftsman with the higher qualification and only 50% of the posts could be filled from among Draftsman who obtain the required certification.
- 42.3.7 The Survey Assistant is required to be a Matriculate with diploma in surveying and levelling and is given promotion as Junior Engineer who is required to have diploma in Civil Engineering. We would also like to point out that the Department should frame appropriate recruitment rules specifying percentages for direct recruitment and promotion, wherever required.

- 42.3.8 For Graduate Assistants the Department would have to work out promotional posts if possible. Even the Modeller has no promotional post because there is only one post.
- 42.3.9 The Cashier after 3 years is eligible for promotion as Junior Accounts Clerk but since the pay scale of Junior Accounts Clerk and Cashier are the same there is no need for promoting Cashiers as Junior Accounts Clerk. The 5th Central Pay Commission have recommended at paragraph 55.46 that Cashiers should be given special pay but only to those have not been specifically recruited as Cashiers. We have recommended to the State Government that Cashiers should not be recruited in future and Cashiers should be appointed from among the clerical staff and given special pay and directed to discharge the functions of Cashier. We have recommended in Volume III of our Report the scale of Special Pay that is to be paid to the Cashiers.
- The number of Junior Clerks, Senior Clerks and Head Clerks have not been specified and we are unable to specify the appropriate promotional opportunities. But the recruitment qualification for Head Clerk cum Accountant is B.Com. We do not know whether the post is filled only by direct recruitment. In future no Head Clerk should also discharge the responsibilities of the Accountant and the State Government have also decided accordingly.
- Among the other posts in the Department in the Town Planning Organization there are common category posts except the two posts of Statistical Assistant and one post of Compiler. The pay scale of Statistical Assistant is Rs. 5500-9000 but since there are only two posts we recommend that in future recruitment should be made only in the pay scale of Rs. 5000-8000 and they should not be eligible for any promotion to the grade of Assistant Planner unless they are recruited directly. For the post of Compiler we recommend the scale of Rs. 3050-4590. In case the Compiler is in the pre-revised scale of Rs. 975-1540/950-1400, we recommend that 10+2 candidates in Science should be recruited against these posts.

Recommendation

42.4.1 We recommend that the Town Planning Organization of this Department should be reorganized on the lines of the Central Government's Town and Country Planning Organization under the Ministry of Urban Affairs and Employment. In Chapter 30 of this Report we have discussed the cadre of Architects in the Building Construction Department. Their qualification, hierarchy and promotional channels need to be studied and if required that Department's Architects could initially help in reorganizing the Town Planning Organization of this Department. It appears that the higher posts have few qualified Architects. Before the end of this millennium, such outdated personnel and Organizations who cannot contribute to town planning, should be abolished and buried and a modern, efficient and well equipped organization should emerge in the next millennium.



DEPARTMENT OF NATIONAL SAVINGS

- 43.1.1 The Department of National Savings though called a Department with a Secretary heading it, finds no place in the list of departments mentioned in the Rules of Executive Business. This is an anomalous situation and needs to be rectified. If a Department finds no place in the Rules of Executive Business, then that Department technically should not be able to submit papers to the Cabinet or even propose policy changes. Even now the Rules of Executive Business mention the Departments of National Savings and Commercial Taxes under the Finance Department. According to the Rules of Executive Business, the Finance Secretary remains the Secretary of the Finance Department as well as that of National Savings and Commercial Taxes. We hope that the Government will address itself to this problem.
- 43.1.2 In the note submitted to us by the Secretary of the Department it has been mentioned that next to the Commercial Taxes, the Department of National

Savings raises the most revenue among all the Departments of the State Government. For the year 1999-2000 the target is Rs. 1500 crores and this amount is likely to be collected only at the expense of about Rs. 2 to 3 crores, the amount allocated to this Department. The work of the Department is basically got done through the Assistant Savings Officers who are in the scale of Rs. 5000-8000, the National Savings Executive Officers in the pay scale of Rs. 5500-9000, the selection grade National Savings Executive Officers and Deputy Director, National Savings who are in the pay scale of Rs. 10,000-15,200.

Assistant Saving Officers

- The departmental note mentions that against 132 sub-divisions there are only 89 sanctioned posts of Assistant Savings Officers. However, 37 out of the 89 posts are vacant. The Assistant Savings Officers are recruited through the Bihar Public Service Commission which organizes the graduate level examinations. The number of National Savings Executive Officers is 29 and there are 6 selection grade National Savings Executive Officers and 11 posts of Deputy Directors. 8 out of 11 posts are vacant and there is not a single National Savings Executive Officer (selection grade) of the general category who is eligible for promotion as Deputy Director.
- In paragraph 6.5.1 to paragraph 6.5.5 of Volume II, Part II we have discussed the pay scales of the Department of National Savings. We had noted that against 89 Assistant Savings Officers, there are 35 National Savings Executive Officer/Lady Officer, National Savings. At paragraph 6.5.5 it was also mentioned that Assistant Savings Officers will be in the pay scale of Rs. 5000-8000 and the National Savings Executive Officers (selection grade) in the pay scale of Rs. 6500-10,500. In the Central Government we had noted that the National Savings Organization is under the Ministry of Finance and the District Savings Officers have been notified the scale of Rs. 5500-9000. Hence Assistant Savings Officers cannot be granted this scale because his territorial jurisdiction is smaller then even the District Savings Officers of the Central Government.

We are of the view that the Assistant Savings Officers need to be in larger numbers because they should be in each sub-division provided the collection of that particular sub-division is enough to cover the establishment cost or it is required. Whether the number of Assistant Savings Officers ought to be commensurate with the number of Sub- divisions and whether National Savings Executive Officers will require to be posted in each district is for the Department to consider. At present there are no Lady Officer, National Savings. National Savings Selection Grade Executive Officers are only 6 in number and their utility to the Department is also not clear. If the Deputy Directors are posted in the divisions then perhaps there is no justification for National Savings Executive Officers (selection grade).

Comparison with Posts in the Centre

- According to GSR No.138 dated 22.4.1999, the District Savings Officer in the National Savings Organization under the Department of Economic Affairs, Ministry of Finance are in the scale of Rs. 5500-9000 and the posts are filled 25% by promotion and 75% by direct recruitment. Upper Division Clerks and Stenographers (Junior) with ten years in the service are promoted. The direct recruits are required to be Degree holders and the desirable qualification is two years experience in Public Relation Work, Public Speaking and Salesmanship. The age limit for direct recruits is 22 to 29 years. The number of District Savings Officers in the Centre is 270. The Assistant Savings Officers in the Department of National Savings under the State Government are required to be graduates and are recruited through the Bihar Public Service Commission. The pay scale of District Savings Officers in the Central Government was not extended to the Assistant Savings Officers because the District Savings Officers have a larger territorial jurisdiction while the Assistant Savings Officers are not generally posted in districts.
- The Departmental Secretary pointed out that the Assistant Savings Officers are required to coordinate the work that is being done by the Agents in the field, obtain figures from the Revenue Officers and other Organizations, ensure that the work of registration of agents is done expeditiously and the collection targets are also

monitored. While the District Savings Officers in the Centre are looking after the Provident Fund Scheme and one or two other Schemes, the bulk of the work is with respect to other schemes, specially, Kisan Vikas Patra, which are not monitored by the District Savings Officers in the Centre but done by the Assistant Savings Officers of the State Government. However, in any case, the pay scale of the District Savings Officers who will now be posted in each district and will supervise the work of the Assistant Savings Officers, cannot be the same as the Assistant Savings Officers of the State Government.

43.2.6 The 5th Central Pay Commission recommended at paragraph 66.74 of their Report that the mode of recruitment for the post of Regional Director, National Savings and District Savings Officers should be revised so that 75% of the posts of District Savings Officers are filled by direct recruitment and 25% by promotion. Post of Regional Directors, National Savings should be filled 60% by direct recruitment and 40% by promotion and it has also been recommended that senior selection and junior selection grades should be merged in the scale of Rs. 8000-13,500 but this has not probably been agreed to and notified. Therefore, we are unable to recommend any higher scale for the corresponding cadre in the State Government.

Requirement of Additional Posts

Assistant Saving Officers as there are sub-divisions. We agree to increase in the strength of Assistant savings officers to 134. Above the National Savings Executive Officers there will be Senior National Savings Executive Officers in the State who will be posted in 27 districts where the collection is more than Rs. 25 crores annually. Secretary, National Savings also clarified that this number of 27 should be taken to be fixed but the officers to be designated as Senior National Savings Executive Officer will only be posted to these 27 districts which have the highest collection among all the districts of the State Government. Moreover, according to him, the collection is net collection and does not take into account the outgo or the withdrawals that have been made after the various schemes mature. It was clarified that for a collection of about Rs. 1800 crores for the

year 1999-2000 the total subscription or deposits have to be around Rs. 5000 crores. 75 percent of the total collection made in national savings are available to the State Government as loan and 14% interest is to be paid by the State Government if they avail of the loan.

We find from the Finance Department Resolution No.660 dated 8.2.1999 that there are posts of Head Mali, Film Operator, Assistant Public Relation Officer and Deputy Directors posted in the headquarters establishment of the National Savings Organization. We are not aware whether any Clerks are posted in the offices of the National Savings Department. If other posts are there, they are common category posts and their promotional prospects have been discussed elsewhere in this Report.

Recommendations

This Department requires a larger number of posts for better monitoring of the work of Agents. At least one Assistant Savings Officer should be in each Sub-division. The National Savings Executive Officers will be posted to districts and instead of the existing 29 posts, there would have to be 56 posts. As 27 districts now have net collection of Rs. 25 crores or more annually, selection grade National Savings Executive Officers will be posted in such districts for greater supervision of the work of departmental officers and effective monitoring of the work of Agents. They will now be designated as Senior National Savings Executive Officers. Hence their strength will go up from 6 to 27. Similarly there will be 13 Deputy Directors instead of 11 as each Deputy Director will be in each division.



DEPARTMENT OF COMMERCIAL TAXES

44.1.1 The Department has furnished to this Committee the details regarding promotional avenues and the cadre structure of the Bihar Finance Service and other posts and cadre. We discuss each of the Cadres and the Service in the subsequent paragraphs.

Bihar Finance Service

According to the circular of the Department dated 26.3.1999 there are 155 Assistant Commissioners, 84 Deputy Commissioners, 27 Joint Commissioners, three Senior Joint Commissioners and one post of Additional Commissioner while the other post in that grade being an ex-cadre post. The rest of the 503 posts are in the basic

grade. As per the present recruitment policy, graduates are recruited as Bihar Finance Service Officers. The Bihar Finance Service Rules, 1953 provide in Rule 13 that the examinations shall be held according to the syllabus specified in Appendix C but Appendix C has not been provided to us by the Department. The Department has also submitted that the Bihar Finance Service (Appointment through Selection) Rules, 1991 provide for 25% of the vacancies being filled by limited departmental examination to be organised by the Bihar Public Service Commission. It is open to those who have put in at least 10 years regular service. The candidates are required to be at least graduates from a recognised university, not below the age of 45 years as on 1st April in the year they are applying and not more than three chances will be given to any Government servant. The candidate will at least have to procure 40% in the written examination subject to the provision that Scheduled Caste/Scheduled Tribe will be given 5% relaxation but no vivavoce examination is required for Government servants who are selected through the limited departmental examination.

44.2.2 The existing pay scales that have been notified for the Bihar Finance Service are as follows:-

Sl.No.	Post	Pay Scale (in Rs.)
1	Assistant Superintendent/Additional/	6,500-10,500
	Superintendent /Commercial Taxes Officer	
2	Assistant Commissioner	10,000-15,200
3	Deputy Commissioner	12,000-16,500
4	Joint Commissioner / Senior Joint Commissioner / Director, Vigilance and Monitoring	14,300-18,300
5	Additional Commissioner	16,400-20,000

- Part IV of the Bihar Finance Rules, 1953 provide that the Departmental Promotion Committee will select candidates amongst Inspectors of Commercial Taxes for promotion to the junior branch of the service. However, this is probably now history because appointments to the post of Inspectors have stopped and at one point of time all these Inspectors got upgraded to the posts and pay scales of the Commercial Taxes Officer.
- The Department would have to take a view whether they want to amend the rules or again start recruiting Inspectors. In other States below the officers of the respective Finance Service, there are Inspectors and even in the Indian Revenue Service, Inspectors get promoted as Superintendents and then as Income Tax/Customs Officers. The existing system of recruiting 25% of Commercial Tax Officers through a limited departmental competitive examination conducted by the Bihar Public Service Commission and open to graduate Government servants below the age of 45 years, will have to be withdrawn. Over the years this source of recruitment has instead of improving, only led to appointment of Government servants who find their aspirations stifled because there are very few promotions that they can look forward to. Therefore, all Commercial Tax Officers would need to be directly recruited.
- 44.2.5 Earlier, in the Bihar Finance Service candidates in the basic grade were directly recruited from among only graduates in Economics but subsequently the State Government took a decision to recruit only graduates. We will request the Department to examine this and decide whether it is better administratively to have only Economics or Commerce graduates in course of direct recruitment of Commercial Taxes Officer.
- The 4th Pay Revision Committee of the State mentioned in paragraph 39.11 that the Inspector of Commercial Taxes were in the pay scale of Rs. 348-600 and ;the pay scale sanctioned for them was Rs. 850-1360. Under the then rules 50% of the posts of Commercial Tax Officers were to be filled by promotion from amongst the

staff and 50% were directly recruited through the Bihar Public Service Commission from among graduates.

- 44.2.7 We do not really know when the State Government decided to do away with recruitments against the posts of Inspectors. Probably the Department never communicated to any of the Pay Revision Committees that a decision to this effect has been taken and no revised pay scale should be fixed for the Inspectors. However, as stated above, we will request the Department to look into whether there is a need to recruit Inspectors.
- According to the sanctioned strength of the Bihar Finance Service, there are in all 773 officers, if we do not take into consideration the ex-cadre post of one Additional Commissioner. According to convention and established practice 75 revenue circles are under Deputy Commissioners. Where the revenue is less than Rs. 3 crores the circles are manned by Assistant Commissioners. There are in all 11 divisions headed by a Joint Commissioner. The appeal divisions have one Joint Commissioner as in-charge. The Joint Commissioner (Appeal) does not have any other officers below to assist him.
- The Profile of the Commercial Tax Department in March, 1998 mentions that 31 posts of District Accounts Officers and 112 posts of Treasury Officers are part of the cadre strength of the Bihar Finance Service but according to our information no amendment to this effect has been made in the Bihar Finance Rules, 1953, or any other rules. It is only by mere convention that Officers of the Treasury and Accounts wings in the districts are filled by members of the Bihar Finance Service. The Department has only 1,32,900 registered dealers' as on 31.3.1997. We do not know whether any yardstick has been laid down by the Department of Commercial Taxes regarding how many registered dealers are to be looked into by each Commercial Tax Officer. Whether the cadre strength can be fixed on this basis is for the Department to consider. However, we do appreciate that a registered dealer may be a company as big as TISCO or merely one who imports from outside Bihar items worth Rs. 500. But as

every dealer who imports from outside is required to get registered, he is a dealer like any other. For example Patna division has 24670 dealers while Gaya Division has in all 5118 dealers. We do not know whether the Gaya Division has one fifth the number of Commercial Tax Officer/Assistant Commissioner/Deputy Commissioner vis-a-vis Patna.

Rule 50 of the Bihar Treasury Code, Volume I only mentions that Deputy Collectors who have been in service for less than 3 years should not be placed incharge of Treasuries and young officers of the Indian Civil Service, probationary Deputy Collectors and Sub-Deputy Collectors should not ordinarily be placed incharge of the Treasury. This Rule also provides that the appointment of very junior Officers to the Treasuries should not ordinarily be made and Collectors are empowered to transfer any Assistant or Deputy Collector connected with the administration of the Treasury. In view of this provision the Bihar Finance Service personnel are not required to be incharge of Treasuries. There may be some provision by which this is provided in some Code as well as enshrined in law.

Figures available with us for the financial year 1997-98 show that the Commercial Tax Department realized about 53% of the total revenue among the 9 revenue collecting Departments of the State Government of Bihar. These are, namely, Commercial Tax, Mines, Registration, Excise, Transport ,Water Resources, Revenue & Land Reforms, Forest and Agriculture. The non-plan expenditure on revenue, agriculture, forest and even Water Resources would be far more than what is collected by them and far more than the Commercial Taxes Department. If the Department considers that there is need for increasing the number of Officers and other supporting personnel, this Committee is willing to look into this proposed organisational structure which may lead to substantial increase in the number of posts.

Proposal for Additional Posts

44.2.12 According to the proposal there will be 185 instead of 155 posts of Assistant Commissioners, 119 instead of 84 posts of Deputy Commissioners, 39 instead

of 27 Joint Commissioners and one additional post of Senior Joint Commissioner. These additional posts have been worked out by not taking into account that functions of the Rules Treasury and Accounts may not always be with Treasuries. Secondly, the posts that will be required in connection with check posts have not been accounted for.

Posts have also been demanded in the category of Steno Clerks, Clerks, Statistical Clerks, Auditor, Driver and Peon. All these proposals would need to be examined before steps are taken for their sanction. Further, the element of training needs to be far more important that what gets assigned to it. This does not seen to have been discussed. It is not enough to only get an increase annually. If the base has been low all though then targets will be achieved. At this stage we need better performance in all sectors. As the Bihar Finance Service has sufficient promotional levels and posts, there should be occasion for either dissatisfaction or resentment. Even other cadres are no less worse off. Based on our Report, employees should be entitled to sufficient promotional opportunities and thereby work to the utmost of their abilities.



DEPARTMENT OF INSTITUTIONAL FINANCE

This Department has furnished to us a list of the posts available and sanctioned. The existing scale, the revised scale and the recruitment qualification of the posts have been mentioned. The chart supplied also gives us details about the Department which has framed Promotion Rules and qualifying period, the appointing authority as well as the Department which has laid down the service conditions. However, the chart does not tell us anything about the channel of promotion available, whether the posts are filled by promotion or by direct recruitment. We presume that the Department do not have notified Recruitment Rules and Promotion Rules.

Secretarial Posts

45.2.1 The Secretary of the Department and Special Secretary and the Additional Secretary belong to the All India Indian Administrative Service and hence do not require to be discussed. Then there are posts of Joint Secretary, Deputy Secretary, Under Secretary, Secretary to Secretary, Senior P.A., Personal Assistant, Administrative Officer, Accounts Officer, Registrar, Desk Officer, Section Officer, Assistant, Routine Clerk and Typists which are Common Category posts. The promotional opportunities of these cadres/posts have been discussed either in the Chapter on common categories or in the Chapter on the Department of Personnel & Administrative Reforms and hence we are not discussing them.

Engineers

Assistant Engineer which have been given the pay scales allowed in the Works Departments. Hence separately no specific recommendation regarding their promotion is required to be given. We will only recommend that the Engineers drawing the pay scale of Assistant Engineers, Executive Engineers and Chief Engineer should have the same qualification and experience as in the Works Departments and they should also be allowed the respective scales provided they have been promoted in their respective cadres or if the posts belong to the Department then after fulfilling the same eligibility period as prescribed by the Road Construction or the Water Resource Department.

Statisticians and Planners

45.3.2 There are posts of Research Officer, Statistical Officer, Assistant Director, Deputy Director and Planning Officer, all in the pay scale of Rs. 6500-10,500 and it has been mentioned that they are promoted according to the conditions laid down by the Planning & Development Department. While the Planning Officer and the Deputy

Director are required to be Post-Graduates in either Economics or Agricultural Economics, other three posts have the qualification of Post-Graduation in Statistics or Mathematics. We presume that the Junior Research Officer and Research Officer as well as the Assistant Directors are promoted as Deputy Director/Planning Officer. If this be so, then the Deputy Directors and the Planning Officers should be in the scale of Rs. 8000-13,500 as their pre-revised pay scale is also shown as Rs. 2400-4150. We also presume that the Statistical Assistant in the scale of Rs. 1500-2750 which has now been revised as Rs. 5000-8000 is eligible to be promoted as Statistical Officer in the scale of Rs. 6500-10,500. However, the Statistical Officers have to be Post-Graduates in either Mathematics or Statistics.

As the Statistical Assistant is required to be a Statistical Graduate and is in the scale of Rs. 5000-8000, we have nothing more to observe because the pay scale is in order considering the recruitment qualification.

Ministerial Posts

Then there are Accounts Clerk, Cashier and Bill Clerks in the pay scale of Rs. 4000-6000 and the Accountant is in the pay scale of Rs. 5000-8000 though the pre-revised pay scale has been shown to be Rs. 1400-2300. It is not clear from the chart provided by the Department regarding how the posts of Accounts Clerk, Cashier and Accountant are filled by promotion and from which post. The recruitment qualification of Bill Clerk has been shown to be Intermediate in Science/I.Com. We presume that the Accounts Clerk is promoted as Accountant but in that case the Accountant will be in the pay scale of Rs. 4500-7000. According to the Finance Department Resolution No.660 dated 8.2.99 the Accountants have been shown to be in the scale of Rs. 4000-6000 against the pre-revised scale of Rs. 1320-2040. We, therefore, recommend that the Accounts Clerks and Cashier will be eligible for promotion as Accountant in the scale of Rs. 4500-7000 and not Rs. 5000-8000. The Bill Clerk, according to our proposal, will be absorbed in the cadre of Bihar Secretariat Clerical Service as an Upper Division Clerk.

As we have no information regarding the number of Class IV personnel who have the designation of Orderly Peon, Farash, Peon, Choukidar, we are unable to specify any specific promotional opportunities. The same is true of the Drivers. We will recommend that the Department should consult our Chapters regarding Common Categories posts regarding promotion of Drivers and Class IV personnel.

Isolated Posts

- There is a post of Director(Extension) in the pay scale of Rs. 12,000-16,500, post of Specialist/Consultant in the pay scale of Rs. 18,400-22,400, post of Computer Programmer cum System Analysts in the scale of Rs. 5000-8000, D.T.P. Operator in the scale of Rs. 4000-6000 ,Operator in the scale of Rs. 4000-6000 , Librarian and Assistant Librarian and Statistical Assistant in the scale of Rs. 5000-8000 . The post of Director (Extension) is said to be a departmental post, an ex-cadre one and the post of Specialist /Consultant is filled by those who are outside the Department. Therefore, we are refraining from making any specific comments. We would only like to point out that no recruitment qualification has been indicated for the post of Consultant/Specialist though the scale is in the super time scale of the Indian Administrative Service and the Director (Extension) is only a mere Graduate. Specific qualifications considering the seniority and the scale of the post are required to be laid down.
- 45.4.2 For the post of DTP Operator, the Department has proposed that the recruitment qualification should be I.Sc. with diploma in Computer Programming from any recognized Institute. After an eight year period the DTP Operator should be eligible for promotion as Computer Programmer cum System Analyst which is in the scale of Rs. 5500-9000. We have already discussed the recruitment qualification and promotional opportunities of Computer Professionals in our Chapter on Common Categories. The Department should adopt the recommendations made therein regarding Computer Professionals.

45.4.3 There are posts of Librarian and Assistant Librarian and the revised pay scale is Rs. 3050-4590. It has been pointed out that the recruitment qualification for both the posts is Bachelor in Library Science. We do not know the number of books available in this library and hence we are not in a position to comment upon the justification of two posts, one of Librarian and one of Assistant Librarian. However, the 5th Central Pay Commission have discussed the post of Librarian and we had adopted the recruitment qualification and promotional opportunities as recommended by the 5th Central Pay Commission for the State. We suggest to the Department that our recommendations made regarding Librarian in our Chapter on Common Categories should be seen. We do not find any justification for having Librarian/Assistant Librarian who are Graduates with B.Lib to be in the pay scale of Rs. 3050-4590. There is justification for upgrading the scale to Rs. 5000-8000. However, if the number of books are not enough then one of the Librarians could be conveniently transferred to the Secretariat Library or to the Archives because the number of books in these two organisations would be far more than what is available in the Departmental Library of the Department of Institutional Finance.

Posts Under Plan Head

There are 11 categories of posts under the Plan head of this Department. We have no comments to offer regarding posts of Driver, Treasury Sarkar, Treasury Guard, Accounts Clerk, Accountant and Assistant Librarian because we have already covered these categories in the foregoing paragraphs. We have not been provided with the number of posts in each category hence we are unable to specify anything further. We will only like to comment that the Accountant who has been shown to have been granted the revised scale of Rs. 5000-8000 against the pre-revised scale of Rs. 1400-2300 is drawing a higher scale and should be in the pay scale of Rs. 4500-7000 if this is a promotional post for Accounts Clerk and the recruitment qualification is only I.A./Diploma.

- 45.5.2 There are posts of Chief Economist cum Director in the pay scale of Rs. 16,400-20,000, Joint Director in the scale of Rs. 10,000-15,200, Deputy Director and Assistant Director in the pay scale of Rs. 6500-10,500, Except for the post of Chief Economist cum Director, the other three have come to the Department on deputation from outside and hence we are not required to go into their promotional avenues but we will only like to recommend that the recruitment qualifications would have to be laid down even for outside deputationists. The Chief Economist is in the scale of Rs. 16,400-20,000 and is only required to be a Post Graduate in Economics. This qualification is not enough for a person with such a high scale and experience in the scale of Rs. 14,300-18,300 would require to be laid down for this post which is filled by a person who is on deputation from some other Department.
- There is a post of Operator in the Department in the pay scale of Rs. 4000-6000 who is only working on the photocopier. We consider the scale to be much on the higher side if the Operator is only a mere matriculate with experience of operating a photocopier machine. if the Operator is promoted from the Peon/Orderly Peon cadre of the Department then the maximum scale he should be entitled to is Rs. 3050-4590. In the Central Government it is only in the Ministry of Defence that there are machine Operators in the scale of Rs. 4000-6000. But in all other Central Government Departments, Photocopier cum Printing Operators or Gestetner Operators cum Photocopiers are either in the scale of Rs. 2610-3540 or Rs. 3050-4590. We recommend that the Operator who is only operating the Photocopier Machine should be in the scale of Rs. 3050-4590 and the post should be filled from Class IV through promotion.

Conclusion

During the discussion with the Department, we were informed that this is the only Department of the State Government which has been studied by the Xavier Labour Relations Institute, Jamshedpur. Inspite of our efforts the report of the X L R I, Jamshedpur was not made available and the Department has also not worked out

the required posts based on the Study made by the X L R I . We have based our recommendations regarding the promotional opportunities of the staff available in the Department on the information that has been made available. But we would like to have perused the Report of the X L R I, Jamshedpur to understand the strengths and weaknesses of this Department. We presume that the State Government will go into this Report and take appropriate action.



DEPARTMENT OF LAW

- In Chapter 30 of Volume II, Part II, we had mentioned that according to the Patna High Court Officers & Staff (Condition of Service and conduct) Rules, 1997, the Chief Justice will take a decision on pay scales of the staff working in the Patna High Court after having taken the approval of the Governor. We presume that by now the pay scale of the staff of the High Court would have been decided. However, we had discussed the pay scales of the Clerical staff in the mufassil establishment in our Chapter on Common Categories.
- The Law Department have informed us that for posts designated as Assistant Translator, Translation Officer, Law Officer and Senior Law Officer, no recruitment rules have been framed but the candidate has to be a Law graduate. For Assistant Translators and Translation Officers, the added qualification is Principal Hindi at the graduation level. The designation of the posts and the pay scales for which the Fitment Committee is required to recognized promotional opportunities are as follows:-

Sl. No.	Designation	Pay Scale	No. of post
		(in Rs.)	
1	Hindi Assistant	5000-8000	Not reported.
2	Asstt.Translator	5500-9000	6
3	Law Officer	6500-10,500	Not reported
4	Translation Officer (Rachna	6500-10,500	1
	Branch)		
5	Senior Law Officer	6500-10,500	Not reported
6	Under Secretary cum Dy. Legal	10000-15,200	not reported
	Remembrancer		
7	Under Secretary cum Special	10000-15,200	Not reported
	Officer		
8	Deputy Secretary cum Addl.	12000-16,500	Not reported
	Legal Remembrancer		

It has been indicated that the post of Development Officer (Waqf) in the pay scale of Rs. 5500-9000 has been transferred to the Minority Welfare Department and the last two posts of Under Secretary cum Special Officer and the Deputy Secretary cum Additional Legal Remembrancer have been, respectively, converted into posts of Under Secretary and Joint Secretary on permanent basis. In addition, there are two posts of Typists and 5 posts of Peon/Orderly Peon and two posts of Stenographers. The Department has not informed us about what the present promotional opportunities are and hence we are unable to frame any promotional policy in respect of posts in this Department. There is no indication except for the Translation Wing about how many posts there are in each category. We may only recommend that the Assistant Translators will be eligible for promotion as Translation Officer though at present there is only one post of Translation Officer.

- 46.1.4 The Law Department has sent us a copy of the Notification No. S. O. 184 dated 6.11.98 which mention the posts in Class III and Class IV in the Civil Courts of Bihar. The Rules provide that for recruitment in Class IV, the candidate must be literate with working knowledge of both Hindi and English languages including reading and writing. The candidate should also be physically fit to perform strenuous work and know how to ride a bicycle. For appointment as Clerk Grade III, Stenographer Grade III and Typist Grade III, the minimum qualification is graduation or equivalent degree of a recognized University. For Clerks knowledge of Shorthand/Typing is an additional qualification and for Stenographer, a Certificate in Stenography from an Institution recognized by the State of Bihar is an additional qualification. The Bench Clerks are required to have put in 5 years service as Clerk and the age limit is what is prescribed for State Government employees. The Standing Committee of the High Court may by order dispense with or relax any of the requirements of any Rule to such extent and subject to such condition as it may consider necessary in any particular case.
- All the Class III posts have been divided into six categories. However, we requested the Law Department for the number of posts in each category. The Law Department, in turn, requested the respective District Judges to send the information to the Fitment Committee. As on date, we have information only in respect of some of the districts and not all. On perusal of the rules we find that for appointments to Class III posts, there is a provision for promotion from Class IV posts on merit cum seniority basis and 20% of vacant Class III posts have been reserved for Class IV employees who possess the educational qualification and have three years experience. For this category of staff it is not the State Government who recruit the personnel but a Coordination Committee has been appointed and the entire State has been divided into 5 zones. The written test in Typing and Shorthand consists of 90 marks wherever it is so stipulated and 10 marks are allotted for personal test and interview. Interviews are conducted by the Selection Committee in each zone and the panel of successful candidates prepared is valid for two years.

This is one Department of the State Government where appointments are not done by the State but by an arrangement which is overseen by the High Court and even regarding interpretation of rules the State Government is required to take a decision in consultation with the High Court. For appointment as Shiristedar and Head Clerk the candidates are required to pass an examination that will be prescribed by the High Court but for typing what examination is to be passed has not been specified. As details of posts are not available, rules for promotion are difficult to lay down. Hence, we are unable to frame any specific promotion policy for each of the posts. As pay scales have already been decided, we will recommend that whatever the State decides for the mufassil staff will mutatis mutandis be applicable in respect of the staff of the Civil Courts of Bihar.



DEPARTMENT OF HIGHER EDUCATION

- 47.1.1 This Department under the Rules of Executive Business has been entrusted to look after matters like University education, trust and endowments for educational purpose, promotion of special studies and research in Universities, scientific institutions and libraries under Universities as well as coordination and determination of standards in institutions for University education or research and scientific institutions. Other than the Common Category posts in the Department we have been informed that the following ten Institutions are functioning under this Department.
 - 1. Government Girls College, Gulzarbagh,
 - 2. Government Girls College, Gardanibagh,
 - Jagjiwan Ram Research Institute for Parliamentary Studies and Political Science, Patna,
 - 4. Bihar Rashtrabhasha Parishad.

- 5. Mithila Research Institute, Darbhanga,
- 6. Prakrit Research Institute, Vaishali,
- 7. K.P.Jaysawal Research Institute, Patna,
- 8. Arabic and Persian Research Institute, Patna,
- Lalit Narayan Mishra Institute of Economic Development and Social Change, Patna and
- 10. Bihar Regional Records Survey Committee, Patna

47.1.2 In most cases the pay scales of posts in these Institutes have been indicated and in some cases the number of posts but unfortunately the educational qualification laid down for recruitment and promotion have not been indicated. Certain institutions have mentioned that the posts belong to common categories and the recruitment qualifications for the posts are the same as have been laid down by the State Government for such posts in the Secretariat and in field offices. However, posts like Publication Shastri or Publication Assistant or Technical Assistant in the indicated scales in the Prakrit Research Institute at Vaishali are not available elsewhere and hence we are unable to draw any definite conclusion. For example, in the Mithila Research Institute at Patna the Publication Assistant is in the pre-revised scale of Rs.975-1540 whereas in the Prakrit Research Institute, Vaishali a similarly designated post is in the scale of Rs.1320-2040. In the K.P. Jaysawal Research Institute, Patna the Technical Assistant is in the pay scale of Rs.1400-2600 whereas the Technical Assistant in the Prakrit Research Institute is in the pay scale of Rs.1200-1800. We are unable to prescribe any revised pay scale in such cases because the recruitment qualifications have not been indicated and probably they have not at all been framed. In regard to many institutions it has been stated by the Department that the financial allocations to these Institutes are made through grants. If budgetary provisions are being made and allocation made are through grants then we are not sure whether the employees of these Institutes are at all Government servants. No categorical statement regarding the employees of these Institutes being Government servants has been made by the Department of Higher Education.

47.1.3 In many a case we find that number of posts have not been indicated and this means that no promotional policy can be laid down because promotions are either based on qualifications or on the basis of available posts in the Department or in an Organization. As neither of the two have been provided by the Department, we are unable to make concrete recommendations. We are lucky to have obtained in most cases the number of posts in each Institute but this is by no means complete. L.N. Mishra Institute of Economic Development and Social Change, Patna gives the number of posts as well as the pay scales but the recruitment qualifications and the existing promotional policies have not been indicated. Moreover, there are several posts which do not stand sanctioned by the Government, namely, Research Investigator, Maid Servant and Computer Programmer. We do not know whether these posts need to be taken into consideration. There are instances where the number of posts sanctioned by the Government have also not been filled, for example, that of Professor, and number of actual posts in many cases are more than what stands sanctioned by the Government or sanctioned by the Board of Management. For example, one post of Routine Clerk has been sanctioned by the Board of Management and by the Government but there are four Routine Clerks and 12 Peons against 5 sanctioned by the Government and 7 sanctioned by the Board of Management. There are several posts of Registrar, Professor, Reader and Librarian which are in pay scales of the University Grants Commission and we do not have any information whether such posts will continue in U.G.C. scales or they should be fitted in State Government scales. Then there are cases like the post of Assistant (Rs.2000-3500) who are in a scale higher than what Secretariat Assistants have been sanctioned. A view also needs to be taken in such cases. There is also the case of an obvious anomaly as the Computer Operator and Computer Assistant are in the same scale of Rs.1320-2040. In case both the posts are required to do the same work, the designation should be uniform.

- In Chapter 15 of Volume II, Part II we recommended that the Higher Education Department should take steps to transfer the two Girls Colleges at Gulzarbagh and Gardanibagh under the control of the Magadh University or any other University considered appropriate. As and when a decision is taken to transfer these posts under the control of the University, teaching and non-teaching employees of these two Colleges will be governed by the same policy on pay scales as applicable to other Constituent Colleges of that University. Therefore we refrain from making any other observations with regard to these two colleges
- As recruitment qualifications have not been provided in nearly most cases we are unable to recommend specific promotional posts for personnel in these Institutions of higher learning under the Department of Higher Education. We are also not aware whether the State Government has ever undertaken an examination of the efficiency of these Institutes and to what extent they have contributed to research and higher learning in their respective chosen areas. Whether these institutions are regularly publishing their research work is also not known. Therefore, the promotional policies to be framed would depend on these factors as well. We leave it to the Department to devise promotional policies for the employees of these Institutions based on the observations made above and in keeping with our recommendations in this Report.



CONCLUSION

48.1.1 The Fitment Committee was initially given only a two months tenure for submitting its Report on Central pay scales with Central Service conditions. Little did we realize then that this two months period would gradually extend to 22 months. Now we are submitting our final Report which includes the promotion policy of State Government employees and certain other peripheral matters concerning Central pattern of administration. We are concluding our deliberations and the ball now shifts to the court of the Government. A complete cadre review has been attempted and we accomplished perhaps much more than what Departments of Bihar State Government wanted to achieve but did not have the time to do so. The promotional policies in respect of posts, cadres and services would depend much on whether the scales notified by the State Government in February, 1999 on the basis of our recommendations will hold good even after the report of the Hon'ble Judge of the Patna High Court. As on date we do not

know what the specific terms of reference of that Committee are going to be as the Committee does not stand notified.

- This 22 months period has both been eventful as well as momentous. The State Governments including the Bihar State have also gradually turned around to agreeing that the performance of the Government do have a bearing on the results at the hustings. Therefore, in a way our Report will determine not only the future of Government employees and their promotions. It is another matter that the Central Government have also notified the Assured Career Progression Scheme which in many ways is like the time bound scheme of the State Government which was notified on 30.12.1981 by the State Government and abolished on 8.2.1999.
- Our experience in all these months has been varied. There were departments which offered us excellent cooperation and were always available whenever we requested for a discussion. In other cases information was hard to come by. Surprisingly only a Department or two keeps the details of its employees in computers because we got few computer print outs regarding the number of employees, their designations, pay scales, existing salaries and dates of joining and retirement. A time has now come when these things are unavoidable and the State Government would have to go in for full computerization if they want to keep a close track of their employees. Even for man power planning these details including training undergone during the course of service, are an absolute must.
- 48.1.4 Generally the State Government Departments were unwilling to offer suggestions on their own regarding promotional policies. When the State Government took a decision to do away with selection grades and time bound promotions it was expected that each State Government Department would work out alternative promotion prospects for their employees. Unfortunately most State Government Departments were still labouring under the impression of keeping an upper limit of 35% promotional opportunities for their employees. As a result no State government Department could work out promotional opportunities approximating or similar to the

Central pattern. It was left to the Fitment Committee to devise appropriate promotional policies and principles.

- 48.1.5 The Fitment Committee with a skeletal staff and mostly unaware of the hierarchical structure as well as the Promotion Rules, found themselves handicapped to the extreme. What we have tried may not be complete in all respects and may not prove to be satisfactory to all concerned. Given the limitations this was the best we could have achieved.
- At the end of the day there are misgivings as well as certain amount of remorse at not having been able to complete what we had set out at the inception. Unlike in the Central Government, only a few Departments have listed the functions and responsibilities of each post. Exceptions apart, other than the clerical cadres, State Government personnel are not aware of their functions, duties and responsibilities. In this scenario the overwhelming majority of employees in their workplace wait for tasks to be assigned to them. Like the hierarchical structure of administration, orders have to flow down from the above regarding the tasks that have to be done. Had job charts been prepared for staff under each Department, this situation could perhaps have been avoided.
- One reads in the Arthashastra of Kautilya that the total salary bill of the staff shall be determined in accordance with the capacity to pay of the city and the country side and shall be about one quarter of the revenue of the State. The Administrators and the Government of the day in Bihar need to be reminded of this. Though this Committee is not required to make its recommendations taking into account the resources of the State Government, yet it is inescapable to notice that the State Government is living beyond its means and spending more than what the State earns. More than 2000 years ago Kautilya had the sagacity to state that salary and wages shall be fixed taking into account each one's level of knowledge and expertise in the work allotted. Now that so many sophisticated methods of judging work disposal are there and laid down, salaries and pay scales are still determined according to the post, irrespective

of the person's knowledge and expertise. We have felt it necessary to go back to Kautilya because he in a way belonged to this land, as the capital of the Mauryan empire was located in Pataliputra, modern day Patna.

48.1.8 Coming to present times Shri Amartya Sen, in his book 'Inequality re-examined', states that "to achieve equality of capabilities -- without taking note of aggregative considerations -- can lead to severe curtailment of the capabilities that people can altogether have". He further points out ,"we are deeply diverse in our internal characteristics (such as age, gender, general abilities, particular talents, proneness to illnesses, and so on) as well as in external circumstances (such as ownership of assets, social backgrounds, environmental predicaments and so on)." Therefore, harnessing of the respective capabilities of the nearly six lakhs of Government employees is a gigantic and perhaps overwhelming task. Promotional opportunities or the lack of it, is a factor which contributes to the enhancement or reduction in the capabilities of individual Government servants.

We would have liked to apply modern management principles to the administrative structure/ organisation available in selected offices /Departments but we were limited by time as well as absence of professionals to advise us. After having deliberated at length and devised promotional opportunities for the personnel under the State Government, our recommendations are within the limitations of the hierarchical structure that we have. We have not attempted to recommend horizontal linkages nor experimented with other administrative reforms. Assessment of the capabilities of persons is a task that cannot be decided by a Committee working on an isolated basis. If in course of time the Central Government also undertakes administrative re-organisation, the State Government would have to follow suit. This State has committed itself to providing Central pay scales with Central service conditions to the Government employees. With the new Government in the Centre undertaking second generation reforms, we visualise that changes in the administrative structure are not far away, provided there is consensus between the employees and the employer.

- 48.1.10 The State Government has now undertaken a task hitherto before not attempted of providing promotional avenues for each and every Government servant other than time bound promotion and selection grades. In key areas like education, health, water supply and rural development Work Study teams or independent investigative agencies have to be appointed to undertake an examination of the present administrative structure. Thereafter the best possible solution would need to be found given the objectives of the administration and the available infrastructure. The key elements would be communication skills as well as publicity and debate to spread the message of the Government. Without transparency and dissemination of information, we see no future of the State in the next millennium.
- 48.1.11 Our various Reports starting from the first one presented on 15.09.1998, have covered a wide spectrum. Previous reports of this Committee regarding pay revision as well as other matters including allowances contain important recommendations. Small dedicated units consisting of experienced and conscientious officials have to sit down and take stock of what has been decided by the State Government and what all have not been accepted. Those recommendations hitherto ignored also have to be examined and seen whether they merit consideration. In the Central Government the Pay Research Unit has been functioning since 1966 but in this State there is no unit which acts as a store-house of information in between the years of Pay Revision/Fitment Committees.
- 48.1.12 The Fitment cum Pay Revision Committee had specifically recommended in 1989 that the Code Revision Section in the Finance Department and Organisation and Methods Section of the Personnel Department may be toned up to lay down guidelines for preparation of Cadre Rules/Recruitment Rules. It was then hoped that the Rules for promotion of each post and cadre will be clearly spelt out and notified for all concerned to see so that the administrative system of the State is not over run by whims and fancies of certain individuals. But alas, this recommendation remained confined to the pages of the Report without ever being given any serious thought and consideration. We would once again reiterate this recommendation made more than 10

years ago as the Chairman and the Member Secretary of the old team are also in this Committee.

- Having said whatever was required to be mentioned, we now take upon the duty of thanksgiving. In our report dated 15 September, 1998, we had undertaken this task and the personnel of the Fitment Committee were also rewarded in the form of honorarium though the amount given to each person was a token one.
- The fact that nearly two dozen employees have sat together for as long as 22 months without any discord or unpleasantness, is itself worth applauding. Shri Ramakant Singh who was Deputy Secretary, left us in between to take up his assignment in the Finance Department but Shri Sunil Prasad Shrivastava, the Under Secretary of the Committee continued and ably assisted the Member Secretary in the discharge of his functions. Shri Nagendra Prasad, Section Officer spent numerous hours on his chair without the usual bonhomie associated with many State Government Offices. Having our office located on one floor helped in better coordination and ensuring that people remained available at their desks throughout the day. We wish Shri Prasad and Shri Shrivastva a rosier future and hope that they are appointed in better places after the tiring and at times, boring work, in the Fitment Committee.
- 48.1.15 Six regular Assistants of the Committee namely Shri Sadanand Thakur, Shri Jagdish Prasad Narayan Singh, Shri Sudhir Kumar Singh, Shri Rambabu Das, Shri Uday Kumar Sinha and Shri Sunil Kumar among themselves shouldered the entire responsibility of work in this Committee. The Accountant Shri Sudhir Kumar Singh showed admirable learning abilities and deserves appreciation for maintaining the accounts correctly and ensuring a relatively comfortable time to all concerned. Shri Jagdish Prasad Narayan Singh and Shri Rambabu Das were tireless workers who sat till late hours whenever required and have enabled this Committee to complete the work within the time frame. They not only ascertained facts but compared the typed material and checked on the references and were always willing to assist the Committee in resolving the problematic issues. Shri Sadanand Thakur and Shri Sunil

Kumar were given specific jobs from time to time and deserve a pat on their backs for having learnt many things of which they had no previous experience. Shri Uday Kumar Sinha did not allow us to feel the absence of a Statistician because of his ability to grapple with facts and figures. For locating posts which were being left out, Shri Sinha proved to be an asset and did not let that happen.

- 48.1.16 Shri Hare Kant Jha and Shri Mitya Nand Singh, the Typists of this Committee, were indeed the pick of the staff. The patience, diligence and the care with which Shri Hare Kant Jha typed the pages of this Committee's report is to be heartily appreciated. He did not allow us to feel the absence of a Computer knowing Assistant or Operator though in the last month and half Shri Manoj Kumar Mishra joined us again and shared some of the burden of Shri Jha. These two Typists were excellent in their typing and specially Shri Jha deserves special commendation.
- 48.1.17 Shri Madan Lal Mishra, Routine Clerk acquitted himself admirably and he was able to keep track of the files and papers. We thank him because the loss of papers and files which usually occur in Bihar Government Offices, was not to be seen here.
- Shri Shambhu Prasad and Shri Tapeshwar Nath Sahay, Secretaries to this Committee and who have retired from Government service five to six years ago, deserve a special mention for their zeal, hard work, ability and application and could be role models for the younger staff. Had it not been for them and Shri Hare Kant Jha, Typist this massive Report would never have been completed. Blessed are those who are able to avail of their services.
- Shri Arjun Singh and Shri Baidyanath Prasad, the two regular Peons of this Committee, have by all accounts performed beyond expectation because none in this office expected Shri Baidyanath Prasad to be such a dutiful Treasury Sarkar and Shri Arjun Singh to be of such help to others. The driver of the official vehicle Shri Bijendra Singh deserves appreciation and heart felt thanks from all

concerned and with him behind the vehicle, all of us were safe. The other Driver, Shri Bhola Prasad Yadav, deputed by the Finance Department with a car for the Chairman, also served this Committee right from the beginning and to the satisfaction of the Chairman.

- 48.1.20 We also take this opportunity to state that Md. Mintu, Md. Alamgir, Shri Dahari Ojha and Shri Rakesh Kumar, the Class IV employees on daily wages, worked tirelessly to serve this Committee.
- 48.1.21 Last but not the least, we once again commend the zeal, concentration and patience of Shri Manoj Kumar Mishra, Assistant who joined us late but proved equal to the task inspite of the need to sit back late on very many days.
- The Chairman and Member Secretary of the Fitment Committee take this opportunity to personally thank the Finance Secretary, Shri Pratyush Sinha, and his team of officers, specially Shri Rameshwar Singh, Special Secretary, for the assistance and help they rendered. We were never allowed to feel any financial pinch nor any other difficulty because the Finance Secretary was always willing to extend official help and advice whenever required. This Committee conveys its appreciation of all officers with whom we interacted but space does not permit us to personally thank all of them. We would go on record in stating that whenever we desired help or discussion with them, they were ever willing. The list of the Secretaries with whom we interacted on various occasions and had discussions with, is enclosed at the end of the Report.
- The State Government was far too generous to this Committee because we have been given numerous extensions. It was indeed remarkable that the State Government has awaited for our final report with so much patience. The employees also deserve a line of appreciation for having been patient all these months and awaited the Report of this Committee.

48.1.24 As all good things finally have to come to an end we are completing our Report on this note and submitting it for consideration of the Government.

(Subhakirti Majumdar)

Member Secretary

(S. Sarwar Ali) Chairman

This report would not be complete unless a special mention is made of my colleague, the Member Secretary, Shri Subhakirti Majumdar. It was a happy coincidence that I had the opportunity of working once again with him, with two differences. First the earlier Committee had the advantage of having with us such distinguished members of Civil Service as Shri S. Mukherjee and Shri L. Dayal, which made our task this time more exacting. Second the lapse of about eight to nine years has given opportunity to Shri Majumdar to draw upon his comprehensive knowledge and valuable experience in Government of India and important assignments in the State Government. With these introductory words I must frankly and honestly say that the first report and the present report could not have been prepared, but for his untiring efforts, thoroughness, wide ranging administrative experience and quality of leadership exhibited by him in getting the best out of our team of helpers. Shri Majumdar had to work even much beyond the working hours. In short after the experience and interaction for eleven years, I have no hesitation in saying that Shri Majumdar shall continue to be an invaluable asset for the State and would provide inspiration and shining example to be followed by his junior colleagues and earn gratitude of the State Government. I, naturally, take this opportunity to express my own thankfulness to him.

> (S. Sarwar Ali) Chairman

ANNEXURE

<u>Dates of various Meetings held by the Fitment Committee with</u> <u>Departmental Secretaries</u>

Sl. No.	Name of Department	Date of Meeting
01	Department of Cabinet Secretariat & Co-ordination	24.5.99
02	Department of Personnel & Administrative Reforms	24.7.99
		6.8.99
03	Department of Home	2.6.99
		24.6.99
		1.7.99
04	Department of Rajbhasha	4.5.99
05	Department of Finance	25.5.99
		6.8.99
06	Department of Planning and Development	7.5.99
07	Department of Rural Development	5.5.99
08	Department of Welfare	10.5.99
09	Department of Registration	4.5.99
10	Department of Secondary, Primary and Adult Education	29.7.99
		4.8.99
11	Department of Youth, Art & Culture	27.5.99
12	Department of Science and Technology	10.5.99
13	Department of Excise & Prohibition	2.6.99
14	Department of Sugarcane	25.5.99
15	Department of Mines and Geology	28.5.99
		14.6.99
16	Department of Tourism	6.5.99
17	Department of Agriculture	14.5.99
		8.7.99

		,
18	Department of Cooperation	24.5.99
19	Department of Information & Public Relations	20.5.99
20	Department of Energy	3.7.99
21	Department of Water Resources	7.8.99
22	Department of Minor Irrigation	17.5.99
		27.7.99
23	Department of Road Construction	19.5.99
24	Department of Building Construction and Housing	15.6.99
25	Department of Forests & Environment	4.6.99
26	Department of Civil Aviation	1.6.99
27	Department of Transport	28.5.99
		5.8.99
28	Department of Labour, Employment and Training	4.6.99
		24.7.99
29	Department of Food, Civil Supplies and Commerce	26.7.99
30	Department of Animal Husbandry and Fisheries	17.5.99
		3.6.99
31	Department of Revenue and Land Reforms	6.5.99
32	Department of Industry	21.5.99
		8.7.99
33	Department of Health, Medical Education & Family	29.6.99
	Welfare	23.7.99
		7.8.99
34	Department of Public Health Engineering	18.5.99
		3.8.99
35	Department of Urban Development	15.5.99
36	Department of National Savings	28.7.99
37	Department of Commercial Taxes	31.5.99
38	Department of Institutional Finance	28.6.99