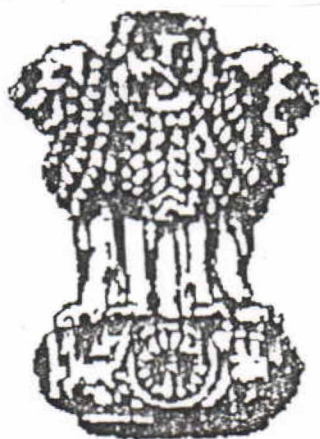


GOVERNMENT OF BIHAR
REPORT
OF
THE SCRUTINY COMMITTEE



सत्यमेव जयते

Volume - II

December, 1998

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The terms of reference of the SCT enjoin upon it to submit a report on various allowances and financial implications of implementing the pay scales also. The report of the FCT regarding promotion policy and various allowances is yet to be received. Financial implications can be worked out only on receipt of these reports.

2. It has been indicated in Volume-I of our report that FCT has not made available at one place the list of all the posts along with the principle of establishing equivalence. It was therefore difficult to identify the criterion on the basis of which the FCT had made that particular recommendation. The comparison has therefore been made on the basis of normal replacement scale. While doing so, we have also kept in mind the views expressed by us and the difficulties in implementation noted by us in Volume-I. The results of this exercise are contained in the following pages.

3. Further report would follow.

Department of Personnel & Administrative Reforms

No.	Name of the post	Existing scale	Fitment Committee	Remarks
1	Assistant	1500-2750	5500-9000 (conditional)	Comments at para 4.5.5 and 4.8.2 (d) of the report.
2	Section Officer	2000-3500	6500-10000 (conditional)	Comments at Para 4.5.5 and 4.8.2 (g) of the report.
3	Registrar	2000-3800	6500-10500	It is the normal replacement scale. Comments at Para 4.8.2 (c) of the report.
4	Under Secretary	3000-4500	10000-15200	Comments at Para 4.10.9 of the report.
5	Deputy Secretary	3700-5000	12000-16500	Comments at Para 4.10.9 of the report.
6	Joint Secretary / Additional Secretary	4100-5300	14300-18300	Comments at Para 4.10.9 of the report.
7	PA	1500-2750	5500-9000	Comments at Para 4.7.3 and 4.7.4 of the report.
8	Senior PA	2000-3500	6500-10000	Comments at Para 4.7.3 and 4.7.4 of the report.
9	Private Secretary	2000-3800	6500-10000	Comments at Para 4.7.3 and 4.7.4 of the report.

Common categories

1	Peon	775-1025	2550-3200	It is the normal replacement scale
2	Treasury Sarkar	950-1400	2750--4400	It is one scale below the normal replacement scale.
3	Driver	950-1500 975-1540	3050-4590	The distinction between light and heavy vehicle drivers has been done away with at the centre.
4	Routine Clerk	975-1540 (FD however has accepted parity with Bill clerks)	4000-6000	Comments at Para 4.13.4 of the report.
5	Bill Clerk	1200-1800	4000-6000	It is the normal replacement scale
6	Secretariat Typist	1320-2040	4000-6000	It is the normal replacement scale

Mufassil Establishment

1	Clerk	1200-1800	4000-6000	Comments at Para 4.7.2, 4.8.2 (h) and
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No.	Name of the post	Existing scale	Fitment Committee	Remarks
				4.7.4 of the report.
2	Typist and Copyist	1200-1800	4000-6000	It is the normal replacement scale
3	Stenographer	<i>1200-1800</i> 1320-2040	4000-6000	It is the normal replacement scale
4	Junior Engineer	1500-2750	5000-8000	It is the normal replacement scale. Comments at Para 4.8.2 (d) of the report.

Organized Services

1	Basic Grade	2200-4000	6500-10500	Comments at Para 4.10.9 and 4.8.2 (c) of the report.
2.	Identified posts	3000-4500	10000-15200	It is the normal replacement scale. Comments at Para 4.10.9 of the report may be referred to.
3	-do-	3700-5000	12000-16500	It is the normal replacement scale. Comments at Para 4.10.9 of the report may be referred to.
4	-do-	4100-5300 4300-5550 4500-5700	14300-18300	It is the normal replacement scale. It may however be noted that JS and AS would be in the same grade. As far as the scale of 4100-5300 is concerned, Comments at para 4.10.9 of the report may be referred to.
5	-do-	5100-6300	16400-20000	It is the normal replacement scale
6	-do-	5900-6700	18400-22400	It is the normal replacement scale

Cabinet Coordination

1	<i>*Sub Election Officer</i>	2000-3800	6500-10500	<i>The FCT has not worked out equivalence with the Central posts. The recommended scale is the replacement scale of the scale fixed by the High Court.</i>
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State Archives

1	Library Assistant	800-1150	2610-3540	It is the normal replacement scale
2	Mender cum book binder	950-1400	3050-4590	It is the normal replacement scale
3	Director	3000-4500	12000-16500	Higher scale has been recommended to attract a reputed expert.

Home (Police)

1	Constable	950-1400	3050-4590	Comments at para 4.6.2, 4.6.3 and 4.8.2 (e) of the report.
2	Head Constable / Havildar	975-1540	3200-4900	Comments at Para 4.8.2 (e) of the report.
3	ASI	1320-2040	4000-6000	As above
4	SI	1600-2780	5500-9000	The replacement scale is 5000-8000. Comments at Para 4.8.2 (b) and 4.8.2(e) of the report.
5	Inspector / Sergeant Major / Subedar	2000-3500	6500-10500	Comments at Para 4.8.2 (c), 4.8.2 (e) and 4.8.2 (g) of the report.
6	Dy. SP	2200-4000	6500-10500	Reference comments under organized services.

Bihar Police Radio

1	Assistant Fitter	975-1540	3050-4590	One scale below the replacement scale.
2	Fitter	1320-2040	4000-6000	It is the normal replacement scale
3	Jamadar /Sergeant /	1500-2750	5000-8000	It is the normal

	Reserve SI			replacement scale
4	Literate Constable / Radio Operator	950-1400	3050-4590	It is the normal replacement scale
5	Steno ASI	1320-2040	4000-6000	It is the normal replacement scale
6	Steno SI	1400-2600	5000-8000	It is the normal replacement scale
7	Typist ASI	1320-2040	4000-6000	It is the normal replacement scale

Home (Special)

1	Junior Receptionist	975-1540	3200-4900	It is the normal replacement scale
2	Receptionist	1400-2600	5000-8000	It is the normal replacement scale
3	Tele-printer Operator	1500-2750	5000-8000	It is the normal replacement scale.
4	Ministerial Sub- Inspector		Scale of Assistant	A policy view needs to be taken on whether they would move alongwith police cadre or with the joint cadre.
5	Ministerial Inspector		Scale of SO	As above
6	Chowkidar		2550-3200	To be checked whether they are government servants
7	Dafadar		2610-3540	To be checked whether they are government servants

VVF

1	Dalpati	175 fixed	Not government servants	
2	Third Instructor	1200-1800	4000-6000	It is the normal replacement scale.
3	Second Instructor	1320-2040	4000-6000	It is the normal replacement scale.
4	Head Instructor	1400-2300	4500-7000	It is the normal replacement scale.
5	Deputy State Organizer	1640-2900	5500-9000	It is the normal replacement scale.
6	State Organizer	2000-3800	6500-10500	It is the normal replacement scale.

Civil Defence Organization

1	Sergeant Major / Instructor	1600-2780	5000-8000 on ground that this is	SI has been recommended the scale of 5500-9000.
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			the scale for SI.	Recommendation not clear.
Bihar Probation Service (Gazetted)				
1	Probation Officer / Assistant Probation Officer	1600-2780	5500-9000	Normal replacement scale should have been 5000-8000
2	Principal Probation Officer	1800-3330	6500-10500	Equivalent posts at the Centre are in the grade of 6500-10500. Normal replacement scale, however, should have been 5500-9000. The recommended scale would disturb the existing parity with organized services / police services.
Assistant Public Prosecutor				
1	Assistant Public Prosecutor	2200-4000	6500-10500	Comments at 4.10.9 of the report.
Forensic Laboratory				
1	Director	4100-5300	14300-18300	It is the normal replacement scale
2	Deputy Director	3000-4500	10000-15200	It is the normal replacement scale
3	Sr. Scientific officer /AD	2000-3800	6500-10500	It is the normal replacement scale
4	Technical Officer	1640-2900	5500-9000	It is the normal replacement scale
5	Technician /Scientific Assistant	1400-2600	5000-8000	It is the normal replacement scale
Examiner of Question documents				
1	Chief State Examiner	3000-4500	10000-15200	It is the normal replacement scale
2	State Examiner	2000-3800	6500-10500	It is the normal replacement scale. It may be noted that they now come on a par with basic grade of organized services.

Handwriting and Photo Bureaus

1	Director	3000-4500	10000-15200	It is the normal replacement scale
2	Junior Expert Category I Junior Expert Category II Photo Expert Junior Specialist Senior Specialist	2000-3800	6500-10500	It is the normal replacement scale. It may be noted that they now come on a par with basic grade of organized services.

Rajbhasa Vibhag

1	Rajbhasa Assistant Grade III	1500-2750	5000-8000	It is the normal replacement scale
2	Rajbhasa Assistant Grade II	1640-2900	5500-9000	It is the normal replacement scale
3	Rajbhasa Officer	1800-3330	5500-9000	It is the normal replacement scale. Assistant and the officer would fall in the same grade.
4	Deputy Director	2000-3800	6500-10500	It may be noted that they now come on a par with basic grade of organized services.

Department of Parliamentary Affairs

			No recommendations	No comments
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Department of Finance

Controller of Accounts & Cooperative

1	Senior Audit Officer (cooperative) Senior Auditor Grade II (Finance) Junior Auditor (CT)	1500-2750	5000-8000	It is the normal replacement scale. Comments at Para 4.6.2, 4.6.3 and 4.11.2 of the report.
2	Sub Divisional Officer (Audit) Senior Auditor Grade I	1640-2900	5500-9000	It is the normal replacement scale. Comments at Para 4.6.2, 4.6.3 and 4.11.2 of the report.
3	District Audit Officer (Cooperative)	2000-3800	6500-10000	As above.
4	Deputy Controller of Accounts	2200-4000	6500-10000	It is not the replacement scale. Since it is a promotional post, the basis of recommendation is not clear.
5	Deputy Chief Auditor (Cooperative)	2400-4150	8000-13500	It is the normal replacement scale. Recommendation subject to the condition that the GOI qualifications are met.
6	Controller of Accounts	3000-4500	10000-15200	It is the normal replacement scale. Recommendation subject to the condition that the GOI qualifications are met.
7	Joint Registrar Cooperative (audit)	3000-4500	10000-15200	It is the normal replacement scale. Comments at Para 4.10.9 of the report.
8	Additional Registrar (Cooperatives)	3700-5000	12000-16500	It is the normal replacement scale. Comments at Para 4.10.9 of the report.

Treasury & Accounts Directorate

1	Basic grade	1400-2600	4000-6000	It is not the replacement scale. FD may also check the present status of Treasury Directorate. Comments at Para 4.11.1 of the report.
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Commercial Taxes Department

1	Statistician	1400-2600	5000-8000 subject to their being graduates otherwise they will be deprived of increments.	See under Planning & Development
2	Junior Statistical Clerk	1500-2750	5000-8000	See under Planning & Development
3	Senior Statistical Clerk	1600-2780	5000-8000	See under Planning & Development

National Savings Department

1	Assistant Savings Officer	1600-2780	5000-8000	It is the normal replacement scale
2	National Savings Executive Officer Lady Officer, National Savings	1800-3330	5500-9000 No specific mention but inference in view of the selection grade for the same post.	It is the normal replacement scale
3	National Savings Executive officer (SG)	2000-3800	6500-10500	If not identified post then the recommendation does not hold.
4	Deputy Director National Savings	3000-4500	10000-15200	It is the normal replacement scale

Department of Planning & Development

1	Junior Research Officer Credit Organizer cum	2000-3800	6500-10000	It is the normal replacement scale. Relativity with
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	Rural Development Specialist Scientific System Analyst			organized services disturbed.
2	Research cum Technical Officer Planning Officer District Planning Officer	2400-4150	No recommendation	No comments.

Bihar Statistical Service

1	Assistant Director District Statistical Officer Sub Divisional Statistical Officer	2200-4000	6500-10500	Comments at Para 4.10.9 of the report.
2	Sub Divisional Statistical Officer	2000-3800	6500-10500	It is the normal replacement scale.
3	Deputy Director (Junior Selection Grade)	3000-4500	10000-15200	It is the normal replacement scale. If not identified post then the recommendation does not hold. If identified post then comments at Para 4.10.9 of the report.
4	Joint Director (Senior Selection Grade)	3700-5000	12000-16500	It is the normal replacement scale. If not identified post then the recommendation does not hold. If identified post then comments at Para 4.10.9 of the report.
5	Sr. Joint director	4100-5300	14300-18300	It is the normal replacement scale. If not identified post then the recommendation does not hold. If identified post then comments at Para 4.10.9 of the report.

6	Director Statistics	4500-5700	No recommendation	No comments
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Statistical Functionaries

1	Junior Field Investigator	975-1540	3200-4900	It is the normal replacement scale.
2	Computer	1320-2040	4000-6000	It is the normal replacement scale.
3	Block Statistical Supervisor Senior Statistical Assistants Junior Statistical Assistants	1600-2780	5000-8000 if the incumbent is a graduate 4500-7000 if the incumbent is a non-graduate	Comments at Para 4.11.1, 4.6.2 and 4.6.3 of the report.

Planning Board

1	Deputy Director	2400-4150	10000-15200	The recommended scale is one scale above the replacement scale.
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Department of Rural Development

1	Gram Sevika	975-1540	3200-4900	It is the normal replacement scale.
2	Panchayat Sevak	975-1540	3200-4900	It is the normal replacement scale.
3	Gram Panchayat Supervisor	1600-2780	5000-8000	It is the normal replacement scale. Comments at Para 4.8.2 (a), (b) of the report.
4	Accounts Clerk			See under Water Resources
5	Investigator Extension Officer	1600-2780	5000-8000	It is replacement scale. However, it

				needs to be checked whether they are government employees.
6	Lady Extension Officer	1600-2780	4500-7000	The recommended scale is lower than the replacement scale. It needs to be checked whether they are government employees. Comments at Para 4.11.1 of the report.

Department of Welfare

1	Statistical Assistant	1600-2780	5000-8000	It is the normal replacement scale.
2	CDPO	2200-4000	6500-10500 The committee has pointed out that in UT administration the post is in 1640-2900.	Comments at Para 4.10.9 of the report. The logic of the FCT does not appear to be consistent.
3	Trained workers (artificial limb construction)	975-1540	3050-4590	The recommended scale is one below the replacement scale.
4	Ayurvedic Health Officer	2000-3800	No recommendation	The committee may be requested to give specific recommendation
5	Director, TWRI	3000-4500	14000-18300	The recommended scale is two scales above the normal replacement scale. The basis is not clear.
6	Deputy Director, TWRI	2400-4150	10000-15200	The recommended scale is one scale

				above the normal replacement scale.
7	Assistant Director Lecturer Supervisor of Studies	2000-3800	6500-10500	It is the normal replacement scale.
8	Research Officer	1640-2900	5500-9000	It is the normal replacement scale.
9	Librarian, TWRI	1500-2750	5000-8000	It is the normal replacement scale. Comments at Para 4.17.3 of the report.
10	Cine Cameraman Sound Technician, TWRI	1320-2040	4000-6000	It is the normal replacement scale.
11	Block Welfare Inspector	1500-2750	5000-8000	It is the normal replacement scale. Comments at Para 4.8.2 (a), (b) of the report.
12	Assistant Welfare Officer Nutrition Inspector	1640-2900	5500-9000	It is the normal replacement scale.
13	Subdivisional Welfare Officer	1800-3330	No specific recommendation	The committee may be requested to give specific recommendation.
14	District Welfare Officer	2000-3800	8000-13500 provided direct recruitment in SDWO / DWO	The recommendation is one scale above the normal replacement scale. If not an identified post; then the recommendation does not hold. Structure would have to be compared with BASA.
15	Librarian	1200-1800	5000-8000 subject to recruitment qualification of graduation with D. Lib and recruitment having been made accordingly.	Normal replacement is 4000-6000. Comments at Para 4.17.3 of the report.

Department of Registration

1	Extra Clerks	975-1540	3050-4590 on ground of parity with LDC.	The recommended scale is one scale below the normal replacement scale. Representation for scale of 1200- 1800 pending with the FD.
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Department of Mines & Geology

1	Scientific Assistant	1500-2750	5000-8000	It is the normal replacement scale
2	Scientific Officer Chemist (Gazetted)	2000-3800	6500-10000	It is the normal replacement scale Parity with organized services.
3	Sr. Scientific officer Senior Chemist	2400-4150	8000-13500	It is the normal replacement scale
4	Surveyor	1400-2300	4500-7000	It is the normal replacement scale
5	Console Operator	1640-2900	5000-8000 on the ground of normal qualification	The recommended scale is one scale below the normal replacement scale.
6	Section Cutter	975-1540	3050-4590 on the ground of equivalence with Technical Operators in GOI.	The recommended scale is one scale below the normal replacement scale.
7	Assistant Geologist	1640-2900	5500-9000	It is the normal replacement scale.
8	Geologist	2200-4000	6500-10000	Comments at Para 4.10.9 of the report.
9	Assistant Director cum Senior Geologist	3000-4500	10000-15200	It is the normal replacement scale. If not identified post, the recommendation

18	Draftsman	1320-2040	See comments under water resources department	
19	Librarian	1500-2750	5000-8000	It is the normal replacement scale. Comments at Para 4.17.3

Department of Tourism

1	Typist Clerk	1200-1800	4000-6000	It is the normal replacement scale
2	Receptionist	1320-2040	4000-6000	It is the normal replacement scale
3	ATIO	1400-2600	5000-8000	It is the normal replacement scale
4	TIO	1500-2750	5500-9000	It is one scale above the normal replacement scale.
5	Assistant Director	1800-3330	6500-10500	It is one scale above the normal replacement scale.
6	Accounts Officer		The committee could not locate such a post.	The department should first identify whether such a post exists.
7	Vehicle Driver			See under common categories.

Department of Cooperation

1	Cooperative Extension Officer	1600-2780	4500-7000 as Cooperative Inspectors in Delhi Administration are in the scale of 1200-2040 and 1400-2300	The recommended scale is one scale below the normal replacement scale. Parity with the other inspecting officers must be kept in view. Comments at Para 4.8.2 (a) & (b), 3.9 of the report.
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Department of Art, Culture & Youth Affairs

1	Gallery Attendant, Museum	775-1025	2550-3200	Comments at para 4.4.5 of the report.
2	Literate Guide, Museum	800-1150	2610-3540	Comments at para 4.4.5 of the report.
3	Mali	800-1150	2650-4000	Comments at para 4.4.5 of the report.
4	Daftari cum peon	800-1150	2610-3540	Comments at para 4.4.5 of the report.
5	Peon cum daftari	800-1150	2610-3540	Comments at para 4.4.5 of the report.
6	Chowkidar & movement attendant	800-1150	2610-3540	Comments at para 4.4.5 of the report.
7	Night Guard / Farash	775-1025	2610-3540	Comments at para 4.4.5 of the report.
8	Clerk cum Typist, MH Stadium	950-1400	4000-6000	It is two scales above the normal replacement scale.
9	Accounts Clerk cum Store keeper	1200-1800	4000-6000	The exact pay scale to be ascertained. See page 64 of 1989 resolution.
10	Manager, Stadium	2000-3800	6500-10500	Normal

	District Sports officer			replacement scale but relativity with organized services disturbed.
11	Mali cum Coolie	775-1025	2650-4000	Comments at para 4.4.5 of the report.
12	Caretaker	1400-2600	5000-8000 provided the recruitment qualification is Dip In Civil Engineering	The recommended scale is the replacement scale. As regards the recruitment qualification, the government may take a view, if necessary. Comments at Para 4.6.3 of the report.
13	National Discipline Service Instructor	1500-2750	5000-8000 The Committee has however observed that the merger of the three grades is not based on rational considerations and perhaps has not been done in concurrence with the FD.	The government may look into it and take a view.

Department of Science & Technology

1.	Laboratory Assistant in Polytechnics	1400-2600	5000-8000 provided at least 50 % direct recruitment in this scale and those not having a diploma or certificate will be deprived further increments.	As per serial 86 on page 70 of 1989 resolution, Lab Assistants are in the scale of 1300-2040. To ascertain how and when was it upgraded. Comments at Para 4.6.3 of the report.
2.	Teachers in Engineering colleges		The Committee has reiterated the recommendation of the Fitment cum PRC and suggested early decision of the government on the same.	Policy decision needs to be taken. Comments at Para 4.22.3 of the report.
3.	Instructors in Engineering Colleges		The committee in para 14.1.5 has indicated that it is not known as to what orders have been issued by the Department of S&T in respect of these persons.	The government to take a policy view if not already taken. Comments at Para 4.22.3 of the report.
4.	Teacher in Polytechnics		As in row no. 2 above	
5.	Junior Instructor		The replacement scale of 1400-2600	It is not clear whether the committee has recommended the same scale for all categories of instructors. The Fitment Committee may be requested to send specific recommendations for the posts of instructors.
6.	Head Clerk cum Assistant		Recommendation to be sent later.	

7.	Language & Humanity Instructor		The replacement scale of 1400-2600	May be referred to FCT.
8.	Senior Instructor		The replacement scale of 1400-2600	As above.
9.	Laboratory Assistant		Recommendation to be sent later	
10.	Demonstrator		Recommendation to be sent later	
11.	Foreman		Recommendation to be sent later	
12.	Draftsman		Recommendation to be sent later	
13.	Draftsman Instructor		The replacement scale of 1400-2600	As above.
14.	Science Teacher		Recommendation to be sent later	
15.	Designer cum Artist		Recommendation to be sent later	
16.	Lecturer in Textiles		Recommendation to be sent later	
17.	Workshop Superintendent		Recommendation to be sent later	

Department of Excise & Prohibition

1	Excise Constable	950-1400	2610-3540	The replacement scale is three scales below the normal replacement scale. Comments at Para 4.8.2 (e) of the report.
2	ASI	975-1540	3200-4900	It is the normal replacement scale. See comments below.
3	SI	1400-2300	4000-6000	One scale below the normal replacement scale. Fitment Committee has compared with staff in Narcotics Bureau. It needs

				to be checked whether the comparison is apt. Comments at Para 4.8.2 (e) of the report.
4	Inspector	2000-3500	The committee has mentioned two replacement scales 5000-8000 and 5500-9000 based on comparison with Inspectors in NCB and Central Excise.	No specific recommendation. However, as the next promotional post is in the scale of 6500-10500, the committee's recommendation is taken to mean one scale below i.e. 5500-9000. It may also be noted that the Fitment Committee has recommended replacement scale of 6500-10500 to Inspectors. Comments at Para 4.8.2 (e) of the report.
5	Superintendent	2200-4000	6500-10500	Comments at Para 4.10.9 of the report.
6	Assistant Commissioner	3000-4500	8000-13500	It is one scale below the normal replacement scale. Comments at Para 4.10.9 of the report.
7	Deputy Commissioner	3700-5000	12000-16500	It is the normal replacement scale. Comments at Para 4.10.9 of the report.
8	Joint Commissioner	4100-5300	14300-18300	It is the normal replacement scale. Comments at Para 4.10.9 of the report.

Department of Sugarcane

1	Cane Officer Special Cane Officer	2000-3800	6500-10500	It is the normal replacement scale Comments at Para 4.11.1, 4.10.9 of the report.
2	Assistant Cane Commissioner	2400-4150	8000-13500	It is the normal replacement scale. If not identified post, the recommendation does not hold. If identified then comments at Para 4.10.9 of the report.
3	Joint Commissioner	3000-4500	10000-15200	It is the normal replacement scale. If not identified post, the recommendation does not hold. If identified then comments at Para 4.10.9 of the report.

Department of Law

			No specific recommendation.	
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Department of Relief & Rehabilitation

			No specific recommendation	
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Department of Information & Public Relations

1	Talkie & Cinema Operator	1200-1800	4000-6000	It is the normal replacement scale
2	Vidyapati Musician Member, Mod Mandali Member, Yatra Party Violin Vadak Sitar Vadak Tabla Vadak Artist (Sr.) Grade I Assistant Organizer	1400-2300	4500-7000	It is the normal replacement scale
3	Artist Grade II	1320-2040	4000-6000	It is the normal replacement scale
4	Organizer Naik Upnaik (Mod Mandali)	1400-2600	5000-8000	It is the normal replacement scale
5	Unit Clerk	1200-1800	4000-6000	It is the normal replacement scale. Compare with Mufassil Clerk.

Department of Energy

1	Mazdoor	775-1025	2500-3200	Comments at Para 4. 4.5 and 4.19.2 of the report.
2	Wireman Grade III	825-1200	2650-4000	Comments at Para 4.4.5 and 4.19.2 of the report.

3	Wireman Grade II	825-1200	2750-4400	It is the normal replacement scale
4	Wireman Grade I	950-1400	3050-4500	It is the normal replacement scale
5	Switchboard Operator	1200-1800	4000-6000 If ITI otherwise 3200-4900	Comments at Para 4.6.3 of the report.
6	Lineman Lineman Grade II	825-1200	2650-4000	One scale below the normal replacement scale
7	Treasury Guard	800-1150	2610-3540 if promoted from amongst literate peons otherwise 2550-3200.	To check if it is a government post. Comments at Para 4. 6.3 of the report.
8	Clerk cum Typist	1320-2040	4000-6000	To check if it is a government post.

Department of Water Resources

1	Assistant Research Officer Research Supervisor Research Assistant Junior Research Assistant	1400-2600 1500-2750 1600-2780	5000-8000	It is the normal replacement scale. Fitment Committee to indicate the organization to which these posts relate since similar designations have been mentioned at serial 2 below.
2	Assistant Research Officers and other personnel in the scale of 1640-2900	1640-2900	5500-9000	It is the normal replacement scale. Fitment Committee to indicate the organization to which these posts relate since similar designations have been mentioned earlier.
3	Research Officer	2000-3800 2200-4000	6500-10500	Fitment Committee to indicate the

				organization to which these posts relate since similar designation has been mentioned earlier.
4	Gauge Indicator	975-1540	3050-4590	It is one scale lower than the normal replacement scale.
5	Junior Accounts Clerk	1200-1800	4000-6000	It is the normal replacement scale.
6	Senior Accounts Clerk	1400-2300	4500-7000	It is the normal replacement scale.
7	Laboratory Attendant	775-1025	2550-3200	Comments at Para 4.4.5 of the report.
8	Tehsildar	975-1540	3200-4900	It is the normal replacement scale
9	Work Sarkar (Matriculate) Work Sarkar (Non- Matriculate)	975-1540 950-1400	3200-4900	Logic not consistent with the overall approach of the FCT.
10	Store Keepers	950-1500 975-1540 1200-1800 1320-2040 1400-2300 1400-2600	3050-4590 3050-4590 4000-6000 4000-6000 5000-8000 5000-8000 Hundred percent direct recruitment only in the lowest grade with 10 plus 2 as minimum qualification. Store keepers in the grade of 1400-2300 or above and directly recruited to get the revised scale of 5000-8000 only if they are Engineering Diploma holders possessing a diploma in Material Management also.	For 975-1540, the recommended scale is one level lower whereas for 1400-2300, the scale is one level higher. The Committee may be requested to identify the organizations in which these posts are created. As regards the committee's recommendation in connection with qualification, Comments at Para 4.6.2 and 4.6.3 of the report.

11	Draftsman Grade II	1320-2040	4000-6000	It is the normal replacement scale subject to verification of the existing scale.
12	Draftsman Grade I	1400-2300	5000-8000 Draftsman without Diploma would be in 4000-6000.	It is one scale higher than the normal replacement scale. As regards condition of qualification, Comments at Para 4.6.2 and 4.6.3 of the report.
13	Senior Draftsman	1500-2750	5000-8000	It is the normal replacement scale.
14	Architectural Draftsman	1640-2900	6500-10500	It is one scale higher than the normal replacement scale. It would disturb the present structure. To Check whether a promotional post.
15	Tracer	975-1540	3200-4900	It is the normal replacement scale.
16	Blueprinter	825-1200	2750-4400	It is the normal replacement scale.

Work Charged Establishment

In para 26 of Chapter 26 of its report, the Fitment cum Pay Revision Committee (1989) had recommended setting up of a committee under a senior officer preferably Chairman, BPE and four concerned works departments to recruit work-charged employees. The Scrutiny Committee feels that such a committee is required not for recruitment but for rationalizing the existing structure and service conditions with a view to reducing the burden on state exchequer.

As regards the replacement scales, the Scrutiny Committee has examined the pay scales recommended by the Fitment Committee. It has also examined the rationale of the recommendations. Since in making its recommendations, the Fitment Committee has made comparisons with the regular employees of the Central Government and not similar work charged employees, the Scrutiny Committee is of the view that these personnel should get only those scales which would be given to regular employees on similar posts. However, at present if there is a difference of pay between work charged employees and regular employees on similar posts, the same relativity should be continued in the replacement scales i.e. if they are one scale below in the existing scale, in the replacement scale also they should be given one scale less.

These comments and the comments at Para 4.15.2 of the report are applicable in all cases.

The recommended pay scales should be examined in the light of the above and shall be subject to the finding of the suggested committee.

01	Aqwala	800-1150	800-1150	
02	Artisan	775-1025	750-940	
03	Assistant (I.T.I.)	825-1200	800-1150	
04	Assistant Bigger	800-1150	800-1150	
05	Assistant Boiler Maker	800-1150	800-1150	
06	Assistant Fireman	800-1150	775-1025	
07	Assistant Fitter	800-1150	800-1150	
08	Assistant Fitter Grade- III	800-1150	800-1150	
09	Assistant Gas Operator	800-1150	800-1150	
10	Assistant Lineman	800-1150	775-1025	
11	Assistant Mason	800-1150	800-1150	
12	Assistant Mechanic	800-1150	800-1150	
13	Assistant Operator	775-1025	775-940	
14	Assistant Pumping Mistry	800-1150	800-1150	
15	Assistant Rigger Grade-I	825-1200	800-1150	
16	Assistant Tubewell Mistry	800-1150	800-1150	
17	Assistant Wireman	800-1150	775-1025	
18	Asstt. Fitter Grade-I & II	825-1200	800-1150	
19	Asstt. Station Master Gd.-III	800-1150	825-1200	
20	Battery Mechanic	800-1150	800-1150	
21	Binder	800-1150	800-1150	
22	Blacksmith Grade-II	825-1200	800-1150	
23	Blacksmith Grade-III	825-1200	800-1150	
24	Blacksmith's Helper	775-1025	750-940	
25	Boiler Attendant	800-1150	750-940	
26	Boring Operator	800-1150	800-1150	
27	Boring Khalasi	775-1025	750-940	
28	Caretaker	800-1150	Rs. 200 per month if in Class III and Rs. 100 per month if in Class IV in addition to replacement Scale	
29	Caretaker Grade-II	800-1150	As in Sl.No.28	

30	Caretaker of Boats	775-1025	750-940	
31	Carpenter Grade-II	825-1200	800-1150	
32	Carpenter-cum-Blacksmith	825-1200	800-1150	
33	Chemist Khalasi	775-1025	750-940	
34	Compressor Operator Grade-I	825-1200	825-1200	
35	Compressor Operator Grade-II	800-1150	800-1150	
36	Cook	800-1150	800-1150	
37	Dak Bunglow Mali	800-1150	800-1150	
38	Dak Runner	775-1025	750-940	
39	Dresser	825-1200	800-1150	
40	Electric Fitter	800-1150	800-1150	
41	Electrician Grade-III	800-1150	800-1150	
42	Equipment Assistant	775-1025	750-940	
43	Electro Fitter	800-1150	775-1025	
44	Farash	775-1025	750-940	
45	Fireman Grade-II	800-1150	775-1025	
46	Fireman Grade-II	825-1200	800-1150	
47	Fitter	825-1200	800-1150	
48	Fitter Grade-II	800-1150	800-1150	
49	Fitter Grade-II	825-1200	800-1150	
50	Fuseman Grade-II	825-1200	800-1150	
51	Gangman	775-1025	775-1025	
52	Gas Operator	825-1200	800-1150	
53	Gate Operator	825-1200	775-1025	
54	Gauge Reader	825-1200	800-1150	
55	General Foreman	800-1150	825-1200	
56	Gunner	800-1150	800-1150	
57	Hammerman	775-1025	800-1150	
58	Hammerman	800-1150	800-1150	
59	Head Boatman	800-1150	800-1150	
60-	Head Chaukidar	825-1200	800-1150	
61	Head Cook	825-1200	825-1200	
62	Head Jamadar	800-1150	775-1025	
63	Head Kamdar	775-1025	750-940	
64	Head Kamdar	800-1150	775-1025	
65	Head Mali	825-1200	800-1150	
66	Head Trolleyman	775-1025	775-1025	
67	Head Trolleyman	800-1150	800-1150	
68	Helper	800-1150	775-1025	
69	Helper	825-1200	800-1150	
70	Helper Grade-II	825-1200	800-1150	
71	Helper Grade-III	800-1150	775-1025	
72	Junior Mechanic	825-1200	800-1150	
73	Junior Mechanic Grade-I	800-1150	800-1150	

74	Junior Mechanic Grade-I	825-1200	800-1150	
75	Junior Mechanic Grade-II	825-1200	800-1150	
76	Keyman	775-1025	750-940	
77	Keyman-cum- Chowkidar	775-1025	750-940	
78	Khalasi	775-1025	750-940	
79	Khansama	800-1150	800-1150	
80	Lineman	825-1200	800-1150	
81	Machine Driver Grade-I	800-1150	800-1150	
82	Machineman	800-1150	800-1150	
83	Mason	825-1200	825-1200	
84	Mason-cum-Painter	825-1200	800-1150	
85	Mason Grade-II	825-1200	800-1150	
86	Mason Grade-III	825-1200	800-1150	
87	Mason's Helper	775-1025	750-940	
88	Mate	800-1150	800-1150	
89	Mazdoor Mate	775-1025	750-940	
90	Mechanic	800-1150	800-1150	
91	Mechanic Helper	800-1150	750-940	
92	Mechanics Helper	775-1025	750-940	
93	Meteorological Attendant	775-1025	750-940	
94	Meteorological Observer	800-1150	800-1150	
95	Metre Reader	800-1150	800-1150	
96	Mini Mixer Driver	800-1150	800-1150	
97	Mistry	825-1200	800-1150	
98	Mixer Driver	800-1150	800-1150	
99	Moulder	800-1150	800-1150	
100	Moulder Grade-III	800-1150	800-1150	
101	Oilman	800-1150	800-1150	
102	Operator Grade-II	800-1150	800-1150	
103	Operator-cum- Mechanic	825-1200	800-1150	
104	Painter	825-1200	800-1150	
105	Painter Grade-III	825-1200	800-1150	
106	Permanent Way Mistry Gd.-II	800-1150	800-1150	
107	Plumber	825-1200	800-1150	
108	Plumbing Mistry	825-1200	800-1150	
109	Pointman	800-1150	750-940	
110	Pontoon Khalasi	775-1025	750-940	
111	Poster	775-1025	750-940	
112	Pump Attendant	775-1025	750-940	
113	Pump Attendant	800-1150	750-940	

114	Pump Driver Grade-I	800-1150	800-1150	
115	Pump Fitter	825-1200	800-1150	
116	Pump Fitter Grade-II	800-1150	775-1025	
117	Pump Fitter Grade-III	800-1150	775-1025	
118	Pump Khalasi	775-1025	750-940	
119	Pump Operator	800-1150	800-1150	
120	Pump Operator	825-1200	800-1150	
121	Pump Operator Grade-I	825-1200	800-1150	
122	Pump Operator Grade-II	800-1150	800-1150	
123	Pump Operator Grade-III	825-1200	800-1150	
124	Pump Operator or Attendant Grd-II	800-1150	800-1150	
125	Pumper	775-1025	750-940	
126	Record Keeper	800-1150	775-1025	
127	Rigger Grade-II	800-1150	800-1150	
128	Ringer Helper	825-1200	800-1150	
129	Road Gangmate	775-1025	800-1150	
130	Road Gangmate	800-1150	800-1150	
131	Road Mate	800-1150	800-1150	
132	Road Munshi	775-1025	750-940	
133	Roller Khalasi	775-1025	750-940	
134	Scaleman Grade-II	825-1200	800-1150	
135	Senior Khalasi	800-1150	775-1025	
136	Senior Mali	800-1150	800-1150	
137	Sewerage Mistry	800-1150	800-1150	
138	Shaperman	825-1200	800-1150	
139	Shedman	825-1200	800-1150	
140	Sheet Fitter	825-1200	800-1150	
141	Shunting Jamadar	800-1150	800-1150	
142	Skill Helper	775-1025	750-940	
143	Skill Helper	800-1150	800-1150	
144	Skill Helper	800-1150	800-1150	
145	Soil Observer	825-1200	800-1150	
146	Special Fireman Grade-I	800-1150	800-1150	
147	Special Fireman Grade-II	800-1150	800-1150	
148	Steam Man	800-1150	800-1150	
149	Store Issuer	800-1150	800-1150	
150	Supervisor Caretaker	800-1150	Rs. 200 per month if in Class III and Rs. 100 per month if in Class IV in addition to replacement scale	

151	Sewerage Mistry	825-1200	800-1150	
152	Telephone Attendant	775-1025	750-940	
153	Tractor Khalasi	775-1025	750-940	
154	Trained Dai	825-1200	800-1150	
155	Trolleyman	775-1025	775-1025	
156	Truck Khalasi	800-1150	750-940	
157	Tubewell Helper	775-1025	775-1025	
158	Tubewell Helper	800-1150	775-1025	
159	Tube-Well Mistry	825-1200	800-1150	
160	Tubewell Operator	800-1150	800-1150	
161	Turner Grade-I	800-1150	800-1150	
162	Turner Grade-III	825-1200	825-1200	
163	Ture Fitter Grade-II	825-1200	825-1200	
164	Vibrator Operator	800-1150	800-1150	
165	Wagon Dial Operator Grade-II	825-1200	800-1150	
166	Welder-cum-Fitter	825-1200	800-1150	
167	Welder-cum- Mechanic	825-1200	800-1150	
168	Wireless Peon	775-1025	750-940	
169	Work Mistry	825-1200	800-1150	

Department of Minor Irrigation

1	Geo-physical Assistant	1640-2900	5500-9000	It is the normal replacement scale
2	Geo-physicist	2000-3800	6500-10500	It is the normal replacement scale. Comments at Para 4.10.9 of the report.
3	Senior Geo-physicist	2400-4150	8000-13500	It is the normal replacement scale. If not identified post, the recommendation does not hold. If identified then comments at Para 4.10.9 of the report.
4	Geologist Hydrologist	2200-4000	6500-10500	Comments at Para 4.10.9 of the report.
5	Senior Geologist Senior Hydrologist	2400-4150	8000-13500	It is the normal replacement scale. If not identified post, the recommendation does not hold. If identified then comments at Para 4.10.9 of the report.
6	Deputy Director	3700-5000	10000-15200	It is one scale below the normal replacement scale. If not identified post, the recommendation does not hold. If identified then comments at Para 4.10.9 of the report.
7	Director	4500-5700	14300-18300	It is the normal replacement scale
8	Work Sarkar	975-1540	Same as Water Resources i.e. 3200-4900	It is the normal replacement scale

9	Senior Research Assistant	1500-2750	5500-9000 if promotional post and having same recruitment qualification as Assistant Research officer in Water Resources and Road Construction otherwise normal replacement scale	It is one scale higher than the normal replacement scale. It may be noted that even in the Department, two scale including 5000-8000 have been recommended. It is therefore not clear why a higher scale has been recommended.
10	Deputy Director Statistics	2400-4150	The committee has suggested that it should be ascertained whether this post exists. If it does, the scale applicable to the Deputy Director, Statistics in the Department of Planning & Development should be given.	The normal replacement scale is 8000-13500. As regards parity with Deputy director Statistics in the Planning department, it would also be necessary to compare the qualifications prescribed for the two posts, method of recruitment and whether the post is a part of the cadre of the Statistical Service.
11	Tubewell Operator	950-1400	3050-4590	It is the normal replacement scale. Compare with other works department.
12	Helper	775-1025	2550-3200	Comments at Para 4.4.5 of the report.

Department of Road Construction

1	Junior Accounts Clerk	1200-1800	4000-6000	It is the normal replacement scale
2	Senior Accounts Clerk	1400-2300	4500-7000	It is the normal replacement scale
3	LDC (Accounts)	975-1540 As per FD resolution of Dec 1989, the grade is 1200-1800.	4000-6000	It is not clear how Fitment Committee has taken the existing scale as 975-1540. Correct pay scale may be ascertained.
4	Establishment Clerk & other clerks in the same scale	1200-1800	4000-6000	It is the normal replacement scale
5	Head Clerk	1400-2300	5000-8000	As per Dec 89 resolution, the Head Clerk is mentioned at two places with the scales being 1320-2040 (upgraded to 1400-2300 in 96) and 1500-2750. It is not clear as to which Head Clerk is being referred to. If it refers to the first one then the recommended scale is one scale above the normal replacement scale.
6	Head Assistant OS	1640-2900	5500-9000	As per FD resolution of Dec 89, the Head Clerk is in 1500-2750. It is not clear how Fitment Committee has taken it as 1640-2900.
7	Administrative	1640-2900	5500-9000	The normal

	Officer			replacement scale suggested. However, the existence of the post should be verified.
8	Typist	950-1500 1200-1800	4000-6000	It should be checked whether the two scales mentioned in col. 3 have been merged. If yes, comments at Para 4.7.2 and 4.7.4 of the report.
9	Secretary (Non-technical)	2000-3800 2200-4000	6500-10500	The post exists only in the offices of CE / Eng in chief in 2000-3800 for which the normal replacement scale has been recommended. It is not clear how the scale of 2200-4000 has been mentioned.
10	Draftsman	1320-2040	4000-6000	It is the normal replacement scale
11	Draftsman Grade II Senior Draftsman	1400-2600	5000-8000 if Dip in engineering	The Fitment Committee has not said anything about the non-Dip holders. The Scrutiny Committee feels that there should be a general parity between the various categories of draftsman in different works as well as revenue department.
12	Draftsman Grade I Head Draftsman	1500-2750 1640-2900	5500-9000 provided promoted from Grade II having 10 plus 2 and Dip	The Fitment Committee has not indicated what is to be done in case of

			in engineering	incumbents with less qualification. Comments at Para 4.6.2 and 4.6.3 of the report. For 1500-2750, the recommended scale is one scale above the normal replacement scale.
13	Architectural Draftsman (For Diploma holders)	Existing scale not indicated	5000-8000	At page 243, para 42 the Fitment cum PRC had treated Architectural Draftsman as the highest promotional post for the draftsman. If this fact is correct, then logically, the post should be in a higher scale than 5000-8000.
14	Architectural Draftsman (For Degree holders)	1640-2900	6500-10500	The recommended scale is one scale above the normal replacement scale. To check if the post exists. If so, whether a promotional post and educational qualification in the feeder grade.
15	Tracer	975-1540	3200-4900	It is the normal replacement scale
16	Blue printer Ferro printer	825-1200	2750-4400	It is the normal replacement scale
17	Stenographer Steno Typist Steno Clerk	1320-2040	4000-6000	It is the normal replacement scale
18	Promotional posts for serial 17 above		5000-8000	It should be considered only on receipt of the report of the Fitment Committee

				regarding promotions.
19	Store Keepers	950-1500 975-1540 1200-1800 1320-2040 1400-2300 1400-2600	3050-4590 3050-4590 4000-6000 4000-6000 4500-7000 5000-8000 Hundred percent direct recruitment only in the lowest grade with 10 plus 2 as minimum qualification. Store keepers in the grade of 1400-2300 or above and directly recruited to get the revised scale of 5000-8000 only if they are Engineering Diploma holders possessing a diploma in Material Management also	See comments under Department of Water Resources. As regards 1400-2300, the recommended scale is one scale below the scale recommended under Water Resources.

20	Laboratory Assistant	975-1540	3200-4900 Future recruitment should be in the scale of 3050-4590.	It is the normal replacement scale. As regards lowering of scale in future, the Govt may take a view.
21	Work Sarkar			See under Water Resources.

Department of Building Construction

1	Architectural Assistant	2200-4000	6500-10500	Comments at Para 4.10.9 of the report.
2	Assistant Architecture	3700-5000	10000-15200	The recommended scale is one scale below the normal replacement scale. If not identified post, the recommendation does not hold. If identified then comments at Para 4.10.9 of the report.
3	Senior Architect	4100-5300	12000-16500	The recommended scale is one scale below the normal replacement scale. If not identified post, the recommendation does not hold. If identified then comments at Para 4.10.9 of the report.
4	Chief Architect	4300-5550	14300-18300	It is the normal replacement scale

Department of Forest & Environment

1	Forest Guard	950-1400	2750-4400 with two increments	The recommended scale is two scales below the normal replacement scale. Comments at Para 4.8.2 (e) of the report.
2	Forester	1200-1800	4000-6000	It is the normal replacement scale. Comments at Para

				4.8.2 (e) of the report.
3	Range Officer	1500-2750	5500-9000	The recommended scale is one scale above the normal replacement scale. Comments at Para 4.8.2 (d) (e) of the report.
4	Assistant Conservator of Forests	2000-3800	6500-10500	It is the normal replacement scale. Comments at Para 4.10.9 of the report.
5	OS	1500-2750	5500-9000	The recommended scale is one scale above the normal replacement scale. Comments at Para 4.9.1 of the report.
6	LD Clerk	1200-1800	4000-6000	It is the normal replacement scale. Comments at Para 4.7.2 and 4.7.4 of the report.
7	Routine Clerk	975-1540	3200-4900	Comments at Para 4.13.4 and 4.8.2 (f) of the report.
8	Bill Clerk	1200-1800	4000-6000	It is the normal replacement scale
9	Typist	1200-1800	4000-6000	It is the normal replacement scale
10	Daftari	800-1150	2610-3540	It is the normal replacement scale. Comments at Para 4.4.5 of the report.
11	Driver (light vehicles)	950-1500	3050-4590	It is the normal replacement scale. See driver under common categories.
12	Fourth Grade employees (Chaprasi, orderly, dakwala, chowkidar, sweeper)	775-1025	2550-3200	It is the normal replacement scale. Comments at Para 4.4.5 of the report.

13	Mali	800-1150	2650-4000	It is the higher of the two recommended scales. Parity to be compared with common categories. According to the Fifth PRC report, Mali, Khansama and Jamadar peon are at the same level. Comments at Para 4.4.5 of the report.
14	Divisional Assistant	1320-2040	4000-6000	It is the normal replacement scale
15	Draftsman	1320-2040	4000-6000	It is the normal replacement scale
16	Steno Typist	1320-2040	4000-6000	It is the normal replacement scale
17	Inspector Amin	1200-1800	4000-6000	It is the normal replacement scale
18	Khansama	800-1150	2650-4000 provided a post of cook is available.	Check if it is a promotional post. See Comments under Mali
19	Sanitary Inspector	1200-1800	4000-6000	It is the normal replacement scale
20	Jamadar Peon	800-1150	2610-3540	See comments under mali
21	Mechanic	825-1200	No specific recommendation	The normal replacement scale is 2750-4400.
22	Chhetriya Lipik	1200-1800	4000-6000	It is the normal replacement scale. Comments at Para 4.7.2 and 4.7.4 of the report.
23	Deputy Director	3000-4500	No specific recommendation. Reference to parent cadre has been made.	If the post is filled by deputation of an officer of the Bihar Statistical Service, then recommendation as made in the case of this service would apply.
24	Statistical Officer	2000-3800	6500-10500	If the post is filled

				by deputation of an officer of the Bihar Statistical Service, then recommendation as in the case of that service would apply.
25	Statistician Statistical Supervisor	1500-2750	As recommended in the Planning Department	Please see comments under Planning & Development.
26	Computer	1320-2040	As recommended in the Planning Department	As above.
27	Compiler	975-1540	As recommended in the Planning Department	As above.
28	Draftsman	1320-2040	4000-6000	It is the normal replacement scale.
29	UD Assistant Grade II	1400-2300	5000-8000 provided there are incumbents.	The previous PRCs have not given any replacement scale for this post. The matter therefore needs thorough examination.

Department of Civil Aviation

1	Time Keeper	975-1540	3200-4900	It is the normal replacement scale
2	Junior Foreman	1500-2750	5000-8000	It is the normal replacement scale
3	Junior Mechanic	1200-1800	The recommendation of the Fitment Committee is not very clear. However, prima facie, it appears that they have recommended replacement scale.	The replacement scale is 4000-6000. It is necessary that the Government takes a decision on the suggestion contained in the last sentence of the paragraph 28.4.1 of the report of the Fitment Committee.
4	Senior Mechanic	1400-2600	Comments as above.	The replacement scale is 5000-8000 Comments as above
5	Mechanic Grade I	1400-2600	Comments as above	The replacement scale is 5000-8000 Comments as above
6	Mechanic Grade II	1200-1800	Comments as above	The replacement scale is 4000-6000. Comments as above
7	Gliding Instructor	2400-4150	No recommendation.	The Fitment Committee should be requested to clarify the position.
8	Chief Flight Instructor	4300-5550	The Fitment Committee has requested the government to first take a view in the matter of Chief Aircraft Engineer and	The government may take a view on the recommendation of the Fitment Committee.

			thereafter a suitable scale can be fixed.	
9	Chief Aircraft Engineer	5100-6300	No specific recommendation by the Fitment Committee except expressing the view that the post is in a very high pay scale for which there is not adequate justification.	The government may examine the issue and take a view.
10	Flight Instructor	3700-5000	No specific recommendation. They have also suggested an indepth study involving cost benefit analysis of the Flying Institute as well as the Gliding Institute.	No comments.
11	Assistant Flight Instructor	3000-4500	No specific recommendation	Same as above
12	Pilot	2400-4150	No specific recommendation	Same as above
13	Chief Government Pilot	8000 (fixed) (Earlier the scale was 5900-6700. It was revised by an isolated order of the government which was not based on any recommendation of the Anomaly Removal Committee.	The Fitment Committee has said that no Secretary or for that matter Special Secretary deserves to be in a scale higher than pre-revised 5900-6700. If the incumbent has any exceptional merit, it should be recognized by giving him additional allowances and facilities rather than higher scale.	The Scrutiny Committee endorses the views of the Fitment Committee.

Department of Food, Civil Supplies and Commerce

1	Claims Inspector	1400-2600	5000-8000	It is the normal replacement scale. The observations made by the Fitment Committee regarding absorption of a deputationist needs to be looked into by the government.
2	Supply Inspector	1600-2780	5000-8000	It is the normal replacement scale. Comments at Para 4.8.2 (a), (b) of the report.
3	Marketing Officer	1800-3330	5500-9000	It is the normal replacement scale.
4	Senior Marketing Officer	2000-3800	No recommendation.	Presumably it is a selection grade post. Can be considered only after receipt of the recommendation regarding promotional policy.
5	ADSO (Departmental)	2000-3800	6500-10500	It is the normal replacement scale. Can be considered only after receipt of the recommendation regarding promotional policy. Parity to be compared with organized services.
6	DSO (Departmental)	2400-4150	8000-13500	It is the normal replacement scale. Can be considered only after receipt of the recommendation regarding

				<p>promotional policy. Structure would have to be compared with BASA.</p>
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Department of Transport

1	Statistical Officer	1640-2900		See Planning & Development
2	Statistician			As above
3	Investigator			As above
4	DTO (Ministerial)	2000-3500	6500-10500	The Government may consider and decide whether the present practice of promoting ministerial staff to the posts of DTO is appropriate. Comments at Para 4.26 of the report. Structure would have to be compared with BASA.
5	MVI	1500-2750	5000-8000	It is the normal replacement scale
6	Mobile Squad Constable	950-1400	3050-4590	It is the normal replacement scale

Inland Water Transport Administration

1	Master	975-1540	3050-4590	The recommended scale is one scale below the normal replacement scale.
2	Marine Driver	1200-1800	4000-6000	It is the normal replacement scale
3	Motor Launch Master	1200-1800	4000-6000	It is the normal replacement scale

Department of Labour, Employment & Training

Bihar Labour Service (Technical)

1	Inspector of Factories / Boilers	2200-4000	6500-10500	The recommended scale is one scale below the normal replacement scale. Comments at Para 4.10.9 of the report.
2	Junior Selection Grade	3000-4500	10000-15200	If not identified post, the recommendation does not hold. If identified then comments at Para 4.10.9 of the report.
3	Deputy Chief Inspector of Factories Chief Inspector of Boilers	3700-5000	10000-15200	
4	Chief Inspector of Factories	4100-5300	12000-16500	The recommended scale is one scale below the normal replacement scale. Comments at Para 4.10.9 of the report.

5	Laboratory Technician, ESI	1320-2040	4500-7000 provided the incumbent is matriculate with Science and certificate / diploma of Lab technician	The recommended scale is one scale below the normal replacement scale.
6	Assistant Accounts Officer, Employment & Training Directorate	1640-2900	6500-10500 provided the incumbent passes an examination similar to the one which has to be cleared in IA&AD for promotion as Section Officer.	The conditional recommendation for giving this replacement scale has practical difficulties in implementation, Besides being one level higher than the normal replacement scale i.e. 5500-9000, the Accounts Officer in the same directorate will also be in the same scale, thereby giving rise to anomaly.
7	Social Organizer	1200-1800	4000-6000	It is the normal replacement scale
8	Lady Social Organizer	1200-1800	4000-6000	It is the normal replacement scale

9	Assistant Director Social Security	2200-4000	6500-10500	Comments at Para 4.10.9 of the report.
10	Labour Inspector Labour Enforcement Officer	1600-2780	5500-9000	The recommended scale is one scale above the normal replacement scale. Other inspecting officers like Supply Inspectors and Supervisors are being given the replacement scale of 5000-8000.

Statistical Staff

1	Statistical Computer	975-1540	3050-4590 The Fitment Committee has also said that the recommendations made in the Planning & Development would also apply for these employees.	The recommended scale is one scale below the normal replacement scale. To compare whether equivalent to Junior field Investigator
2	Junior Statistical Supervisor Junior Statistical Assistant Statistical Inspector Investigator Statistical Specialist Statistical Supervisor Senior Statistical Assistant Junior Statistical	1400-2600 1500-2750 1600-2780	5000-8000 (if graduates in specified subjects)	It is the normal replacement scale, However, no recommendation regarding non - graduates. See Nagendra Sahni's case.

	Supervisor Investigator cum Analyst			
3	Statistical Officer Statistical Specialist	1640-2900	5500-9000	It is the normal replacement scale
4	Assistant Director, Statistics	2000-3800	6500-10500	It is the normal replacement scale.
5	Statistical Authority	3000-4500	10000-15200	It is the normal replacement scale. It is not part of organized service. It is a Selection Grade post for the Statistical Assistants.
I.T.Is				
1	Clerk	1200-1800	No recommendation	The normal replacement scale is 4000-6000
	Junior Instructor Instructor Senior Industrial Instructor Drawing, Mathematics, Trade & Language Instructor	1400-2600	5000-8000	It is the normal replacement scale
3	Chief Instructor Trade Instructor including senior industrial instructors / mechanical instructors (maintenance)	1500-2750	Except Chief Instructor (provided he is a supervisor instructor) who would be in 5500-9000, the rest would be in 5000-8000.	Higher pay scale has been given to the Chief Instructor to maintain differential. Needs to be compared with polytechnics.
	Accounts Inspector	1640-2900	No recommendation	The normal replacement scale is 5500-9000.
	Assistant Superintendent	1640-2900	No recommendation	The normal replacement scale is 5500-9000.
	Advance Vocational Training System Instructor	1640-2900	No recommendation	The normal replacement scale is 5500-9000

	Deputy Superintendent	1800-3330	No recommendation	The normal replacement scale is 5500-9000.
	Secretary to Director Employment & Training	1800-3330	No recommendation	The normal replacement scale is 5500-9000
	Vice Principal	1800-3330	6500-10500	The recommended scale is one scale above the normal replacement scale.
	Principal	2000-3800	6500-10500	It is the normal replacement scale.
	Assistant Director, Training	2000-3800	6500-10500	It is the normal replacement scale
	Vocational Officer	2000-3800	6500-10500	It is the normal replacement scale
	Superintendent	2000-3800	6500-10500	It is the normal replacement scale

Department of P.H.E.D.

1	Pump Operator	800-1150 825-1200	2650-4000 (if a matriculate as well as trained including a diploma at the time of recruitment, then 3050-4590)	As regards the first scale i.e. 800-1150, there are two replacement scales. For the reason of consistency the lower one is being recommended. The replacement scale of the second one is 2750-4000.
2	Sample Taker	800-1150	No specific recommendation	FCT's recommendation regarding individual post

				should be awaited.
3	Pipeline Inspector	950-1400	3050-4590	It is the normal replacement scale
4	Work Sarkar	975-1540	3200-4900	It is the normal replacement scale
5	Driller	1640-2900	5500-9000	It is the normal replacement scale
6	Assistant Driller	1500-2750	5000-8000	It is the normal replacement scale
7	Draftsman Grade I	1400-2300	As in Water Resources Department	As in Water Resources Department
8	Tracer	975-1540	3200-4900	It is the normal replacement scale
9	Chemist	1400-2600	5000-8000	It is the normal replacement scale
10	Draftsman Grade II	1320-2040	As in Water Resources Department	As in Water Resources Department


(B. P. Sharma)


(B. B. Lal)

27.11.95