

**GOVERNMENT OF BIHAR**

**REPORT**

**OF**

**THE PAY COMMITTEE**



सत्यमेव जयते

December, 2009

# **PAY COMMITTEE**

---

❖ **SHRI SUBHAKIRTI MAJUMDAR (IAS)**

Chairman

❖ **SHRI AMIR SUBHANI (IAS)**

Member

❖ **SHRI RAHUL SINGH (IAS)**

Member Secretary

# PAY COMMITTEE, 2009

---

## COMMITTEE STAFF

- ❖ **SHRI SHATRUGHAN JHA**  
Assistant, Bihar Secretariat Service
- ❖ **SHRI RAMBABU DAS**  
Assistant, Bihar Secretariat Service
- ❖ **SHRI KAMAKHYA NARAYAN SRIVASTAVA**  
Assistant, Bihar Secretariat Service
- ❖ **SHRI RANDHIR PRABHAKAR**  
Data Entry Operator, Grade-"C"  
Finance Department, Data Cell
- ❖ **SHRI AMARKANT JHA**  
UDC, Bihar Secretariat Service
- ❖ **SHRI BISHUN DEO ROY**  
Peon, Finance Department

# Table of Contents

	Page Number
<b>1. INTRODUCTION</b>	14
<b>2. PRINCIPLES OF PAY DETERMINATION AND THE METHODOLOGY</b>	20
<b>3. RECOMMENDATIONS</b>	
<b>3.1. COMMON CATEGORIES</b>	
3.1.1. Group “D” Employees	25
3.1.2. Drivers	28
3.1.3. Clerical Cadres	30
3.1.4. Accounts Clerk	32
3.1.5. Stenographers/ Stenotypists of Field Offices	33
3.1.6. Secretariat Clerical Service	35
3.1.7. Head Typist and Type Superintendent	36
3.1.8. Junior Engineers	36
3.1.9. Dresser	37
3.1.10. Teachers	38
3.1.11. Computer Professionals (Electronic Data Processing Staff)	40
3.1.12. Library Staff	43
3.1.13. Inspector and Supervisors	48
3.1.14. Canteen Staff	50

3.1.15. Drawing Staff	52
3.1.16. Laboratory Staff	57
3.1.17. Scientific and Research Personnel in Works Departments	60
3.1.18. Common Categories of Works Departments	64
3.1.19. Statistical Functionaries	65
<b>3.2. HOME DEPARTMENT</b>	
3.2.1. Police Organisation	74
3.2.2. Posts in Bihar Police Radio (Wireless)	76
3.2.3. Personnel of Fire Service	78
3.2.4. Instructors in Civil Defence	79
3.2.5. Bihar Prosecution Service	80
3.2.6. District Commandant (Home Guard)	81
3.2.7. Examiner of Finger Prints and Questioned Documents	82
3.2.8. Teleprinter Operators	82
3.2.9. Home (Prisons)	
3.2.9.1. Artisans	83
3.2.9.2. Jailor	85
3.2.9.3. Jail Warder	85
3.2.9.4. Probation Service	86
3.2.10. Statistical Officer	87
3.2.11. Chaukidar/ Dafadar	87

<b>3.3. SPORTS, ART, YOUTH AND CULTURE DEPARTMENT</b>	
3.3.1. Posts in NCC	88
3.3.2. Museum	88
3.3.3. Assistant Director	88
<b>3.4. CANE (INDUSTRIES) DEPARTMENT</b>	
3.4.1. Cane Officer	89
<b>3.5. FOREST AND ENVIRONMENT DEPARTMENT</b>	
3.5.1. Bihar Forest Service	89
3.5.2. Forest Staff	89
3.5.3. Posts in Sanjay Gandhi Biological Park	91
<b>3.6. HEALTH DEPARTMENT</b>	
3.6.1. Nursing Staff	91
3.6.2. Drug Inspector	93
3.6.3. Food Inspector	94
3.6.4. Physiotherapist and Occupational Therapist	94
3.6.5. Indigenous Systems of Medicine	95
3.6.6. Dental Doctors	96
3.6.7. Pharmacy Teachers	96
3.6.8. X-ray Technicians/ Radiographers	97
3.6.9. Dietitians	98
3.6.10. Prosthetics and Orthotics	98
3.6.11. Ophthalmic Assistant	99

3.6.12. Non Medical Assistant (Leprosy)	99
3.6.13. Pharmacist	100
3.6.14. Compounder under Indigenous Systems of Medicine	101
3.6.15. Basic Health Worker	101
3.6.16. Malaria Inspector	102
3.6.17. Posts under Family Welfare	103
3.6.18. CT Scan Technician	104
3.6.19. Copy Holder	104
3.6.20. Physical Instructor	105
3.6.21. Government Analyst	105
3.6.22. X-Ray Mechanic	106
3.6.23. Senior Scientific Assistant	106
3.6.24. Health Visitor (Tuberculosis)	107
3.6.25. Information Assistant cum Telephone Operator	107
<b>3.6.26. Posts under field Establishment</b>	107
3.6.26.1. Biologist	108
3.6.26.2. Health Visitor	108
3.6.26.3. Insect Collector	108
3.6.26.4. Superior Field Worker	109
3.6.26.5. Tin Smith	109
3.6.26.6. Social Worker	109

3.6.26.7. Auxiliary Health Worker	110
3.6.26.8. Health Educator	110
3.6.26.9. Block Extension Educator	111
3.6.26.10. BCG Team Leader	111
3.6.26.11. Basic Health Worker	111
3.6.26.12. Cholera Supervisor	112
3.6.26.13. Filaria Supervisor	112
3.6.26.14. Vaccinator	112
3.6.26.15. Family Planning Worker	113
3.6.26.16. Basic Health Inspector(Malaria)	113
3.6.26.17. Cath-Lab Technician, Indira Gandhi Institute of Cardiology	113
<b>3.7. INFORMATION AND PUBLIC RELATIONS DEPARTMENT</b>	
3.7.1. Hindi Assistant/ Urdu Assistant	114
3.7.2. Talkies Operator	114
3.7.3. Editor	114
3.7.4. Assistant District Public Relations Officer and Additional District Public Relations Officer	115
3.7.5. Information Electronic Engineer	115
<b>3.8. RURAL DEVELOPMENT (PANCHAYATI RAJ)</b>	
3.8.1. Lady Extension Officer	116
3.8.2. Panchayat Sewak	116
<b>3.9. SCIENCE AND TECHNOLOGY DEPARTMENT</b>	



3.9.1.	Teachers and Instructors of Engineering Colleges and Polytechnics	117
3.9.2.	Registrar	118
3.9.3.	Laboratory Assistant	119
<b>3.10. FINANCE DEPARTMENT</b>		
3.10.1.	Treasury Clerks	119
3.10.2.	Government Press Employees	120
3.10.3.	Technical Staff of the Government Press	121
<b>3.11. DEPARTMENT OF PERSONNEL AND ADMINISTRATIVE REFORMS</b>		
3.11.1.	Secretariat Stenographer Service	122
3.11.2.	Bihar Secretariat Service	123
3.11.3.	Employee of Bihar Public Service Commission	125
<b>3.12. REVENUE AND LAND REFORMS DEPARTMENT</b>		
3.12.1.	Revenue Karmachari	125
3.12.2.	Copyist	126
3.12.3.	Assistant Settlement Officer/ Consolidation Officer	126
3.12.4.	Employees of Survey Map Press	127
3.12.5.	Amin and Surveyor	127
3.12.6.	Proof Reader-cum-Translation Assistant	128
3.12.7.	Deputy Director (Agriculture Census)	128
3.12.8.	Head Peshkar	128

3.12.9. Research Office(Gazetteer)	129
<b>3.13. LAW (JUSTICE) DEPARTMENT</b>	
3.13.1. High Court Staff	129
3.13.2. Employees of the Civil Courts	130
<b>3.14. EXCISE AND REGISTRATION DEPARTMENT</b>	
3.14.1. Assistant Sub-Inspector (Excise)	130
3.14.2. Sepoy (Excise)	130
<b>3.15. AGRICULTURE DEPARTMENT</b>	
3.15.1. Block Agriculture Officer and equivalent Posts	131
3.15.2. Jute Extension Worker	133
3.15.3. Jute Extension Supervisor	133
3.15.4. Village Level Worker/ Jan Sewak	133
3.15.5. Inspectors of Weights and Measures	134
3.15.6. Field Assistant	135
3.15.7. Agriculture Engineers	135
3.15.8. Horticulture	136
3.15.9. Plant Protection Staff	137
3.15.10. Posts under the Soil Conservation Directorate	137
<b>3.16. WATER RESOURCES</b>	
3.16.1. Irrigation Revenue Inspector	138
3.16.2. Electrical Supervisor	138

<b>3.17. ENERGY DEPARTMENT</b>	
3.17.1. Biogas Technician	139
3.17.2. Other Technical Posts	139
<b>3.18. PUBLIC WORKS DEPARTMENT</b>	
3.18.1. Architect	139
<b>3.19. ANIMAL HUSBANDRY DEPARTMENT</b>	
3.19.1. Assistant Director (Statistics)	140
3.19.2. Dairy Technologists	141
3.19.3. Fisheries Staff	142
<b>3.20. CABINET SECRETARIAT DEPARTMENT</b>	
3.20.1. Urdu Translator/ Assistant Urdu Translator and Typist	144
3.20.2. Rajbhasha Assistant	145
3.20.3. Civil Aviation	148
3.20.4. Aircraft Maintenance Engineer	148
3.20.5. Pilots	149
3.20.6. Chief Flight Instructor	150
3.20.7. Archivist, State Archives	150
3.20.8. Preservation Supervisor, State Archives	151
3.20.9. Superintendent, State Guest House	151
<b>3.21. INDUSTRIES DEPARTMENT</b>	
3.21.1. Posts under Handloom and Silk Directorate	152

3.21.2. Keet Palak and Equivalent posts	152
3.21.3. Upendra Maharathi Sansthan	152
3.21.4. Lecturer	153
<b>3.22. LABOUR, EMPLOYMENT AND TRAINING DEPARTMENT</b>	
3.22.1. Instructors	153
3.22.2. Social Organiser	155
<b>3.23. TRANSPORT DEPARTMENT</b>	
3.23.1. District Transport Officer	155
3.23.2. Master	156
3.23.3. Enforcement Sub-Inspector	156
3.23.4. Motor Vehicle Inspector	157
3.23.5. Cleaner and Greaser	158
<b>3.24. MINOR WATER RESOURCES DEPARTMENT</b>	
3.24.1. Geologist/ Hydrologist	158
<b>3.25. FOOD AND CIVIL SUPPLIES DEPARTMENT</b>	
3.25.1. Personal Assistant, State Commission	159
3.25.2. Accountant, State Commission	159
3.25.3. Accounts Inspectors	160
3.25.4. Supply Clerk	161
<b>3.26. PARLIAMENTARY AFFAIRS DEPARTMENT</b>	
3.26.1. Legislative Assembly/ Council	161
<b>3.27. HUMAN RESOURCE DEVELOPMENT DEPARTMENT</b>	
3.27.1. Accountant, Government Woman's	161

College, Gardanibagh	
<b>4. STATE SERVICES AND STATE CADRES (GAZETTED GROUP "B")</b>	163
<b>5. ASSURED CAREER PROGRESSION SCHEME</b>	199
<b>GOVERNMENT OF INDIA ORDER ON ACPS</b>	202
<b>6. FINANCIAL IMPACT</b>	213
<b>ACKNOWLEDGEMENTS</b>	219
<b>ANNEXURES</b>	
<b>I</b> a) Resolution No 11070 dated 30.12.2008 of the Finance Department	220
b) Resolution No 6939 dated 28.07.2009 of the Finance Department	222
c) Notification No 7356 dated 11.08.2009 of the Finance Department	224
d) Resolution No 9529 dated 09.10.2009 of the Finance Department	225
<b>II</b> Normal Replacement Revised Pay Structure	227
<b>III</b> Entry Pay in the Revised Pay Structure	228
<b>IV</b> Fitment Tables	230
<b>V</b> List of Representations received/ heard by the Committee	245

# Chapter 1: Introduction

This Pay Committee was set up vide Resolution No 11070 dated 30.12.2008 of the Finance Department. The terms of reference of this Committee were as follows:-

- to recommend a revised pay structure for the employees under the State Government on the lines of the recommendations made by the Sixth Central Pay Commission for the revised pay structure for employees under the Central Government;
- to recommend a revised pension structure for the pensioners under the State Government on the lines of the recommendations made by the Sixth Central Pay Commission for the revised pension structure for pensioners under the Central Government;
- to make recommendations regarding “merger of pay scales” and “upgradation of posts” as recommended by the Sixth Central Pay Commission;
- to make recommendations regarding
  - revision of allowances sanctioned to employees of the State Government; and
  - revision of the ACP Scheme applicable to the employees of the State Government; and

The Committee was required to take the economic condition, state of resources, financial capability and other commitments of the State into consideration while making recommendations with respect to the above.

The Finance Department also, vide para-4 of the Resolution No 363 dated 17.01.2009, authorized the Pay Committee to make necessary recommendations regarding restructuring of certain cadres in order to

implement the decision to upgrade the pay structure of six State Services.

In general practice, once the Fitment/ Pay Committee/ Commission is constituted to make recommendations regarding pay and allowances, the Government desists from making any amendments in the pay structure. In case of administrative exigencies, the matter is generally referred to the Fitment/ Pay Committee/ Commission.

This time around, however, the Government notified provisional revised pay structure vide resolution no 362 dated 17.01.2009. In addition, it also ordered upgradation of the pay scales of the entry level of Six State Services termed “premier” Services to 8000-13500 vide Resolution No 363 dated 17.01.2009. Further, it ordered provisional upgradation of pay scales and consequent provisional revision of pay for teachers of Primary, Middle and High Schools vide Resolution No 532 dated 28.01.2009. Finally, vide Resolution No 819 dated 23.09.2009, the Government ordered revision of pension in accordance with that recommended by the Sixth Central Pay Commission. The provisional orders in all the above cases were subject to the recommendations being made by this Committee.

This was both good and bad for the Pay Committee – good because there was no demanded urgency to finalise and submit its report as was the case with the earlier Pay Revision/ Fitment Committees. However, the provisional revision may affect the implementation of those recommendations of the present Committee which would impact the provisional pay adversely. This Committee has tried to harmonise its recommendations with the provisional pay structure to the extent possible.

The Committee had Sri Subhakirti Majumdar, Principal Secretary, Commercial Taxes Department, as its Chairman; Sri Amir Subhani, Secretary, Personnel and Administrative Reforms Department, as Member; and Sri Arunish Chawla, Additional Finance Commissioner as the Member-Secretary. All these members were required to perform their functions in the Pay Committee in addition to their original duties.

It is to be noted that the Member was also in charge of the post of Secretary, Excise and Registration Department while the Member-Secretary, Sri Chawla, was also in charge of the post of Managing Director, COMFED. During this period, the hearing of the Associations/representationists and collection of all required information was completed. Also, the Report on Allowances was signed on 08.08.2009 and submitted thereafter.

Subsequently Mr Chawla left on Central deputation to New Delhi, the present Member-Secretary was appointed vide Notification No 7356 dated 11.08.2009 of the Finance Department. At that time, the Member-Secretary was in charge of the posts of Director, Urban Development, Managing Director, Bihar Urban Infrastructure Development Corporation and Managing Director, Bihar State Housing Board. Subsequently, the Member-Secretary was transferred to Bhagalpur in the capacity of District Magistrate, Bhagalpur in the first week of October. Meanwhile, in October itself, the Member was also given the charge of the post of Home Secretary in addition to the post of Secretary, Excise and Registration Department.

Alongside the constitution of the Committee, it was provided office space in the Visveshwaraiah Bhawan and staff provided to it in the form of three Assistants, one UDC, one Data Entry Operator and one Group "D" employee. Interestingly, the Fitment Committee, set up to recommend Central pay scales to State employees subsequent to the Fifth Central Pay Commission, had a total of 23 officers and staff to assist the Committee. The Chairman of the present Committee was the full-time Member-Secretary of the Fitment Committee as well as the Member-Secretary/ Additional Secretary of the Fitment-cum-Pay Revision Committee between 21.11.88 to the date of submission of the Report, i.e. 15.07.89.

This Committee started work in right earnest in the month of January itself. Newspaper advertisements were placed inviting demands/representations from Employees'/ Officers' Associations/ Federations as well as individual employees/ officers. The last date for receiving representations was fixed as 16.02.2009 though representations were



received even after that date. In all, 919 representations were received. Once the representations were received, dates were fixed for hearings on the memoranda and notices issued to the representationists to appear and put forth their case. Hearings on the representations commenced on 06/03/2009 and went on till 17.07.2009. During that period, all the memoranda received from the various Service Associations were heard individually. The representations of individuals could not be heard separately, but all of them were considered at the time of making category-wise or post-wise recommendations.

Initially, the Committee was given time upto 31.03.2009 to submit its Report, which period was extended upto 31.12.2009 within which this Committee is submitting its Report.

The rest of the Report is organized in the following manner:-

- In Chapter 2, the principles of pay determination and the methodology applied have been enunciated;
- Chapter 3 contains the post-wise recommendations regarding pay, except for the State Services and State Cadres;
- Chapter 4 contains the recommendations regarding the State Services and the State Cadres;
- Chapter 5 contains recommendations on the Assured Career Progression Scheme;
- Chapter 6 contains the Committee's observations on the financial impact of the recommendations.

The Committee had noted the multiplicity of same or similar posts across various Departments. An effort has been made to deal with all such posts which exist in more than one Department in the discussion on Common Categories.

The Committee was also aware that revised pay scales with respect to some posts could not be recommended by the Fitment Committee because their details were not available either in form of information from the Department concerned or in form of representation by the

incumbents thereon. The Finance Department had, subsequently, notified the pay scales of the posts which had been left out on the basis of the proposals of the Department concerned. With a view to avoiding this situation during the course of the present exercise, the Finance Department was requested to make available to this Committee a list of all posts, the pay scales in respect of which had been revised subsequent to notification of pay scales vide Resolution No 660 dated 08.02.1999. However, the Committee is yet to obtain the aforesaid list. Therefore, there might as well be posts which may not have been discussed by this Committee.

The Committee has taken note of the revised Pension Scheme sanctioned vide Resolution No 819 dated 23.09.2009 for the pensioners whose retirement date falls after 01.01.2006 and Resolution No 820 dated 23.09.2009 for the pensioners who had retired before 01.01.2006. The orders seem to be in conformity with the Central Pension Scheme.

Further, this Committee is not exercising itself over the date on which these recommendations would come into force because it appears from the provisional pay revision effected by the Government on 17.01.2009 that the Government have already decided that this pay revision would come into effect notionally from 01.01.2006 and with full financial benefit from 01.04.2007 though payment of revised (provisional) scales would commence from 01.01.2009. Earlier when the Fitment Committee's terms of reference were notified while constituting the Committee on 02.01.1998, the State Government had notified that the revised pay scales would become notionally effective from 01.01.1996 but actual payment would be disbursed from 01.04.1997. Hence, this Pay Committee has a fait accompli in so far as discussion on the date of implementation of revised pay structure is concerned. After having constituted the Committee on 30.12.2008, the State Government decided, on 17.01.2009, that the revised pay structure would be effective from 01.01.2006 and payment would actually commence from 01.04.2007. We would not like to reconsider the matter as a decision has already been taken by the State Government. However, it is suggested that arrears of pay between 01.04.2007 and 31.12.2008 should be

expedited, preferably as per the dispensation of the Central Government.

This Committee would like to record that never before has a Pay Committee submitted its Report within one year of its constitution. The pressures of various official commitments of each of the Members of this Committee and the urgency the State Government has in obtaining the Report has placed this Committee at a disadvantage. What required a little further deliberation had to be dispensed with. The comparison and fine tuning that is required after having completed the Report is also being dispensed with owing to constraints of time. Hence, there might be some discrepancies here and there. We are sure that the Finance Department would detect them and iron them out.

It would be desirable that the public at large have access to the contents of this Report in the interest of transparency and convenience. Therefore, the Finance Department is requested to put the Report in downloadable format on the State Government Website as and when it is decided to make the Report public.

*Note: In the following, wherever SCPC is mentioned, it would mean a reference to Sixth Central Pay Commission; FCPC would mean a reference to the Fifth Central Pay Commission.*

## **Chapter 2: Principles of Pay Determination and the Methodology**

The Fitment Committee, which was set up to examine the issue of grant of Central pay scales to State Government employees subsequent to the recommendations of the Fifth Central Pay Commission, had the mandate of recommending pay scales for the employees under the State Government equivalent to those granted to employees under the Central Government subsequent to acceptance of the Report of the Fifth Central Pay Commission.

In Volume I of its Report, the Fitment Committee has discussed the principles it followed in pursuance of its mandate. By and large, the principles framed by the Fitment Committee allowed it to locate Central equivalence or the lack of it with respect to all the posts with which it concerned itself. Although held to be important, the following were not found to be the sole determinants in themselves for purposes of recommending appropriate pay structure:-

- educational qualifications;
- method of recruitment, i.e. whether recruitments are made through common selection procedure for deciding internal relativity of various posts;
- nomenclature or designation of posts;
- same class of services/ grade entitling each to get the same pay scale; and
- similar nature of work or responsibility.

The Fitment Committee held that each of the above factors has its own importance and that it is the sum which should be looked into rather than the parts along with the principles enumerated by the Pay Commission.

Subsequent to the Fitment Committee submitting its report, the Government set up a Fitment Appellate Committee to look into the anomalies which might have been created owing to acceptance of the recommendations of the Fitment Committee. With the submission of the report of the Fitment Appellate Committee, equivalence of each post under the State Government, except those as might have been inadvertently left out, has been established with posts under the Central Government or the Union Territories by such *expert Committees* as had been expressly set up for that purpose.

This Committee feels that, in comparison to the Fitment Committee, it should confine its scope in that it considers itself bound by the recommendations of the previous expert Committees. Thus, the following are the reference points for the present Committee:

- The recommendations of the Fitment Committee if they have not been overridden by the Fitment Appellate Committee or subsequent State Government decisions or judicial pronouncements.
- Those recommendations of the Fitment Appellate Committee which have been accepted and implemented by the State Government, in case they have not been overridden by subsequent State Government decisions or judicial pronouncements.
- Those recommendations of the Fitment Appellate Committee which have *not* been accepted and implemented by the State Government, in case they have not been revised by subsequent State Government decisions or judicial pronouncements.
- Subsequent decisions by the State Government.
- Subsequent judicial decisions.

The above implies that the equivalence and relativities established by the Fitment Committee and the Fitment Appellate Committee shall be carried forward in the same form, unless there is an express decision of the Government or a standing judicial pronouncement to the contrary.

In the following Chapters, the common categories of posts are taken up first. By common categories, this report would refer to such posts as are obtaining in at least two departments, with largely the same

designation; recruitment qualifications and mode; and similar functions. This would, obviously, lead to inclusion of a larger number of posts under the broad category of “common categories”. A further endeavour is to rationalize the pay structure of such posts across departments, in case such rationalization is not obtaining. After the common categories, posts specific to particular Departments are taken up. Finally, the state services are dealt with.

While discussing a particular post/ Service/ Cadre, the following would be the step-wise procedure:-

- I. Identification of the equivalent post in the Central Government according to the reference points (according to the discussion on the previous page). The equivalence might not be explicitly stated in case it is obvious.
- II. Determination of the revised pay structure of that post.
- III. Working out a tentative recommendation.
- IV. Examination of the representations received by the Committee.
- V. Arrival at a final recommendation.

Sometimes, parity with Central posts may not have been established by the Fitment Committee but appropriate pay scale recommended in view of the criteria enunciated by it. In that case, this Committee has recommended according to the recommendations of the Fitment Committee unless some new facts have been brought to light.

An effort has made to identify anomalous situations and suggest measures for their rectification. In some cases, certain Government orders might have been issued in the interregnum which had the impact of disturbing a longstanding internal relativity or Central equivalence. The Committee had, in such cases, either of two options:-

- Recommend against the Government order; or
- Accept the Government order as having created a changed relativity.

The Committee has, in general, attempted a harmonious construction in that these Government orders have been taken to represent the fresh

reference point for such posts instead of treating the recommendations of the Fitment Committee as the reference point.

Further, the SCPC has granted replacement pay structure to such posts as have not been discussed. This Committee is recommending accordingly.

Finally, there might be posts which have been left out either due to inadvertence or due to information about the post not being made available to the Committee. In all such cases, replacement pay structure will be permissible. In case the concerned administrative department has any reservations, then the Finance Department would examine the matter and issue appropriate orders.

In addition, the following are recommended:-

- the pay fixation formula, recommended by the SCPC and accepted by the Central Government with suitable modifications, be made applicable for State Government employees as well. Fitment tables with respect to the pay structure revision recommended by this Committee is annexed to this Report;
- the Central Government has defined entry pay in the respective Pay Band with respect to employees who have been or shall be appointed after 01.01.2006. It is recommended that this be adopted in the State Government with the modification that the employees appointed between 01.01.2006 and 01.04.2007 will draw pay in the unrevised pay scale till 31.03.2007 and that their pay in the revised pay structure shall be fixed on 01.04.2007 in terms of the principles enunciated for the same by the Central Government and the principles defined by the Finance Department with respect to similar matters in previous Resolutions of the Finance Department effecting Pay Revision, from which date they will draw salary in the revised pay structure; and
- in case there is a requirement for cadre restructuring in course of implementation of these recommendations, the administrative

Department concerned would undertake the exercise in consultation with the Finance Department.



## Chapter 3: Recommendations

### 3.1 Common Categories

#### 3.1.1 Group “D” Employees

Vide Resolution 9849 dated 10.11.04 of the Personnel and Administrative Reforms Department, Government of Bihar, all posts, the maximum of the pay scale for which were equal to or below Rs 4000, were classified as Group “D” posts. The following discussion would apply to all Group “D” posts, whether discussed separately in this Report or not.

The Fitment Committee had recommended the pay scale of 2550-3200 as was available to Group “D” employees at the Centre (Para 3.7.9). The unrevised pay scale of Group “D” employees in the State was 775-1025. The Fitment Committee had rejected the demand for placing these employees in the revised pay scale of 2610-3540 and 2650-4000 in view of the consideration that the pay scale of 775-1025 was not available in the Centre.

However, in 2007, the State Government granted the pay scale of 2610-3540 to those of its employees, whose basic pre-revised pay was upto Rs 1030. The pay scale of 2650-4000 was sanctioned to such employees whose basic salary was above Rs 1030. The reason ascribed for this departure from the Central scheme was that, owing to discontinuation of the time-bound promotion scheme and the time-lag before the ACP scheme stood implemented, a large number of employees were drawing a large part of their salary as Reducible Personal Pay. This was made effective from 1.1.96.

In this situation there are two options before this Committee. Obviously, the Government order did not question or amend the recommendations of the Fitment Committee. Thus, the first option is to ignore this order for purposes of recommending revised pay scales. The second option is to accept this order as having created a new equivalence.

This Committee, in terms of the methodology decided by it for determination of the revised pay structure, has decided to treat the Government decision as having created a fresh reference point and is recommending accordingly.

The SCPC has discussed Group “D” employees in Chapter 3.7 of its Report. It has recommended as follows:-

*“.. no further recruitment taking place in any of the existing Group D posts. The minimum grade in which all future recruitments takes place will be the PB-1 (Group C) pay band of Rs.4860-20200 with the grade pay of Rs.1800. The recruitment in this grade will be from amongst candidates possessing minimum qualifications of either 10 or ITI or equivalent. **Insofar as the present incumbents in the 4 existing Group D pay scales are concerned, their salaries will be fixed as under:-***

- ***Initially, all Group D employees shall be placed in the -1S pay scale with appropriate grade pay. The Commission would like to reiterate that –1S pay scale is not a regular pay scale. This pay scale has been devised mainly for the purpose of initial fixation of pay of the Group D employees who had already been recruited on a regular basis as on the date of implementation of this recommendation by the Government.***
- ***Thereafter, such of those Group D employees as already possess the revised minimum qualifications prescribed for entry into the Group C pay band along with a grade pay of Rs.1800 would be placed in that grade (i.e. pay band of Rs.4860-20200 along with a grade pay of Rs.1800) with effect from 1.1.2006. No fitment benefit would be given again for this fixation. The Commission has devised a fitment table (Table 3.7.1) for this fixation. All fixations should be done accordingly.***
- ***Such of those existing Group D employees who do not possess the minimum qualifications prescribed would need to be retrained. The training package would need to be evolved***

***separately for each of the individual Ministry/Department/ Organisation keeping in view their specific needs. Job description of the Group D posts so upgraded and placed in Group C shall also be revised and re-defined with emphasis on multi skilling so that a single employee is able to perform various jobs. After retraining with emphasis on multi-skilling, the Group D staff will be placed in the Pay Band PB-1 of Rs.4860-20200 with the grade pay of Rs.1800. Once placed in the PB-1 Pay Band, this category of Group D staff will regain their seniority vis-à-vis the other category of Group D staff that already possessed the minimum prescribed qualifications and were, therefore, placed in the PB-1 Pay Band immediately.***

- Inter-se seniority of all the employees in erstwhile Group D will be fully maintained with Group D employee in a higher Fifth CPC pay scale being placed higher vis-à-vis an employee in a lower pay scale. Within the same prerevised pay scale, the seniority will be fixed on the basis of date on which the person came to be placed in that pay scale.***
- Appropriate designations can be devised by individual departments for the erstwhile Group D posts placed in the PB-1 Pay Band. Alternatively, a common designation of Skilled Work Assistant can be extended to this category.”***

This Committee feels that there might be a tendency to upgrade the pay scales with insufficient training. Therefore, it is recommended that the training package being devised by the individual Departments be finalized in consultation with the Finance Department and for the Finance Department in consultation with the Personnel and Administrative Reforms Department. Only after undergoing this training successfully would an employee be eligible for upgraded pay structure. Otherwise, they would be entitled to the

### 3.1.2 Drivers

The State Government has framed the Bihar Vehicle Driver (Recruitment and Service Conditions) Rules, 2005. This has made the pay structure of Drivers under the State Government analogous to that of Drivers under the Central Government. The 2005 Rules, as notified on 30.11.05, sanctioned only three grades and assigned percentages to each. This promotional benefit covered Drivers in Secretariat Departments, its allied Offices and Mufassil Offices at various levels. Subsequently, the Department of Personnel and Administrative Reforms, by a Notification dated 25.04.2007 sanctioned four grades in the scales noted below. The promotional avenues that have been made available from 08.11.1996 are as follows:-

Basic Grade	3050-4590	30%
1 <sup>st</sup> Promotional Level	4000-6000	30%
2 <sup>nd</sup> Promotional Level	4500-7000	35%
3 <sup>rd</sup> Promotional Level	5000-8000	5%

The Sixth Central Pay Commission has recommended normal replacement Pay Band and Grade Pay, which this Committee agrees with. Thus, the revised pay is recommended as follows:-

Sr. No.	Designation	Present Pay Scale	Recommended Pay Band	Recommended Grade Pay
1	Vehicle Driver (Basic Grade)	3050-4590	PB-1	1900
2	Vehicle Driver (Grade II)	4000-6000	PB-1	2400
3	Vehicle Driver (Grade III)	4500-7000	PB-1	2800
4	Vehicle Driver (Special Category)	5000-8000	PB-2	4200

The Bihar State Government Motor Vehicles Drivers Association represented by its President, Sri Lakshmi Narayan Singh have requested for SCPC pay structure w.e.f. 01.01.2006 and have inter-alia stated that

the promotional benefits should be made available from 01.01.1996 and not 08.11.1996 as the State Government has decided. On a plain reading of the Rules framed for Drivers, it is not apparent as to why the Rules specify grant of promotion including the fourth scale from 08.11.1996. Further scrutiny reveals that, in para 55.56 of the Fifth Central Pay Commission Report, there is a mention that an additional scale corresponding to Rs 1600-2660 may be separately introduced for Drivers to provide the financial benefits of a second promotion under the ACP. It is presumed that the pay scale of 5000-8000 was sanctioned following the recommendation of the Fifth Central Pay Commission from 08.11.1996. If this be the case, then promotional benefits cannot be granted from 01.01.1996.

As regards other demands of the aforesaid Association, these have mostly been taken care of in the Committee's report on Allowances. With reference to the demand for promotion of Drivers to the post of Clerks, this may be decided in keeping with the recommendations of the SCPC at Para 3.8.10 of its report.

In addition, the following is recommended on the lines of the recommendations of the SCPC:-

1. As far as possible, new cars not be purchased any longer. Rather, only hired cars be used in place of existing cars once they are condemned.
2. Making the cadre of drivers multi-skilled so that:-
  - a. they utilize the office hours in performing some useful work when they are not actually engaged in driving; and
  - b. they are able to integrate once their services as drivers are no longer required.

Other than Drivers discussed above, there are Tractor Drivers, Roller Drivers, Dumper Operators, Crane Operators, Dozer Operators and host of other Drivers with varying nomenclature and pay scales. Normal replacement scales are recommended for all such posts. Representations from such Drivers have also apparently not been received. The Fitment Committee, in its Report at Para 5.3.1, had

recommended that claims of Drivers who are engaged on heavy motor vehicles will have to be determined based on provisions of the Central Motor Vehicles Act, 1988 which specifies that a heavy motor vehicle has to have an unladen weight not less than 12000 kgs.

Promotional avenues for Drivers now stand resolved with the notification of the Recruitment and Service Condition Rules, 2005 on 30.11.05 and subsequent notification dated 25.04.2007. In case, the number of Drivers in an office are limited and few and, as such, are not amenable to provision of promotional avenues as envisaged, pooling of field Offices or Departments of the Secretariat could be resorted to, as was recommended by the Fitment Committee at Para 5.3.8. Wherever, such clubbing is not possible, suitable rules would have to be framed. For isolated posts of Drivers, provisions of the ACPS would need to be invoked for grant of promotions.

### 3.1.3 Clerical Cadre

After the recommendations of the Fitment Committee were implemented (Para 1.8.1 to 1.8.3; 38.6.1 to 38.7.2), a new tier was added in the clerical cadre in the form of Lower Division Clerk (LDC) through orders of the Finance Department issued on 20.12.2000 in accordance with the recommendations of the Fitment Committee. Thus, the clerical cadre is now four-tiered:-

Sr. No.	Designation	Pay Scale
1	Lower Division Clerk	3050-4590
2	Upper Division Clerk	4000-6000
3	Head Clerk / 2 <sup>nd</sup> Grade Assistant	5000-8000
4	Office Superintendent / Head Assistant	5500-9000

In offices where there is no post of Office Superintendent/ Head Assistant, the structure is three-tiered and the pay scale of the Head Clerk stands at 4500-7000.

In the Centre, the pay scales for all Head Clerks have been merged and a unified grade pay of PB-2 with grade pay of Rs 4200 has been notified (Para 3.1.9 and 3.1.14 of the report of the SCPC). Further, the distinction between LDC and UDC has been maintained.

The main focus of the representations of the various Employee Associations and their resolution is as follows:-

- I. *Grant of pay band of PB-3 to Head Clerk:* Not possible in view of the recommendations of the SCPC;
- II. *Merging the posts of LDC and UDC:* Not possible in view of the recommendations of the SCPC;
- III. *Restructuring of the clerical cadre in all establishments on the lines of the collectorate cadre:* The SCPC has deliberately refrained from undertaking a detailed cadre review with respect to any service/ cadre. The Pay Committee agrees with the above. Detailed cadre review lies in the domain of the administrative department concerned;
- IV. *Removal of distinction between the Head Clerks drawing 4500-7000 and 5000-8000:* To be resolved on the lines of recommendations of the SCPC;
- V. *Grant of pay of UDC to LDC appointed after 20.12.2000 on basis of advertisement issued before that date:* It has been brought to light that the matter is sub-judice. Accordingly, the Committee is unable to make any recommendations regarding the same;
- VI. *Creation of service rules for clerks in the Collectorate and other Mufassil Establishments:* The recommendations of the Fitment Committee, made vide para 38.6.1 to 38.7.3., have still not been implemented. This Committee would recommend that the Government take a decision on those.

The following revised pay structure is, accordingly, recommended:-

Sr. No.	Designation	Present Pay Scale	Recommended Pay Band	Recommended Grade Pay
1	Lower Division Clerk	3050-4590	PB-1	1900
2	Upper Division Clerk	4000-6000	PB-1	2400

3	Head Clerk	4500-7000 5000-8000	PB-2	4200
4	Office Superintendent / Head Assistant	5500-9000	PB-2	4200

---

The Committee is aware that the above would place the incumbents in the posts of Head Clerks and Office Superintendents/ Head Assistants in identical pay structures, even though the latter posts are promotional posts to the former.

The Fitment Committee had drawn equivalence of the post of Office Superintendent with the posts of Office Superintendent Level I/ Office Superintendent. The State Government may consider redesignation of these posts as Assistant Administrative Officer and grant of the unrevised pay scale of 6500-10500 to these posts. According to the decision of the Central Government contained in O.M. F.No.1/1/2008-IC dated 13.11.2009 of the Department of Expenditure, Government of India, posts in the unrevised pay scales of 5000-8000, 5500-9000 and 6500-10500 have been merged and granted PB-2 with grade pay of 4200, therefore, and the post carrying the unrevised pay scale of 6500-10500 is the promotional post for the posts in the unrevised pay scale of 5000-8000 or 5500-9000, it would be upgraded and granted the grade pay of 4600 in PB-2. If the State Government so decides, the Office Superintendent/ Head Assistant may be redesignated as Assistant Administrative Officer with a grade pay of 4600.

### 3.1.4 Accounts Clerk

The Fitment Committee had discussed the matter of Junior Accounts Clerk and Senior Accounts Clerk in great detail at paragraph 23.2 of volume II of its report. Equivalence of this cadre could not be established with organized accounts cadres under the Central Government. Rather, parity with other ministerial cadres was sought to be established. The SCPC has, for Accounts Clerks under the Central Government, rejected parity with organized cadres and has recommended that parity be maintained with other ministerial cadres (Para 3.8.5).



The Fitment Committee had recommended the following pay structure:-

Sr. No.	Designation	Pay Scale
1	Junior Accounts Clerk	4000-6000
2	Senior Accounts Clerk	4500-7000

It had further recommended that a mandatory requirement of passing the Accounts Examination be prescribed for promotion from Junior Accounts Clerk to Senior Accounts Clerk.

The representations received in this behalf mostly relate to recommending a pay structure according to that of the organized accounts cadres under the Central Government. It is obvious that this demand cannot be fulfilled in view of the findings of the Fitment Committee, which, incidentally, were also upheld by the Fitment Appellate Committee.

The revised pay should be as follows:-

Sr. No.	Designation	Present Pay Scale	Recommended Pay Band	Recommended Grade Pay
1	Junior Accounts Clerk	4000-6000	PB-1	2400
2	Senior Accounts Clerk	4500-7000	PB-1	2800

### 3.1.5 Stenographer/ Steno typist of Field Offices

The State Government has framed the Bihar Field (Collectorate) Stenographers Cadre Rules, 2006. This has made the pay structure of Stenographer/ Steno typist of Field Offices under the State Government analogous to that prevailing in the Central Government. The present pay structure is as follows:-

Sr. No.	Designation	Pay Scale
1	Stenographer	4000-6000

	Grade III	
2	Stenographer	5000-8000
	Grade II	
3	Stenographer	5500-9000
	Grade I	

The Fitment Committee had established equivalence of Stenographer/ Steno typist of Field Offices with the post of Steno Grade III in the non-secretariat organizations under the Central Government (para 1.9.1 to 1.9.7) and recommended accordingly. This recommendation was upheld by the Fitment Appellate Committee as well. The main claim raised by the employees' associations is that of equivalence with the Stenographers under the secretariat establishment and consequent pay structure. The terms of reference of this Committee mandate recommendation of equivalent Central pay structure.

In terms of the recommendations of the SCPC at para 3.1.14, the revised pay should be as follows:-

Sr. No.	Designation	Present Pay Scale	Recommended Pay Band	Recommended Grade Pay
1	Stenographer Grade III	4000-6000	PB-1	2400
2	Stenographer Grade II	5000-8000	PB-2	4200
3	Stenographer Grade I	5500-9000	PB-2	4200

Further, the SCPC has recommended that no justification exists for maintaining a distinct cadre of Stenographers in any Government Office. Rather, the emphasis should be on multi-skilling (para 3.1.10). It has further recommended that separate recruitment to ministerial and stenographer cadres should cease immediately (para 3.1.15). This Committee, accordingly, recommends that the cadre of stenographers be merged with the clerical cadre and only the present incumbents continue as distinct cadres.

### 3.1.6 Secretariat Clerical Service

The Secretariat Clerical Service has come into existence as a consequence of the formulation of the Bihar Secretariat Clerical Service (Recruitment and Conditions of Service) Rules, 2006. Two rungs are provided for in this service, viz Lower Division Clerk and Upper Division Clerk in the pay scales of 3050-4590 and 4000-6000, respectively. The minimum recruitment qualification for the post of LDC is matriculation with knowledge of typing and computer operation while the post of UDC is promotional.

The Secretariat Clerical Service Association has demanded that full financial benefits be granted w.e.f. 01.01.2006; upgradations under ACPS be granted in the pay scales of 5500-9000 and 6500-10500 w.e.f. 09.08.1999. Some other demands have been made, which relate to allowances and cadre review. Allowances have been dealt with separately while detailed cadre review is in the domain of the administrative department concerned. The recommendations as to the date on which these recommendations are to come into effect are dealt with separately. The administrative department is advised to look into the grievance regarding the pay scales allowable under the ACPS.

The SCPC has granted normal replacement Grade Pay under PB-1 for LDCs and UDCs of the Central Secretariat Clerical Service (para 3.1.9). This Committee, too, recommends the same. Accordingly, the following pay structure is recommended:-

Sr. No.	Designation	Present Pay Scale	Recommended Pay Band	Recommended Grade Pay
1	Lower Division Clerk	3050-4590	PB-1	1900
2	Upper Division Clerk	4000-6000	PB-1	2400

It is also recommended that isolated or left-out posts of clerical nature in the secretariat be also encadred in this service wherever administratively feasible.

### 3.1.7 Head Typist and Type Superintendent

The feeder posts for these secretariat-level posts are now part of the Secretariat Clerical Service and it has been decided by the State Government that these posts would be abolished as they become vacant owing to superannuation or other causes. There are no posts corresponding to these in the Central Secretariat and the Fitment Committee had recommended normal replacement scales (para 1.7.1 to 1.7.5). The demand of the incumbents, in terms of pay scales, is for normal replacement as allowed in the Centre, which is being accepted.

The following revised pay structure is recommended:-

Sr. No.	Designation	Present Pay Scale	Recommended Pay Band	Recommended Grade Pay
1	Head Typist	5000-8000	PB-2	4200
2	Type Superintendent	6500-10500	PB-2	4600

### 3.1.8 Junior Engineers

Junior Engineers of the various Works Departments under the State Government are in the pre-revised pay scale of 5000-8000. The pay scales of 5000-8000; 5500-9000 and 6500-10500 have been merged into PB-2 with a grade pay of 4200.

The demands that have been received in connection with this cadre mainly relate to the following:-

- Grant of higher pay scales;
- Grant of equivalence of degree-holder JEs with directly recruited AEs in terms of promotional avenues.

The SCPC has discussed the case of Junior Engineers in Para 3.4.7 of its report. While higher pay scales cannot be granted in view of the established equivalence with similar posts under the Central Government, the modified ACP scheme being recommended separately

might be able to ameliorate a few of the grievances related to the second demand.

The recommended pay structure is PB-2 with grade pay of 4200.

### 3.1.9 Dresser

The post of Dresser is found in the Home (Prisons) Department and the Health Department. The Fitment Committee had discussed this post in Para 38.36.1 to 38.38.1. The demand before it was to sanction the revised pay corresponding to 975-1540 as was allowed to Basic Health Worker. The Fitment Committee found that posts carrying the designation of Dresser under the Central Government are carrying the pay scale of 800-1150 or lower. Accordingly, the Fitment Committee recommended that the post of Dresser would carry the pay scale of 2650-4000, whether they were matriculates or otherwise.

Representations have been received from the Bihar State Dressers and Health Workers Association and the Bihar State Non-Gazetted Employees Federation (Gope Faction) apart from certain individual representations. The thrust of these representations and their resolutions are as follows:-

- Grant of pay scale of 3050-4590 for such posts as have the recruitment qualification of matriculation, as has been allowed by the Ministry of Railways vide its order dated 10.05.1998: Not possible in view of the discussion indicated by the Fitment Committee in para 38.36.3
- Grant of pay scale of 4000-6000 in view of the higher qualifications and training required in comparison to other posts attached with higher pay scales: Not possible in view of the discussion indicated by the Fitment Committee in para 38.36.3
- Denial of benefit under ACPS to Dresser under the Darbhanga Medical College Hospital: It appears that the Department has denied the benefit of first financial upgradation under the ACPS on the advice of the

Accounts Officer. Redressal of this grievance is only possible at the level of the Department concerned.

The SCPC has not specifically discussed the post of Dresser in its report. Rather, in its discussion on Para-medical staff at Para 3.8.15, it has recommended that those of the Para-medical posts which have not been specifically mentioned shall be extended the corresponding replacement pay structure. Therefore, this post would be granted the replacement pay structure in the appropriate pay band subject to the general recommendations made regarding Group “D” employees.

### 3.1.10 Teachers

Posts of teachers are found in the Human Resource Development Department, the Home (Prisons) Department, Water Resources Department, Relief and Rehabilitation Department and the Welfare Department. The Fitment Committee had, vide discussions in Chapter 12 of its Report, recommended Central pay scales for the teachers of Government Schools and Nationalized Schools with certain conditions and the State Government had notified the same.

The SCPC’s recommendations are contained in Para 3.8.21 and Para 3.8.2 of its Report. Reference may also be had to para 55.259 of the FCPC. According to the FCPC, Headmaster, Middle School is equivalent PGT Grade I and Headmaster, Secondary School is equivalent to Vice-Principal. Accordingly, we recommend as follows:-

POSTS	EXISTING PAY SCALE	RECOMMENDED PAY SCALE	
		PAY BAND	GRADE PAY
Post Graduate Trained Teacher (Teachers in +2 Schools)			
Lecturer Basic Grade	6500-10500	PB-2	4800
Senior Scale	7500-12000	PB-3	5400
Selection Scale	8000-13500	PB-3	6600

Principal +2 School	10000-15200	PB-3	7600
<b>Trained Graduate Teacher</b>			
Basic Grade	5500-9000	PB-2	4600
Senior Scale	6500-10500	PB-2	4800
Selection Scale	7500-12000	PB-2	5400
Head Master/Principal	7500-12000	PB-2	5400
<b>Primary Teacher</b>			
Basic Grade	4500-7000	PB-2	4200
Senior Grade	5000-8000	PB-2	4600
Selection Grade	5500-9000	PB-2	4800
Headmaster(Basic Grade)	6500-10500	PB-2	4800
Untrained Primary Teacher	3050-4590	PB-1	1900

The representations in this regard are about grant of pay structure as at the Centre, which demand has already been met. One Alok Kumar Chakravarty, Assistant Teacher, Shaheed Rajendra Prasad Singh Government +2 School, Gardanibagh, Patna-2, has represented before this Committee that:-

- he was appointed to the Subordinate Education Service as Craft Teacher;
- his qualification is that of a five-year diploma-in-arts, which is the same as that of teachers of Fine Arts in Central Schools;
- although other teachers in the Subordinate Education Service were sanctioned the pay scale of 5500-9000, this post was sanctioned the pay scale of 4000-6000;

- the post of drawing teacher should have a pay scale of 5500-9000 in view of grant of that pay scale to other members of the Subordinate Education Service.

The Fitment Appellate Committee had considered this demand and after accepting it partially, had recommended the revised pay scale of 4500-7000 on the ground that this was the pay scale for trained primary teachers (Para 31.24). Obviously, there can be no comparison between a trained primary school Art Teacher, whose recruitment qualification is a one-year diploma, with an Art Teacher in a +2 School, whose recruitment qualification was a five-year diploma in arts and who was recruited as a member of the Subordinate Education Service.

This Committee, accordingly, recommends the grade pay of 4600 in PB-2 to Arts Teachers who are members of the Subordinate Education Service.

It has also come to the Committee's notice that trained Arts Teachers and Music Teachers in Primary and Middle schools had also been sanctioned the pay scale of 4000-6000. The Fitment Appellate Committee had recommended the pay scale of 4500-7000 to such of these teachers as had undergone a one-year training (para 31.24 and 31.51). It is not clear as to why these recommendations were not implemented. This Committee recommends the grade pay of 4200 in PB-2 to such Arts and Music Teachers of Primary and Middle Schools as have undergone a one-year training.

### 3.1.11 Computer Professionals (Electronic Data Processing Staff)

The advent of Information Technology has led to creation of posts of Professionals, mainly Electronic Data Processing Personnel, in various departments. Presently, these Computer Professionals are in the following pay scales:



DEPARTMENT	DESIGNATION	EXISTING PAY SCALE
Finance Department	Data Entry Operator Grade 'A' (Treasury)	4000-6000
(Data Cell)	Punching & Verifying Operator	4000-6000
	Data Entry Operator Grade 'C'	5000-8000
	Assistant Programmer	5500-9000
	Programmer	6500-10500
	System Analyst	10000-15200
Science and Technology	Data Entry Operator	4000-6000
	Programmer Assistant/Data Entry Operator	5500-9000
	Programmer	6500-10500
	System Analyst	10000-15200
Commercial Taxes	Data Entry Operator	4000-6000
Mines Department	Console Operator	5000-8000
Welfare Department.	Computer Operator	4000-6000
	Assistant Director	6500-10500

*Note: The above list is based on information provided to the Committee. There might be similar posts in other Establishments/ Departments, too. The following recommendations on pay structure would apply to those posts as well.*

The SCPC has discussed these posts at para 3.8.11. Also, the post of Data Entry Operator Grade “D” in the unrevised pay scale of 5500-9000 has

been upgraded and granted the grade pay of 4600 in PB-2 by Government Order contained in OM F. No. 1/1/2008-IC dated 13.11.2009 of the Implementation Cell under the Department of Expenditure, Government of India. Further, the post of Programmer has been historically granted the same pay structure as the entry pay structure of Gazetted Group “B” Cadres. We recommend as follows:-

POSTS	EXISTING PAY SCALE	RECOMMENDED PAY SCALE	
		PAY BAND	GRADE PAY
Data Entry Operator	4000-6000	PB-1	2400
Data Entry Operator Grade 'A'			
Computer Operator			
Data Entry Operator Grade 'C'	5000-8000	PB-2	4200
Assistant Programmer	5500-9000	PB-2	4600
Programmer Assistant			
Programmer	6500-10500	PB-2	4800
System Analyst	10000-15200	PB-3	6600

The Punching and Verifying Operator of the Finance Department shall be merged in the cadre of Data Entry Operators Grade 'A'. In line with the recommendations of the SCPC at Para 3.8.11, all posts including Group “A” posts other than those mentioned above shall be granted corresponding replacement pay structure.

It is further recommended as below that the various posts in different departments be redesignated such that the designations are uniform across Departments:

- all posts in PB-1 with a grade pay of Rs 2400 be redesignated as Data Entry Operator Grade “A”;
- all posts in PB-2 with a grade pay of Rs 4200 be redesignated as Data Entry Operator Grade “C”.

The representations in this regard and their resolution is as follows:-

- grant of upgraded pay scales and to recommend redesignation of the posts carrying the pay scale of 5000-8000 to Data Entry Operator Grade “C”: This has already been recommended.
- grant of the upgraded pay scale of 5000-8000 to the Punching and Verifying Operators and Data Entry Operators Grade “A” in the Treasuries under the Finance Department in view of the redesignation of Data Entry Operator Grade “A” under the Finance Department to Data Entry Operator Grade “C” and grant of the pay scale of 5000-8000 to the incumbents on those posts vide Resolution of Finance Department dated 16.08.2004: It is difficult to accede to this demand. The Resolution referred to in the above related to a specific group of employees appointed as Data Entry Operator Grade “A”, but whose recruitment qualifications corresponded to the post of Data Entry Operator Grade “C”. The incumbents on the posts of Punching and Verifying Operator and Data Entry Operator Grade “A” in the treasuries cannot claim this distinction in view of the recruitment qualification for these posts corresponding to the post of Data Entry Operator Grade “A”.
- Grant of the Grade Pay of 5400 in PB-3 to Programmer in the Finance Department in view of the upgradation granted to members of the Bihar Engineering Service: It is difficult to accept this demand in view of the established equivalence with Central posts.

### **3.1.12 Library Staff**

There is a plethora of designations and recruitment qualification requirements as regards Library Staff. The posts of the library staff in

different Departments are in different pay scales, a description of which is summarised as below:-

Sl. No.	Department	Designation	Existing Pay Scale
1	Cabinet Secretariat	Head Librarian	5500-9000
		Librarian	5000-8000
2	Planning & Development	Librarian	4000-6000
3	Institutional Finance	Librarian/ Assistant Librarian	3050-4590
4	Science & Technology	Librarian/Assistant Librarian	4000-6000
		Librarian	5000-8000
5	Mines & Geology	Librarian	5000-8000
6	Water Resource	Librarian	4000-6000
7	Information & Public Relation	Librarian	5000-8000
8	Health	Assistant Librarian	3050-4590
		Librarian	5000-8000
			5500-9000
			6500-10500
			4000-6000

9	Education	Librarian(Tibbi College)	5000-8000
		Librarian	4500-7000
		Librarian/ Library Assistant	5000-8000
		Librarian (District Library)	6500-10500
		Assistant Librarian	3050-4590
		Assistant Librarian(Senior)	3200-4900
		Assistant Librarian	5000-8000
10	Industry	Librarian	5000-8000
			5500-9000
		Assistant Librarian	3050-9000
11	Animal Husbandry	Librarian	5000-8000
12	Labour	Library Superintendent	4000-6000
		Librarian	5000-8000
13	Advocate General's Office	Head Librarian	5500-9000
		Librarian	5000-8000

14	Welfare	Librarian	4000-6000
----	---------	-----------	-----------

The Fitment Committee had, in general, vide its department-wise recommendations, denied parity of Library Staff with posts carrying similar or same designations at the Centre and had reiterated the recommendation of the earlier Fitment cum Pay Revision Committee that the Government set up a separate expert Committee to look into the pay scales of various Librarians and to come up with specific recommendations for the State Government to decide. Vide para 3.8.13 of its report, the SCPC has recommended normal replacement pay structure except for the posts carrying the pay scale of 6500-10500 which have been upgraded and fitted in PB-2 with grade pay of 4600.

Two representations have been received in this regard. Sri Manoj Mishra, Head Librarian of Advocate General Office has demanded the Grade pay of 4600 while Sri Rameshwar Prasad, Librarian, Government Ayurvedic College has demanded the pay granted to the Librarian, Tibbi College i.e. Rs. 5000-8000.

As per the demand of the Head Librarian in the Office of the Advocate General, based on the recommendations of the SCPC at para 3.8.13, this Committee recommends a grade pay of 4600 though the incumbent was in the pay scale of 5500-9000 and not 6500-10500.

It appears from the records available with Pay Committee that the post of Librarian in Tibbi College and Government Rajkiya Aurvedic College were in the same pay scale up to 01-04-1981. On the recommendation of Anamolies Committee the pay scale of Rs. 535-735 was upgraded as 785-1210 for the Librarian of the Tibbi College on the ground that the recruitment qualification was higher. The petitioner has submitted that the recruitment qualification of the Librarian of Government Ayurvedic College has been enhanced as Graduate (Library Science). This is borne out by the documents attached with the petition. Although the petitioner does not possess the enhanced qualification, the same holds

true for the Librarian, Tibbi College. Hence the Librarian of Govt. Ayurvedic College shall be in same pay as the Librarian of Tibbi College.

As recommended by the Fitment cum Pay Revision Committee in July 1989 at Chapter 16, paragraph 69, the State Government is yet to appoint an independent Committee to look into and assess the size of libraries, the type of publications and books the libraries cater to and the desirability of upgrading (or downgrading) the pay scales of various categories of library staff. The Anomaly Removal Committee set up to look into the anomalies arising from the recommendations of the Fitment cum PRC also recommended at Para 3.23.2 of their report in January 1990 that till the Committee is constituted and its Report considered by the Government, the incumbents on these posts shall have to be content with normal replacement pay scales. The Fitment Committee also recommended to the State Government at Para 17.8.1 of their Report that the Committee be set up to look into all aspects of libraries as recommended earlier by the Fitment cum Pay Revision Committee.

We recommend the following pay structure for the library staff:-

POSTS	EXISTING PAY SCALE	RECOMMENDED PAY SCALE	
		PAY BAND	GRADE PAY
Library Attendant	2650-4000	-As for other Group "D" staff-	
Assistant Librarian/Librarian	3050-4590	PB-1	1900
Assistant Librarian/Librarian/Library Superintendent	4000-6000	PB-1	2400

Assistant Librarian/Librarian/Head Librarian	5000-8000 5500-9000	PB-2	4200
Librarian	6500-10500	PB-2	4600

### 3.1.13 Inspectors and Supervisors

Although most of the posts discussed below concern one department or two at the most, we are discussing them at one place since the source of recruitment for these posts is a common examination. Most of the Service Associations of Inspectors and Supervisors, including the Bihar Inspectors and Supervisors Association, have demanded the upgraded unrevised pay scale of Rs. 7450-11500 for all the posts of Inspectors and Supervisors.

The Fitment Committee recommended the pay scale of Rs. 5000-8000 for the posts of Inspectors and Supervisors except those of Co-operative Extension Officers and Labour Enforcement Officers which were extended the pay scale of 4500-7000 and 5500-9000, respectively. Subsequently, the State Government granted the pay scale of 5000-8000 to the Co-operative Extension Officers in the light of the judgment of the Hon'ble High Court, Patna.

The Hon'ble High Court at Patna, in the matter of Sunil Kumar and others vrs the State of Bihar (CWJC No 14243 of 2004) directed that various supervisory posts, viz.:-

1. Junior Statistical Supervisor
2. Statistical Assistant
3. Senior Statistical Assistant
4. Investigator
5. Assistant Consolidation officer
6. Circle Inspector



7. Supply Inspector
8. Labour Inspector
9. Gram Panchayat Supervisor
10. Assistant Savings Officer
11. Co-operative Extension Officer
12. Revenue Circle Officer
13. Block Welfare Officer
14. Senior Audit Officer
15. Senior Auditor Grade II
16. Graduate Assistant
17. Extension Officer (Industries and Commerce) [Rural Development]

are being recruited through a common graduate level competitive examination and they are entitled to the same pay scale. Two other posts, viz. Extension Officer (Commerce and Industry) and Malaria Inspector have also been allowed the same relief. The Hon'ble Court has decided that if the State Government wants to grant different pay scales that can only be prospective and only for new recruits and that the Government will have to change the recruitment process on the basis of different examination or on merit-cum choice basis.

In light of the above discussion, this Committee recommends the grade pay of 4200 in PB-2 for the above categories of posts in the revised pay structure in accordance with the recommendations of the SCPC inter alia at Para 7.15.13.

### **3.1.14 Canteen Staff**

Canteen Staff is in the following pay scales in different departments:-

<b>Sl. No.</b>	<b>Department</b>	<b>Post</b>	<b>Scale</b>
1	Governor's Secretariat	Khansama	2650-4000
		Male Cook	2650-4000
		Second Cook	2650-4000
2	State Guest House	Assistant Cook	2650-4000
		Cook	3050-4590
3	Bihar Bhawan	Cook	2650-4000
		Assistant Cook	3050-4590
4	Home	Cook-cum-Sweeper	2550-3200
		Cook (Remand Home)	2650-4000
		Senior Cook (Borstal Section)	2650-4000
5	Home Guard Organization	Cook	2650-4000
6	Civil Aviation (Flying Institute)	Cook	2650-4000
7	Welfare	Cook	2650-4000
		Additional Cook	2650-4000
		Cook-cum-Servant	2650-4000
8	Water Resource (Liaison & Land Acquisition Office, Nepal)	Cook	2650-4000

9	Department of Tourism	Cook	2650-4000
10	Labour Department	Assistant Halwai	2650-4000
		Assistant Cook	2650-4000
		Head Halwai	3050-4590
		Head Cook	3050-4590
11	State Insurance	Cook	2650-4000
12	Health Department	Cook	2650-4000
		Head Cook	3050-4590
13	Revenue & Land Reforms Department	Khansama	2650-4000
14	Information & Public Relations Department	Assistant Cook	3050-4590
15	Forest Development	Khansama	2650-4000
16	Housing Department	Khansama	2650-4000
17	Workcharged Establishment	Cook	2650-4000
		Head Cook	2750-4400
		Khansama	2650-4000

The Fitment Committee had, in Volume IV, Book I, Para 5.2.5 of its report, discussed the pay scales of Cooks under the State Government. It was recommended that the State Government should lay down specific rules for recruitment of Cooks based on the rules specified by the Central Government. The pay scales and qualifications necessary have been discussed at length between Para 5.2.1 to 5.2.7 of the Fitment Committee Report and at Paras 55.22, 55.31 and 55.33 of the FCPC. The Fitment Appellate Committee had upheld the recommendations of the

Fitment Committee. Thus, posts under the regular establishment of the State Government were placed in the pay scales of 2650-4000 or 3050-4590.

The SCPC, at Para 3.8.7, has recommended that all the posts of Canteen Staff in Group "D" be placed in PB-1 with grade pay of Rs. 1800 once the staff occupying these posts are suitably retrained and made multi-skilled. Other posts of canteen staff shall be in corresponding replacement grade pay and pay band.

Accordingly, we recommend, subject to the proviso as laid down by the SCPC at Para 3.8.7, that all the posts of Cook, Assistant Cook, Second Cook, Additional Cook, Cook-cum-Servant, Cook-cum-Sweeper, Assistant Halwai and Khansama shall be governed by the general recommendations made by this Committee with regard to Group "D" posts. Those posts which are in the pay scale of Rs. 3050-4590 shall be placed in PB-1 with grade pay of 1900.

The Bearer and Head Bearer are in the pay scale of Rs 2610 -3540 and 2650-4000 respectively. These posts shall be governed by the general recommendation regarding Group "D" employees.

### **3.1.15 Drawing Staff**

Drawing staff are in the following pay scales and departments:-

SI No.	Department	Designation	Existing Scale
1	Planning & Development	Assistant Draftsman	3200-4900
		Draftsman	5000-8000
2	Urban Development	Blue printer	2700-4400
		Tracer	3200-4900
		Draftsman Grade II	4000-6000
		Draftsman Grade I	5000-6000

3	Rural Development	Blue Printer	2750-4400
		Tracer	3200-4900
		Draftsman Grade II	4000-6000
		Draftsman Grade I	5000-8000
		Head Draftsman	5000-8000
4	Science & Technology	Draftsman (Mining Department)	4000-6000
		Draftsman (Electrical)	4000-6000
		Draftsman( Crime)	4000-6000
		Supervisor Draftsman	4000-6000
		Tracer	3200-4900
		Draftsman (Engineering College, Bhagalpur)	5000-8000
		Draftsman (Polytechnic)	5000-8000
5	Mines & Geology	Tracer	3200-4900
		Draftsman	4000-6000
6	Forest Department	Tracer	3200-4900
		Draftsman	4000-6000
		Surveyor Draftsman	4000-6000
7	Energy Department	Tracer	3200-4900
		Draftsman	4000-6000

		Draftsman Grade I	5000-8000
8	Minor Water Resources Department	Blue Printer	2750-4400
		Tracer	3200-4900
		Draftsman Grade II	4000-6000
		Draftsman Grade I	5000-8000
		Draftsman Senior Grade	5000-8000
9	Water Resources Department	Blue Printer	2750-4400
		Tracer	3200-4900
		Draftsman cum Tracer	4000-6000
		Draftsman Grade I	5000-8000
		Surveyor-cum-Draftsman	4000-6000
		Draftsman	4000-6000
		Draftsman Grade II	4000-6000
		Draftsman Senior Grade	5000-8000
		Senior Draftsman	5000-8000
		Architectural Draftsman	5000-8000
10	Public Health & Engineering Department	Blue Printer	2750-4400

		Tracer	3200-4900
		Draftsman Grade II	4000-6000
		Assistant Draftsman	4000-6000
		Head Draftsman	5000-8000
		Draftsman Grade I	5000-8000
11	Road Construction & Building Construction Department	Blue Printer	2750-4400
		Tracer	3200-4900
		Draftsman Grade II	4000-6000
		Draftsman Grade I	5000-8000
		Architectural Draftsman	5500-9000
12	Housing Department	Blue Printer	2750-4400
		Tracer	3200-4900
		Draftsman Grade II	4000-6000
		Draftsman Grade I	5000-8000
		Architectural Draftsman	5500-9000
13	Transport Department	Tracer	3200-4900
		Draftsman	4000-6000
14	Industries Department	Tracer	3200-4900
15	Agriculture Department	Tracer	3200-4900
		Draftsman	4000-6000

		Blue Printer	2750-4400
16	Animal Husbandry Department	Draftsman	4000-6000
		Tracer	3200-4900
17	Revenue & Land Reforms Department	Draftsman	4000-6000
		Draftsman cum Surveyor	4000-6000
		Senior Draftsman	4000-6000
		Head Draftsman I	5000-8000
		Head Draftsman II	5000-8000
18	Work Charged Establishment	Draftsman Grade I	4500-7000
		Draftsman Grade II	4000-6000

The Fitment Committee had, at Para 23.10.5, recommended that the posts of Blue Printer and Ferro Printer be done away with and that if the Government desire to retain the posts of Tracer, then the appointment of Blue Printer or Ferro Printer should be ceased. The State Government has accepted the above recommendation and decided that in future no appointment shall be made against the posts of Tracer, Blue Printer or Ferro Printer (See Serial No. 70 of Annexure III to the Resolution No. 660 dated 08-02-2009). At para 3.8.9, the SCPC has also recommended phasing out of posts of Tracers/ Ferro Printers/ other posts similarly placed wherever these still exist.

The existing employees of above categories shall be placed in normal replacement grade pay and pay band.



The SCPC has recommended the Grade Pay of 2400 under PB-1 for the Draftsman of 4000-6000 and Grade Pay of 4200 under PB-2 for the Senior Draftsman and Head Draftsman (Para 3.8.9).

Accordingly, we recommend the following pay structure for Draftsman:-

S No	Name of Post	Unrevised Pay Scale	Pay Band	Grade Pay
1	Draftsman/Draftsman Grade II/ Surveyor Draftsman/ Draftsman cum Tracer	4000-6000	PB-1	2400
2	Draftsman/Draftsman Grade I/Senior Draftsman/Head Draftsman	5000-8000	PB-2	4200
3	Architectural Draftsman	5500-9000	PB-2	4200

### 3.1.16 Laboratory Staff

The posts of Laboratory Attendant, Laboratory Assistant and Laboratory Technician are in several departments, a brief description of which is as follows:

S No	Department	Designation	Existing Pay Scale
1	Home	Laboratory Attendant	2610-3540
2	Science & Technology	Laboratory Attendant	2550-3200
3		Laboratory Assistant	4500-7000 (if recruitment qualification is 10+2 Science/B.Sc. or DMLT; other wise 4000-6000)

4		Laboratory Assistant (Engineering college)	5000-8000 (if recruitment qualification is B.Sc. or Diploma Certificate; otherwise 4500-7000)
5	Water Resources	Lab Attendant	2550-3200
		Senior Lab Attendant	2610-3540
		Field Assistant cum Lab Assistant	3050-4590
		Senior Laboratory Assistant	4000-6000
		Lab Assistant	3200-4900
6	Public Health Engineering Department	Sample Taker	2650-4000
		Sample Taker	3050-4590
		Lab Assistant	4000-6000
7	Public Works Department	Laboratory Cleaner	2550-3200
		Lab Assistant	3200-4900
		Lab Attendant	2550-3200
8	Labour	Laboratory Attendant	2550-3200
		Lab Technician	4500-7000 ( if recruitment is 10+2,B.Sc. or DMLT; otherwise

			4000-6000)
9	Food & Civil Supplies	Laboratory Attendant	2550-3200
10	Health	Lab Assistant (Indigenous System)	3200-4900
		Lab Technician	4500-7000
		Lab Attendant (Drug Control)	2550-3200
		Lab Boy	2550-3200
		Lab Technician (Dental)	4500-7000
		Head Lab Assistant	4000-6000
11	Human Resource Development	Lab Assistant (Sanskrit College)	4500-7000
		Lab Assistant (Womens College)	5000-8000 (B.Sc. + Diploma)
		Lab Boy	2550-3200
		Lab Assistant (SCERT)	4500-7000 (B.Sc. + Diploma)
12	Industries	Lab Assistant	4500-7000 (if recruitment qualification is 10+2,B.Sc. or DMLT; otherwise 4000-6000)
13	Agriculture	Lab Attendant	2610-3540

		Lab Assistant	3200-3540
14	Animal Husbandry	Lab Attendant	2610-3540
		Lab Assistant	3200-4900

---

The Fitment Committee in Para 38.26.1 to 38.26.5 of its report dealt the matter of above categories of laboratory staff and recommended the appropriate pay scale on the basis of recruitment qualification.

The SCPC in Para 3.8.14 of its report has dealt with the laboratory staff and recommended the grade pay of 1800 in PB-1 for the Laboratory Attendants after their skills are suitably enhanced on the lines of the general recommendation made for Group "D" personnel. The posts of Laboratory Assistant in the pay scale of 3050-4590, 4000-6000 and 4500-7000 have been placed in normal replacement grade pay.

Accordingly this Committee recommends that the Laboratory Attendant, Laboratory boy, Laboratory Khalasi shall be governed by the general recommendations regarding other Class IV employees. The post of Lab Assistant/Technician shall get normal replacement pay scale in appropriate pay band.

### 3.1.17 Scientific and Research Personnel in Works Departments

The Bihar Scientific Service Association and Bihar State Research Assistants Association have demanded upgradation of pay scales of Research Personnel. The former have demanded parity with the six Services the entry pay scale for which was upgraded from 6500-10500 to 8000-13500 by a Resolution of the Finance Department dated 17.01.2009. As the grade pay also stood revised provisionally from 01.01.2006 from 4200 to 5400, the request of the Association has been

examined. Basically, the demand centres on equating the Assistant Director, Research with the entry scale of the aforesaid six Services.

The posts of Research Personnel are in the following Departments:-

Sl.No.	Department	Designation	Existing Pay Scale
1	Water Resources (Minor)	Senior Research Assistant	5000-8000
2	Water Resources	Metrological Overseer	3200-3900
		Junior Research Assistant	3050-4590
		Junior Research Assistant	4000-6000
		Additional Research Assistant	4000-6000
		Assistant Research Officer	5000-8000
		Junior Research Assistant	5000-8000
		Research Assistant	5000-8000
		Silt Analyst	5000-8000
		Research Supervisor	5500-9000
		Assistant Research Officer	5500-9000
		Research Officer	6500-10500
		Deputy Director (Research)	8000-13500
		Deputy Director (Research)	10000-15200
		Additional Director	12000-16500
	PHED	Chemist	5000-8000

	Chargeman Chemist	5000-8000
	Scientific Assistant	5000-8000
	Junior Research Officer	6500-10500
	Senior Research Officer	8000-13500
PWD	Research Assistant	5000-8000
	Assistant Research Officer	5500-9000
	Assistant Director	6500-10500
	Deputy Director	10000-15200
	Additional Director	12000-16500
	Director	14300-18300

---

The Fitment Committee had dealt the matter of Scientific and Research Personnel in Para 23.1.1 to 23.1.7 and recommended the pay scales shown above.

The SCPC has discussed the scientific personnel at Para 3.5.7 where it has recommended the grade pay of 4600 in PB-2 for all scientific personnel carrying minimum direct recruitment qualification of a degree in Engineering or a post-graduate degree. At Para 7.47.8, the SCPC has also recommended the grade pay of 4600 in PB-2 for the Assistant Director, Grade II of the Central Water Commission under the Ministry of Water Resources. This recommendation has been accepted and notified vide GSR 622 (E) dated 29.08.2008.

Therefore, this Committee recommends following pay structure which is the replacement pay structure with appropriate modifications in accordance with the recommendations of the SCPC:-

Sl No.	Designation	Existing pay scale	Recommended pay scale	
			Pay Band	Grade Pay
1	Metrological Overseer	3200-4900	PB-1	2000
2	Junior Research Assistant	3050-4590	PB-1	1900
3	Junior Research Assistant	4000-6000	PB-1	2400
4	Additional Research Assistant	4000-6000	PB-1	2400
5	Research Assistant	5000-8000	PB-2	4200
	Senior Research Assistant	5500-9000		
	Junior Research Assistant	5000-8000		
	Silt Analyst	5000-8000		
	Chemist	5000-8000		
	Chargeman Chemist	5000-8000		
	Scientific Assistant	5000-8000		
	Assistant Research Officer	5500-9000		
	Research Supervisor	5500-9000		
6	Junior Research Officer	6500-10500	PB-2	4600
	Research Officer			
	Assistant Director			
7	Deputy Director	8000-13500/ 10000-15200	PB-3	6600
	Senior Research Officer	8000-13500/ 10000-15200		

8	Additional Director	12000-16500	PB-3	7600
9	Director	14300-18300	PB-3	8700

### 3.1.18 Common Categories in Works Department

The Union of Works Departments has demanded upgradation in the pay scale of Technical employees.

There are two categories of employees in the Works Departments, viz. employee of regular establishment and works charged employees or such works charged employees who have been converted into regular establishment. Most of the posts of regular establishment or work charged establishment are in same designation, with similar duties and responsibilities. It has been established by earlier Pay Revision/ Fitment Committees that the pay scales of similar posts in either category shall be the same. Moreover, most of them are technical in nature and require special consideration.

The SCPC, in Para 3.8.27, has categorized workshop staff in the following categories:-

S No	Designation	Existing pay scale	Recommended pay structure	
			Pay Band	Grade Pay
1	Unskilled	2550-3200	PB-1	1800
2	Semi Skilled	2650-4000	PB-1	1800
3	Skilled	3050-4590	PB-1	1900
4	Highly Skilled	4500-7000	PB-1	2800

Accordingly, the posts at S No 1 and 2 above shall be governed by the general recommendations made regarding Group “D” employees while others would get replacement pay structure.



Posts which are not in the above mentioned Central pay scales shall be given revised replacement grade pay in appropriate pay band.

### 3.1.19 Statistical Functionaries

Statistics personnel are in various departments. A brief description is as follows:-

SI No.	Department	Designation	Existing Scale
1	Home Department	Computer	4000-6000
		Junior Statistical Assistant	5000-8000
		Senior Statistical Assistant	5000-8000
		Statistical Officer	5500-9000
		Statistical Assistant	5000-8000
2	Bihar Public Service Commission	Junior Statistical Assistant	5000-8000
3	Commercial Tax Department	Junior Statistical Clerk	5000-8000
		Senior Statistical Clerk	5000-8000
		Statistician	5000-8000
		Statistical Officer	5500-9000
4	Finance Department	Statistical Assistant	4500-7000
		Junior Statistical Assistant	5500-9000
5	Planning & Development Department	Senior Statistical Assistant	5000-8000
		Assistant Statistical officer	5500-9000

6	Directorate of Statistics & Evaluation	Computer Clerk	3050-4590
		Statistical Clerk	3200-4900
		Computer	4000-6000
		Junior Statistical Assistant/ Block Statistical Supervisor	5000-8000
		Senior Statistical Assistant	5000-8000
		Statistical Supervisor/ Assistant Statistical Officer	5500-9000
6	Institutional Finance Department	Statistical Investigator DRDA	5000-8000
7	Welfare Department	Statistical Assistant	5000-8000
8	Sugarcane Department	Statistical Assistant	5000-8000
		Statistical Officer	5500-9000
		Computer	5000-8000
9	Mines & Geology	Statistical Assistant	5000-8000
		Senior statistical Assistant	5000-8000
10	Forest Department	Computer	4000-6000
		Junior Statistical Assistant	5000-8000
		Senior Statistical Assistant	5000-8000
		Statistical supervisor	5000-8000
		Statistician	5000-8000
		Statistician	5500-9000

11	Minor Irrigation Department	Senior Statistical Assistant	5000-8000
		Compiler	5000-8000
12	Water Resources	Computer	3200-4900
		Statistician	5000-8000
		Junior Statistical Assistant	5000-8000
		Senior Statistical Assistant	5000-8000
		Statistical Officer	5500-9000
13	Housing Department	Statistical Assistant/Statistician	5000-8000
14	Transport	Investigator	5000-8000
		Statistician	4000-6000
		Statistical Officer	5500-9000
		Statistical Assistant	5000-8000
15	Tourism	Statistical Officer	5500-9000
		Statistical Supervisor	5000-8000
		Assistant Statistical Supervisor	4000-6000
16	Labour Resource Department	Junior Statistical Assistant	5000-8000
		Investigator	5000-8000
		Senior Statistical Assistant	5000-8000
		Statistical Inspector	5000-8000
		Junior Statistical Officer	5000-8000

		Statistical Supervisor	5000-8000
		Statistical Specialist	5000-8000
		Statistical Officer	5500-9000
		Statistical Specialist	5500-9000
17	The Inspectorate of Factories	Statistical Computer	3050-4590
		Junior Statistical Supervisor	5000-8000
		Junior Statistical Assistant	5000-8000
		Investigator-cum-Analyst	5000-8000
18	Food and Civil Supplies	Compiler	4000-6000
		Statistician	5000-8000
19	Health, Medical Education and Family Welfare	Statistician	5000-8000
		Investigator	5000-8000
		Senior Statistical Assistant	5000-8000
		Statistical Clerk	4000-6000
		Computer	4000-6000
		Junior Statistical Assistant	5000-8000
		Statistical Officer	5500-9000
20	Education Department	Junior Statistical Assistant	5000-8000
		Senior Statistical Assistant	5000-8000
		Supervisor(Statistics &	5000-8000

		Evaluation)	
		Statistical Supervisor	5000-8000
		Statistician	5000-8000
		Statistical Officer	5500-9000
	Secretariat Establishment	Junior Statistical Assistant	5000-8000
		Senior Statistical Assistant	5000-8000
		Statistical Supervisor	5000-8000
		Statistician	5000-8000
	Directorate of Adult Education	Junior Statistical Assistant	5000-8000
		Senior Statistical Assistant	5000-8000
	District Level	Senior Statistical Assistant	5000-8000
	State Council of Education Research and Training	Junior Statistical Assistant	5000-8000
		Senior Statistical Assistant	5000-8000
21	Industries Department	Junior Statistical Assistant/ Computer Statistician/ Investigator	5000-8000
		Statistical Assistant/Survey Inspector	5000-8000
22	Agriculture Department	Junior Statistical Assistant	5000-8000
		Senior Statistical Assistant	5000-8000

		Compiler	3200-4900
		Statistical Computer	4000-6000
	Head Quarter Establishment of Directorate	Statistical Investigator	4500-7000
		Junior Statistical Assistant	5000-8000
		Statistical Assistant	5000-8000
		Senior Statistical Assistant	5000-8000
23	Department of Cooperation		
	Mufassil Establishment	Statistical Officer	5500-9000
	Head Quarter Establishment	Junior Statistical Assistant	4000-6000
		Computer	5000-8000
		Statistician-cum-Artist	5000-8000
		Statistical Officer	5500-9000
		Statistician	5500-9000
24	Animal Husbandry and Fisheries Department	Statistical Supervisor	5500-9000
		Statistical Assistant	5000-8000
		Computer	3200-4900
		Statistical Computer	4000-6000
		Senior Computer	5000-8000

		Senior Statistical Assistant/ Technical Assistant	5000-8000
25	Revenue and Land Reforms Deptt	Statistician	5000-8000
		Computer	5000-8000
		Statistical Assistant	5000-8000
		Senior Statistical Assistant	5000-8000
		Statistical Supervisor	5000-8000
	Directorate of Land Acquisition/ Land Records and Survey	Statistician	5000-8000
	Survey Office, Gulzarbag	Senior Computer	4000-6000
	Establishment of the Divisional Commissioner	Statistical Computer	4000-6000
		Statistical Specialist	5000-8000
		Statistician	5000-8000
		Statistical Supervisor	5000-8000
		Computer	4000-6000
26	Excise and Prohibition Department	Senior Statistical Assistant	5000-8000

The Fitment Committee had discussed the statistical functionaries in para 7.2.3 ,6.4.1 , 27.3.1, 29.1.3, 35.5.10, 36.7.1, 31.8.5, 12.3.3, 12.4.1, 12.14.1, 12.13.3, 19.5.1, 19.5.3, 20.1.5, 36.9.2, 36.7.2 and 36.9.2. It had recommended that all statistical functionaries who are graduates be

allowed the pay scale of 5000-8000. For functionaries other than Computers, Compilers and others who were in the pre-revised pay scale of 975-1540 or below, the pay scale of 4500-7000 was allowed. The other posts were extended the replacement pay scales.

The SCPC has discussed these posts in para 7.19.9, 7.41.5 and 7.35.2. It recommended upgradation of such posts which require a graduate degree for recruitment and are in the pay scale of 4500-7000 to the scale of 5000-8000. This recommendation is not relevant for our purposes as this has already been accepted and implemented following the recommendations of the Fitment Committee. If, however, there are certain left-out posts, the Finance Department should, in consultation with the administrative department, resolve the issue in terms of the foregoing.

Also, since the pay scales of 5000-8000, 5500-9000 and 6500-10500 have been merged, the SCPC had recommended upgradation of the posts carrying the pay scale of 6500-10500. This, too, is not relevant for our purposes as there are no posts under the State Government carrying this pay scale. For other posts, it has not suggested any change in the existing pay scale and recommended the normal replacement grade pay in appropriate pay band.

The representations received in this regard mainly relate to the following:-

- upgraded pay scales and merger with cadre of Compiler of Junior Field Investigator: Cadre review lies in the domain of the administrative department concerned. This Committee is unable to accede to the demand for upgraded pay structure in view of the recommendations of the Fitment Committee and the SCPC as noted above;
- Upgraded pay scale of 4500-7000 to Compiler: This Committee is unable to accede to the demand for upgraded pay structure in view of the recommendations of the Fitment Committee and the SCPC as noted above;



- Upgraded pay scale of 7450-11500 and grant of status of Subordinate State Service to the Junior Statistical Supervisor: This Committee is unable to accede to the demand for upgraded pay structure in view of the recommendations of the Fitment Committee and the SCPC as noted above. Further, the demand for grant of status of Subordinate State Service should be decided by the administrative department concerned;
- Upgraded pay structure of grade pay of 5400 in PB-2 to Assistant Statistical Officer on the ground that these are filled up by promotion from the post of Junior Statistical Supervisor and that the revised pay structure for these posts have been merged: This Committee is unable to accede to the demand for upgraded pay structure in view of the recommendations of the Fitment Committee and the SCPC as noted above.

Accordingly, we recommend the following revised pay structure for statistical functionaries:-

	Existing pay scale	Recommended pay structure	
		Pay Band	Grade Pay
All the post in	3050-4590	PB-1	1900
	3200-4900	PB-1	2000
	4000-6000	PB-1	2400
	4500-7000	PB-1	2800
	5000-8000	PB-2	4200
	5500-9000	PB-2	4200

## 3.2 Home Department

### 3.2.1 Police Organisation

The following posts are available under the Bihar Police Organisation:-

Sr. No	Name of Post	Unrevised Pay Scale
1.	Constable	3050-4590
2.	Havildar	3200-4900
3.	ASI	4000-6000
4.	SI	5500-9000
5.	Inspector	6500-10500

The equivalence established by the Fitment Committee is with posts under the Delhi Police (Para 2.1.9). The SCPC has discussed the posts under the Delhi Police in Para 7.19.50 of its report.

The SCPC recommended complete parity between CPMFs and Delhi Police as this was the practice earlier. In Bihar, unlike the CPMFs and Delhi Police, the recruitment qualification for constables has been revised on 15.09.1998 following the recommendations of the Fitment Committee in this regard. Presently, the educational qualification for recruitment of constables in Bihar is Matriculation. The CPMFs and Delhi Police recruit Constables now with a minimum educational qualification of 10+2. The Hon'ble High Court of Delhi, in its judgement dated 24.09.2007, directed the respondents (appropriate Government Department/ Organisation) to refer the matter to the SCPC. The SCPC, after due consideration, upgraded the pay scales of Constables and other ranks upto Inspector of Police. The lower educational qualification of Constables in Bihar vis-à-vis their counterparts in CPMFs and Delhi Police will also mean that Havildar/ ASI and the other two superior ranks may not possess the same educational qualifications as their counterparts in CPMFs and Delhi Police.

The Fitment Committee had recommended inter-alia at Para 8.2.21 that as in Delhi Police matriculate Constables will have to be promoted as

Head Constables and not as Assistant Sub-Inspectors. It is not known as to:-

- Whether the relevant provisions of the Bihar Police Manual have been amended suitably or else.
- Whether cadre rules regarding appointment and promotion have been framed or not for this hierarchy in the Bihar Police is also not known.

From the information available before this Committee, cadre rules are yet to be framed and notified.

In view of the above, upgraded pay structure of the SCPC (Para 7.19.50) cannot be implemented for the ranks of the Bihar Police. The State Government will, in the first instance, need to carry out the aforesaid changes in educational qualification before grant of higher pay structure. However, Inspectors cannot be denied the grade pay of 4600 in PB-2 in view of it being the promotional post for the post of Sub-Inspector and the pay scales for both getting merged in the revised pay structure.

According to the established equivalence, the revised pay structure is recommended as in the table below. The figures in parentheses represent the grade pay which can be allowed only after the State Government carries out the aforesaid changes in educational qualification required.

Sr. No.	Designation	Present Pay Scale	Recommended Pay Band	Recommended Grade Pay
1	Constable	3050-4590	PB-1	{2000} 1900
2	Havildar	3200-4900	PB-1	{2400} 2000
3	ASI	4000-6000	PB-2	{2800} 2400
4	SI	5500-9000	PB-2	4200
5	Inspector	6500-10500	PB-2	4600

The representations received from the Bihar Policemen's Association are regarding grant of pay scales equivalent to those at the Centre, which demand has already been discussed in the foregoing.

### 3.2.2 Posts in Bihar Police Radio (Wireless)

The following posts are available under the Bihar Police Radio:-

Sr. No	Name of Post	Unrevised Pay Scale
1	Literate Constable (Wireless Operator)	3050-4590
2	ASI (Operation/ Technical)	4000-6000
3	SI (Operation)	5500-9000
4	Inspector (Communication/ Technical)	6500-10500
5	Deputy Superintendent of Police (Operation/ Technical)	6500-10500
6	Senior Deputy Superintendent of Police (Operation/ Technical)	8000-13500
7	Additional Superintendent of Police (Operation)	10000-15200

The Fitment Committee had, vide Para 2.2.6 of its report, could not find equivalence of the post of Radio Operator/ Literate Constable under the Bihar Police Radio with the ASI of Police's equivalent (Wireless Operator/ Wireless Supervisor under the Directorate of Coordination (Wireless) in the Home Ministry. For the posts from S. No. 2 to S. No. 4 enumerated above, it had recommended pay depending on rank according to pay granted to other police organizations.

The posts at S. No. 6 and 7 above were identified /"created" in the year 1999-2000 following the recommendations of the Fitment Committee regarding promotional policy vide Para 8.16.12, Vol IV, Book 2.

The SCPC, at Para 7.19.64, has recommended only the corresponding replacement pay band and grade pay for various posts under the Directorate of Coordination Police Wireless in the Home Ministry. The Committee is aware that the post of DySP (Operation/ Technical) and DySPs belonging to the Bihar Police Service are not recruited similarly. It is to be noted that the educational qualifications prescribed for these posts are different from those prescribed for DySPs of the regular Police

establishment. Therefore, the DySP in this organization cannot be equated with the DySP of the regular police establishment. The SCPC has, at Para 3.5.7, opined that personnel having post-graduate qualification have parity with posts requiring a degree in Engineering and, as such, should be placed in the pay scale of 7450-11500. Keeping this recommendation in mind, the Committee is recommending the grade pay of 4800 in PB-2 as this is the pay structure for the entry level of Gazetted Group “B”.

Thus, all the posts, except that of DySP, shall enjoy replacement scales. Accordingly, the following revised pay structure is recommended:-

Sr. No.	Designation	Present Pay Scale	Recommended Pay Band	Recommended Grade Pay
1	Literate Constable (Wireless Operator)	3050-4590	PB-1	As per recommendation regarding Constable of regular Police Establishment
2	ASI (Operation/ Technical)	4000-6000	PB-1	2400
3	SI (Operation)	5500-9000	PB-2	4200
4	Inspector (Communication/ Technical)	6500-10500	PB-2	4600
5	Deputy Superintendent of Police (Operation/ Technical)	6500-10500	PB-2	4800
6	Senior Deputy Superintendent of Police (Operation/ Technical)	8000-13500	PB-2	5400
7	Additional Superintendent of Police	10000-15200	PB-3	6600

---

(Operation)

---

Two representations have been received, one for extending the benefit of equivalence with other police organizations to the post of ASI, too; and the second for treating the DySPs under this organization equivalent to DySPs of the Bihar Police Service. The Committee has already discussed both.

### 3.2.3 Personnel of Fire Service

Equivalence to be relied upon for personnel of Fire Service is either with the police personnel of the same category or with a structure under the Central Government, namely the Delhi Fire Service. The Fitment Committee, in its Report at Para 8.13.15, had recommended that the Home Department would need to take a considered view on whether it wants the Delhi Fire Service pattern or have equivalence with the ranks of the Bihar Police which equivalence was established way back in 1955. The Fitment Committee had recommended the pay scale of 2750-4400 for the Fireman but it was later enhanced to 3050-4590 based on the recommendations of the Fitment Appellate Committee. The upgraded pay scale was subject to the Government raising the minimum recruitment qualification to Matriculation.

It has been ascertained from the Bihar State Fire Officer that the educational and other qualifications for recruitment of persons appointed to the different ranks of the Fire Service are the same as those for recruitment to the corresponding ranks in the Bihar Police Force. Hence, it is presumed that the recruitment qualification for the post of Fireman has been raised to Matriculation and is at par with Constables, whose recruitment qualification was raised to that of Matriculation by a notification of the Home (Police) Department dated 11.08.2008.

The Government of India, while notifying the revised pay structure of the Fire Fighting Staff based on the recommendations of the SCPC at Para 3.8.12, notified the scale of 3050-4590 for the Fireman. However, at Para 3.8.12, the SCPC had recommended that the scales of the Fire

Fighting Staff should be at par with those recommended for the posts of Constables and Head Constables in CPMFs, Delhi Police, IB, and CBI. But the scales recommended at Para 7.19.35 by the SCPC for the CPMFs are slightly higher than the Fireman and the Leading Fireman. This needs to be verified if at all the Fire Fighting Staff have been granted pay structure at par with the various ranks of the Delhi Police.

Accordingly, we recommend the following pay structure for the personnel of fire service:-

Sr. No.	Designation	Present Pay Scale	Recommended Pay Band	Recommended Grade Pay
1	Fireman	3050-4590	PB-1	1900
2	Fire Engine Driver	3050-4590	PB-1	1900
3	Leading Fireman	3200-4900	PB-1	2000
4	Leading fire Engine Driver	3200-4900	PB-1	2000
5	Fire Station Officer	5500-9000	PB-2	4200
6	Divisional /Assistant Divisional Fire Officer	6500-10500	PB-2	4600
7	Assistant State Fire Officer.	6500-10500	PB-2	4800
8	State Fire Officer	10000-15200	PB-3	6600

The representations received in this regard are for revised pay structure as per that applicable to State Police Organisation. A further demand is that Assistant State Fire Officer be treated as equivalent to DySP of the Bihar Police Service and that the benefit of pay upgradation be extended to this post too. These are for the Government to consider.

### 3.2.4 Instructors in Civil Defence

The Fitment Committee at Para 2.10.3 recommended the pay scale of 5000-8000 for the Sergeant Major Instructor (Civil Defence) and noted

that equivalence of this post is with the post of Sub-Instructor in the National Civil Defence College at Nagpur. Although there is a representation that this post be treated equivalent to that of Sergeant Major in the State Police Organisation, this demand is difficult to concede in view of the established equivalence with a post in Civil Defence College at Nagpur and the absence of a well-laid down hierarchy in Civil Defence unlike the case of the Sergeant Major in the Bihar State Police. Therefore, the Committee recommends the revised pay structure as PB-2 with a grade pay of 4200. In Delhi, as stated by the SCPC at para 7.57.29, the Senior Instructor is in the pay scale of 5500-9000 and a grade pay of 4200 in PB-2 has been recommended for this post of Senior Instructor. The SCPC has noted that the duties and qualifications attached to these posts do not justify a higher pay scale.

### 3.2.5 Bihar Prosecution Service

Before 2003 the Bihar Prosecution Service was not an organized service. In 2003, the State Government formulated the Bihar Prosecution Manual, 2003 and, thus, the Bihar Prosecution Service obtained the status of an organized service. The cadre structure of this service is as follows:-

1	Assistant Prosecution officer	6500-10500
2	Sub Divisional Prosecution Officer	10000-15200
3	District Prosecution Officer	12000-165000
4	Divisional Prosecution Officer	14300-18300

The Bihar Prosecution Officer Association has demanded parity with the so-called premier services on the ground that the Assistant Prosecution Officer is recruited with Degree in Law and that the Prosecution Service is a specialist service.



The Central Sixth Pay Commission, at Para 7.57.30, has recommended the revised grade pay of Rs. 4600 in PB-2 for the Public Prosecutor which has been granted by GOI.

We recommend the following pay scale in the revised pay structure for the different grades of the Bihar Prosecution Service:-

S No	Designation	Existing Pay Scale	Pay Band	Grade Pay
1	Assistant Prosecution officer	6500-10500	PB-2	4600
2	Sub Divisional Prosecution Officer	10000-15200	PB-3	6600
3	District Prosecution Officer	12000-165000	PB-3	7600
4	Divisional Prosecution Officer	14300-18300	PB-4	8700

### 3.2.6 District Commandant (Home Guard)

The Gazetted Officers' Association of the Home Guard Organization has requested the same pay scale for the District Commandant as sanctioned to the six so-termed premier services on the ground that their terms of appointment, confirmation, training, and service are the same as that of Deputy Superintendents of Police. The Association has also drawn attention to the provisions of Compendium of Instructions published by the Director General Civil Defence and Home Guard that the whole time posts should be of the same pay scale and status as those in the police force.

In view of the established relativity of the post of District Commandant with that of DySP, the same grade pay and pay band would be admissible to the District Commandant as is admissible to the DySP provided that the percentage of direct recruitment as District

Commandant is the same or superior to that as is laid down for the entry point of the Bihar Police Service.

### 3.2.7 Examiner of Finger Prints And Questioned Documents

The Examiner of Finger Prints and the Examiner of Questioned Documents were considered equivalent to the posts of Assistant Central Intelligence Officer and were granted the pay scale of 6500-10500.

The Bihar State Gazetted Expert (Finger Prints and Handwriting) Association has requested to grant parity with the post of Assistant Government Examiner, Questioned Documents under Forensic Science Directorate of the Home Ministry.

The Central Sixth Pay Commission has recommended replacement pay structure for the post of Assistant Central Intelligence Officer, I and II. We are unable to locate any recommendation in the report of Central Sixth Pay Commission about Assistant Government Examiner. Further, deviation from established equivalence is neither desirable nor required in this case.

We recommend the following revised pay structure for the posts of Examiner of Finger prints and Questioned Documents:-

Sr. No.	Designation	Present Pay	Recommended	
		Scale	Pay Band	Grade Pay
1	State Examiner of Finger Prints	6500-10500	PB-2	4600
2	State Examiner of Questioned Documents	6500-10500	PB-2	4600

### 3.2.8 Teleprinter Operators

Bihar State Teleprinter and Telex Operator Association has demanded the upgraded pay scale of Rs. 5500-9000 w.e.f. 01-01-96.

The mandate of this Committee is to recommend the admissible revised pay scale w.e.f. 01-01-2006. Hence this Committee is unable to go beyond its mandate. The post of Teleprinters has been declared a dying post and Teleprinting branch has been abolished by the Government.

The Teleprinter Operators are in the pay scale of Rs. 5000-8000. Accordingly, we recommend normal replacement grade pay of Rs. 4200 under PB-2.

### 3.2.9 Home (Prisons)

#### 3.2.9.1 Artisans

The following posts exist under the Home (Prisons) Department:-

Sr. No.	Designation	Present Pay Scale
1	Second Loom Jobber	3050-4590
2	Tailor Master	3050-4590
3	Carpenter Master	3050-4590
4	Spinning Jobber	3050-4590
5	Loom Jobber	3050-4590

The equivalence established by the Fitment Committee was with Skilled Artisans (Para 37.3.7), whose case has been discussed by the SCPC at Para 3.8.27 of its report. The SCPC had, in Para 3.8.26, made the following recommendations:-

- a) upgradation of all existing Group "D" posts to Group "C" posts with no future recruitment to take place in Group "D";
- b) all the existing unskilled workers being upgraded as Group "C" employees in the Pay Band PB-1 with a grade pay of 1800 corresponding to the pre-revised pay scale of 2750-4400;

- c) the posts of skilled and highly skilled workers have an established relativity with the posts of LDCs and UDCs, respectively. The Commission proposes to retain this relativity; and
- d) the post of Master Craftsman is proposed to be kept in the pay band corresponding to the existing pay scale of 4500-7000 in future.

The orders issued by the Ministry of Finance, Department of Expenditure, on 29.08.2008, subsequent to the acceptance of the Report of the SCPC, specify the merger of the existing semi-skilled and unskilled workers. In Bihar, such categorization has not been done. At para 37.3.7 (iii), the Fitment Committee, while discussing the scale of Artisans in the Department of Industries, had recommended that there is a need to streamline such posts in the light of the recommendations of the Fifth CPC at Chapter 54. After an examination, the Fitment Committee was unable to standardize recruitment qualifications, pay scales and lay down definite promotion policies for want of information. Unless this process is initiated, the pay structure of Artisans of various hues in the State Government cannot be brought at par with their counterparts in the Central Government.

The SCPC has recommended normal replacement pay structure in the cases listed below. Accordingly, we recommend the following pay structure:-

S No	Designation	Present Pay Scale	Recommended Pay Band	Recommended Grade Pay
1	Second Loom Jobber	3050-4590	PB-1	1900
2	Tailor Master	3050-4590	PB-1	1900
3	Carpenter Master	3050-4590	PB-1	1900
4	Spinning	3050-4590	PB-1	1900

Jobber				
5	Loom Jobber	3050-4590	PB-1	1900

The representations received in this regard are for higher scales, which cannot be agreed to in view of the established equivalence.

### 3.2.9.2 Jailor

The posts in this category are those of Assistant Jailor and Jailor, the equivalence of which has established with Assistant Superintendent, Central Jail, Tihar and Deputy Superintendent Grade II, Central Jail, Tihar, respectively by the Fitment Committee. The pay scales assigned to them were 4500-7000 and 5500-9000 respectively. The SCPC at Para 7.54.14, has recommended normal replacement pay structure for the employees of the Prisons establishment under the UT of Delhi.

Requests have been received to recommend the pay scale equivalent to Sub-Inspector and Inspector of Police for Assistant Jailor and Jailor respectively. Obviously, it is not possible to concede this demand.

Therefore, we recommend the normal replacement grade pay and pay band as follows:-

S No	Post	Present Pay Scale	Pay Band	Grade Pay
1	Assistant Jailor	4500-7000	PB-1	2800
2	Jailor	5500-9000	PB-2	4200

### 3.2.9.3 Jail Warder

The Bihar Jail Men's Association has requested for similar pay scales as are available to the police force.

There is no discussion about the Jail Warder in the report of the Fitment Committee because, as mentioned at Para 8.12.1, no representation was submitted before the Committee. However, at Para 8.12.1 to 8.12.9 in the recommendations on promotions policy, details about the posts in Jails were discussed.

The SCPC has refused parity of Jail Warders with police personnel and has recommended normal replacement pay structure in Para 7.57.14 of its Report.

The posts of Warder Cadre are in the following pay scale:

S No	Designation	Unrevised Pay Scale
1	Warder	3050-4590
2	Head Warder	3200-4900
3	Chief Head Warder	4000-6000

In view of the recommendations of the SCPC, the following pay structure is recommended:-

SI. NO.	POST	EXISTING PAY	PAY BAND	GRADE PAY
1	Warder	3050-4590	PB-1	1900
2	Head Warder	3200-4900	PB-1	2000
3	Chief Head Warder	4000-6000	PB-1	2400

### 3.2.9.4 Probation Service

The Bihar State Probation Service (Gazetted) Association has requested that the Committee recommend the pay scale of Rs. 8000-13500 to the Probation officer, and Rs. 10000-15200 for the Principal Probation Officer on the ground that the Probation Officers are recruited through

the same competitive examination by which the posts of other State Services are filled.

The Fitment Committee had discussed the matter of Probation Officer at length (Para 2.11.1). It had found equivalence of the post of Probation Officer with that of Probation Officers, Grade II under the Central Government and had, accordingly, allowed the Central pay scale of 5500-9000. The post of Principal Probation Officer, which is filled by promotion from Probation Officer, carries a pay scale of 6500-10500.

The Central Sixth Pay Commission has recommended the merger of the pay scale of Rs. 5500-9000 and 6500-10500 in a grade pay of Rs. 4200 and it has been suggested that if the promotional post in the pay scale of Rs. 6500-10500 has to be retained, then the post in the pay scale of Rs. 6500-10500 should be upgraded in the grade pay of Rs. 4600.

Therefore, we recommend the following revised pay structure:-

S No	Post	Existing Pay	Pay Band	Grade Pay
1	Probation Officer	5500-9000	PB-2	4200
2	Principal Probation Officer	6500-10500	PB-2	4600

### 3.2.10 Statistical Officer

Keshaw Kumar, Statistical Officer, has demanded the pay scale of 6500-10500 in lieu of 5500-9000. The Pay Scale of 5500-9000 and 6500-10500 has been merged in the Grade Pay of 4200. We, accordingly, recommend the grade pay of 4200 under PB-2 for this post.

### 3.2.11 Chaukidar/ Dafadar

The Association of Chaukidars and Dafadars has requested the pay structure equivalent to that for the Constables of the police organisation.

Chaukidars and Dafadars are in the pay Scale of 2550-3200 and 2610-3540, respectively. As such, they are group D employees. There is no valid ground to upgrade the pay scale of Chaukidars and Dafadars. Hence, we recommend that they shall be governed by the general recommendations made with regard to Group “D” employees.

### **3.3 Sports, Art, Youth and Culture Department**

#### **3.3.1 Posts in N.C.C.**

Bihar State NCC employees Association have requested for recommending the Central scale of pay for the posts of N.C.C. It appears that there are posts of Clerks, Steno Clerks, Store Keeper, Driver and Group 'D' under this establishment.

We have recommended the revised pay structure in the discussion on common categories which will be applicable to these posts also.

#### **3.3.2 Museum**

The Bihar State Museum Employees Association have demanded Central pay scales for museum employees. The pay structure recommended for common categories shall also be applicable to the posts available in the museum.

#### **3.3.3 Assistant Director**

Sri Vijay Paswan and Sanjay Kumar Singh, Assistant Director, have demanded that the appropriate pay scale should be recommended.

The post of Assistant Director is a Gazetted Group 'B' post and is filled through the Combined Competitive Examination conducted by the Bihar Public Service Commission. Presently, the post of Assistant Director is an isolated post.

The pay scale recommended for the basic grade of Gazetted Group 'B' Cadres, i.e. grade pay of 4800 in PB-2 shall be extended to this post.



## **3.4 Cane Industries Department**

### **3.4.1 Cane officer**

The Association of Cane Officers has requested that the Committee recommend the pay scale of Rs. 8000-13500 as sanctioned for the six premier Services. The cadre of Cane Officers has not been declared as a State Service. It is a Group “B” Gazetted State Cadre.

The SCPC has recommended the grade pay of 4800 in PB-2 as the entry pay structure for Group 'B' Gazetted post. Therefore, we recommend the grade pay of 4800 in PB-2 for the basic grade of the Cane Officers.

## **3.5 Forest and Environment Department**

### **3.5.1 Bihar Forest Service**

The Bihar Forest Service Association has requested for the upgraded pay scale of Rs. 8000-13500 for the basic grade of the service.

The Fitment Committee had recommended the same pay scale for the posts of Forest Service as applicable to the other State Services.

This Service has been dealt along with other State Services in Chapter 4.

### **3.5.2 Forest Staff**

Forest Staff includes Range Officers, Forester and Forest Guard. The Association of Range Officers has demanded the pay scale of Rs. 8000-13500 on the ground that the jurisdiction of Forest Range Establishment is equivalent to that of the Revenue Sub-Division. The Association has also drawn attention towards recommendations of the Pandey Committee. The Fitment Committee had discussed the matter of pay scales of Range Officers in Para 27.2 of its Report and had recommended the pay scale of 5500-9000 on basis of established parity with pay scales

of Range Officers in various Union Territories. The Fitment Appellate Committee had discussed the Report of the Pandey Committee, which itself is subsequent to the recommendations of the Fitment Committee, in Para 17.1 to 17.6 of its report and found that it was up to the Government to take a clear view of the matter.

The Central Sixth Pay Commission has continued the parity of Range Officer with that of Sub-Inspector of Police and recommended the grade pay of Rs. 4200 in PB-2. Therefore, we find ourselves unable to recommend otherwise. Accordingly, we recommend the grade pay of 4200 in PB-2 for Range Officers.

As far as the posts of Forest Guards are concerned, although the Fitment Committee did not establish parity of this post with of Police Constable (Para 27.1), the Fitment Appellate Committee (Para 17.8) did accept the aforesaid parity. However, as regards Foresters, the Fitment Appellate Committee established parity with Assistant Sub Inspector of Police rather than Sub-Inspector of Police and recommended accordingly. The Fifth Central Pay Commission had, at Para 104.10 of its Report, recommended upgraded pay scales for these two categories. The Fitment Committee, accordingly, recommended the revised pay scale of 2750-4400 with two advance increments for the Forest Guard but also recommended that the recruitment qualification be enhanced to that of matriculation, at par with that of Constables. In respect of Foresters, it was seen that the educational qualifications for this post and Assistant Sub Inspector were similar (FCPC). There is no information whether the educational qualifications for recruitment to Forest Guard has been enhanced to Matriculation. Now that the recruitment qualification for Constables has been enhanced to 10+2, it is expected that Forest Guards would also be recruited with this higher qualification. Moreover, parity of Forest Guard and other superior posts/ grades has been established with the Police as per Para 7.57.7 of the Report of the SCPC. The higher recommended pay scales to Forest Guards and Foresters shall only be applicable if the recruitment qualification is enhanced to be at par with that prevailing in Union Territories. If the recruitment qualification of Forest Guard and Forester has not been upgraded, then replacement

pay structure will be applicable. The recommended pay structure with higher educational qualifications for recruitment will be as below. The figures in parentheses shall be the grade pay otherwise.

S No	Post	Existing Pay	Pay Band	Grade Pay
1	Range Officer	5500-9000	PB-2	4200
2	Forester	4000-6000	PB-1	{2400}2800
3	Forest Guard	2750-4400	PB-1	{1800}2000

### 3.5.3 Post in Sanjay Gandhi Biological Park

The Sanjay Gandhi Biological Park Employees Association has requested the pay scale of 2610-3540 in lieu of 2550-3200 for Animal Keeper and Rs. 3050-4590 for Senior Animal Keeper. These posts are in category of Group-D staff. Hence the recommendation made for the Group-D staff in common categories shall be extended to these posts also.

## **3.6 Health Department**

### 3.6.1 Nursing Staff

The Trained Nurses Association has demanded Central pay scales. The Fitment Committee had dealt the matter of Nursing staff in detail at Para 38.22.1 to 38.22.14.

On the lines of recommendations made in Para 3.8.15 of the Central Sixth Pay Commission this Committee recommends the following pay structure for the Nursing Staff:-

S NO	DESIGNATION	EXISTING PAY SCALE	RECOMMENDED PAY STRUCTURE	
			PAY BAND	GRADE PAY

1	Trained Dai	2650-4000	-As per Group "D"-	
2	House Keeper	4000-6000	PB-1	2400
3	Auxiliary Nurse Midwife	4000-6000	PB-1	2400
4	Lady Health Visitor	4500-7000	PB-1	2800
5	Staff Nurse Grade 'A'	4500-7000/ 5000-8000	PB-2	4600
6	Nursing Sister	5500-9000	PB-2	4800
	Assistant Sister			
	Assistant Matron			
	Junior Sister Tutor			
	Public Health Nurse			
	Public Health Nurse Tutor			
	Psychiatric Nurse Tutor			
	Junior Midwife Tutor			
	Senior Matron			
	Senior Midwife			
	Senior Sister Tutor			
	Senior Public Health Nurse			
	Clinical Tutor			
7	Superintendent, Lady Health Visitor Training School	6500-10500	PB-3	5400

8	Lecturer, Nursing College	6500-10500	PB-3	5400
9	Vice Principal, Nursing College	6500-10500	PB-3	5400
10	Principal, Nursing College	8000-13500	PB-3	6600
11	State Nursing Superintendent	6500-10500	PB-3	5400

---

### 3.6.2 Drug Inspector

The Bihar State Drug Control Service Association has demanded the pay scale of 8000-13500 as granted to the six “premier” services.

The Bihar State Drug Control Service (Recruitment and Service Conditions) Rule 1989 envisages only the recruitment process of the Drug Inspector.

The Fitment Committee had equated the post of Drug Inspector with that of the Drug Inspector in Central Drug Standard Organization and recommended the same pay scale(Para 38.10.5) of 6500-10500.

The SCPC has not made any specific recommendation about Drug Inspector.

The post of Drug Inspector has not been equated with the State Services or State Cadres and before the previous pay revision, the prescribed pay scale of 1800-3330 was much below the entry scale of Gazetted Group 'B' Services.

Therefore, this Committee recommends the following pay structure:-

POSTS	EXISTING PAY SCALE	RECOMMENDED PAY SCALE	
		PAY BAND	GRADE PAY
Drug Inspector	6500-10500	PB-2	4600

Assistant Controller

6500-10500

PB-2

4600

Both the posts shall stand merged in one grade pay.

### 3.6.3 Food Inspector

The Bihar State Food Inspector Association has demanded the pay scale equivalent to that of the Drug Inspector.

The Food Inspector is in the pay scale of 5000-8000 and the pay scale of 5000-8000 has been granted the grade pay of 4200. As such the Food Inspector shall get the grade pay of 4200 in PB-2 only in view of the categorical recommendation of the SCPC at Para 7.57.48. No Food Inspector in any Union Territory is in a higher pay scale than 5000-8000.

### 3.6.4 Physiotherapist and Occupational Therapist:-

The Bihar State Association of Physiotherapist and Occupational Therapist has demanded the pay scale of 8000-13500.

The Physiotherapist and Junior Occupational Therapist are in the pay scale of 5500-9000 and Senior Occupational Therapist in the pay scale of 6500-10500. The Fitment Committee had discussed these posts at Para 38.14.1 and 38.14.2 and had found that the educational qualifications required for recruitment to these posts in the State are inferior to those obtaining at the Centre. It found that, in Bihar, there were non-diploma holder incumbents in the pre-revised pay scale of 1400-2300 while diploma holders were in the pay scale of 1640-2900. In contrast, at the Centre, diploma holders were in the pay scale of 1400-2300. Accordingly, it had recommended that non-diploma holders be granted the pay scale of 4500-7000 and that, in future, only degree/ diploma holders should be recruited against these posts. It had granted the pay scale of 5500-9000 to diploma holders in accordance with the pay scale granted at the Centre. It had recommended that Lecturers and others in the pay scale of 2000-3800 be extended the pay scale of 6500-10500.

In the light of the recommendations of SCPC in Para 3.8.15, this Committee recommends the following pay structure for the posts of Physiotherapist and Occupational Therapist:-

POSTS	EXISTING PAY SCALE	RECOMMENDED PAY SCALE	
		PAY BAND	GRADE PAY
Physiotherapist/ Junior Occupational Therapist (Non Degree/ Diploma holder)	4500-7000	PB-1	2800
Physiotherapist/ Junior Occupational Therapist (Diploma/ Degree holder)	5500-9000	PB-2	4200
Senior Occupational Therapist	6500-10500	PB-2	4600

We recommend the following pay structure for the teaching posts of the Bihar College of Physiotherapy and Occupational Therapy:-

POSTS	EXISTING PAY SCALE	RECOMMENDED PAY SCALE	
		PAY BAND	GRADE PAY
Lecturer	6500-10500	PB-2	4600
Associate Professor	8000-13500	PB-2	5400
Professor	10000-15200	PB-3	6600

### 3.6.5 Indigenous Systems of Medicine

The Bihar State Homoeopathic Medical Officers Association, Bihar State Ayurvedic and Unani Medical Officers Association, State Indian System of Medicine and Homeopathic Administrative Association and All India

Aurvedic Specialists Association have demanded parity with the Allopathy Stream in teaching as well as in non-teaching branches.

The Fitment Committee had discussed the matter of the indigenous stream in Para 38.2.1 to 38.3.4 and had recommended the same pay scale as would be available to the Doctors of the Allopathy stream.

The SCPC has also recommended the same pay structure for the Doctors of allopathic and indigenous system (para 3.6.13).

However, it has been found in review that the Department has not been able to frame cadre rules for these streams despite very clear recommendations, including detailed guidelines, of the Fitment Committee in its Report on promotion policy.

Now, equivalence cannot be one-sided. Equivalence with respect to pay would also require equivalence with respect to service conditions. Therefore, we recommend that replacement pay structure be extended. However, once the cadre rules are framed and the cadre restructured, the same pay structure as for the Allopathy stream would be applicable.

### 3.6.6 Dental Doctors

The Bihar Dental Health Service Association and Bihar State Government Dental Teachers Association have demanded parity with the Allopathy stream in terms of pay scales.

The Fitment Committee had recommended the same pay scale for Dental Doctors as available to Medical Doctors. (Para 38.4.5)

The SCPC has also recommended the same pay structure for Dental Doctors as applicable to doctors in the medical stream (para 3.6.12).

According, Dental doctors should get the same pay structure as recommended for the Bihar Health Service.

### 3.6.7 Pharmacy Teachers

The Association of Bihar Pharmacy Teachers Association has demanded the AICTE pay scales for the teaching posts of the Pharmacy College.



The Fitment Committee, at para 38.9.3, had recommended as follows:-

*"We recommend that since the Pharmacy Council of India gives recognition to the Pharmacy Institutes, their recommendation regarding AICTE Scales should be agreed to and since the number of posts is negligible we would therefore recommend that the AICTE pay scales should be adopted and till such time the State Government is unable to decide, the Principal will be in the scale of 12000-16500 and the Lecturers in the scale of 8000-13500. If, according to the AICTE, the Principal has to be in higher pay scale than Senior Lecturers and Heads of Departments, the pay scales should be adopted as recommended by AICTE and additional posts created if the number of students seeking enrolment justify the number of teachers and departments"*

This Committee would like to recommend that the pay scale recommended by the Pharmacy Council of India need to be extended to the teaching posts of the Pharmacy College. Till such time as the State Government takes a decision, normal replacement pay structure shall be applicable.

### 3.6.8 X-Ray Technician/Radiographer

Bihar Radiographers Association has demanded pay structure as follows:-

POSTS	EXISTING PAY SCALE	DEMANDED PAY SCALE PAY BAND	GRADE PAY
X-ray Technician/ Radiographer	4500-7000	PB-2	4200
Senior X-ray Technician	5000-8000	PB-2	4800
Senior Radiographer	5000-8000	PB-2	5400

The Fitment Committee had discussed the matter in paragraph 38.31.1 to 38.31.3 and recommended the pay scale of 4500-7000 for X-ray Technician /Radiographer and 5000-8000 for the Senior X-ray

Technician/ Senior Radiographer keeping in view the different recruitment qualifications from those at the Centre.

The SCPC, at Para 3.8.15, has not recommended upgraded pay scales for these categories of posts. Hence normal replacement pay band and grade pay shall be extended to the above posts.

### 3.6.9 Dietitians

The Society of Registered Dietitians has demanded the revised grade pay of 5400 in PB-3 for the post of Dietitians. The number of sanctioned posts is 7 and, presently, 6 are working in the various Medical Colleges and the Public Health Institute, Patna.

At present the post of Dietitians is in the pay scale of 5500-9000. The Fitment Committee had equated the post of Dietitian with similar post available in the Centre and recommended the same pay scale (Para 38.19.2)

The SCPC has recommended the grade pay of 4200 in PB-2 for the Dietician Grade III who is in the pay scale of 5500-9000 (Para 3.8.15)

Therefore this Committee recommends the grade pay of 4200 in PB-2 in the revised pay structure for the Dietitian. The Fitment Committee had earlier noted the absence of a proper cadre structure of these posts in the State. The position remains the same even after the lapse of more than 10 years. Hence, this Committee is unable to recommend any upgraded pay structure for the Dietitians in the Medical Colleges and the PHI, Patna. However, the Health Department is requested to urgently frame service rules and provide promotional avenues based on the recommendation of the SCPC at Para 3.8.15.

### 3.6.10 Prosthetics and Orthotics

The Bihar Association of Prosthetics and Orthotics has demanded the pay scale of 6500-10500 for the post of Prosthetics and Orthotics instead of 5500-9000.

The Fitment Committee had equated the post with Prosthetics and Orthotics of Jawahar Lal Institute of Post Graduate Medical Education and Research (38.15.1).

The SCPC has not recommended any upgradation in the existing pay scale and has recommended replacement pay structure (Para 3.8.15).

Therefore, Prosthetics and Orthotics shall get the replacement grade pay of 4200 in PB-2.

### 3.6.11 Ophthalmic Assistant

The National Ophthalmic Association has demanded the pay scale of 6500-10500 instead of 4500-7000.

The Fitment Committee had discussed the matter of Ophthalmic Assistant in Para 38.16.1 and recommended the pay scale available to the Ophthalmic Assistant in the Andaman and Nicobar Administration.

The SCPC has not recommended any upgradation in the existing pay scale and has recommended replacement pay structure (Para 3.8.15).

There is no justification for upgradation of the pay scale of Ophthalmic Assistant. Hence they shall get replacement grade pay of 2800 in PB-1.

### 3.6.12 Non Medical Assistant (Leprosy)

The Non Medical Assistant Association has demanded to remove the anomalies prevailing in the pay scale of Non Medical Assistant.

Before the previous pay revision the Non Medical Assistant was in the pay scale of 1400-2300. The Fitment Committee had discussed the admissibility of the pay scale in Para 38.34.1 to 38.34.3 and found that there was no exact equivalent post available in the Centre. The Fitment Committee recommended the pay scale of 4000-6000 on the basis of recruitment qualification.

The Fitment Appellate Committee had also considered the matter of Non Medical Assistant and disagreed with the recommendation of the

Fitment Committee and recommended the pay scale of 4500-7000 which has not been accepted by the Government.

At Para 7.17.11, the SCPC has discussed the pay scale of the Paramedical Worker in Leprosy Training and Research Institute, Lalpur and has recommended no change from the existing pay scale of 4000-6000. Hence this Committee also does not recommend any change in the pay structure.

This Committee recommends the grade pay of 2800 in PB-1 for the post of Non Medical Assistant in accordance with the recommendation of the Fitment Committee.

### 3.6.13 Pharmacist

The Diploma Pharmacist Association has demanded the upgraded pay scale of 6500-10500 instead of 4500-7000.

The Fitment Committee had discussed the post of Pharmacist in Para 38.18.1 and 38.18.2 and recommended the pay scale of 4500-7000 available to the Pharmacist in Centre.

The SCPC had, at Para 7.57.9 and 3.8.15, recommended pay structure for Para medical staff. While no higher scale has been recommended for the basic grade of Pharmacists, the SCPC recommended the pay band of PB-2 with a grade pay of 4200 for Pharmacist II and I. The Ministry of Finance, vide Office Memorandum dated 18.11.2009, has notified that the entry grade of Pharmacist will be granted PB-1 with grade pay of 2800 provided that minimum educational qualification is 10+2 with 2-year Diploma in Pharmacy and Registration with State Pharmacy Council. The posts of Pharmacist Grade II and I will be merged and designated as Pharmacist (Non Functional grade) and will be granted a grade pay of 4200 in PB-2.

Therefore the post of Pharmacist shall get grade pay of 2800 in PB-1. The Head Pharmacist will then be in the grade pay of 4200 in PB-2 as per the decision of the Central Government.

### 3.6.14 Compounder under Indigenous System of Medicine

The Bihar State Indigenous Medical Compounder Association has demanded the pay scale of 4500-7000 instead of 3050-4590.

The Fitment Committee had discussed the post of Compounder of Indigenous System of Medicine and had recommended the pay scale of 3050-4590 (Para 38.30.3). The Fitment Appellate Committee, too, did not recommend any change.

The recruitment qualification for this post is matriculation with two year experience. Hence there is no justification of upgradation of the pay scale. The grade pay of 1900 in PB-1 shall be admissible to the Compounders under Indigenous System.

### 3.6.15 Basic Health Worker

The Basic Health Workers Association has demanded the pay scale of 1400-2600 w.e.f. 01-01-86, 5000-8000 w.e.f 01-01-1996 and thereafter determination of their pay scale in PB-2. They are presently in the pay scale of 3050-4590.

The Fitment Committee had discussed the post of Basic Health Worker in detail (Para 38.45.1 to 38.45.8) and had recommended the pay scale of 3050-4590.

The Fitment Appellate Committee had also considered the grievances of the Basic Health Worker and did not recommend any change.

The Association has also not placed any logical grounds for upgrading their pay scale except referring to the judgment of Hon'ble High Court passed in CWJC No 6096/93. The order of the Hon'ble Single Judge was quashed in LPA No 313 of 1998. Therefore, that order does not have applicability any longer.

The SCPC has not recommended any upgradation of this category of post as per discussion in para 3.8.15.

Therefore the Basic Health Workers shall get grade pay of 1900 in PB-1.

### 3.6.16 Malaria Inspector

The Bihar State Malaria Inspector Association has demanded the pay scale of 5000-8000 w.e.f. 01-01-96 and grade pay of 4200 in PB-2 w.e.f. 01-01-2006.

The Fitment Committee had discussed the post of Malaria Inspector in Para 38.24.1 to 38.24.2 and had recommended the pay scale of 4000-6000 as available to the Malaria Inspector under the National Malaria Eradication Programme at the Centre.

The Fitment Appellate Committee had also considered the grievances of the Malaria Inspector in Para 30.48 and recommended the pay scale of 5000-8000 on the ground that all supervisory level posts filled through graduate level examination ought to be placed in the same pay scale.

The Association has also submitted that the Hon'ble High Court in the matter of CWJC No 8004 of 2004 has directed to grant the pay scale available to other supervisory posts filled through graduate level examination.

The Committee recommends that the pay scale recommended for Supervisors shall be extended to the Malaria Inspectors as well.

### 3.6.17 Posts under Family Welfare

The All India Family Welfare Employees Association has demanded upgraded pay scales as per the following description:-

POSTS	EXISTING PAY SCALE	DEMANDED PAY SCALE	
		PAY BAND	GRADE PAY
Deputy Director, State IEC officer	8000-13500	PB-3	7600

State Demographer	8000-13500	PB-3	5400
Lecturer, Statistics and demography	6500-10500	PB-3	5400
Lecturer, Health Education and Family Welfare	6500-10500	PB-3	5400
Instructor, Health Education	6500-10500	PB-3	5400
Assistant Director (Press and Publication cum Editor)	6500-10500	PB-3	5400
Media Officer	6500-10500	PB-3	5400
Audio-Visual Officer	6500-10500	PB-3	5400
Health Education Officer	6500-10500	PB-3	5400
Manager Offset Press	6500-10500	PB-3	5400

The Fitment Committee had discussed the matter of Demographer in Para 38.13.1. It was unable to locate any post under the Central Government with the exact designation of Demographer, but had found that *“wherever in the Government of India, the recruitment qualification is post-graduation with or without training, the scale recommended is generally Rs. 6500-10500.”* It had recommended the pay scale of 8000-13500 which it deemed adequate even if this post was a promotional post for the post of Lecturer (Demography and Statistics).

The post of Lecturer, Health Education and Lecturer (Demography and Statistics) was discussed in Para 38.7.1 by the Fitment Committee. It had found equivalence of these posts with the posts of Health Education Officer and Physics Lecturer, which posts had the similar recruitment qualification.

The post of Manager, Offset Press was discussed in Para 38.12.1. The Fitment Committee rejected parity with posts of Manager in Government of India Presses on the ground that the amount of printing work involved was much lower.

The posts in the pay scale of 6500-10500 are Gazetted Group 'B' posts. Therefore they shall get the grade pay of 4800 in PB-2 and the post of Demographer and Deputy Director shall be in the grade pay of 5400 in PB-3.

### 3.6.18 C T Scan Technician

Sri Jarmad Ali and Varun Santara, CT Scan Technician, PMCH have requested that the Committee recommend the grade pay of 4200 in PB-2.

The post of CT Scan Technician was created in the pay scale of 1400-2300. The Fitment Committee had recommended the pay scale of 5000-8000 in Para 38.31.3 provided graduates were recruited to the post but the Government has sanctioned the pay scale of 4000-6000 vide sanction order no. 5087 dated 11-08-2001. This pay scale was challenged before the Hon'ble High Court, Patna in CWJC No 8240/1999. The Hon'ble High Court upheld the challenge and directed to consider grant of pay scale of 5000-8000 as recommended by the Fitment Committee and it also opined that if the respondents hold that the CT Scan Technicians are not entitled to the pay scale of 5000-8000 then they should be sanctioned the revised pay scale corresponding to the pre-revised pay scale of 1400-2300.

The recruitment qualification of CT Scan Technician is not B.Sc. in Bihar. Hence, the only option is to recommend the grade pay of 2800 in PB-1 as recommended for the X-ray Technician.

### 3.6.19 Copy Holder

Sri Shamimuddin, Copy Holder, Offset Press State Family Welfare Bureau has requested to recommend the same grade pay as is available to the Copy Holder of Government Press.



The post of Copy Holder in Government Press is in the pay scale of 3050-4590 which has also been sanctioned with respect to the Copy Holder of the Press of the Family Welfare Bureau.

Accordingly, the grade pay of 1900 in PB-1 would be admissible for the post of copy holder.

### 3.6.20 Physical Instructor

Sri Baidyanath Yadav, Physical Instructor, NMCH has requested that the Committee recommend the appropriate pay structure.

The post of Physical Instructor was in the pay scale of 850-1360 w.e.f. 01-04-1981 and it was allowed replacement pay scale of 1600-2780 w.e.f. 01-01-1986.

The Fitment Committee had referred to the discussion at paragraph 12.12.5(ii), where the pay scale for Physical Instructor of the Education Department has been dealt and had recommended the pay scale of 4000-6000.

The Fitment Appellate Committee had also considered the post of Physical instructor and had recommended the pay scale of 5000-8000 in Para 30.77 which was not accepted by the Government.

It appears from the records that the recruitment qualification for the post of Physical Instructor is Diploma and according to the recommendation of the Fitment Committee in Para 12.12.5(iii) the Physical Training Teachers with Diploma are in the pay scale of 5000-8000.

In the light of the above discussion, this Committee recommends grade pay of 4200 in PB-2 for the Physical Instructor of NMCH.

### 3.6.21 Government Analyst

Sri Satyendra Prasad Sinha, Government Analyst has made a request for the pay scale of 10000-15200 instead of 8000-13500.

The Fitment Committee had discussed the matter of Analyst in Para 38.11.1 to 38.11.6 and recommended the pay scale of 8000-13500 equal to the Senior Analyst of Central Food Research and Standardization laboratory.

There is no analysis available in the recommendation of the SCPC. Therefore this Committee recommends the grade pay of 5400 in PB-2 for the Government Analyst, this being the replacement pay structure.

### 3.6.22 X-Ray Mechanic

Md Masoom, X-ray Mechanic has demanded the pay scale meant for the X-Ray Technician.

Md Masoom has not submitted any valid ground for the same scale as available to the X-Ray Technician.

The Fitment Committee had referred to the Para 22.4.1 of its report where it had discussed the technical staff of Works Departments and had recommended the pay scale of 3050-4590.

This Committee does not find any justification of the upgradation of the pay scale of the X-Ray Mechanic. Hence the grade of 1900 in PB-1 shall be admissible to the X-Ray Mechanic.

### 3.6.23 Senior Scientific Assistant

Sri Mahesh Kumar Sinha, Senior Scientific Assistant, Drug Control Laboratory has requested to recommend the pay scale according to the status of the post.

The Fitment Committee had referred to para 17.1.4 of its report and had recommended the pay scale of 5000-8000 for the Senior Scientific Assistant. In Para 17.1.4, the Fitment Committee had discussed the matter of Scientific Assistant of the Mines and Geology Department and had recommended the pay scale of 5000-8000.

This Committee would recommend the grade pay of 4200 in PB-2 for the Senior Scientific Assistant.

### 3.6.24 Health Visitor (Tuberculosis)

Sri Anil Prasad, Health Visitor had requested that the Committee recommend the pay scale of 5000-8000 instead of 4000-6000.

The Fitment Committee had discussed the matter of Health Visitors in Para 38.35.1 to 38.35.2 and recommended the pay scale of 4000-6000 available to the Health Visitor of National Tuberculosis Institute, Bangalore.

The SCPC has not recommended upgradation of the pay scale of the Para Medical Staff (para 3.8.15 of its Report). Therefore, grade pay of 2400 in PB-1 shall be admissible to the Health Visitor of Tuberculosis.

### 3.6.25 Information Assistant-cum-Telephone Operator

Sri Prem Nath Thakur, Information Assistant-cum-Telephone Operator has requested that the Committee recommend the pay scale of 4000-6000.

The post of Information Assistant cum Telephone operator is an unreported post but it appears that the pay scale of 580-860 has been sanctioned vide F.D.'s memo no 2017 dated 13.03.1984 for the Information Assistant of Sri Krishna Medical College.

The Post is clerical in nature. Hence, the grade pay of 2400 in PB-1 shall be allowed.

### 3.6.26 Post under Field Establishment

The Bihar Medical and Public Health Employees Association has demanded upgradation of the pay scales of several posts existing in the field establishment under the Health Department. The posts of Group-D, Computer, Head Clerk, Clerk, Cook and Laboratory Technician have been dealt with in the discussion on common categories and the post of Dresser, Pharmacist, Non-Medical Assistant, Malaria Inspector, Nurse Grade-A and X-ray Technician have been dealt with in the Section on the Health Department.

The rest of the posts are being discussed as follows:-

### 3.6.26.1 Biologist

<b>Existing pay scale</b>	<b>Demanded Pay Scale</b>
5000-8000	6500-10500

The Fitment Committee had not discussed the post of Biologist specifically. The Fitment Appellate Committee had discussed the matter in Para 30.44 and found the existing pay scale appropriate. The SCPC has also not specifically discussed this post.

This Committee recommends replacement grade pay of 4200 in PB-2.

### 3.6.26.2 Health Visitor

<b>Existing pay scale</b>	<b>Demanded Pay Scale</b>
4000-6000	5500-9000

The Fitment Committee had discussed the matter in Para 38.35.2 and equated the post with that of Health Visitor in National Tuberculosis Institute Bangalore and recommended the same pay scale. Fitment Appellate Committee had also discussed the matter in Para 30.31 and found the existing pay scale appropriate. The SCPC has not discussed the post of Health Visitor.

Hence, the Pay Committee recommends the grade pay of 2400 in PB-1.

### 3.6.26.3 Insect Collector

<b>Existing pay scale</b>	<b>Demanded Pay Scale</b>
2750-4400	4000-6000

The Fitment Committee had discussed the matter in Para 38.40.3 and recommended the appropriate Central Pay Scale for the post of Insect Collector. The Fitment Appellate Committee had also discussed this post in para 30.44 and found the existing pay scale appropriate.

The SCPC has not discussed this post. Therefore, the Pay Committee recommends the grade pay of 1800 in PB-1.

#### 3.6.26.4 Superior Field Worker

Existing pay scale	Demanded Pay Scale
2750-4400	4000-6000

The Fitment Committee had discussed the matter in Para 38.40.4 and recommended the appropriate Central pay scale for the post of Superior Field Worker. The Fitment Appellate Committee had also discussed this post in Para 30.44 and found the existing pay scale appropriate.

The SCPC has not discussed this post. Therefore the Pay Committee recommends the grade pay of 1800 in PB-1.

#### 3.6.26.5 Tin Smith

Existing pay scale	Demanded Pay Scale
3050-4590	4000-6000

The Fitment Committee had referred to the discussion in Para 22.4.1 of its Report while making its post-wise recommendations though it had not discussed it specifically. The Fitment Appellate Committee had also discussed the matter in Para 30.71 and found the existing pay scale appropriate.

The SCPC has discussed this post in para 3.8.27 and has recommended the grade pay of 1900 in PB-1 for skilled workshop staff.

Therefore the Fitment Committee recommends the same pay structure.

#### 3.6.26.6 Social Worker

Existing pay scale	Demanded Pay Scale
4500-7000	6500-10500

The Fitment Committee had discussed the matter in Para 38.33.3. The Fitment Appellate Committee had also discussed the matter in Para 30.80 and found the existing pay scale appropriate.

The SCPC has not discussed this post. Therefore the Pay Committee recommends the grade pay of 2800 in PB-1.

### 3.6.26.7 Auxiliary Health Worker

<b>Existing pay scale</b>	<b>Demanded Pay Scale</b>
4000-6000	6500-10500

The Fitment Committee had discussed the matter in detail in Para 38.45.1 to 38.45.10 and equated the post of Auxiliary Health Worker with Central post and recommended the appropriate Central pay Scale of 4000-6000. The Fitment Appellate Committee had also discussed this post in para 30.56 of its report and did not recommend any change.

Therefore, the grade pay of 2400 in PB-1 shall be allowed to the Auxiliary Health Worker.

### 3.6.26.8 Health Educator

<b>Existing pay scale</b>	<b>Demanded Pay Scale</b>
5000-8000	7500-12000

The Fitment Committee had discussed the matter in detail in Para 38.21.1 to 38.21.2 and equated the post of Health Educator with Central post and recommended appropriate Central pay scale.

The Fitment Appellate Committee had also discussed this post in para 38.21.2 of its report and did not recommend any change.

The SCPC has not specifically discussed the post under the Central Government.

Therefore, this Committee recommends the grade pay of 4200 in PB-2.

### 3.6.26.9 Block Extension Educator

#### **Existing pay scale**

5000-8000

#### **Demanded Pay Scale**

6500-10500

The Fitment Committee had discussed the matter in detail in Para 38.43.1 to 38.41.4 and recommended the appropriate Central pay scale.

The Appellate Committee had also discussed the matter in Para 30.57 of its report and did not recommend any change.

There is no discussion in the SCPC. Therefore, the Pay Committee recommends the Grade pay of 4200 in PB-2.

### 3.6.26.10 BCG Team Leader

#### **Existing pay scale**

4000-6000

#### **Demanded Pay Scale**

5000-8000

The Fitment Committee had discussed the matter in detail in Para 38.35.1 and recommended the appropriate Central pay scale.

The Appellate Committee had also discussed this post in Para 30.31 in its report and did not recommend any change.

The SCPC has not made any recommendation regarding this post.

Therefore, the Pay Committee recommends the grade pay of 2400 in PB-1.

### 3.6.26.11 Basic Health Worker

#### **Existing pay scale**

3050-4590

#### **Demanded Pay Scale**

4500-7000

The Fitment Committee had discussed the matter in detail in Para 38.45.8 and had recommended the same pay scale as is available at the Centre.

The Fitment Appellate Committee had also discussed this post in para 30.61 of its report and did not recommend any change.

The SCPC has not made any recommendation regarding this post. Therefore, the Pay Committee recommends the grade pay of 1900 in PB-1.

### 3.6.26.12 Cholera Supervisor

**Existing pay scale**

4000-6000

**Demanded Pay Scale**

5500-9000

The Fitment Committee had not specifically discussed this post, but had referred to the para 38.25.2 of its report while recommending the pay scale of 4000-6000.

The SCPC has not made any recommendation regarding this post. Therefore, the Cholera Supervisor shall get grade pay of 2400 in PB-1.

### 3.6.26.13 Filaria Supervisor

**Existing pay scale**

5000-8000

**Demanded Pay Scale**

5500-9000

The pay scale of 5000-8000 and 5500-9000 has been merged in grade pay of 4200 in PB-2. Therefore the Filaria Supervisor shall get the above grade pay in revised pay structure.

### 3.6.26.14 Vaccinator

**Existing pay scale**

2650-4000

**Demanded Pay Scale**

4000-6000

The post of Vaccinator is a Group "D" post and the union has not placed any justification for upgradation of the pay scale.



The pay scale of Vaccinator shall be governed by the general recommendations made for the Group "D" Staff.

### 3.6.26.15 Family Planning Worker

Existing pay scale	Demanded Pay Scale
3050-4590	4500-7000
4000-6000	5500-9000

The Fitment Committee had not specifically discussed this post, but had referred to para 38.45.8 of its report while recommending the pay scale equivalent to that for the Health Worker. The recruitment qualification of the Family Planning Worker is Matriculation and the Union has not placed any justification for upgradation of the pay scale.

Therefore, the grade pay of 1900 in PB-1 shall be granted to these posts. The Non Matriculate Family Planning Worker is in the pay scale of 2650-4000 and the pay scale recommended for group "D" shall be extended to this post.

### 3.6.26.16 Basic Health Inspector (Malaria)

Existing pay scale	Demanded Pay Scale
4000-6000	5500-9000

The recruitment qualification of Basic Health Inspector (Malaria) is Matriculation and the Union has not placed any justification for upgradation of the pay scale.

Therefore the grade pay of 2400 in PB-1 shall be admissible to the post of Basic Health Inspector.

### 3.6.27 Cath-Lab Technician, Indira Gandhi Institute of Cardiology

A representation has been received from the incumbents on the post of Cath-Lab Technician, Indira Gandhi Institute of Cardiology, that their post does not figure in the list of posts for which pay structure effective

from 01.01.1996 was notified. It appears that this post is presently in the pay scale of 5500-9000.

The Finance Department is requested to notify the pay structure with effect from 01.01.2006 with respect to this post.

## **3.7 Information and Public Relation Department**

### **3.7.1 Hindi Assistant/Urdu Assistant**

Hindi Assistant and Urdu Assistant are in the pay scale of Rs. 5000-8000 and have demanded equivalence with Secretariat Assistant.

The pay scale of Rs. 5000-8000 and 5500-9000 has been merged in the grade pay of 4200 in PB-2. Therefore the post of Hindi Assistant and Urdu Assistant shall be in grade pay of 4200 in PB-2.

### **3.7.2 Talkies Operator**

Mr. Awadh Bihari Pd. Verma, Talkies Operator, has requested recommendation of the pay scale of 5000-8000 on the ground that this post is equivalent to that of the Field Publicity Assistant.

The Fitment Committee had examined the post of Talkies Operator in Para 21.1.1 to 21.1.2 and established parity with Projectionist Grade II under the Central Government which carried a pay scale of 3050-4590. The upgraded pay scale of 4000-6000 was granted in view of the unrevised scale being the upgraded pay scale of 1200-1800. The Central Sixth Pay Commission has not recommended any upgradation (para 7.22.5). Hence the normal replacement grade pay of 2400 in PB-1 should be allowed to the Talkies Operator.

### **3.7.3 Editor**

The Fitment Committee had not specifically discussed this post, but had referred to the discussions in para 55.58, 55.59 of the Report of the FCPC while making a recommendation for the pay scale of 5500-9000 for this post. It appears that the Fitment Committee considered this post to be

equivalent to that of Sub-Editor which was granted the pay scale of 5500-9000. The SCPC has not discussed this post. Therefore, replacement pay structure is applicable.

Accordingly, we recommend that the post of Editor should be allowed grade pay of 4200 in PB-2.

#### **3.7.4 Assistant District Public Relation Officer and Additional District Public Relation Officer**

Both these posts are in the unrevised pay scale of 5000-8000. The Fitment Committee had established parity of the post of Additional District Public Relations Officer with that of Senior Publicity Assistant. The Fitment Appellate Committee had, however, recommended parity with Junior Publicity Officer (para 25.3) and subsequent grant of the pay scale of 5500-9000, which seems to have gone unimplemented by the Government. The demand is for a pay structure just below that of District Public Relation Officer.

The pay scales of Rs. 5000-8000 and 5500-9000 have been merged in the grade pay of 4200 in PB-2. As such, grade pay of 4200 in PB-2 shall be admissible to the Additional District Public Relation Officers.

#### **3.7.5 Information Electronic Engineer**

The Information Electronic Engineers have also demanded the upgraded pay scale of 8000-13500 available to the basic grade of the Bihar Engineering Service consequent to the elevation of the status of the Bihar Engineering Service to that of a premier service.

Be that as it may, the Information Electronic Engineers do not constitute an organized State Service. Therefore, we recommend the grade pay of 4800 in PB-2 for this post.

## **3.8 Rural Development/ Panchayati Raj/ Rural Works Department**

### **3.8.1 Lady Extension Officer**

The Lady Extension Officers Association has requested to recommend their promotional posts.

The cadre of Ladies Extension Officers has been merged in Extension Officer (Industry and Commerce) and declared a dying cadre. The matter of cadre restructuring is the responsibility of the Administrative Department and it is beyond the terms of reference of this Pay Committee. As such, the pay scale for this post shall be the scale recommended for the Extension Officer (Industry and Commerce).

### **3.8.2 Panchayat Sewak**

The Bihar State Panchayat Sewak Sangh has requested that the Committee recommend the revised grade pay of 2400 in PB-1 for the Panchayat Sewak while the Bihar State Panchayat Sachiv Sangh has demanded the revised pay scale meant for supervisory level posts.

The Fitment Committee had dealt the post of Panchayat Sewak in Para 8.1.2 of its report and had dwelt on the changed scenario after the 73<sup>rd</sup> Amendment of the Constitution of India. The responsibility and duties of the Panchayat Sewak has been enhanced manifold after the enactment of the Panchayat Raj Act.

The State Government has formulated the Bihar Gram Panchayat (Recruitment of Secretary, Rights and Duties) Rules-2003 and defined the duties and responsibilities of the Panchayat Sewak and has re-designated the same as Panchayat Secretary.

A perusal of the Rules reveals that matriculate employees of other departments such as Jan Sewak, Revenue Karmachari may be appointed as Panchayat Secretary in addition to their original duties.

This Committee wants to draw the attention of the State Government that, in the changed scenario where the Panchayat Secretary's responsibilities have been enhanced greatly, the educational qualification for recruitment should be enhanced from that of Matriculation.

At this juncture, existing pay scales needs no change and we recommend normal replacement grade pay of 2000 in PB-1.

## **3.9 Science and Technology Department**

### **3.9.1 Teachers and Instructors of Engineering Colleges and Polytechnics**

The Fitment Committee had discussed the matter of Teachers and instructors of Engineering Colleges and Polytechnics in Para 14.1.4 to 14.1.6 and Para 18.7.5 (Vol IV) of its report. The Fitment Committee had observed that the strict equivalence with posts at the Centre does not hold in view of the fact that the posts in Engineering Colleges and Polytechnics are not in accordance with AICTE norms which is the case in institutions under the Central Government or Union Territories. It had, accordingly, recommended that:-

- a) Those teachers and instructors who are getting the benefit of AICTE pay scales should continue to get the same and the Government was advised to notify the same; and
- b) As regards other posts, they should get normal replacement pay scales and due regard be paid to the hierarchy as it exists.

The Fitment Appellate Committee did not amend either of the above recommendations. Accordingly, we recommend the same. Thus, the teachers who are getting AICTE pay scales shall continue to get the same while for others, the following is recommended:-

S No	Designation	Unrevised Pay Scale	Pay Band	Grade Pay
1	Junior/ Senior Instructor	4500-7000	PB-1	2800
2	Workshop Superintendent	6500-10500	PB-2	4600
3	Foreman Demonstrator	5000-8000	PB-2	4200
4	Printing Instructor	4000-6000	PB-1	2400

The recommendation of grade pay of 4600 to Workshop Superintendent has been made in view of this post being the promotional post for Foreman Demonstrator.

The Bihar State Non-Gazetted Technical Employees Association has demanded the AICTE pay scales as available for the Instructor and Foreman of the Government Engineering Colleges.

Government has not extended the benefit of AICTE pay structure to the Instructor and Foreman of the Polytechnics. Accordingly, this demand is difficult to concede.

### 3.9.2 Registrar

There are posts of Registrar-cum-Administrative or Registrar-cum-Accounts officer in Government Polytechnics in the pay scale of 6500-10500. The Association has requested to recommend the grade pay of 5400 in PB-3.

The post of Registrar is not organized as state service or state cadre. There is a post of Assistant Registrar in the NITs in the pay scale of 8000-13500 but we are unable to recommend this pay scale. The Registrar-cum-Administrative officer or Accounts officer shall be granted the grade pay of 4800 in PB-2, this being the pay scale meant for the entry grade of Group 'B' Service.

### 3.9.3 Laboratory Assistant

Many representations have been received from Laboratory Assistants of Government Engineering Colleges with the request that they be granted the UGC pay scales.

There are many posts in Government Engineering Colleges which have the same pay scales as other State employees.

The Laboratory Assistants are in the pay scale of 5000-8000 and they shall get revised grade pay of 4200 in PB-2.

## **3.10 Finance Department**

### 3.10.1 Treasury Clerks

There are three representations before us for considering the revised pay scale for the Treasury Clerks. The Bihar State Treasury and Accounts Directorate Non Gazetted Employees Association through its General Secretary Dhananjay Sharma have requested to recommend the revised pay structure meant for the organized accounts cadre in the Centre.

The Bihar State Graduate Treasury Accounts Employees Association through its chairman Raju Prasad have demanded the revised pay scale of 5500-9000 for the Graduates amongst those who have been adjusted in the treasuries from various Boards/ Corporations whereas the Bihar State Adjusted Treasury Employees Federation has demanded the pay scale of 5000-8000.

The State Government has abolished Treasury Directorate and the cadre of treasury clerks has been merged in the cadre of collectorate clerks. However, owing to legacy of the Treasury Directorate, there are three kinds of Treasury Clerks functioning in the treasuries:-

1. Such Treasury Clerks who had opted for Treasury cadre pursuant to the decision of the State Government in the 1980's to create the separate Treasury Directorate: ***These employees are in the unrevised***

***pay scale of 5000-8000 pursuant to a decision of the Hon'ble High Court, Patna. These employees have been declared to be Accounts Clerks by the Hon'ble Court and, as such, are entitled to the pay structure for Accounts Clerks of the Works Departments.***

[For details, see recommendations regarding "Common Categories"]

2. Such Treasury Clerk who has been appointed on compassionate ground by the erstwhile Directorate: ***These would be entitled to a treatment similar to that for the above category of posts.***

3. Such Treasury clerks who were deputed from different Board/Corporations and adjusted later in the Collectorate cadre of clerks: ***Now, these employees have been adjusted in the Collectorate cadre and would be entitled to the pay structure for the clerks of the collectorate.***

[For details, see recommendations regarding "Common Categories"]

The demand for parity with organized accounts cadres under the Central Government cannot be granted in view of the specific recommendations of the SCPC in this regard (Para 3.8.5).

### 3.10.2 Government Press Employees

The representations before us may be summarized as follows:

Post	Existing Pay Scale	Demanded Pay Scale
Assistant Superintendent	5500-9000	8000-13500
Deputy superintendent	8000-13500	10000-15200
Superintendent	10000-15200	12000-16500
Director	12000-16500	14300-18300

The SCPC has not recommended upgradation of these categories of printing staff (para 3.8.18). Therefore normal replacement grade pay in



appropriate pay band should be granted to these posts. Accordingly, the pay structure shall be as follows:-

S No	Designation	Unrevised Pay Scale	Pay Band	Grade Pay
1	Assistant Superintendent	5500-9000	PB-2	4200
2	Deputy Superintendent	8000-13500	PB-2	5400
3	Superintendent	10000-15200	PB-3	6600
4	Director	12000-16500	PB-3	7600

### 3.10.3 Technical Staff of the Government Press

The Bihar State Government Press Employees Union has demanded up gradation in the sanctioned pay scale.

The Central Sixth Pay Revision Commission has decided not to recommend the pay scale meant for the workshop staff (para 3.8.18) and has instead recommended replacement pay structure for the technical staff of the printing press.

Accordingly, we recommend that unskilled and semi skilled employee will be in grade pay of 1800 in PB-1. The pay scale for skilled and highly skilled staff shall stand unchanged and will be the structure of normal replacement grade pay in appropriate pay band. Revised pay structure in the Government Press will be guided by the SCPC recommendations at para 3.8.26 and 3.8.27.

Certain references, through files marked to this Committee, have been received from the Finance Department for granting upgraded pay scales to certain category of Staff of the Press with effect from 01.01.1996. This Committee is unable to appreciate such references. Pay scales were

recommended on the basis of Report of expert body in the shape of the Fitment Committee. An opportunity of redressal of grievances was afforded to all affected personnel through the mechanism of the Fitment Appellate Committee. Recommendation of pay scales with effect from 01.01.1996 is beyond the mandate of this Committee. This Committee further fails to understand the logic of the Finance Department taking up this issue when it has been considered by expressly constituted expert bodies and opinion given. The Finance Department, of all Departments, should appreciate that every representation has an expiry date.

### **3.11 Department of Personnel and Administrative Reforms**

#### **3.11.1 Secretariat Stenographer Service**

The Bihar Secretariat Stenographer Service Association has demanded the same revised pay structure as is prevalent in the Centre. The State Government has framed the Bihar Secretariat Stenographer Service (Recruitment and Conditions of Service) Rule and constituted the service on the pattern of Central Secretariat Stenographer Service.

The Fitment Committee had discussed this cadre in Para 3.1.1 to Para 3.1.8 of its report. In addition to the equivalence with the posts in the Central Secretariat, it had noted the historical relativity/ parity of the post of Senior PA (Now redesignated as Private Secretary) with the Section Officer.

The SCPC has discussed this cadre in Para 3.1.7 and Para 3.1.8. The modification during implementation was that the Private Secretary would draw salary in PB-3 with grade pay of 5400 after completion of four years in that grade.

Further, vide OM F.No.1/1/2008/1C of the Department of Expenditure, Ministry of Finance, Government of India, the Government of India has decided to extend the grade pay of 4600 in PB-2 to Assistants and Personal Assistants w.e.f. 01.01.2006.

Accordingly, we recommend as follows:

SI No	Post	Existing Pay Scale	Pay Band	Grade Pay
1	Stenographer	4000-6000	PB-1	2400
2	Personal Assistant	5500-9000	PB-2	4600
3	Private Secretary	6500-10500	PB-2	4800
4	Senior Private Secretary	10000-15200	PB-3	6600

We additionally recommend that the Private Secretary would draw salary in PB-3 with grade pay of 5400 after completion of 4 years in that grade.

The Association has also requested to recommend the pay scale of 6500-10500 for the Personal Assistant w.e.f. 15-09-2006 in the unrevised pay scale on the ground that the Central Government had sanctioned the upgraded pay scale from the said date. The revised pay structure may be made applicable w.e.f. 15-09-2006 only for the purpose of option for the benefit of fixation of pay in the upgraded pay scale.

### 3.11.2 Bihar Secretariat Service

The Bihar Secretariat Service Association has requested to recommend the same revised pay structure for the Bihar Secretariat Service as is available to the Central Secretariat Service. The Bihar Secretariat Service Federation, United Forum of Patna Secretariat Employees, Sachivalay Ekata Manch and Sachivalaya Vikas Sanghathan have demanded up gradation of pay scale as is available to the six so-called premier services on the ground that the joint cadre of Secretariat Assistants has been declared as State Cadre and now it stands reconstituted as the Bihar Secretariat Service which is General Administration Service and has all the qualifications which the premier state services possess.

The Fitment Committee had recommended parity of the Bihar Secretariat Service with the Central Secretariat Service and had recommended the same pay structure subject to the fulfillment of

certain conditions, e.g. direct recruitment of assistants with knowledge of typing; direct recruitment to the post of Section Officer (20%) and introduction of other features of the Central Secretariat Service Rules (para 3.2).

The SCPC has discussed the Central Secretariat Service in para 3.1.7 and para 3.1.8. The modification during implementation was that the Section Officer would draw salary in PB-3 with grade pay of 5400 after completion of four years in the grade of Section Officer.

Further, the Service Association has made the OM F.No.1/1/2008/1C dated 16.11.2009 of the Department of Expenditure, vide which the Government of India has decided to extend the grade pay of 4600 in PB-2 to Assistants and Personal Assistants w.e.f. 01.01.2006 of Central Secretariat Service, Armed Forces HQ Service, Indian Foreign Service "B" and Railway Board Secretariat Service.

Accordingly, we recommend as follows:-

S No	POST	EXISTING PAY	PAY BAND	GRADE PAY
1	Assistant	5500-9000	PB-2	4600
2	Section Officer	6500-10500	PB-2	4800
3	Under Secretary		PB-3	6600
4	Deputy Secretary		PB-3	7600
5	Joint Secretary		PB-4	8700

We additionally recommend that the Section Officer would draw salary in PB-3 with grade pay of 5400 after completion of 4 years in that grade.

The Association has requested to recommend the pay scale of Rs. 6500-10500 for the Assistant w.e.f. 15-09-2006 in the unrevised pay scale on the ground that the Central Government had sanctioned the upgraded

pay scale from the said date. The revised pay structure may be made applicable w.e.f. 15-09-2006 only for the purpose of option to get the benefit of fixation of pay in the upgraded pay scale.

The Association has further requested to recommend the cadre restructuring on the pattern of the Central Secretariat Service and change of designation. This matter lies in the domain of the administrative department concerned and, accordingly, no view is being expressed on this issue.

### **3.11.3 Employees of Bihar Public Service Commission**

The Employees of the Bihar Public Service Commission have requested to recommend the same pay scale to Under Secretary, BPSC as is available to the Under Secretary of Bihar Secretariat Service.

They have submitted that, according to the Rule 31(2) of Bihar Public Service Commission (Conditions of Service) Regulation 1960, the same pay scales, terms of recruitment and promotion and service conditions shall apply to ministerial officers and subordinate staff as are prescribed for corresponding posts in the Bihar Secretariat.

The pay scales of the employees of BPSC are the same as those prevailing for the employees of the Secretariat; therefore, the pay scale recommended for the post of Under Secretary in the Secretariat shall be extended to the Under Secretary of the BPSC.

## **3.12 Revenue and Land Reforms Department**

### **3.12.1 Revenue Karmachari**

The Bihar State Land Reforms Employees Association has requested that the Committee recommend the revised grade pay of 2000 in PB-1 for Revenue Karmacharis.

The earlier Fitment Committee had equated the Revenue Karmachari with the Patwari of Andaman and Nicobar Islands (Para 36.3.4).

The SCPC has recommended the upgraded pay grade of 2000 for the Patwaris (7.57.61)

Accordingly we, recommend the revised grade pay of 2000 in PB-1 for Revenue Karmacharis.

### 3.12.2 Copyist

The Bihar State Non-Gazetted Employees Federation has requested for amendment in the pay scale of the Copyist of the collectorate.

The Fitment Committee had recommended the pay scale of 3050-4590 meant for the LDC.

In the present era of technological advances, the work of the copyist is no longer onerous as Photostat machines are available for this function. This Committee feels that the post of Copyist is no longer required to be retained. The existing incumbent should be merged in the cadre of clerks and no future recruitment should be made to this post.

The present incumbents on these posts shall be entitled to the grade pay of 1900 in PB-1 recommended for the LDC.

### 3.12.3 Assistant Settlement officer/Consolidation Officer

The Bihar Revenue Service Association through its Chairman have requested to recommend the pay scale of Rs. 8000-13500 to the Assistant Settlement Officer/Consolidation Officer on the ground that the senior officers of Bihar Administrative Service are posted to the post of Consolidation Officer.

The Fitment Committee had equated the post of Consolidation Officer with that of the Assistant Commissioner in Andaman and Nicobar Islands Administration (Para 36.5.4).

The SCPC has not made any specific recommendation for the post of Assistant Commissioner.

The post of Assistant Settlement Officer/Consolidation Officer is the promotional post for the post of Circle Inspector which carries a pay scale of 5000-8000. Now the pay scales of 5000-8000 and 6500-10500 have been merged and extended the grade pay of 4200.

Keeping in view the general principle regarding such situations, this Committee recommends grade pay of 4600 in PB-2 for the Assistant Settlement Officer/Consolidation Officer.

#### 3.12.4 Employees of Survey Map Press

The Bihar Survey Office Employees Association has demanded the upgraded pay scale for various posts of the Survey Map Printing Press.

The discussion on posts under the Government Press under the Finance Department would apply to these posts as well.

#### 3.12.5 Amin and Surveyor

The Amin and Surveyors are in the pay scale of 3200-4900 and 4000-6000 respectively. The Association of Amin and Surveyors have requested upward revision of their pay scale.

The Fitment Committee had dealt the matter of Amin and Surveyor in para 36.1.3 to 36.2.12. It had found equivalence of the post of Amin with the post of Tracer at the Centre and had recommended the pay scales recommended by the Fifth Central Pay Commission at para 50.37 of its Report. On the other hand, it could not establish parity of the post of Surveyor with post(s) at the Centre in view of the differing educational qualification for recruitment. It had, accordingly, recommended replacement pay scales for the post of Surveyor. It had recommended parity of Amin with that of Tracer. No upgradation has been granted by the SCPC.

Accordingly, both these posts shall get normal replacement grade pay in appropriate pay band.

### 3.12.6 Proof Reader-cum-Translation Assistant

Sri Yamuna Chaudhary, Proof Reader-cum-Translation Assistant has requested for the grade pay of 4200 in PB-2.

The Fitment Committee had discussed the post of Proof Reader-cum-Translation Assistant in Para 36.6.2 of its report. It could not deduce any Central equivalence. It had recommended the pay scale of 4000-6000 on the basis of the nature of duties attached to this post, the pay scale of 4000-6000 being the replacement pay scale as well.

There is no justification of upgradation of pay scale, hence the grade pay of 2400 in PB-1 shall be granted to this post.

### 3.12.7 Deputy Director (Agriculture Census)

Sri Ranjeet Kumar Singh, Deputy Director, Agriculture Census has demanded the pay scale of 10000-15200 equal to that of the Deputy Director of Agriculture Census in Government of India, instead of the pay scale of 8000-13500 available to him.

The Fitment Committee had discussed the post of Statistical Personnel of the Animal Husbandry Department and had recommended the pay scale of 8000-10500 for Deputy Director (Statistics) at para 35.5.9(vi).

The post of Deputy Director, Agriculture Census does not belong to any organized cadre. Therefore the grade pay of 5400 in PB-2 shall be given to this post.

### 3.12.8 Head Peshkar

Sri Vijay Bahadur Singh Dinkar, Head Peshkar has requested to remove the anomaly prevailing in his pay scale since 1981. The mandate of the Pay Committee is to determine to pay scale with effect from 01-01-2006. Therefore this Committee is unable to accede to the request.

The Head Peshkar shall get the grade pay of 4200 in PB-2 equivalent to the Head Clerk.



### **3.12.9 Research Officer (Gazetteer)**

Dr. Birendra Kumar Sinha and other Research Officers (Gazetteer) have demanded the pay scale of 10000-15200 on the ground that they are recruited by the Public Service Commission and that the requisite qualification is of a Masters Degree with two years experience or PhD with knowledge of two languages.

The Fitment Committee had discussed the post of Research officer in Para 36.11.1 to 36.11.3 and did not recommend the pay scale available to the Research Officer of Central Institute of Languages, Mysore under the Ministry of Human Resources Development as it could deduce parity with that post. The Fitment Appellate Committee, too, upheld the same. Consequently, the pay scale of 5500-9000 was granted to this post (para 38.10). Subsequently, the pay scale was raised to 6500-10500.

Accordingly, the Post of Research Officer shall get grade pay of 4600 in PB-2.

## **3.13 Law (Justice) Department**

### **3.13.1 High Court Staff**

Employees and Officers' Association of the Patna High Court has presented a memorandum before this Committee and requested to recommend Central Scale of pay for the staff and officers of the Patna High Court.

The earlier Fitment Committee was of the opinion that according to provisions of the Patna High Court Officers and Staff (Condition of Service and Conduct) Rules 1997, the Chief Justice shall determine the pay scale of the staff of the High Court with the approval of the Governor of Bihar (para 30.1.3 of the report of the Fitment Committee).

In view of the above, we are not making any recommendation regarding the pay structure of staff and officers of the Patna High Court.

### **3.13.2 Employees of the Civil Courts.**

The Association of Civil Court Employees has requested to extend the revised pay structure to the staff of the civil courts.

Initially, the benefit of the interim pay revision effected by the Finance Department vide Resolution No 362 dated 17.01.2009 was not extended to the employees of the Civil Courts. However, vide Resolution No 11444 dated 27.11.2009, the benefit of the interim pay revision was extended to these employees too.

This Committee is of the opinion that the cadre structure of the civil court employees are more or less comparable to the staff of collectorate and they are getting same pay scale which are available to the staff of the collectorate. Therefore, the pay structure recommended for the Ministerial and Group "D" staff in the Collectorate would be extended to these employees too.

## **3.14 Excise and Registration Department**

### **3.14.1 Assistant Sub Inspector (Excise)**

The Association of Assistant Sub Inspector (Excise) has demanded the pay scale admissible to Assistant Police Sub-Inspector. The parity drawn by the Fitment Committee and upheld by the Fitment Appellate Committee was that with Sub-Inspectors in the Central Bureau of Narcotics (para 15.2.1 to 15.2.3).

The SCPC did not agree with upgradation of the pay scale of Sub-Inspector of Central Bureau of Narcotics. Hence this Committee is unable to sustain the demand.

Accordingly, the Assistant Sub-Inspector (Excise) shall get the common replacement grade pay of Rs. 2400 in PB-1.

### **3.14.2 Sepoy (Excise)**

The Bihar State Excise Sepoy Federation has demanded the pay scale admissible for the police constable. The Fitment Committee had

recommended the pay scale of 2610-3540 for Sepoy (Excise). But the Hon'ble High Court in the matter of CWJC No 3990 of 2004 (Bihar Rajya Utpad Sipahi Mahasangh Vs the State of Bihar) has directed the State to grant the pay scale on parity with the Police Constable. The Finance Department sanctioned the same vide memo no 6586 dated 20/07/2009 even though the Pay Committee had been constituted. It has ordered that the educational qualifications required for recruitment shall be raised to that of Matriculation. Parity does not only mean parity in pay scale but parity in other respects as well, which would include qualifications required for recruitment.

Therefore the sepoy (Excise) shall get the same grade pay of Rs. 2000 in PB-1 as is admissible to the Constable of Police but only if the recruitment qualification is raised to 10+2 as has been recommended for the Constable of Police. If, instead, the recruitment qualification is raised to that of Matriculation, they shall only be entitled to the grade pay of 1900. Finally, if the Department is unable to raise the educational qualification even upto the level of Matriculation, they shall be entitled to the replacement pay structure for the pay scale of 2610-3540, grade pay of 1400 in 1S and they will be governed by the general recommendation regarding Group "D" employees.

## **3.15 Agriculture Department**

### **3.15.1 Block Agriculture Officer and Equivalent Posts**

A memorandum has been received from the Bihar Agriculture Graduate Service Association along with an endorsement from the then Principal Secretary, Department of Agriculture, to the effect that these posts are entitled to the upgraded pay scale of 7500-12000. Accordingly, they have demanded the revised pay structure as PB-2 with a grade pay of 4800 along with an automatic up gradation to PB-3 with grade pay of 5400 after four years. The reason given is that of historical parity that existed with homoeopathy doctors and veterinarians which parity came into existence owing to an unimplemented decision of 1980 and a Cabinet decision of 1987. The claim is that the 5<sup>th</sup> Pay Revision

Committee merely recommended replacement pay scales w.e.f. 1986. A further claim is that the posts in Bihar Agriculture Service were filled up wholly through promotion from these ranks till 1988 and that, accordingly, they are entitled to a pay scale just below that of the entry scale of Bihar Agriculture Service. Their claim is that they are technical personnel and possess higher qualifications than other supervisory personnel who are getting pay in 5000-8000 and 5500-9000. As such, the pay scale of 6500-10500 would not be proper since the pay scales of 5000-8000, 5500-9000 and 6500-10500 have been clubbed into PB-2 with a grade pay of 4200.

To deal with the above demands, it would first be necessary to appreciate that the posts of Agriculture Inspectors and equivalent were initially in Class III with a non-gazetted status while the posts of Block Agriculture Officers were in Class III but had gazetted status. The State Government upgraded the posts of Agriculture Inspector to the pay scale of 1000-1820 while the upgradation of Block Agriculture Officers followed as a consequence of the judgement of the Hon'ble High Court, Patna in CWJC 9217 of 1988. Therefore, now all the posts under the Agriculture Department, requiring the recruitment qualification of Graduation in Agriculture and below the Bihar Agriculture Service, are on the same footing.

The Fitment Committee has discussed in detail the matter of pay scales for these posts in Para 19.3.1 to 19.3.30. It has categorically found that the reasons for the upgradation were not relevant and that *"One cannot but, in these circumstances, come to the conclusion that upgradation of those posts amounts to an administrative fiat which has no rational basis. This means that the decision was arbitrary."* After considering the recommendations of the Fifth Central Pay Commission, the Fitment Committee came to the conclusion that, since posts with recruitment qualifications of B.Sc. (Agriculture) were either in the pay scale of 4500-7000 or 5000-8000 under the Central Government, fitment of such posts with direct recruitment of B.Sc. (Agriculture) Graduates under the State Government is only feasible in a scale not above 5000-8000. Accordingly, these posts were granted the pay scale of 5000-8000.

The Fitment Appellate Committee, too, upheld the recommendations of the Fitment Committee. The SCPC has not upgraded the pay structure of such posts (Chapter 7). Therefore, the above demands cannot be accepted. Accordingly, these posts shall be entitled to the PB-2 with a grade pay of 4200.

### 3.15.2 Jute Extension Worker

The Association of Jute Extension Workers has demanded the pay scale of 5000-8000 on account of hardship owing to having to work in difficult areas and the increased dearness of things. It appears that the Fitment Committee had recommended the revised pay scale of 3050-4590 in the absence of parity with any post under the Central Government (para 19.9.3). The Fitment Appellate Committee had recommended that pay scale be upgraded to 3200-4900, which has remained unimplemented.

In the absence of equivalence with any Central post, we recommend the normal replacement pay structure for the pay scale of 3200-4900, i.e. PB-1 with a grade pay of 2000.

### 3.15.3 Jute Extension Supervisor

The Bihar State Jute Extension Supervisor Association has demanded the pay scale of 4000-6000. It appears that the Fitment Committee had recommended the revised pay scale of 3200-4900 in the absence of parity with any post under the Central Government (para 19.9.3). The Fitment Appellate Committee had recommended that pay scale be upgraded to 4000-6000, which has remained unimplemented.

In the absence of equivalence with any Central post, we recommend the normal replacement pay structure for the pay scale of 4000-6000, i.e. PB-1 with grade pay of 2400.

### 3.15.4 Village Level Worker/ Jan Sewak

The Bihar Village Level Workers' Association has demanded the upgraded pay scale of 5000-8000 in view of the required recruitment qualification being that of matriculation with a two-year diploma in

agriculture and six-month training in extension. The Fitment Committee has discussed the post of Village Level Worker in detail at Para 19.11.1 to Para 19.11.8. It found that selection for recruitment was made on the basis of qualification of matriculation and subsequently, the two-year training was arranged through the Agriculture Colleges by the Agriculture Department and, as such, the stated recruitment qualification had become extinct. It further noted that this post is in a higher pay scale in Bihar as compared to Union Territories. It, finally, recommended that the present incumbents be fitted in the pay scale of 4000-6000 but future recruitments be done in the pay scale of 3200-4900. The Fitment Appellate Committee, too, upheld the same.

There appears to be no valid ground for the demanded upgradation. Accordingly, normal replacement pay structure shall be provided.

The SCPC at Para 7.57.17 has recommended the scale of 4000-6000 for the VLW as well as the Senior VLW along with recommending merger of these two posts. While discussing this post in the case of the Union Territory of Delhi, the SCPC has stated that the minimum qualification is a diploma in Agriculture for which the minimum qualification is a graduate degree. Hence, the State Government would have to further enhance the recruitment qualification of the post of VLW and take necessary steps before the higher scale of 4000-6000 is made available to all VLWs.

### 3.15.5 Inspectors of Weights and Measures

The Association of Weights and Measures Inspectors has demanded the upgraded pay structure of PB-3 with a grade pay of 5400 on the grounds that the recommendations of the Fitment Committee have created an anomaly since they were enjoying higher pay scale owing to a judgement of the Hon'ble High Court in CWJC No 6059 of 1990 and that they perform onerous duties.

The Fitment Committee had, vide Para 19.6.1 and 19.3.41, established equivalence with posts carrying similar or same designations at the Centre as well as with the post of Agriculture Inspector and had,

accordingly, recommended the pay scale of 5000-8000. It appears that the upgraded pay scale, referred to in the representation, was granted on the basis of parity with Agriculture Inspectors. Now, since the post of Agriculture Inspector itself carries a pay scale of 5000-8000, therefore there remains no basis to the above argument.

The SCPC has not upgraded the pay structure for these posts. Accordingly, the replacement structure, i.e. PB-2 with a grade pay of 4200 is recommended.

### 3.15.6 Field Assistant

The Bihar State Agriculture Field Assistant Association has demanded the upgraded pay scale of 4000-6000 in lieu of 3050-4590 on the ground that the pay scale of Field Assistant has been upgraded to 4000-6000 by the Government of Jharkhand.

It appears that the Fitment Committee had not specifically discussed this post and the normal replacement pay structure had been provided. The reason adduced by the Association for upgradation does not appear to be sufficient. Accordingly, they will be entitled to replacement pay structure of 1900 in PB-1.

### 3.15.7 Agriculture Engineers

The Bihar Agriculture (Engineering) Service Association has placed a demand before this Committee that they should be granted the pay structure available to Bihar Engineering Service. It is to be noted that the Bihar Engineering Service has been granted an upgraded entry pay scale on account of being considered a premier service.

The Fitment Committee had discussed the case of Bihar Agriculture Service in Para 19.1 of its report. Agriculture Engineering Graduates are part of Category II of the Bihar Agriculture Service and, as such, the Fitment Committee recommended the pay structure for such posts in accordance with the same. No equivalence with Bihar Engineering Service was drawn by the Fitment Committee or the Fitment Appellate

Committee. The Fitment Appellate Committee, in Para 35.3 and Para 35.4, merely recommended pay scales for a few posts which were left out in the first instance. The hierarchy of posts was in tune with posts under the Bihar Agriculture Service rather than with posts under the Bihar Engineering Service. Thus, there is no post under the Bihar Engineering Service carrying the pay scale of 12000-16500 which is not the case with Bihar Agriculture (Engineering) Service. Thus, it is clear that the established equivalence is with other posts in the Bihar Agriculture Service rather than with the Bihar Engineering Service. Accordingly, the pay structure shall follow the general recommendations regarding State services (Para 4.2 of this report).

### 3.15.8 Horticulture

The Bihar Rajya Udyan Sewa Sangh has demanded the following pay structure for the posts mentioned below:-

<b>S No</b>	<b>Name of Post</b>	<b>Present Pay Scale</b>	<b>Demanded Pay Scale</b>
1	Udyan Sewak	2650-4000	3050-4590
2	Plant Protection Operator (Horticulture Wing)	3050-4590	4000-6000
3	Sabji Prasar Karyakarta	3050-4590	4000-6000
4	Horticulture Inspector	4000-6000	5000-8000
5	Plant Protection Supervisor (Horticulture Wing)	4000-6000	5000-8000
6	Sub-Divisional Horticulture Officer	5000-8000	6500-10500
7	District Horticulture Officer	6500-10500	8000-13500

No reasons have been adduced for the above demands. The Fitment Committee had discussed these posts in detail in para 19.4.1 to 19.4.3



and had recommended the pay structure according to the structure prevalent at the Centre. The SCPC has not recommended any change in the pay structure (Chapter 7.1). Accordingly, normal replacement pay structure is to be provided for all the above posts except Udyan Sewak who will be guided by the principles of this Committee regarding Group “D” posts and that of District Horticulture Officer, which is a part of the Bihar Agriculture Service and shall get the same pay structure as that service.

### 3.15.9 Plant Protection

A representation has been received from the Kshetra Parichalak Kaamdar Sangh for upgraded pay scales for the staff under the Plant Protection Wing on the ground that their functions are onerous and technical in nature. A separate representation has been received to grant the upgraded pay scale of 5000-8000 to Plant Protection Supervisors. The third representation is for grant of the pay scale of 4000-6000 to the *Mistry* of Plant Protection on the ground that it is a technical post.

The Fitment Committee had discussed these posts in Para 19.7.1 to 19.7.7 and had recommended pay scales according to those prevalent at the Centre. The SCPC has not recommended any change in the pay structure (Chapter 7.1). Accordingly, normal replacement pay structure is to be provided for all the above posts except for the posts which are part of the Bihar Agriculture Service, which shall be governed by the recommendations on that service.

### 3.15.10 Posts under the Soil Conservation Directorate

No representation seems to have been received. The Fitment Committee discussed these posts in Para 19.8.1 to Para 19.8.5 and discovered that they cannot be equated with the posts under the All India Soil and Land Use Survey Organisation due to the difference in

recruitment qualification. It had, therefore, recommended normal replacement pay scales.

There is no reason before this Committee to deviate from the recommendations of the Fitment Committee. Accordingly, replacement pay structure is recommended.

## **3.16 WATER RESOURCES**

### **3.16.1 Irrigation Revenue Inspector**

The Bihar State Irrigation Revenue officers Association have demanded the upgraded pay scale of 4500-7000 instead of 3200-4900 for the post of Irrigation Revenue Inspector.

Earlier the post of Irrigation Revenue Inspector was known as Tehsildar, the recruitment qualification for which was Intermediate. The Fitment Committee had discussed the post of Irrigation Revenue Collector in Para 23.7.1 and recommended the pay scale of 3200-4900 as it could not deduce equivalence with any Central post. At para 7.57.61, the SCPC also agreed that the Patwari with minimum educational qualification of 10+2 would be placed in PB-1 with a grade pay of 2000. These posts cannot be equated with Tehsildars/ Deputy Tehsildars in various UTs.

There is no justification to recommend a higher pay scale and, as such, the grade pay of 2000 in PB-1 can only be extended.

### **3.16.2 Electrical Supervisor**

The Bihar Secretariat Service Federation has requested to recommend the pay scale of 5000-8000 for the post of Electrical Supervisor.

The posts of Electrical Supervisor was in the pay scale of 335-555 which was given the revised pay scale of 730-1080 in the 4th Pay Revision and in absence of any specific recommendation normal replacement pay scale of 1400-2300 was allowed to this post. The Fitment Appellate Committee, in absence of authentic papers to the effect that this post

was sanctioned, recommended the revised pay scale of 1400-2300, recommended the pay scale of 4000-6000 (para 20.13).

It is clear from Resolution No 224 of 15.1.87 that the pay scale of 1400-2300 was granted for the Electrical Supervisor.

Accordingly, this Committee recommends the grade pay of 2800 in PB-1 for the Electrical Supervisor provided that the incumbent has an ITI Diploma and has a team of skilled workers whose work the Electrical Supervisors are required/ supposed to supervise.

## **3.17 Energy Department**

### **3.17.1 Biogas Technicians**

The Bihar State Non conventional Energy Technician Association has demanded the upgraded pay scale of 4500-7000.

The post of Biogas Technicians remains with BREDA and this Committee is unable to recommend any revised pay scale as these posts are not under the State Government.

### **3.17.2 Other Technical Posts**

The Bihar State Electricity Department Employee Association and Group 'D' Government employees Association have demanded the upgraded pay scale for the technical employees of the Energy department. The matter has been dealt in the discussion on common categories of Works Department and the revised pay structure shall be extended accordingly.

## **3.18 Public Works Department**

### **3.18.1 Architect**

The Bihar Architects Service Association has demanded pay structure equivalent to that for the Bihar Engineering Service.

The unrevised pay scales of the cadre of Architects are as follows:-

Sl.No.	Designation	Existing Pay Scale
1	Architectural Assistant	6500-10500
2	Assistant Architects	10000-15200
3	Senior Architects	12000-16500
4	Chief Architects cum Deputy Chief Engineers	14300-18300

The Fitment Committee had, in Para 26.1.1 to 26.1.09, dealt with the matter at length and had recommended pay structure like other services. However, the sought equivalence is with engineers and there appears to be no reason to deny this parity. Thus, except for the entry pay structure, which should be governed by the decision regarding other state services and not the “premier” state services, the pay structure for the promotional posts should follow the structure allowed to the Bihar Engineering Service. However, it is made clear that the upgraded pay structure shall be available only if cadre restructuring is done. Else, replacement pay structure shall only be available.

### **3.19 Animal Husbandry Department**

#### **3.19.1 Assistant Director (Statistics)**

Bihar State Animal Husbandry (Statistics) Service Association has demanded the pay scale of 8000-13500 like the members of the Animal Husbandry Service for the Assistant Director (Statistics) instead of the pay scale of 6500-10500 on the ground that the post of Assistant Director (Statistics) is under the Animal Husbandry Service.

It appears from the records available with this Committee that the Assistant Director and equivalent posts of Statistics are part of the Animal Husbandry service. As such the same revised pay structure would

be applicable to this post as recommended for the Bihar Animal Husbandry Service.

### 3.19.2 Dairy Technologist

Bihar Dairy Technocrat Association has demanded the following revised pay structure:-

POST	EXISTING PAY SCALE	Demanded Pay	
		PAY BAND	GRADE PAY
Input supervisor	5000-8000	PB-2	4200
Senior Input Supervisor	5000-8000		
Field Assistant	5000-8000		
Dairy Investigator	5000-8000		
Dairy Inspector	5000-8000		
Assistant Dairy Extension Officer	5000-8000		
	5000-8000		
Dairy Technical officer	5000-8000		
Assistant Dairy Extension Officer	5500-9000		
Dairy Technical officer			
Assistant Dairy Extension Officer	5000-8000	PB-2	4600
	5000-8000		
Laboratory Supervisor	5000-8000		
Dairy Organiser	5000-8000		
Dairy Research Assistant	5000-8000		
Dairy Surveyor	5500-9000		

Dairy Technical officer			
Diary Extension Officer	6500-10500	PB-3	
Dairy Research Officer	6500-10500		
Dy Director	8000-15200	PB-3	
Diary Economist	8000-15200		
Joint Direct	10000-15200	PB-3	
Dairy Engineer	10000-15200		
Director, Dairy	14300-18300	PB-4	

The Fitment Committee had discussed these posts in Para 35.4.2 to 35.4.5 and was unable to recommend the pay scales meant for the Veterinary Doctors. The Fitment Committee was also unable to find the exact Central equivalence.

The Fitment Appellate Committee had also discussed the matter in Para 37.9 to 37.10 and found that the recommendations of the Fitment Committee were appropriate.

Therefore, all the posts mentioned above shall get normal replacement grade pay in appropriate pay band.

### 3.19.3 Fisheries Staff

The Bihar State Fisheries Employees Association has demanded upgraded pay scales as per the following description:-

POSTS	EXISTING PAY SCALE	DEMANDED PAY

Fisheries Extension Supervisor	4500-7000	7500-1200
Fisheries Inspector	5000-8000	7500-1200
Fisheries Extension Officer	5500-9000	7500-1200
Fisherman	2610-3540	3050-4590
Trained Fisherman	3050-4590	4500-7000
Laboratory Assistant	3200-4900	4500-7000
Laboratory Attendant	2610-3540	3050-4590
Fisheries Guard and other Group 'D' posts.	2550-3200	3050-4590

The Fitment Committee had discussed the abovementioned posts in Para 35.9.1 to 35.9.10. The Fitment Committee had found equivalence of the post of Fisheries Extension Supervisor with that of Fishery Assistant in the Integrated Fisheries Project under the Central Government. The promotional post under the State Government was that of Fisheries Inspector, which itself was the feeder post for the post of Fisheries Extension Officer. All these posts were below the Bihar Fisheries Service, which service has a provision of entry of 50% of the strength from the post of Fisheries Extension Officer. In contrast, under the Central Government, the Fishery Assistant was promoted to the post of Fishery Officer, which was in the pay scale of 6500-10500. Therefore, even though the post of Fishery Assistant was granted the pay scale of 5000-8000, the Fitment Committee recommended the pay structure as in the above so as to maintain the hierarchy of posts described above. The Fitment Committee had further opined that if the Department decided to merge the posts of Fisheries Extension Supervisor with those of Fisheries Inspector, then the pay scale of 5000-8000 could be the new pay scale for the Fisheries Extension Supervisor but the Department has not yet taken any decision with regard to the merger of posts of Fisheries Extension Supervisor and Fisheries Inspector.

The entry qualification of Fisheries Extension Supervisors and Fisheries Inspector are same and the Fitment Appellate Committee in Para 37.8 had recommended the pay scale of 5000-8000 as recommended for the supervisory level posts which recommendation remains unimplemented.

The difficulty remains that if this Committee recommends upgradation of the pay scale of the Fisheries Extension Supervisor, then all the posts below the entry level of Bihar Fisheries Service will lie in the identical pay structure with a grade pay of 4200 in PB-1. The SCPC has, at Para 3.8.3, opined that this may not necessarily be undesirable and that de-layering of Government functions is desirable.

The SCPC has not specifically discussed the abovementioned Central post, but in the discussion in Para 7.1.9, it has recommended only replacement pay structure for the Posts in Central Institute of Coastal Engineering for Fishery. Therefore, we are unable to recommend anything but the replacement pay structure for these posts. However, the Committee would suggest a thorough review and restructuring of the entire cadre to the Department.

The other posts, viz. Fisherman, Aquarium Attendant, Fisher guard and other group 'D' staff shall be governed by the general recommendations regarding Group "D" employees.

## **3.20 Cabinet Secretariat Department**

### **3.20.1 Urdu Translator/Assistant Urdu Translator and Typist**

The Rajbhasa Urdu Employees Associations have demanded upgraded pay scales for the Urdu Translator, Assistant Urdu Translator and Urdu Typist.

The Fitment Appellate Committee in Para 7.3 of its report had recommended the pay scale of 4500-7000 for the post of Urdu Translator and Assistant Urdu Translator. The recruitment qualification for:-



- Urdu Translators is Graduation;
- Assistant Urdu Translator is Intermediate; and
- Urdu Typists is Matriculation.

Keeping in view the recruitment qualifications the State Government granted the pay scale of 4500-7000 only to the Urdu Translator.

This Committee recommends replacement grade pay in appropriate pay band for the posts discussed above.

### 3.20.2 Rajbhasha Assistant:-

The Rajbhasha Assistant Association has demanded the following pay structure for the Rajbhasha Assistant Cadre:-

POSTS	EXISTING PAY SCALE	DEMANDED PAY SCALE	
		PAY BAND	GRADE PAY
Rajbhasha Assistant/ Translator Gr III	5000-8000	PB-2	4200
Rajbhasha Assistant/ Translator Gr II	5500-9000	PB-2	4600
Rajbhasha Officer	5500-9000	PB-2	5400
Deputy Director	6500-10500	PB-3	6600

The Fitment Committee in Para 4.1.6 had discussed the matter of pay scales of Rajbhasha Assistant and had drawn parity with the Central Secretariat Official Language Service. It had found that the quantum of work is not comparable. It had drawn the following equivalence and had recommended the following pay structure (SCPC Report Para 7.19.68):-

S No	Post in State	Pay Scale	Post in the Official Language Service	Pay Scale
1	Rajbhasha Assistant/ Translator Grade III	5000-8000	Junior Translator	5500-9000
2	Rajbhasha Assistant/ Translator Grade II	5500-9000	Senior Translator	6500-10500
3	Rajbhasha Officer	5500-9000	Assistant Director/ Translation Officer	7500-12000
4	Deputy Director	6500-10500		

It would appear from the above that the Fitment Committee had not accepted direct Central equivalence on account of the differing nature of duties. It is to be noted that the posts at S Nos 1, 2 and 3 are in a single unified hierarchy while 25% of the posts of Deputy Director are filled up from the posts of Rajbhasha Officer. Now, all the above have been bunched into the single pay structure of PB-2 with a grade pay of 4200 presenting this Committee with a conundrum as to how they are to be placed in the new pay structure.

The SCPC provides a guideline at Para 3.8.3 (b). There, it has observed that, "The Commission has recommended running pay bands and many of the existing pay scales have been merged with a view to de-layer the Government by cutting down the number of hierarchical levels. This

would necessitate merger of posts which hitherto were in different pay scales and which, in a few cases, also constituted feeder and promotion posts”.

It further observed in Para 3.8.3 (g) that “As a measure of delayering, the Commission has recommended merger of the pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. In a large number of cases, posts in these pay scales have existed as feeder and promotion posts. While the Commission has tried to ensure that the promotion post is normally placed in a higher pay scale, however, in many cases, the same has not been done. Consequently, for a few categories, the erstwhile feeder and promotion posts have been merged. This is a conscious decision of the Commission and has been resorted to in cases where functional justification for maintaining two distinct levels as feeder and promotion post did not exist or where the operational efficiency was not impacted or is likely to actually improve by the merger. In all such cases, the interests of personnel in the erstwhile promotion grade have been protected by ensuring that their seniority as well as higher pay is kept intact in the revised running pay bands being recommended by the Commission”.

The SCPC has recommended higher pay scales at Para 7.19.68. However, in Para 4.1.6, the Fitment Committee had found that strict equivalence of the posts under the State Government does not hold as the quantum of work is much lesser. In fact, it had recommended identical pay scales for Rajbhasha Assistant Grade III and Rajbhasha Assistant Grade II.

Keeping in view the recommendations of the Fitment Committee and the peculiar circumstances of these posts in that the quantum of work is not comparable to similar posts at the Centre, the following pay structure is recommended:-

POSTS	RECOMMENDED PAY SCALE	
	PAY BAND	GRADE PAY
Rajbhasha Assistant/	PB-2	4200

---

Translator Gr III		
Rajbhasha Assistant/ Translator Gr II	PB-2	4200
Rajbhasha Officer	PB-2	4600
Deputy Director	PB-2	5400

---

### 3.20.3 Civil Aviation

The Civil Aviation Department has demanded upgradation in the pay scales of Flight Clerk, Electrician, and Chief Flight Instructor.

Flight Clerk is a post of clerical nature and there is no justification to upgrade the present scale of 4000-6000. Hence normal replacement grade pay of 2400 in PB-1 shall be extended.

Electrician of the Civil Aviation Department was in the pay scale of 1400-2600. The Fitment Committee had, vide Para 37.3.12, laid down the principle that for recommending the pay scale of Electrician in which it was only contemplated that the revised pay scale of posts in the pay scale of 1400-2300 and 1400-2600 with both direct recruitment and promotion would be 4500-7000.

The post of Electrician in other department is in the pay scale of 3050-4590 or in the pay scale of 4000-6000. The pay scale of Electrician of the Civil Aviation is much more than the Electrician of the other department.

Hence this Committee recommends replacement grade pay of 2800 in PB-1.

### 3.20.4 Aircraft Maintenance Engineer

Sri Pabhunath Singh, Aircraft Maintenance Engineer has demanded the pay scale of 10000-15200 equivalent to that of the Executive Engineer instead of 8000-13500.

The Fitment Committee has discussed the matter of Aircraft Maintenance Engineer and decided that the Aircraft Maintenance Engineer are not in a lower scale in Bihar as compared to the Centre (Para 28.6.1)

The Fitment Appellate Committee, too, upheld the decision. Therefore, the Aircraft Maintenance Engineer shall be in grade pay of 5400 in PB-2.

### 3.20.5 Pilots

Captain Deepak Kumar Singh, Joint Director cum-Additional Chief Pilot and other Pilots have demanded the upgraded pay scale as below. They have claimed in the representation that, if the Pay Committee does not recommend the pay scale of 14300-18300 for the Pilots, then they will quit the Government and go elsewhere.

<b>Posts</b>	<b>Existing Pay Scale</b>	<b>Demanded Pay Scale</b>
Pilot	8000-13500	14300-18300
Govt. Pilot	10000-15200	16400-20000
Joint Director-cum-Additional Chief Pilot	12000-16500	18400-22400
Chief Pilot	16400-20000	24050-26000
Director operation-cum-Chief Pilot	18400-22400	26000 fixed

The Fitment Committee had discussed the grievances of Pilots and Director-cum-Chief Government Pilot in Para 28.7.1 to 28.8.1 and had recommended the pay scale with the suggestion that the remedy does not lie in increasing the scale which inevitably and invariably leads to discomfiture but in increasing allowances and facilities. It has been learnt that the allowance and facilities have been increased by the Government.

The Fitment Appellate Committee had considered the grievances of the Pilots and did not recommend any change (Para 9.1 to 9.3)

This Committee is of the opinion that, in the present scenario, the following grade pay and pay band is appropriate for the pilots:

POSTS	EXISTING PAY SCALE	Recommended Pay	
		PAY BAND	GRADE PAY
Pilot	8000-13500	PB-2	5400
Government Pilot	10000-15200	PB-3	6600
Joint Director-cum- Additional Chief Pilot	12000-16500	PB-3	7600
Chief Pilot	16400-20000	PB-4	8900
Director operation-cum- Chief Pilot	18400-22400	PB-4	10000

### 3.20.6 Chief Flight Instructor:-

Sri Shiv Prakash, Chief Flight Instructor had demanded the pay scale of 18400-22400 equal to that of the Chief Pilot instead of 14300-18300.

The Fitment Committee had recommended the pay scale of 14300-18300 (Para 8.5.1) and the Fitment Appellate Committee had found that the recommended scale is appropriate. The SCPC has not discussed this post.

Therefore, the Chief Flight Instructor shall get grade pay of 8700 in PB-3 in the revised pay structure.

### 3.20.7 Archivist, State Archives

Dr. Chandra Mohan Singh, Archivist has demanded the pay scale of 6500-10500 instead of 5500-9000.

The Fitment Committee had discussed the matter of Archivist in Para 1.2.1 to 1.2.3 and did not find any justification for equating the post of Assistant Archivist/Archivist with the post available in National Archives. The Fitment Appellate Committee, too, had not recommended any change.

Therefore Archivist/Assistant Archivist shall get the grade pay of 4200 in PB-2.

### 3.20.8 Preservation Supervisor, State Archives

Sri Rajendra Chaudhary, Preservation Supervisor has requested that the Committee recommend the pay scale of 6500-10500 instead of 5000-8000. The pay scale of 5000-8000 has been granted the grade pay of 4200 in PB-2. As such, the Preservation Clerk shall get grade pay of 4200 in PB-2.

### 3.20.9 Superintendent, State Guest House

Sri Krishna Kumar Yadav, Superintendent, State Guest House has requested that the Committee recommend the grade pay of 6600 in PB-3.

The Post of Superintendent is in the pay scale of 5500-9000 but the State Government had sanctioned the pay scale of 8000-13500 for the present Superintendent, Sri Krishna Kumar Yadav on a personal basis. The pay scale of 8000-13500 is meant for the Central Group 'A' service and this had been specially sanctioned only for Sri Yadav with the condition that after vacation of the post of Superintendent by him the post shall stand reverted to the lower scale of 5500-9000 (sanction order No. 452 dated 07-06-2008).

In the light of the above, this Committee recommends the grade pay of 4200 in PB-2 for the post of Superintendent. The grade pay of 5400 in PB-3 shall be admissible as the personal pay scale of Sri Yadav till his tenure.

## **3.21 Industries Department**

### **3.21.1 Post under Handloom and Silk Directorate**

The Bihar Silk and Textile Engineers Association have requested to recommend the pay scale of 5500-9000 for the supervisory posts under the Handloom and Silk Directorate w.e.f. 01.01.96.

The mandate for this pay Committee is to determine the pay scale in revised pay structure w.e.f. 2006. Hence this Committee is unable to concede with these demands.

The pay scales of 5000-8000 and 5500-9000 has been revised in PB-2 with grade pay of 4200. Therefore all the posts in the pay scales of 5000-8000 and 5500-9000 shall be in PB-2 with the grade pay of 4200.

### **3.21.2 Keet Palak and Equivalent posts**

The Bihar State Silk Overseer Cadre Technical Employees Association has demanded the grade pay of 2400 for the post of Keet Palak and equivalent posts. These posts have been discussed in para 37.3.4 to 37.3.7. These posts were treated as semi-skilled by the Fitment Committee. Accordingly, these shall be governed by the pay structure of PB-1 with a grade pay of 1800.

### **3.21.3 Upendra Maharathi Sansthan**

The Upendra Maharathi Art Research Institute Technical Employee Association has demanded the same pay scale of 4000-6000 for the skilled artisans of the institute as available to the skilled artisan of the department.

The Fitment Committee in Para 37.3.7 to 37.3.11 of its report had discussed the matter of Skilled Artisan and Highly Skilled Artisan and recommended the pay scale of 3050-4590 for Skilled Artisan and 4000-6000 for the Highly Skilled Artisan. The Skilled Artisan (Handicraft) was allowed the pay scale of 4000-6000. The Fitment Committee had not conducted a similar exercise about the Artisans of the Institute.



If the Artisans under the Institute are equivalent to Skilled Artisans (Handicraft) under the department, then they shall get grade pay of 2400 in PB-1, otherwise normal replacement grade pay of 1900 in PB-1 shall be extended.

### **3.21.4 Lecturer:-**

Dr. Vijay Kumar and other Lecturers, Bihar Silk and Textile Institute, Nathnagar have requested to recommend the AICTE pay scale (8000-13500) instead of 5500-9000.

The Fitment Committee had recommended in Para 37.3.13 that with respect to the posts where B.Sc. (Silk Technology) or Graduation in Science or Arts is the required recruitment qualification and the duties and the functions justify a scale above that of 4500-7000, the incumbents will get the scale of 5000-8000.

It appears from the records annexed with the representation that the Institute was conditionally allowed to start a B.Tech Course in Silk and Textile Technology and it was required to fulfill the conditions imposed by the AICTE for recognition.

If it be the case that the Institute is still imparting Education in B.Tech, Silk and Textile Technology and the course is recognized by the AICTE, then AICTE pay structure would be admissible. However, this Committee is unable to make any positive recommendation in the absence of any information regarding the same. Therefore, we are recommending the replacement grade pay of 4200 in PB-2. However, it would be open to the Department to approach the Finance Department with full facts for examination of the claim for AICTE pay structure.

## **3.22 Labour Employment & Training Department**

### **3.22.1 Instructors**

Bihar State Industrial Training Institution Employees Association have demanded the pay scale of 5500-9000 w.e.f. 01-01-96 instead of 5000-

8000 for Instructors on the ground of that being the pay scale allowed at the Centre.

The Fitment Committee had discussed the post of Instructors and had recommended the pay scale of 5000-8000 (Para 31.9.7). The mandate of this Committee is to recommend pay structure w.e.f. 01-01-2006. Hence this Committee cannot take any view on the said demand.

The SCPC have recommended the merger of the pay scale of 5000-8000, 5500-9000 and 6500-10500 in a grade pay 4200 under PB-2.

Accordingly we recommend the required pay structure as follows.

POSTS	EXISTING PAY SCALE	RECOMMENDED PAY SCALE	
		PAY BAND	GRADE PAY
Junior Instructor			
Instructor	5000-8000	PB-2	4200
Senior Industrial Instructor			
Drawing Instructor	5000-8000	PB-2	4200
Mathematics Instructor	5000-8000	PB-2	4200
Trade Instructor	5000-8000	PB-2	4200
Language Instructor	5000-8000	PB-2	4200
Chief Instructor	5500-9000	PB-2	4200
Trade Instructor Including Senior industrial Instructor	5000-8000	PB-2	4200
Mechanical Instructor (Maintenance)			

### 3.22.2 Social Organiser

Bihar State Social Organiser Association has demanded the pay scale of 5500-9000 which is equivalent to that of supervisory posts instead of 4000-6000 for the post of Social Organiser.

The earlier Fitment Committee had discussed this post in detail (Para 31.5.1 to 31.5.3) and had recommended the pay scale of 4000-6000 for the post of Social Organizer. The Fitment Appellate Committee had also observed, in Para 27.7, that the pay scale 4000-6000 is adequate for this post.

Accordingly we recommend the Grade Pay of 2400 under PB-1 for the post of Social Organiser.

## **3.23 TRANSPORT DEPARTMENT**

### 3.23.1 District Transport Officer

The Bihar State District Transport Officers Service Association has requested to recommend the revised pay structure equivalent to the Bihar Administrative Service. The Association has placed their argument that 40 posts of District Transport Officers are filled up by promotion among the departmental employees and other 17 posts are filled up by deputation from amongst the Selection Grade Officers of the Bihar Administrative Service who are in the pay scale of 10000-15200.

The Fitment Committee had discussed the post of District Transport Officer and recommended the pay scale of 6500-10500. The officers of the Bihar Administrative Service are entitled to get their grade pay on being posted as District Transport Officer and, as such, these posts cannot be compared with Bihar Administrative Service.

The SCPC has recommended grade pay of 4800 in PB-2 for the direct entry level of Gazetted Group 'B' post. Historically, parity of this post has been with the post of Section Officer.

Accordingly, we recommend the grade pay of 4800 in PB-2 for the post of District Transport Officer. However, the Department should urgently frame Rules for appointment and service conditions.

### 3.23.2 Master

Md. Jamaluddin, Master has requested that the Committee recommend pay scales as are available to the Motor launch Master in the Home Department.

The matter was considered by the Fitment Committee and it was found that the post of Master in the Transport Department is not comparable with that of Motor Launch Master of Home Department (Para 29.3.3).

Therefore we recommend normal replacement grade pay of 1900 in PB-1 for this post.

### 3.23.3 Enforcement Sub-Inspector

Mr. Ramesh Pathak and other Enforcement Sub Inspectors have requested the same pay scale as is available to the Police Sub Inspector placed on the post of Enforcement Sub Inspector on deputation. The Police Sub-Inspector is entitled to get their cadre pay on deputation.

The Fitment Committee had compared this post with the clerks. The basis for this comparison was that the present incumbents on these posts were found to have been recruited from amongst clerks.

The cadre rules, notified vide notification no 3926 dated 24.09.03, envisage a three-tiered structure with the Enforcement Sub Inspector (4000-6000) at the base with Enforcement Inspectors (4500-7000) and Enforcement Officers (6500-10500) being the promotional posts. The qualifications prescribed are those of Graduation along with certain physical attributes being fulfilled. Thus, the recruitment qualifications are similar to those for the Sub Inspector of Police except that the physical qualifications are slightly lower. The Sub Inspector of Police gets pay in the pay scale of 5500-9000. Thus, in the interest of fairness, it appears that incumbents appointed under these Rules should be granted the pay scale of 5000-8000. However, it has been ascertained

from the Transport Department that no appointments have been made against these posts subsequent to framing of these Rules. It is also clear that the present incumbents do not possess the qualifications prescribed in the Rules.

It is further felt that parity with pay structure of Sub Inspector of Police would require parity in terms of physical qualifications as well. Accordingly, it is recommended that, subject to physical qualifications required for selection being made identical to those for Sub Inspector of Police, incumbents appointed under the 2003 Rules shall be entitled to the pay scale of 5000-8000, i.e. grade pay of 4200 in PB-2. It is made clear that the present incumbents shall be granted only the corresponding replacement pay structure for the pay scale of 4000-6000, i.e. grade pay of 2400 under PB-1.

Similarly, for those incumbents appointed under the 2003 Rules, the promotional level of Enforcement Inspector shall have parity with Inspector of Police and shall carry the pay structure of 4600 in PB-2 while for the present incumbents, this post shall carry the grade pay of 2800 in PB-1, that being the replacement pay structure.

The Enforcement Officer shall be granted the grade pay of 4800 in PB-2 in view of parity with entry level pay structure of Central Civil Services Group "B".

### 3.23.4 Motor Vehicle Inspector

Mr. Rajendra Prasad and other MVIs have demanded the pay scale of 6500-10500 in lieu of the pay scale of 5000-8000. The pay scale of 5000-8000 was recommended by the Fitment Committee which was admissible to the MVI of Delhi Administration (para-29.2.1). The SCPC has not made any recommendation regarding this post which implies that normal replacement pay structure is to be provided.

Accordingly, we recommend the grade pay of 4200 in PB-2 for the MVIs.

### 3.23.5 Cleaner & Greaser

Mr Surendra Prasad Yadav, Cleaner and Ram Saugarath Singh, Greaser has requested upgradation of pay scales. These posts are semi skilled and the SCPC has recommended the grade pay of 1800 for the semi skilled staff. (Para 3.8.27)

Therefore, we recommend the grade pay of 1800 in PB-1 for these posts.

## **3.24 Minor Water Resources Department**

### 3.24.1 Geologist/Hydrologist

Sri Prem Kumar Sinha and others have requested that the Committee recommend the upgraded pay scales for Geologist, Geophysicist and Hydrologist.

The Fitment Committee in para 24.1.1 to 24.2.4 of its report had discussed the posts of Geophysicists, Geologists and Hydrologist and had recommended the following pay scale after establishing parity with similar posts in the Ministry of Mines, Government of India:-

SL	POST	PAY SCALE
1	Geological Assistant	5500-9000
2	Geophysical Assistant	5500-9000
3	Geologist	6500-10500
4	Hydrologist	6500-10500
5	Geophysicist	6500-10500
6	Senior Geologist	6500-10500
7	Senior Hydrologist	8000-13500
8	Senior Geophysicist	8000-13500

9	Deputy Director	10000-15200
9	Director, Geological Survey	14300-18300

The cadre of Geophysicist, Geologist and Hydrologist is not a State Cadre. Hence, the pay scale of State Cadres cannot be extended to these posts. The SCPC has discussed these posts in para 7.26.5. Accordingly, the Geophysical Assistant and Geological Assistant shall be given the grade pay of 4200 in PB-2. Then Geologist, Hydrologist and Geophysicist shall be in grade pay of 4600 in PB-2; Senior Geologist, Senior Hydrologist and Senior Geophysicist in grade pay of 5400 in PB-3; and Director Geological Survey in grade pay of 8700 in PB-4.

## **3.25 Food and Civil Supplies Department**

### **3.25.1 Personal Assistant, State Commission**

Sri Shiv Kumar and other Personal Assistants, State Commission of Consumers Protection, have demanded the pay scale of 5500-9000.

The Fitment Committee had opined that since the Personal Assistants for Consumer Protection Directorate are not from the Cadre of Secretariat Personal Assistant, therefore the pay scale of 5500-9000 will not be admissible. It further opined that, it had, in Chapter 38, recommended promotional posts for stenographers in field offices and that if steno clerks fulfill the qualifications, then a higher scale may be admissible. In this case, there are no fresh grounds before this Committee as would enable us to amend the conclusions of the Fitment Committee.

Therefore, the revised pay scale for the present incumbent will be the grade pay of 2400 in PB-1

### **3.25.2 Accountant, State Commission**

Sri Ashok Kumar Jha, Accountant has requested to remove the anomaly prevailing in his pay scale.

The post of Accountant in State Commission of Consumer Protection was created in the pay scale of 1400-2600. The Fitment Committee had recommended in Para 35.2.3 (Book 4) that the pay scales of Accountants will be governed by the recommendations at paragraph 5.19.1 of Chapter 5 of its report. Generally Accountants have been sanctioned the scale of 4000-6000 and, accordingly, this post was sanctioned the pay scale of 4000-6000.

The Fitment Appellate Committee, vide Para 28.9, recommended the revised pay scale of 5000-8000. This seems to have gone unimplemented. The SCPC has discussed the National Forum in Para 7.7.8 and refused to upgrade the pay structure.

We recommend the replacement pay structure of grade pay of 4200 in PB-2 corresponding to the unrevised pay scale of 5000-8000.

### 3.25.3 Accounts Inspectors

Sri Anand Sagar Sahu and other retired Senior Accounts Inspectors has requested that the Committee recommend upgraded pay scales for Accounts Inspectors. The pay scales of the Accounts Inspectors are as follows:-

<b>Post</b>	<b>pay scale</b>
Junior Accounts Inspector	5000-8000
Senior Accounts Inspector	5500-9000
Assistant Accounts Inspector	6500-10500

The pay scales of 5000-8000, 5500-9000 and 6500-10500 have been merged in the grade pay of 4200 in PB-2.

Therefore the pay scale of Junior Accounts Inspector and Senior Accounts Inspector shall stand merged in the grade pay of 4200 in PB-2



and Assistant Accounts Inspector shall be given the grade pay of 4600 in PB-2.

### **3.25.4 Supply Clerk**

There are some posts of supply clerk in the headquarters. This post should, if possible, be merged in Bihar Secretariat Clerical Service. In any case, the revised pay scale recommended for the Bihar Secretariat Clerical Service shall be extended to this post.

## **3.26 Parliamentary Affairs Department**

### **3.26.1 Legislative Assembly/Council:-**

Sri Bhairaw Laldas, Reporter, Bihar Legislative council and Sri Sanjay Kumar Singh, Public Relation Officer, Bihar Legislative Assembly have requested that the Committee recommend the revised pay scale for their posts.

The Fitment Committee had not recommended any pay scale for the employees of the Bihar Legislative Assembly and Council keeping the statutory provision and terms of reference in view.

Accordingly, this Committee, too, desists from making any recommendations regarding revised pay structure for personnel of the Bihar Legislative Assembly/ Council.

## **3.27 Human Resource Development Department**

### **3.27.1 Accountant, Government Woman's College, Gardanibagh**

The Finance Department has made a reference to this Committee stating therein that the pay scale for this post with effect from 01.01.1996 had

remained unnotified. It expects this Committee to recommend the revised pay structure with effect from 01.01.1996.

Recommendations as to the pay structure before 01.01.2006 is beyond the mandate of this Committee. In the following, we are recommending the pay structure applicable from 01.01.2006. The Finance Department may consider providing replacement pay scales for the earlier period.

The post of Accountant was in the pre-revised pay scale of 1320-2040 according to the representation filed by the incumbents. According to the decision contained in Resolution No 3435 dated 08.06.1999 of the Finance Department, the revised pay for the post of Accountant in the pay scale of 1320-2040 was 4000-6000.

The SCPC has discussed the Accounts Staff in Para 3.8.5 and refused to grant unorganized Accounts Staff parity with organized Accounts Cadres.

Accordingly, we recommend the replacement pay structure of grade pay of 2400 in PB-2.

## Chapter 4: STATE SERVICES AND STATE CADRES

### (Gazetted Group 'B')

#### 4.1 Introduction

It appears from Notification No 1174 dated 24-01-89 of the Personnel and Administrative Reforms Department that the State Government has categorized some services as state services and state cadres as follows :-

STATE SERVICES		STATE CADRES	
1	Bihar Administrative Service	1	Bihar Employment cadre
2	Bihar Husbandry Service	2	Bihar Fishing Cadre
3	Bihar Agriculture Service	3	Bihar Geologist Cadre
4	Bihar Co-operative Service	4	Bihar Industries Cadre
5	Bihar Education Service	5	Bihar Mining Cadre
6	Bihar Engineering Service	6	Bihar Statistical Cadre
7	Bihar Finance Service	7	Bihar Town Planning Cadre
8	Bihar Forest Service	8	Bihar Training Cadre
9	Bihar Health Service	9	Secretariat Joint Cadre Now Bihar Secretariat Service
10	Bihar Jail Service	10	Personnel Assistant Cadre Now Secretariat Stenographer Service
11	Bihar Judiciary Service	11	Bihar Excise Cadre; now Bihar

			Excise Service
12	Bihar Labour Service		
13	Bihar Police Service		
14	Bihar Registration Service		

Thereafter, the State Government has constituted many Services and Cadres, e.g.:-

- I. Bihar Planning Service
- II. Bihar Prosecution Service
- III. Bihar Accounts Service
- IV. Bihar Information Cadre
- V. Bihar Election Service, etc.

It appears that there is no clear definition available as to what a State Service or State Cadre is.

## 4.2 Entry Pay Structure

The main issue before this Committee is to recommend the entry pay structure for fresh entrants to State Services and State Cadres. The Finance Department has, vide Resolution No 363 dated 17.01.2009, upgraded the entry pay scale of six State Services, viz. Bihar Administrative Service, Bihar Finance Service, Bihar Police Service, Bihar Engineering Service, Bihar Health Service and Bihar Animal Husbandry Service, from 6500-10500 to 8000-13500. It has further notified the interim revised pay structure as PB-3 with a grade pay of 5400 which would be subject to the recommendations of this Committee. Vide para 4 of the said Resolution, this Committee has also been authorized to make recommendations regarding restructuring of certain cadres in the light of the said Government decision.

Most of the service associations of other State Services and State Cadres situated in Gazetted Group 'B' have demanded the upgraded pay scale of Rs. 8000-13500.

The Fitment Committee and the Fitment Appellate Committee, in the Chapter on organized and unorganized sectors of the state, have dwelt on the admissibility of the pay scale of 8000-13500 for the basic grade of the state services at length and have unequivocally refused to recommend the pay scale beyond the pay scale available to the Central Group 'B' Services, viz. the DANICS and DANIPS.

The Fitment Committee at the time of recommending service conditions again reconsidered the matter of the pay scale of 8000-13500 for the State Services and clearly opined [Para 7.5.31 (Volume-IV, Book-2)]:-

*"Based on the above analysis, this Committee is unable to sustain the pay scale of Rs. 8000-13500 even for certain services on rational grounds..... Therefore, this Committee is unable to find sufficient rational, administrative and logical grounds to recommend the scale of Rs. 8000-13500 for certain premier services of the state."*

The Hon'ble Apex Court, in a judgment dated 22.02.2008, in the matter between the State of Bihar & others and Bihar Veterinary Service Association and others, observed as follows :-

*"Therefore the Fitment Committee after taking into account the conditions obtaining in the state of Bihar and the duties which are being discharged by the veterinarians and other services vis-à-vis the services in the Central Government has worked out a balancing act and recommended the pay scale of Rs 6500-10500 after looking into various evidence which have been produced before the Fitment Committee"*

The Hon'ble High Court at Patna, on 16.12.1997, has observed, in its judgment in the matter of Umakant Vyas and others Vrs the State of Bihar:-

*"Therefore, this Court holds that when the Government has accepted the recommendation in respect to Group II officers it cannot make a mini*

*classification by giving higher pay to some of the officers belonging to the same group on basis of the reasons assigned in the impugned order."*

Now the upgraded pay scale of 8000-13500 has been granted for six services. It would be apparent from the above that this step was a conscious decision of the State Government and was independent of the recommendations of the earlier Fitment or Pay Revision Committees. Further, this was extended only to the six identified Services and not to other Services which continued to be in the pay scale of 6500-10500.

Individual services/ cadres have claimed direct parity/ equivalence with corresponding posts at the Centre. Historically, in the State, the benchmark had always been the Bihar Administrative Service. Thus, the entry pay structure for the members of the Bihar Administrative Service has been the guiding factor for deciding the entry pay structure for all the other services/ cadres. Prior to the 3<sup>rd</sup> PRC, the members of this service enjoyed superiority over other services in terms of entry pay structure. From the 3<sup>rd</sup> PRC onwards, this edge has steadily eroded and uniform entry pay structure implemented. Therefore, the guiding principles for determination of the entry pay structure were that:-

- parity of other services was with the Bihar Administrative Service;
- Parity of Bihar Administrative Service with equivalent Central Service had to be established during the Fitment/ Pay Revision exercise and appropriate pay structure recommended.

Now that the entry pay structure of the Bihar Administrative Service along with five other services has been upgraded, the aforesaid principles cannot be relied upon for determination of the entry pay structure for the other State Services. In what follows, we first take up the issue of the entry pay structure for the other State Services/ State Cadres. Then, we shall discuss the entry pay structure for the six Services whose pay structure has been upgraded by the aforesaid Government decision.

Entry Pay Structure for the other State Services/ Cadres: All these State Services and State Cadres in Gazetted Group 'B' Status except Bihar

Secretariat Service and Bihar Secretariat Stenographer service were getting the same entry pay scale of 6500-10500 with effect from 01-01-1996.

Successive Pay Revision and Fitment Committees in the State have recommended pay scales for the basic grade of the State Services and as per classification of the State Government, the pay scale of the basic grade has always been in Class II/ Group "B". In that case, comparison can only be with Group "B" services under the Central Government. The DANICS and DANIPS are Group "B" services under the Central Government. The SCPC has granted the upgraded pay scale of 7500-12000 to the fresh entrants to those services. Presently, the position is that that they are entitled to the entry pay structure of PB-2 with grade pay of 4800 and an automatic upgradation to PB-2 with grade pay of 5400 after four years. This Committee recommends the same for the other State Services with the condition that their services should be confirmed before such upgradation.

As far as the State Cadres are concerned, the Committee is of the opinion that their position is not comparable to DANICS or DANIPS in that they do not constitute a Service. Accordingly, their entry pay structure would be that of PB-2 with a grade pay of 4800.

Entry Pay Structure of the six Services whose pay scales have been upgraded: Although the upgraded pay scale of 8000-13500 was granted to the six State Services and interim pay structure revised as PB-3 with a grade pay of 5400, the final revised pay structure has been left to be decided by this Committee.

In view of the principles laid down by this Committee in Chapter 2, the Government decision to upgrade the pay scales with respect to these six Services has been taken to create a new reference point. The following bear consideration in this regard:-

- The replacement pay structure for the unrevised pay scale of 8000-13500 is the grade pay of 5400 in PB-2;

- In some neighbouring States (Jharkhand and West Bengal), except that of Uttar Pradesh, the entry pay structure for State Services, which had been allowed the unrevised pay scale of 8000-13500, is the grade pay of 5400 in PB-2;
- The entry pay structure of PB-3 with grade pay of 5400 is restricted to organized Group “A” Services under the Central Government. There is no Government decision to upgrade these six services to the status of organized Group “A” Services.

Accordingly, this Committee recommends PB-2 with grade pay of 5400 for the entry pay structure for the six State Services.

Individual Services have been dealt in the following Sections. Still, the Committee feels constrained to make a few observations in view of the authority granted to it regarding making recommendations about cadre restructuring. The Fitment Committee, in its Report on promotion policy, had made detailed recommendations regarding different Services/ Cadres. It is disheartening to note that most of the recommendations have simply been ignored. A case in point is the Bihar Animal Husbandry Service. It continues to be governed by the archaic Rules framed in 1932. The Department has failed to identify the functional levels of promotion in the cadre more than ten years after the Fitment Committee had made its recommendations. It is to be hoped that the Departments concerned would pursue cadre restructuring with more vigour.

### 4.3 Overall Pay Structure of State Services

The task of recommending entry pay structure being over, the next task before this Committee would be recommending the overall pay structure for individual services/ cadres. The difficulty before this Committee is that a few departments have still not been able to isolate the posts in the hierarchy of functional promotions due to the system of selection grades prevalent till 1.1.96. In certain cases, a cadre review has been undertaken after the Fitment Committee submitted its report in which case the cadre hierarchy is clear. In all those cases, where the cadre hierarchy is clear, appropriate pay structure is being suggested. In



others, the department concerned would have to approach the Finance Department for the revised pay structure.

### 4.3.1 Bihar Administrative Service

The cadre hierarchy is as follows:-

S No	Designation	Unrevised Pay Scale
1	Basic Grade (Deputy Collector)	6500-10500 (8000-13500)
2	DCLR/SDO/Under Secretary	10000-15200
3	ADM/ Deputy Secretary	12000-16500
4	Joint Secretary/ Additional Secretary	14300-18300
5	Special Secretary	16400-20000

The revised pay structure should as follows:-

S No	Designation	Unrevised Pay Scale	Revised Pay Band	Revised Grade Pay
1	Basic Grade (Deputy Collector)	6500-10500 (8000-13500)	As discussed in para 4.2	-do-
2	DCLR/SDO/Under Secretary	10000-15200	PB-3	6600
3	ADM/ Deputy Secretary	12000-16500	PB-3	7600
4	Joint Secretary	14300-18300	PB-4	8700
5	Director	16400-20000	PB-4	8900

### 4.3.2 Bihar Finance Service

The cadre hierarchy is as follows:-

S No	Designation	Unrevised Pay Scale
1	Basic Grade (Commercial Taxes Officer)	6500-10500 (8000-13500)
2	Assistant Commissioner	10000-15200
3	Deputy Commissioner	12000-16500
4	Joint Commissioner	14300-18300
5	Additional Commissioner	16400-20000

The revised pay structure should as follows:-

S No	Designation	Unrevised Pay Scale	Revised Pay Band	Revised Grade Pay
1	Basic Grade (Commercial Taxes Officer)	6500-10500 (8000-13500)	As discussed in para 4.2	-do-
2	Assistant Commissioner	10000-15200	PB-3	6600
3	Deputy Commissioner	12000-16500	PB-3	7600
4	Joint Commissioner	14300-18300	PB-4	8700
5	Additional Commissioner	16400-20000	PB-4	8900

### 4.3.3 Bihar Engineering Service

The cadre hierarchy is as follows:-

S No	Designation	Unrevised Pay Scale
1	Assistant Engineer	6500-10500 (8000-13500)
2	Executive Engineer	10000-15200
3	Superintending Engineer	14300-18300
4	Chief Engineer	16400-20000
5	Engineer-in-Chief	18400-22400

There is no post corresponding to the unrevised pay scale of 12000-16500 as one layer in the cadre hierarchy has not been effected in the State Government. Accordingly, the revised pay structure should as follows:-

S No	Designation	Unrevised Pay Scale	Revised Pay Band	Revised Grade Pay
1	Assistant Engineer	6500-10500 (8000-13500)	As discussed in para 4.2	-do-
2	Executive Engineer	10000-15200	PB-3	6600
3	Superintending Engineer	14300-18300	PB-3	8700
4	Chief Engineer	16400-20000	PB-4	8900
5	Engineer-in-Chief	18400-22400	PB-4	10000

#### 4.3.4 Bihar Police Service

The cadre hierarchy is as follows:-

S No	Designation	Unrevised Pay Scale
------	-------------	---------------------

1	Basic Grade (Deputy Superintendent of Police)	6500-10500 (8000-13500)
2	Senior Deputy Superintendent of Police	10000-15200
3	Additional Superintendent of Police	12000-16500
4	Staff Officer	14300-18300

The revised pay structure should as follows:-

S No	Designation	Unrevised Pay Scale	Revised Pay Band	Revised Grade Pay
1	Basic Grade (Deputy Superintendent of Police)	6500-10500 (8000-13500)	As discussed in para 4.2	-do-
2	Senior Deputy Superintendent of Police	10000-15200	PB-3	6600
3	Additional Superintendent of Police	12000-16500	PB-3	7600
4	Staff Officer	14300-18300	PB-4	8700

#### 4.3.5 Bihar Health Service

The cadre hierarchy, as notified by Finance Department, vide its resolution no 5989 dated 16.08.2004, is as follows:-

S No	Designation	Unrevised Pay Scale
------	-------------	---------------------

1	Basic Grade	6500-10500
2	Deputy Superintendent and equivalent/ Specialists/ Medical Officer in charge of PHC/ Referral Hospital etc.	10000-15200
3	Civil Surgeon and equivalent	12000-16500
4	Deputy Director and equivalent	14300-18300

Further, vide notification no 279 dated 25.11.2008 of the Health Department, a new set of cadre rules was notified. These cadre rules envisage a two-part cadre. The first is a district cadre consisting of contractual doctors while the second is the state cadre for regular doctors. The cadre hierarchy of the state cadre has been shown as:-

S No	Designation	Unrevised Pay Scale
1	Basic Grade (Medical Officer/ Specialist Grade II)	8000-13500
2	Senior Medical Officer/ Specialist Grade I	10000-15200
3	Deputy Chief Medical Officer/ Senior Specialist	12000-16500
4	Chief Medical Officer/ Consultant (Subject)/ Civil Surgeon	14300-18300
5	Director/ Regional	16400-20000

Director

6 Director-in-Chief 18400-22400

---

The cadre rules further mandate the division of posts at the district level into either the district cadre or the state cadre. ***This division does not seem to have been effected as yet.***

The cadre rules also envisage that promotions up to the pay scale of 14300-18300 would be in-situ upgradations as part of the dynamic ACP scheme to be granted every six years. It is further specified that the senior most medical officer in the PHC/ Referral/Sub Divisional Hospital shall be the administrative head. The number of posts of Civil Surgeon/ Deputy Director shall be thrice the number of posts of Civil Surgeon and the posts of Civil Surgeon shall be filled up from amongst the senior most doctors in that pay scale on the basis of merit and ability.

These cadre rules have been framed on the basis of the rules for Doctors under the Central Government Health Services. There, the cadre is functionally flatter unlike the state where the cadre has more functional levels. The department is advised to examine the feasibility of administrative positions being filled up on the basis of in-situ financial upgradations. It would, instead, be advisable to:-

- continue with in-situ upgradations on a purely personal basis which would not impact status;
- identify the levels of functional promotions. The abovementioned resolution of the Finance Department would be the ideal reference point;
- to fill up senior administrative posts on the basis of functional promotions rather than on the basis of in-situ upgradations.

The department might also like to effect a formal division of the present cadre into the district cadre and the state cadre.

The Association concerned has made several requests which fall under the domain of the cadre controlling authority. As such, this Committee is not expressing any opinions about those.

The revised pay structure should, subject to the observations made in the above, be as follows:-

S No	Designation	Unrevised Pay Scale	Revised Pay Band	Revised Grade Pay
1	Basic Grade	6500-10500 (8000-13500)	As discussed in para 4.2	-do-
2	1 <sup>st</sup> promotional level	10000-15200	PB-3	6600
3	2 <sup>nd</sup> promotional level	12000-16500	PB-3	7600
4	3 <sup>rd</sup> promotional level	14300-18300	PB-4	8700
5	4 <sup>th</sup> promotional level	16400-20000	PB-4	8900

#### 4.3.6 Bihar Animal Husbandry Service

The cadre hierarchy is as follows:-

S No	Designation	Unrevised Pay Scale
1	Basic Grade	6500-10500 (8000-13500)
2	Deputy Director and equivalent	10000-15200
3	Joint Director and equivalent	12000-16500
4	Director (ex-cadre)	14300-18300

It appears that the Department concerned has still not been able to identify the posts in the hierarchy of functional promotions as advised by the Fitment Committee. Accordingly we recommend the following revised pay structure with the condition that the department would take steps to notify the so-called need-based posts and that till then higher pay structure would only be available as replacement pay structure:-

S No	Designation	Unrevised Pay Scale	Revised Pay Band	Revised Grade Pay
1	Basic Grade	6500-10500 (8000-13500)	As discussed in para 4.2	-do-
2	Deputy Director and equivalent	10000-15200	PB-3	6600
3	Joint Director and equivalent	12000-16500	PB-3	7600
4	Director (ex-cadre)	14300-18300	PB-4	8700

#### 4.3.7 Bihar Accounts Service

The cadre hierarchy, as notified through FD notification no. 2058 vi (2) dated 28.03.2000, is as follows:-

S No	Designation	Unrevised Pay Scale
1	Basic Grade (Accounts Officer)	6500-10500
2	Senior Accounts Officer	10000-15200
3	Deputy Commissioner (Accounts)	12000-16500
4	Joint Commissioner (Accounts)	14300-18300

The revised pay structure should be as follows:-



S No	Designation	Unrevised Pay Scale	Revised Pay Band	Revised Grade Pay
1	Basic Grade (Accounts Officer)	6500-10500	As discussed in para 4.2	-do-
2	Senior Accounts Officer	10000-15200	PB-3	6600
3	Deputy Commissioner (Accounts)	12000-16500	PB-3	7600
4	Joint Commissioner (Accounts)	14300-18300	PB-4	8700

#### 4.3.8 Bihar Cooperative Service

The cadre hierarchy is as follows:-

S No	Designation	Unrevised Pay Scale
1	Basic Grade (Assistant Registrar, Cooperative Societies)	6500-10500
2	Deputy Registrar	10000-15200
3	Joint Registrar	12000-16500
4	Additional Registrar	14300-18300

It appears that the District Cooperative Officer is from the Basic Grade. In addition, the post of Managing Director of the District Central Cooperative Bank, which is not a cadre post, is filled up from the ranks of Deputy Registrar. Once the recommendations of the Vaidyanathan Committee are implemented, the incumbents working on these posts shall have to be reverted to the parent cadre. This would lead to

problems of cadre management. The department may consider a process of thorough cadre review. With the present structure, the revised pay structure should as follows:-

S No	Designation	Unrevised Pay Scale	Revised Pay Band	Revised Grade Pay
1	Basic Grade (Assistant Registrar, Cooperative Societies)	6500-10500 (8000-13500)	As discussed in para 4.2	-do-
2	Deputy Registrar	10000-15200	PB-3	6600
3	Joint Registrar	12000-16500	PB-3	7600
4	Additional Registrar	14300-18300	PB-4	8700

#### 4.3.9 Bihar Registration Service

The cadre hierarchy is as follows:-

S No	Designation	Unrevised Pay Scale
1	Basic Grade (Sub Registrar)	6500-10500
2	District Sub Registrar	10000-15200
3	Assistant Inspector General/ Inspector of Registration Offices	12000-16500
4	Deputy Inspector General	14300-18300

The revised pay structure should as follows:-

S No	Designation	Unrevised Pay	Revised Pay	Revised
------	-------------	---------------	-------------	---------

		Scale	Band	Grade Pay
1	Basic Grade (Sub Registrar/ District Sub Registrar)	6500-10500	As discussed in para 4.2	-do-
2	District Sub Registrar	10000-15200	PB-3	6600
3	Assistant Inspector General/ Inspector of Registration Offices	12000-16500	PB-3	7600
4	Deputy Inspector General	14300-18300	PB-4	8700

#### 4.3.10 Bihar Education Service

The cadre hierarchy is as follows:-

S No	Designation	Unrevised Pay Scale
1	Basic Grade (Area Education Officer/ SDEO/DSE)	6500-10500
2	District Education Officer/Regional Deputy Director	10000-15200
3	Director (ex-cadre)	14300-18300

It appears that there are no posts in the pay scale of 12000-16500. Further, the cadre prima facie doesn't appear to be balanced in so far as the responsibilities attached to posts at various levels are concerned. Accordingly, the Department is advised to undertake a thorough cadre review with a view to balance the level of responsibilities with the

position in the cadre hierarchy. Accordingly, we recommend the following revised pay structure for the available hierarchy:-

S No	Designation	Unrevised Pay Scale	Revised Pay Band	Revised Grade Pay
1	Basic Grade (Area Education Officer/ SDEO/DSE)	6500-10500	As discussed in para 4.2	-do-
2	District Education Officer/Regional Deputy Director	10000-15200	PB-3	6600
3	Director (ex-cadre)	14300-18300	PB-4	8700

#### 4.3.11 Bihar Jail Service

The cadre hierarchy is as follows:-

S No	Designation	Unrevised Pay Scale
1	Basic Grade (Deputy Superintendent)	6500-10500
2	Superintendent, District Jail	8000-13500
3	Superintendent, Central Jail/ Assistant Inspector General	10000-15200

The SCPC has not recommended any upgradation in the pay structure of prison staff. Accordingly, they would be extended the corresponding replacement pay structure. The revised pay structure should be as follows:-

S No	Designation	Unrevised Pay Scale	Revised Pay Band	Revised Grade Pay
------	-------------	---------------------	------------------	-------------------

1	Basic Grade (Deputy Superintendent)	6500-10500	As discussed in para 4.2	-do-
2	Superintendent, District Jail	8000-13500	PB-2	5400
3	Superintendent, Central Jail/ Assistant Inspector General	10000-15200	PB-3	6600

The problem with the above pay structure is that the pay scale of the first promotional level would be the same as that of the basic grade. The Fitment Committee (para 8.12.14 and 8.12.15) had suggested upgradation of the post of Assistant Inspector General to 12000-16500, but had expressly rejected any pay scale beyond 10000-15200 to Superintendent, Central Jail on the ground of Central equivalence. It is not clear as to why the above recommendation regarding Assistant Inspector General remained unimplemented. Be that as it may, the Department would be well advised to undertake a thorough cadre review.

#### 4.3.12 Bihar Forest Service

The cadre hierarchy, as notified through FD notification no. 2058 vi (2) dated 28.03.2000, is as follows:-

S No	Designation	Unrevised Pay Scale
1	Basic Grade (Assistant Conservator)	6500-10500
2	Deputy Forest Officer	10000-15200
3	Conservator of Forest	12000-16500

The revised pay structure should be as follows:-

S No	Designation	Unrevised Pay Scale	Revised Pay Band	Revised Grade Pay
1	Basic Grade (Assistant Conservator)	6500-10500	As discussed in para 4.2	-do-
2	Deputy Forest Officer	10000-15200	PB-3	6600
3	Conservator of Forest	12000-16500	PB-3	7600

### 4.3.13 Bihar Labour Service (General)

The cadre hierarchy is as follows:-

S No	Designation	Unrevised Pay Scale
1	Basic Grade (Labour Superintendent)	6500-10500
2	Assistant Labour Commissioner	10000-15200
3	Deputy Labour Commissioner	12000-16500
4	Joint Labour Commissioner	14300-18300
5	Additional Labour Commissioner	16400-20000

The revised pay structure should as follows:-

S No	Designation	Unrevised Pay Scale	Revised Pay Band	Revised Grade Pay
1	Basic Grade (Labour Superintendent)	6500-10500	As discussed in para 4.2	-do-

2	Assistant Labour Commissioner	10000-15200	PB-3	6600
3	Deputy Labour Commissioner	12000-16500	PB-3	7600
4	Joint Labour Commissioner	14300-18300	PB-4	8700
5	Additional Labour Commissioner	16400-20000	PB-4	8900

#### 4.3.14 Bihar Labour Service (Technical)

The cadre hierarchy is as follows:-

S No	Designation	Unrevised Pay Scale
1	Basic Grade (Inspector of Boilers/ Factories)	6500-10500
2	Chief Inspector of Boilers/ Deputy Chief Inspector of Factories	10000-15200
3	Chief Inspector of Factories	12000-16500

The revised pay structure should as follows:-

S No	Designation	Unrevised Pay Scale	Revised Pay Band	Revised Grade Pay
1	Basic Grade (Inspector of Boilers/ Factories)	6500-10500	As discussed in para 4.2	-do-
2	Chief Inspector of Boilers/ Deputy Chief Inspector of	10000-15200	PB-3	6600

## Factories

3	Chief Inspector of Factories	12000-16500	PB-3	7600
---	---------------------------------	-------------	------	------

## 4.3.15 Bihar Planning Service

The cadre hierarchy is as follows:-

S No	Designation	Unrevised Pay Scale
1	Basic Grade (Assistant Planning Officer)	6500-10500
2	District Planning Officer	10000-15200
3	Deputy Director	12000-16500
4	Joint Director	14300-18300
5	Additional Director	16400-20000

The revised pay structure should be as follows:-

S No	Designation	Unrevised Pay Scale	Revised Pay Band	Revised Grade Pay
1	Basic Grade (Assistant Planning Officer)	6500-10500	As discussed in para 4.2	-do-
2	District Planning Officer	10000-15200	PB-3	6600
3	Deputy Director	12000-16500	PB-3	7600
4	Joint Director	14300-18300	PB-4	8700
5	Additional Director	16400-20000	PB-4	8900



### 4.3.16 Bihar Election Service

The cadre hierarchy is as follows:-

S No	Designation	Unrevised Pay Scale
1	Basic Grade (Sub Election Officer)	6500-10500
2	Deputy Election Officer	10000-15200
3	Deputy Chief Election Officer	12000-16500

The revised pay structure should as follows:-

S No	Designation	Unrevised Pay Scale	Revised Pay Band	Revised Grade Pay
1	Basic Grade (Sub Election Officer)	6500-10500	As discussed in para 4.2	-do-
2	Deputy Election Officer	10000-15200	PB-3	6600
3	Deputy Chief Election Officer	12000-16500	PB-3	7600

### 4.3.17 Bihar Employment Service

The cadre hierarchy is as follows:-

S No	Designation	Unrevised Pay Scale
1	Basic Grade (Employment Officer)	6500-10500
2	Assistant Director	10000-15200
3	Deputy Director	12000-16500

4	Joint Director	14300-18300
---	----------------	-------------

The revised pay structure should as follows:-

S No	Designation	Unrevised Pay Scale	Revised Pay Band	Revised Grade Pay
1	Basic Grade (Employment Officer)	6500-10500	As discussed in para 4.2	-do-
2	Assistant Director	10000-15200	PB-3	6600
3	Deputy Director	12000-16500	PB-3	7600
4	Joint Director	14300-18300	PB-4	8700

#### 4.3.18 Bihar Agriculture Service

The cadre hierarchy is as follows:-

S No	Designation	Unrevised Pay Scale
1	Basic Grade	6500-10500
2	Deputy Director and equivalent posts	10000-15200
3	Joint Director	12000-16500
4	Additional Director	14300-18300

It appears that the Department has still not been able to identify the posts in the hierarchy of functional promotions as advised by the Fitment Committee. Accordingly, we recommend the following revised pay structure with the condition that the department would take steps

to notify the so-called need-based posts and that till then higher pay structure would only be available as replacement pay structure:-

S No	Designation	Unrevised Pay Scale	Revised Pay Band	Revised Grade Pay
1	Basic Grade	6500-10500	As discussed in para 4.2	-do-
2	Deputy Director and equivalent posts	10000-15200	PB-3	6600
3	Joint Director	12000-16500	PB-3	7600
4	Additional Director	14300-18300	PB-4	8700

#### 4.3.19 Bihar Cooperative Service (Audit)

The cadre hierarchy is as follows:-

S No	Designation	Unrevised Pay Scale
1	Basic Grade (District Audit Officer)	6500-10500
2	Deputy Chief Auditor	8000-13500
3	Joint Registrar (Audit)	10000-15200
4	Additional Registrar (Audit)	12000-16500

The revised pay structure should be as follows:-

S No	Designation	Unrevised Pay Scale	Revised Pay Band	Revised Grade Pay
1	Basic Grade (District Audit	6500-10500	As discussed in para 4.2	-do-

Officer)				
2	Deputy Chief Auditor	8000-13500	PB-2	5400
3	Joint Registrar (Audit)	10000-15200	PB-3	6600
4	Additional Registrar (Audit)	12000-16500	PB-4	7600

The problem with the above pay structure is that the pay scale of the first promotional level would be the same as that of the basic grade. Accordingly, the Department would be well advised to undertake a thorough cadre review.

#### 4.3.20 Bihar Medical Education Service

Vide notification no 279 dated 25.11.2008 of the Health Department, a new set of cadre rules was notified. The cadre hierarchy has been shown as:-

S No	Designation	Unrevised Pay Scale
1	Assistant Professor	10000-15200
2	Associate Professor	12000-16500
3	Professor/ Principal/ Superintendent/ Deputy Director/ Additional Director	14300-18300

Below the basic level in this cadre, there are posts of Senior Residents/ Tutors which are tenure posts. Experience on these posts is essential for appointment to the post of Assistant Professor while the minimum

experience has been relaxed for appointment to the posts of super-specialists.

The cadre rules envisage that promotions upto the pay scale of 14300-18300 would be in-situ upgradations as part of the dynamic ACP scheme to be granted every six years. Principals are to be appointed from amongst the professors on the basis of seniority.

The Association concerned has made several requests which fall under the purview of the cadre controlling authority. However, this Committee would like to make the following observations:-

- There is no post above 14300-18300 in this cadre. The Association has demanded creating a post of Director-Professor in the pay scale of 16400-20000. *The department may consider a cadre review to provide for the same.*
- The cadre rules are silent as regards the promotional avenues of super specialists. *The department may consider a thorough review and make provisions for the same.*
- The Association has represented that upgradations under the Dynamic ACP scheme be provided retrospectively. The argument is that if such upgradations are provided retrospectively, the shortage of medical education personnel that the state is facing might be alleviated. *The department is advised to take a conscious decision in this regard having due regard to the norms.*
- The entry level is at a higher pay scale than the entry level of other state services. *The department may look into cadre review with an objective of creating a complete cadre structure with well-defined entry level equivalent to that of other state services.*

The revised pay structure should, subject to the observations made in the above, be as follows:-

S No	Designation	Unrevised Pay Scale	Revised Pay Band	Revised Grade Pay
------	-------------	---------------------	------------------	-------------------

1	Basic Grade	10000-15200	PB-3	6600
2	1 <sup>st</sup> promotional level	12000-16500	PB-3	7600
3	2 <sup>nd</sup> promotional level	14300-18300	PB-4	8700

## 4.4 Overall Pay Structure of State Cadres

A few of the state cadres have been discussed when individual cadres have been discussed. The others are being discussed below.

### 4.4.1 Bihar Mining Cadre

The cadre hierarchy is as follows:-

S No	Designation	Unrevised Pay Scale
1	Basic Grade (Assistant Mining Officer)	6500-10500
2	District Mining Officer	10000-15200
3	Deputy Director	12000-16500
4	Additional Director	14300-18300
5	Director (Mines)	16400-20000

The revised pay structure should as follows:-

S No	Designation	Unrevised Pay Scale	Revised Pay Band	Revised Grade Pay
1	Basic Grade (Assistant Mining Officer)	6500-10500	As discussed in para 4.2	-do-

2	District Mining Officer	10000-15200	PB-3	6600
3	Deputy Director	12000-16500	PB-3	7600
4	Additional Director	14300-18300	PB-4	8700
5	Director (Mines)	16400-20000	PB-4	8900

#### 4.4.2 Bihar Geologist Cadre

The cadre hierarchy is as follows:-

S No	Designation	Unrevised Pay Scale
1	Basic Grade (Geologist)	6500-10500
2	Assistant Director-cum-Senior Geologist	10000-15200
3	Deputy Director	12000-16500
4	Additional Director	14300-18300
5	Director	16400-20000

The revised pay structure should as follows:-

S No	Designation	Unrevised Pay Scale	Revised Pay Band	Revised Grade Pay
1	Basic Grade (Geologist)	6500-10500	As discussed in para 4.2	-do-
2	Assistant Director-cum-Senior Geologist	10000-15200	PB-3	6600
3	Deputy Director	12000-16500	PB-3	7600

4	Additional Director	14300-18300	PB-4	8700
5	Director	16400-20000	PB-4	8900

#### 4.4.3 Bihar Information Cadre

The cadre hierarchy is as follows:-

S No	Designation	Unrevised Pay Scale
1	Basic Grade (District Public Relations Officer)	6500-10500
2	Deputy Director	10000-15200
3	Joint Director	12000-16500

The revised pay structure should as follows:-

S No	Designation	Unrevised Pay Scale	Revised Pay Band	Revised Grade Pay
1	Basic Grade (District Public Relations Officer)	6500-10500	As discussed in para 4.2	-do-
2	Deputy Director	10000-15200	PB-3	6600
3	Joint Director	12000-16500	PB-3	7600

#### 4.4.4 Bihar Statistics Cadre

The cadre hierarchy is as follows:-

S No	Designation	Unrevised Pay Scale
1	Basic Grade (District Statistics	6500-10500



Officer/ Assistant Director)		
2	Deputy Director	10000-15200
3	Joint Director	12000-16500

The revised pay structure should as follows:-

S No	Designation	Unrevised Pay Scale	Revised Pay Band	Revised Grade Pay
1	Basic Grade (District Statistics Officer/ Assistant Director)	6500-10500	As discussed in para 4.2	-do-
2	Deputy Director	10000-15200	PB-3	6600
3	Joint Director	12000-16500	PB-3	7600

#### 4.4.5 Bihar Industries Cadre

The cadre hierarchy is as follows:-

S No	Designation	Unrevised Pay Scale
1	Basic Grade	6500-10500
2	Deputy Director and equivalent	10000-15200
3	Joint Director	12000-16500
4	Industrial Advisor	14300-18300
5	Director (Technical)	16400-20000

The revised pay structure should as follows:-

S No	Designation	Unrevised Pay Scale	Revised Pay Band	Revised Grade Pay
1	Basic Grade (District Statistics Officer/ Assistant Director)	6500-10500	As discussed in para 4.2	-do-
2	Deputy Director	10000-15200	PB-3	6600
3	Joint Director	12000-16500	PB-3	7600
4	Industrial Advisor	14300-18300	PB-4	8700
5	Director (Technical)	16400-20000	PB-4	8900

#### 4.4.6 Bihar Fisheries Cadre

The cadre hierarchy is as follows:-

S No	Designation	Unrevised Pay Scale
1	Basic Grade (District Fisheries Officer)	6500-10500
2	Deputy Director Fisheries	10000-15200
3	Joint Director Fisheries	12000-16500
4	Director Fisheries	14300-18300

It appears that the Department has still not been able to identify the posts in the hierarchy of functional promotions as advised by the Fitment Committee. Accordingly we recommend the following revised pay structure with the condition that the department would take steps to notify the so-called need-based posts and that till then higher pay structure would only be available as replacement pay structure:-

S No	Designation	Unrevised Pay Scale	Revised Pay Band	Revised Grade Pay
1	Basic Grade (District Fisheries Officer)	6500-10500	As discussed in para 4.2	-do-
2	Deputy Director Fisheries	10000-15200	PB-3	6600
3	Joint Director Fisheries	12000-16500	PB-3	7600
4	Director Fisheries	14300-18300	PB-4	8700

#### 4.4.7 Bihar Excise Service

The Bihar State Excise and Prohibition Officer Association has requested for recommending the following pay structure for the Excise Service Cadre:-

POSTS	EXISTING	DEMANDED
Inspector Excise	5000-8000	8000-13500
Superintendent Excise	6500-10500	10000-15200
Assistant Commissioner	8000-13500	12000-16500
Deputy Commissioner	12000-16500	14300-18300
Joint Commissioner	14300-18300	16400-20000

The Fitment Committee had drawn equivalence of the post of Excise Inspector with the Inspector of Central Bureau of Narcotics which was upheld by the Fitment Appellate Committee. The post of Superintendent was considered the promotional post for the Inspector, Excise. The posts

of Assistant Commissioner and above were compared with the posts under Central Civil Services Group “A” and pay structure recommended accordingly (para 15.1.1 to 15.1.6).

At present, the Excise Cadre has been declared a Service and service rules for the same have been notified vide Notification No 1984 dated 29.05.2009. Therefore, the Excise Superintendent should be allowed the same pay structure as is allowed to the entry level of other Gazetted Services. Also, the Assistant Commissioner should be allowed the same pay structure as is allowed to the promotional level above the entry level in other services.

Accordingly, the following pay structure is recommended:-

S No	Designation	Unrevised Pay Scale	Revised Pay Band	Revised Grade Pay
1	Inspector Excise	5000-8000	PB-2	4200
2	Superintendent Excise	6500-10500	PB-2	4800
3	Assistant Commissioner	8000-13500	PB-3	6600
4	Deputy Commissioner	12000-16500	PB-3	7600
5	Joint Commissioner	14300-18300	PB-4	8700

#### 4.4.8 Bihar Town Planning Cadre

This cadre is supposed to function as a wing of the Urban Development Department. The Fitment Committee had discussed the cadre structure in para 42.2.1 of Book IV of its Report. The Department does not seem to have followed up on the recommendations.

Also, it has been learnt that the posts therein are being manned by personnel on deputation from the Building Construction Department and the Road Construction Department who get their respective grade pay. Therefore, no recommendations are being made for this cadre. The Department, however, should undertake the task of cadre restructuring on the lines of the suggestions made by the Fitment Committee.

#### 4.4.10 Bihar Supply Service

The cadre hierarchy is as follows:-

S No	Designation	Unrevised Pay Scale
1	Basic Grade (Supply Inspector)	5000-8000
2	Marketing Officer	5500-9000
3	Assistant District Supply Officer	6500-10500
4	District Supply Officer	8000-13500

The representation received from the Service Association is for upgraded pay scales starting from the pay scale of 7450-11500 for the Supply Inspector; 7500-12000 for the Marketing Officer; 8000-13500 for the Assistant District Supply Officer; and 10000-15200 for the District Supply Officer.

The post of Supply Inspector is one of the Supervisory level posts which are filled up on the basis of a common competitive examination held by the State Public Service Commission. Their position has been discussed in para 3.1.13. As such, they are to be placed in PB-2 with a grade pay of 4200.

The Fitment Committee has discussed this cadre in para 32.2.1 to 32.2.7 of its Report. It has determined that the nearest equivalence that could be found of the post of Supply Inspector is that of the post of Food Inspector in the Directorate of Prevention of Food Adulteration under the Delhi Administration which were in the pay scale of 5000-8000. It

further found that there was no post at the Centre corresponding to the post of Marketing Officer. It also found that the Storage and Research Division of the Department of Food Procurement and Distribution has Technical Assistants in the pay scale of 5000-8000 who get promoted to the post of Technical Officers in the pay scale of 5500-9000. Accordingly, it recommended the pay scales shown in the above.

The SCPC has not discussed any of the abovementioned Central posts implying thereby that they would be entitled to replacement pay structure. This would imply identical pay structures for the posts of Supply Inspector and Marketing Officer. This Committee would recommend different pay structures for both the posts as they are functionally different.

We recommend the following pay structure:-

S No	Designation	Unrevised Pay Scale	Revised Pay Band	Revised Grade Pay
1	Basic Grade (Supply Inspector)	5000-8000	PB-2	4200
2	Marketing Officer	5500-9000	PB-2	4600
3	Assistant District Supply Officer	6500-10500	PB-2	4800
4	District Supply Officer	8000-13500	PB-2	5400

## Chapter 5: ACP Scheme

The ACPS (Assured Career Progression Scheme) was introduced in the State Government on the lines of the ACPS in the Central Government. The salient features of the ACP scheme were as follows:-

- Each regular employee of Groups “B”, “C” and “D” to be given two financial upgradations on completion of 12 and 24 years service. Isolated posts under Group “A” could be extended this facility on specific orders of the Government.
- The financial upgradations were in the pay scales of the higher grades in the functional hierarchy.
- These upgradations were purely non-functional. No change in status, designation or functions would result from these upgradations.
- Pay fixation benefit under FR 22(1)(a)(i) was allowed in case of financial upgradation.
- It was made applicable from 09.08.99.

It is to be noted that the pay of all employees who had not been granted functional promotions in their existing hierarchies was fixed in the basic grade w.e.f. 1.1.96.

The Sixth Central Pay Commission has, vide para 6.1.15 of its report, discussed the consequences of the ACPS in the Central Government:-

- The ACPS has, by and large, alleviated the problem of stagnation.
- The financial upgradations are given in the existing hierarchy resulting in uneven benefits to employees in different organizations with different hierarchical pattern.
- Employees in hierarchies with more intermediate levels suffer in comparison to those situated in hierarchies with lesser levels.

The above are also applicable in the State Government. In addition, it has been observed that:-

- Employees, whose services have not been confirmed even after long years in service, could not be extended the benefits under the ACPS.

- Non-implementation of ACPS from 1.1.96 led to employees drawing a significant part of their basic salary as Reducible Personal pay, which might not have been the case if the ACP had been implemented from 01.01.96.

The Sixth Central Pay Commission has, in view of its observations, recommended continuance of the ACPS with certain modifications (para 6.1.15). The order of the Central Government in this regard is annexed to this Chapter. The modified ACPS, as the SCPS has termed it, may be made available to employees under the State Government, too. The modified ACPS would have the following salient features:-

- The scheme would be available to all employees under Group “B”, “C”, “D” as well as isolated posts under Group “A”.
- Benefit of pay fixation available at the time of normal promotion shall continue to be available at the time of financial upgradation under the scheme, implying that an increase of 3% of pay and grade pay shall be available as financial upgradation under the scheme.
- The grade pay shall change at the time of financial upgradation under the scheme. The grade pay given at the time of financial upgradation under ACPS shall be the next higher grade pay in the hierarchy of revised pay bands and grade pay as notified by the Central Government. This implies that the grade pay after financial upgradation can be different from the grade pay attached to the promotional post in the existing hierarchy.
- Financial upgradation under the scheme would be available whenever an employee has spent 10 years continuously in the same grade. Further, three upgradations after 10, 20 and 30 years of service shall be allowed.
- The benefits under ACPS would be available to all regularly appointed employees.
- The scheme would be applicable with effect from 01.09.2008.
- Those employees who have been granted upgradations under the previous scheme upto 31.12.2005 would get their pay fixed with reference to the pay scale granted to them under the earlier scheme.



- In the case of ACP upgradations granted from 01.01.2006 and upto 31.08.2008, the employees would have the option to have their pay fixed in the revised structure either:-
  - w.e.f. 01.01.2006 with reference to the pre-revised scale as on 01.01.2006; or
  - w.e.f. the date of her financial upgradation under the previous scheme with reference to the pre-revised scale granted under the previous scheme.

In the second case, the employee would be liable to draw the arrears of pay only from the date of the option, viz. the date of upgradation under the previous scheme with the proviso that no arrears of pay would be paid upto 31.03.2007.

This Committee recommends implementation of the modified ACPS from 01.09.2008 on the above lines. Further, in view of the difficulty felt in grant of upgradations under the previous scheme owing to delayed confirmations of services of employees in various departments, it is recommended that the State Government issue suitable clarifications in this regard.

*Annexure: Government of India Decision on ACPS*

IMMEDIATE

No.35034/3/2008-Estt. (D)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
(Department of Personnel and Training)

North Block, New Delhi, the 19th May, 2009

OFFICE MEMORANDUM

*SUBJECT: MODIFIED ASSURED CAREER PROGRESSION SCHEME (MACPS)  
FOR THE  
CENTRAL GOVERNMENT CIVILIAN EMPLOYEES*

\*\*\*\*\*

The Sixth Central Pay Commission in Para 6.1.15 of its report, has recommended Modified Assured Career Progression Scheme (MACPS). As per the recommendations, financial upgradation will be available in the next higher grade pay whenever an employee has completed 12 years continuous service in the same grade. However, not more than two financial upgradations shall be given in the entire career, as was provided in the previous Scheme. The Scheme will also be available to all posts belonging to Group "A" whether isolated or not. However, organised Group "A" services will not be covered under the Scheme.

2. The Government has considered the recommendations of the Sixth Central Pay Commission for introduction of a MACPS and has accepted the same with further modification to grant three financial upgradations under the MACPS at intervals of 10, 20 and 30 years of continuous regular service.

3. The Scheme would be known as "*MODIFIED ASSURED CAREER PROGRESSION. SCHEME (MACPS) FOR THE CENTRAL GOVERNMENT CIVILIAN EMPLOYEES*". This Scheme is in supersession of previous ACP Scheme and clarifications issued there under and shall be applicable to

all regularly appointed Group "A", "B", and "C" Central Government Civilian Employees except officers of the Organised Group "A" Service. The status of Group "D" employees would cease on their completion of prescribed training, as recommended by the Sixth Central Pay Commission and would be treated as Group "C" employees. Casual employees, including those granted 'temporary status' and employees appointed in the Government only on adhoc or contract basis shall not qualify for benefits under the aforesaid Scheme. The details of the MACP Scheme and conditions for grant of the financial upgradation under the Scheme are given in Annexure-I.

4. An Screening Committee shall be constituted in each Department to consider the case for grant of financial upgradations under the MACP Scheme. The Screening Committee shall consist of a Chairperson and two members. The members of the Committee shall comprise officers holding posts which are at least one level above the grade in which the MACP is to be considered and not below the rank of Under Secretary equivalent in the Government. The Chairperson should generally be a grade above the members of the Committee.

5. The recommendations of the Screening Committee shall be placed before the Secretary in cases where the Committee is constituted in the Ministry/Department or before the Head of the organisation/competent authority in other cases for approval.

6. In order to prevent undue strain on the administrative machinery, the Screening Committee shall follow a time-schedule and meet twice in a financial year – preferably in the first week of *January* and first week of *July* of a year for advance processing of the cases maturing in that half. Accordingly, cases maturing during the first-half (April-September) of a particular financial year shall be taken up for consideration by the Screening Committee meeting in the first week of January. Similarly, the Screening Committee meeting in the first week of July of any financial year shall process the cases that would be maturing during the second-half (October-March) of the same financial year.

7. However, to make the MACP Scheme operational, the Cadre Controlling Authorities shall constitute the first Screening Committee within a month from the date of issue of these instructions to consider the cases maturing upto 30th June, 2009 for grant of benefits under the MACPS.

8. In so far as persons serving in The Indian Audit and Accounts Departments are concerned, these orders issue after consultation with the Comptroller and Auditor General of India.

9. Any interpretation/clarification of doubt as to the scope and meaning of the provisions of the MACP Scheme shall be given by the Department of Personnel and Training (Establishment-D). The scheme would be operational w.e.f. 01.09.2008. In other words, financial upgradations as per the provisions of the earlier ACP Scheme (of August, 1999) would be granted till 31.08.2008.

10. No stepping up of pay in the pay band or grade pay would be admissible with regard to junior getting more pay than the senior on account of pay fixation under MACP Scheme.

11. It is clarified that no past cases would be re-opened. Further, while implementing the MACP Scheme, the differences in pay scales on account of grant of financial upgradation under the old ACP Scheme (of August 1999) and under the MACP Scheme within the same cadre shall not be construed as an anomaly.

Sd/-

(S.Jainendra Kumar)

Deputy Secretary to the Govt. Of India

#### MODIFIED ASSURED CAREER PROGRESSION SCHEME (MACPS)

1. There shall be three financial upgradation s under the MACPS, counted from the direct entry grade on completion of 10, 20 and 30 years service respectively. Financial upgradation under the Scheme will be admissible whenever a person has spent 10 years continuously in the same grade-pay.

2. The MACPS envisages merely placement in the immediate next higher grade pay in the hierarchy of the recommended revised pay bands and grade pay as given in Section 1, Part-A of the first schedule of the CCS (Revised Pay) Rules, 2008. Thus, the grade pay at the time of financial upgradation under the MACPS can, in certain cases where regular promotion is not between two successive grades, be different than what is available at the time of regular promotion. In such cases, the higher grade pay attached to the next promotion post in the hierarchy of the concerned cadre/organisation will be given only at the time of regular promotion.

3. The financial upgradations under the MACPS would be admissible up-to the highest grade pay of Rs. 12000/ in the PB-4.

4. Benefit of pay fixation available at the time of regular promotion shall also be allowed at the time of financial upgradation under the Scheme. Therefore, the pay shall be raised by 3% of the total pay in the pay band and the grade pay drawn before such upgradation. There shall, however, be no further fixation of pay at the time of regular promotion if it is in the same grade pay as granted under MACPS. However, at the time of actual promotion if it happens to be in a post carrying higher grade pay than what is available under MACPS, no pay fixation would be available and only difference of grade pay would be made available. To illustrate, in case a Government Servant joins as a direct recruit in the grade pay of Rs. 1900 in PB-I and he gets no promotion till completion of 10 years of service, he will be granted financial upgradation under MACPS in the next higher grade pay of Rs. 2000 and his pay will be fixed by granting him one increment plus the difference of grade pay (i.e. Rs. 100). After availing financial upgradation under MACPS, if the Government servant gets his regular promotion in the hierarchy of his cadre, which is to the grade of Rs. 2400, on regular promotion, he will only be granted the difference of grade pay between Rs. 2000 and Rs. 2400. No additional increment will be granted at this stage.

5. Promotions earned/upgradations granted under the ACP Scheme in the past to those grades which now carry the same grade pay due to merger of pay scales/upgradations of posts recommended by the Sixth

Pay Commission shall be ignored for the purpose of granting upgradations under Modified ACPS. The pre-revised hierarchy (in ascending order) in a particular organization was as under:-

(a) A Government servant who was recruited in the hierarchy in the pre-revised pay scale Rs. 5000-8000 and who did not get a promotion even after 25 years of service prior to 1.1.2006, in his case as on 1.1.2006 he would have got two financial upgradations under ACP to the next grades in the hierarchy of his organization, i.e., to the pre-revised scales of Rs. 5500-9000 and Rs. 6500-10500.

(b) Another Government servant recruited in the same hierarchy in the pre-revised scale of Rs. 5000-8000 has also completed about 25 years of service, but he got two promotions to the next higher grades of Rs. 5500-9000 & Rs. 6500-10500 during this period.

In the case of both (a) and (b) above, the promotions/financial upgradations granted under ACP to the pre-revised scales of Rs. 5500-9000 and Rs. 6500-10500 prior to 1.1.2006 will be ignored on account of merger of the pre-revised scales of Rs. 5000-8000, Rs. 5500-9000 and Rs. 6500-10500 recommended by the Sixth CPC. As per CCS (RP) Rules, both of them will be granted grade pay of Rs. 4200 in the pay band PB-2. After the implementation of MACPS, two financial upgradations will be granted both in the case of (a) and (b) above to the next higher grade pays of Rs. 4600 and Rs. 4800 in the pay band PB-2.

6. In the case of all the employees granted financial upgradations under ACPS till 01.01.2006, their revised pay will be fixed with reference to the pay scale granted to them under the ACPS.

6.1 In the case of ACP upgradations granted between 01.01.2006 and 31.08.2008, the Government servant has the option under the CCS (RP) Rules, 2008 to have his pay fixed in the revised pay structure either (a) w.e.f. 01.01.2006 with reference to his prerevised scale as on 01.01.2006; or (b) w.e.f. the date of his financial upgradation under ACP with reference to the pre-revised scale granted under ACP. In case of option (b), he shan be entitled to draw his arrears of pay only from the date of his option i.e. the date of financial upgradation under ACP.

6.2 In cases where financial upgradation had been granted to Government servants in the next higher scale in the hierarchy of their cadre as per the provisions of the ACP Scheme of August, 1999, but whereas as a result of the implementation of Sixth CPC's recommendations, the next higher post in the hierarchy of the cadre has been upgraded by granting a higher grade pay, the pay of such employees in the revised pay structure will be fixed with reference to the higher grade pay granted to the post. To illustrate, in the case of Jr. Engineer in CPWD, who was granted 1<sup>st</sup> ACP in his hierarchy to the grade of Asstt. Engineer in the pre-revised scale of Rs.6500-10500 corresponding to the revised grade pay of Rs.4200 in the pay band PB-2, he will now be granted grade pay of Rs.4600 in the pay band PB-2 consequent upon upgradation of the post of Asstt. Enggs. in CPWD by granting them the grade pay of Rs.4600 in PB-2 as a result of Sixth CPC's recommendation. However, from the date of implementation of the MACPS, all the financial upgradations under the Scheme should be done strictly in accordance with the hierarchy of grade pays in pay bands as notified vide CCS (Revised Pay) Rules, 2008.

7. With regard to fixation of his pay on grant of promotion/financial upgradation under MACP Scheme, a Government servant has an option under FR22 (1) (a) (1) to get his pay fixed in the higher post/ grade pay either from the date of his promotion/upgradation or from the date of his next increment viz. 1st July of the year. The pay and the date of increment would be fixed in accordance with clarification no.2 of Department of Expenditure's O.M. NO.1/1/2008-1C dated 13.09.2008.

8. Promotions earned in the post carrying same grade pay in the promotional hierarchy as per Recruitment Rules shall be counted for the purpose of MACPS.

8.1 Consequent upon the implementation of Sixth CPC's recommendations, grade pay of Rs. 5400 is now in two pay bands viz., PB-2 and PB-3. The grade pay of Rs. 5400 in PB-2 and Rs.5400 in PB-3 shall be treated as separate grade pays for the purpose of grant of upgradations under MACP Scheme.

9. 'Regular service' for the purposes of the MACPS shall commence from the date of joining of a post in direct entry grade on a regular basis either on direct recruitment basis or on absorption/re-employment basis. Service rendered on adhoc/contract basis before regular appointment on pre-appointment training shall not be taken into reckoning. However, past continuous regular service in another Government Department in a post carrying same grade pay prior to regular appointment in a new Department, without a break, shall also be counted towards qualifying regular service for the purposes of MACPS only (and not for the regular promotions). However, benefits under the MACPS in such cases shall not be considered till the satisfactory completion of the probation period in the new post.

10. Past service rendered by a Government employee in a State Government/statutory body/Autonomous body/Public Sector organisation, before appointment in the Government shall not be counted towards Regular Service.

11. 'Regular service' shall include all periods spent on deputation/foreign service, study leave and all other kind of leave, duly sanctioned by the competent authority.

12. The MACPS shall also be applicable to work charged employees, if their service conditions are comparable with the staff of regular establishment.

13. Existing time-bound promotion scheme, including in-situ promotion scheme, Staff Car Driver Scheme or any other kind of promotion scheme existing for a particular category of employees in a Ministry/Department or its offices, may continue to be operational for the concerned category of employees if it is decided by the concerned administrative authorities to retain such Schemes, after necessary consultations or they may switch-over to the MACPS. However, these Schemes shall not run concurrently with the MACPS.

14. The MACPS is directly applicable only to Central Government Civilian employees. It will not get automatically extended to employees of Central Autonomous/Statutory Bodies under the administrative control



of a Ministry/Department. Keeping in view the financial implications involved, a conscious decision in this regard shall have to be taken by the respective Governing Body/Board of Directors and the administrative Ministry concerned and where it is proposed to adopt the MACPS, prior concurrence of Ministry of Finance shall be obtained.

15. If a financial upgradations under the MACPS is deferred and not allowed after 10 years in a grade pay, due to the reason of the employees being unfit or due to departmental proceedings, etc., this would have consequential effect on the subsequent financial upgradation which would also get deferred to the extent of delay in grant of first financial upgradation.

16. On grant of financial upgradation under the Scheme, there shall be no change in the designation, classification or higher status. However, financial and certain other benefits which are linked to the pay drawn by an employee such as HBA, allotment of Government accommodation shall be permitted.

17. The financial upgradation would be on non-functional basis subject to fitness, in the hierarchy of grade pay within the PB-1. Thereafter for upgradation under the MACPS the benchmark of 'good' would be applicable till the grade pay of Rs. 6600/- in PB-3. The benchmark will be 'Very Good' for financial upgradation to the grade pay of Rs. 7600 and above.

18. In the matter of disciplinary/ penalty proceedings, grant of benefit under the MACPS shall be subject to rules governing normal promotion. Such cases shall, therefore, be regulated under the provisions of the CCS (CCA) Rules, 1965 and instructions issued thereunder.

19. The MACPS contemplates merely placement on personal basis in the immediate higher Grade pay /grant of financial benefits only and shall not amount to actual/functional promotion of the employees concerned. Therefore, no reservation orders/roster shall apply to the MACPS, which shall extend its benefits uniformly to all eligible SC/ST employees also. However, the rules of reservation in promotion shall be ensured at the time of regular promotion. For this reason, it shall not be

mandatory to associate members of SC/ST in the Screening Committee meant to consider cases for grant of financial upgradation under the Scheme.

20. Financial upgradation under the MACPS shall be purely personal to the employee and shall have no relevance to his seniority position. As such, there shall be no additional financial upgradation for the senior employees on the ground that the junior employee in the grade has got higher pay/grade pay under the MACPS.

21. Pay drawn in the pay band and the grade pay allowed under the MACPS shall be taken as the basis for determining the terminal benefits in respect of the retiring employee.

22. If Group "A" Government employee, who was not covered under the ACP Scheme has now become entitled to say third financial upgradation directly, having completed 30 year's regular service, his pay shall be fixed successively in next three immediate higher grade pays in the hierarchy of revised pay-bands and grade pays allowing the benefit of 3% pay fixation at every stage. Pay of persons becoming eligible for second financial upgradation may also be fixed accordingly.

23. In case an employee is declared surplus in his/her organisation and appointed in the same pay-scale or lower scale of pay in the new organization, the regular service rendered by him/her in the previous organisation shall be counted towards the regular service in his/her new organisation for the purpose of giving financial upgradation under the MACPS.

24. In case of an employee after getting promotion/ACP seeks unilateral transfer on a lower post or lower scale, he will be entitled only for second and third financial upgradations on completion of 20/30 years of regular service under the MACPS, as the case may be, from the date of his initial appointment to the post in the new organization.

25. If a regular promotion has been offered but was refused by the employee before becoming entitled to a financial upgradation, no financial upgradation shall be allowed as such an employee has not been

stagnated due to lack of opportunities. If, however, financial upgradation has been allowed due to stagnation and the employees subsequently refuse the promotion, it shall not be a ground to withdraw the financial upgradation. He shall, however, not be eligible to be considered for further financial upgradation till he agrees to be considered for promotion again and the second the next financial upgradation shall also be deferred to the extent of period of debarment due to the refusal.

26. Cases of persons holding higher posts purely on adhoc basis shall also be considered by the Screening Committee alongwith others. They may be allowed the benefit of financial upgradation on reversion to the lower post or if it is beneficial vis-à-vis the pay drawn on adhoc basis.

27. Employees on deputation need not revert to the parent Department for availing the benefit of financial upgradation under the MACPS. They may exercise a fresh option to draw the pay in the pay band and the grade pay of the post held by them or the pay plus grade pay admissible to them under the MACPS, whichever is beneficial.

#### ILLUSTRATIONS

A (i) If a Government servant (LDC) in PB-I in the Grade Pay of Rs.1900 gets his first regular promotion (UDC) in the PB-I in the Grade Pay of Rs.2400 on completion of 8 years of service and then continues in the same Grade Pay for further 10 years without any promotion then he would be eligible for 2nd financial upgradation under the MACPS in the PB-I in the Grade Pay of Rs.2800 after completion of 18 years (8+10 years).

(ii) In case he does not get any promotion thereafter, then he would get 3<sup>rd</sup> financial upgradation in the PB-II in Grade Pay of Rs.4200 on completion of further 10 years of service i.e. after 28 years (8+10+10).

(iii) However, if he gets 2nd promotion after 5 years of further service in the pay PB-II in the Grade Pay of Rs.4200 (Asstt. Grade/Grade "C") i.e. on completion of 23 years (8+10+5years) then he would get 3rd

financial upgradation after completion of 30 years i.e. 10 years after the 2nd ACP in the PB-II in the Grade Pay of Rs.4600.

In the above scenario, the pay shall be raised by 3% of the total pay in the Pay Band and Grade Pay drawn before such upgradation. There shall, however, be no further fixation of pay at the time of regular promotion if it is in the same Grade Pay or in the higher Grade Pay. Only the difference of grade pay would be admissible at the time of promotions.

B If a Government servant (LDC) in PB-I in the Grade Pay of Rs.1900 is granted 1st financial upgradation under the MACPS on completion of 10 years of service in the PB-I in the Grade Pay of Rs.2000 and 5 years later he gets 1st regular promotion (UDC) in PB-I in the Grade Pay of Rs.2400, the 2nd financial upgradation under MACPS (in the next Grade Pay w.r.t. Grade Pay held by Government servant) will be granted on completion of 20 years of service in PB-I in the Grade Pay of Rs.2800. On completion of 30 years of service, he will get 3rd ACP in the Grade Pay of Rs. 4200. However, if two promotions are earned before completion of 20 years, only 3rd financial upgradation would be admissible on completion of 10 years of service in Grade Pay from the date 2nd promotion or at 30th year of service, whichever is earlier. If a Government servant has been granted either two regular promotions or 2nd financial upgradation under the ACP Scheme of August, 1999 after completion of 24 years of regular service then only 3rd financial upgradation would be admissible to him under the MACPS on completion of 30 years of service provided that he has not earned third promotion in the hierarchy.

Sd/-

(S.Jainendra Kumar)

Deputy Secretary to the Govt. Of India

## Chapter 6: Financial Impact

This Committee is required to submit its recommendations on the terms of reference as notified by the Finance Department vide Resolution No 11070 dated 30.12.2008 after taking into consideration the economic condition of the State, state of resource, financial capability and other commitments of the State Government. To enable this Committee to fulfill its obligations, the Finance Department was requested, on 27.10.2009, to send a note on the economic condition of the State as well as its resources. The required notes and figures were made available to this committee by Finance Department vide Letter no 838 dated 9.11.2009.

The highlights of the figures reported by the Finance Department are as follows:-

- (a) The total plan and non-plan expenditure of the State in 2007-08 was Rs 31571 crores; in 2008-09, as per pre-actual figures, the expenditure was Rs 37181 crores; and anticipated expenditure in 2009-10 is Rs 47446 crores. The increase in 2008-09 was 17.8% and expected to rise by 27.6% in this financial year.
- (b) the total non-plan expenditure of the State is expected to rise by 19.9% in 2009-10 from Rs 23367 crores in 2008-09 to Rs 28020 crores in 2009-10.
- (c) the total outlay on the State Plan has been pegged at Rs 16000 crores in 2009-10, an increase of 29.7% over the previous year (Rs 12336 crores).

**Table 6.1: EXPENDITURES OF NON PLAN & PLAN**

YEAR	NON PLAN with % Change	TOTAL PLAN % Change	CSS with % Change	CPS with % Change	STATE PLAN with % change	TOTAL (PLAN+NON PLAN) with % change
2001-02 (Actual)	17242.5 8	1639.75	366.40	11.27	1262.08	18882.33
2002-03 (Actual)	13124.1 5	2381.38	270.59	7.71	2103.08	15505.53
2003-04 (Actual)	19704.1 9	2777.71	290.74	0.00	2486.97	22481.90
2004-05 (Actual)	16582.0 8	3475.91	349.91	1.68	3124.32	20057.99
2005-06 (Actual)	17669.7 9	4898.69	402.26	5.63	4490.80	22568.48
2006-07 (Actual)	17739.3 2	9397.15	918.80	19.17	8459.18	27136.47
2007-08 (AG Figure)	20625.4 9	10945.7 0	1222.48	22.97	9700.25	31571.19
2008-09 (Pre Actual)	23366.7 3	13814.5 1	1375.73	102.88	12335.9 0	37181.24
2009-10 (B.E.)	28019.5 0	19426.8 4	3259.08	167.76	16000.0 0	47446.34
				63.06%	29.70%	27.61%

**Table 6.2: Committed Expenditure**

Amounts in Rs crores										
S No	Expenditure	2001-02 (Actual)	2002-03 (Actual)	2003-04 (Actual)	2004-05 (Actual)	2005-06 (Actual)	2006-07 (Actual)	2007-08 (Actual)	2008-09 (Pre.Actual)	2009-10 (BE)
1	2	3	4	5	6	7	8	9	10	11
1	Pay	5278.89	5073.07	5019.90	5005.36	5783.4	3016.2	6469.53	6995.6	9876.4
						15.54%	-47.85%	114.49%	8.13%	41.18%
2	Pension	2273.00	2049.00	2269.00	2325.00	2456.00	2497.00	2789.00	3479.03	4382.20
						5.63%	1.67%	11.69%	24.74%	25.96%
3	Interest Payment	2629.00	3022.00	3343.00	3474.00	3649.00	3416.00	3707.00	3752.94	4170.93
						5.04%	-6.39%	8.52%	1.24%	11.14%
4	Loan Repayment	624.00	1526.00	2802.00	3084.00	981.00	1025.00	1631.85	1682.28	1884.61
						-68.19%	4.49%	59.20%	3.09%	12.03%
	Total	10805	11670	13433.9	13888	12869	9954.2	14597.4	15910	20314

- (d) the State spent Rs 6469.5 crores in 2007-08 on salaries alone as per actual figures reported by the office of the Accountant General. The figures rise to Rs 6996 crores in 2008-09 as per the pre-actual figures. However, the figures of this year are expected to go upto Rs 10261 crores, an increase of 46.7% over the figures of 2008-09.
- (e) the State spent Rs 2789 crores in 2007-08 on pension as per actual figures of Accountant General. This figure was Rs 3479 crores in 2008-09 and expected to rise to Rs 4382 crores in this year, a rise of 26%.

**Table 6.3: Trend of Revenue Receipts**

	Rs. In Crore								
	2001-02 (Actual)	2002-03 (Actual)	2003-04 (Actual)	2004-05 (Actual)	2005-06 (Actual)	2006-07 (Actual)	2007-08 (Actual)	2008-09 (Pre.Actual)	2009-10 (BE)
Revenue Receipts	9839.29	10968.42	12455.56	15713.98	17836.71 13.51%	23083.18 29.41%	28209.71 22.21%	32521.36 15.28%	37496.78 15.30%
State's Own Tax Revenue	2318.95	2761.05	2889.69	3347.39	3561.10 6.38%	4033.07 13.25%	5086.17 26.11%	6352.47 24.90%	8136.25 28.08%
State's Own Non Tax Revenue	286.70	260.82	320.38	417.79	522.30 25.01%	511.28 -2.11%	525.58 2.80%	608.33 15.74%	936.44 53.94%
Total State's Revenue	<b>2605.65</b>	<b>3021.87</b>	<b>3210.07</b>	<b>3765.18</b>	<b>4083.40</b>	<b>4544.35</b>	<b>5611.75</b>	<b>6960.80</b>	<b>9072.69</b>
Receipts From Govt. of India	7233.64	7946.55	9245.49	11948.8	13753.83 15.11%	18538.83 34.79%	22597.96 21.90%	25560.56 13.11%	28428.09 11.22%
(a) Share in Central Taxes	6176.62	6549.23	7627.87	9116.97	13291.72 45.79%	13291.72 0.00%	16766.29 26.14%	17692.51 5.52%	18153.98 2.61%
(b) Grants in aid	1057.02	1397.32	1617.83	2831.83	5247.11 85.29%	5247.11 0.00%	5831.67 11.14%	7868.05 34.92%	10270.11 30.53%

(f) the committed expenditure of the State on interest payments and loan repayment was respectively Rs 3707 crores and 1632 crores in 2007. The figures for 2008-09 and 2009-10 was Rs 3753 crores and Rs 4171 crores in respect of interest payments and Rs 1682 crores and Rs 1885 crores for loan repayments.

(g) the State's own tax revenue has gone up from Rs 5086 crores in 2007-08 to Rs 6352 crores in 2008-09 and expected to go upto Rs 8136 crores in 2009-10. Non tax revenue of the State was only Rs 526 crores in 2007-08 and expected to go upto Rs 936 crores in 2009-10. The revenue receipts from Government of India was Rs 22598 crores in 2007-08, Rs 25561 crores in 2008-09 and expected to be Rs 28428 crores in 2009-10. From the high growth of 35% in 2006-07 and 22% in 2007-08 the growth of receipts from Government of India have declined to 13.1% in 2008-09 and 11.2% in 2009-10.

From the above figures it is apparent that expenditure on pension and salaries have been increasing at a rate higher than expenditure



on non-plan as well as total plan and non plan in the year 2009-10. This is disturbing especially because growths in receipts from Government of India have been declining in 2008-09 and 2009-10. The situation will deteriorate further if the State Government is able to recruit and fill all the vacant posts. As per figures received from the Finance Department generated through the CTMIS, the total number of employees working in the State Government as on 01.01.2009 stood at 3,73,931. The sanctioned strength stands at 5,78,580. If all the vacant posts are filled, based on figures projected for 2009-10, the increase on salary expenditure is expected to be 55% from Rs 10261 crores to Rs 15904 crores in 2010-11 provided vacant posts are filled within the next 3 months.

If one were to look at the figures projected by the State before the 13<sup>th</sup> Finance Commission there is hope provided the expectations about the level of devolutions expected from the Finance Commission are met. If the per capita development expenditure is to reach the national average, then the Central devolution has to increase substantially or else Bihar would have to wait till 2038-39 to converge to the national average. The State Government has projected a total State Plan expenditure of Rs 21626 crores in 2010-11 rising to Rs 54734 crores in 2014-15. Hence, in a span of five years, the State Plan is expected to grow by 3.42 times in 2014-15 from Rs 16000 crores in 2009-10. For meeting the State Plan commitment of such proportions, posts would be required and perhaps more than the present sanctioned strength. Resources for meeting development needs as well as salaries and pensions of this order would have to be raised. The projections as furnished before the 13<sup>th</sup> Finance Commission do not indicate the total anticipated expenditure on salaries and pensions between the years 2010-11 and 2014-15. Hence, we are not in a position to anticipate the extent of expenditure as a percentage of the total plan.

Having given an overview of the State's economic condition, its resources and developmental needs, the impact of our recommendations already stand preempted by the State

Government. Revised pay structure has already been implemented with effect from 01.01.2006, with actual payment commencing from 01.04.2007. The State Government have already started paying salary in the revised structure from 01.01.2009. Our recommendations will not make any sizeable dent on the resources of the State as would be apparent from what we have recommended. The Fitment Committee in its final Report submitted in November, 1999 had recommended that there should be complete parity with Central posts and scales even in respect to promotional posts and payment of revised scales should be contingent upon notifying rules at par with the Central Government. We still find that only a small fraction of this work seems to have been done. Wherever qualifications need to be upgraded at par with Central Government employees will require to be done immediately or else the revised structure will have to be denied. The State Government will have to act and impose due discipline if the quality of governance has to improve. These steps will help to contain the expenditure on salaries and wages and enable the State to finance its developmental needs.

## Acknowledgements

The Pay Committee would like to place on record its appreciation for the hard work put in by the staff placed with the Committee. The quality of secretarial assistance provided by Sri Shatrughan Jha, Sri Rambabu Das and Sri Kamakhya Narayan Shrivastava was exemplary, to say the least. The Committee was especially impressed by the depth of knowledge and quality of analysis of Sri Shatrughan Jha. Sri Randhir Prabhakar, Data Entry Operator, was always at hand to cull out the latest information through the Internet and also to perform any data entry work, as and when required. Sri Amar Kant Jha, UDC, was the custodian of the records and maintained them impeccably. It speaks volumes of their dedication and hard work that this Committee managed with this skeletal staff of 5 while the Fitment Committee had a staff strength of 23. The Committee would also like to acknowledge the contribution of Sri Bishun Deo Rai, Peon, who was always at hand with a ready cup of tea for the Chairman and the members.

The Committee also wishes to express its gratitude to the Finance Department for the assistance provided to the Committee. Acknowledgements are also due to all representatives of the various Service Associations who took time out to apprise the Committee with their points of view as also valuable information which was sometimes not forthcoming from the Government Departments. The Committee is also grateful to other officials of the Government who made information available and who shared their views with this Committee.

(Rahul Singh)  
Member-Secretary  
Pay Committee  
20.12.2009

(Amir Subhani)  
Member  
Pay Committee  
20.12.2009

(Subhakirti Majumdar)  
Chairman  
Pay Committee  
20.12.2009

## **ANNEXURE - I**

सं० ३ए-वे०पु०-०१/०८/११०७०

**बिहार सरकार**

**वित्त\_विभाग**

संकल्प

३० दिसम्बर २००८

**विषय : राज्य कर्मियों को केन्द्रीय कर्मियों के भाँति पुनरीक्षित वेतनमान की स्वीकृति हेतु वेतन समिति का गठन ।**

राज्य के कर्मियों/पेंशनधारियों को केन्द्रीय कर्मियों/पेंशनधारियों की भाँति पुनरीक्षित वेतनमान/पेंशन की स्वीकृति हेतु वेतन समिति का गठन किया जाता है , जिसका स्वरूप निम्न प्रकार होगा :-

१. श्री शुभकीर्ति मजुमदार  
अध्यक्ष  
प्रधान सचिव  
वाणिज्यकर विभाग, बिहार ।
  २. श्री आमिर सुबहानी  
सदस्य-  
सचिव  
कार्मिक एवं प्रशासनिक सुधार विभाग  
बिहार ।
  ३. श्री अरूननीश चावला  
सदस्य  
अपर वित्त आयुक्त,  
वित्त विभाग, बिहार ।
२. उपर्युक्त पदाधिकारी अपने कर्तव्यों के अतिरिक्त वेतन समिति का भी काय करेंगे । इस समिति के लिए सचिवालीय सहायता, निधि आदि की व्यवस्था वित्त विभाग द्वारा की जाएगी ।
३. समिति निम्नांकित विषयों पर अपना प्रतिवेदन राज्य सरकार को उपलब्ध करायेगी :-
- (i) केन्द्रीय षष्ठम वेतन आयोग की अनुशंसा के आलोक में केन्द्रीय कर्मियों की भाँति राज्य कर्मियों को पुनरीक्षित वेतन स्वीकृति करने के संबंध में अनुशंसा ।
  - (ii) केन्द्रीय षष्ठम वेतन आयोग की अनुशंसा के आलोक में केन्द्रीय पेंशनधारियों की भाँति राज्य के पेंशनधारियों को पुनरीक्षित पेंशन स्वीकृति करने के संबंध में अनुशंसा ।
  - (iii) केन्द्रीय षष्ठम वेतन आयोग की अनुशंसित वेतन आमेल (merger of pay scales) तथा पदों के उन्नयन (up gradation) के संबंध में अनुशंसा ।
  - (iv) ए०सी०पी० तथा राज्य के कर्मियों को वर्तमान में प्राप्त हो रहे भत्तों आदि के पुनरीक्षण के विषय में अनुशंसा ।

4. समिति उपरोक्त बिन्दुओं के विषय में अनुशंसा करते समय राज्य की आर्थिक स्थिति, संसाधनों, वित्तीय क्षमता तथा विकास एवं अन्य प्रतिबद्धताओं को ध्यान में रखेगी ।
5. अपनी अनुशंसाओं को गठित करने के लिए समिति अपनी प्रक्रिया स्वयं निर्धारित करेगी और इसके लिए आवश्यक सूचना एकत्र करेगी ।
6. समिति अपना प्रतिवेदन 31.03.09 तक समर्पित करेगी ।
7. वेतन समिति को अनुशंसा पर विचार कर सरकार वेतन पुनरीक्षण के विषय पर समुचित निर्णय लेगी ।

आदेश :- आदेश दिया जाता है कि इस आदेश की प्रति समिति के अध्यक्ष/सदस्य सचिव/मंत्रिमंडल सचिवालय/मुख्यमंत्री के प्रधान सचिव/सभी मंत्री एवं राज्य मंत्री के आस सचिवों/सभी विभागों/विभाध्यक्षों/निबंधक, उच्च न्यायालय/अध्यक्ष, बिहार विधान सभा/सभापति, बिहार विधान परिषद्/सभी प्रमंडलीय आयुक्त/सभी जिला पदाधिकारी /महालेखाकार, बिहार, पटना को सूचना एवं आवश्यक कार्रवाई हेतु प्रेषित किया जाय ।

आदेश दिया जाता है कि इस संकल्प का प्रकाशन सर्वसाधारण की जानकारी के लिए बिहार गजट के असाधारण अंक में किया जाय ।

बिहार राज्यपाल के आदेश से,

नवीन कुमार,

प्रधान सचिव ।

सं० 3ए-1मुक०-09/2009

**बिहार सरकार**

**वित्त विभाग**

संकल्प

28 जुलाई 2009

**विषय : वेतन समिति द्वारा अपना प्रतिवेदन समर्पित करने की अवधि बढ़ाए जाने के संबंध में ।**

छठे केन्द्रीय वेतन आयोग की अनुशंसाओं के आलोक में राज्य सरकार द्वारा राज्य के कर्मियों/पेंशनधारियों को पुनरीक्षित वेतनमान/पेंशन की स्वीकृति हेतु वेतन समिति का गठन, संकल्प सं०-11070वि०(2), दिनांक 30.12.2008 के द्वारा किया गया ।

उक्त संकल्प की कंडिका-6 में समिति से प्रतिवेदन की अपेक्षा की गई थी ।

सी० डब्ल्यू० जे० सी० सं०- 702/2009 में माननीय उच्च न्यायालय द्वारा पारित आदेश के आलोक में कर्मचारी संगठनों से दिनांक 16.02.2009 तक अभ्यावेदन प्राप्त किया गया ।

वेतन समिति द्वारा तदुपरांत अभ्यावेदनों पर संगठनों के पक्ष की सुनवाई की जा रही है ।

उपर्युक्त परिस्थिति में राज्य सरकार द्वारा समिति से प्रतिवेदन प्राप्त करने की अवधि विस्तारित करने का निर्णय लिया गया है ।

समिति दिनांक 30.09.2009 तक अपना प्रतिवेदन राज्य सरकार को आवश्यक ही सौंप देगी ।

आदेश:- आदेश :- आदेश दिया जाता है कि इस आदेश की प्रति समिति के अध्यक्ष/सदस्य सचिव/मंत्रिमंडल सचिवालय/मुख्यमंत्री के प्रधान सचिव/सभी मंत्री एवं राज्य मंत्री के आस सचिवों/सभी विभागों/विभाध्यक्षों/निबंधक, उच्च न्यायालय/अध्यक्ष, बिहार विधान सभा/सभापति, बिहार विधान परिषद्/सभी प्रमंडलीय आयुक्त/सभी जिला पदाधिकारी बिहार, पटना को सूचना एवं आवश्यक कार्यवाई हेतु प्रेषित किया जाय ।

आदेश दिया जाता है कि इस संकल्प का प्रकाशन सर्वसाधारण की जानकारी के लिए बिहार गजट के असाधारण अंक में किया जाय ।

बिहार राज्यपाल के आदेश से,

ह०/-

(सुनील कुमार सिंह),

सरकार के उप सचिव ।

ज्ञापांक 6939 वि0(2)

दिनांक 28.07.2009

प्रतिलिपि:- वेतन समिति के अध्यक्ष/सचिव/सदस्य सचिव/मंत्रिमंडल सचिव/मुख्यमंत्री के प्रधान सचिव/सभी मंत्री एवं राज्य पमंत्री के आस सचिवों/सभी विभागों सभी विभागध्यक्षों/प्रमंडलीय आयुक्तों/जिला पदाधिकारियों बिहार को सूचना एवं आवश्यक कार्रवाई हेतु प्रेषित ।

ह0/-

(अरुण कुमार सिंह),

सरकार के उप सचिव ।

**बिहार सरकार**  
**वित्त विभाग**  
**अधिसूचना**

11 अगस्त 2009

अधिसूचना सं०- 3ए-वे०पु०-01/09 7356 वि०(2) वित्त विभागीय संकल्प सं०- 11070 दिनांक 30.12.2008 द्वारा गठित वेतन समिति के सदस्य सचिव श्री अरूणीश चावला, सचिव (व्यय), वित्त विभाग के केन्द्रीय प्रतिनियुक्ति में प्रस्थापन के फलस्वरूप श्री राहुल सिंह, निदेशक, नगर विकास विभाग, बिहार पटना को वेतन समिति का सदस्य सचिव नामित किया जाता है ।

ह०/-

(सुनील कुमार सिंह),

सरकार के उप सचिव ।

ज्ञापांक 7356 वि०(2)

दिनांक 11.08.2009

प्रतिलिपि:- श्री शुभकीर्ति मजुमदार, प्रधान सचिव, वाणिज्यकर विभाग-सह- अध्यक्ष, वेतन समिति/ श्री राहुल सिंह, निदेशक, नगर विकास विभाग, बिहार पटना/ श्री आमिर सुबहानी, सदस्य वेतन समिति- सह-सचिव, कार्मिक एवं प्रशासनिक सुधार विभाग, बिहार पटना/प्रधान सचिव, वित्त विभाग के आप्त सचिव को सूचनार्थ एवं आवश्यक कार्रवाई हेतु प्रेषित ।

ह०/-

(सुनील कुमार सिंह),

सरकार के उप सचिव ।



सं० 3ए-1मुक०-09/2009

**बिहार सरकार**

**वित्त विभाग**

संकल्प

09 अक्टूबर 2009

**विषय : वेतन समिति द्वारा अपना प्रतिवेदन समर्पित करने की अवधि बढ़ाए जाने के संबंध में ।**

छठे केन्द्रीय वेतन आयोग की अनुशंसाओं के आलोक में राज्य सरकार द्वारा राज्य के कर्मियों/पेंशनधारियों को पुनरीक्षित वेतनमान/पेंशन की स्वीकृति हेतु वेतन समिति का गठन, संकल्प सं०-11070वि०(2), दिनांक 30.12.2008 के द्वारा किया गया । वेतन समिति का कार्यकाल संकल्प सं० 6939वि०(2) दिनांक 28.07.2009 द्वारा दिनांक 30.09.2009 तक राज्य सरकार को प्रतिवेदन समर्पित करने हेतु विस्तारित किया गया ।

वेतन समिति द्वारा राज्य सरकार के कर्मियों के अलावे विश्वविद्यालय/महाविद्यालयों के शिक्षक/शिक्षकेतर कर्मियों के वेतन/भत्ते के पुनरीक्षण हेतु 09.07.2009 से 17.07.2009 तक प्राप्त अभ्यावेदनों पर सुनवाई नहीं हो सकी है ।

राज्य सरकार द्वारा वेतन समिति के सदस्य सचिव श्री अरूणीश चावला, भा०प्र०से० की प्रतिनियुक्ति केन्द्र सरकार के अधीन हो जाने के कारण श्री राहुल सिंह, भा०प्र०से०, निदेशक नगर विकास विभाग को अधिसूचना संख्या 7356 वि०(2) दिनांक 11.08.2009 के द्वारा वेतन समिति का सदस्य सचिव नामित किया गया है ।

उपर्युक्त परिस्थिति में राज्य सरकार द्वारा समिति से प्रतिवेदन प्राप्त करने की अवधि विस्तारित करने का निर्णय लिया गया है ।

समिति दिनांक 31.12.2009 तक अपना प्रतिवेदन राज्य सरकार को आवश्यक ही सौंप देगी । समिति इसके बाद अवधि विस्तार नहीं किया जायेगा ।

आदेश :- आदेश दिया जाता है कि इस आदेश की प्रति समिति के अध्यक्ष/सदस्य सचिव/मंत्रिमंडल सचिवालय/मुख्यमंत्री के प्रधान सचिव/सभी मंत्री एवं राज्य मंत्री के आस सचिवों/सभी विभागों/विभाध्यक्षों/निबंधक, उच्च न्यायालय/अध्यक्ष, बिहार विधान सभा/सभापति, बिहार विधान परिषद्/सभी प्रमंडलीय आयुक्त/सभी जिला पदाधिकारी बिहार, पटना को सूचना एवं आवश्यक कार्यवाई हेतु प्रेषित किया जाय ।

आदेश दिया जाता है कि इस संकल्प का प्रकाशन सर्वसाधारण की जानकारी के लिए बिहार गजट के असाधारण अंक में किया जाय ।

बिहार राज्यपाल के आदेश से,

ह०/-

(अरूण कुमार सिंह),

सरकार के उप सचिव ।

ज्ञापांक 9529 वि0(2)

दिनांक 09.10.2009

प्रतिलिपि:- वेतन समिति के अध्यक्ष/सचिव/सदस्य सचिव/मंत्रिमंडल सचिव/मुख्यमंत्री के प्रधान सचिव/सभी मंत्री एवं राज्य पमंत्री के आस सचिवों/सभी विभागों सभी विभागध्यक्षों/प्रमंडलीय आयुक्तों/जिला पदाधिकारियों बिहार को सूचना एवं आवश्यक कार्रवाई हेतु प्रेषित ।

ह0/-

(अरूण कुमार सिंह),

सरकार के उप सचिव ।

ज्ञापांक 9529 वि0(2)

दिनांक 09.10.2009

प्रतिलिपि:- अधीक्षक, राजकीय मुद्रणालय, गुलजारबाग पटना को बिहार राजपत्र के अगले अंक में प्रकाशनार्थ प्रेषित ।

ह0/-

(अरूण कुमार सिंह),

सरकार के उप सचिव ।

**ANNEXURE - II****NORMAL REPLACEMENT REVISED PAY STRUCTURE**

S No	Existing Pay Scale	Revised Pay Structure		
		Name of Pay Band	Corresponding Bands	Pay Corresponding Grade Pay
1	2550-3200	1S	4440-7440	1300
2	2610-3340	1S	4440-7440	1400
3	2610-4000	1S	4440-7440	1600
4	2650-4000	1S	4440-7440	1650
5	2750-4400	PB-1	5200-20200	1800
6	3050-4590	PB-1	5200-20200	1900
7	3200-4900	PB-1	5200-20200	2000
8	4000-6000	PB-1	5200-20200	2400
9	4500-7000	PB-1	5200-20200	2800
10	5000-8000	PB-2	9300-34800	4200
11	5500-9000	PB-2	9300-34800	4200
12	6500-10500	PB-2	9300-34800	4200
13	7450-11500	PB-2	9300-34800	4600
14	7500-12000	PB-2	9300-34800	4800
15	8000-13500	PB-2	9300-34800	5400
16	10000-15200	PB-3	15600-39100	6600
17	12000-16500	PB-3	15600-39100	7600
18	14300-18300	PB-4	37400-67000	8700
19	16400-20000	PB-4	37400-67000	8900
20	18400-22400	PB-4	37400-67000	10000

**ANNEXURE - III****ENTRY PAY IN THE REVISED PAY STRUCTURE FOR DIRECT  
RECRUITS APPOINTED ON/OR AFTER 01-01-2006****PB-1 (Rs 5200-20200)**

Grade PAY	PAY IN THE PAY BAND	TOTAL
1800	5200	7000
1900	5830	7730
2000	6460	8460
2400	7510	9910
2800	8560	11360

**PB-2 (Rs. 9300-34800)**

GRADE PAY	PAY IN THE PAY BAND	TOTAL
4200	9300	13500
4600	12540	17140
4800	13350	18150

**PB-3 (Rs. 15600-39100)**

GRADE PAY	PAY IN THE PAY BAND	TOTAL
5400	15600	21000
6600	18750	25350
7600	21900	29500

## PB-4 (Rs. 37400-67000)

GRADE PAY	PAY IN THE PAY BAND	TOTAL
8700	37400	46100
8900	40200	49100
10000	43000	53000
12000	47100	59100

## **ANNEXTURE - IV**

### **FITMENT TABLE**

**Table No-1**

<b>Pre-Revised Scale</b> 2550-55-2660-60-3200		<b>Revised Pay Band+ Grade Pay</b> 1S Rs. 4440-7440+Rs1300	
Pre-Revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2550	4750	1300	6050
2605	4850	1300	6150
2660	4950	1300	6250
2720	5060	1300	6360
2780	5180	1300	6480
2840	5290	1300	6590
2900	5400	1300	6700
2960	5510	1300	6810
3020	5620	1300	6920
3080	5730	1300	7030
3140	5850	1300	7150
3200	5960	1300	7260
3260	6070	1300	7370
3320	6180	1300	7480
3380	6290	1300	7590

**Table No-2**

<b>Pre-Revised Scale</b> 2610-60-3150-65-3540		<b>Revised Pay Band+ Grade Pay</b> 1S Rs. 4440-7440+Rs1400	
Pre-Revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2610	4860	1400	6260
2670	4970	1400	6370
2730	5080	1400	6480
2790	5190	1400	6590
2850	5310	1400	6710
2910	5420	1400	6820
2970	5530	1400	6930
3030	5640	1400	7040
3090	5750	1400	7150
3150	5860	1400	7260
3215	5980	1400	7380
3280	6110	1400	7510
3345	6230	1400	7630
3410	6350	1400	7750
3475	6470	1400	7870
3540	6590	1400	7990
3605	6710	1400	8110
3670	6830	1400	8230
3735	6950	1400	8350

Table No-3

Pre-Revised Scale		Revised Pay Band+ Grade Pay	
2610-60-2910-65-3300-70-4000		1S Rs. 4440-7440+Rs1600	
Pre-Revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2610	4860	1600	6460
2670	4970	1600	6570
2730	5080	1600	6680
2790	5190	1600	6790
2850	5310	1600	6910
2910	5420	1600	7020
2975	5540	1600	7140
3040	5660	1600	7260
3105	5780	1600	7380
3170	5900	1600	7500
3235	6020	1600	7620
3300	6140	1600	7740
3370	6270	1600	7870
3440	6400	1600	8000
3510	6530	1600	8130
3580	6660	1600	8260
3650	6790	1600	8390
3720	6920	1600	8520
3790	7050	1600	8650
3860	7180	1600	8780
3930	7310	1600	8910
4000	7440	1600	9040
4070	7580	1600	9180
4140	7710	1600	9310
4210	7840	1600	9440

Table No-4

Pre-Revised Scale		Revised Pay Band+ Grade Pay	
2650-65-3300-70-4000		1S Rs. 4440-7440+Rs1650	
Pre-Revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2650	4930	1650	6580
2715	5050	1650	6700
2780	5180	1650	6830
2845	5300	1650	6950
2910	5420	1650	7070
2975	5540	1650	7190
3040	5660	1650	7310
3105	5780	1650	7430
3170	5900	1650	7550
3235	6020	1650	7670
3300	6140	1650	7790
3370	6270	1650	7920
3440	6400	1650	8050
3510	6530	1650	8180
3580	6660	1650	8310
3650	6790	1650	8440
3720	6920	1650	8570
3790	7050	1650	8700
3860	7180	1650	8830
3930	7310	1650	8960
4000	7440	1650	9090
4070	7580	1650	9230
4140	7710	1650	9360
4210	7840	1650	9490

Table No-5

Pre-Revised Scale 2750-70-3800-75-4000		Revised Pay Band+ Grade Pay PB-1 Rs. 5200-20200 + Rs1800	
Pre-Revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
750	5530	1800	7330
2820	5530	1800	7330
2890	5700	1800	7500
2960	5700	1800	7500
3030	5880	1800	7680
3100	5880	1800	7680
3170	6060	1800	7860
3240	6060	1800	7860
3310	6160	1800	7960
3380	6290	1800	8090
3450	6420	1800	8220
3520	6550	1800	8350
3590	6680	1800	8480
3660	6810	1800	8610
3730	6940	1800	8740
3800	7070	1800	8870
3875	7210	1800	9010
3950	7350	1800	9150
4025	7490	1800	9290
4100	7630	1800	9430
4175	7770	1800	9570
4250	7910	1800	9710
4325	8050	1800	9850
4400	8190	1800	9990
4475	8330	1800	10130
4550	8470	1800	10270
4625	8610	1800	10410

Table No-6

Pre-Revised Scale 3050-75-3950-80-4590		Revised Pay Band+ Grade Pay PB-1 Rs. 5200-20200 + Rs1900	
Pre-Revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
3050	5880	1900	7780
3125	6060	1900	7960
3200	6060	1900	7960
3275	6100	1900	8000
3350	6240	1900	8140
3425	6380	1900	8280
3500	6510	1900	8410
3575	6650	1900	8550
3650	6790	1900	8690
3725	6930	1900	8830
3800	7070	1900	8970
3875	7210	1900	9110
3950	7350	1900	9250
4030	7500	1900	9400
4110	7650	1900	9550
4190	7800	1900	9700
4270	7950	1900	9850
4350	8100	1900	10000
4430	8240	1900	10140
4510	8390	1900	10290
4590	8540	1900	10440
4670	8690	1900	10590
4750	8840	1900	10740
4830	8990	1900	10890



Table No-7

Pre-Revised Scale		Revised Pay Band+ Grade Pay	
3050-75-3950-80-4590		PB-1 Rs. 5200-20200 + Rs2000	
Pre-Revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
3050	5880	2000	7880
3125	6060	2000	8060
3200	6060	2000	8060
3275	6100	2000	8100
3350	6240	2000	8240
3425	6380	2000	8380
3500	6510	2000	8510
3575	6650	2000	8650
3650	6790	2000	8790
3725	6930	2000	8930
3800	7070	2000	9070
3875	7210	2000	9210
3950	7350	2000	9350
4030	7500	2000	9500
4110	7650	2000	9650
4190	7800	2000	9800
4270	7950	2000	9950
4350	8100	2000	10100
4430	8240	2000	10240
4510	8390	2000	10390
4590	8540	2000	10540
4670	8690	2000	10690
4750	8840	2000	10840
4830	8990	2000	10990

Table No-8

Pre-Revised Scale		Revised Pay Band+ Grade Pay	
3200-85-4900		PB-1 Rs. 5200-20200 + Rs2000	
Pre-Revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
3200	5960	2000	7960
3285	6120	2000	8120
3370	6270	2000	8270
3455	6430	2000	8430
3540	6590	2000	8590
3625	6750	2000	8750
3710	6910	2000	8910
3795	7060	2000	9060
3880	7220	2000	9220
3965	7380	2000	9380
4050	7540	2000	9540
4135	7700	2000	9700
4220	7850	2000	9850
4305	8010	2000	10010
4390	8170	2000	10170
4475	8330	2000	10330
4560	8490	2000	10490
4645	8640	2000	10640
4730	8800	2000	10800
4815	8960	2000	10960
4900	9120	2000	11120
4985	9280	2000	11280
5070	9440	2000	11440
5155	9590	2000	11590

Table No-9

Pre-Revised Scale 3200-85-4900		Revised Pay Band+ Grade Pay PB-1 Rs. 5200-20200 + Rs2400	
Pre-Revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
3200	5960	2400	8360
3285	6120	2400	8520
3370	6270	2400	8670
3455	6430	2400	8830
3540	6590	2400	8990
3625	6750	2400	9150
3710	6910	2400	9310
3795	7060	2400	9460
3880	7220	2400	9620
3965	7380	2400	9780
4050	7540	2400	9940
4135	7700	2400	10100
4220	7850	2400	10250
4305	8010	2400	10410
4390	8170	2400	10570
4475	8330	2400	10730
4560	8490	2400	10890
4645	8640	2400	11040
4730	8800	2400	11200
4815	8960	2400	11360
4900	9120	2400	11520
4985	9280	2400	11680
5070	9440	2400	11840
5155	9590	2400	11990

Table No-10

Pre-Revised Scale 4000-100-6000		Revised Pay Band+ Grade Pay PB-1 Rs. 5200-20200 + Rs2400	
Pre-Revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
4000	7440	2400	9840
4100	7630	2400	10030
4200	7820	2400	10220
4300	8000	2400	10400
4400	8190	2400	10590
4500	8370	2400	10770
4600	8560	2400	10960
4700	8750	2400	11150
4800	8930	2400	11330
4900	9120	2400	11520
5000	9300	2400	11700
5100	9490	2400	11890
5200	9680	2400	12080
5300	9860	2400	12260
5400	10050	2400	12450
5500	10230	2400	12630
5600	10420	2400	12820
5700	10610	2400	13010
5800	10790	2400	13190
5900	10980	2400	13380
6000	11160	2400	13560
6100	11350	2400	13750
6200	11540	2400	13940
6300	11720	2400	14120

Table No-11

Pre-Revised Scale		Revised Pay Band+ Grade Pay	
4000-100-6000		PB-1 Rs. 5200-20200 + Rs2800	
Pre-Revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
4000	7440	2800	10240
4100	7630	2800	10430
4200	7820	2800	10620
4300	8000	2800	10800
4400	8190	2800	10990
4500	8370	2800	11170
4600	8560	2800	11360
4700	8750	2800	11550
4800	8930	2800	11730
4900	9120	2800	11920
5000	9300	2800	12100
5100	9490	2800	12290
5200	9680	2800	12480
5300	9860	2800	12660
5400	10050	2800	12850
5500	10230	2800	13030
5600	10420	2800	13220
5700	10610	2800	13410
5800	10790	2800	13590
5900	10980	2800	13780
6000	11160	2800	13960
6100	11350	2800	14150
6200	11540	2800	14340
6300	11720	2800	14520

Table No-12

Pre-Revised Scale		Revised Pay Band+ Grade Pay	
4500-125-7000		PB-1 Rs. 5200-20200 + Rs2800	
Pre-Revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
4500	8370	2800	11170
4625	8610	2800	11410
4750	8840	2800	11640
4875	9070	2800	11870
5000	9300	2800	12100
5125	9540	2800	12340
5250	9770	2800	12570
5375	10000	2800	12800
5500	10230	2800	13030
5625	10470	2800	13270
5750	10700	2800	13500
5875	10930	2800	13730
6000	11160	2800	13960
6125	11400	2800	14200
6250	11630	2800	14430
6375	11860	2800	14660
6500	12090	2800	14890
6625	12330	2800	15130
6750	12560	2800	15360
6875	12790	2800	15590
7000	13020	2800	15820
7125	13260	2800	16060
7250	13490	2800	16290
7375	13720	2800	16520

Table No-13

Pre-Revised Scale		Revised Pay Band+ Grade Pay	
4500-125-7000		PB-1 Rs. 5200-20200+ Rs4200	
Pre-Revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
4500	9300	4200	13500
4625	9300	4200	13500
4750	9580	4200	13780
4875	9580	4200	13780
5000	9870	4200	14070
5125	9870	4200	14070
5250	10170	4200	14370
5375	10170	4200	14370
5500	10230	4200	14430
5625	10470	4200	14670
5750	10700	4200	14900
5875	10930	4200	15130
6000	11160	4200	15360
6125	11400	4200	15600
6250	11630	4200	15830
6375	11860	4200	16060
6500	12090	4200	16290
6625	12330	4200	16530
6750	12560	4200	16760
6875	12790	4200	16990
7000	13020	4200	17220
7125	13260	4200	17460
7250	13490	4200	17690
7375	13720	4200	17920

Table No-14

Pre-Revised Scale		Revised Pay Band+ Grade Pay	
5000-150-8000		PB-2 Rs. 9300-34800+ Rs4200	
Pre-Revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
5000	9300	4200	13500
5150	9580	4200	13780
5300	9860	4200	14060
5450	10140	4200	14340
5600	10420	4200	14620
5750	10700	4200	14900
5900	10980	4200	15180
6050	11260	4200	15460
6200	11540	4200	15740
6350	11820	4200	16020
6500	12090	4200	16290
6650	12370	4200	16570
6800	12650	4200	16850
6950	12930	4200	17130
7100	13210	4200	17410
7250	13490	4200	17690
7400	13770	4200	17970
7550	14050	4200	18250
7700	14330	4200	18530
7850	14610	4200	18810
8000	14880	4200	19080
8150	15160	4200	19360
8300	15440	4200	19640
8450	15720	4200	19920

Table No-15

Pre-Revised Scale		Revised Pay Band+ Grade Pay	
5500-175-9000		PB-2 Rs. 9300-34800+ Rs4200	
Pre-Revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
5500	10230	4200	14430
5675	10560	4200	14760
5850	10890	4200	15090
6025	11210	4200	15410
6200	11540	4200	15740
6375	11860	4200	16060
6550	12190	4200	16390
6725	12510	4200	16710
6900	12840	4200	17040
7075	13160	4200	17360
7250	13490	4200	17690
7425	13820	4200	18020
7600	14140	4200	18340
7775	14470	4200	18670
7950	14790	4200	18990
8125	15120	4200	19320
8300	15440	4200	19640
8475	15770	4200	19970
8650	16090	4200	20290
8825	16420	4200	20620
9000	16740	4200	20940
9175	17070	4200	21270
9350	17400	4200	21600
9525	17720	4200	21920

Table No-16

Pre-Revised Scale		Revised Pay Band+ Grade Pay	
5500-175-9000		PB-2 Rs. 9300-34800+ Rs4600	
Pre-Revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
5500	10230	4600	14830
5675	10560	4600	15160
5850	10890	4600	15490
6025	11210	4600	15810
6200	11540	4600	16140
6375	11860	4600	16460
6550	12190	4600	16790
6725	12510	4600	17110
6900	12840	4600	17440
7075	13160	4600	17760
7250	13490	4600	18090
7425	13820	4600	18420
7600	14140	4600	18740
7775	14470	4600	19070
7950	14790	4600	19390
8125	15120	4600	19720
8300	15440	4600	20040
8475	15770	4600	20370
8650	16090	4600	20690
8825	16420	4600	21020
9000	16740	4600	21340
9175	17070	4600	21670
9350	17400	4600	22000
9525	17720	4600	22320

Table No-17

Pre-Revised Scale		Revised Pay Band+ Grade Pay	
6500-200-10500		PB-2 Rs. 9300-34800+ Rs4200	
Pre-Revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
6500	12090	4200	16290
6700	12470	4200	16670
6900	12840	4200	17040
7100	13210	4200	17410
7300	13580	4200	17780
7500	13950	4200	18150
7700	14330	4200	18530
7900	14700	4200	18900
8100	15070	4200	19270
8300	15440	4200	19640
8500	15810	4200	20010
8700	16190	4200	20390
8900	16560	4200	20760
9100	16930	4200	21130
9300	17300	4200	21500
9500	17670	4200	21870
9700	18050	4200	22250
9900	18420	4200	22620
10100	18790	4200	22990
10300	19160	4200	23360
10500	19530	4200	23730
10700	19910	4200	24110
10900	20280	4200	24480
11100	20650	4200	24850

Table No-18

Pre-Revised Scale		Revised Pay Band+ Grade Pay	
6500-200-10500		PB-2 Rs. 9300-34800+ Rs4600	
Pre-Revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
6500	12090	4600	16690
6700	12470	4600	17070
6900	12840	4600	17440
7100	13210	4600	17810
7300	13580	4600	18180
7500	13950	4600	18550
7700	14330	4600	18930
7900	14700	4600	19300
8100	15070	4600	19670
8300	15440	4600	20040
8500	15810	4600	20410
8700	16190	4600	20790
8900	16560	4600	21160
9100	16930	4600	21530
9300	17300	4600	21900
9500	17670	4600	22270
9700	18050	4600	22650
9900	18420	4600	23020
10100	18790	4600	23390
10300	19160	4600	23760
10500	19530	4600	24130
10700	19910	4600	24510
10900	20280	4600	24880
11100	20650	4600	25250

Table No-19

Pre-Revised Scale		Revised Pay Band+ Grade Pay	
6500-200-10500		PB-2 Rs. 9300-34800+ Rs4800	
Pre-Revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
6500	12090	4800	16890
6700	12470	4800	17270
6900	12840	4800	17640
7100	13210	4800	18010
7300	13580	4800	18380
7500	13950	4800	18750
7700	14330	4800	19130
7900	14700	4800	19500
8100	15070	4800	19870
8300	15440	4800	20240
8500	15810	4800	20610
8700	16190	4800	20990
8900	16560	4800	21360
9100	16930	4800	21730
9300	17300	4800	22100
9500	17670	4800	22470
9700	18050	4800	22850
9900	18420	4800	23220
10100	18790	4800	23590
10300	19160	4800	23960
10500	19530	4800	24330
10700	19910	4800	24710
10900	20280	4800	25080
11100	20650	4800	25450

Table No-20

Pre-Revised Scale		Revised Pay Band+ Grade Pay	
6500-200-10500		PB-2 Rs. 9300-34800+ Rs5400	
Pre-Revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
6500	12090	5400	17490
6700	12470	5400	17870
6900	12840	5400	18240
7100	13210	5400	18610
7300	13580	5400	18980
7500	13950	5400	19350
7700	14330	5400	19730
7900	14700	5400	20100
8100	15070	5400	20470
8300	15440	5400	20840
8500	15810	5400	21210
8700	16190	5400	21590
8900	16560	5400	21960
9100	16930	5400	22330
9300	17300	5400	22700
9500	17670	5400	23070
9700	18050	5400	23450
9900	18420	5400	23820
10100	18790	5400	24190
10300	19160	5400	24560
10500	19530	5400	24930
10700	19910	5400	25310
10900	20280	5400	25680
11100	20650	5400	26050

Table No-21

Pre-Revised Scale 7450-225-11500		Revised Pay Band+ Grade Pay PB-2 Rs. 9300-34800+ Rs4600	
Pre-Revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
7450	13860	4600	18460
7675	14280	4600	18880
7900	14700	4600	19300
8125	15120	4600	19720
8350	15540	4600	20140
8575	15950	4600	20550
8800	16370	4600	20970
9025	16790	4600	21390
9250	17210	4600	21810
9475	17630	4600	22230
9700	18050	4600	22650
9925	18470	4600	23070
10150	18880	4600	23480
10375	19300	4600	23900
10600	19720	4600	24320
10825	20140	4600	24740
11050	20560	4600	25160
11275	20980	4600	25580
11500	21390	4600	25990
11725	21810	4600	26410
11950	22230	4600	26830
12175	22650	4600	27250

Table No-22

Pre-Revised Scale 7450-225-11500		Revised Pay Band+ Grade Pay PB-2 Rs. 9300-34800+ Rs4800	
Pre-Revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
7450	13860	4800	18660
7675	14280	4800	19080
7900	14700	4800	19500
8125	15120	4800	19920
8350	15540	4800	20340
8575	15950	4800	20750
8800	16370	4800	21170
9025	16790	4800	21590
9250	17210	4800	22010
9475	17630	4800	22430
9700	18050	4800	22850
9925	18470	4800	23270
10150	18880	4800	23680
10375	19300	4800	24100
10600	19720	4800	24520
10825	20140	4800	24940
11050	20560	4800	25360
11275	20980	4800	25780
11500	21390	4800	26190
11725	21810	4800	26610
11950	22230	4800	27030
12175	22650	4800	27450



Table No-23

Pre-Revised Scale 7500-250-12000		Revised Pay Band+ Grade Pay PB-2 Rs. 9300-34800+ Rs4800	
Pre-Revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
7500	13950	4800	18750
7750	14420	4800	19220
8000	14880	4800	19680
8250	15350	4800	20150
8500	15810	4800	20610
8750	16280	4800	21080
9000	16740	4800	21540
9250	17210	4800	22010
9500	17670	4800	22470
9750	18140	4800	22940
10000	18600	4800	23400
10250	19070	4800	23870
10500	19530	4800	24330
10750	20000	4800	24800
11000	20460	4800	25260
11250	20930	4800	25730
11500	21390	4800	26190
11750	21860	4800	26660
12000	22320	4800	27120
12250	22790	4800	27590
12500	23250	4800	28050
12750	23720	4800	28520

Table No-24

Pre-Revised Scale 7500-250-12000		Revised Pay Band+ Grade Pay PB-2 Rs. 9300-34800+ Rs5400	
Pre-Revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
7500	13950	5400	19350
7750	14420	5400	19820
8000	14880	5400	20280
8250	15350	5400	20750
8500	15810	5400	21210
8750	16280	5400	21680
9000	16740	5400	22140
9250	17210	5400	22610
9500	17670	5400	23070
9750	18140	5400	23540
10000	18600	5400	24000
10250	19070	5400	24470
10500	19530	5400	24930
10750	20000	5400	25400
11000	20460	5400	25860
11250	20930	5400	26330
11500	21390	5400	26790
11750	21860	5400	27260
12000	22320	5400	27720
12250	22790	5400	28190
12500	23250	5400	28650
12750	23720	5400	29120

Table No-25

Pre-Revised Scale		Revised Pay Band+ Grade Pay	
8000-275-13500		PB-2 Rs. 9300-34800+ Rs5400	
Pre-Revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
8000	14880	5400	20280
8275	15400	5400	20800
8550	15910	5400	21310
8825	16420	5400	21820
9100	16930	5400	22330
9375	17440	5400	22840
9650	17950	5400	23350
9925	18470	5400	23870
10200	18980	5400	24380
10475	19490	5400	24890
10750	20000	5400	25400
11025	20510	5400	25910
11300	21020	5400	26420
11575	21530	5400	26930
11850	22050	5400	27450
12125	22560	5400	27960
12400	23070	5400	28470
12675	23580	5400	28980
12950	24090	5400	29490
13225	24600	5400	30000
13500	25110	5400	30510
13775	25630	5400	31030
14050	26140	5400	31540
14325	26650	5400	32050

Table No-26

Pre-Revised Scale		Revised Pay Band+ Grade Pay	
10000-325-15200		PB-3 Rs. 15600-39100+ Rs6600	
Pre-Revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
10000	18600	6600	25200
10325	19210	6600	25810
10650	19810	6600	26410
10975	20420	6600	27020
11300	21020	6600	27620
11625	21630	6600	28230
11950	22230	6600	28830
12275	22840	6600	29440
12600	23440	6600	30040
12925	24050	6600	30650
13250	24650	6600	31250
13575	25250	6600	31850
13900	25860	6600	32460
14225	26460	6600	33060
14550	27070	6600	33670
14875	27670	6600	34270
15200	28280	6600	34880
15525	28880	6600	35480
15850	29490	6600	36090
16175	30090	6600	36690

Table No-27

Pre-Revised Scale		Revised Pay Band+ Grade Pay	
12000-375-16500		PB-3 Rs. 15600-39100+ Rs7600	
Pre-Revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
12000	22320	7600	29920
12375	23020	7600	30620
12750	23720	7600	31320
13125	24420	7600	32020
13500	25110	7600	32710
13875	25810	7600	33410
14250	26510	7600	34110
14625	27210	7600	34810
15000	27900	7600	35500
15375	28600	7600	36200
15750	29300	7600	36900
16125	30000	7600	37600
16500	30690	7600	38290
16875	31390	7600	38990
17250	32090	7600	39690
17625	32790	7600	40390

Table No-28

Pre-Revised Scale		Revised Pay Band+ Grade Pay	
14300-400-18300		PB-4 Rs. 37400-67000+ Rs8700	
Pre-Revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
14300	37400	8700	46100
14700	37400	8700	46100
15100	38530	8700	47230
15500	38530	8700	47230
15900	39690	8700	48390
16300	39690	8700	48390
16700	40890	8700	49590
17100	40890	8700	49590
17500	42120	8700	50820
17900	42120	8700	50820
18300	43390	8700	52090
18700	43390	8700	52090
19100	44700	8700	53400
19500	44700	8700	53400

Table No-29

Pre-Revised Scale 18400-500-22400		Revised Pay Band+ Grade Pay PB-4 Rs. 37400-67000+ Rs10000	
Pre-Revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
18400	44700	10000	54700
18900	46050	10000	56050
19400	46050	10000	56050
19900	47440	10000	57440
20400	47440	10000	57440
20900	48870	10000	58870
21400	48870	10000	58870
21900	50340	10000	60340
22400	51850	10000	61850
22900	53410	10000	63410
23400	55020	10000	65020
23900	56680	10000	66680

Table No-30

Pre-Revised Scale 16400-450-20000		Revised Pay Band+ Grade Pay PB-4 Rs. 37400-67000+ Rs8900	
Pre-Revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
16400	39690	8900	48590
16850	40890	8900	49790
17300	40890	8900	49790
17750	42120	8900	51020
18200	42120	8900	51020
18650	43390	8900	52290
19100	43390	8900	52290
19550	44700	8900	53600
20000	44700	8900	53600
20450	46050	8900	54950
20900	46050	8900	54950
21350	47440	8900	56340

## वेतन\_समिति\_के\_समक्ष\_प्राप्त\_संघ/महासंघों\_के\_अभ्यावेदन\_एवं\_सुनवाई\_की\_स्थिति

क्र०	संघ/महासंघ का नाम	सुनवाई की तिथि
1	बिहार राज्य पशुपालन अराजपत्रित कर्मचारी संघ, पटना	06.03.09
2	नलकूप चालक संघ	06.03.09
3	बिहार राज्य अराजपत्रित कर्मचारी महासंघ (श्रमिक भावना)	06.03.09
4	बिहार भविष्य निधि अराजपत्रित कर्मचारी महासंघ	06.03.09
5	बिहार राज्य अराजपत्रित कर्मचारी महासंघ (त्रिपाठी गुट)	06.03.09
6	बिहार राज्य अराजपत्रित कर्मचारी महासंघ (सेवांजली)	06.03.09
7	बिहार राज्य चतुर्थवर्गीय सरकारी कर्मचारी महासंघ	06.03.09
8	बिहार राज्य अराजपत्रित पशुपालन सांख्यिकी कर्मचारी संघ	20.03.09
9	बिहार राज्य चतुर्थवर्गीय सरकारी कर्मचारी महासंघ	20.03.09
10	बिहार राज्य निबंधन विभाग अराजपत्रित कर्मचारी संघ	20.03.09
11	बिहार राज्य समाज अयोजक संघ	20.03.09
12	बिहार राज्य सरकारी कर्मचारी महासंघ	20.03.09
13	बिहार राज्य भू-मापक एवं परिमापक संघ	20.03.09
14	राजभाषा कर्मचारी संघ	20.03.09
15	बिहार राज्य आशुलिपिक/आशुटंकक संघ	20.03.09
16	बिहार राज्य अभियंत्रण रेखांकक संघ	20.03.09
17	बिहार राज्य वाणिज्यकर अराजपत्रित कर्मचारी संघ	20.03.09
18	बिहार राज्य अराजपत्रित कर्मचारी महासंघ	23.03.09
19	बिहार राज्य अराजपत्रित तकनीकी कर्मचारी संघ	23.03.09
20	बिहार राज्य तहसील संग्राहक संघ	23.03.09
21	बिहार राज्य कृषि कर्मचारी संघ	23.03.09
22	बिहार रेडियोग्राफर एसोसियेशन	23.03.09
23	जलसंसाधन कर्मचारी कल्याण संघ	23.03.09
24	बिहार सचिवालय सेवा महासंघ	23.03.09
25	यूनाईटेड फोरम ऑफ पटना सेक्रेटारियट इम्पलाईज	23.03.09
26	बिहार राज्य पंचायत सचिव संघ	23.03.09
27	बिहार राज्य सचिवालय सेवा संघ	23.03.09
28	बिहार राज्य कार्य विभाग लेखा-लिपिक संघ	24.03.09
29	बाल विकास परियोजना महिला पर्यवेक्षिका संघ	24.03.09
30	बिहार इम्पलाईज स्टेट इंश्योरेंस स्कीम नन-गजटेड इम्प0 यूनियन	24.03.09
31	बिहार राज्य राज्यपत्रित राष्ट्रीय बचत पदा0 सेवा संघ	24.03.09
32	बिहार राजकीय नलकूप कर्मचारी संघ	24.03.09
33	राजभाषा सहायक संघ	24.03.09
34	बिहार राज्य कर्मचारी महासंघ	24.03.09
35	बिहार अनूसचिवीय कर्मचारी संघ	24.03.09
36	बिहार राज्य देशी चिकित्सा मिश्रक संघ	24.03.09
37	बिहार स्टेट स्टेटिकल इम्पलाईज सर्विस एसो0	25.03.09

38	बिहार लेबर इनफोर्समेंट ऑफिसर एसो0	25.03.09
39	बिहार आपूर्ति सेवा संघ	25.03.09
40	बिहार इंस्पेक्टर सुपरवाईजरी एससोसियेशन ÷ 'बीसा'	25.03.09
41	बिहार राज्य पाट-पर्यवेक्षक संघ	25.03.09
42	बिहार राज्य खाद्य निरीक्षक संघ	25.03.09
43	बिहार राज्य अन्वेषक/प्रसार पदा0 (उद्यो0 एवं वाणि0) कल्याण संघ	25.03.09
44	बिहार राज्य प्रसार पदा0 (उद्यो0 एवं वाणि0) संघ	25.03.09
45	बिहार राज्य पशुधन पर्यवेक्षक संघ	25.03.09
46	बिहार राज्य पशुधन पर्यवेक्षक संघ	25.03.09
47	बिहार राज्य मलेरिया निरीक्षक संघ	25.03.09
48	मत्स्य प्रसार पर्यवेक्षक/मत्स्य निरीक्षक/मत्स्य प्रसार पदाधिकारी संवर्ग	25.03.09
49	बिहार कृषि सेवा संघ	25.03.09
50	बिहार कृषि स्तानक सेवा संघ	25.03.09
51	बिहार पुलिस अनुसचिवीय	02.04.09
52	बिहार सचिवालय आशुलिपिक सेवा संघ	02.04.09
53	बिहार सचिवालय आशुलिपिक सेवा संघ	02.04.09
54	बिहार राज्य अंकेक्षक संघ	02.04.09
55	बिहार राज्य अंकेक्षक संघ	02.04.09
56	बिहार राज्य अंकेक्षक संघ	02.04.09
57	बिहार राज्य प्रशासनिक अंकेक्षक संघ	02.04.09
58	सचिवालय लिपिकीय सेवा संघ	02.04.09
59	उत्पाद एवं मद्य निषेध सहायक अवर निरीक्षक संघ	02.04.09
60	उत्पाद आरक्षी महासंघ	02.04.09
61	डायटिशियन सोसायटी ऑफ रजिस्टर्ड डायटिशियन	02.04.09
62	प्रधान पुस्ताध्यक्ष, महाधिवक्ता कार्यालय	02.04.09
63	बिहार चिकित्सा एवं जनस्वास्थ्य कर्मचारी संघ	02.04.09
64	बिहार पुलिस एसोसियेशन	08.04.09
65	बिहार पुलिस एसोसियेशन	08.04.09
66	बिहार पुलिस मेंस एसोसियेशन	08.04.09
67	बिहार पुलिस चतुर्थवर्गीय कर्मचारी संघ	08.04.09
68	बिहार पुलिस चतुर्थवर्गीय कर्मचारी संघ	08.04.09
69	बिहार राज्य अनुसचिवीय सरकारी कर्म0 संघ	08.04.09
70	बिहार कार सेवा संघ	08.04.09
71	बिहार राज्य कारा कर्मचारी संघ	08.04.09
72	बिहार जेल मेंस एसोसियेशन	08.04.09
73	बिहार पुलिस मेंस एसोसियेशन (अग्निशाम)	08.04.09
74	बिहार पुलिस एसोसियेशन (वायरलेस)	08.04.09
75	बिहार पुलिस सर्विस एसोसियेशन	08.04.09
76	राजपत्रित पदाधिकारी संघ	08.04.09
77	बिहार रक्षा वाहिनी स्वयं सेवक संघ	08.04.09

78	बिहार निबंधन सेवा संघ	08.04.09
79	बिहार प्रदेश फार्मसी टीचर एसो0	09.04.09
80	बिहार एसोसियेशन ऑफ प्रोस्थेटिस्ट एवं आर्थोटिस्ट	09.04.09
81	नेशनल आपथेलमिक एसोसियेशन	09.04.09
82	बिहार राज्य पारा मेडिकल एसोसियेशन	09.04.09
83	डिप्लोमा फार्मासिस्ट आर्गेनाईजेशन	09.04.09
84	बुनियादी कार्यकर्ता (स्वास्थ्य) संघ	09.04.09
85	मेडिकल लेबोरेट्री टेक्नोलॉजिस्ट एसोसियेशन	09.04.09
86	बिहार चिकित्सा एवं जन स्वास्थ्य कर्मचारी संघ	09.04.09
87	नेशनल पब्लिक हेल्थ एलायंस	09.04.09
88	बिहार राज्य अचिकित्सा सहायक संघ	09.04.09
89	बिहार राज्य मलेरिया कर्मचारी संघ	09.04.09
90	बिहार राज्य मलेरिया निरीक्षक संघ	09.04.09
91	पुस्तकाध्यक्ष, आयुर्वेद कॉलेज, पटना	09.04.09
92	बिहार चिकित्सा एवं जन स्वास्थ्य परि0 संघ	09.04.09
93	द ट्रेड नर्सिंग एसो0 ऑफ इंडिया, बिहार ईकाई, पटना	09.04.09
94	द ट्रेड नर्सिंग एसो0 ऑफ इंडिया, बिहार ईकाई, दरभंगा	09.04.09
95	बिहार मत्स्य सेवा संघ	15.04.09
96	बिहार सांख्यिकी रापत्रित सेवा संघ	15.04.09
97	बिहार राज्य प्रवेशन सेवा (राज0) संघ	15.04.09
98	बिहार वास्तुविद सेवा संघ	15.04.09
99	सिविल डिफेंस एसोसियेशन	15.04.09
100	बिहार राज्य समाजिक सुरक्षा सेवा संघ	15.04.09
101	बिज्ञान एवं प्रावैधिकी निबंधक सेवा संघ	15.04.09
102	बिहार लेखा सेवा संघ	15.04.09
103	बिहार नियोजन सेवा संघ	15.04.09
104	बिहार खनन अभियंत्रण सेवा संघ	15.04.09
105	बिहार सहकारीता सेवा (अंकेक्षण) संघ	15.04.09
106	बिहार राज्य सरकारी अंकेक्षण पदाधिकारी संघ	15.04.09
107	बिहार वैज्ञानिक सेवा संघ	15.04.09
108	आई0सी0डी0 एस0 इम्पलाइज बेलफेयर एसोसियेशन	17.04.09
109	समेकित बाल विकास सेवा संघ	17.04.09
110	बिहार राज्य राजपत्रित विशेषज्ञ (अंगुलांक एवं हस्तलिपि) संघ	17.04.09
111	बिहार ईख सेवा संघ	17.04.09
112	ऑल इन्डिया फेमिली वेलफेयर इम्पलाइज एसोसियेशन	17.04.09
113	बिहार राजस्व सेवा संघ	17.04.09
114	बिहार अभियोजन सेवा संघ	17.04.09
115	बिहार अभियोजन पदाधिकारी संघ	17.04.09
116	वनों के क्षेत्र पदाधिकारी सेवा संघ	17.04.09
117	सिंचाई राजस्व पदाधिकारी संघ	17.04.09

118	बिहार राज्य कल्याण पदाधिकारी संघ	17.04.09
119	बिहार प्रखंड पंचायत राज पदाधिकारी संघ	17.04.09
120	बिहार सहकारिता प्रसार पदाधिकारी संघ	17.04.09
121	अखिल भारतीय आयुर्वेद विशेषज्ञ स्नातकोत्तर सम्मलेन	22.04.09
122	बिहार राज्य आयुर्वेद एवं यूनानी चिकित्सा पदाधिकारी संघ	22.04.09
123	आयुर्वेदिक चिकित्सा पदाधिकारी संघ	22.04.09
124	बिहार पशु चिकित्सा संघ	22.04.09
125	बिहार पशु चिकित्सा संघ	22.04.09
126	बिहार राज्य औषधि नियंत्रण सेवा संघ	22.04.09
127	बिहार राज्य उत्पाद एवं मद्य निषेध पदाधिकारी संघ	22.04.09
128	बिहार विशेष कार्यपालक दंडाधिकारी संघ	22.04.09
129	बिहार शिक्षा सेवा पदाधिकारी संघ (संग्रहालय शाखा)	22.04.09
130	बिहार राज्य सरकारी दंत चिकित्सक संघ	24.04.09
131	बिहार डेंटल हेल्थ सर्विस एसोसिएशन	24.04.09
132	बिहार स्वास्थ्य सेवा संघ	24.04.09
133	इंडियन मेडिकल एसोसिएशन	24.04.09
134	होमियोपैथ पदाधिकारी संघ	24.04.09
135	एओएमआईआई/डिग्रीधारी अभियंत्रण सेवा संघ	24.04.09
136	बिहार अभियंत्रण सेवा संघ	24.04.09
137	बिहार औद्योगिक प्रशिक्षण संस्थान पदाधिकारी एसोसिएशन	29.04.09
138	बिहार राज्य औद्योगिक प्रशिक्षण संस्थान कर्मो संघ	29.04.09
139	बिहार वन अराजपत्रित कर्मचारी संघ	29.04.09
140	बिहार कृषि सेवा संघ कोटि-08 (माप-तौल)	29.04.09
141	बिहार कृषि अभियंत्रण सेवा संघ	29.04.09
142	बिहार राज्य उद्योग सेवा संघ	29.04.09
143	बिहार श्रम सेवा (सामान्य) एसोसिएशन	29.04.09
144	बिहार श्रम सेवा (तकनीकी) संघ	29.04.09
145	संजय गांधी जैविक उद्यान कर्मचारी संघ	12.05.09
146	बिहार राज्य मोटर यान चालक संघ	12.05.09
147	बिहार राज्य मोटरयान चालक संघ	12.05.09
148	बिहार राज्य एनओसीओसीओ कर्मचारी संघ	12.05.09
149	बिहार राज्य क्षेत्रीय कार्यालय लिपिकीय सेवा संघ (बी.पी.एस.सी. चयनित)	12.05.09
150	बिहार राज्य कल्याण विभागीय अराजपत्रित कर्मो संघ	12.05.09
151	बिहार राज्य आंगनबाड़ी सेविका सहायिका कर्मचारी संघ	12.05.09
152	बिहार राज्य अनुसचिवीय संघर्ष मोर्चा	12.05.09
153	बिहार राज्य सहकारिता विभाग मुफ्तिसल अनुसचिवीय कर्मो संघ	12.05.09
154	बिहार राज्य पंचायत सेवक संघ	12.05.09
155	बिहार राज्य जनसेवक संघ	12.05.09
156	बिहार राज्य योजना एवं विकास सेवा संघ	13.05.09
157	बिहार राज्य योजना एवं विकास सेवा संघ	13.05.09



158	बिहार राज्य राजपत्रित पदाधिकारी संघ	13.05.09
159	बिहार सहकारिता सेवा	13.05.09
160	बिहार राज्य सहकारिता पबंधक संघ	13.05.09
161	बिहार राज्य उद्यान सेवा संघ	13.05.09
162	बिहार वन सेवा संघ	13.05.09
163	सबआर्डिनेट इंजिनियर्स एसोसियेशन	13.05.09
164	महिला प्रसार पदाधिकारी संघ	13.05.09
165	लोक स्वास्थ्य अभियंत्रण विभाग कर्म० संघ, पटना	21.05.09
166	लोक स्वास्थ्य अभि० विभाग कर्म० संघ भागलपुर	21.05.09
167	लोक स्वास्थ्य अभियंत्रण विभाग (यांत्रिक) कर्म० संघ, मुजफ्फरपुर	21.05.09
168	बिहार राज्य लोक स्वा०अभि० कर्मचारी संघ , पटना	21.05.09
169	बिहार राज्य लोक स्वा०अभि० संघर्षशील कर्म० संघ	21.05.09
170	बिहार राज्य प्रयोगशाला सहायक संघ, लोक स्वास्थ्य	21.05.09
171	बिहार प्रांतीय पी० डब्ल्यू०डी० वर्कर्स यूनियन, पटना ।	21.05.09
172	बिहार राज्य पथ एवं भवन निर्माण विभाग कर्म० यूनियन	21.05.09
173	बिहार राज्य पथ एवं भवन निर्माण विभाग कर्म० यूनियन	21.05.09
174	बिहार प्रयोगशाला सेवक संघ	21.05.09
175	प्रयोगशाला सहायक संघ	21.05.09
176	बिहार राज्य अभियंत्रण रेखांकक संघ, मुजफ्फरपुर	22.05.09
177	बिहार राज्य अभियंत्रण रेखांकक संघ, हाजीपुर	22.05.09
178	बिहार लोक निर्माण विभाग अनुसचिवीय कर्म० संघ, पटना	22.05.09
	बिहार राज्य चतुर्थवर्गीय सरकारी कर्मचारी संघ, विशेष शाखा विद्युत कार्य	
179	विभाग	22.05.09
180	बिहार राज्य विद्युत कार्यविभाग कर्मचारी संघ, विद्युत कार्य विभाग अंचल, पटना	22.05.09
181	बिहार राज्य विद्युत कार्य विभाग कर्मचारी संघ	22.05.09
182	बिहार प्रांतीय निफ्ट इरिगेशन कर्मचारी संघ	22.05.09
183	बिहार राज्य लघु सिंचाई कर्मचारी संघ	22.05.09
184	बिहार राज्य लघु सिंचाई कर्मचारी संघ	22.05.09
185	लघु सिंचाई कर्मचारी संघ	22.05.09
186	सिंचाई कामगार यूनियन	22.05.09
187	बिहार राज्य सिंचाई कर्मचारी संघ, मुजफ्फरपुर	22.05.09
188	बिहार राज्य सिंचाई विभाग कर्मचारी यूनियन	22.05.09
189	बिहार राज्य सिंचाई विभाग कर्मचारी यूनियन	22.05.09
190	कोशी प्रोजेक्ट वर्कर्स यूनियन, पूर्णिया	22.05.09
191	बिहार राज्य सिंचाई अभियंत्रण अराजपत्रित कर्मचारी संघ	22.05.09
192	बिहार राज्य शोध सहायक संघ	22.05.09
193	बिहार राज्य निव्हरचन सेवा संघ	27.05.09
194	बिहार वित्त सेवा संघ	27.05.09
195	जिला परिवहन पदाधिकारी (विभागीय) संघ संघ	27.05.09
196	बिहार राज्य अवर उद्योग क्षेत्रीय पदाधिकारी संघ	27.05.09

197	बिहार राज्य विधिक माप विज्ञान माप-तौल संघ	27.05.09
198	बिहार राज्य मत्स्य कर्मचारी संघ	27.05.09
199	बिहार सिल्क टेक्सटाईल टेक्नोलॉजिस्ट सर्विसेज एसोसियेशन बिहार राज्य (+2) व्याख्याता संघ सर गणेश दत्त पाटलीपुत्रा इंटर स्तरीय	27.05.09
200	विद्यालय पटना	18.06.09
201	बिहार(+2) लेक्चरर एसोसियेशन संघ पटना कॉलेजिएट स्कूल, दरियापुर, पटना	18.06.09
202	बिहार प्रदेश(+2) व्याख्याता संघ पटना हाईस्कूल गर्दनीबाग, पटना	18.06.09
203	राजकीय माध्यमिक विद्यालय प्राचार्य संघ पटना कॉलेजिएट स्कूल पटना	18.06.09
204	बिहार राज्य उच्च माध्यमिक (+2) विद्यालय प्राचार्य मंच कदम कुओं पटना बिहार राज्य संस्कृत शिक्षक महासंघ राजकीय संस्कृत उच्च विद्यालय, काजीपुर	18.06.09
205	पटना	18.06.09
206	बिहार संस्कृत शिक्षक संयुक्त मोर्चा, पुनाई चक	18.06.09
207	बिहार माध्यमिक शिक्षक संघ जमालरोड, पटना	18.06.09
208	बिहार राज्य प्राथमिक शिक्षक संघ भुवनेश्वर शिक्षक सेवा सदन पटना	18.06.09
209	बिहार राज्य प्राथमिक शिक्षक संघर्ष मोर्चा जमाल रोड पटना	18.06.09
210	बिहार माध्यमिक शिक्षक संघ कंकड़बाग, पटना	18.06.09
211	स्नातकोत्तर प्राथमिक शिक्षक संघ दानापुर पटना	18.06.09
212	आवासीय विद्यालय (कल्याण विभाग) शिक्षक संघ, पुनपुन पटना	18.06.09
213	बिहार शिक्षा सेवा महासंघ बिहार पटना	18.06.09
214	बिहार राज्य अवर शिक्षा सेवा संघ प्रारंभिक शखा	18.06.09
215	बिहार राज्य प्राथमिक माध्यमिक शिक्षकर्मो संयुक्त मोर्चा पुनाईचक	18.06.09
216	बिहार अल्पसंख्यक माध्यमिक शिक्षक संघ	02.07.09
217	बिहार अल्पसंख्यक माध्यमिक शिक्षक संघ	02.07.09
218	मदरसा टीचर्स एवं वेलफेयर एसोसियेशन बिहार पटना	02.07.09
219	ऑल बिहार मदरसार टीचर्स एसोसियेशन पटना	02.07.09
220	बिहार राज्य राजकीय माध्यमिक शिक्षक संघ, पटना हाई स्कूल	02.07.09
221	बिहार राज्य शिक्षा सेवा संघ अनिसाबाद पटना	02.07.09
222	बिहार अराजपत्रित प्रारंभिक शिक्षक संघ	02.07.09
223	बिहार अराजपत्रित प्रारंभिक शिक्षक संघ,	02.07.09
224	बिहार राज्य क्रांतिकारी प्राथमिक शिक्षक संघ	02.07.09
225	बिहार राज्य राजकीय बुनियादी विद्यालय शिक्षक संघ भगलपुर प्रमंडल	02.07.09
226	बिहार राज्य राजकीय बुनियादी विद्यालय शिक्षक संघ पटना	02.07.09
227	बिहार प्रदेश (+2) व्यावसायिक शिक्षा संघ पटना	02.07.09
228	जिला +2 व्यावसायिक शिक्षा संघ मुंगेर	02.07.09
229	बिहार प्रदेश व्यावसायिक शिक्षा संघ अनिसाबाद पटना	02.07.09
230	बिहार प्रदेश व्यावसायिक शिक्षा संघ मुजफ्फरपुर	02.07.09
231	शिल्पी संघ	02.07.09
232	बिहार राज्य शिक्षा अनु० कर्म० संघ	03.07.09
233	बिहार माध्यमिक शिक्षकेतर कर्म० संघ	03.07.09
234	बिहार राज्य प्रारंभिक शिक्षक संघ	03.07.09

235	बिहार राज्य प्राथमिक शिक्षक संघ सीवान	03.07.09
236	बिहार राज्य प्राथमिक शिक्षक संघ छपरा	03.07.09
237	सीतामढ़ी जिला प्राथमिक शिक्षक संघ	03.07.09
238	बिहार माध्यमिक शिक्षक संघ जहानाबाद	03.07.09
239	बिहार राज्य अनौपचारिक शिक्षाकर्मचारी संघ गोप गुट बेली रोड	03.07.09
240	बिहार शिक्षा परियोजना परिषद् इ० यूनि० पटना ।	03.07.09
241	बिहार राज्य व्यस्यक शिक्षा अनुदेशक पर्य० कर्म० पटना	03.07.09
242	बिहार शारीरिक शिक्षा सेवा संघ सीतामढ़ी	03.07.09
243	बिहार राज्य नवनिर्मुक्त शारीरिक शिक्षक संघ पटना	03.07.09
244	बिहार राज्य शारीरिक शिक्षा सेवा संघ पटना	03.07.09
245	बिहार राष्ट्रभाषा परिषद् पदा० कर्म० संघ पटना	08.07.09
246	बिहार राज्य प्रशिक्षित परिघापक संघ	08.07.09
247	बिहार राज्य परिघापक एवं स्वास्थ्य कार्यकर्ता संघ	08.07.09
248	बिहार राज्य अराज०कर्म० महासंघ गोपगुट	08.07.09
249	बिहार चिकित्सा एवं जनस्वास्थ्य कर्मचारी संघ	08.07.09
250	बिहार राज्य परिचारिका संघर्ष समिति	08.07.09
251	बिहार चिकित्सा एवं जनस्वास्थ्य कर्म० संघ	08.07.09
252	बिहार राज्य स्वा. प्रशिक्षक संघ	08.07.09
253	बिहार राज्य स्वास्थ्य प्रशिक्षक संघ	08.07.09
254	अखिल भारतीय परिवार कल्याण कर्मचारी संघ	08.07.09
255	बिहार राज्य चिकित्सा कर्मचारी संघ , इंटक	08.07.09
256	बिहार राज्य यक्ष्मा स्वा० परिदर्शक कल्याण समिति	08.07.09
257	बिहार राज्य बी०सी०जी० दलनायक (प्र.) एवं प्रावैधिक कर्मचारी संघ	08.07.09
258	बिहार राज्य चिकित्सा कर्मचारी संघ , इंटक	08.07.09
259	बिहार राज्य चिकित्सा कर्मचारी संघ , इंटक	08.07.09
260	बिहार चिकित्सा एवं जनस्वास्थ्य कर्म० संघ	08.07.09
261	बिहार चिकित्सा एवं जनस्वास्थ्य कर्मचारी संघ	08.07.09
262	बिहार चिकित्सा एवं जनस्वास्थ्य कर्मचारी संघ	08.07.09
263	बिहार राज्य कृषि क्षेत्र सहायक संघ	09.07.09
264	क्षेत्र अधीक्षक संघ	09.07.09
265	बिहार राज्य कृषि क्षेत्र सहायक संघ	09.07.09
266	क्षेत्र अधीक्षक संघ	09.07.09
267	बिहार राज्य तकनीकी संघ	09.07.09
268	बिहार राज्य पुशुपालन अराजपत्रित कर्मचारी संघ	09.07.09
269	बिहार राज्य पशुधन सहायक संघ	09.07.09
270	बिहार राज्य पशुधन सहायक संघ	09.07.09
271	बिहार राज्य पशुपालन सेवा (सांख्यिकी) संघ	09.07.09
272	बिहार राज्य कल्याण विभागीय अराजपत्रित कर्मचारी संघ	09.07.09
273	सिविल विमानन कर्मचारी संघ	09.07.09
274	श्रम विभाग कल्याण समिति	09.07.09

275	बिहार राज्य नियोजनालय अराजपत्रित कर्मचारी संघ	09.07.09
276	बिहार सांख्यिकी संघ	09.07.09
277	बिहार स्टेअ उर्दू मुलाजमीन यूनियन	13.07.09
278	राजभाषा उर्दू कर्मचारी संघ	13.07.09
279	राजभाषा कर्मचारी संघ, सीतामढ़ी	13.07.09
280	राजभाषा टंकक कर्मचारी संघ	13.07.09
281	राजभाषा कर्मचारी संघ	13.07.09
282	पटना सचिवालय अनुसचिवीय कर्म0 संघ	13.07.09
283	बिहार राज्य पिउन एसोसियेशन	13.07.09
284	बिहार सचिवालय चतुर्थवर्गीय कर्मचारी संघ	13.07.09
285	द बिहार गवमेन्ट प्रेस इम्पलाईज यूनियन	13.07.09
286	बिहार सचिवालय मुद्रणालय तकनीकी कर्मचारी संघ	13.07.09
287	राजकीय लेखन सामाग्री भंगार एवं प्रकाशन	13.07.09
288	सचिवालय लेखापाल संघ	13.07.09
289	सचिवालय अधीक्षक (टंकक शाखा) संघ	13.07.09
290	सचिवालय विकास संगठन	13.07.09
291	सचिवालय एकता मंच	13.07.09
292	बिहार राज्य टेलीप्रिंटर/टेलेक्स ऑपरेटर संघ	13.07.09
293	बिहार अनुसचिवीय कर्मचारी संघ	13.07.09
294	बिहार राज्य रेशम अधिदर्शक संवर्ग तकनीकी कर्मचारी संघ गोप गुट	13.07.09
295	बिहार राज्य जनसेवक संघ	15.07.09
296	बिहार राज्य भूमि सुधार कर्मचारी संघ	15.07.09
297	बिहार राज्य भूमि सुधार कर्मचारी संघ	15.07.09
298	बिहार राज्य अंचल निरीक्षक सह कानूनगो संघ	15.07.09
299	बिहार राज्य ऑफिस इम्पलाईज एसोसियेशन	15.07.09
300	बिहार राज्य संग्रहालय कर्मचारी संघ	15.07.09
301	उपेन्द्र महारथी शिल्प अनुसंधान संस्थान	15.07.09
302	बिहार राज्य चतुर्थवर्गीय सरकारी कर्मचारी संघ	15.07.09
303	बिहार राज्य चतुर्थवर्गीय सरकारी कर्मचारी संघ	15.07.09
304	बिहार राज्य चतुर्थवर्गीय सरकारी कर्मचारी संघ	15.07.09
305	बिहार राज्य भू-माप एवं बन्दोबस्त-सह- चकबन्दी कर्मचारी संघ, पटना ।	16.07.09
306	सेवास्तम्ब मंत्रिमंडल (राजभाषा) विभाग, पटना ।	16.07.09
307	बिहार राज्य अराज0 तकनीकी कर्मचारी संघ, मंजफ्फरपुर	16.07.09
308	संयोजक, बिहार राज्य अराजपत्रित कर्मचारी महासंघ, पटना ।	16.07.09
309	बिहार राज्य अराजपत्रित कर्मचारी महासंघ, बेगुसराय	16.07.09
310	बिहार राज्य सरकारी-अर्द्धसरकारी कर्मचारी महासंघ सहरसा	16.07.09
311	बिहार अनुसचिवीय कर्मचारी संघ (सेवांजली), पटना	16.07.09
312	युनाईटेड फोरम ऑफ स्टेअ इम्पलाईज पटना ।	16.07.09
313	बिहार राज्य अराज0 कर्मचारी महासंघ बेतिया ।	16.07.09
314	पाट प्रसार कार्यकर्ता संघ पूर्णियां	16.07.09

315	भागलपुर अभियंत्रण महाविद्यालय शिक्षक संघ	17.07.09
316	बिहार सरकारी अभियंत्रण महाO शिक्षक संघ	17.07.09
317	बिहार राज्य सेवा निवृत्त कार्मिक संघ	17.07.09
318	बिहार होम गार्ड पेंशनर समाज	17.07.09
319	बिहार राज्य सरकारी चतुर्थवर्गीय कर्मचारी संघ	17.07.09
320	बिहार राज्य अराजO कर्मचारी महासंघ	17.07.09
321	बिहार राज्य कर्मचारी महासंघ	17.07.09
322	पदाधिकारी संघ उच्च न्यायालय पटना	17.07.09
323	बिहार राज्य दफादार चौकीदार पंचायत	17.07.09
324	बिहार राज्य दफादार चौकीदार पंचायत सूर्यगढा	17.07.09
325	अखिलभारतीय दफादार चौकीदार पंचायत मुगेर	17.07.09
326	बिहार प्रशासनिक सेवा संघ	17.07.09

### वेतन\_समिति\_के\_समक्ष\_प्राप्त\_व्यक्तिगत\_अभ्यावेदन

क्रO	आवेदक का नाम	संबंधित विभाग/संस्थान/पता
1	जीतेन्द्र शर्मा	लिपिक संह टंकक, अनुमंडलीय अभियोजन कार्याO मसौद्वी
2	निरज कुमार	सहायक शिक्षक, मध्य विद्यालय कुण्डवापर एकंगरसराय, नालन्दा
3	सभी कर्मगण	जगजीवन राम संसदीय अध्ययन एवं राजनितिक शोध संस्थान पटना ।
4	उमाकांत शर्मा	अभिलेखवाह, पथ निर्माण विभाग, पटना ।
5	ओम नारायण यादव	अभिलेखवाह, मुख्य उपभाग, पथ निर्माण विभाग ।
6	मनोज मिश्रा	प्रधान पुस्तकाध्यक्ष, महाधिवक्ता कार्याO उच्च न्यायालय पटना ।
7	प्रभुनाथ सिंह	विमान अनुरक्षण अभियंता, ऑफिसर होस्टल बेली रोड पटना ।
8	रामलखन कुमार वर्मा	सेवा निवृत्त प्रखंड प्रसार प्रशिक्षक पीपीओ नंO 330788
9	निर्मला कुमारी सिन्हा	गाँधी आर्य कन्या उच्च विद्यालय मंसुरगंज पटना ।
10	संजय कुमार	प्रधान लिपिक सह लेखापाल, प्रेस एवं फार्म गया ।
11	क्षतरपाल सिंह चौहान	वायरलेस ऑपरेटर, बाढ़ नियंत्रण कक्ष ।
12	सत्यनारायण मंडल	संयुक्त सचिव, गैर सरकारी मान्यता प्राप्त अल्पसंख्यक संहित भागलपुर
13	रामप्रित सिंह	संगीत शिक्षक, राजकीय नेत्रहीन उच्च विद्यालय कदम कुंआ पटना ।
14	प्रदीप कुमार सिंह	प्रदेश महासचिव, अधिवक्ता पटना उच्च न्यायालय ।
15	रामदयाल प्रसाद	कन्वेनर, नेशनल पब्लिक हेल्थ एलायन्स बिहार स्टेट यूनिट पटना ।
16	कमलेश झा	पशुधन निरीक्षक, जिला पशुपालन पदाधिकारी कार्याO दरभंगा ।
17	मोO जाकिर आलम	सहायक शिक्षक, राOओ मध्य विद्यालय भरिहारी पूO चम्पारण ।
18	मोO सईद	भूगर्भ जल सर्वेक्षण भागलपूर ।
19	अंजनी कुमार पाठक	प्रतिलिपिक, जिला न्यायिक अभिलेखागार समाहरणालय, मुजफ्फरपुर ।
20	प्रेम कुमार एवं अन्य	उच्च योग्यताधारी प्रथम बीOपीOएसOसीO शिक्षक, झाझा प्रखंड ।
21	ललिता सिन्हा	सहायक शिक्षक, राOमOविO अहिरोलिया ।
22	कर्मि गण	बाल विकास परियोजना पदाधिकारी ।
23	कांशी नाथ सिंह	सेवा निवृत्त कोष रक्षक, कसवा गोलाघाट रोड भागलपुर

24	सुधांशु शेखर दास	फोटो कॉपियर सह प्रिंटर ऑपरेटर, वित्त विभाग ।
25	सचिव	गोप गुट इकाई, राजकीय पॉलिटिकलिक सहरसा ।
26	सतीश कुमार यादव	चित्रांकन शिक्षक कला पटना कॉलेजियट स्कुल पटना ।
27	रामेश्वर प्रसाद	पुस्तकाध्यक्ष राजकीय आयुर्वेदिक कॉलेज पटना ।
28	चंद्रवंश नारायण सिंह	सचिव, वैशाली जिला पेंशनर समाज
29	देवनारायण यादव	निदेशक, मिथला स्नातकोत्तर अध्ययन एवं शोध संस्थान दरभंगा ।
30	आदित्य नारायण राय	महासचिव, बिहार कृषि सेवा संघ
31	अंजु कुमारी	महिला स्वा0 कार्यकर्ता, अति0प्रा0स्वा0केन्द्र वैशाली
32	शत्रुघ्न प्रसाद	कल्याण विभाग
33	रामशरण सिंन्हा	लिपिक तिरहुत नहर प्रमंडल सरैया मुजफ्फरपुर
34	अरूण कुमार सिंह	टंकक, लो0स्वा0या0 प्रमंडल पूर्णियाँ
35	अभिषेक कुमार लिपिक	कार्य0 क्षेत्र0 उप निदेशक, स्वा0 सेवा0 कोशी प्रमंडल सहरसा ।
36	सुभाष राम	तिरहुत नहर अंचल रक्सौल
37	मनोज कुमार यादव	प्रदेश अध्यक्ष, गार0 पो0 गंगद्वार जिला मधुबनी
38	डॉ0 गुरुदयाल कुमार सिंन्हा	चिकित्सा पदाधिकारी, प्रा0स्वा0केन्द्र सोनबरसा, सितामढी
39	डॉ0 नवल किशोर साहु	चिकित्सा पदाधिकारी, रा0 औषधालय, सकरी पंडौल
40	कृष्ण कुमार यादव	अधिक्षक, राजकीय अतिथिशाला देशरत्न मार्ग पटना ।
41	जनाकी नन्दन लाल	सेवा निवृत्त सेवक कटिहार
42	गोपाल दत्त शुक्ल	कार्यरत समयपाल बि0रा0पथ परिवहन निगम सितामढी
43	हीरालाल यादव	सेवा निवृत्त शिक्षक पार0 विद्यालय लगडी लदनीया मधुबनी
44	सत्येन्द्र प्रसाद राय	सहायक नियंत्रक, माप तौल विभाग, गोपालगंज
45	शशिकांत ठाकुर	लेजर क्लिपर, यांत्रिक प्रमंडल कोशी योजना बिरपुर
46	प्रधानाध्यापक	महिर्ष गौतम संस्कृत उच्च विद्या0 भोपतपुर, पुसौली कैमुर भभुआ
47	बच्चु यादव	सेवा निवृत्त चिकित्सा समाज सेवक, कुष्ठ नियंत्रण ईकाई जहानाबाद
48	लक्ष्मण मोची	बुनियादि स्वा0 कर्ता मनीगाछी दरभंगा ।
49	सुधीर कुमार दास	लेखा लिपिक, रा0उ0पथ प्रमंडल मुजफ्फरपुर
50	संजीव कुमार ठाकुर	सांख्यिकी लिपिक, अतिरिक्त यक्ष्मा केन्द्र बेनीपुर, दरभंगा ।
51	जितेन्द्र कुमार श्रीवास्तव	लिपिक, साहु जैन उच्च विद्यालय लौरिया प0 चम्पारण ।
52	विरेन्द्र चौधरी	सेवानिवृत्त बैद्य, दिवी विरेंगा औषधालय चांदपुर कटिहार
53	प्रभारी प्रधानाचार्य	एस0बी0ए0एन0 कॉलेज, देरहट्टा लारी अरवल
54	राजलगन पंडित	राजेन्द्र कृषि वि0 वि0 पुसा समस्तीपुर
55	लिपिक गण	गया समाहरणालयय अधिन शेरधाटी अनुमंडल गया ।
56	भक्त प्रहलाद	जिला यक्ष्मा केन्द्र गया ।
57	प्रयोगशाला सहायक गण	एम0आई0टी0 मुजफ्फरपुर
58	मो0 फेजुल रहमान	सहायक शिक्षक उर्दु उच्च0वि0 कुटुम्बा औरंगाबाद
59	चतुर्थ कर्मचारीगण	प्रा0स्वा0केन्द्र बेतिया ।
60	प्रेम नाथ ठाकुर	टेलिफोन ऑपरेटर श्रीकृष्ण चि0 महा0 मुजफ्फरपुर
61	सरमद अली	सीटी0 स्कैन टेक0 पी0एम0सी0एच0 पटना ।
62	प्रमोद कुमार	लेखा लिपिक, सिं0 या0 प्रमंडल छपरा
63	आनन्द प्रकाश	यक्ष्मा प्रदर्शक एवं प्रशिक्षण केन्द्र अगम कुआ पटना

64	राजेश कुमार सिन्हा	लेखापाल रा0म0महावि0 बि0एन0आर0ट्र0कॉ0 कैम्पस गुलजारबाग पटना
65	ंश्रीराम सिंह	पत्राचार लिपिक, कमला नहर प्रमंडल जयनगर मधुबनी
66	चमन प्र0 गुप्ता अन्य कर्मी	डा0ई0ऑपरेटर ग्रेड-सी, डाटा कोषांग वित्त विभाग मुख्य सचिवालय पटना ।
67	रामबाबु गुप्ता	खाद्य एवं उपभोक्ता संरक्षण विभाग पटना ।
68	विजय कुमार	सहायक इलेक्ट्रॉनिक अभियंता सू0एवं जन0 विभाग पटना ।
69	यमुना चौधरी	पुफ रिडर सह अनुवाद सहायक राजस्व एवं भूमी सुधार विभाग पटना
70	सीता सिन्हा	वरीय शिल्पी सेवा निवृत्त पहलवान घाट पटना ।
71	शिवकुमार प्रसाद	राज्य आयोग उपभोक्ता संरक्षण पटना
72	सुरेन्द्र प्रसाद यादव	क्लिनर, परिवहन विभाग पटना ।
73	शिव कपुर सिन्हा	संयुक्त निदेशक, सूचना एवं जन0 विभाग पटना
74	ंनिदेशक	भूगर्भ जल निदेशालय पटना
75	सुरेन्द्र सिंह	अन्वेषक, जिला सांख्यिकी कार्या0 भागलपुर
76	आनन्द सागर साहु	व0ले0नी0 खाद्य एवं उपभोक्ता संरक्षण विभाग पटना
77	योगेन्द्र पांडेय	प्रयोगशाला सहायक, लो0स्वा0 प्रमंडल सासाराम
78	रंजीत भट्टाचार्या	टंकक, वित्त सांख्यिकी विभाग ।
79	चन्द्रभूषण सिंह	निबंधक सह लेखा पदाधिकारी, रा0 महिला पॉलिटिकल मुजफ्फरपुर
80	प्रवीण कुमार सिंह	निबंधक, मगध अभियंत्रण महाविद्यालय गया ।
81	ओलाक कुमार चक्रवर्ति	सहायक शिक्षक, शहिद राजेन्द्र प्र0 सिंह गर्दनीबाग पटना ।
82	निदेशक	भूगर्भ जल निदेशालय पटना
83	विनोद कुमार	लिपिक प्रखंड कार्या0 पुनपुन पटना ।
84	बिमल यादव	लिपिक, अंचल कार्या0 पुनपुन पटना ।
85	बिन्दा पासवान	ट्रेजरी सरकार, का0प्र0 सुधार विभाग ।
86	मो0 अख्तर आलम	सहायक शिक्षक, रा0कि0उ0वि0 बेरी औरंगाबाद
87	मनोज कुमार वर्मा	आशंुलिपिक, न्याय अनु0 दंडाधिकारी सासाराम
88	धिरेंद्र कुमार	नि0व0लिपिक, औद्योगिक प्रशिक्षण संस्थान आरा
89	अमलेश्वर प्रसाद सिंह	सांख्यिकी सहायक, पी0एस0एम0 विभाग अनु0ना0म0 मेडिकल कॉलेज गया
90	मो0 जमालुद्दिन	मास्टर मोटर लांच, अंतर्देशीय जल परिवहन पटना
91	रमेश चन्द्र	प्रमंडलिय अग्निशाम पदाधिकारी पटना ।
92	रंजीत कुमार सिंह	उप निदेशक कृषि गणना ।
93	राजस्व एवं भूमि सुधार विभाग	अर्जन प्रसाद ट्रक चालक प्रेस एवं फार्म्स गया ।
94	अरूण कुमार सिंह	संयुक्त सचिव, बिहार0 एसा0 फिजियोथेरापिस्ट पटना ।
95	राजेन्द्र चौधरी	परिरक्षण पर्यवेक्षक मंत्रि0 सचि0 बि0 अभिलखागार पटना ।
96	श्रीमती मेरी मार्गेट	इमानुअल प्रभारी उप प्राचार्य जि0एन0एम0नर्सिंग स्कूल पटना ।
97	उपेन्द्र कुमार वर्मा	राज्य डेमोग्राफर, राज्य प0क0 ब्यूरो, स्वा0 विभाग पटना ।
98	राकेश कुमार	ाल्य कक्ष सहायक, श्रीकृष्ण चिकित्सा महाविद्यालय मुजफ्फरपुर
99	रविन्द्र नाथ घटक	लोकायुक्त के उप सचिव लोकायुक्त कार्य0 पटना ।
100	अलख कुमार	प्रतिवेदन शाखा बिहार विधान परिषद पटना ।
101	संजय कुमार द्विवेदी	परिधापक, मंडल कारा भभुआ
102	जिल्लुस समी	सहायक शिक्षक उर्दु अनु0 इंटर विद्या0 औरंगाबाद
103	अखिलेखा कुमार सिंह एवं अन्य	केन्द्रीय रूपांकण संगठन जल संसाधन विभाग अनिसाबाद पटना ।

104	मिथलेश कुमार	सांख्यिकी सहायक, जल संसाधन विभाग पटना
105	ंफुन्नु लाल सिन्हा	सांख्यिकी पदाधिकारी, जल संसाधन विभाग पटना ं
106	फकरे आलम	सहायक निदेशक, सांख्यिकी जल संसाधन विभाग पटना
107	महेश कुमार सिंन्हा	वरीय वैज्ञानीक सहायक बिहारOऔषO नियंत्रO प्रयोशाला अंगम कुआ पटना
108	शैलेन्द्र राज हंस	डटा इन्ट्री ऑपरेटर कल्याण विभाग ।
109	चन्द्रभूषण	लिपिक, भूमि संरक्षण पटना परिक्रम मिठापुर फार्म
110	श्री बिहारी	लिपिक, जिला समाहरणालय मूंगेर
111	बैद्यनाथ यादव	फिजिकल इन्सट्रक्टर नालन्दा मेडिकल कॉलेज पटना ।
112	सरकारी विश्लेषक	बिहार औषO नियंत्रक प्रयोगशाला अंगम कुआ पटना ।
113	ब्रज भूषण प्रसाद	प्रतिलिपिक, समाहरणालय वैशाली
114	कर्मचारी गण	कर्मचारी कल्याण समिति सह समाहरणालय नवादा
115	डॉO गजेन्द्र सिंह	पटना जिला न्याय मित्र संघ
116	ज्ञानमयी चौधरी	वरीय मातृका पीOएमOसीOएचO पटना ं
117	डॉO सीO केOपीOसिंह	प्रभारी विमा चिकित्सा पदाधिकारी हाथीदह
118	उत्तम कुमार	अंचल संयोजक, बिहारO राO चौO सूर्यगढा लखीसराय
119	धर्मेश्वर प्रसाद शर्मा	प्रदर्शक, अभियंत्रण महाविद्यालय भागलपुर ।
120	रविशंकर शर्मा	स्थापना प्रशाखा कटिहार समाहरणालय
121	अशोक कुमार झा	लेखापाल, उपभोक्ता संरक्षण पटना ं
122	डॉO नवल किशोर शर्मा	संस्थापक सह सयुक्त सचिव बिहार नवहीन परिषद कुम्हारार पटना ।
123	डॉO आरOएनO शर्मा	सेवानिवृत्त प्राध्यापक, फर्मा कॉलनी, पटना मेडिकल कॉलेज पटना ।
124	मनोज कुमार	जिला संस्थापना शाखा समाहरणालय बेगुसराय ।
125	नरेन्द्र प्रसाद सिंह	प्रमुख सदस्य दैनिक वेतनभागी कर्मचारी संगठन तिलैया प्रमंडल बजीरगंज गया
126	रमेश कुमार सिन्हा	प्रतिलिपिकार, जिला अभिलेखागार सारण समाहरणालय छपरा ।
127	हरीश कुमार सिंह	प्रारूपक यांत्रिक राजकीय पोलिटेकनिक नया टोला मुजफ्फरपुर
128	डॉO योगेन्द्र सिंह	संयोजक बिहार माध्यमिक उच्च योगयाताधारी शिक्षक समुह आरा
129	नित्यानन्द प्रO सिंह	कला शिक्षक, पटना कॉलेजियट स्कूल दरियापुर पटना
130	डॉO श्याम सुन्दर सिंह	उपनिदेशक, होमियो देशी चिकित्सा निदेशालय स्वाO विभाग बिहार ।
131	गुप्तेश्वर सा	कनीय लेखा लिपिक घोषी प्रखंड जहानाबाद ।
132	पवीण कुमार सिंह	अनूदशक +2 व्यवसायिक शिक्षक संकाय पटना हाई स्कूल गर्दनीबाग ।
133	मोO सरवर आलम	प्रयोगशाला वियरर परीक्षण वं सोघ सस्थान पाि निर्माण विभाग
134	शिव नाथ प्रसाद	प्रधान प्रोवेशन पदाधिO जिला प्रोवेशन कार्याO केन्द्रीय कारा बक्सर ।
135	गजेन्द्र नारायण सिंह	प्रोवेशन पदाधिकारी, केन्द्रीय कारा बक्सर ।
136	कौशलेन्द्र कुमार	सOशिO मO विO भेवन कोको, जहानाबाद
137	राम बुझावन सिंह	निदेशक, राष्ट्रभाषा परिषद पटना ।
138	रविशंकर राय	पुलिस उपाधीक्षक एसOटीOएफO पटना बिहार ।
139	अजय कुमार पाण्डेय	पुलिस उपाधीक्षक एसOटीOएफO पटना बिहार ।
140	सुशील कुमार	पुलीस उपाधीक्षक अनुमंडलीय पुलिस दाO मसौढी
141	रामबाबू साहु	स्टेशन रोड मेहसी पूO चम्पारण ।
142	भैरव लाल दास	प्रतिवेदक, बिहार विधान परिषद पटना ।



143 दीपक कुमार श्रीवास्तव	मुख्यालय प्रतिनिधि, सोन कमाण्ड क्षेत्र वि० अभि० सोन भवन पटना ।
144 नर्मदेश्वर प्रसाद श्रीवास्तव	उड्डयन लिपिक बिहार उड्डयन संस्थान पटना ।
145 प्रद्युम्न शर्मा	सहायक अभि० असैनिक लो०स्वा०अभि० विभाग पटना ।
146 रामशरणागत सिंह	ग्रीजर, अतर्देशीय जल परिवहन निदेशालय परिवहन विभाग पटना ।
147 एस० के० सरोज	पु०उपा० सै०पु००१ पटना
148 वीणा कुमारी	पुलीस उपाधीक्षक बी०एस०पी० पटना ।
149 डॉ० रश्मि रेखा	कम्प्यूटर प्रोग्रामर डाटा कोषांग वित्त विभाग ।
150 सुनील कुमार मिश्र	सहायक अभियोजन पदधिकारी, सदर कोर्ट पटना ।
151 किशोर मोहन प्रसाद	पुस्तकाध्यक्ष अनु०नारायण चि० महा० गया ।
152 प्राचार्य	राजकीय उच्च वि० सिटी पटना ।
153 नीरज	वरीय सां० सहायक सह सहा० अनुस० पदा० योजना एवं विकास विभाग ।
154 उपेन्द्र कुमार वर्मा	कोषाध्यक्ष, पथ० निर्माण विभाग पथ प्रमंडल दरभंगा ।
155 नजमूल हसन	प०नि० विभाग, अंचल दरभंगा ।
156 डॉ० चन्द्रमाहेन सिंह	पुरभिलेख पाल, बि०रा०अभिलेखगार निदेशा० पटना ।
157 श्रवण ठाकुर	ग्रा०- धनुषी, पो- भगतपुर मधुबनी, पटना ।
158 कै० दीपक कुमार सिंह	संयुक्त निदेशक सह अपर मुख्य विमान चालक
159 रवीन्द्र नाथ सिन्हा	टंकक सह लिपिक, जगजीवन राम ससंदीय अ० एवं राज० शोध संस्थान
160 सुरेन्द्र कुमार	प्रथम क्षे० कार्या० नव नियुक्त लिपिक समाहरणालय लखीसराय
161 बबलू कुमार	सहायक अभियंता, रा०उ०प० कार्य० अंचल पथ निर्माण विभाग ।
162 डॉ० आशा सिंह	ट्यूटर फार्माकॉलोजी विभाग नालन्दा चि०महा०वि० अगम कुआँ पटना ।
163 मोहन प्रसाद पाण्डेय	परीक्षार्थी लो०से०आ० नई दिल्ली
164 कृष्णा कान्त कुमार आजाद	लिपिक, जिला अंकक्षण पदा० सहयोग समितियाँ, मुजफ्फरपुर
165 उपेन्द्र प्रसाद वर्मा	कोषाध्यक्ष, पथ० निर्माण विभाग पथ प्रमंडल दरभंगा ।
166 आर०बी० मिश्र	प्राथमिक शिक्षा निदेशक शिक्षा विभाग, पटना ं
167 संजय कुमार	सहायक शिक्षक, रा०म०वि० कथुआ दरभंगा
168 राकेश कुमार झा	कनीय अभियंता, सिंचाई यंत्रिक प्रमंडल पूर्णियाँ
169 सहायक नियंत्रक	माप एवं तौल मधुबनी
170 बसंत ठाकुर	च०व०कर्मचारी यक्षमा केन्द्र गया ।
171 अनूप कुमार	डा०ई०ऑपरेटर, जिला कोषागार हाजीपुर वैशाली
172 जगदीश मंडल	मुख्य अभियंता/कार्य० प०नि०विभाग दरभंगा
173 श्रवण ठाकुर	पूर्व न०ख० मधुबनी वर्तमान लोक स्वा० या० प्रमंडल दरभंगा
174 मो० जीमल अक्षर	+2 लेक्चरर, जिला स्कूल पूर्णियाँ
175 गाकुल प्रसाद योदव	जवाहर लाल नहरू चि० महा० भागलपुर
176 डॉ० श्याम बिहारी उपाध्याय	प्रभारी निदेशक विधि विज्ञान प्रयोगशाला पटना ।
177 परमेश्वर सिंह	अनुसेवक, गाडा प्रमंडल पटना ।
178 मदन मोहन लाल	सेवानिवृत्त लो० पदा० पुनाइ चक पटना ।
179 विजय बहादुर सिंह दिनकर	प्रधान पेशकार, भूमाप एवं बन्दोवस्त कार्या० पटना ।
180 निलिमा सिन्हा	प्रखंड पंचायत राज पदा० प्रखंड पटना ।
181 योगेन्द्र सिंह	एस०जी०आई०डी०टी० पटना ।
182 दीपक कुमार सिंह	संयुक्त सचिव सह अपन मुख्य विमान चालक पटना ।

183	वीरेन्द्र कुमार सिन्हा	शोध पदाधिकारी बिहार गजेटियर्स रा0एवं भू0सु0 विभाग पटना ।
184	डॉ0 हसन राज खाँ	निदेशक, अरबी, एवं फारसी शोध संस्थान पटना ।
185	सुरेन्द्र राउत	निजी सहायक जिला उपभोक्ता संरक्षण फोरम जहानाबाद
186	दिलीप कुमार सिंहा	वरीय सांख्यिकी सहायक जिला योजना कार्या0 पटना
187	रामचन्द्र प्रसाद निराला	कम्पाईलर, भूगर्भ जल निदेशालय, पटना ।
188	बी0के0डे0	उप निदेशक, बिहार राज्य योजना पर्षद ।
189	हेनरी आन्थोनी	पुलिस निरीक्षक आरा विशेष शाखा
190	सीमा कुमारी	शिक्षक, नव नियुक्त प्रशिक्षित शिक्षक संघ मुजफ्फरपुर
191	लक्ष्मी नारायण	ारिरीक शिक्षक, पटना हाई स्कूल गर्दनीबाग ।
192	विजेन्द्र कुमार	बिहार लोक सेवा आयोग पटना ।
193	शिव चन्द्र प्रसाद शर्मा	सेवा निवृत्त अनुसेवक जिला जहानाबाद
194	डॉ0 मोहन प्रासाद	विभागाध्यक्ष बिहार कॉलेज फिजियोथेरापी कंकड़बाग पटना ं
195	निदेशक	भूगर्भ जल निदेशालय पटना
196	शशि शेखरम्	सांख्यिकी परिवहन विभाग ।
197	अवध बिहारी शर्मा	चलचित्र चालक, सूचना एवं जनसम्पर्क विभाग पटना ।
198	मनोज कुमार सिन्हा	सभी निम्नवर्गीय लिपिक गण बिहार पटना ।
199	श्री कृष्ण सिंह	सर्विलेन्स पदाधिकारी संयुक्त कृषि निदेशक मीठापुर कृषि फार्म ।
200	अनिल कुमार	सहायक, नियंत्रक माप एवं तौल मधेपुरा
201	डॉ0 रामनंदन बरूआ	सम्पादक सूचना एवं जनसम्पर्क विभाग
202	मो0 अब्दूल बहाव	सहायक शिक्षक, रा0उ0वि0 घनपाड़ा कटिहार
203	मो0 तसनीफ असादी	सहायक शिक्षक महेश्वरी अकादमी कटिहार
204	मो0 अनवारूल हक	स0हश0 उ0वि0 बालिका बेलैन कटिहार
205	सेयद कमरूलजम्मा	उ0वि0 हफलागंज कटिहार
206	सुनील कुमार सुबंध	सहायक, वित्त अंकेक्षण विभाग ।
207	अमरेश्वर कुमार श्रीवास्तव	आदेशपाल, राजस्व एवं भूमि सुधार विभाग ।
208	मिथिलेश कुमार सिंह	सिविल डिफेन्स एसा0 पुराना सचिवालय पटना
209	शिशिर कुमार गुप्ता	प्रचार प्रसाद पदाधिकारी हस्तकरघा एवं रेशम निदेशालय पटना
210	बि0 लो0 सेवा आयोग के कर्मचारी गण	पटना
211	डॉ0 निरंजन कुमार	टी0एन0ओ0 पटना ।
212	संजय कुमार सिंह	सहायक निदेशक कला संस्कृति एवं यूवा विभाग ।
213	अशोक कुमार नन्दन	क्षेत्र अमिदर्शक संघ पूसा समस्तीपुर
214	शिव प्रकाश	मुख्य उड्यन प्रशिक्षक सिविल विमानन निदेशालय पटना ।
215	बादशाह चौबे	ोध सहायक, बिहार राज्य अभिलेखगार निदेशालय पटना ।
216	रविन्द्र बैठा	प्रभारीअभिलेख निदेशक, बिहार राज्य अभिलेखगार निदेशालय पटना ।
217	संजय कुमार	मलेरिया निरीक्षक मिरचाई गली चौक पटना सिटी
218	रामप्रित सिंह	प्रधान सहायक सिविल सर्जन कार्यालय लखीसराय
219	अरूण कुमार गुप्ता	प्रखंड सहकारिता प्रसाद पदा0 कार्या0 प्रखंड विकास कार्या0 बक्सर
220	ब्रजभूषण मूकूल	सहाकारिता प्रसार पदा0 कार्या0 समेति सहकारी विकास परियोजना शास्त्रीनगर

221	महेन्द्र सिंह	लघु सिंचाई प्रमंडल पटना ।
222	दिलिप कुमार दिनकर	कनीय अभियंता, जल संसाधन विभाग
223	कृष्णा नन्दन झा	रा0क0म0वि0 विद्यापति नगर समस्तीपुर
224	रामा शंकर शर्मा	अध्यक्ष नवीन पुलिस लाईन पटना
225	देव नन्दन सिंह	सवा निवृत्त शिक्षक म0वि0 दतियान पटना ।
226	देव प्रकाश	म0प्र0पर्य0 मतस्य निदेशालय पटना ।
227	रघुनाथ शर्मा	बिहार राज्य मतस्य वि0 निगम मीठापुर पटना ं
228	रमेश पाठक	पर्वतन अवर नीरीक्षक बिहार पटना ।
229	प्रभात किशोर	अपर जिला कार्यक्रम समन्वयक बिहार शिक्षा परि0 परिषद पटना ं
230	रूदल प्रसाद राय	तकनिशियन प्राभेज सिमेन बैंक पुशुपालन विभाग पटना ।
231	वासुदेव बड़ाई	जिला परिवहन पदा0 खगड़िया
232	महिला जागरूकता मंच	मुजफ्फरपुर
233	प्रदीप कुमार शाही	कक्षपाल गण शहीद खुदीराम बोस केन्द्रीय कारा मुजफ्फरपुर
234	विजय प्रसाद	पुलिस अधिकक्षक अपराध अनुसंधान विभाग पटना
235	संजय कुमार सिंह	पुलिस अधिकक्षक अपराध अनुसंधान विभाग पटना
236	अशोक कुमार	सहायक शिक्षक, प्रा0वि0बदल टोला मनेर पटना
237	मुक्तेश्वर प्रसाद सिंह	प्रभारी प्रधान लिपिक जिला भविष्य निधि कोषांग सहरसा
238	विद्यानन्द यादव	संविदा व्याख्याता, राजकीय पॉलीटेकनिक सहरसा
239	इश्वर देव झा	पन्शनर, मानिक चक सीतामढी
240	लक्ष्मण पासवान	पुस्तकाध्यक्ष अनुसूचित जाति प्राक परीक्षा दरभंगा
241	रामौतार दास	सचिव बिहार न्याय मित्र कल्या समन्वय समिति पटना ।
242	राम पलटन ठाकूर	वरीय सहायक शिक्षक रा0बु0वि0 दुबहार
243	केदार सिंह	खम्हार बगूसराय
244	मो0 सेहल	उर्दू टंकक, प्रखंड कार्य0 खोदाबन्द पुर बेगुसराय
245	जय प्रकाश पाण्डेय	राजकीय प्रा0 विद्यालय सिवान
246	नजमुल हसरन खॉ	दफ्तररी प0नि0 विभाग पथ अंचल दरभंगा
247	डॉ0 विमल कुमार	व्याख्याता रेशम एवं वस्त्र संस्थान नाथ नगर भागलपुर
248	प्रभात कुमार श्रीवास्तव	तिरहुत नहर पंमंडल सं-1 मुजफ्फरपुर
249	अभय कुमार	प्रखंड शिक्षक, रा0म0वि0 रिसौली सीतामढी
250	सतीश कुमार यादव	निम्न वगीरय लिपिक, जल संसाधन विभाग पटना
251	मो0 जीमल अक्षर	+2 लेक्चरर, जिला स्कूल पूर्णियाँ
252	बैद्यनाथ राय	संकलन लिपिक सिचाई यांत्रिक प्रमंडल पूर्णियाँ
253	वीरेन्द्र कुमार सिंह	लेजर, ई0गोधी केन्द्रीय लेसर शल्य पी0एम0सी0एच0 पटना
254	बीर बहादूर यादव	बी0जी0जी0 ऑरडरली सीवान
255	किशोर कुमार	पुरुष कक्ष सेवक डी0टी0सी0 सिवान
256	प्रियव्रत नारायण सिंह	लिपिक, जिला भ0नि0कोषांग सहरसा
257	श्यामा नन्दन झा	कोषाध्यक्ष, स0मि0सह0 कोषाध्यक्ष जिला ्रपा0 शि0 संघ सीतामढी
258	श्याम नन्दन भगत	सांची पट्टी हाजीपुर वैशाली
259	रामचन्द्र झा	जिला सचिव बिहार राज्य सरकारी अर्दसरकारी कर्म0 महासंघ
260	बडेलाल यादव	राज्य प्रतिलिपि जिला प्रा0 शिक्षक संघ खगड़िया ।

261	कमलेश्वरी ठाकुर	शिक्षक, प्राथमिक विद्यालय मधुबनी जिला मुगेर
262	जिला सैनिक कल्याण पदाधिकारी	भागलपुर
263	विकास प्रसाद	एडवोकेट फार पाटलीपुत्रा कॉलनी
264	प्रमोद कुमार	ड्राफ्टमैन, एन0आर0ई0 पी0 पुर्णियाँ
265	प्रदीप शेखर	लेखा लिपिक, राजकीय पोॅलिटिकनिक, गुलजारबाग पटना ।
266	गोपाल दत्त यूगल	समयपाल, बिहार रा0प0परि0 निगम सितामढी
267	संजय कुमार	महाराजा कॉलेज आरा
268	ब्रजेश कुमार	लेखा लिपिक, रा0उ0पथ अंचल मुजफ्फरपुर
269	सचिदानन्द सिन्हा	डुमरी मंजफ्फरपुर
270	केशव प्रसाद सिंह	प्रधानाध्यापक
271	महानन्द झा	आचार्य बिहार0 रा0 बुनियादि शिक्षक संध भागलपुर
272	नन्द किशोर सिंह	आर्यु0 चि0 पदाधिकारी सहरसा
273	सेयद अख्तर अली	कच्छ सहायक गण
274	जितेन्द्र कुमार	परिधापक, अति0प्रा0स्वा0 केन्द्र गनोली दरभंगा
275	राम कुमार सिंह	प्रा0 वि0 केन्द्रीय कारा भागलपुर
276	सत्येन्द्र नारायण	प्रधान लिपिक
277	मो0 इम्तेयाज आलम	लिपिक, प्रा0स्वा0केन्द्र मदनपुर औरंगाबाद
278	अरविन्द प्रसाद	सहायक प्राफेसर, डी0एम0सी0एच0
279	मनोज कुमार वर्मा	अुशुलिपिक, व्यवहार न्यायालय सासाराम
280	अरुण कुमार सिंह	म0शि0, रा0म0वि0 छाजन कुढनी, मुजफ्फरपुर
281	हरि कुष्णा	म0शि0, रा0म0वि0 छाजन कुढनी, मुजफ्फरपुर
282	रामलश्वर सहनी	म0शि0, रा0म0वि0 छाजन कुढनी, मुजफ्फरपुर
283	अशोक कुमार सिंह	म0शि0, रा0म0वि0 छाजन कुढनी, मुजफ्फरपुर
284	नागेन्द्र प्रसाद सिंह	म0शि0, रा0म0वि0 छाजन कुढनी, मुजफ्फरपुर
285	रमेश्वर दास	म0शि0, रा0म0वि0 छाजन कुढनी, मुजफ्फरपुर
286	शिव कुमारी	म0शि0, रा0म0वि0 छाजन कुढनी, मुजफ्फरपुर
287	नागेन्द्र प्रसाद यादव	म0शि0, रा0म0वि0 छाजन कुढनी, मुजफ्फरपुर
288	विवेक प्रसाद	एडवोकेट पाटलीपुत्रा कॉलनी पटना
289	अजय कुमार	मोटर वेहिकल इंस्पेक्टर, दरभंगा
290	अशोक मोती	जेनरल सेक्रेट्री उप निदेशक जन शिक्षा एवं सचवर विभाग
291	शैलेन्द्र कुुमार	प्राध्यापक राजकीय फार्मसी संस्थान, अगम कुआँ, पटना
292	शशि भूषण कुमार	जल संसाधन विभाग पटना ं
293	शंभू नाथ वर्मा	सहायक फायर स्टेशन आफिसर पूर्णियाँ
294	राम किशोर सिंह	प्रारूपक खान एवं भूतत्व विभाग पटना ं
295	अरुण कुमार सिंह	सहायक शिक्षक म0वि0 वैशाली
296	सत्येन्द्र कुमार सिंह	सहाक शिक्षक, प्रा0वि0छाजन कन्या कुढनी मुजफ्फरपुर
297	श्रीमति सुशीला साव	एल0एच0भी0 प्रा0स्वा0केन्द्र नवपा
298	डॉ0 गिरिश कुमार सिन्हा	खुसरूपुर पटना ।
299	परसुराम सिंह	बिहार पुलिसि रडियो कन्ट्रोल
300	संजीव कुमार	अप्रशिक्षित प्रा0 शि0, बेगुसराय

301	हरिराम सिंह	प्र०पदा० सूचना सह जन शिकायात कोषांग लधुजल सं० विभाग पटना ।
302	ओम प्रकाश गुप्ता	पम्पचालक, लो० स्वा० यौगिक प्रशाखा पटना ं
303	धमेन्द्र बहादूर	नि०व० लिपिक, राजव एवं भू० सुधार विभाग
304	अरुण कुमार	प्राधा संरक्षक पयवेक्षक समस्तीपुर
305	रेजिस्ट्रर जेनरल	हाई कोर्ट पटना ं
306	मो० अनवर आलम	सर्वोदय उ०वि० मुखदुमपुर टकारी गया
307	संजय कुमार सिंह	जनसम्पर्क पदा० बिहार विधान सभा पटना ।
308	अखिलेश कुमार	अर्थ अन्वेषक उद्योग विभाग
309	दामोदर राम	खजौली मधुबनी
310	उमाशंकर पंडित	अवर शिक्षा सेवा संग्रहालय पदा० गण कला ०सं०यू० विभाग पटना ।
311	जय प्रकाश झा	सेवानिवृत्त अभियंता, जिला कचहरी परिसर बांका
312	प्राचार्या	राजकीय तिब्बती कॉलेज पटना ।
313	रामजी प्रसाद	पं० एंड भे० ऑपरेटर, वित्त विभाग ।
314	योगेन्द्र सिंह	राजेन्द्र कृषि वि० वि० पुसा समस्तीपुर
315	सावा असगर	सहायक, शेरघाटी अनुमंडल गया
316	अनवर अंसारी	कनीय अभियंता, सोन कमांड आरा
317	गोपाल चन्द्र साह	कनीय अभियंता, सोन कमांड आरा
318	जयलाश यादव	कनीय अभियंता, सोन कमांड आरा
319	विपिन बिहारी चौधरी	कनीय अभियंता, सोन कमांड आरा
320	मधु सिन्हा	महिला स्वा० कार्यकर्ता, अति०प्रा०स्वा०केन्द्र सरैया मुजफ्फरपुर
321	चंद्रदीप प्रसाद सिंह	गेज रिडर कम सिल्क एनालिस्ट, जल निस्सरण प्रमंडल मुजफ्फरपुर
322	राजेश्वर चौधरी	प्रधान लिपिक, सिविल सार्जन कार्या० सीतामढ़ी
323	कार्तिक कुमार मांदर	बिहार पुलिस रडियो पटना
324	दिवाकर प्रसाद वर्मा	बिहार पुलिस रडियो पटना
325	ओम प्रकाश सिन्हा	बिहार पुलिस रडियो पटना
326	सुनीता सिन्हा	राजकीय म० वि० सीतामढ़ी
327	हीराकान्त झा	प्रयोगशाला सहायक, राजकीय० पो० दरभंगा
328	सुरेन्द्रनाथ वर्मा	पोस्टलपार्क पटना
329	रामचन्द्र महतो	विज्ञान शिक्षक, रा०म०वि० दरलसिंहसराय
330	भानूप्रताप साही	सेवानिवृत्त प्रशाखा पदा०, पटना
331	अनवर अहमद	टेलर मास्टर केन्द्रीय कारा बक्सर
332	अरुण कात्यायन	सहायक नियंत्रक, माप तौल विभाग, बेगुसराय
333	केशव कुमार	सांख्यिकी प्रशाखा अपराध अनु० विभाग पटना
334	मनोज कुमार	यक्ष्मा सेवक, अगम कुआँ पटना
335	मुकुन्द कुमार	यक्ष्मा सेवक, अगम कुआँ पटना
336	विक्रम कुमार आनन्द	डा०ई०ऑपरेटर, वाणिज्यकर विभाग पटना ।
337	मधुरेन्द्र कु०मार	लेखा लिपिक, रा०उ०प०प्रमंडल मुजफ्फरपुर
338	प्रेसे अटेंडेंट कर्मचारी गण	बिहार सर्वेक्षण कार्या० पटना ।
339	याम सुन्दर दास	म०वि० रसलपुर गया
340	इंताजार अंजुम	कनीय लेखा लिपिक मकदुमपुर जहानाबाद ।

341	डॉ० अरविन्द कुमार	भ०प०वि० पदा० पाली गंज पटना
342	संजय मंडल	आदेशपाल, उ०वि० ककवारा
343	कोशल किशोर सिंह	डि०एन०उच्च० वि० रसलपुर नालन्दा
344	वैकटेश सिंह/रधुनन्दन सिंह	जमुहारी अरवल
345	नगीना पासवान	उच्च विद्यालय, विरनाया चंडी नालन्दा
346	सुरेश सिंह मिश्री	कनीय पौधा संरक्षण कार्या० पटना ।
347	चन्द्रेश्वर यादव	नल योजक पलम्बर लो०स्वा०प्रमंडल पटना ।
348	कैलाश चौधरी	उ०व०लिपिक औद्योगिक प्र० सं० बक्सर
349	ईरा कुमारी	टंकक सह भंडारपाल, हस्तकरघा सधन विकास योजना भागलपुर
350	सुरेश प्रसाद	लिपिक, सिविल सर्जन कार्या० आरा
351	ाशिकान्त कुवर	स्पिनिंग जॉबर, केन्द्रीय कारा बक्सर
352	ांकरजी	कारपेंटर मास्टर केन्द्रीय कारा बक्सर
353	सुनील कुमार वर्मा	लिपिक, सहायक निबंधक सहयोग समिति दानापुर अंचल दानापुर
354	विजय शंकर वर्मा	म्यूजियम किपर, रा०अ०शि०आर्यु० महा० बेगुसराय
355	शत्रुधन प्रसाद सिंह	चेनमैन, जंजीरवाहक, सोनकमांड क्षेत्र, भभुआ
356	मो० मासूम	एक्सेर मैकेनिक, पटनासिटी अस्पताल पटना ।
357	तहसील संग्राहक एवं लिपिक संवर्ग	जल संसाधन विभाग पटना ं
358	राजेश कुमार	सहायक शि० धनपुरा आरा
359	मो० जाकीर	सिंचाई राजस्व निरीक्षक, गंडक योजना छपरा
360	तारकेश्वर महतो	अप्रशिक्षित स्नातक, सूपौल
361	श्री अमर भूषण	अवर प्रमंडल शिक्षा पदा०, हिलसा नालन्दा
362	ललित मिश्र	हिन्दी सहायक, सूचना एसं जन० विभाग पटना
363	सरकार के संयुक्त सचिव	सू० एवं जन० विभाग पटना
364	वैद्यनाथ सिंह	सेवानिवृत्त प्रभारी प्रारचार्य, गोपालगंज
365	नन्द किशोरे मंडल	कनीय अभियंता, सिंचाई पंमडल जमुई
366	मो० इशहाक	बिहार पुलिस रडियो पटना
367	शिव चन्द्र ठाकुर	प्रयोगशाला परिचायक, एन०एम०सी०एच० पटना ।
368	याम सुन्दर प्रसाद	कार्यलय सदस्य पो०संरक्षण क्षेत्र परिचालक पटना ।
369	मो० मासूम	एक्सेर मैकेनिक, पटनासिटी अस्पताल पटना ।
370	डॉ० रविन्द्र शर्मा	उ०वि०फतेपुर राधोपुर वैशाली
371	ाम्भूनाथ मिश्र	कोषरक्षक, रा०उ०प० पटना ।
372	अमरेश कुमार सिन्हा	प्रशाखा पदाधिकारी, पि०एवं अतिपि० वर्ग कल्याण विभाग पटना ।
373	उत्पल कुमार सरकार	शारिरीक प्रशिक्षित शिक्षक, बाल विद्यालय मोसलमपुर, पटना
374	मो० शमिम उचीन	राज परि० कल्याण ब्यूरो स्वास्थ्य विभाग ।
375	डॉ० एम०एम०पी० श्रीवास्तव	कृषि निदेशक बिहार पटना ।
376	प्रमोद कुमार	सहायक लो०स्वा०अभियंत्रण विभाग पटना
377	प्रेमशंकर श्रीवास्तव	संयुक्त निदेशक तकनिकी सेवा निवृत्त पटना
378	भगवान जी प्रसाद	सेवानिवृत्त अभियंता, निर्मला सदन पटना ।
379	जकीहैदर	अभिलखवाह राजकीया सचिवालय पटना
380	सुदामा प्रसाद	प्रधानलिपिक सह लेखापाल नवीन रा०पो०पटना

381	अभिनन्दन सिंह	जनसेवक, गोबरी खगड़िया
382	धर्मेदेव तिवारी	निनमेडिकल असिस्टेंट कुष्ठ नियंत्रण इकाई बक्सर
383	सुनील खलखो	मोहररि जिला भूअर्जन कायापटना
384	बाबू नन्दन प्रसाद	सहायक शिक्षक, राओआओ 30 विओ हथुआ गोपालगंज
385	विपिन कुमार सिंह	मुख्य कम्प्यूटर कक्ष, परिवहन विभाग पटना
386	डॉ० अरविन्द कुमार	डी०एम०सी०एच दरभंगा
387	प्रभुनाथ सिंह	सेवानिवृत्त शिक्षक, अरुवां सिवान
388	नवल किशोर साह	व्याख्याता, जिला स्कूल पूर्णियां
389	राम विनय शर्मा	प्रधानाध्यापक उत्तरी बजार विक्रम पटना
390	आर०आर०हुडे	मो० पोखरा हाजिपुर
391	नवल किशोर झा	कमांडर कमांडिंग आफिसर पटना
392	अवहुस समी खॉ	लो०स्वा० प्रमंडल मोतिहारी
393	मनोज कुमार सिंह	पलम्बर,खालासी लो०स्वा०प्रमंडल मोतिहारी
394	राहुल कुमार राय	लिपिक, महिला प्र०शि०शिल्पा महा० फारबिसगंज
395	अशोक कुमार झा	सहायक शिक्षक, 30वि० मानिक चौक सितामढ़ी
396	महेन्द्र साह	यांत्रिक अवर प्रमंडल मोतिहारी
397	अरुण कुमार मलहोत्रा	सेवानिवृत्त प्रेस अधीक्षक, राजीव नगर पटना ।
398	नरेन्द्र प्रताप नारायण सिंह	स्वा० निरीक्षक, प्रा०स्वा० केन्द्र हाजीपुर
399	सुभाष कुमार चौधरी	लिपिक रा०30वि० घघौर मधुबनी
400	राम सागर साह	बिहार भवन नई दिल्ली
401	मनोज कुमार वर्मा	कार्य० सयु० कृषि निदेशक उपयोगी अनुसंधान बिहार पटना ।
402	कृष्ण मुरारी सिन्हा	अपर पुलिस अधीक्षक बितंतु बिहार पटना
403	सुधीर कुमार	कनीय लेखा लिपिक बाढ़ एवं जल निस्सरण प्रम० वैशाली
404	जनार्दन प्रसाद सिंह	सेवानिवृत्त कार्य० अधीक्षक , एन०एम०सी०एच पटना
405	अशोक कुमार झा	लेखापाल राज्य आयोग उपभोक्ता संरक्षण पटना ।
406	पुनर्देव कुमार वर्मा	कानूनगो, पटना बंदोवस्त पटना
407	श्री बजमोहन प्रसाद सिंह	मोहन इंडस्ट्री रोड न्यू यारपुर पटना
408	डा० जवाहर लाल वर्मा	वरीय अभिखपाल मंत्रिमंडल सचिवालय
409	प्रमीला कुमारी	शिक्षिका, परि०बा०30वि० टेटुआ अतरी गया
410	रामरतन राम	आदेशपाल, यक्ष्मा प्रदर्शन एवं प्रशिक्षण केन्द्र पटना
411	नवीन कुमार	द्वितीय लूम जेवर भागलपूर
412	राजेश्वर प्रसाद	तकनिकी सहायक चम्पारण बेतीया
413	शिवनाथ गुप्ता	लिपिक, भ०नि०निदेशालय पंत भवन पटना
414	प्रयपवर्त नारायण सिंह	लिपिक, भ०नि०कोषांग सहरसा
415	एन०के०सिंह	आयु० चि० पदा० सहरसा
416	कुमार राजीव रंजन	प्रयोगशाला सेवक पथ निर्माण विभाग
417	रंजीत कुमार	सैम्पुल टेकर, जल नमूना संग्रहक, लो०स्वा०अभि० विभाग पटना
418	मो० मुस्तफा	फाईलेरिया निरीक्षक, पटना
419	मुकुन्द मुरारी	लखो लिपिका रा०30प्र मंजफरपुर
420	पांडेय वैकटेश प्रसाद सिंह	बाल विकास परियोजना पदाधिकारी किसन गंगा

421	आईरिन दास	परिचारिका, संक्रामक रोग अस्पताल अगम कुआं पटना
422	किरण भाला पंवरिया	सहायक गृह आO विभाग
423	वोरे बिहारी दूवे	आंश्टंकक, बिहार सचिवालय मुद्रणालय पटना
424	अरुण कुमार सिंह	उपाधीक्षक, गुलजारबाग प्रेस
425	सत्तारायण साहु	राजकीय मुक बधीर मध्य विद्यालय महेन्द्र पटना ।
426	अरविन्द कुमार/विमला कुमारी/राजेश कुO	नगर निगम माO शिक्षक
427	ओम प्रकाश वर्मा	बिहार पुलिस रडियो पटना
428	भीम सेन सिंह	बिहार पुलिस रडियो पटना
429	रामा प्रसाद सिंह	मंसरीम संवर्ग बंदोवस्त कायO पटना
430	डॉO एसO एनO मिश्रा	निदेशक, इंदिरा गांधी हृदय रोग संस्थान पटना
431	मोO इस्लाम	वरीय रीडर कोटी-1 उत्तर कायल बांध निमार्ण पलामू
432	श्री किसुन	प्रसे अटेंडेन्ट बिहार सर्वेक्षण कार्याO गुलजारबाग
433	डॉO दिवकर पाठक	सेवा निवृत्त पाचाग्र मानवOसंOविO विभाग पटना
434	ब्रज बिहारी प्रसाद	पुलिस उपाधिक्षक सेवा निवृत्त पुलिस कॉलनी अनौसाबाद
435	सदन प्रसाद	जल निस्सरण प्रमंडल हाजीपुर
436	राज कुमार	अवरशिक्षक उत्पाद पटना
437	मंजरी मोहन	शिक्षक, राOउOविO गर्दनीबाग पटना
438	सुरेन्द्र कुमार वर्मा	प्रमंडलिय लेखापाल, नलकूप प्रमंडल छपरा
439	रेणू कुमारी	प्राO शिक्षिका, राOवOमO विO दिघा घाट पटना
440	अरविन्द कुमार सिहा	इलेक्ट्रीशियन मंत्रिमंडल सचिवालय पटना
441	शिवांगी सिन्हा	निम्न वगीरय लिपिक, सिंचाई यांत्रिक प्रमंडल मुजफ्फरपुर
442	आनन्द कुमार दिनेश	नवडीहा हिलसा नालन्दा
443	देवनाराण यादव	निदेशक, मिथला स्नातकोत्तर अध्ययन एवं शोध संस्थान दरभंगा ।
444	नन्द दुलाल राय	सेवानिवृत्त बिहारराज्य योजना र्पद पटना
445	जिला सचिव	जिला न्यायामित्र संघ पूर्वी चम्पारण मोतिहारी
446	बिहार राज्य प्राO शिक्षक संघ	कैमूर
447	सरदा नन्दन प्रसाद	सेवानिवृत्त वरीय सहायक दधवारा जिला सारण
448	शैलेन्द्र ओझा	आप्त सचिव उप मुख्य मंत्री





