

पत्रांक-1/रा0वे0आ0-01/2017- 462

बिहार सरकार

वित्त विभाग

प्रेषक,

राहुल सिंह,

सदस्य सचिव,

राज्य वेतन आयोग, बिहार, पटना ।

सेवा में,

प्रधान सचिव,

वित्त विभाग,

बिहार, पटना ।

पटना, दिनांक- 16/05/17

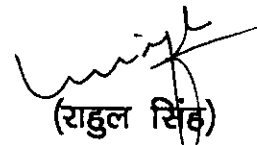
विषय :- राज्य वेतन आयोग द्वारा समर्पित अनुशंसा के संबंध में ।

महाशय,

राज्य वेतन आयोग द्वारा समर्पित अनुशंसा के क्रम में कहना है कि टंकण भूल के कारण अनुशंसा के पृष्ठ 29 एवं 32 पर वेतन स्तर त्रुटिपूर्ण अंकित हो गया है, जबकि अध्याय 5 में संबंधित पदों का सही वेतन स्तर अंकित है ।

अतः अनुरोध है कि चैप्टर-3 के पृष्ठ 29 के पारा-C में अंकित वेतन स्तर 10 के बदले 9 एवं पृष्ठ 32 के चार्ट में सहायक निदेशक के सामने अंकित वेतन स्तर 8 के बदले 9 पढ़ा जाय ।

विश्वासभाजन,


(राहुल सिंह)

सदस्य सचिव,

राज्य वेतन आयोग ।

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16-5-17

पत्रांक- 1/रा.वे.आ. 01/2017- 4-63

राज्य वेतन आयोग, बिहार, पटना ।

बिहार सरकार

प्रेषक,

राहुल सिंह,

सदस्य सचिव,

राज्य वेतन आयोग, बिहार, पटना ।

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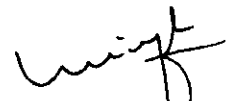
महाशय,

राज्य वेतन आयोग द्वारा समर्पित अनुशंसा के क्रम में कहना है कि मुद्रण भूल के कारण अनुशंसा के Chapter 8 के पृष्ठ 139-138 के वेतन स्तर 4 के अंतिम स्थान पर अंकित वेतन प्रक्रम एवं वेतन स्तर 7 के उपर से दो वेतन प्रक्रम छोड़कर शेष वेतन प्रक्रम त्रुटिपूर्ण अंकित हो गया है ।

अतः अनुरोध है कि वेतन आयोग के रिपोर्ट के Chapter 8 के पृष्ठ 139-138 पर अंकित पे मैट्रिक्स के चार्ट को संलग्न पे मैट्रिक्स के चार्ट के द्वारा प्रतिस्थापित समझा जाए ।

अनुलग्नक-यथोक्त ।

विश्वासभाजन



(राहुल सिंह)

सदस्य सचिव

राज्य वेतन आयोग, बिहार, पटना ।

Pay Band	5200-20200					9300-34800				15600-39100		37400-67000		
Entry Pay	1800	1900	2000	2400	2800	4200	4600	4800	5400	6600	7600	8700	8900	10000
Level	1	2	3	4	5	6	7	8	9	11	12	13	13A	14
1	18000	19900	21700	25500	29200	35400	44900	47600	53100	67700	78800	118500	131100	144200
2	18500	20500	22400	26300	30100	36500	46200	49000	54700	69700	81200	122100	135000	148500
3	19100	21100	23100	27100	31000	37600	47600	50500	56300	71800	83600	125800	139100	153000
4	19700	21700	23800	27900	31900	38700	49000	52000	58000	74000	86100	129600	143300	157600
5	20300	22400	24500	28700	32900	39900	50500	53600	59700	76200	88700	133500	147600	162300
6	20900	23100	25200	29600	33900	41100	52000	55200	61500	78500	91400	137500	152000	167200
7	21500	23800	26000	30500	34900	42300	53600	56900	63300	80900	94100	141600	156600	172200
8	22100	24500	26800	31400	35900	43600	55200	58600	65200	83300	96900	145800	161300	177400
9	22800	25200	27600	32300	37000	44900	56900	60400	67200	85800	99800	150200	166100	182700
10	23500	26000	28400	33300	38100	46200	58600	62200	69200	88400	102800	154700	171100	188200
11	24200	26800	29300	34300	39200	47600	60400	64100	71300	91100	105900	159300	176200	193800
12	24900	27600	30200	35300	40400	49000	62200	66000	73400	93800	109100	164100	181500	199600
13	25600	28400	31100	36400	41600	50500	64100	68000	75600	96600	112400	169000	186900	205600
14	26400	29300	32000	37500	42800	52000	66000	70000	77900	99500	115800	174100	192500	211800
15	27200	30200	33000	38600	44100	53600	68000	72100	80200	102500	119300	179300	198300	218200
16	28000	31100	34000	39800	45400	55200	70000	74300	82600	105600	122900	184700	204200	
17	28800	32000	35000	41000	46800	56900	72100	76500	85100	108800	126600	190200	210300	
18	29700	33000	36100	42200	48200	58600	74300	78800	87700	112100	130400	195900	216600	
19	30600	34000	37200	43500	49600	60400	76500	81200	90300	115500	134300	201800		
20	31500	35000	38300	44800	51100	62200	78800	83600	93000	119000	138300	207900		
21	32400	36100	39400	46100	52600	64100	81200	86100	95800	122600	142400	214100		
22	33400	37200	40600	47500	54200	66000	83600	88700	98700	126300	146700			
23	34400	38300	41800	48900	55800	68000	86100	91400	101700	130100	151100			
24	35400	39400	43100	50400	57500	70000	88700	94100	104800	134000	155600			
25	36500	40600	44400	51900	59200	72100	91400	96900	107900	138000	160300			
26	37600	41800	45700	53500	61000	74300	94100	99800	111100	142100	165100			
27	38700	43100	47100	55100	62800	76500	96900	102800	114400	146400	170100			
28	39900	44400	48500	56800	64700	78800	99800	105900	117800	150800	175200			
29	41100	45700	50000	58500	66600	81200	102800	109100	121300	155300	180500			
30	42300	47100	51500	60300	68600	83600	105900	112400	124900	160000	185900			
31	43600	48500	53000	62100	70700	86100	109100	115800	128600	164800	191500			

Pay Band	5200-20200					9300-34800				15600-39100		37400-67000		
Grade Pay	1800	1900	2000	2400	2800	4200	4600	4800	5400	6600	7600	8700	8900	10000
Level	1	2	3	4	5	6	7	8	9	11	12	13	13A	14
32	44900	50000	54600	64000	72800	88700	112400	119300	132500	169700	197200			
33	46200	51500	56200	65900	75000	91400	115800	122900	136500	174800	203100			
34	47600	53000	57900	67900	77300	94100	119300	126600	140600	180000	209200			
35	49000	54600	59600	69900	79600	96900	122900	130400	144800	185400				
36	50500	56200	61400	72000	82000	99800	126600	134300	149100	191000				
37	52000	57900	63200	74200	84500	102800	130400	138300	153600	196700				
38	53600	59600	65100	76400	87000	105900	134300	142400	158200	202600				
39	55200	61400	67100	78700	89600	109100	138300	146700	162900	208700				
40	56900	63200	69100	81100	92300	112400	142400	151100	167800					



बिहार सरकार



सत्यमेव जयते

Government of Bihar



THE PAY COMMISSION REPORT

VOL. I : Recommendations on Pay Structure

2017



बिहार सरकार

PAY COMMISSION

<u>Members</u>	
Names	Designation
Shri G. S. Kang (IAS)	Chairman
Shri Rahul Singh (IAS)	Member Secretary
Shri Vinay Kumar (IAS)	Member
<u>Commission Staff</u>	
Shri Murlidhar Prasad Singh	Rtd. Section Officer
Shri Shashi Bhushan Kumar Sinha	Rtd. Section Officer
Shri Kamakhya Narayan Srivastava	Section Officer
Shri Navendu Narayan	Data Entry Operator-Grade 'C'
Shri Sanjay Kumar	Assistant
Shri Dilip Kumar Pathak	Excise Inspector
Shri Neshat Ahmad	Principal Private Secretary, IT
Shri Santosh Kumar Pandey	Stenographer
Shri Shashi Ranjan Kumar	Data Entry Operator
Shri Amanullah Khan	Assistant
Shri Surendar Thakur	Office Attendant
Shri Vimal Prasad	Office Attendant



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Foreword

At the outset, I must admit that I was a bit apprehensive as to whether the Commission would be able to submit its report in the time allowed to it. This was all the more so because none of the pay bodies constituted earlier have been able to submit their reports within 3 months. Therefore, we started work in right earnest almost from the word go! The Pay Commission was deluged with representations demanding upgradation in the pay structure. Commission decided to provide hearing to all the petitioners and tried to resolve the said anomalies through a reasoned methodology. I am proud to say that the Commission is ready with its report within 4 months of its first meeting. Never before has a pay body been able to submit its recommendations within such a short time as this Commission. I feel that this report will prove to be a milestone in resolving the long standing anomalies in different cadres. Adoption of this report in totality by the State Government will definitely improve administrative efficacy and diffuse resentment. The 7th SPC has tried to mitigate the possibility of inadvertent errors or any element of arbitrariness. The recommended Pay Level Matrix will resolve issues pertaining to entry pay, existing pay structure and common treatment of like cadres.

The contribution provided by Shri Kamakhya Narayan Shrivastava, Section Officer, Finance Department and Shri Navendu Narayan, Data Entry Operator Grade 'C', Finance Department has been immense in accomplishing the task of the Commission and I record my great appreciation for their unfailing contribution to this Commission. I also record my appreciation for the useful assistance provided by Shri Neshat Ahmad, Principal Private Secretary, Shri Murlidhar Prasad Singh, Section Officer, Shri Shashi Bhushan Kumar Sinha, Shri Dilip Kumar Pathak, Excise Inspector, Shri Sanjay Kumar, Assistant, Shri Santosh Kumar Pandey, Stenographer, Shri Shashi Ranjan Kumar, Data Entry Operator, and Shri Amanullah Khan, Assistant, who have very ably assisted me in performing my duties. I am deeply impressed by their devotion and the confidentiality with which they have assisted me in discharging my duties. I also record my appreciation for my driver Shri Umesh Kumar Prasad who served me with great dedication. I also record my appreciation for Shri Surendra Thakur, Office Attendant and Shri Vimal Prasad, Office Attendant in aiding us towards accomplishing the task of the Commission successfully. I record my gratitude for all of them. They have assisted this Commission faithfully and devoted their time usefully in completing the task of this Commission.

Finally, I express my heartfelt appreciation for the useful cooperation provided by Member Secretary Shri Rahul Singh and Member Shri Vinay Kumar. Shri Singh's experience in these matters was an asset to the Commission and helped in solving intricate problems of Pay determination. I shall be failing in my duty if I do not record his useful contribution in accomplishing the task of Commission in record time. I am equally grateful to Shri Vinay Kumar, who provided useful inputs to the completion of this task. He is a very amiable and cheerful person. Shri Singh and Shri Kumar were always available on time for the Commission.

Last but not the least, I appreciate the timely logistical and administrative support by the Finance Department. I render my gratefulness to the Hon'ble Chief Minister and the State Government for providing me a platform to render my services for the welfare of the State, with whom I have been long associated and for the people of which I have the highest regard.

Chapter 1. Introduction

Employee compensation is an important element of government functioning. Every state tries to provide a pay structure which is competitive yet affordable, attractive yet acceptable, forward looking yet adaptable, simple yet rational, and one which matches with the current socio-economic and political conditions as well as the changing perception of the overall administrative machinery and the public governance system. This Pay Commission was set up vide Resolution No. 9701 dated 22/12/2016 of the Finance Department. The terms of reference of this Commission 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 Seventh Central Pay Commission for the revised pay structure for employees under the Central Government;
- To recommend revised allowances for the employees under the State Government on the lines of the recommendations made by the Seventh Central Pay Commission for the revised allowances sanctioned for employees under the Central Government;
- To make recommendations regarding matters in which any orders of the Hon'ble High Court/Supreme Court and State government have been issued;

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

The Commission had Shri G. S. Kang, Former Chief Secretary, Govt. of Bihar, as its Chairman; Shri Rahul Singh, Secretary, Expenditure, Department of Finance, as Member-Secretary; and Shri Vinay Kumar, Secretary, Rural Works Department, as Member. Member-secretary, Shri Rahul Singh, and Member, Shri Vinay Kumar, were required to perform their functions in the Pay Commission in addition to their original duties.

Alongside the constitution of the Commission, it was provided office space in the Vikas Bhawan and staff was provided to it in the form of three Section Officers, one Principal Private Secretary, one Excise Inspector, two Assistants, two Data Entry Operators, one Stenographer and two Office Attendants.

This Commission started work in right earnest in the month of January itself. State Pay Commission in order to make relevant recommendations reached out to all stakeholders. Commission wrote to various ministries/departments seeking information regarding all state level posts, pay and allowances with respective cadre rules including educational qualifications.

Various Associations were also asked to submit any representation regarding their cadre rules, pay disparity and educational qualifications etc. Newspaper advertisements were placed inviting demands/ representations from Employees'/ Officers' Associations/ Federations as well as individual employees/ officers. In all, 349 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 02/02/2017 and went on till 03/03/2017. During that period, all the memoranda received from the various Service Associations were heard individually. Most representations of individuals were heard along with the Associations. Of the rest, those who were able to attend the hearing of the Commission, were heard individually. In any event, all the received representations were considered while finalizing the recommendations.

The Commission was required to make its recommendations in the light of the report of the 7th Central Pay Commission. Key observations regarding underlying principles of pay determination and other recommendations which have guided this Commission are being summarized below.

The efforts of the 7th Central Pay Commission have been to devise a simple pay structure with rules of fixation that are easy to understand and apply. This would take away the possibility of either inadvertent errors or any element of arbitrariness. 7th Central Pay Commission has, therefore replaced Pay Bands and Grade Pays by a Pay Level Matrix for the purpose of pay fixation.

Apart from providing a transparent pay structure, Pay Levels Matrix also addresses issues such as common entry pay, rationalization of the existing pay structure and common treatment of like cadres. Subsuming the grade pay, the rationalized matrix presents the whole universe of pay levels in one simple chart. The levels have been rationalized too, displaying a logical pay progression. Employees would be able to see their pay level, where they fit in and how they are likely to progress over their career span.. The new pay structure will bring out clearly what the total emoluments will be at

a given point in time during one's career span. The rate of pay progression will also be stated upfront for existing as well as new entrants.

The Commission while analyzing the important question of whether wages were sufficient to attract and retain qualified staff, observed that at lower levels salaries are much lower in the private sector as compared to government jobs. At the highest echelons of governance, however, the compensation in government is nowhere comparable to their counterparts in the private/ public sector. In light of this observation, the 7th Central Pay Commission has accorded slightly higher index of rationalization at the level of Senior Administration Grade and above.

The 7th CPC has adopted an innovative design to make the remuneration structure attractive. It has adopted the need based minimum wage formula for designing the pay matrix. The rationalization of pay levels has been done keeping this minimum pay as the base for all calculations. It has recommended that the minimum pay at each level will be the entry pay for direct recruits for those levels. Each level has been placed equidistantly. The various stages within a level move upwards at the rate of 3 percent per annum. Owing to this rationalization, the quantum of increase in pay on promotion, either on regular basis or through the MACP, is likely to be substantial. This design will make the existing remuneration pattern in the government more attractive.

To emphasize on the culture of performance, the Commission has recommended that all the non-performers in the system should be phased out after 20 years. The Commission has recommended that Performance Related Pay should be introduced in the government and that all Bonus payments should necessarily be linked with productivity.

As emphasized by the 7th Central Pay Commission, this Commission also endorses that the framework in the emoluments structure is required to be linked with the need to attract the most suitable talent to state services, promote efficiency, accountability and responsibility in the work culture, and foster excellence in the public governance system. Recommendations have to be made keeping in view the economic conditions in state and need for fiscal prudence as also the need to ensure that adequate resources are available for developmental expenditures and welfare measures.

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 post wise recommendations where changes have been recommended;
- Chapter 4 contains recommendations on matters referred to the Commission by the Finance Department;
- Chapter 5 bears the summary of post wise recommendations on Pay Structure; and
- Finally, Chapter 6 contains the Commission's observations regarding the financial impact of the recommendations.

The Commission has 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.

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 CPC is mentioned, it would mean a reference to Central Pay Commission.

Chapter 2. Principles of Pay Determination and General Recommendations

Historically, the pay Structures of the Central Government employees and the State Government employees have been divergent. This was mainly due to the difference in names of posts performing the same functions, as also different hierarchies and relativities which themselves resulted from different functional requirements as well as different qualifications prevailing. The very concept of Central equivalence arose following an agreement between the State Government and the various Employee Associations that Central Pay would be granted.

This gave rise to the first exercise of this nature in the State, when the Fitment Committee was set up following the Fifth CPC. Its mandate was to determine which Central post would correspond to each of the State posts and, then recommend the pay scale for that post. The methodology adopted by the Fitment Committee was, briefly, as follows: -

- First, a corresponding central post was identified against each State post. If such a post could be located, then: -
 - If the qualification prescribed in both the governments were the same, as were their functions, then the posts were held equivalent, and, same pay scales recommended;
 - If qualifications were lower in the State Government, then lower pay scales were generally recommended with the recommendation that higher pay scales would be available once the recruitment qualifications were enhanced;
 - In certain cases, lower pay scales were recommended for promotional posts as the cadre rules were different. Here, too, it was recommended that higher pay scales would be available once the cadre rules were rewritten so as to be similar to central cadre structure;
 - In certain cases, lower pay scales were recommended because of existing parities in the State Services and the State Cadres.
- If a central post could not be identified, then general principles of pay determination as recommended by the Fifth Central Pay Commission were applied, and pay scales recommended;
- Finally, if these principles, too, could not be made applicable, then replacement pay scales were recommended.

The Government accepted the recommendations of the Fitment Committee and notified the pay scales. It also set a Fitment Appellate Committee up to receive representations against the recommendations of the Fitment Committee with the mandate to recommend changes in case the original recommendations were not in line with the mandate of the Fitment Committee. That Committee submitted its report and the Government accepted those of its recommended changes as were found to be in line with its mandate.

Subsequently, the Government took certain decisions, especially 2006 onwards, whereby it upgraded the pay scales of a few cadres and posts. A few of these decisions were outcomes of the Fitment Committee's recommendations having been acted upon; while others were entirely new decisions. In certain cases, orders of the Hon'ble High Court led to revision of pay scales for certain posts. A State Pay Committee was set up in 2009. When the Pay Committee was deliberating upon its methodology for recommending the pay structure following the Sixth Central Pay Commission, it was conscious that the relativity which had settled after the Fitment Committee had been changed due to these decisions. That Committee decided to accept the changes which had occurred in the pay structure beyond central equivalence or beyond the framework suggested by the Fitment Committee. The Report was subsequently adopted and the revised pay structure sanctioned.

The main observations regarding the pay structure following the recommendations of the Sixth Central Pay Commission are the following: -

- i. Introduction of a system of Pay Bands and Grade Pay in place of the system of running pay scales: This being an unfamiliar concept, numerous errors crept in fixation of pay. Additionally, Finance Department, too, issued several clarifications one after the other which were, quite often, contradictory;
- ii. Abolition of Grade IV pay scales so that all employees were now Grade III at least: This has led to a situation where there are functional requirements, yet the cost structure is now pegged very high;
- iii. MACP in place of ACP: In the ACP Scheme, time bound upgradations were provided in the promotional levels, while in the Modified ACP Scheme, these were granted in the next higher grade pay. This has created a situation where those employees who were lucky to obtain the ACP benefits before the cut-off date, have higher levels of pay as compared to others of the same cadre who got upgraded after the cut-off date;
- iv. A pay fixation formula which resulted in an anomalous situation whereby pay of employees appointed after 01.01.2006 was, in quite a few cases, higher than that of employees appointed prior to that date: Even though there exists a mechanism for stepping up the pay of the senior in case of

such an anomaly, the process is too cumbersome. This has led to resentment amongst the employees; and

- v. From a total of 18 different pay scales prevailing prior to that date, a total of only 13 pay levels were now available. Another level of grade pay of Rs 10000/- was added later: This led to merger of pay for more than one post which were either in a promotional hierarchy earlier or between which there had existed historical level differences earlier. In addition, there were other issues, which are discussed in detail in the following.

Though the 7th CPC has taken note of the above discrepancies, it has not recommended any changes. However, it has attempted to correct the discrepancies through a new pay matrix mechanism and by not compressing the number of pay levels any further.

The recommendations of the Fitment Committee were made when the number of pay levels in Government was 18. The Government, while acting upon the recommendations of the Fitment Committee after 2006, created new cadre rules for several cadres while keeping the same number of levels as originally recommended. In certain cases, the Government has increased the number of levels in certain cadres. This has led to a situation where the promotional levels in most cadres are enjoying very high pay. In fact, the cadre of the Bihar Administrative Service, which had just 5 levels till 2005, has 6 levels now. This has necessitated introduction of a new Grade Pay of Rs 10000/- for the officers of the top level in this cadre. This has not yet been extended to other cadres, but demands have been made by other cadres too in the name of parity.

The Commission recommends that Government should look into the entire mechanism of sanction of new cadre rules very seriously. The mechanism should, of necessity, include a review of the proposed pay structure as well. In this respect, the recommendations of the Fitment Committee need not be the cornerstone any further. Also, a review of the cadre rules already formulated should be undertaken to make them more realistic. Similar situation exists in quite a few of the subordinate formations too. In all cases, departments might need to review the requirement of several functional levels and reduce the number of levels in view of the compression in the number of pay levels.

2.1. Principles of Pay Determination

The starting point for determination of pay would have to be the recommendations of the Fitment Committee as modified by the accepted recommendations of the Fitment Appellate Committee as well as by subsequent Government decisions or decisions of the Hon'ble Courts. In certain cases, though, it might need a relook if these decisions have

created disturbances in the subsisting relativities. Of course, such cases would be miniscule in number. Generally, therefore, the findings of the Pay Committee set up following the recommendations of the 6th CPC would form the basis for determination of pay.

Now, for each of those posts, which do not constitute part of a cadre, subsequent Government decisions and/or Courts' decisions, if any, shall be analyzed along with the claims made in representations before this Commission, if any. The endeavour would be to grant corresponding pay levels as per the Central pay in case relativities are not disturbed.

For posts which constitute levels in an organized cadre, entry pay in the cadre would be decided first. First, the Pay Committee's recommendations would be considered along with subsequent Government decisions and/or decisions by Courts. Representations, if any, would also be examined at this stage. The entry pay would be determined taking into account both historical parities as well as pay levels of corresponding cadres at the Centre. Then, the cadre structure would be examined with a view to determining: -

- a) Whether the number of levels is adequate, less than adequate or more than what is desirable in terms of the discussions in the foregoing; and
- b) The pay structure to be associated with each level in the cadre.

The terms of examination would be, firstly, Central equivalence, and, secondly, feasibility in terms of historical parities. Thus, for each organized cadre, recommendations would be made for the entry pay and the promotional levels rather than enumeration of the promotional posts and mention of pay against each. This would ease quicker comprehension and appreciation of the recommendations. In certain cases, the recommendations about promotional posts shall be conditional upon the number of levels being raised or reduced. A few cadres would also be taken for detailed discussion as to their functionality and recommendations made accordingly.

2.2. Pay Fixation

The pay structure and the one-to-one mapping of the unrevised pay structure against the revised pay structure is contained in Appendix 8.2. Further, the pay revision mechanism is set out in Appendices 8.3 and 8.4. It is to be noted that the present pay structure of the employee in terms of the Grade Pay shall be mapped to the corresponding pay level in the Matrix regardless of the pay associated with the pay level associated with the post held by the employee. Thus, if an employee is at a higher-Grade Pay owing to upgradations granted under the ACP or the MACP or regular promotions, then higher pay level shall be available to the employee.

Chapter 3. Posts Where Changes are Recommended

3.1. Posts having pay structure of GP Rs. 1800 or below

Before the 6th CPC, there were various class IV posts below the then pre-revised pay scale of 2750-4400. In the State Government, there were three levels of which the lowest level was for the Orderly Peon, while the higher levels were for posts below Matriculation level but requiring some degree of expertise. The 6th CPC recommended doing away with Class IV posts totally and fitment of these levels along with the incumbents in the then pre-revised scale of 2750-4400 in the pay structure of PB1+GP Rs 1800. The incumbents at the levels below the pay scale of 2750-4400 were initially placed in a sub scale and they were to be granted the prescribed pay structure of PB1+GP Rs 1800 after completion of training prescribed by the cadre controlling authority in consultation with the General Administration Department.

For the Orderly Peons, which were at the lowest level, detailed instructions were issued and training programs organized, following which all of them were granted a revised pay structure of PB1+GP Rs 1800. Most of the posts which were placed higher than “Orderly Peons”, for example, Gardeners, Cooks etc., which are distributed across several departments continue to be in the pay structure of -1S+GP Rs 1650 simply because their cadre controlling authorities have not been able to devise a training program in consultation with the General Administration department. It will be appreciated that the incumbents on these posts were performing higher duties than that of Orderly Peons, but were placed at levels below them for which no level has been prescribed by the 7th CPC. This presents the Commission with a quandary.

The Commission feels that the experience gained on these posts should have sufficed for the training and that they should have been upgraded. The incumbents should not suffer for want of action on part of the cadre controlling authorities. The Commission further feels that all the posts with grade pay of Rs 1800 or below should be grouped together to constitute one common category of staff and placed at level 1 in the pay matrix. The Commission recommends accordingly. Thus, all the posts, be they known by whatsoever name or in whichever department they lie, should be granted the replacement level of level 1 and a common pool of staff at level 1 be created at the level of each cadre controlling authority. The name of this common cadre can be “Attendant” rather than “Office Attendant”. Thus, all incumbents working on posts of “Office Attendant” shall be renamed as “Attendants” and brought

into the common cadre at Level 1 of the Pay Matrix. The specific function of a post may be appended in parentheses after the common designation. Thus, for example, the post of “Mali” may be renamed as “Attendant (Mali)”.

3.2. Clerks and Accounts Clerks

There is a plethora of posts in the State Government having broadly similar or identical functions. In non-work departments, these posts may carry the post name of clerks, store clerks, accountants etc. In works departments, there is a division between clerks and accounts clerks. The post of correspondence clerk in these departments has parity with the posts of clerks in other departments. There are also posts of store keepers in works departments.

There are 2 broad systems of pay scales for these posts: -

- For the clerks/ correspondence clerks; and
- For the accounts clerks.

Store keepers fall in a separate category. The storekeepers appointed prior to 1981 enjoy parity with accounts clerks and those appointed after those dates are similar to clerks. Originally, the recruitment qualification for the post of clerk was Matriculation while the recruitment qualification for the post of junior accounts clerk was Matriculation with Mathematics as a subject while that for direct recruitment to the post of senior accounts clerk was Intermediate with Mathematics as a subject. It is to be borne in mind that, originally, Mathematics was not an essential subject in Matriculation. Coming to the functions of these two categories, the function of the Accounts Clerks in works departments is essentially to verify arithmetical calculations on Bills of Quantities and on Measurement Books. With the expansion of work being executed in non-works departments, the clerks there, too, are performing similar functions of arithmetical calculations, maintenance of complicated accounts etc.

Historically, the posts of clerks and accounts clerks have enjoyed different pay scales. This has led to problems of cadre management and, of course, of heartburn amongst those who may be getting lower pay scales. This has also led to other problems, especially, that of fixation of pay of employees appointed on compassionate basis on higher posts than they should have been to, according to Government instructions in this regard.

This Commission feels that these divisions may no longer be necessary. This is especially so because:-

- a. the functions being performed by the holders of these posts are now broadly similar; and
- b. Mathematics itself is now a compulsory subject in Matriculation.

In addition, the clerical cadre is facing certain genuine difficulties:-

- i. The demerger of the posts into LDCs and UDCs: Even though the GAD has issued cadre rules for the Muffassil clerical cadre of the district collectorate level, most cadre controlling authorities have not been able to earmark or demarcate the total posts into those of LDCs or UDCs. This has led to stagnation of the incumbents at the level of LDC;
- ii. Promotional avenues: Thus, at the first level, promotion to the level of UDCs is stalled, and, at a second level, promotion to the level of Head Clerks is stalled;
- iii. Promotional avenues of accounts clerk: Presently, they have no promotional avenue beyond that of senior accounts clerk. It must be noted, though, that, recently, a promotional avenue in the shape of Divisional Accountant in the grade pay of Rs 4200/- has been created;
- iv. Pay structure for compassionate ground appointees: As these appointments had to be at the lowest level in Class III, therefore, they should have been appointed to the post of LDC, or, if they are appointed to some other post carrying higher pay, they should have been allowed only the pay of LDC. The foregoing has been the consistent stand of the State. However, this stand has come under strain recently owing to certain judgments of the Hon'ble High Court. Be that as it may, it may be concluded that the matter of pay scale of appointees on compassionate ground to posts other than those of LDCs has created an additional complication.

The pay structure for clerks and accounts clerks, at present, is as follows:-

	Clerks	Accounts Clerks
Basic Grade	GP Rs 1900/-	GP Rs 2400/-
1 st promotional level	GP Rs 2400/-	GP Rs 2800/-
2 nd promotional level	GP Rs 4200/-	GP Rs 4200/-
3 rd promotional level	GP Rs 4600/-	Not Available

It is manifest that these two cadres are slightly different in terms of their career prospects. Thus, though Clerks would now start at a lower level, yet the final promotional level for them is higher than that of Accounts Clerks. Therefore, an outright merger might not be totally practicable because of issues of inter-se seniority which would arise especially at the levels of GP Rs 2400/- and at GP 4200/-. Thus, while reducing the multiplicity of cadres performing similar functions is an objective, a more nuanced approach might need to be adopted. One mechanism which the Commission deliberated upon was declaring one or two cadres as dying cadres. This seems to be a feasible solution and will be expounded upon in detail in what follows.

The following recommendations would address most of the grievances raised in the representations received by the Commission. The demand for parity with Assistants of the Secretariat, however, cannot be met because the job responsibilities and the recruitment qualifications have been historically different and are still divergent.

The Commission would, in view of the foregoing, recommend as follows:-

- 1. All posts having clerical functions, with the sole exception of Accounts Clerks, whatsoever names they might now be known as, now be called posts of the Clerical cadre. Thus, there shall be no separate post names like those of Storekeeper, Correspondence Clerks, Moharrirs etc. All such posts having the Grade Pay of Rs 1900/- or Grade Pay of Rs 2400/- shall be transferred to the pool of posts of LDCs and UDCs.**
- 2. The Accounts Cadres be declared a dying cadre. Thus, no new recruitment shall be made against these posts. All unfilled posts of this cadre will stand transferred to the Clerical cadre with the adoption of these recommendations. Further, as soon as any post falls vacant due to death/ resignation/ retirement etc., it will stand transferred to the common Clerical cadre. The posts of Junior Accounts Clerk and Senior Accounts Clerk shall be treated as transferred to the pool of posts of LDCs and UDCs while the posts of Divisional Accountant shall stand transferred to the level of Head Clerk.**
- 3. All these posts under the same cadre controlling authority be now considered part of the same cadre. To clarify, therefore, for each cadre controlling authority there shall finally be just one cadre of clerks functioning under its superintendence and control. In Works Departments, there shall initially be two cadres; one, the common Clerical cadre; and the second, the dying Accounts**

Clerk cadre. Further, there should not be any need for individual departments to issue such orders. Rather, if these recommendations find favour with the Government, then the issuance of that Government decision should suffice for observance of these by every cadre controlling authority.

4. Joint promotional prospects: This would, of course necessitate adoption of identical promotional prospects. The cadre suggested is four tiered viz. LDC, UDC, Head Clerk and Office Superintendent. If the names of promotional posts are different in any establishment, the names would be deemed to have been modified by virtue of Government's acceptance of these recommendations.
5. Subsequently a cadre review at the level of each department might be required to look into the promotional avenues of the members of these cadres.
6. It has been observed that incumbents on the post of LDCs have not been promoted to the posts of UDCs. It is primarily because cadre controlling authorities have not been able to bifurcate the posts below the ranks of Head Clerks into those for LDCs or UDCs. One solution would be to fix the ratio of posts of LDC to UDC as 60:40 and to recommend that the acceptance of these recommendations shall be taken as Government approval of the same without the need for any separate orders having to be issued. This solution, however, may not work simply because it has not worked for the last 16 years or more. Therefore, the Commission would recommend that all incumbents on the posts of LDCs be given a promotion to the post of UDCs if they have completed 6 years of regular service. Of course, this would have to be enforceable from any date as Government decides, but it can't be prior to 01.01.2016. Of course, the financial benefits of this should not be dependent on the date on which formal orders by the respective cadre controlling authority are issued. Further, the Commission would recommend that each cadre controlling authority issue an order of bifurcation of the posts in the pool of LDCs and UDCs in the ratio 60:40 for future promotions. It is to be noted that this was the ratio prevalent before the merger of these two levels into the single level of Clerk.
7. Finally, when promotion to the post of Head Clerk is being considered, the combined period spent on LDCs and UDCs should be considered and promotions be considered if combined experience meets the "Kalavadhi" criteria. This is being recommended because the functional responsibilities at the levels of LDCs and UDCs are the same.

8. With the above modifications, replacement levels in the Pay Matrix are recommended at each level.

3.3. Secretariat Assistants and Supervisors

Supervisors are appointed through a common examination and constitute the feeder cadre for Class II posts and services in several departments, though sometimes they may be isolated posts with no promotional avenues. The pay structure for the entry level posts are fixed one level below that of Class II posts. Normally, these cadres would not have been taken up for consideration together, but, due to reasons of historical parities having been disturbed subsequent to the acceptance of the recommendations of the 5th CPC, a relook seems to be required. Prior to the 5th CPC, Supervisors enjoyed pay levels higher than those allowed to Assistants of the Secretariat. With the 5th CPC recommendations being accepted by the State, Assistants were granted the pay scale of Rs 5500-9000 while Supervisors were granted Rs 5000-8000 with the exception of a few posts. The situation remained the same after the 6th CPC too. Thus, although the Assistants were initially granted the pay structure of PB2 + GP Rs 4200/- by the 6th CPC, they were subsequently granted the pay structure of PB2 + GP Rs 4600/-. The Supervisors, however, remained at PB2 + GP Rs 4200/-.

The main grouse of the Supervisors is that they can't be given pay structure inferior to that of Assistants in view of the historical relativity which had always existed. The 7th CPC has deliberated upon the pay structure of Assistants and has made a categorical averment that they cannot be given a pay level higher than that of PB2 + GP Rs 4200/-. However, the Central Government has not accepted this recommendation of downgrading the pay structure and has granted replacement pay level 7 to Assistants of the Central Secretariat.

One consistent demand of Secretariat Assistants had been that they be granted parity with Assistants of the Central Secretariat both in terms of promotional avenues as well with regard to pay structure. The Fitment Committee, however, did not accept this totally. Rather, while granting the equivalent entry pay scale of Rs 5500-9000 to Assistants, it said that the entire structure would need to be organized similarly to the Central Secretariat Service for the entire set of benefits to be extended to this cadre. However, without that exercise having been completed, higher pay scales were extended to the Assistants of the Secretariat. The cadre rules of 2006 also do not serve

to make the structure of the State Secretariat Service similar to that of the Central Secretariat Service.

In Chapter 7.1, the 7th CPC has discussed the posts of the Central Secretariat Service. The 6th CPC has found that in each Central Pay Commission, every time the pay of the Assistants was raised by one level by the Government at a later stage. Thus, for example while the 6th CPC recommended grade pay of Rs 4200/- for Assistants, Government accepted it, but subsequently raised it to grade pay of Rs. 4600. The 6th CPC has made a very clear recommendation that Assistants be given level 6 in the matrix corresponding to pre-revised grade pay of Rs 4200/-.

The Commission has considered the claims made on behalf of Supervisors and Assistants and would recommend the same pay structure for them as notified by the Central Government for Assistants in the Central Secretariat, i.e. level 7 in the new pay matrix.

As has been noted earlier, the main grievance of the Supervisors is that their pay has been brought below that allowed to Secretariat Assistants, which should not have been the case. If the recommendations made in the foregoing are accepted by the Government, then replacement pay structure for Supervisors in level 7 of the pay matrix should redress their grievance.

3.4. Personal Assistant Cadre in the Secretariat

Historically the Personal Assistant Cadre in the Secretariat has enjoyed the same pay structure as granted to the Secretariat Assistant Cadre. Therefore, the recommendations made above with respect to Assistants shall apply to the Personal Assistant cadre as well.

3.5. Electronic Data Processing Staff Cadre

Various posts at different levels with varying educational qualifications have been created in various departments for these functions. The pay structure sanctioned to these posts range from GP Rs 2400 to GP Rs 6600. However, these posts are isolated and have not yet been formally encadred either within departments or within groups of departments. The Fitment Committee had made certain recommendations which could not be acted upon because that would have required a high degree of coordination amongst various departments.

The Commission feels that the importance of this cadre will increase with increasing automation of Government services delivery and internal processes of Government functioning. Increasingly, staff of this category has become more central to functioning of the Government in various departments. Presently, Government is meeting this requirement through outsourcing of this function through BELTRON, a State Government Undertaking. It appears to the Commission that this arrangement is not an extremely optimal one especially in the areas of critical document management, e.g., Registration Department, or Revenue Collection, e.g., Commercial Taxes, Transport etc. In general, Government has sanctioned very few such posts under the permanent establishment.

The Commission would compare and contrast the functions being performed by this category of staff whether recruited directly or available through outsourcing, with the clerical cadre or the Secretariat Assistant Cadre. The Commission would like to point out to the undesirability of getting these functions performed by outsourced staff having no personal promotional avenues or continuing for long period without security of tenure. Going forward, there seem to be two options:

- a. Continue with outsourcing for posts below class 2 levels. Existing personnel at these levels be merged with the Clerical Cadre or the Assistant cadre, as the case may be. Further, the recruitment qualification for Clerks as well as for Assistants be raised to Intermediate with one-year Diploma in Computer Application or Graduation with Post Graduate Diploma in Computer Application respectively. Needless to add, the recruitment process should include evaluation of these skills not merely as a qualifying criterion, but as an input in framing of the merit list; or
- b. Create a separate cadre of Data Entry Operator in line with what the Finance Department is attempting presently. In this case, the Government should also consider reducing the reliance on outsourced staff and increase the sanctioned strength of employees under the permanent establishment so that sufficient promotional avenues are available to the personnel manning these posts. Ideally, in critical areas of governance, there should be no outsourced staff. Still, because of the heightened reliance on outsourced staff at present, a minimum ratio of 50:50 for the permanent staff and outsourced staff in each establishment may be visualised.

The Commission, after considering both the above options, is of the opinion that option “b” outlined above may not be entirely practicable as that would require a high degree of monitoring and coordination at all levels. **The Commission, therefore, recommends adoption of option “a” above. Needless to add, once data entry operators are merged with the Assistant or the Clerical cadre, they shall carry their seniority into the merged cadre for all purposes related to their service.**

3.6. State Services

Here, the entry pay structure for fresh entrants to State Services and State Cadres is the first important issue which has to be decided. It would be worthwhile to note that the Finance Department had, 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 8000-10000. The Pay Committee had felt that while the entry pay structure for these had been raised, yet the State Government had not raised these posts to Class 1 level. Accordingly, it had recommended an entry pay of PB2 + GP Rs 5400/- with in situ upgradation to PB3 + GP Rs 5400/- after 4 years of service. For all other services, it had recommended entry pay of PB2 + GP Rs 4800/- with an in-situ upgradation to PB3 + GP Rs 5400/- after 4 years. This Commission feels that this differentiation between the various State Services is not very well founded. In fact, the Fitment Committee had expressly refused this distinction as it felt that no case for distinct treatment was made out at all. This differentiation has led to demoralization amongst various other State Services and has given rise to justifiable demands by all other State Services that, too, be given the upgraded pay structure.

This Commission is of the opinion that no case for differential treatment of these 6 services is made out. Therefore, it recommends adoption of uniform entry pay structure for all State Service at the replacement pay level for PB2 and GP Rs 5400/-, i.e level 9. In situ upgradation to the level 10 after 4 years is not being recommended because, in 4 years, pay would anyway come to lie in level 10.

It has further been observed by the Commission that, under the cover of formulation of new cadre rules, several new levels have been created in various state services. Similarly, the difference between state services and the state cadres has

become increasingly blurred with most cadre rules now proclaiming that they are a state service.

The Commission would recommend a serious relook in terms of the recommendations made in Chapter 2. In general, the pay structure to be allowed to various state services is recommended as follows:

	Pre-revised pay structure	Recommended level in pay matrix
Basic Grade	<u>PB 2 + GP 4800</u> PB 2 + GP 5400 in situ upgradation to PB3 + GP 5400	Level 9
1 st promotional level	PB 3 + GP 6600	Level 11
2 nd promotional level	PB 3 + GP 7600	Level 12
3 rd promotional level	PB 4 + GP 8700	Level 13
4 th promotional level	PB 4 + GP 8900	Level 13A
5 th promotional level (if applicable)	PB 4 + GP 10000	Level 14

Of course, there would be exceptions to the above. Each of those is discussed below. Thus, for the exceptions, the above shall stand modified to the extent of the recommendations of the Commission regarding that service in the following.

3.7. Bihar Engineering Service

The pay structure for members of Bihar Engineering Service is as follows:

S No	Designation	Unrevised Pay Scale
1	Assistant Engineer	PB 2 + GP 5400
2	Executive Engineer	PB 3 + GP 6600
3	Superintending Engineer	PB 4 + GP 8700
4	Chief Engineer	PB 4 + GP 8900
5	Engineer-in-Chief	PB 4 + GP 10000

One long standing demand of the service associations has been that they should be given entry pay in Class 1 scale in line with the Central Engineering Services. This demand has not been acceded to by various committees set up by the State Government or by the State Government in its independent examination of the claims. The general view has been that State Services have parity with the Bihar Administrative Service, which itself is a Class 2 entry level service owing to its parity with DANICS. The view has, therefore, been that State Services shall be at Class 2 level at the entry level.

Another demand of this service is to create a level between Executive Engineer and Superintendent Engineer which shall be eligible for pay structure of PB 3 + GP 7600/-. In the Government of India, there are two levels of Executive Engineers, one carrying the pay structure of GP Rs. 6600/- and the other carrying the pay structure of GP Rs. 7600/-. The Government may consider creation of this level in the various engineering cadres because there is stagnation at the level of Executive Engineer in the State Government at the level of GP Rs 6600. The Government may opt for either:

- A fixed percentage of posts being earmarked for this level;
- Or it may consider granting in situ upgradation to that level after completion of a fixed number of years in the GP Rs. 6600.

The Commission would suggest that in situ upgradation be provided to Executive Engineers at Level 11 to Level 12 after 8 years of service and designate that level as Senior Executive Engineer.

A further demand has been made for enhancing the pay structure for Chief Engineer and Engineer-in-Chief under the State Government. These posts are currently enjoying the pay structures of PB 4 + GP 8900/- and PB 4 + GP 10000/- respectively. The demand is to raise them to levels of PB 4 + GP 10000/- and Rs. 80000/- fixed respectively. **All pay revision bodies in the State have been consistent in their recommendations regarding the pay structure at the apex level of this cadre to be the same as the pay structure allowed to the Secretaries to the State Government. Therefore, the pay structure of Rs. 80000 fixed can't be allowed. Accordingly, therefore, no change is recommended except what have been elucidated in the above.**

3.8. Bihar Health Service

There are several demands made by the members of this service association. These, however, can be summarized as being at three levels:-

- a. entry pay equivalent to Group 'A' entry pay;
- b. grant of fixed pay of Rs. 80000 (unrevised) to Director-in-Chief;
- c. recommendation that any changes made in service conditions or promotions avenues under DACP scheme should be Suo motto applicable in the state; and
- d. grant of Non-Practicing Allowance.

All pay revision bodies in the State have been consistent in their recommendations regarding the pay structure at the apex level of this cadre to be the same as the pay structure allowed to the Secretaries to the State Government. Therefore, the pay structure of Rs. 80000 fixed can't be allowed.

Now let's take the other demands up for consideration. At the outset, it must be clarified that this Commission is of a very firm view that the health sector in the state is in dire need of a revamp. The 2nd Pay Commission for the State, in its time had recommended higher pay scales for doctors than granted in the neighboring states of Uttar Pradesh and West Bengal because the Commission felt that unless higher pay was granted, physicians won't be attracted to work in a comparatively more backward state like Bihar. The Commission is cognizant of the huge number of vacancies subsisting in the cadre of both General Physicians as well as that of Specialists. It is also aware that these vacancies are subsisting despite efforts to fill them. It appears that well qualified doctors are not willing to work in the rural areas of the state due to various factors. While other factors are not germane to the present discussion, the Commission does feel that pay structure is one major factor keeping Doctors away from Government. The Commission, however, is not in favour of increasing the pay at the entry level in view of the historical parities at that level between the various State Services.

As regards grant of Non-Practicing Allowance, the Commission is aware that in the past there were several instances where doctors were drawing Non-Practicing Allowance while found to be indulging in private practice as well. This was the major reason for withdrawal of this facility in the past. The Commission is also aware of the rampant absenteeism being reported from the health establishments especially in PHCs etc. So, the Commission would not like to recommend enhanced pay structure in the

shape of Non-Practicing Allowance. However, it would like to recommend improved promotional prospects for doctors.

The Commission would recommend therefore as follows:-

- 1. All facilities extended by the Government of India in terms of dynamic ACP shall be extended to doctors in the State too.**
- 2. The above be applicable to Doctors belonging to the Medical Education Service as well.**

3.9. Bihar Jail Service

The pay structure at present is as follows:

Sl.No.	Designation	Present Pay Scale
1	Basic Grade (Deputy Superintendent)	PB2 + GP Rs 4800/-
2	Superintendent, District Jail	PB2 + GP Rs 5400/-
3	Superintendent Central Jail/Assistant Inspector General	PB3 + GP Rs 6600/-

The reason for granting 10000-15200 to the Superintendent, Central Jail has been discussed in the Fitment Committee Report at paragraph 8.12.14. The Fitment Committee found that the posts of Superintendent of Central Jail are manned by the personnel of Delhi & Andaman Nicobar Officers (DANICS) of the Selection grade. Since the selection grade for DANICS is 10000-15200 accordingly the Fitment Committee recommended pay structure of 10000-15200 for this post. The Pay Committee, too, based its recommendations on the same understanding. The Commission feels that this might have been a bit harsh on the members of this service.

It is to be noted that the hierarchy of Superintendent of Jails would follow the hierarchy of Prisons which is Sub Jail, District Jail and Central Jail. Further, Bihar Jail Service being the long-established State Service should be entitled to the same pay structure as that of other State Services. Beyond the post of Superintendent of Central Jail, a functional level of Assistant Inspector General, Prison is posed and above that a post of Deputy Inspector General has been visualized although the post of Deputy Inspector General doesn't seem to be in existence.

Having regard to the representations made on this behalf and the equivalence with other State Services, the Commission recommends the following replacement pay structure:

	Pre-revised pay structure	Recommended level in pay matrix
Basic Grade	PB 2 + GP 4800	As for other State Services
1 st promotional level	PB 3 + GP 6600	Level 11
2 nd promotional level	PB 3 + GP 7600	Level 12
3 rd promotional level	PB 4 + GP 8700	Level 13
4 th promotional level (if the post is sanctioned)	PB 4 + GP 8900	Level 13A

3.10. Bihar Administrative Service

The Bihar Administrative Service has seen a major revamp after the previous Pay Committee recommendations. Essentially, the sanctioned cadre strength has been reduced and new promotional levels added or the number of posts in promotional levels augmented. The character of the service too has changed from being essentially the prime mover of administration at the field level below the level of the IAS to a secretariat oriented service. The superfluous strength of the cadre is being utilized for various other functions of the State Government in the period that either that function is taken over by the specialized cadre created for that function or till the actual cadre strength reaches the sanctioned cadre strength levels.

The Commission would like to discuss the 6-tiered cadre structure as is prevailing in the BAS now. As noted in Chapter 2, compression in the number of pay levels should lead to reduction in levels in each cadre while in the case of the BAS, it has resulted in an increase! Thus, we have a situation where a BAS officer, on promotion to the IAS, is entitled to a pay structure which is inferior to the one he would be entitled to if he were not promoted to the IAS either because of non-fulfillment of eligibility norms or because of having crossed the age limit for consideration. The number of BAS officers getting the pay structure of GP Rs 10000/- on promotion to the IAS is far lesser than the number of

those officers of the BAS as could not get that elevation into the IAS. The situation is different in the Bihar Police Service where there are now no posts above the Grade Pay of Rs 8700/-. **The Commission would not like to totally do away with the level of GP Rs 10000/- owing to reasons of cadre morale, but would strongly recommend that number of posts be reduced significantly from the present 24 posts.**

3.11. Bihar Industrial Training Service

There are two cadres. The first is that of Instructors and the second is that of Vice Principals of ITIs. Although the cadre of Instructors is not a State Service, it is being taken up here for better appreciation of the cadre. In the cadre of Instructors, there are three levels, viz Instructor, Head Instructor/Technical Assistant and Assistant Superintendent. Owing to compression in the number of pay scales, all the three have come to lie in the same pay level of PB2 + GP 4200/-.

Now the apex level in the cadre of Instructors constitutes the feeder level for promotion to the rank of Vice Principal, ITI which post presently has a pay structure of PB 2 + GP 4600. It is obvious that any change in the pay structure of this cadre would impact the pay structure for the cadre of Vice Principals as well. There are two possible solutions:-

- (a) retaining the three-tiered structure of the Instructor cadre and granting it upgraded pay levels while also upgrading the pay level of Vice Principal, ITI to GP Rs. 4800/- and simultaneously recommending removal of the provision of the promotion from the cadre of Instructor to the Bihar Industrial Training Service; or
- (b) reducing the number of functional levels in the cadre of Instructors from three to two while raising the pay level appropriately for the first promotional level of this cadre which is that of Vice Principal, ITIs.

The Commission, after due deliberation and consideration of the representations received on this regard, feels that removal of provision of upgradation to a higher cadre might lead to loss of employee morale.

Therefore, the Commission recommends the following:

- (a) For the Instructor cadre the department would be required to undertake a cadre review to transform the cadre into a two-tiered**

cadre. Subject to that exercise, the basic grade posts should be at pay level 6 and the first promotional level at level 7;

(b) The posts of Assistant Superintendent in the cadre of Instructors should either be merged with the lower posts or with posts in the basic grade of Bihar Industrial Training Service.

(c) The basic grade for the Bihar Industrial Training Service would be at level 8 and subsequent pay levels at level 10, 11, 12 and 13 respectively. If the Department is able to conduct a cadre review to make the structure a 4-tiered one, then levels 8, 11, 12 and 13 shall be available.

3.12. Bihar Excise Service

The structure of not only the Bihar Excise Service but the entire Excise Enforcement machinery is being taken up for better appreciation and clarity. Under the Excise Commissionerate, the various functionaries may be enumerated as follows:-

Sl. No.	Post name	Mode of Selection	Grade Pay
1	Constable	Direct	2000
2	A.S.I	Direct and promotion	2800
3	S.I.	Direct and promotion	2400
4	Inspector	Direct and promotion	4200
5	Superintendent	Promotion	4800
6	Assistant Commissioner	Promotion	5400
7	Deputy Commissioner	Promotion	7600
8	Joint Commissioner	Promotion	8700

It will be readily manifest that the above structure would make for an extremely inefficient cadre management system. The Commission feels that the number of levels at which direct recruitments be made should be limited. The Commission is also

cognizant of the anomaly in the pay structure especially at the level of Sub Inspector, Inspector and Assistant Commissioner.

Therefore, the Commission would recommend the following:-

- (a) Direct recruitments be made only at the level of Constables, S.I.s and Superintendents. Thus, direct recruitment at the level of A.S.I and Inspector will come to an end. These changes will make the subordinate Excise machinery more in line with the Police hierarchy;**
- (b) The pay structure for the Sub Inspectors be raised to PB 2 with grade pay of Rs 4200/- and that of Inspectors to PB 2 with grade pay of Rs 4600/-;**
- (c) The pay structure for Excise Superintendent be the same as entry level pay structure for other state services;**
- (d) The pay structure for Assistant Commissioner, Excise to be raised to PB 3 + Rs GP 6600/-;**
- (e) The revised pay be granted at the replacement levels in terms of recommendations made above; and**
- (f) It should be borne in mind that the post of Inspector is the entry level post for the Bihar Excise Service presently. Therefore, in the exercise of transformation of the cadre to one where direct recruitment takes place at the level of Superintendent, due heed should be paid to the interests of the personnel appointed directly to the posts of Inspectors.**

Bihar Agriculture Service

Bihar Agriculture Service is vertically divided into various silos, which are called “Categories”. Movement from one category to another is not possible and educational qualifications for recruitment to various categories are also different. The main stream cadre is the category 1 (Agronomy) Cadre. The other cadres are category 2 (Agriculture Engineering), category 3 (Chemistry), category 7 (Horticulture) etc. Cadre rules for these four aforementioned cadres have been framed in the year 2014. Each visualizes a four-tiered cadre of Assistant Director/Deputy Director/Joint Director/Additional Director. It appears that the post of Additional Director is available only to members of category 1

and that the other posts of Additional Director mentioned in the said cadre rules have not yet even been sanctioned.

As such, the following pay structure is being recommended for the present. If there are any subsequent changes with regard to creation of posts, the same shall be brought to the notice to Finance Department which would proceed to get the pay structure sanctioned for that post:-

Sl. No.	Post Name	Pay Level Recommended
1	Assistant Director	8
2	Deputy Director	11
3	Joint Director	12
4	Additional Director (only for category 1-Agronomy)	13

3.13. Bihar Industry Service

According to the cadre rules of 1987, Bihar Industries Service is a six-tiered cadre. The pay structure sanctioned, however, is five tiered with the apex post of Director, Technical being granted the pay structure of PB 4 + GP Rs 8900 and the posts of Additional Director and Joint Director both lying at PB 4+ GP Rs 8700. The demand is for raising the pay structure for Additional Director to PB 4 + GP Rs 8900 and for Director, Technical to PB 4 + GP Rs 10000. The Fitment Committee had recommended a five-tiered structure and accordingly pay scales up to Rs 16,400-20,000 were sanctioned. The Fitment Committee had recommended Functional Managers and Deputy Directors to be at the same level. The Fitment Appellate Committee upgraded the pay scale for Deputy Director to Rs 12,000-16,500 and that of Joint Director at Rs 14,300-18,300. As a result, Joint Director and Additional Directors lie at the same level. It is to be noted that the Fitment Committee has already found that Deputy Directors in the State are already getting more than their Central counterparts.

Having regard to the desirability of reducing the functional levels in view of the compression in the number of pay scales, this Commission recommends as follows :-

(a) The cadre rules be reviewed to make a five tiered.

(b) Subsequently, pay levels of 8, 11, 12, 13 and 13A shall be available to the members of this service with the basic grade officers getting the benefit of same entry pay structure as the member of other state services.

3.14. Minority Welfare Service

This is a new service constituted in the year 2011. The relevant cadre rules are the “Bihar Minority Welfare Officer Cadre Rules, 2013”. The basic grade of the cadre is made up of District Minority Welfare Officers. They were placed in PB2 + GP Rs 5400/-. This was the level allowed only to the 6 so called “Premier” Services. As regards functions, the functions are no doubt important, but are decidedly a notch below the functions attached to the post of members of the BAS and the other so called “Premier” services. The grant of elevated pay structure to this Service has led to resentment in other services. The Commission is of view that they cannot be placed at any level higher than other State Services. **The Commission, accordingly, recommends their replacement in the same entry pay structure as is allowed to other State Services.**

3.15. Bihar Cooperative Service

The cadre rule of Bihar Cooperative Service was constituted in year 2011. In chapter II para 7 of the Cadre Rules it is mentioned that “unless there is any provision repugnant, the related provision for direct recruitment in the Bihar Administrative Service shall remain effective for direct recruitment in this service too.” The Committee recommends repealing of this para by the Controlling department. **However, the Commission recommends their placement in the same entry pay structure as is allowed to other State Services.**

3.16. Bihar Child Development Service

It appears that cadre rules have been framed in the year 2015 after the previous Pay committee submitted its recommendations. The requests are for recognition as a state service and, accordingly, grant in situ upgradation to PB3+GP Rs 5400 after 4 years of service as well as recommendation of pay structure for the promotional posts in this cadre.

The cadre hierarchy is four tiered. The Commission recommends as follows:-

Sl. No.	Level	Replacement pay scale
1	Entry Level	same as other State Services
2	First promotional level	11
3	Second promotional level	12
4	Third promotional level	13

3.17. Bihar Child Protection Service

No posts above the basic grade are sanctioned at present. **Therefore, the following recommendations are being made subject to the condition that the pay scales will be available only when the posts are sanctioned: -**

Sl. No.	Level	Replacement pay scale
1	Entry Level	same as other State Services
2	First promotional level (Once Sanctioned)	11
3	Second promotional level (Once Sanctioned)	12
4	Third promotional level (Once Sanctioned)	13

3.18. Other State Services

No change is recommended for the other State Services.

3.19. Laboratory Staff

The eligibility criterion for Laboratory Technician is I.Sc. and DMLT. At present the pay scale granted under 6th Pay Committee for Grade II Technicians is PB 1 + GP 2800 and for Grade I Technicians is PB 2 + GP 4200 respectively. Laboratory Technicians have sought parity with their Central Government counterparts who have been granted higher pay scale under 6th CPC i.e. PB 1 + GP 4200 for Grade II Technicians and PB 2 + GP 4200 for Grade I Technicians respectively. Both the Fitment Committee as well as the Pay Committee have dealt with the matter of Laboratory Staff. The Pay Committee had recommended that Laboratory Attendant, Laboratory Boy and Laboratory Khalasi and all other similar posts which do not have any specific recruitment qualification attached to

them, be placed in level 1. ***This Commission further recommends that these posts no longer carry the present post names. Rather they should be brought in the general pool of the erstwhile Class IV staff in line with the recommendations being made for this category of personnel in in para 3.1 of this chapter.***

As regards those posts which have some technical qualification attached to them, in accordance with the recommendations of the Fitment Committee, the pay structure of PB2 + GP Rs 4200/- was granted to those posts where the recruitment qualification was B.Sc. with DMLT. In certain cases, pay structure of PB 2 + GP Rs 2800 was granted if the recruitment qualification was I.Sc./B.Sc./DMLT. In other cases, the pay structure granted was the replacement pay structure.

In the Health Department, the department, in the meantime has drafted cadre rules for the Laboratory Technician Cadre, where the recruitment qualification has been prescribed as I.Sc. + DMLT. Now the demand is that all incumbents to be given the pay structure of corresponding to PB 2 + GP Rs 4200. It is to be noted that, under the Government of India the pay scale of 4200 is applicable only if the recruitment qualification is B.Sc. with DMLT.

Therefore, with the present recruitment qualification, grant of level 6 doesn't appear well founded. Thus, the pay structure for the present set of incumbents can only be the replacement pay level. Then there are posts of Laboratory Assistants in several departments. They shall be entitled to the replacement pay level in the revised pay matrix.

3.20. Other Technical Posts in the Health Department

The Commission is of the general view that posts below Class 2 level which have a recruitment qualification of Graduation in Science with a Diploma should be placed at pre-revised level of PB 2 + GP Rs 4200 while posts carrying recruitment qualification of I.Sc. with Diploma should be placed at PB 2+GP Rs 2800. All other posts should be given replacement pay structure. It is clarified that the personal qualifications of the incumbents on these posts shall not be the relevant criterion for recommendation of replacement pay structure. The following posts would be covered by the above recommendation:-

1. ***O.T. Assistant***
2. ***Laboratory Technician (Dental)***

3. ***X-Ray Mechanic***
4. ***X-Ray Technician***
5. ***E.C.G. Technician***
6. ***Pharmacists***
7. ***Lab Technician***
8. ***Median Man (Lab. Assistant)***
9. ***Medical Record Technician***
10. ***Others, if any.***

It is further seen that, in a few cases, e.g. Pharmacists, a multi-level cadre structure has been notified recently. It appears that the purpose of such cadre rules is merely to create promotional avenues for the incumbents without higher functional responsibilities at the higher levels. Promotional avenues in these cases should be available under MACP or similar schemes. Therefore, no recommendations for higher level posts in such cases are being made. Department should review the cadre rules to make it functionally realistic.

3.21. Filariasis Control Programme, Health Department

The Superior Field Worker and the Insect Collector under the Filariasis Control Programme were granted PB 1 + GP Rs 1800 by the Pay Committee. The Superior Field Worker and the Insect Collector have claimed that they are class III employees and they have to qualify Hindi (Noting & Drafting) Examination along with Computer Proficiency Test. Their basic contention is that after the pay scale upgradation of trained class IV employees to PB 1 + GP Rs 1800, the anomaly in pay scale needs to be rectified. It has been pointed out in this regard that relevant cadre rules have been drafted for them in which recruitment qualifications have been prescribed as Intermediate. The said cadre rules also provision creation of 3-tiered structures for the 2 cadres separately.

At the outset, it must be noted that there exists no rationale for a blanket upgradation of the pay structure of the basic posts in both these cadres. However, in view of historical relativities having been disturbed, the Commission feels that upgraded pay structure should be made available at the higher levels.

Accordingly, the Commission recommends that:-

- i. **For the basic level, the pay structure shall remain unchanged and the replacement pay level of level 1 provided;**
- ii. **For the higher levels, replacement levels 3 and 4 be granted.**

3.22. Dresser/Dresser-cum-Compounder

Dresser/Dresser-cum-Compounder are working under different departments viz. Health department, Home Department, Science & Technology Department, Animal Husbandry Department etc. The eligibility criterion for Dresser/Dresser-cum-Compounder is Matriculation along with certificate course from a recognized institute. Their nature of work is of primary aid. The sanctioned scale for this post is PB1+GP Rs 1650 which has now become redundant. Now the scale sanctioned for the Matriculation level post is PB1+GP Rs 1800 and Dresser/Dresser-cum-Compounder have an additional qualification. The cadre rules have been notified for the Dresser/Dresser-cum-Compounder which provides a four-tiered hierarchy. While the Commission is agreeable to raising the pay for the basic level, but is of the opinion that a 4-tiered cadre hierarchy is not required for this post.

Accordingly, the Commission recommends that the basic post of Dresser/Dresser-cum-Compounder should be placed at level 2, 1st promotional level at level 3, and the 2nd promotional level at level 4. The Commission recommends review of the cadre rules to change it to a 3-tiered cadre instead of the 4-tiered one.

3.23. Dresser-cum-Compounder in Health Department (Indigenous)

Incumbents on the posts of Dresser-cum-Compounder in Health Department (Indigenous Treatment) have been selected on the basis of Intermediate (Biology) with 50% marks and five years' experience in Government Hospital. The sanctioned scale for Dresser-cum-Compounder with the mentioned qualification is PB1+GP Rs 1900. They have demanded a pay scale of PB2+ GP Rs 2800 as like Pharmacists.

The Commission recommends that they be treated similarly to other Dressers.

3.24. Civil Court Clerical and Stenographer Cadre

Civil Court Clerical and Stenographer Cadre have demanded Graduate level pay structure in light of the judgment delivered in CWJC No.-5456/1994. By another Judgment, the minimum recruitment qualification for the appointment of Clerks in Civil Court had been raised to Graduation. Vide the said judgment, the State Government was required to form a view about the pay structure to be granted to these employees. It is not very clear as to how the judgment of 1997 is being pressed before this

Commission. No reference of the Government has been made before the Commission as yet. As such, no separate view as prayed for in the representations can be taken.

As regards independent examination of the demands, it is to be noted that this category of employees had always enjoyed parity with the Clerical cadre of the Collectorate. Therefore, recommendation of a different pay structure than that for Collectorate Clerical Cadres is extremely difficult. **The Commission recommends accordingly. However, if cadre rules for this cadre are framed, then it would be expected that Finance Department would look into the matter of revision of pay structure in line with the general principles of pay fixation once the matter is referred to it by the concerned Administrative Department.**

3.25. 1423 Agriculture Inspector and 587 Block Agriculture Officers

It is to be first of all categorically pointed out that there is and never was existence of any category of posts in the Agriculture Department with the nomenclature of 1423 Agriculture Inspectors. The question then naturally arises as to why these posts are finding a mention in this report. While it is true that no posts of this name have ever existed, there has been a history of litigation over the past roughly 27 years, which is why these are being mentioned here too. In addition, a representation has been received from Bihar Agriculture Graduate Service Association, raising precisely the same points which have been categorically denied by the Fitment Committee, the Fitment Appellate Committee, the Pay Committee, the Agriculture Department as well as by the State Government.

In brief, Block Agriculture Officers man blocks as the name would readily suggest. Then, there are various posts in the Agriculture Department akin to Supervisory level posts of other departments. These are manned by Agriculture Graduates and do not constitute a feeder cadre for the Bihar Agriculture Service. This is precisely the group of employees which has classified itself as 1423 Agriculture Graduates and has demanded class 2 pay scales. Each of the posts that are held by these employees already has a pay structure of PB2+GP Rs 4200/- attached to it. Therefore, no separate consideration is being made on the representation of this service association. The general recommendation for Supervisors made elsewhere in this chapter shall apply.

3.26. Bihar Revenue Service, Bihar Rural Development Service and Bihar Urban Service

The first two are newly created services. The Rural Development Service is meant to man post from the level of Rural Development Officers onwards to Block Development Officers. The basic grade post of Bihar Revenue Service is Circle Inspector. The cadre rules of Bihar Revenue Service and Bihar Rural Development Service were notified in the year 2010. The pay structure for the basic grade for both the services is PB2+GP Rs 4200/-. They have contended that they have technical problems in administering the office due to the pay structure being similar to the Supervisory cadre.

The claim raised is that their pay structure can also be upgraded similar to other posts whose pay structure has been enhanced after the recommendations of the Pay Committee. From perusal of the Cadre Rules of these two services, it is apparent that the basic grade for these services has been consciously kept at a level equivalent to that of Supervisors while the posts of Block Development Officer and Circle Officer, which would constitute the first promotional level for these cadres, are already placed at a level equal to that of entry level for the class II State services. **No change is therefore recommended except that the entry pay shall be the same as other supervisory cadres.**

The Bihar Urban Service Cadre Rules have not been formulated. The pay scale for the basic grade post of this cadre is PB 2 + Rs 4600/-. They have sought parity with Bihar Administrative Service as they have been selected through the same examination and need to perform same duties as performed earlier by the members of the Bihar Administrative Service. Their main demand is recommendation of a Cadre hierarchy alongside upgradation of the entry pay structure. Cadre review should be carried out by the administrative department concerned and suitable pay structure notified by the Finance Department. The present stage is pre-mature for the Commission to take any view on the proposed structure.

3.27. +2 Vocational Teachers and Laboratory Assistants

The present pay scale of +2 Vocational Teachers and Laboratory Assistants is PB2+GP Rs 4200. The +2 Vocational Teachers and Laboratory Assistants were recruited by the State Government under the “Plan Head” in the unrevised pay scale of Rs 1500-2750 in the year 1993. The recruitment qualification for these +2 Vocational Teachers is Master Degree/Engineering/Technical Degree in Medical or Post Graduate Diploma in the concerned trade. At present these incumbents are getting pay in the pay structure

of PB2+GP Rs 4200. They have demanded reasonable pay scale from the date of joining in accordance with the judgment passed in CWJC No. 10541/2009. The administrative department had recommended the pay scale of PB 2+GP 4800/- for these +2 Vocational Teachers from 01.01.2006. Laboratory Assistants has similarly sought parity with +2 Vocational Teachers on the ground that they perform the same functions as Vocational Teachers.

It appears that the incumbents were first appointed against posts under the “Plan Category” and subsequently brought under regular “Non-Plan” establishment in the year 2005. Initially, they were getting fixed pay at the initial stage of the pay scale notified in the recruitment advertisement. Subsequent to the High Court ruling in CWJC No.-10541/2009, it has been ordered that they be granted regular pay scales with regular increments in the prescribed pay scales since the date of appointment. The Hon’ble High Court had ordered on 08.10.2010, that, “the respondents will take steps for fixation of the pay scales of the petitioners, revised pay scales and increments treating the said corrections to have been made in the appointment letters from the date of their issue itself.”

According to the appointment letters, Instructors have been appointed at the initial stage of the then pay scale of 1500-2750 while Laboratory Assistants had been appointment at the fixed initial stage of 1400 in the then prevalent pay scale of 1400-2600. These were revised and brought to the level of 5000-8000 in the pay structure effective from 01.01.1996 and further to PB2+GP Rs 4200 from 01.01.2006. When the file for compliance of the Hon’ble High order was marked to the Finance Department, the Finance department rightly noted that the pay structure has been already prescribed and it was noted that if the incumbents have any grievance, they may approach the next Pay Revision body. Now, the administrative department as well as the incumbents have respectively recommended and demanded the pays structure of 6500-10500 from 01.01.1996, PB2+GP Rs 4800 from 01.01.2006 and placement in level 8 of the pay matrix from 01.01.2016. The grounds adduced in the favour of this recommendation/demand are that they are equivalent to +2 teachers and therefore, they should be given a pay structure equal to that of the +2 teachers.

The Commission has discussed the posts of Instructors in the ITIs elsewhere in this Chapter and has recommended placement in level 6 for the Instructors of ITIs. The Commission is of very strong view that, in terms of their recruitment qualification, the incumbents can’t claim superiority over instructors of ITIs. This is all the more so

because the Instructors in ITIs were appointed against the permanent posts under the “Non-Plan” head while these incumbents were appointed on the temporary posts under the “Plan” head. **In conclusion, therefore, this Commission finds that the pay structure granted to these two classes of employees since 1996 is just and proper and needs no interference. It recommends replacement level 6 in the pay matrix effective from 01.01.2016.**

3.28. PBX Operator of Governor’s Secretariat

The pay scale for PBX Operator of Governor’s Secretariat is presently PB1+GP Rs 1900. PBX Operators in other departments of the State Government have been sanctioned the pay scale of PB1+GP Rs 2400 and an unrevised pay scale of Rs 4000-6000. On the basis of equivalence and the recommendation made by Governor’s Secretariat, **the Commission recommends level 4 for the PBX Operator of Governor’s Secretariat.**

3.29. Mender cum Book Binder Group ‘C’

The Mender cum Book Binder’s cadre rule has been notified in year 2014. The recruitment qualification for the Mender cum Book Binder’s is Intermediate and two years’ experience of book binding in any institution or short period training in record preservation from National Archives. The pay scale sanctioned for this post is PB1+GP Rs 1900. The Mender cum Book Binders have contended that their post is higher than Record Keeper who are placed at PB1+GP Rs 2000, accordingly their pay scale should be revised. The Commission feels that Mender cum Book Binder’s should have some advantage and they should be sanctioned higher pay scale. **Accordingly, the Commission recommends level 4 for the Mender cum Book Binders Gr ‘C’.**

3.30. Assistant Director, Research Wing, Public Works Department

Assistant Engineers of PWD are posted and Research Assistants of the Research Wing are promoted to the post of Assistant Director. Presently, the pay scale of Assistant Director, Research Wing is 6500-10500 in the unrevised scale and PB2+GP Rs 4600 in the revised pay structure. They have demanded parity in pay scale with Assistant Engineer. **The Commission recognizes the anomaly in the pay structure and recommends the same pay structure for the post of Assistant Director, Research Wing as allowed to the new entrants to the Bihar Engineering Service at the level of Assistant Engineers.**

3.31. Librarian/Library Assistants of different departments

Posts of Librarian/Library Assistant are to be found in various departments. A very strong case is made out for upgradation of the pay structure of the incumbents holding these posts based upon their recruitment qualification in the representations received in this behalf. The Fitment Committee in para 17.8 Vol II had provided replacement scales in the interregnum till the State Government decided upon a uniform system of deciding upon recruitment qualifications for the various posts taking into account the size of libraries, the specialization of the books of the library and the clientele they cater to. This exercise has not yet been carried out by the State Government. **This Commission recommends that this exercise be completed at the earliest and pay structure then decided by the Finance Department in terms of the principles of pay determination enumerated in Chapter II. Only replacement pay scales are, therefore, being recommended presently.**

3.32. Malaria Inspector

The Health department has framed the Bihar Malaria Inspector Cadre Rule in 2015 whereby it has created a four-tiered structure. The representation received in this regard has requested for recommendation of pay structure for the promotional posts in view of the fact that earlier it was a flat structure having only one layer, placed at PB2 GP Rs 4200. The Commission is not in favour of creating promotional levels just for benefitting the members in the cadre when functional levels cannot be defined for reasons of administrative efficiencies. This seems to be exactly a matter which illustrates the above. The levels proposed are of Malaria Inspector, senior Malaria Inspector, Malaria Inspector Supervisor and Senior Malaria Inspector Supervisor. Obviously, these are not functional levels, but created just for grant of promotional benefits to these members.

Accordingly, we recommend that:

- a. The cadre be reviewed to make it at best a two-tiered cadre.**
- b. Subject to the above exercise being carried out, the pay structure for the first promotional level shall be fixed at pay level 8 in the pay matrix.**

3.33. Bihar Audit Service Rules

The Finance Department has, on 20.02.2017 has notified the cadre rules for Bihar Audit Service. This visualizes a seven-tiered cadre with 100% direct recruitment at the first tier and 50% direct recruitment at the third tier. All other tiers and the balance 50% at the third tier are to be filled up by promotions only. Prior to this the posts were not in the form of a service spanning several levels. Rather, there were posts, some of which were filled up directly and some through promotion from subordinate posts which were governed by circulars. The cadre rules have been framed with a view to strengthening the audit machinery in the state in view of the increased responsibility being conferred upon the Audit wing in the shape of local bodies' audit.

The pay structure recommended for this seven-tiered structure is as follows:-

Sl. No.	Post Name	Pay Level Recommended w.e.f. 20.03.2017
1	Auditor	5
2	Senior Auditor	6
3	Assistant Audit Officer	7
4	Audit Officer	8
5	Senior Audit Officer/Assistant Director	11
6	Deputy Director	12
7	Joint Director	13

Before 20.03.2017, only the replacement pay scale will be available.

3.34. Urdu Translators, Rajbhasha Department

The Assistant Urdu Translators of Rajbhasha directorate are recruited on the basis of educational qualification of Intermediate (+2)/equivalent with at least 100 marks in Urdu subject from any recognized University/Board. The minimum educational qualification required for direct recruitment to the post of Urdu Translator is Graduation or equivalent with Urdu subject from any recognized University. The pay scale sanctioned for the post of Assistant Urdu Translators of Rajbhasha directorate is PB2+GP Rs 2400 and of Urdu Translator is PB2+GP Rs 2800. The cadre rules for the Urdu Translators has been notified in the year 2016 through which two additional promotion

posts named “Senior Urdu Translator” and “Translation Officer (Urdu)” has been created.

The demands of the Urdu Translators and the Commission’s opinion about the demands are as follows:-

- a) That they should be treated at par with Translators of Law Department and the replacement pay level in the new structure should be sanctioned accordingly. *It is instructive to note that the Translators of Rajbhasha department have the same educational qualification and same pay structure as Assistant Translator of the Law Department; and*
- b) That the upgradations under the ACP Scheme are inferior to those enjoyed by Urdu/Hindi Typists under the same Directorate. *Again, ACP upgradations and the anomalies arising out of these are the main reason why the 6th CPC discontinued the ACP scheme and framed the MACP scheme.*

In sum, the Commission recommends the following pay structure for these categories of posts:

Sl. No.	Post Name	Pay Level Recommended
1	Assistant Urdu Translators	5
2	Urdu Translators	6
3	Senior Urdu Translator	8
4	Urdu Translation Officer	9

Chapter 4. Matters referred to the Commission by the Finance Department

4.1. Personnel under the State Archives, Department of Cabinet Secretariat

The posts in the State Archives and the pay structure available to them is just two tiered at present. The post of Director of Archives is in PB 3 + GP Rs 7600 while all other posts are in PB 2 + GP Rs 4200. The Department had, in 2012, notified a set of Cadre rules in which it introduced further two layers while prescribing the pay scales for these two layers at PB 2 + GP Rs 4600 and PB 3 + GP Rs 6600 respectively. As these pay scales were not agreed to by the Finance Department and in view of demand for upgradation in the pay structure for the Director, Archives, the file had been referred to this Commission. The matter of pay scales has been agitating these employees for long. The Fitment Committee had discussed these posts in para 1.2.1 to 1.2.5. The Fitment Committee didn't recommend pay scales equal to that prevailing in the National Archives for three reasons :-

- (a) The functions of the State Archives can't be compared with those of National Archives because of the higher duties and responsibilities in the National Archives of India.
- (b) The National Archives of India has been declared as the nodal agency for implementation of the Public Record Act which is not the case in the state.
- (c) The National Archives of India imparts training which not the case with the state is.

Further, the Fitment Committee found that training in archives keeping or conservation is not an essential recruitment qualification in the state. Rather, it is only a desirable qualification. It very clearly recommended that, "recruitment rules will need to be suitably amended and desired candidates *recruited* (emphasis ours) before the Archivists can be in the scale of Rs 6500-10500". It further found that the Director of State Archives who was in the then pre revised scale of 3000-4500 would at best be given the upgraded pay scale of 12000-16500 only because of the importance of the work and that he was performing while equating his post with that of Deputy Director in the National Archives.

The Fitment Appellate Committee too has discussed the matter in para 4.8 and 4.9 and had recommended no change. The Pay Committee too had not recommended any change.

Now, the department has notified recruitment rules by which it has raised the recruitment qualifications to the same level as that in the National Archives and it has now been declared essential rather than a desirable qualification. Also, the State has notified Public Record Act. The claim of elevated scale is based on these. It may be recalled that the Fitment Committee has explicitly prescribed that till people with enhanced qualification are recruited, grant of equivalence cannot be granted. Now it is not the case of the department that the people with enhanced qualification have actually been recruited. Therefore, the Commission finds it extremely difficult to recommend the pay scales as demanded in the representations or in the writ applications filed before the Hon'ble High Court because of the following undisputed facts:

- (a) Substantial presence of incumbents who were recruited without the requisite qualification; and
- (b) The undeniably lower level of functions at the state level as compared to the National Archives.

Thus, grant of equity with Central Archives is not possible. However, the efforts of the department in enhancing the functions being performed by the State Archives and also its intent towards getting in people with requisite qualification to work on these posts also must be borne in mind.

Therefore, the Commission recommends as follows:-

The pay structure for the cadre of Archivists would be as follows:-

Posts	Pay Scale	Grade Pay	Replacement pay level
Archivist	PB 2 (9300-34800)	4200	6
Assistant Director of Archives	PB 2 (9300-34800)	4800	8
Deputy Director of Archives	PB 2 (9300-34800)	6600	11

1. **The Director, State Archives cannot be equated to the Director General of National Archives of India. However, in view of the increased importance of the State Archives pay level 13 is being recommended.**

2. **Any revision in this pay structure should be considered only when incumbents are recruited according to enhanced qualification as prescribed in the cadre rules of 2012 in lines with the recommendations of the Fitment Committee.**

4.2. Bihar Co-operative Audit Service

District Audit Officer is the feeder post for the Bihar Co-operative Audit Service. The promotional posts in the hierarchy are Deputy Chief Auditor and Joint Registrar, Audit. The pay scales sanctioned for the post of District Audit Officer (basic grade) is PB2 + GP Rs 4800/- and in situ upgradation in PB 3 + GP Rs 5400 after 4 years. For the post of Deputy Chief Auditor, the pay scale sanctioned is PB 3 + GP Rs 5400. It is evident that the pay scale sanctioned for the post of District Audit Officer and the promotional post of Deputy Chief Auditor is same which needs to be rectified. **The Commission accordingly recommends the pay scale of PB 3 + GP Rs. 6600, replacement level 11 for Deputy Chief Auditor and pay scale of PB 3 + GP Rs. 7600, replacement level 12 for the post of Joint Registrar, Audit.**

4.3. Bihar Drug Control Cadre

Drug Inspector is the basic grade post in the Bihar Drug Control Cadre. The promotional posts in the cadre are Assistant Drug Controller, Deputy Drug Controller and State Drug Controller. The pay scale granted for the Drug Inspector was PB2 + GP Rs 4600, PB2 + GP Rs 4800/- for Assistant Drug Controller, PB3 + GP Rs 6600 for Deputy Drug Controller and PB4 + GP Rs 8700 for State Drug Controller in accordance with the scheme prevailing at the center. Subsequently, the pay scale of Drug Inspector was upgraded to PB2 + GP Rs 4800/- at the Centre. Drug Inspectors in the state are demanding parity with their central counterparts as well as enlistment as a state cadre along with identical pay structure.

The Commission has noted that the Fitment Committee had not recommended pay structure similar to that of State Services in absence of mention of promotional posts in the cadre rules of 1989. It had, also, very specifically declined to compare the State Drug Controller with the Drug Controller of India and had, instead, found it to have parity with the post of Professor of Medical College. The State Government has, in 2014,

issued the Bihar Drug Control Cadre Rules, which prescribes a four-tiered cadre hierarchy. It is to be noted that, as far as recruitment qualifications were concerned, there is no difference between the Centre and the State. With the Central Government upgrading the pay structure for Drug Inspectors, a revision is called for.

Accordingly, the Commission recommends that the four-tiered structure be granted in the revised pay structure in pay levels 8, 11, 12 and 13 respectively. No change is being recommended for the post of State Drug Controller because the observation of the Fitment Committee remains valid till date.

4.4. Posts under the Fisheries Directorate

The present hierarchy of posts under the Fisheries Directorate along with the source of recruitment and the pay structure for each is as in the table below :-

Sl. No.	Name of Post	Pay Structure	Source of Recruitment
1	Fisheries Extension Supervisor	PB2+GP Rs 4200	Direct
2	Fisheries Inspector	PB2+GP Rs 4200	100% promotion from Sl. No. 1
3	Fisheries Extension Officer	PB2+GP Rs 4200	1. Direct 2. Promotion from Sl. No. 2
4	District Fisheries Officer	PB2+GP Rs 4800	100% promotion from Sl. No. 3
5	Deputy Director	PB3+GP Rs 5400	100% promotion from Sl. No. 4
6	Joint Director, Fisheries	PB3+GP Rs 7600	100% promotion from Sl. No. 5
7	Director, Fisheries	PB3+GP Rs 8700	100% promotion from Sl. No. 6
8	Assistant Engineer, Fisheries	PB2+GP Rs 4600	Direct
9	Executive Engineer, Fisheries	PB2+GP Rs 6600	100% promotion from Sl. No. 8

Representation received in this regard seeks some rationalization of the pay structures for the post mentioned in the Sl. No. 1, 2, 3 above. It appears that the pay structure of the post of Fisheries Extension Supervisor which was sanctioned at

4500-7000, revised to PB1+GP Rs 2800 w.e.f. 01.01.2006 was granted upgraded pay structure of PB2+GP Rs 4200 following a judgment of the Hon'ble High Court in CWJC No. 19935/2010 dated 18.07.2013. Thus, that post and its promotional post have come to lie at the same level. A further claim is that the Pay Committee wrongly considered the post of District Fisheries Officer as the entry level of Bihar Fisheries Service and the service rules bear out that the Fisheries Extension Officer is the entry level post of the Bihar Fisheries Service. The third claim made is for grant of upgraded pay structure to Deputy Director, Fisheries in line with the recommendations of the Pay Committee. The final claim is that Assistant Engineers should be provided the same pay structure as is prevailing for the same post in the works departments.

Firstly, the Commission reaffirms the finding of the Fitment Committee that the Fisheries Service is not a state service. It can at most be considered to be a state cadre. The Commission would also seek to reaffirm the recommendation of the Fitment Committee that the Assistant Engineer under the Fisheries Directorate shall have parity with the post of District Fisheries Officer. The Commission further reaffirms the finding of the Fitment Committee that the posts in the Fisheries discipline even in the Centre are in the lower pay scales than technical posts in the disciplines of Agriculture or Animal Husbandry.

With the above being established, the Commission makes the following recommendation:-

- 1. A cadre review be carried out. The posts of Fisheries Extension Supervisor and Fisheries Inspector be merged into one level and granted the revised pay level 6 in the pay matrix after carrying out modification in the cadre rules and redefining the functional requirements.**
- 2. Fisheries Extension Officer be granted replacement pay level 7 in the pay matrix.**
- 3. Deputy Director, Fisheries be placed at level 11 in the pay matrix in line with the recommendations of the Pay Committee.**
- 4. Assistant Engineers be given the same pay structure as District Fisheries Officer.**
- 5. No change in the pay structure for the other posts is recommended.**

4.5. Teachers in nationalized schools

The pay structure for teachers in nationalized schools needs no change and no such recommendation has been received in this regard. However, representations have been received regarding an apparent dichotomy with regard to admissibility and grant of benefits under the ACP scheme. The generalized scheme of time bound promotions available to other state government employees since 01.04.1981 was not available to this class of government employees. Rather, ACP scheme, whereby, an in situ upgradation after 12 years of service to all teachers and a second in situ upgradation to 20% teachers on completion of minimum 24 years of service was prescribed for this class of Government employees. Since 09.08.1999, all other state government employees are getting unconditional upgradations of 12 and 24 years of service, while this category of government employees continued in their scheme unique to them. Thus, while all other government employees including teachers of government schools, would get a second financial upgradation automatically, once they complete 24 years of service, in the case of teachers of nationalized schools, it would be based on “vacancy” and only 20% of the teachers at the first upgraded level would be eligible for the second upgradation.

The representations received have harped upon this seeming discrimination and they have averred that the state government has recognized this and has agreed to unconditional grant of second financial upgradation from 04.03.2014. The request made is that the Commission recommend that it be made applicable from 09.08.1999, as is the case with all other government employees as well as their peers in the government schools. **The Commission feels that, while this matter is not strictly within the purview of its mandate, it would be remiss in its duties if it doesn't record its views on this matter. The Commission feels that no case of differential treatment is made out and that the same promotion schemes, as is available to other government employees in the shape of ACPs from 09.08.1999 to 12.07.2010 and MACP from 01.01.2009 onwards should have been applicable to them. The government might consider the above. It would be pertinent to point that replacement of ACP scheme with MACP scheme would lead to loss in benefits for those teachers who will have otherwise become eligible for the second financial upgradation under the previous ACP scheme after 12.07.2010. Therefore, only after acceptance of the conditions of MACP, should these teachers be allowed the recommended benefits.**

4.6. Photo Expert under Home Department

Government Examiner of photographs working under the Crime Investigation department of the State Police has raised a grievance that they be treated similarly to State Examiner of Questioned Documents and Government Examiner of Fingerprints because of historical parities as well as similar education qualifications.

It appears that the aforesaid two posts were initially granted the pay structure of Rs 6500-10500 and PB2+GP Rs 4600 from 01.01.1996 and 01.01.2006 respectively. The Fitment Committee has explicitly brought forth that they could at best have parity with Assistant Central Intelligence Officer and that they cannot be compared with the superior posts in the Central Government under the establishment of Government Examiner of Questioned Documents at Shimla, Kolkata and Hyderabad. The Fitment Committee had further noted that the recruitment qualifications were lower in the state than even the post of Assistant Central Intelligence Officer.

However, subsequent to the revision of cadre rules for these posts in the year 2014 Government in the Finance department reviewed the pay structure and chose to grant the pay structure available as entry pay structure for state services to this post in slight departure from the recommendations made by the Fitment Committee.

This Commission strongly feels that the upgradation granted to these two posts was not entirely well founded in terms of the recommendations made by the Fitment Committee. However, it would not like to recommend a downgrade to GP Rs 4600 but the possibility of in situ upgradation to PB3+GP Rs 5400 after 4 years of service is not at all well founded and therefore subject to review. Finally, the Commission is of the view that the Government Examiner of Photographs cannot be granted the upgraded pay structure because the recruitment qualifications for the same have not been upgraded.

In sum, therefore, the Commission would recommend replacement pay level 8 for the post of Government Fingerprint Examiner and State Examiner of Questioned Documents alongside replacement pay level 7 for Government Examiner of Photographs.

4.7. Bihar Sports and Youth Service

A file has been referred to the Finance department for the consideration of the pay structure for the various levels under the aforesaid service. It appears that a Bihar Sports and Youth Service rule has been framed in the year 2014. Originally, the posts

enumerated under these rules were manned by members of the Bihar Education Service with the subordinate levels being manned by members of the Bihar Subordinate Service while the Class 2 posts manned by Bihar Education Service Class 2. With the creation of a new department, these isolated posts are sought to be grouped together and encadred into a separate service. It might be instructive to look into the recommendations of the Fitment Committee with regard to these posts. The Fitment Committee has discussed these posts in Chapter 17 of its report and doesn't appear to have recommended pay scales of above entry levels for District Sports Officer and pre-revised 10000-15200 for Deputy Directors and the same pay structure was envisaged for Stadium Manager as well. The cadre hierarchy proposed by the department is four tiered and the department desires that the pay structure should commence at the entry level for Class 2. This cannot be granted. However, the Commission would recommend a careful relook at the cadre hierarchy such that the posts of District Sports Officer is at a first promotional level and then granted a pay structure of PB2 GP Rs 4800.

The Commission recommends:-

- a. The department identify the proposed posts at each level in line with the recommendations made by the Fitment Committee.**
- b. The posts identified should be such that a promotional hierarchy is maintained without compromising on administrative efficiency.**
- c. The following pay structure is recommended :-**

Sl. No.	Level	Pay Level
1	Entry Level	6
2	First Promotional Level	8
3	Second Promotional Level	11
4	Third Promotional Level	12

4.8. Bihar Archaeology and Museum Service

A file has been referred to the Finance department for the consideration of the pay structure for the various levels under the aforesaid service. It appears that a Bihar Archaeology and Museum Service rule has been framed in the year 2014. Originally, the posts enumerated under these rules were manned by members of the Bihar Education

Service with the subordinate levels being manned by members of the Bihar Subordinate Service while the Class 2 posts manned by Bihar Education Service Class 2. With the creation of a new department, these isolated posts are sought to be grouped together and encadred into a separate service. It might be instructive to look into the recommendations of the Fitment Committee with regard to these posts. The Fitment Committee has discussed these posts in Chapter 17 of its report and doesn't appear to have recommended pay scales of above entry levels. No special recommendations have been made for the Gazetted Cadre except those mentioned in paras 17.6.3. **The Commission recommends the following three tiered hierarchy:-**

Sl. No.	Level	Pay Level
1	Entry Level	6
2	First Promotional Level	8
3	Second Promotional Level	11

The department is requested to undertake a cadre review to provide for a three-tiered cadre in line with the recommendations of the Fitment Committee.

4.9. Registrar cum Accounts Officer in Government Polytechnic and Government Engineering Colleges

It appears that this post of Registrar cum Accounts Officer exists in each of these institutions under the Science and Technology Department. The department has brought these posts together into a three-tiered cadre and has prescribed that all incumbents working on the posts of Assistant Registrars shall be deemed to be now working on the posts of Registrars Suo moto. Accordingly, pay structure for the promotional posts has been asked for. The Commission recommends the following structure: -

Sl. No.	Level	Pay Level
1	Entry Level	8
2	First Promotional Level	11
3	Second Promotional Level	12

4.10. Grant of in situ upgradation to PB 3 GP Rs 5400 to members of Bihar Statistical Service

A reference has been received for adjudication upon a claim made by this category of employees for grant of in situ upgradation to PB 3 GP Rs 5400 after 4 years in PB2 GP Rs 4800. The ground claimed is that this facility is available to the state services and because, they have now got themselves declared a state service, therefore, they should be granted this facility.

On the face of it, this claim seems irrefutable. However, as we have noted in Chapter 3 there has been an increasing tendency amongst various cadres to declare themselves as a state service to obtain this benefit. This Commission has proposed to do away with the facility of in-situ upgradations. Therefore, the Commission is not making any recommendation at present. Replacement pay structure shall prevail.

4.11. Pay Structure for Assistant Professor, Physiotherapy, in Bihar College of Physiotherapy and Occupational Therapy

A reference has been made by the Finance Department for deciding upon the pay structure to be granted to Assistant Professor in the Bihar College of Physiotherapy and Occupational Therapy. At the outset, it will be worthwhile to note that the recognition of degree or diploma courses in Physiotherapy and Occupational Therapy falls under the purview of the State Government, while the same function is carried out by the Rehabilitation Council of India for Specialists in other forms of disabilities. This Commission has tried very hard to obtain the list of recognized degrees in these disciplines. It appears that the certificate awarded by the Bihar College of Physiotherapy and Occupational Therapy shall be considered equivalent to a degree. However, no document related to recognition of any other degree course in these two disciplines is available or has been made available before this Commission. Thus, all personnel working on these posts are diploma holders either with or without post qualification work experience before been appointed.

Secondly, it must be considered that Physiotherapists and Occupational Therapists, either degree holders or diploma holders have been agitating or representing before the Central Government as well as the State Government for grant of pay structure and status equal to that of doctors. Equally consistent has been the

rejection of such claims by the Expert Pay Bodies at both the levels. The Fitment Committee recommended the following:-

“The 5th Pay Commission was of the view that educational qualifications and nature of duties of the Physiotherapists and Occupational Therapists are not comparable to those of MBBS and BDS (Dental Surgeons). In Bihar, the non-diploma holder Physiotherapist and the Occupational Therapists are in the scale of 1400-2300 while the Diploma Holder Physiotherapist is in the scale of Rs 1640-2900. We recommend that in future no Physiotherapist without a degree or diploma should be recruited. The present incumbents will only get the replacement scale of Rs 4500-7000. For the diploma holder Physiotherapist, we recommend the revised scale of Rs. 5500-9000 and Lecturers or those in the pay scale of Rs 2000-3800, will be in the revised scale of Rs 6500-10500. If there are functional and duty posts of Senior Physiotherapist or Occupational Therapist in a scale higher than Rs 2000-3800 and are in a grade above Lecturers then they will be entitled to the revised scale of Rs 8000-13500.”

Thus, it is readily seen that Physiotherapists were granted parity with Technical personnel working under the Health department. Similarly, the 7th Central Pay Commission, too, has recommended the following:-

“The existing structure of the Physiotherapists is as follows:-

Post	Grade Pay
Senior Physiotherapists	5400 (PB-3)
Physiotherapists	4200

IIMA Report reflects that the salary of Physiotherapists in the Government and the CPSUs are comparable. In the private sector, however, the salary structure is very low. IIMA Report also points that retention is not a major concern for this job role in the private sector. The Commission has examined the demand of Physiotherapists. Taking note of the salary structure of Physiotherapists in the private sector, the Commission recommends replacement pay levels for Physiotherapists.”

Given the mandate of this Pay Commission that Central Pay Structure be recommended, this Commission has no option but to recommend replacement pay structure for Physiotherapists. Accordingly, Assistant Lecturers, the erstwhile Lecturers, shall be placed at level 7 in the revised pay matrix.

Chapter 5. Summary of Post-Wise Recommendations

5.1. All Post Except Class II Entry Level State Services

SL NO.	DESIGNATION	REVISED PAY BAND	GRADE PAY	RECOMMENDATION	
	COMMON CATEGORIES				Level Recommendation
	FOR ALL ESTABLISHMENT (EXCEPT WORKS DEPARTMENT)				
1	Lower Division Clerk	PB-1	1900		2
2	Upper Division Clerk	PB-1	2400		4
3	Head Clerk	PB-2	4200		6
4	Office Superintendent	PB-2	4600		7
<p>Note (a): All other posts of clerical nature, be they known as "Accountant", "Accountant-Cum-Clerk", "Store-Keeper", "Storekeeper- Cum - Clerk" etc. in Grade Pays of Rs. 1900/-, Rs. 2400/-, Rs. 4200/-, or Rs. 4600/-, shall stand redesignated at the appropriate level, depending on their Grade Pays as per the above table. The incumbents, shall be deemed to be part of the single clerical cadre at the level of the respective Cadre Controlling Authority. For Details Kindly refer, Chapter 4.</p>					
<p>Note (b): All other posts in Non-Works Departments of similar nature, but in Grade Pays of Rs. 2000/- or Rs. 2800/-, shall be merged with clerical cadre. However, the incumbents in this case would be entitled to replacement pay structure and posts would be merged with the clerical cadre only after the posts stand vacated owing to death/ resignation/ dismissal/ retirement of the incumbent.</p>					
	FOR WORKS DEPARTMENT				
5	Lower Division Clerk	PB-1	1900		2
6	Upper Division Clerk	PB-1	2400		4
7	Head Clerk	PB-2	4200		6
8	Office Superintendent	PB-2	4600		7
9	Junior Accounts Clerk	PB-2	2400		4
10	Senior Accounts Clerk	PB-2	2800		5
<p>Note (a): All other posts of clerical nature, be they known as "Accountant", "Accountant-Cum-Clerk", "Store-Keeper", "Storekeeper- Cum - Clerk" etc. in Grade Pays of Rs. 1900/-, Rs. 2400/-, Rs. 4200/-, or Rs. 4600/-, shall stand redesignated at the appropriate level, depending on their Grade Pays as per the above table. The incumbents, shall be deemed to be part of the single clerical cadre at the level of the respective Cadre Controlling Authority. For Details Kindly refer, Chapter 4.</p>					
<p>Note (b): The cadre of Accounts Clerk be declared a dying cadre and posts transferred to the single clerical cadre as these posts fall vacant owing to death/ resignation/ dismissal/ retirement of the incumbent. For details, kindly see Chapter 4</p>					
	FOR ALL ESTABLISHMENT				
1	Office Attendant and equivalent	PB-1	1800	Kindly Refer to Chapter 3	1
2	Telephone Attendant/ Telephone Operator/ Telex Operator/ Reception Cum Telephone Operator/ Teleprinter Operator/ Receptionist-cum-Telephone Operator	PB-2	4200		6
3	PBX Operator	PB-1	2400		4
4	Primary (Untrained)	PB-1	1800		1
5	Middle (Untrained)	PB-1	1800		1

6	Matric (Untrained)	PB-1	1900		2
7	Intermediate (Untrained)	PB-1	1900		2
8	Graduate (Untrained)	PB-1	1900		2
9	Middle (Trained)	PB-1	1800		1
10	Matric (Trained)	PB-2	4200		6
11	Intermediate (Trained)	PB-2	4200		6
12	Graduate (Trained)	PB-2	4600		7
13	Graduate(Trained Headmaster in Highschool)	PB-2	5400		9
14	Lecturer (10+2 School, PGT)	PB-2	4800		8
15	Senior Scale	PB-3	5400		9
16	Selection Scale	PB-3	6600		11
17	Principal (10+2 School)	PB-3	7600		12
18	Teacher (Music/Craft/Charkha/Drawing/Tabla/Dance/Reeling/Sericulture/Weaving/Games/Science/Yoga etc.)			These posts are known by different names in different departments. A uniform nomenclature is indicated. The pay structure recommended is replacement pay level.	
19	Amin	PB-1	2000		3
20	Librarian/ Asst. Librarian	PB-1/ PB-2	4200/ 4600/ 2400		6/ 7/ 4
21	Tracer	PB-1	2000		3
22	Junior Engineer	PB-2	4200		7
23	Telex Operator	PB-2	4200		6
24	Compounder (Non - Pharmacist)	PB-1	1900		2
25	Compounder (Pharmacist)	PB-1	2800		5
26	Auxiliary Nurse Midwife	PB-1	2400		4
27	Staff Nurse Grade "A"	PB-2	4600		7
28	Staff Nurse Grade "B"/ Grade 1	PB-1	2800		5
29	Draftsman Grade I	PB-2	4200		6
30	Draftsman Grade II	PB-1	2400		4
31	X-Ray Technician & Equivalent	PB-1	2400	As per recommendations in Chapter 3	4
32	Skilled Artisan (Steel/ Wood/ Sericulture/ Spinning/ Sheet Metal/ Blacksmith/ Technical)/ Master Artisan (Wood Toys)/ Weaving Mistry	PB-1	1900		2
33	Higher Skilled Artisan (Steel/ Wood)	PB-1	2400		4
34	Photo Copier cum Printer Operator	PB-1	2400		4

35	Steno Typist/Steno Clerk Grade III	PB-1	2400		4
36	Steno Typist/Steno Clerk Grade II	PB-2	4200		6
37	Steno Typist/Steno Clerk Grade I	PB-2	4600		7
38	Head Steno Typist/ Clerk	PB-2	4800		8
SUPERVISORY CADRE					
39	Junior Statistical Supervisor	PB-2	4200		7
40	Asst. Consolidation Officer	PB-2	4200		7
41	Circle Inspector	PB-2	4200		7
42	Supply Inspector	PB-2	4200		7
43	Labour Inspector/ Labour Welfare Officer	PB-2	4200		7
44	Gram Panchayat Supervisor	PB-2	4200		7
45	Asst. Savings Officer	PB-2	4200		7
46	Cooperative Extension Officer	PB-2	4200		7
47	Revenue Circle Officer	PB-2	4200		7
48	Block Welfare Officer	PB-2	4200		7
49	Senior Audit Officer	PB-2	4200		7
50	Senior Statistical Assistant	PB-2	4200		7
51	Statistical Assistant	PB-2	4200		7
52	Investigator	PB-2	4200		7
53	Senior Auditor Grade II	PB-2	4200		7
54	Graduate Assistant	PB-2	4200		7
55	Malaria Inspector	PB-2	4200	Cadre Review Recommended	7
56	Rural Development Officer	PB-2	4200		7
57	Revenue Inspector	PB-2	4200		7
58	Urban Development Officer	PB-2	4600		7
59	Junior Engineer	PB-2	4200		7
60	Extension Officer (Industry & Commerce) DRADA	PB-2	4200		7
61	Child Protection Officer	PB-2	4200		7
62	Agriculture Inspector & Equivalent	PB-2	4200		7
CABINET SECRETARIAT & COORDINATING DEPARTMENT					
Governor's Secretariat					
63	Tailor Master	PB-1	1900		2
64	Head Driver	PB-1	1900		2
65	Head Cook	PB-1	1900		2
66	Garden Supervisor	PB-1	2400		4
67	cashier	PB-1	2800		5
68	Supervisor	PB-1	2800		5

69	House Superintendent	PB-2	4200		6
70	Personal Secretary to Governor's Secretary	PB-2	4600		7
71	Accounts Officer	PB-2	4200		6
72	Private Secretary to Governor	PB-3	6600		11
STATE GUEST HOUSE					
73	Cook	PB-1	1900		2
74	Asstt. Superintendent	PB-1	2400		4
75	Superintendent	PB-2	4200		6
	BIHAR BHAWAN NEW DELHI & OFFICE OF RESIDENT			There are several isolated posts in these establishments, it is recommended that these posts be brought into established cadres so that manning of these posts is made simpler as selection/ recruitment for isolated posts is difficult. Even presently these are being manned on deputation. Needless to say, deputationists shall carry the pay structure in their parent cadre to the deputed posts.	
76	Steward	PB-1	1900		2
77	Electrician	PB-1	2400		4
78	Assistant Cook	PB-1	1900		2
STATE ARCHIVES					
79	Mender-cum-Book Binder	PB-1	1900	Kindly Refer to Chapter 4	4
80	Preservation Assistant	PB-1	2400		4
81	Archivist	PB-2	4200		6
82	Asst. Director of Archives	PB-2	4800		8
83	Dy. Director of Archives	PB-3	6600		11
84	Director of Archives	PB-3	7600		13
HOME DEPARTMENT					
85	Junior Receptionist	PB-1	2000		3
86	Confidential Assistant	PB-1	2400		4
87	Receptionist	PB-2	4200		6
88	Cipher Assistant	PB-2	4200		6
89	Duty Officer	PB-2	5400		9
90	Secretariat Information Officer	PB-2	4200		6
POLICE ORGANISATION					
91	Constable	PB-1	1900	Recruitment qualification has been upgraded to 10 + 2	3
92	sepoy	PB-1	1900		3
93	Lance Naik	PB-1	1900		3
94	Orderly	PB-1	1900		3
95	Constable	PB-1	1900		3

96	Helper Constable	PB-1	1900		3
97	Constable Carpenter	PB-1	1900		3
98	Sepoy Carpenter	PB-1	1900		3
99	Sepoy Orderly	PB-1	1900		3
100	Sepoy Armoured	PB-1	1900		3
101	Havildar	PB-1	2000	Recruitment qualification has been upgraded to 10 + 2	4
102	Asstt. Sub-Inspector	PB-1	2400	Recruitment qualification has been upgraded to 10 + 2	5
103	Sub Inspector	PB-2	4200		6
104	Jamadar	PB-2	4200		6
105	Sergeant	PB-2	4200		6
106	Reserve Sub-Inspector	PB-2	4200		6
107	Reserve Sub-Inspector Armour	PB-2	4200		6
108	Inspector	PB-2	4600		7
109	Sergeant Major	PB-2	4600		7
110	Subedar	PB-2	4600		7
111	Reserve Inspector	PB-2	4600		7
112	Subedar major	PB-2	4600		7
113	Squadron sergeant major	PB-2	4600		7
114	Sowar	PB-1	1900		3
115	Risaldar	PB-2	4200		6
116	Jamadar (ASI)	PB-1	2400		5
117	Riding Master(Jamadar)	PB-2	4200		6
118	Steno, Assistant Sub-Inspector	PB-1	2400		5
119	Literate Constable (Operator Grade II)	PB-1	1900		3
120	Literate constable (Operator Grade I)	PB-1	1900		3
121	Literate Constable (Technical)	PB-1	1900		3
122	Asstt. Sub-Inspector (Operator Grade II)	PB-1	2400		5
123	Asstt. Sub-Inspector (Operator Grade I)	PB-1	2400		5
124	Asstt. Sub-Inspector (Technical Grade II)	PB-1	2400		5
125	Asstt. Sub-Inspector (Technical Grade I)	PB-1	2400		5
126	Wireless Sub-Inspector Grade II	PB-2	4200		6
127	Wireless Sub-Inspector Grade I	PB-2	4200		6
128	Sub Inspector Technical Grade II	PB-2	4200		6
129	Sub Inspector Technical Grade I	PB-2	4200		6
130	Inspector (Communication)	PB-2	4600		7
131	Inspector (Technical)	PB-2	4600		7

132	Helper	PB-1	1900		2
133	Motor Launch Sarang	PB-1	1900		2
134	Writer Constable	PB-1	1900		3
135	Motor Launch Driver	PB-1	1900		2
136	Asstt. Fitter	PB-1	1900		2
137	Carpenter	PB-1	1900		2
138	Havildar Driver	PB-1	2000		4
139	Motor Launch Master	PB-1	2400		5
140	Electrician	PB-1	2400		4
141	Blacksmith	PB-1	2400		4
142	Painter	PB-1	2400		4
143	Fitter	PB-1	2400		4
144	Motor Transport Jamadar	PB-2	4200		6
145	Budget Officer-cum-Accounts Officer	PB-2	4200		6
146	Steno Sub-Inspector (without any shorthand same cond. Al.)	PB-2	4200		6
147	Typist Asstt.-sub-Inspector	PB-1	2400		5
148	Sub-Inspector(M)	PB-2	4200		6
149	Inspector(M)	PB-2	4600		7
150	Computer	PB-1	2400		4
151	Sub-Inspector (Reporter)	PB-2	4200		6
152	Inspector(Reporter)	PB-2	4600		6
153	Fire Station Officer	PB-2	4200		6
154	Asstt.State Fire Officer	PB-2	4800		8
155	State Fire Officer	PB-3	6600		11
156	Divisional Fire Officer	PB-2	4600		7
157	Asstt. Divisional Fire Officer	PB-2	4600		7
158	fireman	PB-1	1900		3
159	Leading Fireman	PB-1	2000		4
160	Leading Fire Engine Driver	PB-1	2000		4
161	Fire Station Sub-officer	PB-1	2400		5
	Photo Expert Under Home Department				
162	Govt. Examiner of Finger-Prints/ State Examiner of Questionnaire Document	PB-2	4800		8
163	Govt. Examiner of Photographs	PB-2	4600		7
	OFFICE OF I.G. PRISONS & CORRECTIONAL SERVICE				
	FIELD ESTABLISHMENT GENERAL				
164	Warder	PB-1	1900	Same as Bihar Police Subject to the condition that their recruitment qualification is raised to Intermediate, Else level 2,3,4	2
165	Head Warder	PB-1	2000		3

166	Chief head Warder	PB-1	2400		4
167	Jailor	PB-2	4200		6
168	Prisons Welfare Officer	PB-2	4200		6
169	Roller Coverer	PB-1	1900		2
170	Tent Tailor	PB-1	1900		2
171	Asstt. Tailor Master	PB-1	1900		2
172	Cutter	PB-1	1900		2
173	Tailor	PB-1	1900		2
174	Sewing Machine Mechanic	PB-1	1900		2
175	Blacksmith	PB-1	1900		2
176	Leather Instructor	PB-1	1900		2
177	Carpet Inspector	PB-1	1900		2
178	Gnani Master	PB-1	1900		2
179	Turner	PB-1	1900		2
180	Second Loom Jobber	PB-1	1900		2
181	Dyeing Master	PB-1	1900		2
182	Tent Master	PB-1	1900		2
183	Tailor Master	PB-1	1900		2
184	Carpenter Master	PB-1	1900		2
185	Carding Jobber	PB-1	1900		2
186	Speed Frame Jobber	PB-1	1900		2
187	Ring Farm Jobber	PB-1	1900		2
188	Deffing Jobber	PB-1	1900		2
189	Engine Driver	PB-1	1900		2
190	First Loom Jobber	PB-1	1900		2
191	Weaving Jobber	PB-1	1900		2
192	Factory Overseer	PB-1	1900		2
193	Jobber-cum-Fitter	PB-1	2400		4
194	Lady Assistant superintendent	PB-1	2800		5
195	Electrical Overseer	PB-2	4200		6
196	Guarding Master	PB-2	4200		6
197	Spinning Master	PB-2	4200		6
198	Weaving Master	PB-2	4200		6
199	Roller Coverer	PB-1	1900		2
200	Tent Tailor	PB-1	1900		2
201	Carpenter Master(Borstal School)	PB-1	1900		2
202	Teacher/Lady Teacher	PB-1	1900		2
203	Tailor Master (Borstal School)	PB-1	1900		2
204	Senior Supervisor (Borstal Sch.)	PB-1	1900		2
205	House Master-cum-Clerk(Remand Home)	PB-1	2400		4

206	Head Teacher (Borstal School)	PB-2	4200		6
207	Senior House Master cum clerk (Remand Home)	PB-1	2400		4
208	Craft Instructor (Borstal Sch.)	PB-1	2800		5
209	Junior House Master (Borstal Sch)	PB-1	2800		5
210	Statistical Assistant	PB-2	4200	Home Department may take a holistic view of the posts created in the Remand homes and Borstal Homes to achieve a uniform structure	6
211	Deputy Superintendent(Remand Home)	PB-2	4200		6
212	Head Teacher (Borstal School)	PB-2	4200		6
213	Deputy Superintendent (Probation Homes/ Hostel)	PB-2	4200		6
214	Teacher (Other than Remand Home)	PB-2	4200		6
215	Asstt. Teacher (Jail High School)	PB-2	4200		6
216	Head Teacher (Jail High School)	PB-2	4800		8
217	Senior House Master (Borstal School/Prob.House/Hostel)	PB-2	4200		6
218	Seperintendent,Special School/Big Brother	PB-2	4200		6
219	Superintendent Senior Remand Home	PB-2	4200		6
220	Planning cum Statistical Officer	PB-2	4200		6
221	Superintendent (Borstal School)	PB-2	4200		6
222	Junior Photographer	PB-2	4200		6
223	Laboratory Assistant	PB-2	4200		6
224	Senior photographer	PB-2	4200		6
225	Senior scientific Asstt.	PB-2	4200		6
226	Technical Officer	PB-2	4200		6
227	Liaison Officer	PB-2	4200		6
228	Senior scientific Officer	PB-2	4600		7
229	Assistant Director	PB-2	4600		8
230	Deputy Director (F.S.L.)	PB-3	6600		11
231	Addl. Director / Regional Director	PB-3	7600		12
232	Director, Forensic Science Laboratory	PB-4	8700		13
233	Office Supervisor	PB-2	4200		6
HOME GUARD ORGANISATION					
234	Education Officer (Inspector Home Guard)	PB-2	4600	Post Name -Inspector Home Guard	7
CIVIL DEFENCE ORGANISATION					
235	Instructor	PB-2	4200		6

236	Deputy controller (Deputy collector)	PB-2	5400		9
237	Asstt. Director/ Junior Staff Officer.	PB-2	4200		6
	SOLDIER'S BOARD				
238	Welfare Organizer	PB-1	2000		3
239	Secretary Grade III	PB-1	2400		4
240	Secretary Grade II	PB-1	2800		5
241	Secretary Grade I	PB-2	4200		6
242	Soldier Welfare Officer (Adhoc F.D. Let 1037/26-02-98)	PB-2	4200		6
243	District Soldier Welfare officer	PB-3	6600		11
244	District Soldier Asstt. Officer	PB-2	4200		6
	PERSONNEL AND ADMINISTRATIVE REFORMS DEPARTMENT				
	BIHAR SECRETARIAT SERVICE			At par with State Services	
245	Assistant	PB-2	4600		7
246	Section Officer	PB-2	4800		9
247	Under Secy. & Equivalent Post	PB-3	6600		11
248	Deputy Secretary & Equivalent Post	PB-3	7600		12
249	Joint Secretary & Equivalent Post	PB-4	8700		13
	Bihar Secretariat Stenographer Service				
250	Private Secretary	PB-2	4800		9
251	Principal Private Secretary	PB-3	6600		11
	HEADQUARTER ESTABLISHMENT				
252	Comparing Assistant	PB-1	2400		4
	ESTABLISHMENT OF LOKAYUKTA				
253	Deputy Secretary	PB-3	7600		12
254	Under Secretary	PB-3	6600		11
255	Private Secretary to Lokayukta	PB-2	4600		7
256	Section Officer	PB-2	4800		9
257	Assistant	PB-2	4600		7
258	Senior personal Assistant	PB-2	4800		8
259	Personal Assistant	PB-2	4600		7
260	Recorder	PB-2	4200		6
	ESTABLISHMENT OF BIHAR PUBLIC SERVICE COMMISSION				
261	Record Keeper	PB-1	2800		5
262	Junior Statistical Assistant	PB-2	4200		6
263	PS to Chairman (Stenographer Cadre)	PB-2	4800		8
264	Secretary	PB-3	6600		11
265	Officer on Special Duty	PB-3	6600		11

	RAJBHASHA DEPARTMENT				
266	Raj Bhasha Assistant Grade III	PB-2	4200		6
267	Raj Bhasha Assistant Translator Grade II	PB-2	4600		7
268	Raj Bhasha Officer	PB-2	4800		8
269	Deputy Director, Rajbhasha	PB-2	5400		9
270	Instructor, Shorthand	PB-2	4200		6
271	Assistant Instructor, Typing	PB-1	2400		4
272	Asstt. Raj Bhasha Instructor	PB-1	2800		5
273	Divisional Raj Bhasha Instructor/ Raj Bhasha Instructor	PB-2	4200		6
274	Sabdawali Assistant	PB-2	4200		6
275	Section Officer, Sabdawali	PB-2	4200		6
276	Director, Rajbhasha	PB-3	7600	Ex-cadre post; level 12 being recommended if recruitment is made on this post, else deputationists will carry his pay.	12
277	Editor	PB-2	4200		6
278	Proof reader cum Publication Assistant	PB-1	2400		4
	Urdu Translators				
279	Asst. Urdu Translator	PB-1	2400		5
280	Urdu Translator	PB-1	2800		6
281	Sr. Urdu Translator				8
282	Urdu Translation Officer				9
	COMMERCIAL TAX DEPARTMENT				
	H.Q. ESTABLISHMENT OF COMMERCIAL TAXES DEPTT.				
279	Junior Statistical Clerk	PB-2	4200		6
280	Senior Statistical Clerk	PB-2	4200		6
281	Statistician	PB-2	4200		6
282	Statistical Officer	PB-2	4200		6
283	Special Officer	PB-2	4200		6
	MUFFASIL ESTABLISHMENT OF COMMERCIAL TAXES DEPTT.				
284	Cook-cum-Bearer	PB-1	1900		2
285	Junior Statistical Clerk	PB-2	4200		6
286	Senior Statistical Clerk	PB-2	4200		6
287	Statistician	PB-2	4200		6
288	Statistical Officer	PB-2	4200		6

	FINANCE DEPARTMENT				
	NATIONAL SAVINGS ORGANISATION H.Q. ESTABLISHMENT				
289	Film Operator	PB-1	2400		4
290	Asstt. Public Relation Officer	PB-1	2400		4
291	Deputy Director, Publicity	PB-2	4200		6
292	Joint Director	PB-3	6600		11
	MUFASSIL ESTABLISHMENT OF NATIONAL SAVINGS				
293	Asstt. Saving Officer	PB-2	4200		6
294	National Savings Executive Officer	PB-2	4600		7
295	Lady Officer (National Saving)	PB-2	4600		7
	BIHAR AUDIT SERVICE				
296	Auditor	PB-1	2800		5
297	Sr. Auditor	PB-2	4200		6
298	Asst. Audit Officer			Revised pay level to be available after cadre rule notification dated 20-02-2017. Otherwise replacement pay level.	7
299	Audit Officer				8
300	Sr. Audit Officer/ Asst. Director				11
301	Deputy Director				12
302	Joint Director				13
	SECRETARIAT MOTOR SERVICE AND SECRETARIAT BUILDING ESTABLISHMENT				
303	Caretaker (Civil)/ Asstt. Caretaker	PB-2	4200		6
	NEW GENERAL PROVIDENT FUND SECTION				
304	Sorter	PB-1	2400		4
305	Security Assistant	PB-1	2400		4
306	computer	PB-2	4200		6
307	Machine Operator	PB-1	2800		5
308	Supervisor (Borstal School)	PB-2	4200		6
309	Deputy Director	PB-2	4200		6
	PRINTING AND STATIONARIES				
310	Junior Computer	PB-1	2400		4
311	Technical Assistant	PB-1	2800		5
312	Technical personal Asstt.	PB-2	4200		6
313	Director	PB-3	7600		12
314	Asstt. machine Minder	PB-1	1900		2
315	Asstt. Stamp Printing Operator	PB-1	1900		2
316	machine Fly Boy	PB-1	1900		2
317	machine fly Boy and Inkman	PB-1	1900		2
318	Plateman	PB-1	1900		2

319	Carpenter	PB-1	1900		2
320	Mono Caster	PB-1	1900		2
321	Type Casting Operator	PB-1	1900		2
322	Junior Book Binder	PB-1	1900		2
323	Van Driver-cum-mechanic	PB-1	1900		2
324	Asstt. General mechanic	PB-1	1900		2
325	Asstt. Mechanic	PB-1	2000		3
326	Asstt. Lino Mechanic	PB-1	2000		3
327	Grinding machineman	PB-1	2000		3
328	Welder	PB-1	1900		2
329	turner	PB-1	1900		2
330	Asst. Lino Mono mechanic	PB-1	1900		2
331	Asstt. Mono Mechanic	PB-1	1900		2
332	Asstt. Mechanic-cum-sort Caster	PB-1	1900		2
333	Stereo typer	PB-1	1900		2
334	compositor	PB-1	1900		2
335	Corrector	PB-1	2000		3
336	Asst. Incharge, Distributing & Type Store (Ranchi)	PB-1	2000		3
337	Asstt. machine Binder	PB-1	2000		3
338	machineman	PB-1	2000		3
339	Random man	PB-1	1900		2
340	Plateman	PB-1	1900		2
341	metal Melter	PB-1	1900		2
342	Book Binder/Senior Book Binder	PB-1	1900		2
343	Asstt. Binding Jamadar	PB-1	2400		4
344	Asstt. Standing Form-Keeper	PB-1	1900		2
345	Copyholder	PB-1	1900		2
346	Compositor Incharge (Raj Bhawan Press)	PB-1	2000		3
347	Asstt. Section Holder	PB-1	2400		4
348	Book Binder (Selection Grade)	PB-1	2000		3
349	Machine Minder (Gluing)	PB-1	2400		4
350	Computers, Selection Grade Director of Print & Stat)	PB-1	2400		4
351	Machine Minder	PB-1	2400		4
352	Machine Jamadar (Night Shift)	PB-1	2400		4
353	Asstt. Incharge, Distribution and Typestore	PB-1	2400		4
354	Stamp Printing Operator	PB-1	2400		4
355	Binding Jamadar	PB-1	2400		4
356	machine jamadar (Lottery)	PB-1	2400		4
357	Press and Machine Jamadar	PB-1	2400		4
358	Asstt. Time Keeper	PB-1	2400		4

359	Asstt. Store Keeper	PB-1	2400		4
360	Paper Issuer cum Store Keeper	PB-1	2400		4
361	Reviser	PB-1	2400		4
362	Asstt. Time Checker	PB-1	2400		4
363	Asstt. Store Keeper cum Despatcher	PB-1	2400		4
364	Time Keeper	PB-1	2400		4
365	Junior Reader	PB-1	2400		4
366	Mono Operator	PB-1	2400		4
367	Lino Operator	PB-1	2400		4
368	Compositor Typist	PB-1	2400		4
369	Machine Minder (Heavy Machine lottery	PB-1	2400		4
370	Senior Reader	PB-1	2400		4
371	Section Holder	PB-1	2800		5
372	Time Works Checker	PB-1	2400		4
373	General Mechanic	PB-1	2400		4
374	Lino Mechanic	PB-1	2800		5
375	Mono Mechanic	PB-1	2800		5
376	Electric mechanic	PB-1	2400		4
377	Mono section Holder	PB-1	2400		4
378	Lino Section Holder	PB-1	2400		4
379	Store Keeper cum Despatcher	PB-1	2400		4
380	Asstt. Cameraman cum Platemaker	PB-1	2400		4
381	Instructor of Apprentice	PB-1	2400		4
382	Accountant	PB-1	2800		5
383	Head Computer	PB-1	2800		5
384	Store Keeper cum Despatcher	PB-1	2800		5
385	Store Accountant	PB-1	2800		5
386	General Foreman and Incharge General foreman	PB-2	4200		6
387	Foreman Night Shift	PB-2	4200		6
388	Machine and Binding Foreman	PB-1	2800		5
389	Head Assistant	PB-2	4200		6
390	Head Reader	PB-2	4200		6
391	Cameraman cum Plate maker	PB-2	4200		6
392	Asstt. superintendent	PB-2	4200		6
393	Admin Officer	PB-2	4200		6
394	Printing Engineer	PB-2	4200		6
395	Dy. Superintendent	PB-2	5400		9
396	Superintendent	PB-3	6600		11
397	Asstt. Machine operator	PB-1	1900		2
398	Asstt. rotary machine Operator	PB-1	1900		2
399	Monotype Caster	PB-1	1900		2

400	Senior Binder	PB-1	1900		2
401	Compositor	PB-1	1900		2
402	Task Checker	PB-1	2000		3
403	Fitter Machine Mistry	PB-1	1900		2
404	Electric Mistry	PB-1	1900		2
405	Numbering Machine Operator	PB-1	1900		2
406	Automatic Ticket Printing Machine Operator	PB-1	2000		3
407	Plate Machine Operator	PB-1	2000		3
408	Automatic machine Operator	PB-1	1900		2
409	Cylinder Machine Operator	PB-1	2000		3
410	Truck Driver cum Mechanic	PB-1	1900		2
411	Asstt. Rotary Mechanic	PB-1	1900		2
412	Senior compositor	PB-1	1900		2
413	Asstt. Binding Jamadar	PB-1	2000		3
414	Copy Holder	PB-1	1900		2
415	Computer	PB-1	2000		3
416	Standing Form Keeper	PB-1	2000		3
417	Security Officer	PB-1	2000		3
418	Head Indent Checker	PB-1	2000		3
419	Canteen Clerk (BSP)	PB-1	1900		2
420	Rotary Machine Operator	PB-1	2400		4
421	Press Jamadar	PB-1	2400		4
422	Machine Jamadar	PB-1	2400		4
423	Binding Jamadar	PB-1	2400		4
424	Head Mechanic	PB-1	2000		3
425	Foundry Foreman	PB-1	2000		3
426	Senior Reader	PB-1	2400		4
427	Section Holder	PB-1	2800		5
428	Quality Printer	PB-1	2400		4
429	Storekeeper cum Despatcher	PB-1	2400		4
430	Instructor	PB-1	2400		4
431	Foreman (Night Shift)	PB-2	4200		6
432	Mechanical Foreman	PB-1	2800		5
433	Admin cum Accounts officer	PB-2	4200		6
434	Asstt. Superintend	PB-2	4200		6
435	Deputy Superintendent	PB-2	5400		9
436	Superintendent	PB-3	6600		11
437	Carpenter	PB-1	1900		2
438	Scooter van driver	PB-1	1900		2
439	Workshop mechanic	PB-1	1900		2
440	Type Writer Mechanic	PB-1	2400		4

441	Compositor cum Rubber Stamp Manufacturer	PB-1	2000		3
442	Senior Typewriter Mechanic	PB-1	2400		4
443	head Operator	PB-1	2000		3
444	Grinding Mechineman	PB-1	2000		3
445	Supervisor (CD Section)	PB-1	2800		5
446	Head Typewriter mechanic	PB-1	2800		5
447	Lady Counter Clerk	PB-1	2400		4
448	Booking Clerk	PB-1	2400		4
449	Asstt. Incharge (Book Deport)	PB-1	2800		5
450	Admin. Cum Accounts Officer	PB-2	4200		6
451	Superintendent	PB-3	6600		11
DATA CELL FINANCE					
452	Assistant Programmer	PB-2	4600		7
453	Programmer	PB-2	4800		8
454	System Analyst	PB-3	6600		11
CIVIL AVIATION DEPARTMENT					
455	Time Keeper	PB-1	2400		4
456	Radio Technician	PB-1	2400		4
457	painter	PB-1	2400		4
458	Junior foreman	PB-2	4200		6
459	mechanic (Grade_I)	PB-2	4200		6
460	Chief Store keeper	PB-2	4200		6
461	Aircraft maintenance Engineer/Wireless Engineer	PB-2	5400		9
462	Electrician	PB-1	2800		5
463	Pilot	PB-2	5400		9
464	Government Pilot	PB-3	6600		11
465	Senior Radio Engineer	PB-3	6600		11
466	Addl. Chief Pilot/Deputy Chief Aircraft Engineer	PB-3	7600		12
467	Senior Additional Chief Pilot	PB-4	8900		13A
468	Addl. Chief Aircraft Engineer	PB-4	8900		13A
469	Chief Aircraft Engineer	PB-4	8900		13A
470	Director of Operations cum Chief Govt. Pilot cum Secretary	PB-4	10000		14
471	Senior Radio Engineer	PB-3	6600		11
472	Deputy Chief Aircraft Engineer	PB-3	7600		12
BIHAR FLYING INSTITUTE					
473	Flight Clerk	PB-1	2400		4
474	astt. Flight Instructor	PB-3	6600		11
475	Flight Instructor	PB-3	7600		12
476	Chief Flight Instructor	PB-4	8700		13
477	Chief Aircraft Engineer	PB-4	8900		13A

478	Jeep Driver cum Junior Mechanic	PB-1	1900		2
479	Winch Operator cum Engineer	PB-2	4200		6
480	Gliding Instructor	PB-2	5400		9
481	Junior mechanic	PB-1	2400		4
482	Senior Mechanic	PB-2	4200		6
483	Aircraft maintenance Engineer	PB-2	5400		9
484	Painter	PB-1	1900		2
485	Administrative Officer	PB-2	5400		9
	PLANNING AND DEVELOPMENT DEPARTMENT			The Planning Department has 2 broad cadres servicing it, viz. the planning service and the statistical cadre. It has several wings of whom the most important is the planning board. It appears that its wings are either understaffed or unstaffed. It would be quite in place that the department undertake a thorough review of the various isolated posts and its several wings with a view to facilitate better functionality as well as career progression to its employees.	
	SECRETARIAT ESTABLISHMENT				
486	Machine Operator	PB-1	1900		2
487	Research Asstt. (Formerly Statistical Asstt.)	PB-1	2400		4
488	Research Asstt. (Formerly Computer Sr. Statistical Asstt.)	PB-2	4200		6
489	Cartographer	PB-2	4200		6
490	Administrative Officer	PB-2	4200		6
491	Research Officer	PB-2	4200		6
	POST SANCTIONED FOR STRENGTHENING OF PLANNING MACHINERY				
492	MBA (Master of Business Administrative)	PB-2	5400		9
493	Economist	PB-2	5400		9
494	Research cum Technical Officer	PB-2	5400		9
495	Asstt. Director (Statistics)	PB-2	4800		8
	PILOT Research PROJECT				
496	Computer	PB-2	4200		6
497	Cartographer	PB-2	4200		6
498	Technical Officer	PB-2	4200		6
499	Research Officer	PB-2	4200		6
500	Scheme Director	PB-2	5400		9
	STATE PLANNING BOARD				
501	Operator	PB-1	1900		2
502	Cartographer	PB-2	4200		6
503	Sr. Statistical Asstt.	PB-2	4200		6

504	Asstt. Research Officer	PB-2	4200		6
505	Assistant Librarian	PB-2	4200		6
506	Asstt. Director (Statistics)	PB-2	4800		8
507	Junior Research Officer	PB-2	4200		6
508	Secretary to Vice chairman	PB-2	4200		6
509	Senior Research Officer	PB-2	5400		9
510	Deputy Director	PB-3	6600		11
511	Joint Director	PB-3	7600		12
512	Director	PB-3	7600		12
513	Director (Chief)	PB-4	8700		13
514	Advisor	PB-4	8700		13
515	Asst. Statistical Officer	PB-2	4600		7
	DEVELOPMENT AUTHORITIES				
516	Compiler	PB-1	2400		4
517	Senior Statistical Asstt.	PB-2	4200		6
518	Personal Asstt. to Member Secretary	PB-2	4200		6
	DIRECTORATE OF STATISTICS AND EVALUTATION				
519	Junior field Investigator	PB-1	1900		2
520	Computer Clerk	PB-1	1900		2
521	Statistical Clerk	PB-1	2000		3
522	Punching cum Verifying Operator	PB-1	1900		2
523	Machine Operator	PB-1	1900		2
524	Camera Operator	PB-1	2800		5
525	Junior Statistical Asstt./Block Statistical Supervisor	PB-2	4200	Same as other Supervisory cadres	6
526	Senior Statistical Asstt.	PB-2	4200		6
527	Office Supervisor	PB-2	4200		6
528	Cartographer	PB-2	4200		6
529	Administrative officer	PB-2	4200		6
	INSTITUTIONAL FINANCE DEPARTMENT				
530	Librarian	PB-1	1900		2
	TOWN PLANNING ORGANISATION				
531	Survey Asstt.	PB-1	2400		4
532	Town Planning Draftsman, Architectural Draftman	PB-2	4200		6

533	Modeler	PB-2	4200	it is recommended that the department a relook at the Structure and formulate cadre rules after suitable restructuring if required, till that time, replacement pay structure shall be available.	6
534	Sculptor	PB-2	4200		6
535	Statistical Asstt. (Town& Regional Planning Org)	PB-2	4200		6
536	Asstt. Planner (Architectural/Eng./Socio Economist)	PB-2	4200		6
537	Junior Town Planner (Architectural . Eng/ Socio Economist)	PB-3	6600		11
538	Associate Planner (Architectural . Eng/ Socio Economist)	PB-3	7600		12
539	Town Planner (Architectural . Eng/ Socio Economist)	PB-4	8700		13
540	Chief Town Planner	PB-4	8900		13A
541	Executive Officer (Bihar Nagar Seva)	PB-2	4600		7
RURAL DEVELOPMENT DEPARTMENT					
542	Block Development Officer and Equivalent posts	PB-2	4800		8
543	Assistant District Development Officer and Equivalent posts	PB-2	5400		9
544	District Development Officer and Equivalent posts	PB-3	6600		11
545	Divisional Development Officer and Equivalent posts	PB-3	7600		12
SECRETARIAT ESTABLISHMENT					
546	Artist	PB-2	4200		6
RURAL WORKS DEPARTMENT					
547	Research Asstt.	PB-1	2800		5
548	Secretary to superintending Engineer	PB-2	4200		6
549	Secretary to Chief Engineer (Non-Technical)	PB-2	4200		6
550	District Engineer	PB-3	6600		11
PANCHAYATI RAJ DEPARTMENT					
551	District Engineer	PB-3	6600		11
552	Artist cum Computer	PB-2	4200		6
553	Deputy State Organizer	PB-2	4200		6
554	State Organizer	PB-2	4200		6
555	Deputy Director	PB-3	6600		11
556	Panchayat Sewak	PB-1	2000		3
557	Music(Band)Instructor	PB-1	1900		2
558	Second Instructor/ Third Instructor	PB-1	2400		4
559	Head Instructor	PB-1	2800		5
560	Panchayat Supervisor	PB-2	4200		6

561	Law lecturer	PB-2	4200		6
562	Land Reform Lecturer	PB-2	4200		6
563	Deputy State Organizer	PB-2	4200		6
564	Administrative Officer	PB-2	4200		6
565	Deputy Director, panchayati Raj	PB-3	6600		11
566	State Organizer	PB-2	4200		6
567	Deputy State Organizer	PB-2	4200		6
568	Gram Sevikas	PB-1	2000		3
569	Statistical Investigator DRADA	PB-2	4200		6
570	Lady Extension Officer	PB-2	4200		6
571	Director, Accounts Administration and Self Employment	PB-3	7600		12
572	Assistant Project Officer, Credit	PB-2	4200		6
573	Statistical Investigator	PB-2	4200		6
574	Block Panchayat Raj Officer	PB-2	4200		6
575	Lecturer, District Panchayat Raj Training Institute/Mukhiya-Sarpanch Training Institute	PB-2	4600		7
576	District Panchayati Raj Officer	PB-2	4800		8
577	Principal, Zila Panchayati Raj Training Institute	PB-3	5400		9
578	Principal (Mukhia and Sarpanch Training Institute)	PB-3	5400		9
	SOCIAL WELFARE DEPARTMENT/ MMINORITY WELFARE DEPARTMENT/ SC/ ST WELFARE DEPARTMENT/ SOCIAL SECURITY WELFARE DEPARTMENT				
	BLIND HIGH SCHOOL AT PATNA/DARBHANGA				
579	Reader	PB-1	2800		5
	VARIOUS POSTS IN DEAF AND DUMB MIDDLE SCHOOL AT PATNA/DARBHANGA				
580	Instructor (weaving/ Sewing/ Cottage Industry)	PB-1	2800		5
	OTHER INSTITUTIONS (BEGGARS HOUSE)/ AFTER CARE HOME				
581	Superintendent	PB-2	4200	Not Accepted	6
582	After Care Officer	PB-2	4200		6
583	Deputy superintendent	PB-2	4200		6
	INDUSTRIAL TRAINING CUM PRODUCTION SCHOOL				
584	Astt. Superintendent	PB-2	4200		6
585	Adhikari	PB-2	4200		6
586	Senior Skilled Artisan	PB-1	2400		4
587	Junior Skilled Artisan	PB-1	1900		2
	SEWING CENTRE, BHAGALPUR				

588	Senior Skilled Artisan	PB-1	2400		4
589	Skilled Artisan	PB-1	1900		2
	WEAVING CENTRE, CHAUTARWA				
590	Instructor	PB-1	1900		2
	WEAVING CENTRE RAIYAM				
591	Senior Instructor	PB-1	2400		4
	JUTE WEAVING CENTRE ROSHNA BAZAR				
592	Weaving Mistry	PB-1	2400		4
593	Administrator	PB-2	4200		6
	SEWING AND WEAVING CENTRES, HANDLOOM, WOODCRAFTS CENTRE AND TRIBAL WOMEN'S CENTRES				
594	Instructor/Lady Instructor	PB-1	2400		4
595	Senior Instructor (Seilk Weaving Centre)	PB-1	2400		4
596	Trained Worker / Karigar	PB-1	1900		2
597	Craft Inspector	PB-1	2400		4
	OTHER POSTS IN WELFARE DEPARTMENT (FIELD ESSTT.)				
598	Kalyan Grain Gola Sewak	PB-1	1900		2
599	Instructor-cum-Proof Reader	PB-1	2400		4
600	Trained Worker	PB-1	1900		2
601	Press Administrator	PB-1	1900		2
602	Mason	PB-1	2400		4
603	Lady health Visitor	PB-1	2800		5
604	Lady Supervisor	PB-2	4200		6
605	Lady Social Welfare Organizer	PB-2	4200		6
606	Statistical Asstt.	PB-2	4200		6
607	Nutrition Inspector	PB-2	4200		6
608	Special Officer, Paharia Welfare	PB-2	4200		6
609	Medical Officer	PB-2	5400		9
610	Vaidya	PB-2	5400		9
611	Statistical Asstt.	PB-2	4200		6
612	Editor	PB-2	4200		6
613	Special Officer, Nutrition	PB-2	4200		6
614	Deputy Director	PB-3	6600		11
	SCIENCE & TECHNOLOGY DEPARTMENT				
	HEADQUARTER ESTABLISHMENT				
615	Secretary to Director	PB-2	4800		8
616	Asstt. Director	PB-2	4200		6
617	Inspectors of Women's Industrial School	PB-2	4200		6

618	Joint Director, Administration	PB-3	7600		12
619	Inspector of Technical Education	PB-3	7600		12
620	Dy. Director, computer	PB-3	7600		12
621	Programmer	PB-2	4800		8
622	Graphic Artist-cum-Photographer	PB-1	2400		4
623	Graphic Assistant / Learning Media Assistant	PB-2	4200		6
624	Audio Visual Technician	PB-2	4200		6
625	Console Operator	PB-2	4200		6
626	Photo Copier Operator / Duplicating Machine Operator / Document Binding Operator	PB-1	2400		4
STATE BOARD OF TECHNICAL EDUCATION					
627	Accounts Officer	PB-2	4200		6
628	Controller of Examination	PB-2	5400		9
629	Director(Administration) Cum Deputy Secretary	PB-3	6600		11
630	Special Officer cum Deputy Secretary	PB-3	6600		11
OTHERS OFFICER IN ENGINEERING COLLEGES					
631	Registrar - cum - Accounts Officer/ Assistant Registrar	PB-2	4800	Vide notification no. 2321 dated 05-09-2016	8
632	Deputy Registrar				11
633	Registrar				12
634	Workshop Superintendents of the Engg. Colleges	PB-2	4200		6
635	Administrative Officer	PB-2	4200		6
636	Accounts Officer	PB-2	4200		6
OTHER EMPLOYEE IN ENGINEERING COLLEGES					
637	Carpenter	PB-1	1900		2
638	Electric Armature Binder	PB-1	1900		2
639	Substation Attendant	PB-1	1900		2
640	mechanic	PB-1	1900		2
641	Head Mechanic	PB-1	1900		2
642	Wireman	PB-1	1900		2
643	Carpenter	PB-1	1900		2
644	Mason	PB-1	1900		2
645	Wood Working Machine Operator	PB-1	1900		2
646	Cabinet Maker	PB-1	1900		2
647	Machinist	PB-1	1900		2
648	Asstt. Mechanic/ Radio Mechanic/ Junior Mechanic/ Mechanic/ Instrument Mechanic	PB-1	1900		2
649	Fitter	PB-1	1900		2

650	Photographer	PB-1	2400		4
651	Photo Projectionist	PB-1	2400		4
652	Mechanic	PB-1	2400		4
653	Head Electric Instructor	PB-1	2400		4
654	Care Taker	PB-1	2400		4
655	Sanitation Supervisor	PB-1	2400		4
656	Boiler Operator	PB-1	2400		4
657	Boiler Attendant	PB-1	2400		4
658	Turner	PB-1	2400		4
659	Game Master	PB-2	4200		6
660	Games Sports Instructor	PB-1	2400		4
661	Junior Instructor/ Senior Instructor	PB-2	4200	Vide FD letter no. 5700, 02/07/2014	6
662	Workshop Instructor	PB-2	5400	Vide FD letter no. 5700, 02/07/2014	9
663	head Instructor	PB-1	2800		5
664	Electric Supply Supervisor	PB-1	2400		4
665	Demonstrator	PB-2	4200		6
666	Instrument Mechanic	PB-1	2800		5
667	Technician	PB-2	4200		6
668	Foreman	PB-2	4200		6
669	Foreman Instructor	PB-2	4200		6
670	Technical Asstt.	PB-2	4200		6
671	Scientific Asstt.	PB-2	4200		6
672	Senior Technician	PB-2	4200		6
673	Asstt. Workshop Superintendent	PB-2	4200		6
	MUZAFFARPUR INSTITUTE OF TECHNOLOGY				
674	Junior Instructor/ Senior Instructor	PB-2	4200	Vide FD letter no. 5700, 02/07/2014	6
675	Mason	PB-1	1900		2
676	Instrument Mechanic	PB-1	2800		5
677	Laboratory Asstt.	PB-2	4200		6
678	Laboratory Instructor	PB-2	4200		6
679	foreman	PB-2	4200		6
680	Technical Asstt.	PB-2	4200		6
	COLLEGE OF ENGINEERING BHAGALPUR				
681	Junior Instructor	PB-1	2800		5
682	Senior Instructor	PB-1	2800		5
683	Laboratory Asstt.	PB-2	4200		6
684	Foreman Instructor	PB-2	4200		6
685	Foreman	PB-2	4200		6
	OTHER EMPLOYEES IN POLYTECHNICS AND MAINING INSTITUTE				

686	Molder	PB-1	1900		2
687	Block cutter	PB-1	1900		2
688	potter	PB-1	1900		2
689	Jobber	PB-1	1900		2
690	Jigger and Jolly man	PB-1	1900		2
691	Operator	PB-1	1900		2
692	Bus Driver cum Mechanic	PB-1	1900		2
693	Lab Attendant Testing	PB-1	1900		2
694	Mechanic	PB-1	1900		2
695	Screen Designer	PB-1	2400		4
696	Gas Plant mechanic	PB-1	2400		4
697	Junior Instructor	PB-1	2800		5
698	Language & Humanity Instructor	PB-2	4200		6
699	Senior Instructor	PB-1	2800		5
700	Laboratory Asstt.	PB-2	4200		6
701	Demonstrator	PB-2	4200		6
702	Foreman	PB-2	4200		6
703	Draftman Instructor	PB-2	4200		6
704	Designer cum Artist	PB-2	4200		6
705	Lecturer in textiles	PB-2	4200		6
706	Workshop Superintendent	PB-2	4200		6
	STATE PRINTING SCHOOL,				
707	instructor (composing)	PB-1	2400		4
708	Instructor(Printing)	PB-1	2400		4
	WOMEN INDUSTRIAL SCHOOLS				
709	Junior Mistress	PB-1	2400		4
710	Senior Mistress	PB-1	2400		4
711	Head Mistress	PB-1	2800		5
	SUGER CANE DEPARTMENT				
712	Supervisor	PB-1	1900		2
713	Organizer	PB-1	2800		5
714	Statistical Asstt. (Provisional)	PB-2	4200		6
715	Statistical Officer	PB-2	4200		6
716	Special Officer cum Deputy Registrar	PB-2	5400		9
717	Secy. to Cane Commissioner	PB-2	4200		6
	CANE DEVELOPMENT SECTION				
718	Laboratory Asstt.	1 S	1650/1800		1
719	Electrician cum Mechanic	PB-1	1900		2

720	Mobile Unit Worker	PB-1	1900		2
721	Seed Production Asstt.	PB-1	2400		4
722	Village Level Worker	PB-1	2400		4
723	Field Overseer	PB-1	2400		4
724	Artist cum Photographer	PB-1	2800		5
725	Projector Operator	PB-1	2400		4
726	Computer(Provisional)	PB-2	4200		6
727	Liaison Officer	PB-2	4200		6
728	Senior Statistical Asstt. (Provisional)	PB-2	4200		6
729	Junior Research Asstt.	PB-2	4200		6
730	Agriculture Inspector	PB-2	4200		6
731	Senior Research Asstt.	PB-2	4200		6
732	Cane Supervisor	PB-2	4200		6
733	Agriculture Officer (S. Scane)	PB-2	4200		6
734	Seed Production Officer	PB-2	4200		6
735	Asstt. Dir. Of Agriculture (S Cane)	PB-2	4200		6
736	Gur Development Officer	PB-2	4200		6
737	Field Pathologist	PB-2	4200		6
738	Field Entomologist	PB-2	4200		6
739	Cane Development Officer	PB-3	6600		11
	DEPARTMENT OF MINES & GEOLOGY				
	MINES DIRECTORATE				
740	Mines Inspector (provisional)	PB-2	4200		6
741	Statistical Asstt. (Provisional)	PB-2	4200		6
742	Senior Statistical Asstt.(Provisional)	PB-2	4200		6
743	Legal Asstt.(Law Graduate)	PB-2	4200		6
744	Administrative Officer	PB-2	4200		6
745	Mineral Economist (geologist)	PB-2	5400		9
	DIRECTORATE OF GEOLOGY				
746	Level Writer cum Librarian	PB-1	1900		2
747	Electrician	PB-1	1900		2
748	Non Technical Secretary	PB-2	4200		6
749	Non Technical Personal Assistant	PB-2	4200		6
750	Drill Helper	PB-1	1900		2
751	Section Cutter	PB-1	1900		2
752	Surveyor	PB-2	4200		6
753	Senior Surveyor	PB-2	4200		6
754	Asstt. Driller	PB-2	4200		6
755	Statistical Asstt. (Provisional)	PB-2	4200		6
756	Geological analyst	PB-2	4200		6

757	Driller	PB-2	4200		6
758	Chemist (Non Gazetted)	PB-2	4200		6
759	Scientific Asstt.	PB-2	4200		6
760	Mechanic foreman	PB-2	4200		6
761	Geologist Asstt.	PB-2	4200		6
762	Asstt. geologist	PB-2	4200		6
763	Store Officer	PB-2	4200		6
764	Scientific Officer/ Chemist (Gazatted)	PB-2	4200		6
765	Console Operator	PB-2	4200		6
	FOREST DEPARTMENT				
	FIELD ESTABLISHMENT				
766	Fitter	PB-1	1900		2
767	Coupe Overseer, Felling Overseer	PB-1	1900		2
768	Compiler	PB-1	2000		3
769	Sanitary Inspector	PB-1	2400		4
770	Lac Demonstrator	PB-1	1900		2
771	Boilerman	PB-1	1900		2
772	Machineman, Machine Fitter	PB-1	1900		2
773	Kiln Operator	PB-1	1900		2
774	Inspector Amin	PB-1	2400		4
775	Forester	PB-1	2800		5
776	Computer	PB-1	2400		4
777	Artist Photographer and Museum Curator	PB-1	2400		4
778	Range Officer	PB-2	4200		6
779	Junior Statistical Asstt	PB-2	4200		6
780	Senior Statistical Asstt.	PB-2	4200		6
781	Office Superintendent	PB-2	4200		6
782	Statistical Supervisor	PB-2	4200		6
783	Asstt. Mill Manager	PB-2	4200		6
784	Statistician	PB-2	4200		6
785	Statistician	PB-2	4200		6
786	P.A. to chief Conservator of Forest	PB-2	4200		6
787	Forest Economist	PB-2	4200		6
	ENERGY DEPARTMENT				
788	Estimator	PB-2	4200		6
789	Sub Estimator	PB-1	2400		4
	OTHER POSTS				
790	Tubewell Operator/Pump Operator	PB-1	1900		2
791	Mason	PB-1	1900		2
792	Work Sarkar	PB-1	2000		3
793	Tubewell Borer	PB-1	1900		2

794	Welder	PB-1	1900		2
795	Engine Driver	PB-1	1900		2
796	Air Compressor	PB-1	1900		2
797	Sub-Overseer	PB-1	1900		2
798	Asstt. Driller	PB-1	1900		2
	DEPARTMENT OF WATER RESOURCES				
	Research PERSONNEL				
799	Metrological Observer	PB-1	2000		3
800	Jr. Research Asstt.	PB-1	1900		2
801	Jr. Research Asstt.	PB-1	2400		4
802	Addl. Research Asstt.	PB-1	2400		4
803	Jr. Research Asstt.	PB-2	4200		6
804	Research Asstt.	PB-2	4200		6
805	Research Supervisor	PB-2	4200		6
806	Research Assistant	PB-2	4200		6
807	Asstt. Research Officer	PB-2	4200		6
808	Research officer	PB-2	4600		7
	HYDRAULIC Research INSTITUTE, KHAGAUL				
809	Electrician	PB-1	1900		2
810	Mason	PB-1	1900		2
811	Mechanic	PB-1	1900		2
812	Carpenter	PB-1	1900		2
813	Blacksmith	PB-1	1900		2
814	Gauge Render cum Silt analyst	PB-1	1900		2
815	Field Asstt. Cum Lab Asstt.	PB-1	1900		2
816	Sr. Observer	PB-1	2000		3
817	Sr. Laboratory Asstt.	PB-1	2400		4
818	Welder Grade I	PB-1	2400		4
819	Computer	PB-1	2000		3
820	Sr. mechanic	PB-1	2800		5
821	Jr. Research Asstt.	PB-2	4200		6
822	Statistician	PB-2	4200		6
823	Asstt. Research Officer	PB-2	4200		6
824	Research Supervisor	PB-2	4200		6
825	Research Asstt.	PB-2	4200		6
826	Foreman	PB-2	4200		6
827	Research Officer	PB-2	4600		7
	PUBLIC RELATION & LIASION STAFF				
828	Press Cutting Asstt.	PB-1	1900		2
829	Photographer	PB-1	2400		4
830	Cinema Operator	PB-1	2400		4

831	Press Asstt-cum-Interpreter	PB-1	2400		4
832	Press Editor-cum-Interpreter	PB-1	2400		4
833	Inspector-cum-Artist	PB-1	2400		4
834	Asstt. Liaison Officer	PB-1	2400		4
835	Asstt. Pub. Relation Officer	PB-1	2400		4
836	Artist-cum-Photographer	PB-1	2800		5
837	Liaison Officer	PB-2	4200		6
838	Asstt. Dir. Public Relations	PB-2	4200		6
	IRRIGATION REVENUE ESTABLISHMENT			It is a dying establishment and posts shall be abolished as they fall vacant. Replacement pay structure shall be available to all the employees still working against these posts. Post -wise recommendations are not being made.	
	DIRECTORATE, LAND ACQUISITION AND REHABILITATION				
839	Rehabilitation Inspector	PB-2	4200		6
840	Kanungo	PB-2	4200		6
	LIAISON OFFICER & SPL. LAND ACQUISITION OFFICER, NEPAL				
841	Field Asstt	PB-1	1900		2
842	Inspector	PB-1	1900		2
843	Mapak	PB-1	2000		3
844	P.A. to Spl. Land Acquisition Officer	PB-1	2400		4
845	Asstt. Liaison Officer, Biratnagar	PB-1	2400		4
846	Press Asstt-cum-Inspector	PB-1	2400		4
847	Interpreter-cum-Editor	PB-1	2400		4
848	Inspector-cum-Artist	PB-1	2400		4
849	Liaison officer	PB-2	4200		6
850	Personal Asstt. to Spl. Land Acquisition Officer	PB-2	4200		6
	HEADQUARTERS ESTABLISHMENT				
851	Asstt. Wireless Operator	PB-1	1900		2
852	Press Cutting Asstt.	PB-1	1900		2
853	Wireless Operator	PB-1	1900		2
854	Artist cum Photographer	PB-1	2800		5
855	Artist cum Photographer	PB-1	2400		4
856	Jr. Statistical Asstt.	PB-2	4200		6
857	Sr. Statistical Asstt.	PB-2	4200		6
858	Asstt. Transport Officer	PB-2	4200		6
859	Liaison Officer	PB-2	4200		6
860	Statistical Officer	PB-2	4200		6
861	Technical Asstt.	PB-2	4200		6
862	Claims Officer	PB-2	4200		6

863	Law Officer	PB-2	4200		6
	FIELD ESTABLISHMENT				
864	Electrician, Grade III	PB-1	1900		2
865	Electrician, Grade II	PB-1	2400		4
866	Asstt. Wireless Operator	PB-1	1900		2
867	Permanent Way Inspector	PB-1	1900		2
868	Transport Inspector	PB-1	1900		2
869	Sanket Nirikshak	PB-1	1900		2
870	Asstt. Embankment Inspector	PB-1	1900		2
871	Photographer	PB-1	2400		4
872	Caretaker, Grade I	PB-1	2400		4
873	Artist-cum-Photographer	PB-1	2800		5
874	Sr. Mechanic	PB-1	2400		4
875	Security Inspector	PB-1	2400		4
876	Electrician, Grade I	PB-1	2400		4
877	Research Asstt.	PB-2	4200		6
878	Silt Analyst	PB-2	4200		6
879	Foreman	PB-2	4200		6
880	Asstt. Research Officer	PB-2	4200		6
881	Foreman (Electrical)	PB-2	4200		6
882	Research Officer	PB-2	4600		7
883	Electrical Supervisor	PB-1	2800		5
	PUBLIC HEALTH ENGINEERING DEPARTMENT (PHED)				
884	Sample Taker	PB-1	1900		2
885	Laboratory Assistant	PB-1	2400		4
886	Dy. superintendent, Water Works	PB-2	4200		6
887	Asstt. Driller	PB-2	4200		6
888	Chemist	PB-2	4200		6
889	Chargeman Chemist	PB-2	4200		6
890	Biologist	PB-2	4200		6
891	Scientific Asstt.	PB-2	4200		6
892	Jr. Engineer	PB-2	4200		6
893	Superintendent, Water Works	PB-2	4200		6
894	Driller	PB-2	4200		6
895	Jr. Research Officer	PB-2	4600		7
896	Geologist	PB-2	4200		6
897	Pipe Line Inspector	PB-1	1900		2
898	Filter Operator	PB-1	1900		2
899	Computer Programmer	PB-2	4600		7

	ROAD CONSTRUCTION & BUILDING CONSTRUCTION DEPARTMENT				
	HOUSING DEPARTMENT				
900	Statistical Asstt. / Statistician	PB-2	4200		6
	HEADQUARTER ESTABLISHMENT				
901	Electrician	PB-1	1900		2
902	Taper Recording Operator	PB-1	2400		4
903	Film Operator	PB-1	2400		4
904	Dark Room Asstt.	PB-1	1900		2
905	Movement Inspector	PB-1	2800		5
906	Photographer	PB-1	2400		4
907	Asstt. Budget Officer	PB-2	4200		6
	FIELD ESTABLISHMENT				
908	Fireman Grade I	PB-1	1900		2
909	Carpenter	PB-1	1900		2
910	Fitter Grade II	PB-1	1900		2
911	Work Sarkar	PB-1	2000		3
912	Work Sarkar (matric)	PB-1	2000		3
913	Building Supervisor	PB-1	1900		2
914	Sr. Mechanic	PB-1	1900		2
915	Asstt. Research Officer	PB-2	4200		6
916	Foreman	PB-2	4200		6
917	Material Plant Officer	PB-2	4200		6
918	Asstt. Dir, Research	PB-2	4600		9
	TRANSPORT DEPARTMENT				
918	Asstt. State Transport commissioner	PB-2	5400		9
919	River Surveyor	PB-3	6600		11
920	Dy. Director	PB-3	6600		11
921	Joint Transport commissioner	PB-3	6600		11
922	Chief Accounts Officer	PB-3	6600		11
923	Addl. Transport commissioner	PB-3	7600		12
924	Enforcement Sub Inspector	PB-1	2400		6
925	Enforcement Inspector	PB-1	2800		7
926	Enforcement Officer	PB-2	4800		8
	REGIONAL TRANSPORT AUTHORITY/DISTRICT TRANSPORT OFFICE				
927	District Transport Officer	PB-2	4800		8
928	Motor Vehicle Inspector	PB-2	4200		6
	OTHER MUFASSIL ESTABLISHMENT				
929	Investigator/Statistician	PB-2	4200		6

930	Statistical Officer	PB-2	4200		6
931	Statistical Asstt.	PB-2	4200		6
932	Traffic Assist.	PB-1	1900		2
933	Field Asstt.	PB-1	1900		2
934	Master	PB-1	1900		2
935	Marine Driver	PB-1	2400		4
936	Jr. River Surveyor	PB-1	2800		5
937	Bandal Supervisor	PB-1	2800		5
938	Asstt. River Surveyor	PB-2	4200		6
939	Traffic Surveyor Officer	PB-2	4200		6
940	Asstt. Marine Engineer	PB-2	4200		6
941	River Surveyor	PB-3	6600		11
942	Mobile Squad constable	PB-1	1900		2
943	Literate Constable	PB-1	1900		3
944	Constable	PB-1	1900		3
	INFORMATION AND PUBLIC RELATION DEPARTMENT				
945	Motor Mechanic	PB-1	1900		2
946	Fitter	PB-1	1900		2
947	Battery Charging Technician	PB-1	1900		2
948	Electrician	PB-1	1900		2
949	Asstt. cum proof Reader	PB-1	2400		4
950	Artist, Grade II	PB-1	2800		5
951	Jr. Artist/Artist Grade II	PB-1	2800		5
952	Member, Modmandali	PB-1	2800		5
953	Member, Yatra Party	PB-1	2800		5
954	Receptionist	PB-1	2400		4
955	Talkies Operator	PB-1	2400		4
956	Radio mechanic	PB-1	2400		4
957	Radio Mechanic	PB-1	2400		4
958	Transformer Binder	PB-1	2400		4
959	Painter	PB-1	2400		4
960	Denting Welder	PB-1	2400		4
961	Cylinder Rebrorer	PB-1	2400		4
962	Carpenter	PB-1	2400		4
963	Blacksmith	PB-1	2400		4
964	Auto Mechanic	PB-1	2400		4
965	Turner	PB-1	2400		4
966	Motor Mechanic	PB-1	2400		4
967	Asstt. Organizer	PB-1	2800		5

968	Sitar Vadak	PB-1	2800		5
969	Tabla Vadak	PB-1	2800		5
970	Violin Vadak	PB-1	2800		5
971	Artist (Senior), Grade I	PB-1	2800		5
972	Continuity Incharge	PB-1	2400		4
973	Projector Mechanic	PB-1	2400		4
974	Sound Mechanic	PB-1	2400		4
975	Electrical Mechanic	PB-1	2400		4
976	Organizer	PB-2	4200		6
977	Naik/UP Naik(Modamndali)	PB-2	4200		6
978	Leader, Yatra Party	PB-2	4200		6
979	Vidyapati Musician	PB-1	2800		5
980	Cameraman	PB-1	2800		5
981	Foreman, machine shop	PB-1	2800		5
982	Auto Foreman	PB-1	2800		5
983	head mechanic	PB-1	2800		5
984	Technical Supervisor	PB-2	4200		6
985	Asstt. Public Relations Officer	PB-2	4200		6
986	Asstt. Editor (Adivasi)	PB-2	4200		6
987	Press Associate to CM	PB-2	4200		6
988	Exhibitionist	PB-2	4200		6
989	Urdu Translator/Urdu Assistant/Hindi Assistant/Hindi Translator cum Proof Reader	PB-2	4200		6
990	Press Asstt.	PB-2	4200		6
991	Asstt. Art Instructor	PB-2	4200		6
992	Chief Cameraman	PB-2	4200		6
993	Movie Camera Asstt.	PB-2	4200		6
994	Technical Asstt.	PB-2	4200		6
995	Addl. Dist. Public Relation Officer	PB-2	4200		6
996	Asstt. Exhibition Officer	PB-2	4200		6
997	Maintenance Engineer	PB-2	5400		9
998	Radio Engr.	PB-2	5400		9
999	Film Production Officer	PB-2	5400		9
1000	Press Adviser	PB-3	6600		11
1001	Electronic Engineer	PB-2	5400		9
1002	Assistant Electronic Engineer	PB-2	4800		8
1003	Photo-Animator-cum-Graphic Artist	PB-2	4200		6
1004	Photographer	PB-1	2800		5
1005	Steward	PB-1	1900		2
1006	Electrician	PB-1	2400		4
1007	Assistant Cook	PB-1	1900		2

1008	Translator cum Proof Reader	PB-2	4200		6
	DEPARTMENT OF TOURISM				
1009	Cineman Operator	PB-1	2400		4
1010	Asstt. Tourism Information Officer	PB-2	4200		6
1011	Electrician	PB-1	1900		2
1012	Guide Lecturer	PB-1	2400		4
1013	Asstt. tourist Information Officer	PB-2	4200		6
1014	Photographer	PB-2	4200		6
1015	Tourism Information Officer	PB-2	4600		7
1016	Manager, Tourist Bungalow	PB-2	4200		6
1017	Artist	PB-2	4200		6
1018	Foreman	PB-2	4200		6
1019	Publicity Officer	PB-2	4200		6
1020	Exhibition Officer	PB-2	4200		6
1021	Superintendent, Aerial Ropeway, Rajgir	PB-2	4200		6
1022	Ropeway Engineer	PB-2	4200		6
1023	Dy. Dir, Travel Trade / Publicity / Tourism	PB-2	4800		8
1024	Statistical Officer	PB-2	4200		6
1025	Statistical Supervisor	PB-2	4200		6
1026	Asstt. Statistical Supervisor	PB-1	2400		4
1027	Mechanic	PB-1	2400		4
	LABOUR, EMPLOYMENT & TRAINING DEPARTMENT				
1028	Computer	PB-1	2400		4
1029	Jr. Statistical Asstt.	PB-2	4200		6
1030	Investigator	PB-2	4200		6
1031	Sr. Statistical Asstt.	PB-2	4200		6
1032	Statistical Inspector	PB-2	4200		6
1033	Editor	PB-2	4200		6
1034	Jr. Statistical Officer	PB-2	4200		6
1035	Statistical Supervisor	PB-2	4200		6
1036	Statistical Specialist	PB-2	4200		6
1037	Artist	PB-2	4200		6
1038	Statistical Officer	PB-2	4200		6
1039	Statistical Specialist	PB-2	4200		6
1040	Asstt. Director, Statistic	PB-2	4200		6
1041	Statistical Authority	PB-3	6600		11
1042	Lady Social Welfare Inspector	PB-1	2400		4
	Bihar Industrial Training Service				
1043	Vice-Principal/ Dy. Superintendent	PB-2	4600		8

1044	Principal & Equivalent	PB-2	4800	If the department is able to conduct a cadre review, to make the structure a four-tiered one, then levels 8, 11, 12 and 13 shall be available.	9
1045	Principal (Sel. Gr.)/Regional Inspection Officer	PB-3	6600		11
1046	Dy. Director & Equivalent	PB-3	7600		12
1047	Joint Director & Equivalent	PB-4	8700		13
	BIHAR SECRETARIAT CANTEEN				
	HEADQUARTER ESTABLISHMENT				
1048	Head Halwai	PB-1	1900		2
1049	Head Cook	PB-1	1900		2
1050	Baker	PB-1	1900		2
1051	Asstt. manager, Secretariat Canteen	PB-2	4200		6
1052	manager, Secretariat Canteen	PB-2	4200		6
1053	Asstt. Accounts Officer (Promoted from Asstt. Jt. Cadre)	PB-2	4800		8
	MUFASSIL ESTABLISHMENT				
1054	Lady Social Organizer	PB-1	2400		4
1055	Cinema Operator	PB-1	2400		4
1056	Statistical Inspector	PB-2	4200		6
1057	Skilled Artisan	PB-1	1900		2
1058	Lady Skilled Artisan	PB-1	1900		2
1059	Social Organizer	PB-1	2400		4
1060	Instructor	PB-1	2400		4
1061	Labour Enforcement Officer	PB-2	4200		6
	THE INSPECTORATE OF FACTORIES				
1062	Statistical computer	PB-1	1900		2
1063	Cinematograph Operator	PB-1	2400		4
1064	Pathological Asstt.	PB-1	2400		4
1065	Jr. Statistical Asstt.	PB-2	4200		6
1066	Sr. Statistical Asstt.	PB-2	4200		6
1067	Laboratory Asstt.	PB-2	4200		6
1068	Chemical Asstt.	PB-2	4200		6
1069	P.A. to Chief Inspector Factories	PB-2	4200		6
	DIRECTORATE OF EMPLOYMENT AND TRAINING				
1070	Computer	PB-1	1900		2
1071	Jr. Statistical Supervisor	PB-2	4200		6
1072	Jr. Statistical Asstt.	PB-2	4200		6
1073	Investigator cum Analyst	PB-2	4200		6
1074	Research Asstt.	PB-2	4200		6
1075	Artist	PB-2	4200		6
1076	Administrative Officer	PB-2	4200		6
1077	Employment Liaison Officer cum Addl. Director (Ex. Cadre)	PB-3	6600		11

1078	Jr. Employment Officer	PB-2	4200		6
1079	Technical Asstt.	PB-2	4200		6
1080	Asstt. Account Officer	PB-2	4200		6
	TRAINING WING				
1081	Motor Driving Instructor	PB-1	1900		2
1082	Medical Officer	PB-2	4200		6
1083	Store Superintendent	PB-2	4200		6
1084	Hostel Superintendent	PB-1	2400		4
1085	Library Superintendent	PB-1	2400		4
1086	Instructor ITI (Different Trades)	PB-2	4200	Recommendation for the department to undertake cadre review to transform the cadre into a two-tiered cadre.	6
1087	Chief Instructor	PB-2	4600		7
	FOOD CIVIL SUPPLIES & COMMERCE DEPARTMENT				
	DIRECTORATE OF CIVIL SUPPLY				
1088	Marketing Officer	PB-2	4600	Supply Inspector Cadre	8
1089	Supply Inspector	PB-3	4200		7
1090	Block Supply Officer	PB-2	4600		8
1091	Assistant District Supply Officer	PB-2	4800		9
1092	District Supply Officer	PB-2	5400		11
1093	Rationing Officer/Additional Collector, Supply/Deputy Director, Food & Civil Supply	PB-3	6600		11
	LAW DEPARTMENT				
	SECRETARIAT ESTABLISHMENT				
1094	Hindi Assistant	PB-2	4200		6
1095	Assistant Translator	PB-2	4200		6
1096	Development Officer (Waqf)	PB-2	4200		6
	OFFICE OF LAW REPORTER				
1097	Head librarian , Advocate General Office	PB-2	4600		7
1098	Librarian (Advocate General Office)	PB-1	4200		6
	HEALTH, MEDICAL EDUCATION AND FAMILY WELFARE DEPARTMENT				
	DENTAL SERVICE (Teaching Branch)				
1099	Tutor	PB-2	5400		9
1100	Lecturer	PB-4	6600		11
1101	Reader	PB-3	7600		12
1102	Professor	PB-2	8700		13
1103	Principal	PB-3	8700		13

	TEACHING OF INDIGENOUS SYSTEM OF MEDICINE				
1104	Laboratory Asstt.	PB-1	2000		3
1105	Technical Asstt.	PB-1	2000		3
1106	Operation Room Asstt. (Matric)	PB-1	1900		2
1107	Homeopathic Chikitsak	PB-2	5400		9
1108	Pathologist	PB-2	4200		6
1109	Junior Analyst	PB-2	4200		6
1110	Senior Analyst	PB-2	4200		6
	NURSING WING				
1111	House Keeper	PB-1	2400		4
1112	Lady health Visitor (Non Matric)	PB-1	2400		4
1113	Nursing Sister	PB-2	4800		8
1114	Asstt. matron	PB-2	4800		8
1115	Junior Sister Tutor	PB-2	4800		8
1116	Public Health Nurse	PB-2	4800		8
1117	Public Health Nurse Tutor	PB-2	4800		8
1118	Psychiatric Nurse Sister	PB-2	4800		8
1119	Junior Midwifery Tutor	PB-2	4800		8
1120	Senior Matron	PB-2	4800		8
1121	Senior Midwife	PB-2	4800		8
1122	Senior Sister Tutor	PB-2	4800		8
1123	Senior Public Health Nurse	PB-2	4800		8
1124	Superintendent, Lady health Visitors Training School, Patna	PB-2	5400		9
1125	State Nursing Superintendent	PB-2	5400		9
	PHYSIO-THERAPIST AND OCCUPATIONAL THERAPIST				
1126	Physio Therapist, Non Diploma Holder	PB-1	2800		5
1127	Physio Therapist, Diploma Holder	PB-2	4200		6
1128	Physio Therapist, Degree Holder	PB-2	4200		6
1129	Occupational Therapist	PB-2	4200		6
1130	Lecturer/ Senior Occupational Therapist	PB-2	4600		7
1131	Senior Physiotherapist/Senior Occupational Therapist above Lecturer in Physiotherapy/Occupational Therapy (if available)	PB-2	5400		9
1132	Associate Professor	PB-2	5400		9
1133	Professor	PB-3	6600		11
1134	Speech Pathologist cum Audiologist	PB-2	4200		6
1135	Cardio Therapeutic Surgeon DMCH	PB-2	5400		9
	OTHERS POSTS				

1136	Sanitary Inspector	PB-1	2400		4
1137	Physical Training Inspector	PB-1	1900		2
1138	Physical Instructor	PB-1	2400		4
1139	Food Inspector	PB-1	2400		4
1140	Dietician (Medical College Hospital)	PB-2	4200		6
1141	Pathologist	PB-2	4200		6
1142	Cardiographer, Indira Gandhi Institute of Cardiology, Patna.	PB-2	4200		6
1143	Binder & Sr. Binder	PB-1	1900		2
1144	Social Worker	PB-1	2800		5
1145	Emergency Nursing Aide	PB-1	2400		4
	PAY SCALE FOR NON MEDICAL PERSONNEL				
1146	Physicist (M.sc in physics)	PB-2	4200		6
1147	Chemist (Non Medical)	PB-2	4200		6
1148	Statistician cum lecturer PSM Deptt.	PB-2	4200		6
1149	Statistician P.SM Deptt.	PB-2	4200		6
1150	Statistical Officer	PB-2	4200		6
1151	Admin Officer S.K. Medical College Muzaffarpur	PB-2	4200		6
1152	Chief Accounts Officer & A.O. of Medical college Hospital	PB-2	4200		6
1153	Asstt. Engineer	PB-2	4200		6
1154	Pharmaceutical Chemist (Non medical	PB-2	4200		6
1155	Clinical Psychologist (Non Medical)	PB-2 PB-2	4200 4200		6
1156	Bio-Physicist (Non Medical)	PB-2	4200		6
1157	Curator (Non Medical)	PB-2	4200		6
1158	Finance Officer in S.K. Medical College, Muzaffarpur	PB-2	5400		9
1159	Registrar(Admin) S.K. Medical College Muzaffarpur	PB-3 (Applicable if a Doctor) if not then PB-2	7600 (Applicable if a Doctor) if not then 4200		12 (Applicable if a Doctor) if not then 6
1160	PBX Operator	PB-1	2400		4
	VIKLANG BHAWAN				
1161	Balsevikas	PB-1	1900		2
1162	Social Worker	PB-2	4200		6
1163	Physiotherapist	PB-2	4200		6
1164	Junior Occupational Therapist	PB-2	4200		6
1165	Senior Occupational Therapist	PB-2	4200		6
1166	Senior Instructor Electroplating	PB-1	2400		4
	THE PHARMACY INSTITUTES				
1167	Demonstrator	PB-2	4200		6
1168	Mechanic (Pharmacy Institute, Patna)	PB-1	2400		4
	THE STATE FAMILY WELFARE BUREAU				
1169	Copy Holder	PB-1	1900		2

1170	Computer	PB-1	2400		4
1171	PHC computer	PB-1	2400		4
1172	Compositor	PB-1	1900		2
1173	Asstt. Machineman	PB-1	1900		2
1174	Family Planning Worker (matric)	PB-1	1900		2
1175	Treadle machineman	PB-1	1900		2
1176	Proof Reader	PB-1 if matriculate, if graduate required according to recruitment rules the scale to be Rs. PB-1	1900 if matriculate, if graduate required according to recruitment rules the scale to be Rs. 2400		2 if matriculate, if graduate 4
1177	Artist cum Photographer including Sr. Art Photographer	PB-2	4200		6
1178	Projectionist	PB-1	2400		4
1179	Health Educator, Family Welfare	PB-1	2400		4
1180	Photographer (Process Cameraman)	PB-1	2400		4
1181	Asstt. Superintendent (Store)	PB-1	2400		4
1182	Health Educator (Inspector)	PB-2	4200		6
1183	Senior Health Educator	PB-2	4600		7
1184	Health Educator Supervisor	PB-2	5400		9
1185	Senior Health Educator Supervisor	PB-3	6600		11
1186	Lady health Visitor	PB-1 if matriculate with certificate in LH course and registration as ANM	2800 if matriculate with certificate in LH course and registration as ANM		5
1187	Solna Machineman	PB-1	2400		4
1188	Romayer Machineman	PB-1	2400		4
1189	Statistician (in District Family Welfare Bureau)	PB-2 subject to recruitment qualification of graduation	4200 subject to recruitment qualification of graduation		6
1190	Asstt. Editor	PB-2	4200		6
1191	Extension Educator	PB-2	4200		6
1192	Investigator	PB-2	4200		6
1193	Dy. Mass Education and Information Officer	PB-2	4200		6
1194	Senior Statistical Asstt.	PB-2 subject to recruitment qualification of graduation	4200 subject to recruitment qualification of graduation		6

1195	Statistician in Regional Training Centre	PB-2 subject to recruitment qualification of graduation	4200 subject to recruitment qualification of graduation		6
1196	Statistician (Headquarter)	PB-2 subject to recruitment qualification of graduation	4200 subject to recruitment qualification of graduation		6
1197	Asstt. Mass Education and information officer	PB-2	4200		6
1198	Social Scientist	PB-2	4200		6
1199	Social Science Instructor	PB-2	4200		6
1200	Admin. Officer	PB-2	4200		6
1201	Admin. Officer (H.Q.)	PB-2	4200		6
1202	manager	PB-2	4200		6
1203	Editor	PB-2	4800		8
1204	Demonstrator/Publicity Officer	PB-2	4200		6
1205	Audio-visual Officer	PB-2	4800		8
1206	Lecturer(Health Education and Family Planning)	PB-2	4800		8
1207	Lecturer(Demography and Statistics)	PB-2	4800		8
1208	Distt. mass Edu. & Information Officer	PB-2	4200		6
1209	District Extension and media Officer	PB-2	4200		6
1210	Health Education Officer	PB-2	5400		9
1211	Dy. Director, mass Education and Information	PB-2	5400		9
1212	Demographer	PB-2	5400		9
MALARIA ERADICATION PROGRAMME					
1213	Motor Mechanic	PB-1	2400		4
1214	Inspector	PB-1	2400		4
1215	Surveillance Inspector	PB-1	2400		4
1216	Basic Health Inspector	PB-1	2400		4
1217	Basic Health Worker	PB-1	1900		2
1218	Malaria Inspector	PB-2	4200		7
1219	laboratory Technician	PB-1	2000		3
1220	Biologist	PB-2	4200		6
1221	Superintendent cum Accountant	PB-2	4200		6
1222	Asstt. Anti malaria Officer	PB-2	4200		6
1223	Asstt. Entomologist	PB-2	4200		6
1224	District Malaria Officer	PB-2	5400		9
1225	Entomologist	PB-2	5400		9
1226	Regional malaria Officer	PB-3	6600		11
1227	Joint Director (malaria)	PB-3	7600		12
FILARIA CONTROL PROGRAMME					
1228	Filaria Inspector	PB-1	2400		4

1229	Laboratory Asstt.(Technical Asstt. /Lab. Technician)	PB-1	2000		3
1230	Tin Smith	PB-1	1900		2
1231	Supervisor	PB-2	4200		6
1232	Asstt. Filaria control officer/asstt. Entomologist	PB-2	4200		6
	SMALL POX ERADICATION SCHEME				
1233	Enumerator	PB-1	1900		2
1234	Para Medical Asstt.	PB-1	2400		4
1235	Asstt. Health Officer	PB-2	4200		6
	CHOLERA CONTROL SCHEME				
1236	Health Inspector	PB-1	2400		4
1237	Field Asstt.	PB-1	1900		2
1238	Special Cholera Worker	PB-1	1900		2
1239	cholera Supervisor	PB-1	2400		4
1240	Auxiliary health Worker	PB-1	2400		4
	LEPROSY CONTROL SCHEME				
1241	Health Asstt.	PB-1	1900		2
1242	Special Vaccinator Inspector	PB-1	2400		4
1243	Statistical Clerk	PB-1	2400		4
1244	Non Medical Asstt.	PB-1	2800		5
1245	medical Social worker	PB-2	4200		6
1246	Health Educator	PB-2	4200		6
1247	Health Education Instructor (Sri. J.L. Roy & Smt. M. Hani)	PB-2	4200		6
1248	Asstt. health Officer	PB-2	4200		6
	TUBERCULOSIS CONTROL PROGRAMME				
1249	TB Assistant	PB-1	2400		4
1250	BCG Team Leader	PB-1	2400		4
1251	Social Worker	PB-1	2800		5
1252	Health visitor	PB-1	2800		5
1253	Regional BCG Officer	PB-2	4200		6
1254	BCG Term Leader (Trained)	PB-2	4200		6
	PUBLIC HEALTH INSTITUTE				
1255	Field Asstt	PB-1	1900		2
1256	Fitter Mistry	PB-1	1900		2
1257	Chief Laboratory Technician	PB-1	2400		4
1258	Head Laboratory Asstt.	PB-2	4200		6
1259	Public Health Nurse	PB-2	4200		6
1260	Chemist (Diet)	PB-2	4200		6
1261	Chemist (Admin)	PB-2	4200		6
1262	medical Officer(Non Gazatted)	PB-2	4200		6

1263	Senior Scientific Asstt.	PB-2	4200		6
1264	Dietician	PB-2	4200		6
1265	Health Inspector	PB-1	2400		4
1266	Chief School asstt.	PB-1	2400		4
	OTHER POSTS IN FIELD ESTABLISHMENT				
1267	Head Cook	PB-1	1900		2
1268	Tailor	PB-1	1900		2
1269	Workshop Carpenter	PB-1	1900		2
1270	Health Worker(Trained)	PB-1	1900		2
1271	Asstt. Cinema Operator	PB-1	1900		2
1272	Electrician cum Mechanic	PB-1	1900		2
1273	Dental Electric Technician	PB-1	2400		4
1274	Junior Mechanic	PB-1	1900		2
1275	Computer	PB-1	2400		4
1276	Artist	PB-1	2000		3
1277	Basic Health Worker	PB-1	1900		2
1278	Weaving Instructress	PB-1	1900		2
1279	X-ray Mechanic	PB-1	1900		2
1280	Asstt. Librarian	PB-1	1900		2
1281	Mobile Foremen	PB-1	2400		4
1282	Weaving Instructor	PB-1	1900		2
1283	Physical Instructor	PB-1	2400		4
1284	Senior Mechanic	PB-1	2400		4
1285	Operation Theatre Asstt.	PB-1	2400		4
1286	Sanitary Inspector	PB-1	2400		4
1287	Asstt. Steward	PB-1	1900		2
1288	Cinema Operator	PB-1	2400		4
1289	Garden Overseer	PB-1	2400		4
1290	Head Laboratory Asstt.	PB-1	2400		4
1291	Dental Technician	PB-1	2400		4
1292	Auxiliary Health Worker	PB-1	2400		4
1293	Dental Hygienist	PB-1	2400		4
1294	Pharmacist	PB- 1/ PB- 2	2400/ 2800	5 if fulfilling qualification of pharmacist, if not then, 4	4/5
1295	Laboratory Technician (Dental)	PB-1	2800		5
1296	Deep X-Ray Technician	PB-1	2800		5
1297	Workshop foreman	PB-1	2800		5
1298	Receptionist, N.M. College	PB-1	2400		4
1299	Senior X-Ray Technician	PB-2	4200		6
1300	Head Pharmacist	PB-2	4200		6
1301	Ophthalmic Asstt.	PB-1	2800		5
1302	Chief Laboratory Technician	PB-1	2800		5

1303	Transport Officer	PB-1	2800		5
1304	Senior Radiographers	PB-2	4200		6
1305	Head Ice Mechanic	PB-1	1900		2
1306	Gas Plant Mechanic	PB-1	1900		2
1307	Radio Mechanic	PB-1	1900		2
1308	Museum Caretaker	PB-1	1900		2
1309	Lady Superintendent of Hostel	PB-1	2400		4
1310	Chief Operator (Govt. Vaccination Research Centre)	PB-1	2400		4
1311	Camerman cum Plate Maker	PB-1	2400		4
1312	Laundry Mechanic Engine Driver	PB-1	1900		2
1313	Electrician cum Driver	PB-1	1900		2
1314	Social Worker (For JLNMCCH, Bhagalpur, U.R.)	PB-1	2800		5
1315	Projectionist (S.K.M. College)	PB-1	2400		4
1316	Technician, Blood Bank (Sadar Hospital, Begusarai)	PB-1	2400		4
1317	Electric Mistry	PB-1	1900		2
1318	Senior Scientific Asstt.	PB-2	4200		6
1319	Steward	PB-2	4200		6
1320	Office Superintendent	PB-2	4200		6
1321	Occupational Therapist	PB-2	4200		6
1322	Technical control Manager	PB-2	4200		6
1323	Statistical Officer	PB-2	4200		6
1324	Psychologist cum Social Worker	PB-2	4200		6
1325	Deputy Director, Transport	PB-2	4200		6
1326	Anatomy mortuary operator (Magadh Medical College Gaya)	PB-1	1900		2
1327	Dispenser	PB-1	1900		2
1328	Artist cum Modler (NMCH)	PB-1	1900		2
	HEADQUARTER ESTABLISHMENT				
1329	Computer	PB-1	2400		4
1330	Junior Statistical Asstt. (Provisional)	PB-2	4200		6
1331	Senior Statistical Asstt. (provisional)	PB-2	4200		6
1332	Statistician' provisional	PB-2	4200		6
1333	Statistical Officer	PB-2	4200		6
1334	Asstt. Director of Health Service (Admin)	PB-2	4200		6
1335	Head Clerk cum Accountant	PB-2	4200		6
	ARTIFICIAL LIMB CENTRE KANKARBAG PATNA				
1336	Skilled Artesian (Trained)	PB-1	2400		4
1337	Skilled Artesian (untrained)	PB-1	1900		2
1338	Senior Instructor (Electrical)	PB-1	2800		5
1339	Orthotics	PB-2	4200		6

1340	Prosthetics	PB-2	4200		6
	Jagjivan Ram Sansadiya Adhyayan evam Rajnitik Shodh Sansthan				
1341	Registrar		4200		6
1342	Research Fellow		4200		6
1343	Sankhiyaki Padadhikari		4200		6
1344	Shodh Anveshak		4200		6
	INDIRA GANDHI INSTITUTE OF CARDIOLOGY				
1345	Cath Lab Technician	PB-2	4200		6
	DEPARTMENT OF HIGHER EDUCATION , DEPARTMENT OF SECONDARY				
	TEACHING PERSONNEL OF BOTH GOVT. (RAJKIYA AND)				
1346	Matric(Untrained)	PB-1	1900		2
	TEACHING (FEMALE BRANCH)				
1347	Matron	PB-1	1900		2
	SUBORDINATE EDUCATION SERVICE				
	A. TEACHING MALE BRACH				
	POST OF SUBORDINATE EDUCATION SERVICE				
1348	Subordinate Education service (Basic Grade)	PB-2	4600		7
	B. TRAINING COLLEGE				
1349	Instructress/Instructor in different disciplines (BA+Dip. in ED).	PB-2	4200		6
1350	Science Demonstrator	PB-2	4200		6
	MADARSA ISLAMIA SHAMSUL HUDA, PATNA				
1351	Asset. Maulvi	PB-2	4200		6
	GOVERNMENT SANSKRIT HIGH SCHOOL				
1352	Head Master	PB-2	4800		8
	DHARAM SAMAJ SANSKRIT COLLEGE, MUZAFFARPUR				
1353	Senior Vaidya	PB-2	4200		6
1354	Junior Vaidya	PB-2	4200		6
	GOVERNMENT WOMEN'S COLLEGE, GULZARBAGH				
1355	Tabla Vada	PB-1	2800		5
	GOVERNMENT GIRLS COLLEGE, GARDANIBAGH				
1356	Sorter	PB-1	1900		2

	DIRECTORATE OF ADULT EDUCATION				
1357	Junior Statistical Asset.	PB-2	4200		6
1358	Senior Statistical Asset.	PB-2	4200		6
1359	Junior Accounts Officer	PB-2	4200		6
1360	Supervisor (Statistics and Evaluation)	PB-2	4200		6
	DISTRICT LEVEL				
1361	Sr. Statistical Asset.	PB-2	4200		6
	STATE COUNCIL OF EDUCATION, Research AND TRAINING				
1362	workshop Asset.	PB-1	1900		2
1363	Sorter	PB-1	1900		2
1364	Steno-cum-Projectionist	PB-1	2400		4
1365	Junior Statistical Asset.	PB-2	4200		6
1366	Senior Statistical Asset.	PB-2	4200		6
1367	Photographer (Chhavikar)	PB-2	4200		6
1368	cameraman (S.E.T.I)	PB-1	2400		4
	TEACHERS TRAINING COLLEGE				
1369	Publication Asset.	PB-1	1900		2
1370	Scribe-cum-Typist	PB-1	2400		4
1371	Publication Asset.-cum-Sales Manager	PB-1	2400		4
1372	Photographer	PB-1	2400		4
	INSTITUTE OF Research IN PRAKRITI, JAINOLOGY AND AHINSA				
1373	Technical Asset.	PB-1	2400		4
1374	Publication Asset.	PB-1	2400		4
1375	Publication shastri	PB-2	4200		6
	NAVNALANDA MAHAVIHAR				
1376	Mechanic Driver	PB-1	1900		2
1377	Copyist	PB-1	1900		2
1378	Asstt. Librarian	PB-1	1900		2
1379	Photographer	PB-1	2400		4
1380	Scribe (Acharya)	PB-2	4200		6
1381	Registrar	PB-2	4200		6
1382	Lecturer	PB-2	4200		6
1383	Director	PB-3	6600		11
1384	Professor	PB-2	5400		9
1385	Honorary Research Officer	PB-1	2400		4
	INSTITUTE OF ARABIC AND PERSIAN LEARNING				

1386	Research Assistant	PB-2	4200		6
	RASHTRA BHASHA PARISHAD				
1387	Copy Holder (rashtrabhasha Parisad)	PB-1	1900		2
1388	Agent	PB-1	2400		4
1389	Senior Proof Reader	PB-1	2800		5
1390	Cataloguer	PB-2	4200		6
1391	Research Asset.	PB-2	4200		6
1392	Field Asset.	PB-2	4200		6
1393	Secretary/Registrar	PB-2	4200		6
1394	Deputy Director	PB-2	5400		9
1395	Magazine Editor	PB-2	4200		6
1396	Language Specialist	PB-2	4200		6
1397	Sales Officer	PB-2	4200		6
1398	Publication Officer	PB-2	4200		6
1399	Mechanic-cum-Electrician	PB-1	2400		4
1400	Sorter	PB-1	1900		2
1401	Junior Proof Reader	PB-1	2400		4
	DIRECTORATE OF YOUTH SPORTS				
	NATIONAL FITNESS CORPS				
1402	Law Officer	PB-2	4200		6
1403	Law Asset.	PB-1	2400		4
1404	Classification Index Worker	PB-2	4200		6
1405	Industries Instructor	PB-1	2400		4
1406	Instructor (Matric Trained)	PB-1	2800		5
1407	Instructor (I.A. Trained)	PB-1	2800		5
1408	Instructor (B.A. Trained)	PB-1	2800		5
	PHYSICAL EDUCATION				
1409	Phy Edu. Instructor in Teachers Training College	PB-2	4200		6
1410	Physical Training Instructor	PB-1	2400		4
1411	Physical Instructor in Govt. Boy's High School	PB-1	2400		4
1412	Physical Instructor in Govt. Girl's High School	PB-1	2400		4
1413	Physical Instructor in Old Govt. Girls' Mid School	PB-1	2400		4
1414	Physical Education Instructor in Govt. High School	PB-2	4200		6
1415	Phy. Educ. Instructor in Health & Physical Training College	PB-2	4200		6
1416	State Coaches (upper Division of the S.E.S)	PB-2	4200		6
1417	Phy Edu. Instructor in Health and Physical Edu. College	PB-2	4200		6
1418	Deputy Superintendent	PB-2	4200		6
1419	Lecturer in Govt. Health and Phy. Edu. College Patna	PB-2	4200		6
1420	Lady superintendent, Physical Education (Class II BES)	PB-2	4200		6

1421	Superintendent, Physical Education (Class II BES)	PB-2	4200		6
1422	Lecturer, Govt. Health and Education, Pat. (Class II BES)	PB-2	4200		6
1423	Asst. Director of Edu. Youth Service (Class II BES)	PB-2	4200		6
1424	Principal Govt. Health and Edu. College (Class I BES)	PB-2	5400		9
1425	Dy. Director of Edu. Youth Service, (Class I BES)	PB-2	5400		9
1426	Coach (ex-Cadre)	PB-2	4200		6
	MOINUL HAQUE STADIUM				
1427	Manager (Bihar Education Service, Class II)	PB-2	4200		6
1428	Caretaker	PB-2	4200		6
1429	Groundsman	PB-1	2000		3
	COLLEGE FOR ARTS AND CRAFTS, PATNA				
1430	Asst. Professor	PB-2	4200		6
1431	Professor	PB-2	4200		6
1432	Principal	PB-3	6600		11
	CHHAU DANCE CENTRE AT SARAIKEL				
1433	drummer	PB-1	1900		2
1434	Flute Player	PB-1	2400		4
1435	Senior Instructor	PB-1	2800		5
1436	Director	PB-2	4200		6
1437	Instructor, Pre-Vocational Training Centre	PB-2	4200		6
	GOVERNMENT LIBRARIES				
1438	Binder	PB-1	1900		2
1439	Asstt. Librarian (L.N.M.I.P.S.R)	PB-1	1900		2
	DIRECTORATE OF ARCHAEOLOGY AND MUSEUM				
1440	Carpenter	PB-1	1900		2
1441	Driver-cumMechanic	PB-1	1900		2
1442	Laboratory Asstt. (Patna Museum)	PB-1	2000		3
1443	Photoprinter	PB-1	1900		2
1444	Junior Calligrapher	PB-1	2000		3
1445	Senior Calligrapher	PB-1	2400		4
1446	Photographer	PB-1	2400		4
1447	Draftman-cum-Surveyor	PB-1	2400		4
1448	Senior Photographer, Patna Museum	PB-1	2400		4
1449	Draftman-cum-Estimator	PB-1	2400		4
1450	Chemical Asst.	PB-2	4200		6
1451	Modellor	PB-2	4200		6
1452	Senior Chemical Asst.	PB-2	4200		6
1453	Senior Photographer (Directorate of Archaeology)	PB-2	4200		6

1454	Senior Modeller (Museum and Archaeology)	PB-2	4200		6
1455	Exhibition Assistant	PB-2	4200		6
1456	Artist	PB-2	4200		6
1457	Caretaker	PB-2	4200		6
1458	Guide	PB-2	4200		6
1459	Exploration and Technical Asset.	PB-2	4200		6
1460	Senior Technical Asset.	PB-2	4200		6
1461	Chemist (Patna Museum)	PB-2	4200		6
1462	Research Asset.	PB-2	4200		6
1463	Gallery Asset.	PB-2	4200		6
1464	Traditional Scholar	PB-2	4200		6
1465	Numismatist	PB-2	4200		6
1466	Conservation Officer	PB-2	4200		6
1467	Epigraphical Officer	PB-2	4200		6
1468	Registering Officer	PB-2	4200		6
1469	Asstt. Curator-cum-Guide Lecturer/ Research and Publication Officer/ Assistant Director	PB-2	4800		8
1470	Curator	PB-2	4200		6
1471	Regional Deputy Director & Equivalent	PB-3	6600		11
1472	Additional Director & Equivalent	PB-3	7600		12
1473	Director of Archaeology & Museum	PB-4	8700		13
1474	Senior Photographer	PB-2	4200		6
SPORTS & YOUTH					
1475	District Sports Officer & equivalent	PB-2	4200	The posts identified should be such that a promotional hierarchy is maintained without compromising on administrative efficiency.	6
1476	Principal, Govt Health & Phy Edn College & equivalent	PB-2	5400		9
1477	Deputy Director, Headquarter/ Stadium Manager & Equivalent	PB-3	6600		11
1478	Joint Director	PB-4	7600		12
ARCHAEOLOGY AND MUSEUM					
1479	Asst. Director & Equivalent	PB-2	4200		6
1480	Deputy Director/ regional Director				8
1481	Addl. Director Archaeology				11
ART & CULTURE					
1482	District Art & Culture Officer				6
1483	Assistant Director, Culture/Art	PB-2	4800		8
1484	Deputy Director Art & Culture & equivalent				11
1485	Joint Director Art & Culture & equivalent	PB-4	7600		12
KASHI PRASAD JAISWAL Research INSTITUTE					
1486	Publication Asstt.-cum-Sales Manager	PB-1	2400		4
1487	Photographer	PB-1	2400		4
1488	Technical Asstt.	PB-2	4200		6

1489	Decipherment Pandit	PB-2	4200		6
1490	Persian Scribe	PB-2	4200		6
	DIRECTORATE OF N.C.C.				
1491	Ship Model Instructor (Ex-cadre)	PB-2	4200		6
1492	Instructor, National Disciplinary Scheme	PB-2	4200		6
1493	Acromodel Instructor (Ex-Cadre)	PB-2	4200		6
1494	Asstt. Administrative Officer	PB-2	4200		6
	MUFASSIL ESTABLISHMENT				
1495	Instructor (on regular basis)	PB-2	4200		6
1496	Laboratory Assistant	PB-2	4200		6
	SECRETARIAT ESTABLISHMENT				
1497	Junior Statistical Asstt.	PB-2	4200		6
1498	Senior Statistical Asstt.	PB-2	4200		6
1499	Statistical Supervisor	PB-2	4200		6
1500	Statistician	PB-2	4200		6
1501	Junior Planning Officer	PB-2	4200		6
1502	Addl. Badger Officer	PB-2	4200		6
1503	Accounts Officer	PB-2	4200		6
	INDUSTRIES DEPARTMENT				
1504	Accounts Inspector	PB-2	4200		6
1505	Industrial Extension Officer	PB-2	4200		7
1506	Editor	PB-2	4200		6
1507	Technical Asstt. (Degree or Diploma in Engineering or Statistics)/ Technical Officer	PB-2	4200		6
1508	Superintendent, Model Workshop	PB-2	4200		6
1509	Deputy Information Officer	PB-2	4200		6
1510	Statistical Officer	PB-2	4200		6
1511	Chemist, Saltpeter Refinery Mehsi,(M.Sc.)	PB-2	4200		6
1512	Planning-cumStatistical Officer	PB-2	4200		6
1513	Administrative Officer	PB-2	4200		6
1514	Pilot Project Officer (Sericulture)	PB-2	4200		6
1515	Publicity Officer	PB-2	4200		6
1516	Senior Research Officer	PB-2	4200		6
1517	Superintendent, Taser Sansthan	PB-2	4200		6
1518	Superintendent, Silk Institute, Bhagalpur	PB-2	4200		6
1519	Superintendent, Andi Basic Seed Supply	PB-2	4200		6
	INSTRUCTORS				
1520	Instructors (Basic Crafts)	PB-1	1900		2
1521	Andi Instructor	PB-1	1900		2
1522	Weaving Instructor	PB-1	1900		2

1523	Washing Instructor	PB-1	1900		2
1524	Instructor	PB-1	2400		4
1525	Sr. Instructor	PB-1	2400		4
1526	Senior Instructor (Sericulture)	PB-1	2400		4
1527	Senior Instructor (Weaving)	PB-1	2400		4
1528	Senior Instructor (Comm. Crafts)	PB-1	2400		4
1529	Senior Instructor (Paper Machine Crafts)	PB-1	2400		4
1530	Senior Instructor (elec. Plating)	PB-1	2800		5
	ARTISANS				
1531	Mechanic/ Machine Operator/ Senior Operator	PB-1	2400		4
1532	Skilled Artist (Handicraft)	PB-1	2400		4
	DISTRICT INDUSTRIES CENTRES				
1533	Receptionist	PB-1	1900		2
1534	Economic Investigator	PB-2	4200		6
	RURAL ARTISAN TRAINING CENTRE				
	MODEL CARPENTRY/BLACKSMITHY/RURAL/ WORKSHOPS/COMMON FACILITY SERVICE CENTRE				
1535	Wood Machinist	PB-1	1900		2
1536	Polisher	PB-1	1900		2
1537	Machinist	PB-1	1900		2
1538	Painter	PB-1	1900		2
1539	Fitter	PB-1	1900		2
1540	Shaper Operator	PB-1	1900		2
1541	Bench Fitter	PB-1	1900		2
1542	Maintenance Fitter	PB-1	1900		2
1543	Blacksmith-cum-Tinsmith	PB-1	1900		2
1544	Wood Mechanic	PB-1	1900		2
1545	Fitter	PB-1	1900		2
1546	Turner	PB-1	1900		2
1547	Welder	PB-1	1900		2
1548	Driller	PB-1	1900		2
1549	Grinder	PB-1	1900		2
1550	Melter-cum-Sheetter	PB-1	1900		2
1551	Painter-cum-polisher	PB-1	1900		2
1552	Bend Saw Operator	PB-1	1900		2
1553	Asstt. Maintenance Fitter	PB-1	1900		2
1554	Master Artisan (Wood Toy)	PB-1	1900		2
1555	Accounts-cum-Head Clerk	PB-1	2400		4

1556	Heat Treter	PB-1	2400		4
1557	Power Hammer Operator	PB-1	2400		4
1558	Maintenance Fitter	PB-1	2400		4
1559	Technical Asstt.	PB-1	2400		4
1560	Electrician	PB-1	2400		4
1561	Highly Skilled Operator	PB-1	2400		4
1562	Saw Miller-cum-Wood Cutter	PB-1	2400		4
1563	Highly Skilled Fitter	PB-1	2400		4
1564	Higher Skilled Artisan (Steel)	PB-1	2400		4
1565	Higher Skilled Artisan (Wood)	PB-1	2400		4
1566	Higher Skilled Turner	PB-1	2400		4
1567	Seizing Jobber	PB-2	4200		6
1568	Foreman (Model Workshop)	PB-2	4200		6
1569	Chargehand Foreman	PB-2	4200		6
1570	Electrical Foreman	PB-2	4200		6
1571	Mechanic Foreman	PB-2	4200		6
1572	Inspector, Quality Marking	PB-2	4200		6
1573	Junior Manager	PB-2	4200		6
	SERICULTURE SCHEMES				
1574	Carpenter	PB-1	1900		2
1575	Mechanic	PB-1	1900		2
1576	Engine Driver	PB-1	1900		2
1577	Skilled Artisan	PB-1	1900		2
1578	Technician	PB-1	1900		2
1579	Expert Artisan	PB-1	1900		2
1580	Weaving Mistry	PB-1	1900		2
1581	Blacksmith	PB-1	1900		2
1582	Carpenter	PB-1	1900		2
1583	Salesman-cum-Despatcher	PB-1	2400		4
1584	Salesman	PB-1	1900		2
1585	Overseer(i)	PB-1	1900		2
1586	Overseer (ii) (Recruitment admissible when qualification is Matric)	PB-1	2400		4
1587	Andi Inspector	PB-1	1900		2
1588	Instructor (Basic Craft)	PB-1	1900		2
1589	Technician	PB-1	1900		2
1590	Twisting Asstt.	PB-1	1900		2
1591	Dyeing Asstt.	PB-1	1900		2
1592	Printing Asstt.	PB-1	1900		2
1593	Furnished Asstt.	PB-1	1900		2
1594	Boiler Asstt	PB-1	1900		2
1595	Weaving Master	PB-1	1900		2

1596	Tani Master	PB-1	1900		2
1597	Sericulture Master	PB-1	1900		2
1598	Rolling Master	PB-1	1900		2
1599	Dyeing Master	PB-1	1900		2
1600	Finishing Master	PB-1	1900		2
1601	Mechanic	PB-1	1900		2
1602	Mechanic Operator	PB-1	1900		2
1603	weaving Engineer	PB-1	2400		4
1604	Supervisor (Promoted from Skilled Artisan)	PB-1	2400		4
1605	Special Inspector	PB-1	2400		4
1606	Asstt. Superintendent	PB-1	2400		4
1607	Organizer	PB-1	2400		4
1608	Lady Conductor (Sanchalika)	PB-1	2400		4
1609	Technician, Refrigeration and Air Conditioning	PB-1	2400		4
1610	Technical Organizer (Mat Making)	PB-1	2400		4
1611	Machinist	PB-1	2400		4
1612	Electrician -cum-Blender	PB-1	2400		4
1613	Technical Organizer (Silver Craft)	PB-1	2400		4
1614	Organizer (Musical Instrument)	PB-1	2400		4
1615	Organizer (Handicraft)	PB-1	2400		4
1616	Organizer (Dyeing and Pringing)	PB-1	2400		4
1617	Asstt. Superintendent	PB-2	4200		6
1618	Research Asstt.	PB-1	2800		5
1619	Expert Weaver	PB-1	2800		5
1620	Dyeing Master	PB-1	2800		5
1621	Asstt. Production Manager	PB-1	2800		5
1622	Manager (Production)	PB-1	2800		5
1623	Artist-cum-Organizer	PB-1	2800		5
1624	Designer	PB-1	2800		5
1625	Photographer	PB-1	2800		5
1626	Project Operator	PB-1	2800		5
1627	Boiler Operator-cum-Supervisor (Saltpeter Refinery, Mehsi)	PB-1	2800		5
1628	Farm Manager	PB-2	4200		6
1629	Business Manager	PB-2	4200		6
1630	Dyeing Manager	PB-2	4200		6
1631	Supervisor (W.T.C.)	PB-2	4200		6
1632	Superintendent	PB-2	4200		6
1633	Technical Asstt.	PB-2	4200		6
1634	Designer, Class II	PB-2	4200		6
1635	Photographer (Commercial Artist)	PB-2	4200		6

1636	Lecturer (Sericulture)	PB-2	4200		6
1637	Lecturer (Science)	PB-2	4200		6
1638	Lecturer (Reeling and Spinning)	PB-2	4200		6
1639	Lecturer (Weaving)	PB-2	4200		6
1640	Lecturer (Dying & Printing)	PB-2	4200		6
1641	Foreman	PB-2	4200		6
1642	Finishing Master	PB-2	4200		6
1643	Curator	PB-1	2800		5
1644	Designer, Class I	PB-2	4200		6
1645	Publicity Officer	PB-2	4200		6
1646	Farm Superintendent	PB-2	4200		6
1647	Lecturer	PB-2	4200		6
1648	Artist-cum-Editor	PB-2	4200		6
1649	Asstt. Professor, Weaving, Sericulture & Dyeing	PB-2	4200		6
1650	Principal, Tasar Sangsthan	PB-2	4200		6
	INSTITUTE OF INDUSTRIAL DESIGNS				
1651	Designer (With Degree or Diploma)	PB-2	4200		6
1652	Mechanic	PB-1	2400		4
	UPENDRA MAHARATHI INDUSTRIAL Research INSTITUTE				
1653	Asstt. Librarian	PB-1	1900		2
1654	Instructor, Registration	PB-2	4200		6
1655	Instructor, Tikul	PB-2	4200		6
1656	Administrative Officer	PB-2	4200		6
	NON-GAZETTED ESTABLISHMENT OF THE INDUSTRIES DEPTT.				
1657	Carpenter	PB-1	1900		2
1658	Asstt. Librarian (Shilp Anusandhan Sangsthan)	PB-1	1900		2
1659	Quality Marketing Supervisor	PB-1	2800		5
1660	Information Assistant	PB-2	4200		6
1661	Jr. Statistical Asstt. Computer Statistician Investigator (Prov.)	PB-2	4200		6
1662	Statistical Asstt./ Survey Inspector (Provisional)	PB-2	4200		6
1663	Laboratory Asstt. (Shilp Anusandhan Sansthan)	PB-2	4200		6
1664	Boiler Operator-cum-Supervisor	PB-1	2800		5
1665	Supervisor (Ship Butter Yojna)	PB-1	2000		3
1666	Graduate Enumerator	PB-1	2000		3
	AGRICULTURE DEPARTMENT				
	AGRICULTURE OFFICERS (Categories I to IX)				

1667	Operator (Horticulture)	PB-1	1900		2
1668	Carpenter	PB-1	1900		2
1669	Operator (P.P. Scheme)(i)	PB-1	1900		2
1670	Operator (P.P. Scheme)(ii)	PB-1	1900		2
1671	Turner	PB-1	1900		2
1672	Senior Blacksmith	PB-1	1900		2
1673	Asstt. Molder	PB-1	1900		2
1674	Blacksmith	PB-1	1900		2
1675	Asstt. Fitter	PB-1	1900		2
1676	Times and Tools Keeper	PB-1	1900		2
1677	Carpenter	PB-1	1900		2
1678	Mistry (Plant Protection)	PB-1	1900		2
1679	Junior Fitter	PB-1	1900		2
1680	Minibus Driver	PB-1	1900		2
1681	Laboratory Asstt.	PB-1	1900		2
1682	Field Asstt.	PB-1	1900		2
1683	Vegetable Extn. Worker	PB-1	1900		2
1684	Field Experiment Asstt.	PB-1	1900		2
1685	Field Investigation Asstt. (Mithapur)	PB-1	1900		2
1686	Plant Protection Supervisor	PB-1	2400		4
1687	Jute Extension Worker	PB-1	1900		2
1688	Field Asstt. (I.C.A.R.)	PB-1	1900		2
1689	Laboratory Asstt.	PB-1	2000		3
1690	Price Reporter	PB-1	1900		2
1691	Field Testing Asstt.	PB-1	1900		2
1692	Soil Sampler	PB-1	1900		2
1693	Compiler	PB-1	2000		3
1694	Compost Supply Asstt.	PB-1	1900		2
1695	Pests And Disease Reporter	PB-2	4200		6
1696	Head Mistry (Equipment Mechanic), only for Shri Deodhari Tiwari	PB-1	1900		2
1697	Technical Asstt.	PB-1	1900		2
1698	Senior Blacksmith	PB-1	1900		2
1699	Blacksmith	PB-1	1900		2
1700	Asstt. Fitter	PB-1	1900		2
1701	Field Overseer	PB-1	2400		4
1702	field Asstt. (Jute)	PB-1	1900		2
1703	Seed Technician (For Agr. Graduate)	PB-2	4200		6
1704	Seed Technician (For Others)	PB-1	2400		4
1705	Blacksmith	PB-1	1900		2
1706	Workshop Mechanic	PB-1	1900		2
1707	Junior Fitter	PB-1	1900		2

1708	Turner	PB-1	1900		2
1709	Carpenter	PB-1	1900		2
1710	Carpenter-cum-Pattern Maker	PB-1	1900		2
1711	Jute Extn. Supervisor	PB-1	2000		3
1712	Molder	PB-1	1900		2
1713	Welder	PB-1	1900		2
1714	Electric Gas Welder	PB-1	1900		2
1715	Market Survey Asstt.	PB-1	1900		2
1716	Tobacco Field Asstt. (Graduate)	PB-2	4200		6
1717	Surveyor	PB-1	2400		4
1718	Jan Sewak	PB-1 new recruits will in future be in the scale of Rs PB-1	2400 new recruits will in future be in the scale of Rs 2000	New Recruits shall be in Level 3	4, New recruits 3
1719	Farm Asstt.	PB-1	2400		4
1720	Cinema Operator	PB-1	2400		4
1721	Horticulture Inspector	PB-1	2400		4
1722	Fitter	PB-1	2400		4
1723	Commodity Grading Inspector	PB-2	4200		6
1724	Press Operator	PB-1	2400		4
1725	Cameraman	PB-1	2400		4
1726	Market Intelligence Operator	PB-1	2400		4
1727	Asstt. Press Operator	PB-1	2400		4
1728	Jute Grading Inspector	PB-1	2400		4
1729	Turner	PB-1	2400		4
1730	Electrician	PB-1	2400		4
1731	Plant Protection Supervisor	PB-1	2400		4
1732	Fruit Preservation Inspector	PB-1	2400		4
1733	Agriculture Inspector (Other than Graduate)	PB-1	2400		4
1734	Statistical Computer	PB-1	2400		4
1735	Estimator	PB-1	2400		4
1736	Fitter	PB-1	2400		4
1737	Junior Research Asstt. (P.P. Scheme)	PB-2	4200		6
1738	Junior Statistical Asstt.	PB-2	4200		6
1739	Junior Scientific Asstt.	PB-2	4200		6
1740	Statistical Asstt.	PB-2	4200		6
1741	Plant Protection Inspector (Non-Agronomist)	PB-1	2400		4
1742	Senior Statistical Asstt.	PB-2	4200		6
1743	Senior Statistical Asstt. (Hort)	PB-2	4200		6
1744	Inspector P.L. Account	PB-2	4200		6
1745	Divisional Accounts Inspector (Farm)	PB-2	4200		6

1746	Distt. Agr. Marketing Inspector	PB-2	4200		6
1747	Senior Marketing Asstt.	PB-2	4200		6
1748	Marketing Secretary (Grade B)	PB-2	4200		6
1749	Distt. Agr. Marketing Inspector (Research)	PB-2	4200		6
1750	Distt. Agr. Marketing Inspector (Leave & Training)	PB-2	4200		6
1751	Plant Protection Inspector. (Agro)	PB-2	4200		6
1752	Artist	PB-2	4200		6
1753	Agriculture Inspector	PB-2	4200		7
1754	Surveillance Inspector	PB-2	4200		7
1755	Jr. Research Asstt. Seed Inspector	PB-2	4200		7
1756	Inspector of Weights & Measures	PB-2	4200		7
1757	Senior Artist/ Photographer	PB-2	4200		7
1758	Artist-cum-Photographer	PB-2	4200		7
1759	Asstt. Research Officer	PB-2	4200		7
1760	Asstt. Agriculture Officer	PB-2	4200		7
1761	Block Agriculture Officer	PB-2	4200		7
1762	Asstt. Tobacco Extn. Officer	PB-2	4200		7
1763	Asstt. Jute Extn. Officer	PB-2	4200		7
1764	Asstt. Seed Certificate Officer	PB-2	4200		7
1765	Asstt. Seed Production Officer	PB-2	4200		7
1766	Asstt. Horticulture Officer	PB-2	4200		7
1767	Junior Horticulture Extn. Officer	PB-2	4200		7
1768	Asstt. Veg. Extn. Officer	PB-2	4200		7
1769	Mechanic	PB-1	2800		5
1770	Testing Research Asstt.	PB-2	4200		6
1771	Senior Testing Asstt.	PB-2	4200		6
1772	Mechanical Testing Asstt.	PB-2	4200		6
1773	Head Mistry	PB-1	2800		5
1774	Machineman	PB-1	2800		5
1775	Forceman	PB-2	4200		6
1776	Administrative Officer	PB-2	4200		6
1777	Scientific Officer (Central Lab.)	PB-2	4200		6
	POSTS IN HEADQUARTER ESTABLISHMENT OF DIRECTORATE				
1778	Statistical Computer	PB-1	2400		4
1779	Farm Press Asstt. (Agr. Info. Serv)	PB-1	2400		4
1780	Farm Radio Asstt.	PB-1	2400		4
1781	Asstt. Press Operator	PB-1	1900		2
1782	bulletin Keeper/Bulletin Asstt.	PB-1	2400		4
1783	Cinema Projector Operator	PB-1	2400		4

1784	Artist Cum Photographer	PB-2 provided degree/diploma holder in Fine Arts/Commercial Arts with min. 2 years experience in art	4200 provided degree/diplom a holder in Fine Arts/Commerci al Arts with min. 2 years experience in art		6
1785	Press Operator	PB-1	2400		4
1786	Compositor Typist	PB-1	2400		4
1787	Cameraman	PB-1	2400		4
1788	Statistical Investigator	PB-1	2800		5
1789	Electro Typist	PB-1	2400		4
1790	Junior Statistical Asstt.	PB-2	4200		6
1791	Junior Editor	PB-2	4200		6
1792	Translator-cum-Proof Reader	PB-2	4200		6
1793	Statistical Asstt.	PB-2	4200		6
1794	Senior Statistical Asstt.	PB-2	4200		6
1795	Head Press Operator-cum-Mechanic	PB-2	4200		6
1796	Senior Cameraman	PB-2	4200		6
1797	Junior Information Officer	PB-2	4200		6
1798	Senior Artist	PB-2	4200		6
1799	Editor (Krishi)	PB-2	4200		6
1800	Agriculture Journalist	PB-2	4200		6
1801	Instructor in Animal Husbandry	PB-2	4200		6
1802	Accounts Officer	PB-2	4200		6
1803	Special Officer (Confidential)	PB-2	4200		6
1804	Secy. To Director of Agriculture	PB-2	4200		6
1805	Artist (Agriculture)	PB-2	4200		6
1806	Asstt. Dir. Of Agr. (Evaluation)	PB-2	4200		6
1807	Dy. Dir. Of Agr. (Administration)	PB-3	6600		11
1808	Asstt. Dir. Of Agr. (Planning)	PB-2	4200		6
1809	Accounts Officer-cum-Asstt. Secy.	PB-2	4200		6
1810	Budget & Accounts Officer cum Under Secretary	PB-3	6600		11
1811	Dir. Admin-cum-Deputy Secretary	PB-3	7600		12
1812	Chief Accounts officer-cum Joint Secretary	PB-4	8700		13
1813	Secretary to Addtt. Director	PB-2	4200		6
1814	machine Man and Operator	PB-2	4200		6
1815	Audio visual Adds Supervisor	PB-2	4200		6
1816	Press Superintendent	PB-2	4200		6
1817	ColourPhotography Technician	PB-2	4200		6
1818	Audio visual Adds Officer	PB-2	4200		6

	SOIL CONSERVATION				
1819	Blacksmith	PB-1	1900		2
1820	Mobile Serviceman	PB-1	1900		2
1821	Tractor Driver	PB-1	1900		2
1822	Tractor Operator	PB-1	1900		2
1823	Mistry-cum-Driver	PB-1	1900		2
1824	Fieldman	PB-1	1900		2
1825	Field Supervisor	PB-1	2000		3
1826	Soil Sampler	PB-1	1900		2
1827	Turner	PB-1	1900		2
1828	Welder	PB-1	1900		2
1829	Admin Officer/Accounts-cum-Budger Officer (Soil Cons.)	PB-2	4200		6
1830	Electrician	PB-1	1900		2
1831	Junior surveyor	PB-1	2400		4
1832	Forester	PB-1	2400		4
1833	Senior Surveyor	PB-1	2400		4
1834	Draughtsman	PB-1	2400		4
1835	Mechanic	PB-1	2400		4
1836	Soil Conservation Extn. Supervisor	PB-1	2800		5
1837	Junior Technical Asstt.	PB-1	2800		5
1838	Junior Research Asstt.	PB-1	2800		5
1839	Forest Ranger	PB-2	4200		6
1840	Agriculture Engineering Overseer	PB-2	4200		6
1841	Stenographer	PB-2	4200		6
1842	Personal Asstt. To Director	PB-2	4200		6
1843	Senior Statistical Asstt.	PB-2	4200		6
1844	Chargeman	PB-2	4200		6
1845	Artist	PB-2	4200		6
1846	Asstt. Soil Conservation Officer	PB-2	4200		6
1847	Asstt. Technical Officer	PB-2	4200		6
1848	Research Asstt.	PB-2	4200		6
1849	Asstt. Soil Conservation Survey Officer	PB-2	4200		6
1850	Asstt. Research Officer	PB-2	4200		6
1851	Farm Manager	PB-2	4200		6
1852	Foreman	PB-2	4200		6
1853	Distt. Soil Conservation Land Dev. Officer	PB-2	4200		6
1854	Soil Conservation Officer	PB-2	4200		6
	SECRETARIAT ESTABLISHMENT				
1855	Secy. To Agriculture Development Commissioner	PB-2	4200		6
	DEPARTMENT OF COOPERATION				

	COOPERATIVE AUDITORS AUDIT WING				
1856	Auditor	PB-1	2800		5
1857	Senior Audit Officer	PB-2	4200		6
1858	Sub divisional Audit Officer	PB-2	4600		7
	HANDLOOM ESTABLISHMENT				
1859	Weaving Mistry	PB-1	1900		2
1860	Sr. Supervisor	PB-1	2800		5
1861	Designer, Weavers Co-op. Societies	PB-1	2800		5
1862	Technical Asstt. (Handloom)	PB-1	2800		5
1863	Chief Accountant	PB-2	4200		6
1864	Marketing Inspector (Handloom)	PB-2	4200		6
1865	Godown Manager	PB-2	4200		6
1866	Inspector, Weavers Co-op. Societies (Technical)	PB-2	4200		6
1867	Marketing Officer, Handloom	PB-2	4200		6
	MUFASSIL ESTABLISHMENT				
1868	Senior Co-operative Extension Officer	PB-2	4600		7
1869	Chief Co-operative Extension Officer	PB-2	4800		8
	HEADQUARTER ESTABLISHMENT				
1870	Jr. Statistical Asstt.	PB-1	2400		4
1871	Computer	PB-2	4200		6
1872	Sr. Statistical Asstt.	PB-2	4200		7
1873	Statistician-cum-Artist	PB-2	4200		6
1874	Artist Asstt.	PB-2	4200		6
1875	Statistical Officer	PB-2	4200		6
1876	Statistician	PB-2	4200		6
1877	Special Officer (Character Roll)	PB-2	4200		6
1878	Secy. To Registrar, Coop. Society	PB-2	4200		6
1879	Administrative Officer	PB-2	4200		6
1880	Public Relation Officer	PB-2	4200		6
1881	Lady Organizer	PB-1	2800		5
1882	Assistant Director, Statistics	PB-2	4200		6
1883	Assistant Accounts Officer	PB-2	4200		6
1884	Special Officer, Consumer (for Commissioner's office)	PB-2	4200		6
	ANIMAL HUSBANDRY AND FISHERIES DEPARTMENT				
1885	Distt. Animal Husbandry Officer	PB-2	4200		6
	OTHER STAFF IN FIELD ESTABLISHMENT				
1886	Admin. Officer, Institute of A.H. & Production	PB-2	4200		6
1887	Accounts Officer, Bacon Factory, (Ministerial)	PB-2	4200		6
1888	Asstt. Dir., Information (Other than Vet. Graduate)	PB-2	4200		6
	DAIRY DEVELOPMENT				

1889	Dairy Technical Officer	PB-2	4200		6
1890	Sr. Dairy Supervisor	PB-2	4200		6
1891	Instructor (F.T.C.)	PB-2	4200		6
1892	Asstt. Dairy Extension Officer	PB-2	4200		6
1893	Dairy Research Asstt.	PB-2	4200		6
1894	Dairy Organizer	PB-2	4200		6
1895	Dairy Surveyor	PB-2	4200		6
1896	Laboratory Supervisor	PB-2 provided having requisite qualification of Degree and Certificate/Diploma, other wise Rs. PB-1	4200 provided having requisite qualification of Degree and Certificate/Diploma, other wise Rs. 2800		6, otherwise 4
1897	Statistical Supervisor	PB-2	4200		6
1898	Field Asstt.	PB-2	4200		6
1899	Sr. Input Supervisor	PB-2	4200		6
1900	Input Supervisor	PB-2	4200		6
1901	Dairy Investigator	PB-2	4200		6
1902	Dairy Inspector	PB-2	4200		6
1903	Statistical Asstt.	PB-2	4200		6
1904	Mechanic-cum-Plant Operator	PB-1	2400		4
1905	Audio Visual Operator	PB-1	2400		4
	FODDER BRANCH				
1906	Fodder Overseer	PB-1	2400		4
1907	Farm Overseer	PB-1	2400		4
1908	Farm Overseer	PB-1	2400		4
1909	Agriculture Asstt.	PB-1	2800		5
1910	Fodder Inspector	PB-1	2800		5
1911	Fodder Development Asstt.	PB-1	2800		5
1912	Agriculture Overseer	PB-1	2800		5
1913	Asstt. Fodder Development Officer	PB-2	4200		6
1914	Fodder Inspecting Officer	PB-2	4200		6
1915	Asstt. Technical Officer (Fodder)	PB-2	4200		6
	STATISTICAL PERSONNEL				
1916	Computer	PB-1	2000		3
1917	Statistical Computer	PB-1	2400		4
1918	Programme Asstt.	PB-1	2400		4
1919	Statistical Asstt.	PB-2	4200		6
1920	Sr. Computer	PB-2	4200		6
1921	Sr. Statistical Asstt. / Tech. Asstt.	PB-2	4200		6

1922	Technical Asstt.	PB-2	4200		6
1923	Statistical Supervisor	PB-2	4200		6
	GENERAL				
1924	Electric Mechanic	PB-1	2400		4
1925	Carpenter	PB-1	1900		2
1926	Store Asstt.	PB-1	1900		2
1927	Driver-cum-Cleaner	PB-1	1900		2
1928	Tractor Driver	PB-1	1900		2
1929	Oil Engine-cum-Tractor Driver	PB-1	1900		2
1930	Dressing Asstt.	PB-1	1900		2
1931	Asstt. Press Operator	PB-1	1900		2
1932	Carpenter	PB-1	1900		2
1933	Boilerman	PB-1	1900		2
1934	Technical Asstt.	PB-1	1900		2
1935	Bulletin Keeper	PB-1	2400		4
1936	Designer	PB-2	4200		6
1937	Cashier	PB-1	1900		2
1938	Operator	PB-1	1900		2
1939	Mechanic	PB-1	1900		2
1940	Cattle Show Organizer	PB-1	1900		2
1941	Painter	PB-1	1900		2
1942	Poultry Asstt.	PB-1	1900		2
1943	Milk Recorder	PB-1	1900		2
1944	Laboratory Asstt.	PB-1	2000		3
1945	Field Asstt.	PB-1	1900		2
1946	Electrician	PB-1	2400		4
1947	Cinema Operator	PB-1	2400		4
1948	Cameraman-cum-Plate Maker	PB-1	2400		4
1949	Compositor-cum-Typist	PB-1	2400		4
1950	Press Operator	PB-1	2400		4
1951	Interior Decorator	PB-1	2400		4
1952	Mechanic	PB-1	2400		4
1953	Security Officer	PB-1	2400		4
1954	Chick Sexer	PB-1	2400		4
1955	Laboratory Asstt.	PB-1	2400		4
1956	Farm Overseer	PB-1	2400		4
1957	Fodder Overseer	PB-1	2400		4
1958	Asstt. Poultry Supervisor	PB-1	2400		4
1959	Farm Overseer	PB-1	2400		4
1960	Cattle Show Organizer	PB-1	2400		4
1961	Salesman	PB-1	2400		4

1962	Technician, Frozen Semen Bank	PB-1	2400		4
1963	Livestock Supervisor	PB-1	2400		4
1964	Sr. Livestock Supervisor	PB-1	2400		4
1965	Dairy Overseer	PB-1	2400		4
1966	Supervisor, Key Village	PB-1	2400		4
1967	Gosadan Manager	PB-1	2800		5
1968	Livestock Inspector	PB-1	2800		5
1969	Dairy Overseer	PB-1	2400		4
1970	Agriculture Overseer	PB-1	2400		4
1971	Fodder Inspector/Fodder Development Asstt.	PB-1	2800		5
1972	Fodder Development Asstt.	PB-1	2800		5
1973	Technical Asstt.	PB-1	2800		5
1974	Asstt. Editor	PB-1	2800		5
1975	Journalist Asstt.	PB-2	4200		6
1976	Refrigerator Mechanic	PB-1	2800		5
1977	Artist-cum-Photographer	PB-2	4200		6
1978	Accountant	PB-2	4200		6
1979	Manager, Feed Mixing Unit	PB-2	4200		6
1980	Agriculture Overseer, Hatwar Farm	PB-2	4200		6
1981	Asstt. Technical Officer (F.S.B.)	PB-2	4200		6
	DIRECTORATE OF FISHERIES				
1982	Motor Boat Driver	PB-1	1900		2
1983	Mistry of Ice Plant	PB-1	1900		2
1984	Laboratory Asstt.	PB-1	2000		3
1985	Fisherman (Trained)	PB-1	1900		2
1986	Computer Clerk	PB-1	2000		3
1987	Electrician	PB-1	1900		2
1988	Audit Asstt.	PB-1	1900		2
1989	Head Clerk-cum-Accountant	PB-1	2800		5
1990	Sarang-cum-Mechanic	PB-1	2400		4
1991	Fisheries Extension Supervisor/ Fisheries Inspector	PB-2	4200	Cadre Review recommended, the two posts are to be merged into one.	6
1992	Fisheries Exten. Officer	PB-2	4200		7
1993	District Fisheries Officer	PB-2	4800		9
1994	Dy. Director of Fisheries	PB-3	5400		9
1995	Director of Fisheries	PB-4	8700		13
1996	Joint Director of fisheries	PB-3	7600		12
1997	Asstt. Engineer	PB-2	4600		9
1998	Executive Engineer	PB-2	6600		11
1999	Fish Farm Manager	PB-1	2800		5
2000	Jr. Engineer	PB-2	4200		6
2001	Electrician-cum-Mechanic	PB-1	2800		5

2002	Statistical Asstt.	PB-2	4200		6
2003	Fisheries Marketing Officer	PB-2	4200		6
2004	Fisheries Instructor	PB-2	4200		6
2005	Jr. Fisheries Research Officer	PB-2	4200		6
2006	Accounts Officer	PB-2	4200		6
2007	Fish Farm Superintendent	PB-2	4200		6
	SECRETARIAT ESTABLISHMENT				
2008	Administrative Officer	PB-2	4200		6
	REVENUE AND LAND REFORMS DEPARTMENT				
2009	Research Officer (Gazetter)	PB-2	4600		7
2010	Administrative Officer	PB-2	4200		6
2011	Translation Officer (Gazetter)	PB-2	4200		6
	FIELD ESTABLISHMENT				
2012	Karamchari	PB-1	1900		2
2013	Circle Inspector & kanungo	PB-2	4200		6
2014	Consolidation Officer/ Circle Officer/ Executive Magistrate	PB-2	4800		8
2015	Asstt. Settlement Officer	PB-2	4800		8
2016	Circle Officer & equivalent	PB-2	4800	vide Finance Department Resolution No.- 9403 dated 05.09.2012.	8
2017	Land Reforms Deputy Collector & equivalent	PB-3	5400		9
2018	District Land Acquisition Officer & equivalent	PB-3	6600		11
2019	Additional Collector, Land Consolidation & equivalent	PB-3	7600		12
	AMINS, SURVEYORS AND DRAFTSMEN				
2020	Accounts-cum-Budget Officer	PB-2	4200		6
2021	Surveyor/Surveyor Munsarim	PB-1	2400		4
2022	Asstt. Consolidation Officer (i)	PB-2	4200		6
2023	Traverser	PB-1	2400		4
2024	Sr. Traverser	PB-1	2400		4
2025	Head Surveyor Inspector	PB-1	2800		5
	AGRICULTURE CENSUS SECTION				
2026	Computer	PB-2	4200		6
2027	Statistical Asstt.	PB-2	4200		6
2028	Sr. Statistical Asstt.	PB-2	4200		6
2029	Statistical Supervisor	PB-2	4200		6
2030	Asstt. Dir. Statistics	PB-2	4200		6
2031	Dy. Director (Statistics)	PB-2	4200		6
2032	Asstt. Director	PB-2	4200		6
2033	Joint Director	PB-3	6600		11
	DIRECTORATE OF LAND ACQUISITION/LAND RECORDS AND SURVEY				

2034	Consolidation Inspector-cum-Survey Inspector	PB-1	2400		4
2035	Survey Inspector	PB-1	2400		4
2036	Statistician	PB-2	4200		6
2037	Record Keeper	PB-1	2800		5
2038	Record Keeper (Reproduction)	PB-1	2400		4
	SURVEY OFFICE GULZARBAG				
2039	Book Binder (B.S.O.)	PB-1	1900		2
2040	Computer	PB-1	2400		4
2041	Traverser	PB-1	2400		4
2042	Estimator	PB-1	2400		4
2043	Distributor	PB-1	2400		4
2044	Head Estimator	PB-1	2400		4
2045	Sr. Computer	PB-1	2400		4
2046	Sr. Traverser	PB-1	2400		4
2047	Asstt. Supervisor	PB-1	2800		5
2048	Head Computer	PB-1	2400		4
	MAP PRODUCTION OFFICE				
2049	Carpenter	PB-1	1900		2
2050	Machineman	PB-1	1900		2
2051	Retoucher	PB-1	1900		2
2052	Helper Machineman for Platen	PB-1	1900		2
2053	Zinc Corrector	PB-1	2000		3
2054	Litho Draughtsman	PB-1	2000		3
2055	Jr. Head Printers	PB-1	1900		2
2056	Mechanic	PB-1	1900		2
2057	Examiner	PB-1	2400		4
2058	Electrician	PB-1	1900		2
2059	Head Photo Asstt.	PB-1	1900		2
2060	Head Examiner	PB-1	2400		4
2061	Sr. Head Printer	PB-1	2000		3
2062	Cameraman	PB-1	2400		4
2063	Machineman for Platen	PB-1	2400		4
2064	Asstt. Supervisor	PB-1	2800		5
2065	Supervisor, Map Prod. Section	PB-2	4200		6
	ESTABLISHMENT OF DIVISIONAL COMMISSONER				
2066	Motor Mechanic	PB-1	1900		2
2067	Statistical Computer	PB-1	2400		4
2068	Asstt. Hindi Instructor	PB-1	2400		4
2069	Statistical Specialist	PB-2	4200		6
2070	Statistician	PB-2	4200		6

2071	Statistical Supervisor	PB-2	4200		6
2072	Hindi Instructor	PB-2	4200		6
2073	Divisional Hindi Instructor	PB-2	4200		6
2074	Asstt. Hindi Instructor	PB-1	2800		5
2075	Computer	PB-1	2400		4
	ESTABLISHMENT OF COLLECTOR				
2076	Village Level Worker	PB-1 new recruits in future will be in the scale Rs. PB-1	2400 new recruits in future will be in the scale Rs.		4, new recruits 3
2077	Distt. Survey Inspector Arrah, Bhojpur	PB-2	4200		6
	PROHIBITION, EXCISE AND REGISTRATION DEPARTMENT				
	BIHAR EXCISE SERVICE				
2078	Laboratory Asstt./Technician	PB-1	2000		3
2079	Laboratory Technician	PB-1	2800		5
2080	Sr. Statistical Asstt.	PB-2	4200		6
2081	Chemical Examiner	PB-2	4200		8
2082	Constable	PB-1	2000		3
2083	A.S.I	PB-1	2800		5
2084	S.I.	PB-1	2400		6
2085	Inspector	PB-2	4200		7
2086	Superintendent	PB-2	4800		9
2087	Assistant Commissioner	PB-2	5400		11
2088	Deputy Commissioner	PB-3	7600		12
2089	Joint Commissioner	PB-4	8700		13
	DISASTER MANAGEMENT DEPARTMENT				
	HEADQUARTER ESTABLISHMENT				
2090	Special Officer	PB-2	4200		6
	REGIONAL UNITS				
2091	Asstt. Camp Commandant	PB-2	4200		6
	SCHEDULE III				
	POST UNDER WORK CHARGED ESTABLISHMENT			Replacement levels to be provided for all the posts under work charge establishment	

5.2. Class II Entry Level State Services

Table 1

As discussed in Chapter 4, the entry level of Class II entry level State Services shall be fixed uniformly at Level 9. In the following, firstly the common pay structure is outlined. In the table that follows, each service is taken up and the number of levels in the service are mentioned alongwith service-specific recommendation, if any.

Sl. No.	Designation	Existing Pay	Existing Grade Pay	Recommended Level
1	Basic Grade	PB-2	4800/5400	9
2	Promotional Level 1	PB-3	6600	11
3	Promotional Level 2	PB-3	7600	12
4	Promotional Level 3(if any)	PB-4	8700	13
5	Promotional Level 4(if any)	PB-5	8900	13A
6	Promotional Level 5(if any)	PB-6	10000	14

Table 2

Sl. No.	Name of Service	No. of levels including Basic grade	No. of levels recommended including Basic grade	Remarks, if any,
1	Bihar Police Service	4	4	Subject to Recommendations made in Chapter 4
2	Bihar Finance Service	5	5	
3	Bihar Administrative Service	6	6	
4	Bihar Engineering Service	5	6	
5	Bihar Health Service	6	6	
5a	Bihar Medical Education Service	4	4	
5b	Bihar Dental Service	4	4	
6	Bihar Animal Husbandry Service	4	4	vide home department letter No.- 603 dated 12.03.2014.
7	Bihar Prosecution Service	4	4	
8	Bihar Home guard Service	4	4	
9	Bihar Probation Service	4	4	
10	Bihar Planning Service	5	5	
11	Bihar Forest Service	4	4	
12	Bihar Information Cadre	4	4	
13	Bihar Architect Service	4	4	Resolution No.-7276 dated 11.07.2014 of Building Construction Department.
14	Bihar Labour Service	5	5	
15	Inspector of Factories	3	3	
16	Inspector of Boilers	2	2	
17	Directorate of Employment	4	4	

18	Bihar Education Service	4	4	vide Education Department Resolution No. - 698 dated 12.02.2014.
19	Bihar Industries Service	5	5	
20	Bihar Registration Service	4	4	
21	Bihar Minority Welfare Service	6	4	vide Minority Welfare Department Resolution No.-408 dated 08.02.2017. A discussion has been made about the entry level pay structure for this service in Chapter 3.4. No cadre, save that of Engineers, Doctors and the Bihar Administrative Services, has a 6-tiered structure. The Commission is of the opinion that this cadre can at best be a 4-tiered one in view of responsibilities enjoined upon it.
22	Bihar SC/ST Welfare Service	3	3	vide SC/ST Welfare department resolution No.-508 dated-12.03.2010.
23	Bihar Co-operative Service Administration	4	4	
24	Bihar Social Welfare Service	3	3	
25	Bihar Law Service	4	4	
26	Bihar Agriculture Service	4	4	
27	Bihar Legislative Works Service	4	4	The structure notified by the department is not according to norms for state services. Therefore, recommendations is that the structure be made similar to other state services.
28	Bihar Mines Service	5	5	
29	Bihar Accounts Service	4	4	
30	Bihar Election Service	3	3	
31	Bihar Cane Service	5	4	Vide notification No.-2159 dated 27.10.2016, the 3-tiered cadre structure has been transformed into a 5-tiered one. Referring to the general recommendations of the Commission made in Chapter 2, it is recommended that the department undertake a cadre review to make the cadre a 4-tiered one. Only in that condition will these recommendations be applicable. Otherwise, only replacement pay structure shall be available.

32	Bihar Geologist Cadre	5	5	
33	Bihar Statistical Cadre	4	4	
34	Bihar Jail Service	4	4	The cadre rules make for a 5-tiered cadre. The 5 th level is to be applicable only if that post is sanctioned.
35	Bihar Drug Control Service	4	4	
36	Bihar Cooperative Audit Service	4	4	

Chapter 6. Financial Impact Assessment

While making recommendations on pay-revision, the Pay Commission has to keep in view the limited resources and State's commitments for development programs, statutory and regularity functions and debt service obligations. Recommendations of the Commission also have to be evaluated in light of the impact they are going to have on annual targets provided by the Fiscal Responsibility and Budget Management (FRBM) Act, 2006. The FRBM Act sets targets for progressive reduction in outstanding liabilities, revenue deficit and fiscal deficit of the state government. To begin with, macro-economic highlights of current and previous financial years as reported by Department of Finance in Budget Summary 2017-18, are following-

- (a) The total plan and non-plan expenditure of the State in 2015-16 was Rs 112328.03 crores; in 2016-17, as per revised estimates, the expenditure was Rs 154327.46 crore; and targeted expenditure in 2017-18 is Rs 159709.6 crores. The increase in 2016-17 was 37.39% and expected to rise by 3.5 % in financial year 2018-19.
- (b) As per budget estimates 2017-18, total non-plan expenditure of the State is expected to rise by 2.9% in 2017-18, from Rs 76604.8 crores in 2016-17 to Rs 78818.6 crores in 2017-18.
- (c) The total outlay on the State Plan has been pegged at Rs 80891 crores in 2017-18, an increase of 4.07% over the previous year (Rs 76771.66crores).
- (d) The State spent Rs 11850.4 crores in 2015-16 on pension. This figure was Rs 16285.6 crores in 2016-17 and expected to rise to Rs 19877.6 crores in this year (2017-18), a rise of 22.1% without considering the effect of State Pay Commissions' recommendations.
- (e) The Committed Expenditure of the State on Interest payments and loan repayment was respectively Rs 7097.7 crores and 4124.9 crores in 2015-16. The expected figures for 2016-17 and 2017-18 are Rs 8488.2 crores and Rs 9591.4 crores in respect of interest payments and Rs 4267.8 crores and Rs 4797.3 crores for loan repayments.

Table 6.1: Expenditures of Non Plan & Plan, (Rs. In Crores)

YEAR	NON PLAN with % Change		TOTAL PLAN % Change		CSS+CPS	STATE PLAN	TOTAL (PLAN+NON PLAN) with % change	
2008-2009 (Actual)	23367.51		13813.74		1478.62	12335.9	37181.25	
2009-2010 (Actual)	26601.85	13.8%	16194.19	17.2%	2196.14	13998.04	42796.04	15.1%
2010-2011 (Actual)	29793.98	12.0%	20910.54	29.1%	2484.05	18426.51	50704.52	18.5%
2011-2012 (Actual)	37173.55	24.8%	23007.88	10.0%	2686.13	20321.76	60181.43	18.7%
2012-2013 (Actual)	40825.41	9.8%	28381.16	23.4%	2722.57	25658.59	69206.57	15.0%
2013-2014 (Actual)	46727.61	14.5%	33677.57	18.7%	2970.29	30707.27	80405.18	16.2%
2014-2015 (Actual)	50758.95	8.6%	43939.09	30.5%	7.48	43931.61	94698.04	17.8%
2015-2016 (Actual)	58595.83	15.4%	53732.2	22.3%	247.23	53484.97	112328.03	18.6%
2016-17 (Re. Estimate)	76604.8	30.7%	77722.66	44.6%	951	76771.66	154327.46	37.4%
2017-18 (Budget Estimate)	78818.6	2.9%	80891	4.1%			159709.6	3.49%

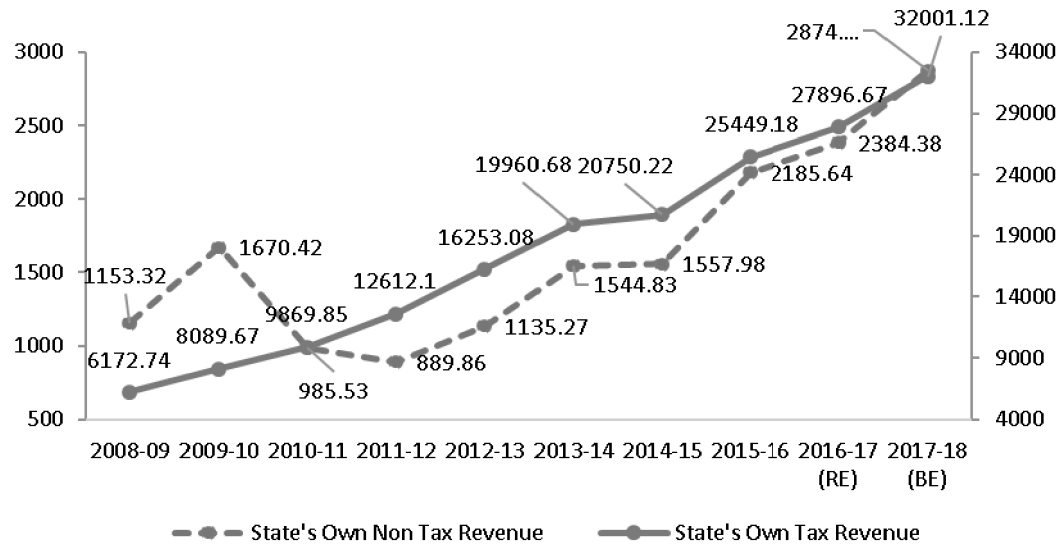
Table 6.2: Committed Expenditure (In Rs. Crores)

Expenditure	2009-2010 (Actual)	2010-11 (Actual)	2011-12 (Actual)	2012-13 (Actual)	2013-14 (Actual)	2014-15 (Actual)	2015-16 (Actual)	2016-17 (RE)	2017-2018 (BE)
Pay	9658.8	10549.7	12185.0	13567.4	14049.9	14603.8	14829.2	19039.8	18656.9
% Change		9.2%	15.5%	11.3%	3.6%	3.9%	1.5%	28.4%	-2.0%
Pension	4318.7	6143.9	7808.5	8363.5	9481.7	11344.5	11850.4	16285.6	19877.6
% Change		42.3%	27.1%	7.1%	13.4%	19.6%	4.5%	37.4%	22.1%
Interest Payment	3685.5	4319.2	4303.7	4428.3	5459.0	6128.8	7097.7	8488.2	9591.4
Loan Repayment	1983.0	2190.0	2922.5	3070.0	3119.6	3609.0	4124.9	4267.8	4797.3
Total	19645.9	23202.8	27219.6	29429.2	32110.2	35686.0	37902.1	48081.3	52923.2

Table 6.3: Trend of Revenue Receipts (In Rs. Crores)										
	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
	(Actual)	(Actual)	(Actual)	(Actual)	(Actual)	(Actual)	(Actual)	(Actual)	(RE)	(BE)
Revenue Receipts	32980.7	35526.8	44532.3	51320.2	59566.7	68918.7	78417.5	96123.1	127537.4	137158.4
		7.72%	25.35%	15.24%	16.07%	15.70%	13.78%	22.58%	32.68%	7.54%
State's Own Tax Revenue	6172.7	8089.7	9869.9	12612.1	16253.1	19960.7	20750.2	25449.2	27896.7	32001.1
State's Own Non Tax Revenue	1153.3	1670.4	985.5	889.9	1135.3	1544.8	1558.0	2185.6	2384.4	2875.0
Total State's Revenue	7326.1	9760.1	10855.4	13502.0	17388.4	21505.5	22308.2	27634.8	30281.1	34876.1
Receipts from Govt. of India	25654.6	25766.7	33676.9	37818.2	42178.3	47413.1	56109.3	68488.3	97256.3	102282.3
(a) Share in Central Taxes	17692.5	18202.6	23978.4	27935.2	31900.4	34829.1	36963.1	48922.7	58880.6	65326.3
(b) Grants in aid	7962.1	7564.2	9698.6	9883.0	10277.9	12584.0	19146.3	19565.6	38375.7	36956.0

- (f) Gross revenue resources of the state fall into three categories: tax revenue of the State, non-tax revenue of the State and transfers from the Centre. The State's own tax revenue has gone up from Rs 25449.2 crores in 2015-16 to Rs 27896.7 crores in 2016-17 and expected to go up to Rs 32001.1 crores in 2017-18. Non tax revenue of the State was only Rs 2384.4 crores in 2016-17 and expected to go up to Rs 2875.0 crores in 2017-2018.

Figure 6.1 : State's Revenue trend in last ten financial years (In Rupees Crore)



(g) Tax revenue of state as a percent of State's GDP has increased from 4.34% in 2008-09 to 5.80 % in 2013-14. Since year 2013-14 it has been hovering around 5% as shown in the figure 6.2. The Fourteenth Finance Commission has estimated the tax effort of the State to increase marginally over next five years. The Tax to GDP ratio is targeted at 5.1% in 2017-18, which is lower than the revised estimate of 5.2% in 2016-17. This implies that growth in collection of taxes at 15% is expected to be lower than economic growth that is expected to be 17%.

Figure 6.2 : Tax Revenue of Bihar as % of GSDP

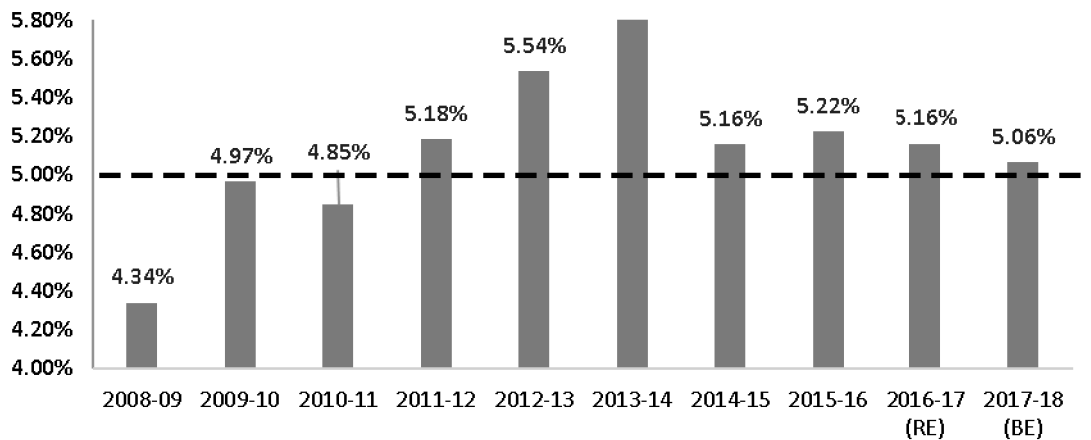
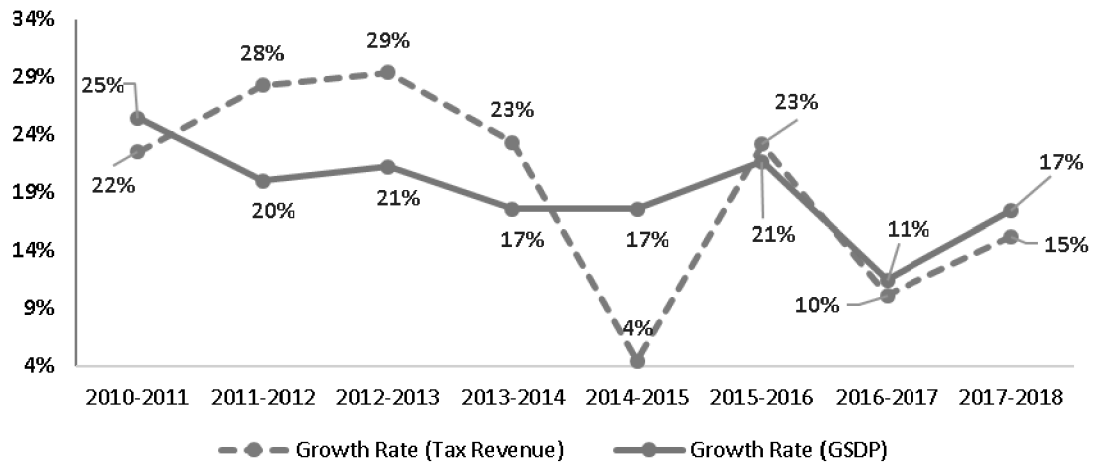
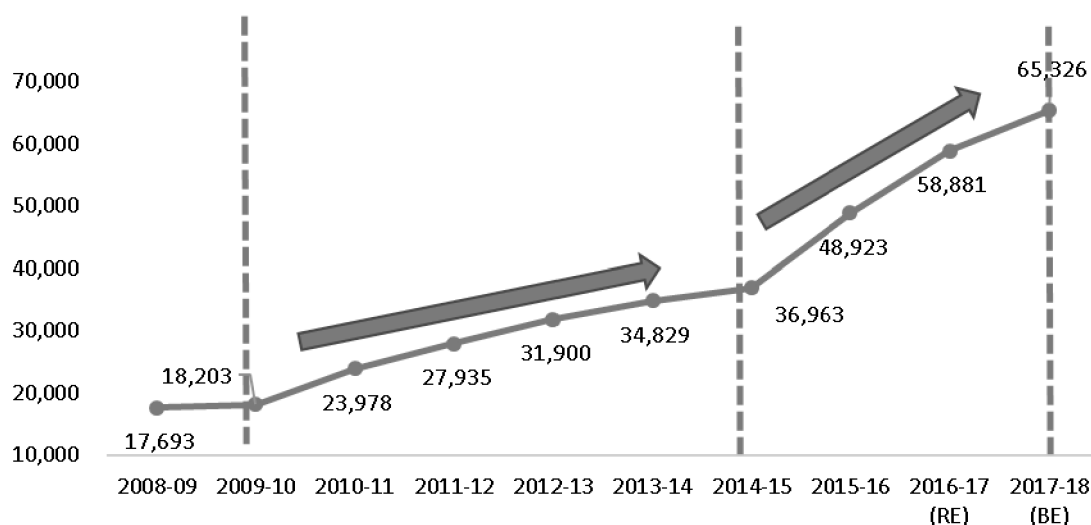


Figure 6.3 : YoY growth rate comparison of Tax Revenue and SGDP



- (h) State's own tax revenue as a percent of State's total revenue has increased from 84.3% in 2009-09 to 93.5% in 2012-13 and has stabilized around 92% since then.
- (i) While the large increase in devolution-from 32 to 42 percent of the Net Divisible Pool has resulted in all states receiving an average increase in tax assignment of about 47 percent. In 2015-16 compared to the previous year, Bihar had received an increase of around 32 percent. Thereafter, transfer of share from the Centre displays a consistent increasing trend in light of increasing common divisive pool fueled by a decade of robust economic growth. As displayed in Figure 6.4 transfers have grown much faster in 14th Finance Commission period with a CAGR of 11.4% as compared to a CAGR of 15.5% during 13th Finance Commission period.

**Figure 6.4 : Trend for Share in Central Taxes : 13th FC (2010-15)
and 14th FC (2015-2018)**



6.1. Increased Salary Expenditure due to Pay Revision

The core focus of this Commission is on Pay, Allowances and Pensions (PAP), which is fully revenue expenditure. Since, PAP is entirely revenue expenditure and since revenue – GDP ratio increase will first be deployed to reduce the revenue deficit, it follows that there is no fiscal space available to increase the share of the total spending on PAP other than that afforded by GSDP. Break –up of Expected salary and pension expenditure approximation is provided in Table 6.4 and 6.5 respectively. Salary expenditure and pension expenditure, in light of the commission’s recommendations is estimated to increase by Rs. 3,776.84Cr. and Rs 2,229.17 respectively; an approximate increase of 25.4% and 18.7% respectively over the actual salary expenditure of year 2015-16. Both salary and pension expenditure is estimated to increase by Rs. 6,006; an overall increase of 22.5% from year 2015-16.

Table 6.4: Approximate Estimation of increased Salary Expenditure			
S.N.	Heads	2015-16 (Actual)	2017-18 (After Pay Revision)
1	Salary	7,152.50	16,480.96
2	Special Salary	3.03	-
3	Dearness Allowance	6,856.10	659.24
4	HRA	505.40	1,153.67
5	Transportation Allowance	30.30	30.30
6	Medical Allowance	73.15	73.15
7	Other Allowances	208.70	208.70
8	Festival Advances	-	-
	Total	14,829.18	18,606.02
<i>An increase of Rs. 3776.84 Cr. (25.4%) is expected in Salary Expenditure</i>			

Table 6.5: Approximate Estimation of increased Pension Expenditure			
S.N.	Heads	2015-16 (Actual)	2017-18 (After Pay Revision)
1	Pension	8,610.36	10,228.34
2	Provisional Pension	-	-
3	Family Pension	449.79	534.31
4	Gratuity	1,312.28	1,558.87
5	Commutation Value	583.69	693.37
6	Leave Encashment	907.15	1,077.61
	Total	11,862.87	14,092.04
<i>An increase of Rs. 2229.17 Cr. (18.7%) is expected in Pension Expenditure</i>			

Figure 6.5
Expected Distribution of Salary Expenditure (In Cr.)

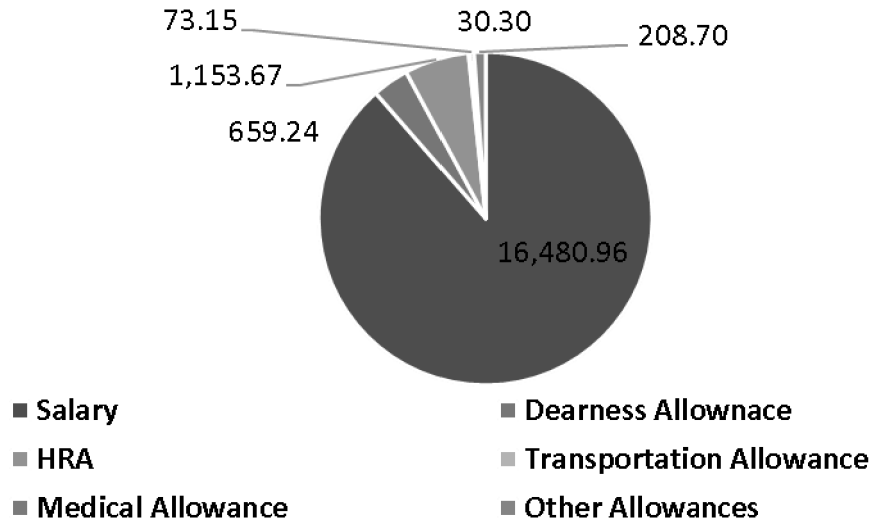
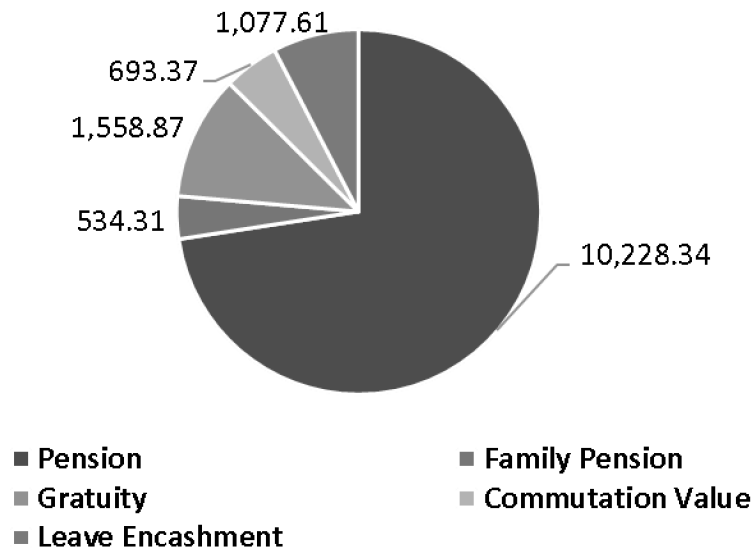


Figure 6.6

Expected Distribution of Pension Expenditure (In Cr.)



This estimated increase in PAP expenditure shall impact key macro-economic indicators such as Revenue Deficit, Fiscal Deficit for the 2017-18. A revenue deficit implies that the government needs to borrow in order to finance its expenses which do not create capital assets. However, the budget estimates a revenue surplus of Rs 14,556 crore (or

2.3 % of GSDP) in 2017-18. Even after Adjusting for PAP targeted revenue surplus remain Rs 8,554 crore (1.35% of GSDP). The estimate indicates that the state shall continue meeting the target of eliminating revenue deficit, as prescribed by the 14th Finance Commission and FRBM Act.

Fiscal Deficit i.e, excess of total expenditure over total receipts, requires borrowings by the government, and leads to an increase in total liabilities of the government. A high fiscal deficit may imply a higher repayment obligation for the state in the future. In 2017-18, fiscal deficit is estimated to be Rs 18,112 crore, which is 2.9% of the GSDP. This is within the limit prescribed by the 14th Finance Commission and FRBM Act. However, when adjusted for PAP, targeted Fiscal Deficit rises up to 3.81%, well above the desired 3.0% limit. However, there is every reason to expect that, Bihar with its current level of structural fiscal prudence should be able to cope with the consequences of increases in pay allowance and pension (PAP) in coming years.

6.2. Recommendation on Fiscal Prudence

The Commission is conscious of the fact that the recommendations made by the Commission shall have extra financial implications. In this context, the Commission recommends the following points for action with twin objectives of improving resource position of the State Government along with improved administration which is more effective -

- a.) Direct revenue earning departments should become more efficient in improving tax collection and plugging loopholes to prevent tax evasion and mop up additional revenue to partially meet the funds needed on account of pay revision.
- b.) Better methods be attempted for collection of user charges like water, electricity bills etc.
- c.) Productivity of Tax collecting machinery be increased by introducing total computerization, paperless offices, and use of technology wherever feasible.
- d.) Speedy completion be ensured in respect of all time bound programs/schemes to avoid cost overruns.
- e.) The Government may set up a review committee for right-sizing all the departments. All posts which have lost their functional utility should be abolished and terminal scales may be given to the present incumbents. Surplus

manpower may be retrained and redeployed in other departments if required. This rationalization of manpower may be taken up in a time bound manner.

- f.) Existing employees of Class III may be retrained and made multi-skilled and multifunctional to increase their productivity.

Chapter 7. Acknowledgement

The Commission would like to acknowledge the contributions of the following personnel who worked tirelessly and enthusiastically towards submission of this report within the stipulated timeframe:

1. Shri Murlidhar Prasad Singh
2. Shri Shashi Bhushan Kumar Sinha
3. Shri Kamakhya Narayan Srivastava
4. Shri Navendu Narayan
5. Shri Sanjay Kumar
6. Shri Dilip Kumar Pathak
7. Shri Neshat Ahmad
8. Shri Santosh Kumar Pandey
9. Shri Shashi Ranjan Kumar
10. Shri Amanullah Khan
11. Shri Surendar Thakur
12. Shri Vimal Prasad

The acknowledgement part will remain incomplete without expressing grateful acknowledgement to the following members of the KPMG team who were an integral part of every stage of report preparation and compilation:

1. Shri Rananjay Pratap
2. Shri Rajeev Singh

The Committee also wishes to express its gratitude to the Finance Department for the logistic support and 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.

(Vinay Kumar)
Member
Pay Committee
15.05.2017

(Rahul Singh)
Member-secretary
Pay Committee
15.05.2017

(G. S. Kang)
Chairman
Pay Committee
15.05.2017

Chapter 8. Appendices

8.1. Notification of the constitution of the Commission.

8.1.a. Notification of the constitution of the Commission.

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बिहार सरकार
वित्त विभाग
संकल्प

पटना, दिनांक : 22/12/2016

विषय:- सातवें केन्द्रीय वेतन आयोग की अनुशंसा के आलोक में केन्द्रीय कर्मियों की भाँति, राज्य कर्मियों को वेतन/भत्तों पर अनुशंसा देने हेतु राज्य वेतन आयोग के गठन के सम्बन्ध में।

राज्य के कर्मियों/पेंशनधारियों को केन्द्रीय कर्मियों/पेंशनधारियों की भाँति पुनरीक्षित वेतनमान/पेंशन के पुनरीक्षण हेतु एक आयोग का गठन किया जाता है, जिसका स्वरूप निम्न प्रकार होगा:-

- 1) श्री जी० एस० कांग, - अध्यक्ष
पूर्व मुख्य सचिव, बिहार
- 2) श्री राहुल सिंह, भा०प्र०से० - सदस्य सचिव
सचिव (व्यय), वित्त विभाग।
- 3) श्री विनय कुमार, भा०प्र०से० - सदस्य
सचिव, ग्रामीण कार्य विभाग

2. अध्यक्ष के लिए वेतन/सुविधाओं का निर्धारण अलग से किया जाएगा। सदस्य सचिव/सदस्य अपने विभागीय कार्यों के अतिरिक्त वेतन आयोग का कार्य करेंगे।

3. राज्य वेतन आयोग के लिए विचार के बिन्दु (Terms of Reference) निम्नलिखित होंगे:-

- (क) केन्द्र सरकार द्वारा केन्द्रीय कर्मियों के लिए स्वीकृत वेतन/पेंशन पुनरीक्षण के आलोक में राज्य कर्मियों को वेतन/पेंशन पुनरीक्षण के सम्बन्ध में अनुशंसा,
- (ख) केन्द्र सरकार द्वारा केन्द्रीय कर्मियों को भत्ता दिए जाने के सन्दर्भ में जो निर्णय लिया जाएगा, उसके आलोक में राज्य कर्मियों के सन्दर्भ में अनुशंसा,
- (ग) ऐसे मामले जिनके सम्बन्ध में माननीय सर्वोच्च/उच्च न्यायालय का कोई आदेश हो/राज्य सरकार द्वारा प्रस्तावित हो, इत्यादि के सम्बन्ध में अनुशंसा,

3A/Sankalp 2015_7th Central Pay_A.Kr.

4. आयोग के कार्यालय के लिए अनुसचिवीय एवं सचिवालय कर्मियों की प्रतिनियुक्ति वित्त विभाग द्वारा की जाएगी। सेवानिवृत्त कर्मियों को भी इस कार्य हेतु संविदा पर नियोजित किया जा सकेगा।

5. आयोग के आवासन के लिए भवन निर्माण एवं आवास विभाग द्वारा स्थान उपलब्ध कराया जायेगा।

6. आयोग अपना प्रतिवेदन तीन माह के अंतर्गत समर्पित करेगी।

7. राज्य वेतन आयोग के अनुशंसा पर विचार कर राज्य सरकार वेतन पुनरीक्षण के विषय पर समुचित निर्णय लेगी।

आदेश:- आदेश दिया जाता है कि इस संकल्प की प्रति राज्य वेतन आयोग के अध्यक्ष/ सदस्य सचिव / सदस्य / राज्यपाल के प्रधान सचिव/मुख्यमंत्री के प्रधान सचिव / राज्य सरकार के सभी विभाग/सभी विभागाध्यक्ष/निबंधक, पटना उच्च न्यायालय/सचिव, बिहार विधान सभा/सचिव, बिहार विधान परिषद/सभी प्रमण्डलीय आयुक्त/सभी जिला पदाधिकारी/महालेखाकार, बिहार, पटना / सभी मंत्री एवं राज्यमंत्री के आप्त सचिवों को सूचनार्थ एवं आवश्यक कार्रवाई हेतु प्रेषित की जाय।

आदेश दिया जाता है कि इस संकल्प का प्रकाशन सर्वसाधारण की जानकारी हेतु बिहार गजट के असाधारण अंक में किया जाय।

बिहार राज्पाल के आदेश से,

ह0/-

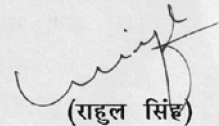
(राहुल सिंह)

सचिव (व्यय), वित्त विभाग।

ज्ञापांक-3ए-2-वे०पु०-09/2016-9701/वि०,

पटना, दिनांक-22/12/2016

प्रतिलिपि-राज्य वेतन आयोग के अध्यक्ष/ सदस्य सचिव / सदस्य / राज्यपाल के प्रधान सचिव / मुख्यमंत्री के प्रधान सचिव / राज्य सरकार के सभी विभाग/सभी विभागाध्यक्ष / निबंधक, पटना उच्च न्यायालय / सचिव, बिहार विधान सभा / सचिव, बिहार विधान परिषद/सभी प्रमण्डलीय आयुक्त / सभी जिला पदाधिकारी / महालेखाकार, बिहार, पटना / सभी मंत्री एवं राज्यमंत्री के आप्त सचिवों / प्रभारी ई-गजट शाखा, वित्त विभाग को सूचनार्थ एवं आवश्यक कार्रवाई हेतु प्रेषित।


(राहुल सिंह)

सचिव (व्यय), वित्त विभाग।

8.1.b. Notification Extending the Tenure of the Commission

1

पत्रांक- 3ए-2-वे०पु०-09/2016-2579/वि०

बिहार सरकार

वित्त विभाग

संकल्प

पटना, दिनांक:-07/04/2017

विषय:- सातवें केन्द्रीय वेतन आयोग की अनुशंसा के आलोक में केन्द्रीय कर्मियों की भौति, राज्य कर्मियों को वेतन/भत्तों पर अनुशंसा देने हेतु गठित राज्य वेतन आयोग का अवधि दिनांक-31/05/2017 तक विस्तारित किये जाने के सम्बन्ध में।

वित्त विभागीय संकल्प संख्या-9701, दिनांक-22/12/2016 के द्वारा श्री जी० एस० कांग की अध्यक्षता में सातवें केन्द्रीय वेतन आयोग की अनुशंसा के आलोक में केन्द्रीय कर्मियों की भौति, राज्य कर्मियों को वेतन/भत्तों पर अनुशंसा देने हेतु राज्य वेतन आयोग का गठन किया गया है। आयोग को अपना प्रतिवेदन तीन माह के अन्तर्गत समर्पित करना है।

2. केन्द्र सरकार द्वारा केन्द्रीय कर्मियों को भत्ता दिए जाने के संदर्भ में अभी तक निर्णय नहीं लिया जा सका है। फलस्वरूप राज्य कर्मियों के संदर्भ में केन्द्रीय कर्मियों की भौति भत्ता दिए जाने के संबंध में अनुशंसा करना संभव नहीं है। ऐसी स्थिति में राज्य वेतन आयोग को अवधि विस्तारित करने की आवश्यकता महसूस की जा रही है।

3. अतः सम्यक् विचारोपरान्त राज्य वेतन आयोग का कार्यकाल दिनांक-31/05/2017 तक विस्तारित किया जाता है।

आदेश:- आदेश दिया जाता है कि इस संकल्प की प्रति राज्य वेतन आयोग के अध्यक्ष/ सदस्य सचिव / सदस्य / राज्यपाल के प्रधान सचिव/मुख्यमंत्री के प्रधान सचिव / राज्य सरकार के सभी विभाग/सभी विभागाध्यक्ष/निबंधक, पटना उच्च न्यायालय/सचिव, बिहार विधान सभा/सचिव, बिहार विधान परिषद/सभी प्रमण्डलीय आयुक्त/सभी जिला पदाधिकारी/महालेखाकार, बिहार, पटना / सभी मंत्री एवं राज्यमंत्री के आप्त सचिवों को सूचनार्थ एवं आवश्यक कार्रवाई हेतु प्रेषित की जाय।

आदेश दिया जाता है कि इस संकल्प का प्रकाशन सर्वसाधारण की जानकारी हेतु बिहार गजट के असाधारण अंक में किया जाय।

बिहार राज्पाल के आदेश से

Anibal
(रवि मिश्र)

प्रधान सचिव, वित्त विभाग।

8.2. Comparative List of Pay Levels

5 th CPC	6 th CPC	7 th CPC
2550-3200	1800	Level 1
2610-3540		
2650-4000		
2750-4400		
3050-4590	1900	Level 2
3200-4900	2000	Level 3
4000-6000	2400	Level 4
4500-7000	2800	Level 5
5000-8000	4200	Level 6
5500-9000		
6500-10500	4600	Level 7
7450-11500		
7500-12000	4800	Level 8
8000-13500	5400	Level 9
10000-15200	6600	Level 11
12000-16500	7600	Level 12
14300-18300	8700	Level 13
16400-20000	8900	Level 13A
18400-22400	10000	Level 14

Note : From 5th CPC to 7th CPC the number of pay levels have come down from 19 to 14.

8.3. Pay Fixation Formula

The fitment of each employee in the new pay matrix is proposed to be done by multiplying his/her basic pay on the date of implementation by a factor of 2.57.

The figure so arrived at, is to be located in the new pay matrix as given in section 8.4, in the level that corresponds to the employee's grade pay on the date of implementation, except in cases where the Commission has recommended a change in the existing grade pay. If the identical figure is not available in the given level, the next higher figure closest to it would be the new pay of the concerned employee.

The pay in the new pay matrix is to be fixed in the following manner:

Step 1: Identify Basic Pay (Pay in the pay band plus Grade Pay) drawn by an employee as on the date of implementation. This figure is 'P'.

Step 2: Multiply 'P' with 2.57, round-off to the nearest rupee, and obtain result 'Q'.

Step 3: The figure so arrived at, i.e., 'Q' or the next higher figure closest to it in the Level assigned to his/her grade pay, will be the new pay in the new pay matrix. In case the value of 'Q' is less than the starting pay of the Level, then the pay will be equal to the starting pay of that level.

8.4. Pay Matrix

Pay Band		5200-20200					9300-34800					15600-39100					37400-67000				
Entry Pay	1800	1900	2000	2400	2800	4200	4600	4800	5400	6600	7600	8700	8900	10000							
Level	1	2	3	4	5	6	7	8	9	11	12	13	13A	14							
1	18000	19900	21700	25500	29200	35400	44900	47600	53100	67700	78800	118500	131100	144200							
2	18500	20500	22400	26300	30100	36500	46200	49000	54700	69700	81200	122100	135000	148500							
3	19100	21100	23100	27100	31000	37600	47500	50500	56300	71800	83600	125800	139100	153000							
4	19700	21700	23800	27900	31900	38700	48800	52000	58000	74000	86100	129600	143300	157600							
5	20300	22400	24500	28700	32900	39900	50000	53600	59700	76200	88700	133500	147600	162300							
6	20900	23100	25200	29600	33900	41100	51200	55200	61500	78500	91400	137500	152000	167200							
7	21500	23800	26000	30500	34900	42300	52400	56900	63300	80900	94100	141600	156600	172200							
8	22100	24500	26800	31400	35900	43600	53700	58600	65200	83300	96900	145800	161300	177400							
9	22800	25200	27600	32300	37000	44900	55000	60400	67200	85800	99800	150200	166100	182700							
10	23500	26000	28400	33300	38100	46200	56300	62200	69200	88400	102800	154700	171100	188200							
11	24200	26800	29300	34300	39200	47600	57700	64100	71300	91100	105900	159300	176200	193800							
12	24900	27600	30200	35300	40400	49000	59100	66000	73400	93800	109100	164100	181500	199600							
13	25600	28400	31100	36400	41600	50500	60600	68000	75600	96600	112400	169000	186900	205600							
14	26400	29300	32000	37500	42800	52000	62100	70000	77900	99500	115800	174100	192500	211800							
15	27200	30200	33000	38600	44100	53600	63700	72100	80200	102500	119300	179300	198300	218200							
16	28000	31100	34000	39800	45400	55200	65300	74300	82600	105600	122900	184700	204200								
17	28800	32000	35000	41000	46800	56900	67000	76500	85100	108800	126600	190200	210300								
18	29700	33000	36100	42200	48200	58600	68700	78800	87700	112100	130400	195900	216600								
19	30600	34000	37200	43500	49600	60400	70500	81200	90300	115500	134300	201800									
20	31500	35000	38300	44800	51100	62200	72300	83600	93000	119000	138300	207900									
21	32400	36100	39400	46100	52600	64100	74200	86100	95800	122600	142400	214100									
22	33400	37200	40600	47500	54200	66000	76100	88700	98700	126300	146700										
23	34400	38300	41800	48900	55800	68000	78100	91400	101700	130100	151100										
24	35400	39400	43100	50400	57500	70000	80100	94100	104800	134000	155600										
25	36500	40600	44400	51900	59200	72100	82200	96900	107900	138000	160300										
26	37600	41800	45700	53500	61000	74300	84400	99800	111100	142100	165100										
27	38700	43100	47100	55100	62800	76500	86600	102800	114400	146400	170100										
28	39900	44400	48500	56800	64700	78800	88900	105900	117800	150800	175200										
29	41100	45700	50000	58500	66600	81200	91300	109100	121300	155300	180500										
30	42300	47100	51500	60300	68600	83600	93700	112400	124900	160000	185900										
31	43600	48500	53000	62100	70700	86100	96200	115800	128600	164800	191500										

Pay Band	5200-20200					9300-34800					15600-39100				37400-67000			
	1800	1900	2000	2400	2800	4200	4600	4800	5400	6600	7600	8700	8900	10000				
Grade Pay Level	1	2	3	4	5	6	7	8	9	11	12	13	13A	14				
32	44900	50000	54600	64000	72800	88700	98800	119300	132500	169700	197200							
33	46200	51500	56200	65900	75000	91400	101500	122900	136500	174800	203100							
34	47600	53000	57900	67900	77300	94100	104200	126600	140600	180000	209200							
35	49000	54600	59600	69900	79600	96900	107000	130400	144800	185400								
36	50500	56200	61400	72000	82000	99800	109900	134300	149100	191000								
37	52000	57900	63200	74200	84500	102800	112900	138300	153600	196700								
38	53600	59600	65100	76400	87000	105900	116000	142400	158200	202600								
39	55200	61400	67100	78700	89600	109100	119200	146700	162900	208700								
40	56900	63200	69100	81000	92300	112400	122500	151100	167800									

8.5. List of Representations

क्र०सं०	नाम
1	श्री योगेन्द्र कुमार पाण्डेय, अध्यक्ष, बिहार सचिवालय चतुर्थवर्गीय कर्मचारी संघ
2	कमलेश कुमार चौधरी, एवं नीतीश कुमार बसाक, केस कुली, अधीक्षक, सचिवालय मुद्रणालय, पटना
3	कृष्णा राम, अध्यक्ष/केशव कुमार सिंह, बिहार सचिवालय चतुर्थवर्गीय कर्मचारी संघ
4	प्रवीण कुमार अध्यक्ष, बिहार सचिवालय चतुर्थवर्गीय कर्मचारी संघ
5	राकेश सिंह, बिहार राज्य अराजपत्रित कर्मचारी महासंघ (त्रिपाठी गुट)
6	अखिलेश ठाकुर, महामंत्री, बिहार पुलिस चतुर्थवर्गीय कर्मचारी संघ
7	अजेन्द्र झा, परिधापक, शहीद खुदी राम बोस, केन्द्रीय कारा, मुजफ्फरपुर
8	सुरेश शर्मा, महासचिव, बिहार राज्य लोक स्वास्थ्य अभियंत्रण विभाग कर्मचारी संघ
9	गंगा कुमार झा, प्रधान महासचिव, बिहार राज्य चतुर्थवर्गीय सरकारी विभाग कर्मचारी संघ
10	सूर्यवंशी सिंह, महासचिव, बिहार राज्य चतुर्थवर्गीय सरकारी कर्मचारी संघ (गोप गुट)
11	श्री मोहन लाल, लश्कर, बिहार बटालियन एन०सी०सी०
12	श्री देवकरण राय, अध्यक्ष, बिहार राज्य कर्मचारी महासंघ
13	श्री छट्टू लाल, सचिव, बिहार राज्य पथ भवन निर्माण विभाग कर्मचारी यूनियन
14	श्री धर्मेन्द्र बहादुर, अध्यक्ष, बिहार सचिवालय निम्नवर्गीय लिपिक संघ
15	श्री सुधीर कुमार, संयोजक-सह-आप्त सचिव, वाणिज्य कर विभाग
16	डॉ० शकील अहमद मोइन, अध्यक्ष, बिहार राज्य सिविल कोर्टा कर्मचारी संघ
17	श्री विकास कुमार चौधरी, लिपिक, व्यवहार न्यायालय, रोहतास
18	श्री राम प्रवेश, लिपिक, व्यवहार न्यायालय, कटिहार
19	श्री मदनजीत कुमार, आशुलिपिक, व्यवहार न्यायालय, मधुवनी
20	श्री अभय कुमार सिंह, श्री मुकेश रंजन लिपिक, व्यवहार न्यायालय, जमुई
21	श्री रोहित कुमार गुप्ता, लिपिक, व्यवहार न्यायालय, अररिया
22	श्री दिनेश कुमार जायसवाल लिपिक, व्यवहार न्यायालय, सुपौल
23	श्री राकेश कुमार, लिपिक, व्यवहार न्यायालय, सीतामढ़ी
24	श्री रणजीत कुमार सिंह, लिपिक, व्यवहार न्यायालय, मधेपुरा
25	श्री विनोद कुमार वर्मा, आशुलिपिक, व्यवहार न्यायालय, गोपालगंज

26	श्री धर्मेन्द्र कुमार, सहायक, व्यवहार न्यायालय, नालंदा
27	श्री जितेन्द्र कुमार, लिपिक, व्यवहार न्यायालय, लखीसराय
28	श्री राहुल कुमार, सहायक, व्यवहार न्यायालय, मुजफ्फरपुर
29	श्री रवि प्रकाश, लिपिक, व्यवहार न्यायालय, हाजीपुर
30	श्री कुमार राजू, सहायक, व्यवहार न्यायालय, बेतिया
31	श्री आतिक अहमद अंसारी, सहायक, व्यवहार न्यायालय, नालंदा
32	श्री सचिन प्रकाश, लिपिक, व्यवहार न्यायालय, दरभंगा
33	श्री विनोद कुमार, लिपिक, व्यवहार न्यायालय, नरकटियागंज
34	श्री सुभाषचन्द्र गुप्ता, लिपिक, व्यवहार न्यायालय, खगड़िया
35	श्री शम्भु नाथ, लिपिक, व्यवहार न्यायालय, पुर्णिया
36	श्री अमित कुमार, लिपिक, व्यवहार न्यायालय, मुजफ्फरपुर
37	श्री मनोज कुमार सिंह, महामंत्री, बिहार अनुसूचिवीय कर्मचारी संघ, पटना
38	श्री गणपति झा, जिला मंत्री, जिला मंत्री, बिहार राज्य अराजपत्रित कर्मचारी महासंघ, मधुवनी
39	श्री अंजनी कुमार, महामंत्री, बिहार राज्य आशुलिपिक/आशुटंकक संघ, पटना
40	श्री विरेन्द्र कुमार विद्यार्थी, महामंत्री, बिहार वन अराजपत्रित कर्मचारी संघ
41	श्री प्रेमचन्द्र कुमार सिन्हा, महासचिव, बिहार राज्य औद्योगिक प्रशिक्षण संस्थान कर्मचारी संघ
42	श्री सत्येन्द्र, जिला सचिव, बिहार अनुसचिवीय कर्मचारी महासंघ (गोप गुट)
43	श्री विश्वनाथ सिंह, महामंत्री, बिहार चिकित्सा एवं जन स्वास्थ्य कर्मचारी संघ
44	श्री हरिचन्द्र प्रसाद सिंह, महामंत्री, बिहार राज्य पशुपालन विभाग, अराजपत्रित कर्मचारी संघ
45	श्री मृत्युंजय कुमार, महासचिव, बिहार राज्य पशुपालन विभाग, अराजपत्रित (संयुक्त) कर्मचारी संघ, गोप गुट
46	श्री जय नारायण मिश्र, महामंत्री, बिहार राज्य सहकारिता विभाग, मुफसिल अनुसचिवीय कर्मचारी संघ
47	श्री अजय कुमार सिन्हा, जिला मंत्री, बिहार अनुसचिवीय कर्मचारी संघ, बेगुसराय
48	श्री जवाहर कुमार सिंह, लिपिक, प्राथमिक स्वास्थ्य केन्द्र, बांका
49	श्री नीरज कुमार, निम्नवर्गीय लिपिक, जहानाबाद
50	श्री अभिषेक आन्नद, लिपिक, राष्ट्रीय उच्च पथ प्रमंडल, मुजफ्फरपुर
51	श्री विनय कुमार, लिपिक, सदर अस्पताल, बेगुसराय
52	श्री धर्मवीर चौधरी, निम्नवर्गीय लिपिक, पूर्वी चम्पारण
53	श्री ब्रह्मदेव यादव, उच्चवर्गीय लिपिक, किशनगंज
54	श्री विनोद कुमार, निम्नवर्गीय लिपिक, जिला उद्योग केन्द्र बेतिया
55	श्री ज्योति नारायण, आपूर्ति लिपिक, खाद्य एवं उपभोक्ता संरक्षण विभाग
56	श्री पवन कुमार, लिपिक, पशुपालन निदेशालय

57	श्री मुकेश प्रसाद, आशुलिपिक
58	श्री मुनेश्वर पाण्डेय, महामंत्री,
59	श्री मनोरंजन कुमार झा, लिपिक
60	श्री अरविन्द कुमार, अध्यक्ष
61	श्री रामानुज सिंह, महामंत्री
62	श्री शिवनाथ शरण श्रीवास्तव
63	श्री महेश्वर पाठक, संचालक
64	श्री नीरज कुमार झा
65	श्री अनिल कुमार सिंह, टंकक
66	श्री राम किशोर प्रसाद सिन्हा, महामंत्री
67	श्री राजीव रंजन प्रसाद, लिपिक, बिहार गृह रक्षा वाहिनी
68	श्री नितेश कुमार रंजन, निम्नवर्गीय लिपिक, बेतिया
69	श्री रघुनन्दन मंडल, उच्चवर्गीय लिपिक, किशनगंज
70	श्री फुल कुमार झा, महासचिव, बिहार राज्य कृषि कर्मचारी संघ
71	श्री विनोद कुमार ठाकुर, लिपिक, प्राथमिक स्वास्थ्य केन्द्र, वीरपुर
72	श्री आन्नद शंकर, महामंत्री, बिहार सर्वे ऑफिस इम्पलाइज एसोसिएशन
73	श्री अभय कुमार लाल, प्रदेश अध्यक्ष, बिहार पुलिस अनुसचिवीय कर्मचारी संघ
74	श्री प्रकाश रंजन, लेखापाल-सह-भंडारपाल, जिला बाल संरक्षण इकाई, आरा
75	श्री राघवेन्द्र कुमार/श्री पंकजन कुमार, लिपिक, मुजफ्फरपुर
76	श्री मो0 जाहिद सज्जाद, लिपिक, उद्योग निदेशालय, पटना
77	श्री सुमन्त कुमार सिंह, लिपिक, मीठापुर कृषि प्रक्षेत्र, पटना
78	श्री मनोज कुमार सिंह, लिपिक, पशुपालन निदेशालय, पटना
79	श्री मनीष कुमार, लिपिक, मुजफ्फरपुर
80	श्री योगेन्द्र प्रसाद सिंह, महामंत्री, बिहार अनुसचिवीय कर्मचारी संघ (सेवांजलि)
81	श्री अनिल कुमार, लिपिक, बालिका उच्च विद्यालय, रोसड़ा
82	श्री सुभाष ठाकुर, जिला मंत्री, जिला मंत्री, बिहार राज्य अराजपत्रित कर्मचारी महासंघ
83	श्री मुकेश प्रसाद, आशुलिपिक, उद्योग विभाग
84	श्री मुनेश्वर पाण्डेय, महामंत्री, बिहार राज्य एन0सी0सी0 कर्मचारी संघ
85	श्री मनोरंजन कुमार झा, लिपिक, एच0के0 उच्च विद्यालय, कटिहार
86	श्री अरविन्द कुमार, अध्यक्ष, बिहार राज्य कृषि क्षेत्र सहायक संघ
87	श्री रामानुज सिंह, महामंत्री
88	श्री शिवनाथ शरण श्रीवास्तव
89	श्री महेश्वर पाठक, संचालक, बिहार राज्य अनौपचारिक शिक्षक कर्मचारी संघ
90	श्री नीरज कुमार झा, सूचना लिपिक, सूचना एवं जन सम्पर्क विभाग
91	श्री अनिल कुमार सिंह, टंकक, पटना उच्च न्यायालय कार्यालय

92	श्री राम किशोर प्रसाद सिन्हा, महामंत्री, बिहार राज्य शिक्षा अनुसचिवीय कर्मचारी संघ
93	श्री नवीन कुमार मिश्रा, प्रशाखा, पदाधिकारी ।
94	श्री राज कुमार पांडेय, उच्चवर्गीय लिपिक, ग्रामीण कार्य प्रमंडल, अरवल ।
95	श्री कमलेश कुमार, कार्यालय परिचारी, जिला विधिक सेवा प्राधिकार, दरभंगा ।
96	श्री दीपक कुमार, शा०शि०रा०म०वि०, मुजफ्फरपुर ।
97	श्रीमती दीक्षा कुमारी, माध्यमिक शारीरिक शिक्षिका, श्याम सुन्दर विद्या निकेतन, भागलपुर
98	श्री आर० के० पोद्दार, एस०टी०ई०टी० उत्तीर्ण गणित अभ्यर्थी, (बिहार)
99	श्री ललित कुमार, श्री ब्रजेश कुमार, (जीप चालक), जिला गोपनीय शाखा, औरंगाबाद
100	श्री जगदीश मंडल, संगठन मंत्री, बिहार लोक उपक्रम कर्मचार महासंघ, संयुक्त मोर्चा, पटना
101	श्री अनुज कुमार, कनीय अभियंता, सारण अवर प्रमंडल किशनगंज,
102	श्री अनिल कुमार झा, (शिक्षक) न्यू कॉलनी, प० चम्पारण ।
103	श्री नरेश प्रसाद सिंह, बिहार पेंशन समाज, मुंगेर ।
104	श्री सुरेन्द्र नाथ भानू, पेंशनर(राज्य कर्मी), कटिहार ।
105	श्री बालेश्वर तिवारी, सीवान ।
106	श्री राम कृष्णा राय, स्वैच्छिक, सेवानिवृत्त कर्मी ।
107	श्री नागेश्वर चौधरी, से०नि० शिक्षक, म०वि०, नवटोल, बेगूसराय ।
108	श्री रामेश्वर चौधरी, से०नि० प्रमण्डलीय समदेष्टा, केशरी नगर, पटना ।
109	श्री राम ठाकुर, म्यूजियम कीपर, आयुर्वेद महाविद्यालय, बेगूसराय ।
110	श्री कमल किशोर शरण, विज्ञान पदा०, गोवरशाही चौक, मुजफ्फरपुर ।
111	श्री राजेश कुमार, शल्य कक्ष सहायक, पी०एम०सी०एच०, पटना ।
112	डा० धर्मेन्द्र सिंह, प्रधान महासचिव, बिहार पशु चिकित्सा संघ, पटना
113	श्री मिथिलेश कुमार, क्रीड़ा प्रशिक्षक
114	डा० सुनील कुमार, सहायक प्राध्यापक, पैथोलोजी विभाग, नालन्दा चिकित्सा महाविद्यालय, पटना ।
115	डा० चाँद प्रकाश जायसवाल, सहायक प्राध्यापक, पैथोलोजी विभाग, नालन्दा चिकित्सा महाविद्यालय पटना ।
116	श्री अशोक कुमार, शाखा मंत्री, बिहार चिकित्सा एवं जनस्वास्थ्य कर्मचारी संघ, पटना ।
117	श्री रोहित कुमार गुप्ता, लिपिक, व्य०न्या०, अररिया ।
118	श्री बैद्यनाथ सिंह, प्रधान लिपिक, पथ निर्माण विभाग, पूर्णिया ।

119	श्री चन्द्रदेव राम, सहायक लेखा पदाधिकारी, निदेशालय नियोजन एवं प्रशिक्षण, नियोजन भवन, पटना ।
120	डा० के०पी० सिंह, सिनियर प्रोग्राम, पटना विश्वविद्यालय, पटना ।
121	श्री उमेश कुमार सिंह, बिहार उद्योग सेवा संघ, पटना ।
122	श्रीमती रश्मि रेखा, प्रणाली विश्लेषक, वित्त विभाग, बिहार, पटना ।
123	श्री चन्द्रशेखर झा, भूतपूर्व प्र०शि०, म०वि०, बाजितपुर, सीतामढ़ी ।
124	अध्यक्ष, बिहार पुलिस मेन्स एसोसिएशन, बिहार सैन्य पुलिस, पटना ।
125	श्री संदीप कुमार/ श्री संजय कुमार, सांख्यिकी लिपिक एवं अन्य ।
126	श्री दिनेश प्रसाद, कैटीन कर्मचारी
127	श्री हिमजय कुमार/ रोजी , वरीय वैज्ञानिक पदा० विधि विज्ञान प्रयोगशाला, पटना।
128	श्री अजीत कुमार, लेखापाल, नगर विकास एवं आवास विभाग, बिहार, पटना।
129	श्री गौरव दास, सांख्यिकी संगणक, कार्यालय मुख्य कारखाना निरीक्षक, बिहार श्रम संसाधन विभाग, पटना।
130	श्री राजेश कुमार वर्मा, क्षेत्रीय पदाधिकारी, सैनिक कल्याण निदेशालय, बिहार, पटना।
131	डा० संत सिंह, पटना।
132	श्री सत्यजीत कुमार, सचिव, बिहार माध्यमिक शिक्षक संघ, भागलपुर
133	श्री राज किशोर राय, बिहार राज्य अराजपत्रित कर्मचारी महासंघ, पटना
134	श्री प्रवीण कुमार मिश्र, प्रखंड अनुजाति/अनुजनजाति कल्याण पदाधिकारी, पटना।
135	श्री देवकरण राय, पटना
136	श्री बिरेन्द्र लाल श्रीवास्तव, महामंत्री, बिहार राज्य सरकारी मोटर यान चालक संघ, पटना।
137	श्री राजकुमार मंत्री, लेखापाल, निर्माण भवन सचिवालय कोषागार, पटना।
138	श्री अनिल कुमार सिंह, सहायक कोषागार पदाधिकारी, सचिवालय कोषागार, सिंचाई भवन, पटना।
139	प्रो० सत्येन्द्र सिंह, पटना
140	श्री भोला शर्मा, महामंत्री, पेंशनर एसोसिएशन नन्द भवन, पटना
141	डा० अजय कुमार, महासचिव, आई० एम० ए० बिल्डींग, पटना
142	श्री बच्चनदेव पाठक, सेवानिवृत्त, बिहार राज्य अराजपत्रित कर्मचारी महासंघ, पटना
143	डा० सी०के०पी० सिंह, महासचिव, बीमा चिकित्सा पदाधिकारी सेवा संघ, पटना।
144	श्री शैलेन्द्र कुमार सिन्हा, ए०डी०एम०, सेवानिवृत्त, पटना
145	श्री अजय कुमार सिन्हा, ए०डी०एम०, से०नि० पटना
146	ओम प्रकाश मेहता, प्रधान महासचिव, बिहार राज्य कर्मचारी महासंघ

147	डा० शैलेश कुमार, स्टाफ, पशु चिकित्सा पदाधिकारी, क्षेत्रीय निदेशक कार्यालय (पशुपालन) सारण क्षेत्र, छपरा।
148	अजय कुमार, डाटा इन्ट्री ऑपरेटर, वित्त विभाग, बिहार, पटना।
149	अरुण चन्द्र मिश्र, संयोजक, सेवा निवृत्त बि०प्र० सेवा मंच।
150	श्री जितेन्द्र प्रसाद, स०शि०उ०म०वि०, कवलपुर, पूर्वी चम्पारण, मोतिहारी
151	मो० मतलूब रजा खाँ/मिभिलेश कुमार/ अमित कुमार चौधरी, वरीय वैज्ञानिक सहायक, विधि विज्ञान प्रयोगशाला बिहार, पटना
152	श्री राजदेव दास, सहायक, निदेशक, वित्त विभाग, पटना।
153	श्री शशि कांत ठाकुर, लेजर किपर, सिंचाई यांत्रिक प्रमंडल वीरपुर (सुपौल)
154	श्री उदय शंकर, से० नि० प्रशाखा, पदाधिकारी, पटना उच्च न्यायालय
155	श्री योगेन्द्र प्रसाद सिंह, महामंत्री, बिहार अनुसचिवीय कर्मचारी संघ, (सेवांजलि), बेगूसराय।
156	श्री अशोक कुमार सिंह, वर्क सरकार, ललित नारायण मिथिला विश्वविद्यालय, दरभंगा
157	मो० हैदर अली, पी०बी०एक्स० ऑपरेटर राज्यपाल सचिवालय, पटना
158	श्री नितेश कुमार रंजन, निम्नवर्गीय लिपिक, जिला सामान्य शाखा, बेतियां
159	श्री विरेश कुमार सिंह, बिहार राज्य लोक स्वास्थ्य अभियंत्रण विभाग कर्मचारी संघ, अंचलीय शाखा- मोतिहारी,
160	श्री शशि भूषण कुमार, लेखा लिपिक
161	मो० तमन्ना, दरभंगा
162	श्रीमती नीता कंठ, ग्राम सेविका, प्रखंड कार्यालय, फुलवारी शरीफ, पटना।
163	श्री आशोक कुमार, शाखा मंत्री, बिहार चिकित्सा एवं जनस्वास्थ्य कर्मचारी संघ, पटना
164	श्री मृत्युंजय कुमार सिंह, लिपिक, पथ प्रमंडल समस्तीपुर-सह-उपाध्यक्ष बिहार राज्य पथ एवं भवन निर्माण विभाग कर्मचारी (गोप गुट)
165	श्री संजय कुमार पासवान, (डाटा इंट्री ऑपरेटर ग्रेड-ए जिला कोषागार, बेगूसराय
166	डा० मो० मोतीउर रहमान अजीज, उपाध्यक्ष, राजभाषा कर्मचारी संघ, निकट इस्लामिया अरेबिक कॉलेज, मुजफ्फरपुर
167	श्री नीरज कुमार, प्र० पदा०, रा०ब० कार्यपालक पदाधिकारी, नवादा।
168	श्री बादशाह चौबे/चन्द्रमोहन सिंह, उप-अभिलेख निदेशक, बिहार राज्य अभिलेखागार निदेशालय, अभिलेखागार भवन, पटना।
169	श्री शशि प्रकाश, बिहार, ग्रामीण विकास सेवा संघ, पटना।

170	सबरुन नेशा, सहायक शिक्षिका, कृष्ण बल्लभ सहाय, राजकीयकृत उच्च मा० वि०, पटना
171	श्री सुनील कुमार, महासचिव, बिहार प्रशासनिक सेवा संघ, पटना।
172	डा० देवानन्द प्रसाद सिंह, महासचिव, बिहार राज्य राजपत्रित पदाधिकारी संघ, पटना
173	श्री राकेश कुमार चौधरी, महासचिव, बिहार लेखा सेवा संघ, पटना
174	श्री नलिन विनोद पुष्पराज, महासचिव, बिहार राज्य राजस्व सेवा संघ, पटना
175	श्री कृष्ण कुमार, अध्यक्ष, बिहार राज्य उत्पाद पदाधिकारी महासंघ
176	श्री मणीन्द्र नाथ झा, सचिव, बिहार निबंधन सेवा संघ।
177	श्री मनोज कुमार पांडेय, महामंत्री, बिहार मत्स्य सेवा संघ, पटना।
178	ई० सुरेश शर्मा, जेनरल सेक्रेटरी, बिहार अभियंता सेवा संघ, पटना
179	श्री अमित कुमार, महासचिव, बिहार शिक्षा सेवा (प्रशासनिक) संघ, पटना
180	श्री रवि शंकर चौधरी, महासचिव, बिहार योजना सेवा संघ, आप्त सचिव
181	श्री सिद्धार्थ हर्षर्द्धन, महासचिव, बिहार नगर सेवा संघ, पटना
182	श्री अभय झा, संघ, पटना
183	श्री अनिष कुमार, सिन्हा, प्रेसीडेंट बिहार मॉडर्नरिटी वेलफेयर सर्विस एसोसिएशन, पटना।
184	ई० श्री सुरेन्द्र कुमार, अध्यक्ष, बिहार श्रमिक सेवा (तकनीकी) संघ, पटना
185	श्रीमति रंजना सिंह, सचिव, समेकित बाल विकास सेवा संघ, पटना।
186	श्री नागेश्वर यादव, महासचिव, बिहार इन्डस्ट्रीयल ट्रेनिंग, पटना
187	श्री संजय कुमार, महासचिव, बिहार सहकारिता अंकेक्षण सेवा संघ, पटना
188	श्री हरिशंकर सिंह, सचिव, बिहार वास्तुविद सेवा संघ, पटना
189	श्री आलोक रंजन, ए०डी०, सी०पी०यू०, गया
190	मो० मोख्तारुल हक, वन संरक्षक एवं परामर्शी पर्यावरण एवं वन विभाग, बिहार पटना
191	श्री निरंजन कुमार वर्णवाल, अपर जिला परिवहन पदाधिकारी पटना
192	श्री रणविजय कुमार, उप प्राचार्य, औद्योगिक प्रशिक्षण संस्थान पालीगंज, पटना
193	निरुपमा कुमारी, आई०सी०डी०एस० निदेशालय, इंदिरा भवन, पटना बिहार
194	श्री अरुण कुमार श्रीवास्तव, कोषाध्यक्ष, बिहार श्रम सेवा (सामान्य) संघ, पटना
195	श्री हरिनाथ झा, राजपत्रित पदाधिकारी संघ, बिहार गृह रक्षा वाहिनी, पटना
196	श्री राकेश कुमार दुबे, अध्यक्ष, बिहार पुलिस सर्विस एसोसिएशन, पटना
197	श्री संजय कुमार, पुलिस उपाधीक्षक, पटना
198	श्री प्रेम सागर, पुलिस उपाधीक्षक (प्रशासन) पुलिस महानिरीक्षक का कार्यालय, पटना
199	श्री उमेश कुमार सिंह, सहायक निदेशक, विधि विज्ञान प्रयोगशाला बिहार, पटना
200	श्री मिथलेश वरीय वैज्ञानिक सहायक, विधि विज्ञान प्रयोगशाला, बिहार, पटना

201	श्री राज कुमार/रोजी/चन्दन कुमार/ माजिद खान/हिमजय कुमार/ सुनील कुमार, वरीय वैज्ञानिक पदाधिकारी
202	श्री रुपक कुमार, अधीक्षक आदर्श केंद्रीय कारा, बेउर, पटना
203	अपर पुलिस महानिदेशक, अपराध अनुसंधान विभाग, राज्य फोटो ब्यूरो बिहार, पटना।
204	श्री विपिन कुमार चौधरी, राजकीय छायाचित्र परीक्षक-सह-प्रभारी निदेशक, गृह विभाग
205	श्री रंजीत कुमार झा, महामंत्री, बिहार राज्य कल्याण पदाधिकारी संघ, बिहार, पटना
206	डा० हरिहर दीक्षित, अवैतनिक राज्य सचिव, इंडियन मेडिकल एसोसिएशन
207	डा० रणजीत कुमार, महासचिव, बिहार स्वास्थ्य सेवा संघ
208	डा० अमिताभ, महासचिव, आई०एम०ए० भवन, पटना
209	डा० सुमेश्वर सिंह, महामंत्री, अखिल भारतीय आयुर्वेद विशेषज्ञ स्नातकोत्तर संघ
210	डा० अमित कुमार सिंह, महासचिव, बिहार स्टेट मेडिकल रिसर्च एसोसिएशन, पटना
211	डा० रणधिर कुमार सिंह, महासचिव, बिहार मेडिकल सर्विसेज एसोसिएशन, पटना
212	डा० योगन्द्र प्रसाद मंडल, अध्यक्ष, बिहार राज्य होमियोपैथिक चिकित्सा पदाधिकारी संघ, पटना
213	डा० राजेन्द्र कुमार शुक्ल, सचिव, बिहार डेन्टल हेल्थ सर्विस एसोसिएशन, पटना
214	डा० धर्मेन्द्र सिंह, प्रधान महासचिव, बिहार पशु चिकित्सा संघ, विद्यापति मार्ग पटना
215	डा० कमलेश प्रसाद सिंह, कार्यकारी अध्यक्ष, बिहार पशुचिकित्सा संघ, पटना
216	डा० अरुण कुमार संयोजक, अनुजाति एवं अनु० जनजाति कल्याण विभागीय आयुर्वेदिक चिकित्सा पदाधिकारी संघ, बिहार, पटना।
217	राकेश नन्दन सिंह, महासचिव, बिहार ड्रग्स ऑफिसीर्स सर्विसेस एसोसिएशन, पटना
218	डा० देवानन्द प्रसाद सिंह, महामंत्री, बिहार राज्य आयुर्वेदिक एवं यूनानी चिकित्सा पदाधिकारी संघ, पटना
219	डा० आमोद नारायण शर्मा सेवानिवृत्त ट्यूटर, मुजफ्फरपुर
220	डा० शैलेन्द्र कुमार, विभूति, राजकीय आयुर्वेद कॉलेज, पटना
221	डा० शंकर बैठा, चिकित्सा पदाधिकारी, पूर्वी चम्पारण।
222	डा० शैलेश कुमार, स्टाफ, पशु चिकित्सा पदाधिकारी क्षेत्रीय निदेशक कार्यालय, पशुपालन सारण क्षेत्र, छपरा।

223	ममता कुमारी, असिस्टेंट प्रो० इंदिरा गाँधी इंस्टिट्यूट ऑफ मेडिकल साइंसेज, पटना
224	प्रो० अनुजा डेनियल, प्रिंसिपल आई०जी०आई०एम०एस०, पटना
225	श्री सुबोध कुमार यादव, उत्पाद रसायन परीक्षक, बिहार, पटना।
226	श्री अमरेन्द्र नाथ सिंह, महासचिव, बिहार सचिवालय सेवा संघ
227	श्री अवधेश नन्दन सिन्हा, सचिवालय, सहायक, सूचना प्रावैधिकी विभाग, पटना
228	श्री केदार प्रसाद सिंह, संयोजक, सचिवालय एकता मंच, पटना
229	श्री उदय शंकर, से० नि० प्रशाखा पदाधिकारी, पटना उच्च न्यायालय
230	श्री मुंशी प्रसाद सिंह, महामंत्री, बिहार राज्य अराजपत्रित कर्मचारी महासंघ, पटना
231	श्री उमेश कुमार सिंह, बिहार राज्य सरकारी कर्मचारी महासंघ, पटना
232	श्री सुदामा कुमार, बिहार आई० टी० मैनेजर संघ, पटना
233	श्री विक्रम कुमार आनंद, (डाटा इंटी ऑपरेटर), वाणिज्य-कर विभाग, पटना
234	श्री विजेन्द्र कुमार, (डाटा इंटी ऑपरेटर)
235	श्री मदन लाल प्रियदर्शी, महामंत्री, बिहार सहकारिता प्रसंग पदाधिकारी संघ, पटना
236	श्री सुरेन्द्र प्रसाद सिंह, अध्यक्ष, बिहार राज्य लेबर इन्फोर्समेंट ऑफिसर एसोसिएशन, पटना
237	श्री रतन कुमार, अध्यक्ष, बिहार राज्य अंकेषक संघ, पटना
238	श्री अरविन्द कुमार, कार्यालय मंत्री, बिहार सहकारिता प्रसार पदाधिकारी संघ, पटना
239	श्री रंजीत कुमार झा, महामंत्री, बिहार इंस्पेक्टर सुपरवाइजरी एसोसिएशन, पटना
240	श्री अरविन्द नारायण, कार्यापालक निबंधक, स०स०, पटना
241	श्री निर्मल कुमार शर्मा, अध्यक्ष, बिहार पंचायत सेवा संघ, पटना
242	श्री पूनम शरण, अध्यक्ष, बिहार राज्य अवर उद्योग क्षेत्रीय पदाधिकारी संघ, पटना
243	श्री अशोक कुमार, अर्थ अन्वेषक, बजट शाखा उद्योग निदेशालय, पटना
244	श्री आलोक कुमार सिन्हा, महासचिव, बिहार, आपूर्ति सेवा संघ, पटना
245	श्री रामानुज शर्मा, महामंत्री, बिहार राज्य मलेरिया निरीक्षक संघ, पटना
246	श्री सुनील कुमार वर्मा, महामंत्री, बिहार राज्य प्रसार पदाधिकारी संघ, पटना

247	श्री संजीत कुमार ठाकुर, जिला बाल संरक्षण इकाई, मधुबनी,
248	श्री अमिताभ कुमार, एम0बी0आई0 पटना/ संतोष कुमार सिंह, एम0बी0आई0, पटना
249	श्री प्रेमचन्द्र कुमार सिन्हा, महासचिव, बिहार राज्य औद्योगिक प्रशिक्षण संस्थान कर्मचारी संघ, पटना
250	अधीक्षक, पर्यवेक्षण गृह, गया, Paswan.
251	श्री राजदेव दास, सहायक, निदेशक वित्त विभाग, बिहार, पटना।
252	श्री समरेन्द्र कृष्ण सिन्हा, कटिहार
253	श्री मनीष कुमार आर्य, प्रखंड कल्याण पदाधिकारी, आरा
254	श्री पंकज कुमार, परियोजना पदाधिकारी मलवरी, प्रसार-सह-प्रशिक्षण केन्द्र फरीदपुर, सिवान
255	श्री बिपुल कुमार, प्रखंड कल्याण पदाधिकारी, भोजपुर आरा /श्री प्रवीण कुमार मिश्र प्रखंड कल्याण पदाधिकारी, पटना
256	श्री अभय कुमार वर्मा, महामंत्री, बिहार राज्य अंकेक्षण पदाधिकारी संघ, पटना
257	श्री मुकेश जी कश्यप, बिहार राज्य खाद्य संरक्षा अधिकारी संघ, पटना
258	श्री मकेश्वर पासवान, प्रखंड कृषि पदाधिकारी, छोड़ाही, बेगूसराय
259	श्री शशि प्रकार, बिहार ग्रामीण, विकास सेवा संघ, पटना
260	श्री अमित कुमार/एवं मो0 महबूब राजाखान, वरीय वैज्ञानिक सहायक, विधि विज्ञान, प्रयोगशाला, बिहार, पटना
261	श्री माधो प्रसाद सिंह, जेनरल सेक्रेटरी अवर अभियंता संघ, बिहार
262	श्री संतोष कुमार अम्बष्टा रा0ब0कार्यापालक, पदाधिकारी, भोजपुर
263	श्री राजधर ठाकुर, से0नि0 रा0ब0 कार्यापालक, पदाधिकारी, अररिया
264	श्री अनील कुमार सिंह, सहायक कोषागार, पदाधिकारी, सचिवालय कोषागार, सिंचाई भवन, पटना
265	श्री मोहनमुरारी, महामंत्री बिहार राज्य पंचायत सेवक संघ, पटना
266	श्री बिरेन्द्र कुमार, महामंत्री, बिहार राज्य पंचायत सचिव संघ, पटना
267	श्रीमती स्वाति कुमारी, ग्राम सेविका, प्रखंड कार्यालय, बेगूसराय।
268	श्रीमती नीता कंट, ग्राम सेविका, प्रखंड कार्यालय, फुलवारी शरीफ, पटना

269	श्री शशि प्रभा, महासचिव, बिहार सांख्यिकी सेवा संघ, पटना
270	श्री राजदेव दास, सहायक, निदेशक, वित्त विभाग
271	सुरेन्द्र कुमार सुधाशुं, जिला सांख्यिकी पदाधिकारी, भोजपुर
272	श्री गणेश राय, जिला सांख्यिकी पदाधिकारी, जमरूई
273	श्री उपेन्द्र प्रसाद/ओम प्रकाश कुमार, उद्योग ट्रेसर , निदेशालय, उद्योग विभाग, पटना
274	श्रीस अहमद, महासचिव, बिहार स्टेट राजभाषा उर्दू मुलाजमीन यूनियन, पटना
275	डा० मो० मोतीउर रहमान अजीज, उपाध्यक्ष, राजभाषा कर्मचारी संघ, मुजफ्फरपुर
276	श्री लालबाबू पासवान, महासचिव, सेवास्तम्ब, ऑफिसर्स हॉस्टल, पटना
277	श्री शशि लकड़ा, समूह "ग" मेंडर सह-पुस्तक बंध बिहार राज्य अभिलेखागार निदेशालय, पटना
278	श्री बादशाह चौबे/चन्द्रमोहन सिंह, उप-अभिलेख निदेशक, बिहार राज्य अभिलेखागार निदेशालय अभिलेखागार भवन, पटना
279	मो० नूर आलम, राजभाषा सहायक, उर्दू, उर्दू निदेशालय, मंत्रिमंडल सचिवालय विभाग, पटना
280	श्री शत्रुधन प्रसाद, लाइब्रेरियन प्राक् परीक्षा प्रशिक्षण केंद्र साईंस कॉलेज परिसर, पटना विश्वविद्यालय पटना।
281	श्री भारत भूषण, महामंत्री, बिहार राज्य संग्रहालय कर्मचारी संघ, पटना
282	श्री ललितेश कुमार झा, राज्य उपाध्यक्ष, अवर वन सेवा संघ, राजधानी वाटिका, पटना
283	श्री मनोज मिश्र, पुस्तिकाध्यक्ष, महाधिवक्ता, कार्यालय कार्यालय, उच्च न्यायालय, पटना
284	श्री लक्ष्मण पासवान, पुस्तिकाध्यक्ष अनुसूचित जाति प्राक्-परीक्षा प्रशिक्षण केंद्र ललित नारायण विश्वविद्यालय, दरभंगा
285	श्री बिपिन बिहारी राय, महामंत्री, बिहार राज्य सरकारी कर्मचारी संघ, पटना
286	श्री शम्भू शंकर उपाध्याय, अध्यक्ष, बिहार राज्य आई०सी०डी०एस० संविदा कर्मचारी संघ, पटना
287	श्री ललन तिवारी, से० निवृत्त प्रखंड विकास पदाधिकारी, रोहतास
288	श्री आर० के० सिन्हा, महामंत्री, लोक निर्माण विभाग अनुसंधान सहायक संघ, बिहार

289	जिला मंत्री, बिहार राज्य सिंचाई विभाग कर्मचारी यूनियन, जिला शाखा पूर्वी चम्पारण, मोतिहारी
290	श्री प्रदीप कुमार पांडेय, लोक स्वास्थ्य यांत्रिक प्रमंडल, मुजफ्फरपुर
291	श्री टेक नाथ ठाकुर, पटना
292	श्री कृष्ण बिहारी दूवे, तहसील संग्राहक, छपरा
293	महासचिव, बिहार नर्सिंग यूनियन, पटना
294	रेणुका कुमारी, सचिव, बिहार परिचारिका संघ बिहार, पी0एम0सी0एच0, पटना
295	तरुण कुमार सिन्हा, महासचिव, बिहार राज्य स्वास्थ्य प्रशिक्षण संघ,, पटना
296	देवेन्द्र प्रसाद, सचिव, (प्रयोगशाला प्रावैधिकी) ऑल इंडिया मेडिकल लेबोरेट्री टेक्नोलॉजिस्ट एसोसियेशन, बिहार इकाई, पटना
297	गजेन्द्र कुमार सिन्हा, बिहार राज्य चिकित्सा सहायक संघ, पुलिस कॉलनी, पटना
298	पंकज कुमार, संगठन मंत्री, (कर्मचारी राज्य बीमा चिकित्सालय) B.E.S.I.S नन गजटेड इम्पलाईज यूनियन, पटना
299	संत कुमार सिंह, महामंत्री डिप्लोमा फार्मासिस्ट, आर्गेनाइजेशन बिहार, पुलिस अस्पताल, पटना
300	डा0 एस0पी0 यादव, महासचिव, नेशनल ऑफथालमिक संघ, पटना
301	बीरेन्द्र कुमार सिंह, परिधापक, बिहार राज्य प्रशिक्षित परिधापक (ड्रेसर) संघ, पटना
302	मुकेश कुमार, बिहार फार्मासिस्ट बेलफेयर एसोसियेशन (BPWA), पटना
303	अशोक कुमार, शाखा मंत्री, बिहार चिकित्सा एवं जनस्वास्थ्य कर्मचारी संघ यक्ष्मा प्रदर्शन एवं प्रशिक्षण केन्द्र, पटना
304	प्रभाकर पाठक, महामंत्री, बिहार राज्य देशी चिकित्सा अराजपत्रित संघ, राजकीय आयुर्वेदिक कॉलेज, पटना
305	विश्वनाथ सिंह, महामंत्री (परिधापक) बिहार चिकित्सा एवं जनस्वास्थ्य कर्मचारी, पटना
306	कृष्णानन्द चौधरी, संयोजक, नेशनल पब्लिक हेल्थ एलायंस बिहार राज्य इकाई, पटना
307	चन्द्रभूषण चौधरी, महामंत्री बिहार चिकित्सा एवं जन स्वास्थ्य कर्मचारी संघ (गोप गुट), पटना

308	सूर्य देव सिंह, अध्यक्ष बिहार चिकित्सा एवं जन स्वास्थ्य कर्मचारी संघ, यक्ष्मा प्रदर्शन एवं प्रशिक्षण केन्द्र, पटना
309	मोहन सिंह, महामंत्री, बिहार चिकित्सा एवं जन स्वास्थ्य कर्मचारी संघ, पटना
310	कुमारी वीणा, निबंधक, परिधारिक, निबंधन परिषद्, पटना
311	निर्जला कुमारी, कनीय शिक्षिका बहन ए०एम०एम० स्कूल, सीतामढ़ी
312	विनय कुमार झा, परिधापक, एन०एम०सी०एच०, पटना
313	जितेन्द्र कुमार, डिस्पेंसर, जिला यक्ष्मा केंद्र, जहानाबाद
314	राम ठाकुर, म्यूजियम कीपर, राजकीय अयोध्या शिव कुमारी आयुर्वेद महाविद्यालय, बेगूसराय
315	सुनील दत्त श्रीवास्तव, मिश्रक (प्रशिक्षित) पशुपालन विद्यालय, बक्सर,
316	नरेन्द्र कुमार सिंह, अध्यक्ष, बिहार राज्य भू-मापक एवं परिमापक संघ, पटना
317	शम्भू शरण प्रसाद, महामंत्री, बिहार राज्य भूमि सुधार कर्मचारी संघ, बैशाली
318	राजेश कुमार, ग्वालिया, अंचल अमीन, बाबूबरही, प्रतिनियुक्त जिला-भू-अर्जन कार्यालय, मधुबनी
319	विजय कुमार शर्मा, महासचिव, बिहार राज्य भूमि सुधार कर्मचारी संघ, पटना
320	चन्द्र किशोर प्रसाद, महामंत्री, बिहार राज्य भू-माप एवं बन्दोबस्त-सह-कर्मचारी संघ (गोप गुट), व बिहार अनुसचिवीय कर्मचारी संघ (सेवांजलि), पटना
321	शम्भू नाथ झा, प्रदेश संयोजक, बिहार राज्य किसान सलाहाकार संघ, पटना सेवांजलि भवन
322	राम विनय शर्मा, महासचिव, बिहार राज्य जनसेवक संघ, पटना
323	दिलीप कुमार सिंह, महामंत्री, बिहार राज्य जन सेवक संघ, हाजीपुर
324	अभय कुमार सिंह, पौधा संरक्षण निरीक्षक, कृषि विभाग
325	उषा किरण, पौधा संरक्षण निरीक्षक, हाजीपुर वैशाली
326	अरुण कुमार, महामंत्री, बिहार कृषि स्नातक सेवा संघ, पटना
327	उग्रनाथ चौधरी, महामंत्री, बिहार राज्य पशुधन पर्यवेक्षक संघ, पटना
328	संजय कुमार महासचिव, बिहार गब्य तकनीकी संघ, डेयरी विकास कम्पलैक्स बिहार मेटनरी कॉलेज, पटना
329	राम सकल दास, महामंत्री, बिहार राज्य पशुधन सहायक संघ, सीतामढ़ी
330	राम सहाय सिंह यादव, अध्यक्ष बिहार राज्य पशुधन पर्यवेक्षक संघ, पटना

331	श्री अनिल कुमार महामंत्री, बिहार राज्य चिकित्सा यक्ष्मा कर्मचारी संघ (इटंक)
332	श्री अशोक कुमार पांडेय, कीट पालक, कृषि परियोजना केन्द्र, कौवा कोल नवादा
333	श्री अरविन्द कुमार अध्यक्ष, बिहार कृषि क्षेत्र सहायक संघ, पटना
334	श्री शत्रुधन प्रसाद सिंह, पूर्व सांसद/महासचिव बिहार माध्यमिक शिक्षक संघ, पटना
335	श्री चंद्रकांत, राज्य संयोजक, बिहार राज्य प्राथमिक शिक्षक संघर्ष मोर्चा, पटना
336	विद्याभूषण कुमार, महासचिव, बिहार राज्य अवर शिक्षा सेवा संघ, पटना
337	श्री दिनेश कुमार सिंह, संयोजक बिहार प्रदेश (+2) व्यावसायिक शिक्षा संघ, पटना
338	श्री विधुमंगल सिंह, सचिव प्रदेश (+2) व्यावसायिक शिक्षा संघ, महेन्द्र, पटना
339	डा० करुणेश कुमार, अध्यक्ष बिहार राज्य (+2) व्याख्याता संघ, सर गणेश दत्त इंटर विद्यालय, पटना
340	श्री नागेन्द्र सिंह, महासचिव बिहार राज्य प्राथमिक शिक्षक संघ (गोप गुट), पटना
341	श्री ब्रजनन्दन शर्मा, अध्यक्ष बिहार राज्य प्राथमिक शिक्षक संघ, शिक्षक सेवा सदन, पटना
342	सूर्यकांत प्रसाद सिन्हा, अध्यक्ष स्नातकोत्तर प्राथमिक शिक्षक संघ अलखवर्ग, दानापुर कैंट, पटना
343	श्री प्रदीप कुमार पप्पू, प्रदेश अध्यक्ष बिहार राज्य प्रारंभिक शिक्षक संघ महासंघ (गोप गुट), पटना
344	श्री मिथिलेश प्रसाद सिंह, अध्यक्ष आवासीय विद्यालय (कल्याण विभाग) शिक्षक संघ, पटना
345	श्री सत्यनारायण राम, जिला सचिव, राष्ट्रीय शैक्षिक, महासंघ, बिहार
346	श्री विनय गुज्जन, बिहार अल्पसंख्यक माध्यमिक शिक्षक संघ, पटना इकाई
347	डा० गणेश शंकर पांडेय नवनियुक्त माध्यमिक शिक्षक संघ बिहार, पटना
348	श्री देवेन्द्र प्रसाद यादव, जिलाध्यक्ष, बिहार प्रदेश नवनियुक्त प्राथमिक शिक्षक संघ, बिहार, पटना
349	डा० अवधेश कुमार सिंह, संयुक्त सचिव, मदरसा संस्कृत शिक्षक संघ मोर्चा, बिहार, पटना
350	मो० मोबिन शिद्दी, अध्यक्ष, बिहार माध्यमिक उर्दू शिक्षकगण
351	श्री रुद्रदेव कुमार सिंह, सेवा पूर्व प्रशिक्षित शिक्षक, मुजफ्फरपुर
352	श्री प्रेम कुमार सहायक शिक्षक, श्री गुरुगोविन्द सिंह, बालिका उच्च विद्यालय पटना
353	श्री सत्यधीर सिन्हा, पूर्णकालिक, अनुदेशक उच्च माध्यमिक विद्यालय, बिक्रमगंज
354	श्री नन्दवीर तिवारी, पूर्व प्रशिक्षित शिक्षक

355	श्रीमति दीक्षा कुमारी, माध्यमिक शारीरिक शिक्षिका, श्याम सुंदर विद्या निकेतन, भागलपुर
356	श्रीमति मंजू सिन्हा, सहायक शिक्षिका परसौनी, सीतामढी
357	मो० ताजुद्दीन, सहायक शिक्षक टाउन +2 स्कूल आरा
358	कामिनी ठाकुर, शारीरिक प्रशिक्षित शिक्षिका राजकीय महावीर ललिता मध्य विद्यालय, मोतिहारी
359	दीपक कुमार, प्रखंड शारीरिक शिक्षक (नियोजित), मुजफ्फरपुर
360	मोइउद्दीन, सहायक शिक्षक, उच्च विद्यालय, रोहतास
361	श्री बिजेन्द्र प्रसाद राय/देवानन्द सिंह/प्रमोद कुमार सिंह गणेश प्रसाद/नागेन्द्र सिंह सहायक शिक्षक, दयानंद विद्यालय +2, पटना
362	श्री सतीश चंद्र पाठक, प्रधानाध्यापक, यू०एम०एस० सोनहन सदर दरभंगा
363	श्री विजय कुमार सिंह, रा०उ०म०, रामपुर, पूर्वी चम्पारण
364	श्री सुनील कुमार, प्रयोगशाला सहायक, व्यवसायिक शिक्षा, पटना
365	श्री वरुण कुमार सिंह, अनुदेशक, बाँकीपूर राजकीय उ०मा०वि०, पटना
366	श्रीमति नीलम सिंह,+2 शिक्षक, द्वारका उच्च विद्यालय, मंदिरी, पटना
367	श्री राम विलास मांझी, प्रधानाचार्य, उ० वि०-सह-इंटर कॉलेज, सोनहुला गोपालगंज
368	श्री विजय कुमार श्रीवास्तव, से० नि० शिक्षक, आनंदपुरी बेलवनवा, मोतिहारी
369	मो० कमरुद्दीन, सहायक शिक्षक +2 उ०वि०, डेहरी ऑन सोन रोहतास
370	डा० राकेश कुमार, प्राचार्य, अध्यापक शिक्षा महाविद्यालय, भागलपुर
371	श्री जितेन्द्र प्रसाद, सहायक शिक्षक उ०म०वि०, कवलपूर, उर्दू
372	श्री बिजेन्द्र प्रसाद सिंह, शिक्षक, दयानंद विद्यालय +2 मीठापुर, पटना
373	श्री संजय कुमार झा, अध्यक्ष, जिला प्राथमिक शिक्षक संघ, दरभंगा
374	श्री सुरेन्द्र कुमार, अनुदेशक, फूड एंड फूट प्रिजरर्वेशन +2 मारवाड़ी उच्च विद्यालय, लालबाग
375	रत्नाघोष, प्राचार्य जिला शिक्षा एवं प्रशिक्षण संस्थान गया
376	दीपक कुमार, जिला मंत्री, बिहार लोक निर्माण विभाग अनुसचिवीय कर्मचारी संघ, पूर्वी चम्पारण मोतिहारी

377	सुनील कुमार सिंह, महामंत्री, बिहार प्रांतीय पी0 डब्ल्यू0 डी0 वर्क्स यूनियन
378	वीरेन्द्र प्रसाद वर्मा, अध्यक्ष बिहार लोक निर्माण विभाग अनुसचिवीय कर्मचारी संघ
379	अजीत कुमार द्विवेदी, महामंत्री जल संसाधन कर्मचारी कल्याण संघ
380	सूर्यवंशी सिंह, महा-सचिव, बिहार राज्य ग्रामीण कार्य विभाग कर्मचारी संघ
381	अब्दुल करीम, जिला सचिव, बिहार अराजपत्रित कर्मचारी, महासंघ (त्रिपाठी गुट), हाजीपुर
382	पारसनाथ सिंह, जिला अध्यक्ष बिहार राज्य अराजपत्रित कर्मचारी महासंघ (त्रिपाठी गुट), हाजीपुर
383	उमा शंकर मंडल, महासचिव /राकेश सिंह, अध्यक्ष बिहार राज्य अराजपत्रित कर्मचारी महासंघ, पटना (त्रिपाठी गुट)
384	दिलीप कुमार चौधरी, महासचिव, बिहार राज्य सिंचाई अभियंत्रण अराजपत्रित कर्मचारी संघ, पटना
385	फकरुद्दीन अली अहमद, महासचिव, बिहार राज्य पथ एवं भवन निर्माण विभाग कर्मचारी यूनियन (गोप गुट), पटना
386	प्रयाग महतो, महामंत्री, बिहार प्रांतीय, लिफ्ट इरिगेशन कर्मचारी संघ, पटना (गोप गुट)
387	मनोज कुमार, संयुक्त सचिव, बिहार राज्य सिंचाई विभाग, कर्मचारी यूनियन सेवांजलि, पटना
388	सुनील कुमार वर्मा, सचिव, कोशी प्रोजेक्ट, कोशी वर्कर्स एसोसियेशन, कटिहार
389	चन्द्रप्रकाश सिंह, अध्यक्ष जल संसाधन कर्मचारी कल्याण संघ, पटना
390	निरंजन कुमार सिन्हा, महासचिव बिहार राज्य सिंचाई विभाग कर्मचारी यूनियन (गोप गुट), पटना
391	ओम प्रकाश मेहता, महासचिव, बिहार राज्य कर्मचारी महासंघ, पटना
392	राज कुमार, पांडेय, भंडारपाल/उच्चवर्गीय लिपिक ग्रामीण कार्य प्रमंडल, अरवल
393	मृत्युंजय कुमार सिंह, पत्राचार लिपिक, पथ प्रमंडल, समस्तीपुर
394	अशोक कुमार सिंह, मोहिरर, सोन नहर प्रमंडल, खगौल
395	विनय कुमार सिंह, भंडारपाल त्रिवेणी नहर प्रमंडल खगौल
396	शशि कांत ठाकुर, लेजर कीपर, सिंचाई यांत्रिक प्रमंडल वीरपुर
397	शशि भूषण कुमार, लेखा लिपिक वीर कुवैर सिंह, नगर जनता रोड, जी0 पी0 ओ0 पटना
398	आशोक कुमार सिंह, वर्क सरकार अभियंत्रण विभाग, ललित नारायण मिथिला विश्वविद्यालय, दरभंगा
399	चेतन कुमार, कनीय लेखालिपिक, सिंचाई अवर प्रमंडल, सुपौल

400	अवधेश कुमार सिंह, निम्नवर्गीय लिपिक, सिंचाई अंचल कार्यालय पूर्णियां
401	अरविन्द कुमार, पत्राचार लिपिक, पंथ अंचल, पूर्णियां
402	मनीष चन्द्र गौतम, निम्नवर्गीय लिपिक, आयोजन एवं मोनिटरिंग प्रमंडल कटिहार
403	सुभाष कुमार, निम्नवर्गीय लिपिक, बाढ़ नियंत्रण एवं जल निस्सरण प्रमंडल पूर्णियां
404	लक्ष्मण सिंह, लेजन कीपर, सिंचाई यांत्रिक प्रमंडल, बात्मिकी नगर प0 चम्पारण
405	आन्नदी कुमार, गेज प्रवाचक जल विज्ञान प्रमंडल-2 जल संसाधन विभाग, अनीसाबाद, पटना
406	कदीरुल हसन खाँ, प्रभारी प्रधान-सहायक रा0 उच्च पथ प्रमंडल, मुजफ्फरपुर
407	सुनील कुमार, उत्पाद लिपिक, सहायक आयुक्त, उत्पाद कार्यालय समाहरणालय, पटना
408	मनोज कुमार, महामंत्री, बिहार गवर्नमेंट प्रेस इम्पलाइज यूनियन गुलजारबाग, पटना
409	मृत्युंजय कुमार सिंह, अध्यक्ष, बिहार पुलिस एसोसियेशन-2 मैगल्स रोड पटना
410	सुधीर कुमार सिंह, अध्यक्ष बिहार पुलिस एसोसियेशन, बिहार अग्निशाम सेवा, लोदीपुर, पटना
411	प्रमोद प्रकाश सिंह, महामंत्री बिहार जेल मेंस एसोसियेशन केन्द्रीय कारा, बेउर, पटना
412	नरेन्द्र कुमार धीरज, महामंत्री बिहार पुलिस मेंस एसोसियेशन नवीन आरक्षी केन्द्र, पटना
413	अशोक कुमार सिंह, सभापति बिहार पुलिस मेंस एसोसियेशन शाखा-अग्निशाम सेवा, बिहार, पटना
414	मोहन झा, सचिव, बिहार पुलिस एसोसियेशन (वितंतु), पटना
415	अरविन्द कुमार, सहायक, अधीक्षक कारा एवं सुधार सेवाएँ, बिहार, पटना
416	तेज नारायण खेड़वार, प्रमंडलीय समादेष्टा, बिहार गृह रक्षा वाहिनी, पटना
417	संजीव रंजन प्रसाद अधि0 लिपिक ग्रेड-1
418	रामेश्वर यादव, अध्यक्ष, बिहार राज्य उत्पाद सिपाही महासंघ
419	अरुण कुमार, अवर निरीक्षक, अधीक्षक, उत्पाद कार्यालय शेखपुरा,
420	अरविन्द कुमार, सहायक, अधीक्षक कारा एवं सुधार सेवाएँ, बिहार, पटना
421	तेज नारायण खेड़वार, प्रमंडलीय समादेष्टा, बिहार गृह रक्षा वाहिनी, पटना
422	संजीव रंजन प्रसाद अधि0 लिपिक ग्रेड-1
423	रामेश्वर यादव, अध्यक्ष, बिहार राज्य उत्पाद सिपाही महासंघ
424	अरुण कुमार, अवर निरीक्षक, अधीक्षक, उत्पाद कार्यालय शेखपुरा,
425	श्री राजीव रंजन वर्मा, महामंत्री, बिहार राज्य सांख्यिकी कर्मचारी संघ, पटना