

333-I

INSURANCE WORKER

Journal of All India Insurance Employees' Association

VOL. II

DECEMBER, 1959

NO. 12

IN THIS ISSUE

- Disappointing & Disturbing
—Editorial
- From The General Secretary's Desk :
 - Payment of Bonus to Overseas Employees
 - Term Assurance Scheme
 - Amendments to Provident Fund Rules
 - Fund Collection Drive
- Bombay News Letter
—From S. D. Samant
- Calcutta News Letter
—From Sunil Moitra
- Pay Commission's Report
- Around Us

Editor : Chandrasekhar Bose

Price : 19 nP.

For All Your General Insurance Requirements

Contact

The Jupiter General Insurance Company, Ltd.

H. O. State Bank Building Annexe
Bank Street,
BOMBAY-1

The Asiatic Govt. Security Fire and General Assur- ance Company, Ltd.

H. O. : 362, Netaji Subhas Road,
MADRAS-1.

The National Fire and General Insurance Company Ltd.

H. O. : 7, Council House Street,
CALCUTTA-1

The Oriental Fire and General Insurance Company Ltd.

H. O. Oriental Building,
Fort, BOMBAY-1

(Branches and Agencies all over India & the East)

Disappointing & Disturbing

The much awaited report and recommendations of the Second Pay Commission has at long last been published along with the Government of India's decision on it. While the Govt. of India has accepted most of the recommendations of the Commission, it has on some vital points made amendments or has rejected some points. Taken all together we can not but characterise the whole thing not only disappointing but also disturbing.

The Pay Commission was appointed in the background of great discontent of the Central Govt. employees due to the failure of the Government either to curb the rising cost of living or to give them adequate remuneration to offset the rise in prices, which climaxed in the strike notice by the Post & Telegraph employees. The Fifteenth Tripartite Indian Labour Conference by that time, gave a shape to the question of living wage, fair wage and minimum wage, which were being pressed by the working people for a long time and those aspects came before the Commission. The question of Trade Union and civil rights was also raised by the employees, to suit the changed circumstances of an independent country, a welfare state and socialistic pattern of society, which the Service Conduct Rules framed by a foreign imperialist Govt. could not naturally grant and did not grant. The dismissal of a number of prominent workers of the Central Govt. employees' trade

unions by the exercise of extraordinary powers brought this question to sharp focus.

In this two major and vital questions of living wage and trade union and civil rights, the recommendations of the Commission and the decisions of the Government have failed to mete out justice, in fact, it continues and in some aspects aggravates injustice, in as much as it takes any existing benefits. The monetary benefits through new grades will be very little. In fact, after the interim grant, the rise given is very meagre. The merging of D.A which is a fulfilment of long standing demand and completion of the work of the Gadgil Commission is also not an unmixed blessing, as in absence of sufficient rise in total emoluments, more contribution towards house rent and compulsory deposit in the Provident Fund might mean less cash in the pay packet for many. The Commission had not only not given a living wage, but, even a minimum wage, which according to Tripartite recommendation should be now based and not dependent on capacity to pay, has been denied. And the Government's communication to the Commission to the effect that the recommendations of the Tripartite Labour Conference is not binding on it, might have had a vitiating effect, to say the least. Coupled with this, the curtailment of leave to most of the staff would mean in many cases less wage per working

hour than they were getting before the Pay Commission.

On the question of Service Conduct Rules, the Commission found no reason to change them, that means, the employees of the Central Govt. will not be able to enjoy many fundamental rights granted by the Constitution of India.

The recommendations of the Commission and the decisions of Govt. of India, applicable as these are, on nearly two million of working men and women, under the largest single employer, will definitely cast its influence on the wage pattern and other service conditions of all working men and women in the country,

whether they are in public and private sectors and the influence is not going to be a beneficial one.

This challenge, we are of opinion, has underlined the necessity of evolving a common platform by all trade unions not only for the protection of the rights and privileges of the Central Govt. employees, but also of others, which now stand in the danger of attack.

We would hope that the Govt. of India will not seek to implement the recommendations of the Pay Commission and their own decisions on them unilaterally without ascertaining their acceptability by the employees themselves and the trade union movement in general.

Phone : 22-1216

With best compliments of :

Bengal Stationery Concern

STATIONERS, PRINTERS AND GENERAL ORDER SUPPLIERS

14, OLD CHINA BAZAR STREET, CALCUTTA-1

From The General Secretary's Desk

Reproduced below is the letter No. Personnel/A/545 dated 21/23.11.1959 from the Executive Director (Personnel), Bombay.

Re : Payment of Bonus to Overseas employees and to employees transferred to offices in India from Overseas offices as well as to the employees working in Pakistan.

Dear Sir,

We are in receipt of your letter of the 14th instant.

As we had informed you during your discussions preceding the bonus agreement, the salary scales and service conditions in foreign countries in which the Corporation is operating are fixed taking into consideration the local conditions and it is not possible to apply the decisions taken in India regarding payment of bonus or other matters to such employees.

(*Ref : AIIEA'S letter reproduced in November 1959 issue*).

AIIEA'S reply dated 12.12.59 to the Executive Director (Personnel) Bombay.

Dear Sir,

Re : Payment of Bonus to Overseas employees transferred to offices in India from Overseas offices as well as to the employees working in Pakistan.

We are very much surprised to note contents of your letter No. Personnel/A/545 dated 23.11.59 in reply to ours of the 14th ultimo.

We are at a loss to understand how you could maintain that you had informed us during the discussions preceding the bonus

agreement, that it was not possible to apply the decisions taken in India regarding payment of bonus or other matters to employees working in foreign countries. We would like to firmly point out that this question never came up for discussion during the talks preceding the agreement. The question was first raised by the Corporation by its mention on the final draft which was presented to us for scrutiny on conclusion of the discussion preceding the agreement. On our protest the proviso was, however, altogether dropped just as many other modifications were made of the draft itself. On our insistence again, the Corporation went even to agree to consider the question of payment of bonus to overseas staff later, after they had studied severally the conditions obtaining in these countries to examine particularly if there were any statutes in force imposing additional obligations on the Corporation by way of higher minimum wages or the like. It is, therefore, most painful to find that the Corporation wants to retract from its assurances given us at the time of the signing of the agreement to say that the cases of these unfortunate employees would not be considered at all.

Further, we would like to observe that your contention, that salary scales and service conditions in foreign countries are fixed after taking into consideration the local conditions there, fails to convince us as any feasible excuse for not granting bonus to the employees working overseas. Local conditions are taken as much into consideration in fixing remunerations to employees overseas as in the case of employees working in India. This is taken into consideration everywhere and at all times

in granting remunerations as also in formulating the demands by the employees. If then the employees working outside India could have been paid bonus at the usual rates at the times of the erstwhile Insurers and also the ad hoc ex gratia amounts by the Corporation itself, inspite of the circumstances propounded in your letter, it baffles our imagination why payment of bonus as per present agreement cannot be released to them now.

In the circumstances, we would urge upon you to reconsider this question in the light of your assurances given at the time of the agreement and to issue instructions for payment of bonus to overseas employees.

Thanking you,

* * *

Reproduced below is the letter No. Personnel/A/581 dated 25. 11. 1959 from the Executive Director (Personnel) Central Office, to AIIEA Re: Term Assurance Scheme.

Dear Sir,

With reference to your letter dated 17th instant, we have to inform you that though initially there was some delay in finalising the accounts procedure for term insurance claims, these claims are now being sanctioned promptly by Central Office and the payments thereof are being made by the respective Zonal Offices. If, however, there is still any delay in any particular case in settling the claim under the aforesaid scheme, the same may be brought to our notice.

(Ref: AIIEA'S letter referred to was published in the Nov. '59 issue).

* * *

Amendments to Provident Fund Rules

We have been informed, that Rules 9 (a), 15 (a), 20 (f), 22, 27, 31 and 34 of the Provident Fund Rules have been amended and that Rules 20 (c) and 26 have been deleted by the Trustees and approved of by the Commissioner of Income-tax, Bombay. The Provident Fund

Rules as amended upto date are being printed and the printed copies are expected to be received in about two months' time. Meanwhile, the important amendments to Rule 15 (a) in regard to Members' contribution and to Rule 27 (a) to (f) in regard to withdrawals from Provident Fund are given below. The Provident Fund Rules were printed in January '59 issue (Vol. II, No. 1) of the journal.

Rule 15 (a) : Members' Contribution :—

Hitherto the calculations for arriving at the member's and the Corporation's contribution to the Fund were made to the nearest fifty naye paise. The rule has been amended ; now calculations are to be made to the nearest rupee.

Note :

(This amendment will come into force from 1. 1. 1960 and all offices are requested to calculate the contributions as above and make recoveries thereof from the salary of the employee for the month of January 1960 and onwards.)

Rule 27 (a) to (f)—Withdrawals from Provident Fund :

Normally a member shall not be entitled to withdraw any sum from the amount standing to his credit. The Trustees, may, however, allow in their discretion withdrawals for the following purposes :

Purposes :

- (i) To pay expenses incurred in connection with the illness of a subscriber or a member of his family ;
- (ii) To pay for the passage over the sea of a subscriber or any member of his family ;

Note :

'Family' means the employee's wife, legitimate children, step-children, parents, sisters and minor brothers who are wholly dependent on the employee.

(iii) of
funerals
of the
perform
obligat

(iv) t
which by
incumben
tion with
ture sho

(v) to
purchas
ded that
Trustees

(vi) t
on the lie
ded that
of the Fun

Repayme

While

stated in
same for p
repaym
purpose s

repaid in
instalmen
in (x) abo

48 equa
above rate
i. e. 4%
repayabl
repayabl

Limita

Repay
purchas
thru the
employe
with inter

is less

Repay
stated in
the bu
his ow
his cred

(iii) to pay expenses in connection with funerals or ceremonies, which by the religion of the subscriber it is incumbent upon him to perform and in connection with which it is obligatory that expenditure should be incurred;

(iv) to meet expenditure on marriages which by the religion of the subscriber it is incumbent upon him to perform and in connection with which it is obligatory that expenditure should be incurred ;

(v) to meet the expenditure on building or purchasing a house or a site for a house provided that such house or site is assigned to the Trustees of the Fund ;

(vi) to pay premia on policies of Insurance on the life of the subscriber or his wife provided that the policy is assigned to the Trustees of the Fund.

Repayment :

While a withdrawal for any of the purposes stated in (i) to (iv) above is repayable, the same for purposes stated in (v) & (vi) is non-repayable. The loans granted for any of the purposes stated in (i) to (iii) above shall be repaid in not more than 24 equal monthly instalments, the same for the purpose stated in (iv) above shall be repaid in not more than 48 equal monthly instalments. Interest @ 1% above rate which is payable to the members i. e. $4\frac{1}{4}\%$ will be charged on the amount of repayable withdrawals at present. The non-repayable loans need not be repaid.

Limits :

Repayable withdrawals for any of the purposes stated in (i) to (iii) above shall not exceed three times the monthly basic pay of the employee, or the employee's own contribution with interest standing to his credit whichever is less.

Repayable withdrawals for the purpose stated in (iv) above shall not exceed six times the basic monthly salary of the employee or his own contribution with interest standing to his credit whichever is less.

Non-repayable withdrawal for building purposes as stated in (v) above shall not exceed one-half of the amount standing to the employee's credit by way of his own contributions with interest thereon or the actual cost of the house and/or site, whichever is less, subject to the following :

(i) that the employee should have completed 25 years of service or is due to retire before another 5 years ;

(ii) that construction of the house should be commenced within 6 months of the withdrawal and should be completed within one year of the date of commencement of construction. If the advance is taken for repayment of loan previously raised for the purpose, such repayment should be made within three months of the granting of the withdrawal.

(iii) that in case of construction of a house, the withdrawal should be permitted only in two or more (not exceeding 4) equal instalments, one instalment being permitted only after verification by the Corporation or the Trustees about the actual utilisation of the earlier withdrawal ;

(iv) that the advance shall be payable only if the site/house is free from encumbrances. No advance shall be granted for purchasing a share in joint property or whose ownership is divided ;

(v) that if the amount withdrawn exceeds the actual costs the excess shall be refunded to the Trustees forthwith in one lump sum with interest as applicable to the repayable withdrawals.

Non-repayable withdrawals for the purpose as stated in (vi) above i.e. payment of insurance premia shall not exceed six months basic salary of the employee. However, this applies to each withdrawal for this purpose and not for total withdrawals, provided the employees' own contribution with interest thereon permits the same. A withdrawal may be permitted for the above purpose notwithstanding that the sum

withdrawn for any other purpose has not been repaid.

Renewal of Loan.

Besides non-repayable loan for the purposes as stated in (v) & (vi), an employee can have repayable loan for any of the purposes stated in (i) to (iv), provided his own contributions and interest thereon permit the same.

However, no fresh repayable loan shall be granted until the first repayable loan has been fully repaid with interest and provided, either one year has elapsed from the date of disbursement of the previous loan, or the term originally specified being less than one year has expired.

(Note: The changes in this Rule come into force with immediate effect.)

ACKNOWLEDGMENT

AIIEA & Insurance Worker acknowledge receipt with thanks (First list published in the November, '59 issue) :—

1) **Tele Spark**—Journal of All India Telegraph Engineering Employees' Union, Andhra Circle, Kurnool.

2) **Office Karmachari**—Bengali monthly of the Mercantile Employees' Federation, Calcutta.

3) **International Bulletin of the Trade Union and Working Class Press**—Published by The World Federation of Trade Unions, Prague.

4) **Bulgaria**—Issued by the Information Office at the Legation of the Peoples Republic of Bulgaria, New Delhi.

AIIEA & Insurance Worker subscribe the following journals :—

1) **The Indian Worker**—Weekly organ of the Indian National Trade Union Congress, New Delhi.

2) **Trade Union Record**—Fortnightly journal of the All India Trade Union Congress, New Delhi.

3) **Hind Mazdoor**—Monthly journal of the Hind Mazdoor Sabha, Bombay.

4) **AICC Economic Review**—Fortnightly journal of the Political & Economic Research Deptt. of All India Congress Committee, New Delhi.

FUND COLLECTION DRIVE

Here is one more remittance received out of 2% collection from the Bonus amount :
Saugor Branch Unit (Central Zone)

Rs. 30.00

Total collections received so far from the Units @Rs. 2/- per member out of 2% (minimum) collection from the Bonus amount Rs. 34,701.78 nP.

Trade
At
mittee
poyees
pleasan
trade u
cussing
activitie
to the
suddenly
they ha
games
etc. Th
discont
all spor
to a st
to enco
staff by
them. C
could ta
win laur
in sport
kinds of
have de
Faced
financial
thousan
to the
in the
intervent
Shri
the Uni
the meet
Unions
life via
meeting
attitude

Bombay News Letter

From : S. D. Samant

Trade Unions and Sports :

At a recent meeting of the Managing Committee of the Insurance Corporation Employees' Union, Bombay, we had a very pleasant experience of the men of sports and trade union activists sitting together and discussing the problems pertaining to the sports activities of the staff. For reasons best known to the authorities, the Zonal Office have suddenly stopped the payment of grants which they had been hitherto paying for different games such as Cricket, Football, Table Tennis etc. This sudden decision of the authorities to discontinue their financial grants has brought all sports activities among the LIC employees to a standstill. The erstwhile Insurers used to encourage sports activities among their staff by giving very liberal financial grants to them. Owing to this encouragement, employees could take part in various tournaments and win laurels for them by showing their talents in sports. Bombay City is the centre of all kinds of sports activities and the employees have developed a natural interest in games. Faced with the Corporation's refusal to grant financial aid to sports activities nearly a thousand employees have signed a requisition to the Union putting forth their grievances in the matter of sports and requesting its intervention in the matter.

Shri P. P. Patil, the General Secretary of the Union, while welcoming the sportsmen to the meeting, expressed the view that the Trade Unions must not ignore this vital aspect of life viz: the sports activities. He told the meeting that he had an occasion to refer to the attitude towards sports taken by the Zonal

authorities when the Union representatives were introduced to the members of the Advisory Council to the Bombay Zonal Office. He had then drawn the attention of the Zonal Manager to the instance where leave taken due to injury while playing was not treated as special leave. The members of the Advisory Committee expressed their surprise at this attitude of the authorities. Messrs. Ramdas, Zarapkar and Jaywant Desai, all sportsmen themselves, participated in the discussions. Finally, a broad Committee consisting of one representative from the existing Unit-wise Sports Clubs, Sportsmen and the Unions' representatives was appointed to consider the matter and represent the demands to the Corporation. A Memorandum dated 8. 12. 59 incorporating the demands of the employees in the matter of sports has been submitted to the Chairman.

The work-load question and other grievances of the Oriental staff under negotiations.

The representation made by the Western Zone Federation and the Insurance Corporation Employees' Union, Bombay, coupled with the active agitation carried on by the staff of unit, Oriental, have yielded some tangible results. During the last week of October 1959, Shri V. H. Vora, the Zonal Manager, and Shri R. B. Pradhan, the Dy. Zonal Manager, accompanied by the Union Officials, Messrs. Ghurye, Ghanekar, Patil and Fani, inspected the offices located at both the "Gulestan" and "Oriental" buildings. They spent nearly 3½ hours there and took pains to look into every

single evidence in support of the employees' grievances. As regards some of the grievances such as installation of fans, clearing of old records to remove congestion, the conversion of the specious library room into a lunch room, cleaning of dust from the policy docket on the racks, the Zonal Manager issued immediate instructions.

The main question pertaining to work-load in P. H. S., Reconciliation, Banking, Records etc., the matter is under negotiations. As regards the fixed daily quota for each assistant, one of the P. H. Sections is to work without the individual quota and the result of its functioning would be examined after six months. The only remedy to give relief to the assistants in P. H. S. is to open a reference department which can supply the required data pertaining to the policyholders' queries on the assistants' tables, so that they might not be required to leave their seats to hunt after the information from reference books. The Zonal authorities appreciated this suggestion, but the Unit authorities are putting all sorts of obstacles to prevent the formation of the new department.

One of the major problems to be tackled round the negotiating table is with regard to the shortage of hands. It is common knowledge that the erstwhile management of the Unit did not recruit new hands in proportion to its mounting figures of new business from year to year. A particular note has also been taken of the fact in the year 1954/55, Unit authorities took away nearly 200 employees from the existing business and engaged them on Staff Assurance Scheme. In addition to this, several hands have been transferred to different L. I. C. offices.

There are indications that the Zonal Office are completely seized of the seriousness of the question and it is to be hoped that the negotiations now in progress would create a proper atmosphere in the Unit for efficient

service to policyholders which is the common task of both the authorities and the union.

Tyranny of the Sholapur Branch Management :

For the past few months, discontent among the employees at the Sholapur Branch over the unsympathetic and unhelpful attitude of its Branch Management, had been growing. Various grievances such as (1) sitting late after office hours without any office order for overtime work, (2) refusal to grant leave for genuine reasons, (3) shortage of hands and consequent pressure of work, (4) location of N. B., Janata and Despatch Depts. at a very unhygienic and unclean place, (5) refusal to relieve three assistants Messrs. Latkar, Dalvi and Pandit whose transfers to Satara Division were agreed, are there. Given a proper sympathetic attitude on the part of the Branch Management, every single grievance could have been settled amicably. It is only due to the peculiar attitude of the Branch Management that all the above matters assumed the character of grievances which made the employees agitate for their immediate redress.

Shri R. J. Ghurye, the General Secretary of the Western Zone Federation proceeded to Sholapur to make an on-the-spot inquiry into the grievances of the employees. On 16-11-1959, he personally saw the Sholapur Branch Manager and discussed with him the staff grievances. It was experienced during the discussions that the Branch Manager had a closed mind on most of the issues and that he was in no mood to concede any single point. The General Secretary there, had to walk out of the discussions in protest against his attitude. The situation became so provocative that the employees began to think in terms of immediate protest strike on 17-11-1959. However, in view of the assurance to redress the

(Contd. to Page 200)

the
to th
The
ploys
situa
ciation
and
for th
mon
tired
the
tion
the
and
neg
the
is
to
to all
happ
admin
are st
Field
In M
over
repre
assur
absor
fact
Matr
provid
work
the
Manager
was out
the Chain
-2

Calcutta News Letter

From : Sunil Moitra

Every week something is being added to the long list of woes of the employees belonging to this Division, nay the entire Eastern Zone. The wooden-hearted approach to the employees' problems has further worsened the situation. Not a week passes when the Association does not meet the Zonal administration and represent the grievances of employees for their speedy solution. Then weeks and months pass and sometimes years, when, all tired and exasperated, the employees ask the Association of the fate of the representations and demand an immediate decision, the management then make up their mind and decide, almost in all cases, in the negative. This process started long back and the dividend it has paid to the management is negligible, but the price the employees had to pay is abnormally high. As it happens to all other policies of procrastination, so has happened to this process pursued by the administration of the Eastern Zone. We are stating below only some of the points.

Field-staff absorbed as Record Clerks :

In May last, when the Chairman came over here on a visit, the Zonal Association represented their case to him. The Chairman assured the representatives that all field-staff absorbed as Record Clerks irrespective of the fact whether they are Matriculates or non-Matriculates, would be taken in as assistants, provided they work as assistants and their work report was satisfactory. Few days after the Chairman left Calcutta, the Zonal Manager informed the Association that he was not going to act on the assurance of the Chairman, since meanwhile he had received

contrary instructions from the Personnel Deptt. of the Central Office.

Next time in August last when the Chairman again paid a visit to Calcutta, the same thing was again represented and the same earlier decision was again obtained. This time the Chairman added that the recent circular delegating powers to the Zonal Manager entitled the latter to settle the issue at the Zonal level without referring it to the Central Office. He specifically instructed the Zonal Manager in presence of the Association representatives to do it here. A few days later the Association was informed by the Zonal Manager that contrary instructions were received from the Personnel Dept. of the Central Office and that he was sorry that he could not take up the cases of non-matric field-staff absorbed in office as Record Clerks.

Still the employee held patience and waited for the Chairman's next visit to Calcutta. Fortunately, the opportunity came when the Chairman again came over to Calcutta in November last. When again the same thing was represented, the Chairman categorically said that he had told him to take up the case of non-matriculates immediately after the cases of matriculates were disposed of. A few days after the Chairman left Calcutta, the Assn. was informed by the Zonal Manager that he was not going to act on the verbal instructions of the Chairman and that he had written to the Personnel Deptt. of the Central Office for confirmation of the assurance. He would act only after the written instructions were received from the Central Office.

Overtime Bills of the Building Maintenance Staff :

In an earlier issue of this journal the story of the struggle for Puja holidays for the Maintenance Staff i. e., a section of Class V confirmed employees was narrated in details. As per the agreement between the Association and the Zonal Management it was decided that all employees who would be called upon to do his duties during the holidays would be paid overtime remuneration as per Corporation's rules.

Two months are going to pass. The bills are travelling from the Establishment Dept. to the Asstt. Secy. (Estt.), thence to the Secretary and from there to the Zonal Manager and to the Estt. Deptt. From the familiar signposts of the administration it appears that another six months will be necessary to enable the management to come to a decision on the subject.

Overtime Bills of the Queen's Mansion & Esplanade Mansion Maintenance Staff :

The bills of of the staff belonging to the former buildings have been kept pending for the last six months, nobody knows why. The Management failed to offer any explanation for the inordinate delay.

As for the bills of the staff belonging to the latter building, they have been kept pending for more than a year. In this case also no plausible ground has been given for withholding the payment.

Consolidated pay of daily-rated sub-staff since confirmed :

The Zonal Manager agreed in September last that these sub-staff would be given consolidated pay for the months of May & June. But they have not yet been paid. Repeated representations have not yielded any result.

Categorisation :

Everytime the management brought out a list of employees categorised as asistants, record clerks or assistants, there was widespread discontent over the selections. When the last list was published in December 1958, the Zonal Association again represented the genuine cases which were not given proper

consideration. The previous Zonal Manager, Sri S. D. Srinivasan agreed to review the remaining cases put forward by the Association.

Now the Zonal Management are contending that they would not categorise the employees with the effect from 1-9-56. The most and best they could do was to categorise them with immediate effect. Our Zonal Association has declined to accept the offer. Meanwhile, the management have been telling all concerned in a very menacing way that they would declare the categorisation issue as closed and start implementing the Promotion Rules not accepted by the AIIEA.

There are other cases, dozens of them, pending with the management awaiting decision. From our past experience we know that it will take months for the management to arrive at a decision and if at all, they do decide, the decision will go against the interests of the employees.

The management have erected a wall to stem the tide of progress. The atmosphere over here has been vitiated. Employer-employee relationship is charged with mutual mistrust. The Zonal Association is thinking to give a call to the employees to agitate for the redress of their grievances. The Working Committee and the General Council of the Calcutta Divisional Association reviewed the situation and came to the conclusion that the hostile attitude taken by the Zonal management to the legitimate grievances of the employees is the single biggest reason for the atmosphere of employer-employee discord. Therefore, they have requested the Zonal Association to start a movement in defence of the employees' rights.

Calcutta employees will be on the streets shortly. But who have compelled them to be there? Who have been pushing around these employees for months past? And above all who will be responsible for the unwanted disturbance of the peace in the industry. Ask any of the Calcutta employees. We are sure he will point his finger to the Zonal Office.

Pay Commission's Report

We give below a brief summary of salient features of the Government's decision on the Pay Commission's Report. Discussion articles on the various aspects of the Report and the Government's decision are invited from our readers—Editor.

Sri Morarji Desai, Union Finance Minister, announced the decisions of the Government of India on the recommendation of the Pay Commission in a statement in the Lok Sabha on November 30, 1959.

The Pay Commission was appointed to examine the principles which should govern the structure of emolument and conditions of service of Central Government employees, to consider and recommend what changes in the existing structure of emolument and conditions of service of different classes of employees are desirable and feasible and to recount what benefits can be given in the shape of amenities and facilities. In making the recommendations the Commission was required to take into account the historical background, the economic conditions in the country and the implications and requirements of developmental planning.

Determination of Salaries

After reviewing the economic conditions in the country, the resources available to Government and the needs of developmental planning, the Commission has observed that until the economy develops, no substantial improvement in the standard of living of the people generally or of the great majority of Government servants is possible. Economic development under the conditions obtaining in India requires restraint in current consumption for the sake of the future. Taking the economy as a whole, the increase in consumption expenditure must be kept well below the rate of increase in national income for this is an essential condition of adequate investment.

Minimum Pay

The present minimum remuneration of Rs. 75 of Central Government employees compares favourably with the average minimum rate in organised private industry, and it is sufficient to attract recruits of the right type. But having regard to the price level at which minimum remuneration was fixed on the recommendation of the Varadachariar Commission, the average level of consumer price index for the year 1958, the requirements of food, clothing housing etc., for a family of three consumption units, within the available resources of the country, the Commission has recommended a minimum remuneration of Rs. 80 (inclusive of a dearness allowance of Rs. 10 for Central Government employees.)

On the basis of the working class consumer price index (base 1949=100) and the assumption that the index is not likely to fall below the Commission has recommended that the basic salaries of lower paid employees should be fixed in terms of the requirements at an index level of 100, and no downward adjustment in the basic salaries should be made even if the index falls to 90. As the upward tendency in prices is likely to persist dearness allowance should continue as a separate element in the remuneration of Central Government employees, but it should be limited for the present to those whose salary is not above Rs. 300 a month.

In accordance with these considerations, the existing rates of dearness allowance (excluding interim relief of Rs. 5) up to a salary

limit of Rs. 300 and the entire amount of the allowance above this limit would be merged with the basic pay in respect of all salaries upto Rs. 1,000.

Related to the consumer price index, 115, dearness allowance has been recommended at the rate of Rs. 10 for salaries up to Rs. 150 and at Rs. 20 for salaries between Rs. 150 and 300 ; with marginal adjustment up to Rs. 320. These rates should continue unless the index falls below 100. If during a period of 12 months the index remains on an average 10 points above 115, Government should review the position and consider the question of increasing the allowance at a suitable rate. If there is a fall by the same margin, and for the same period, the position should be similarly reviewed and appropriate adjustment made.

The benefit of dearness allowance should, in future upward adjustments, be extended to all employees drawing a basic pay below Rs. 400 a month in such a manner that the total including dearness allowance does not exceed Rs. 400. It has also been recommended that if the index continues to rise further the case of employees in the pay range of Rs. 400 to Rs. 1,000 may also be considered in the light of the various relevant circumstances at the time.

Superannuation Age

The Commission has recommended an increase in the age of superannuation to 58 for those who are now governed by the superannuation rule of 55. In the case of categories in which employees are eligible to serve up to the age of 60, the Commission's recommendation is to bring down the age to 58 for future recruits while allowing the existing persons to continue up to 60. The Government has carefully considered this matter and come to the conclusion that on balance it would be advisable to maintain the status quo and to make no changes in the existing superannuation age limits. In taking this

decision, the Government has been influenced by two considerations, viz.

(1) The adverse effect which raising the retirement age would have on the employment opportunities available to educated young men and women in the immediate future on account of the continuance in service for three more years of persons who will otherwise retire from service, and

(2) the adverse consequences of the retention of inefficient persons beyond the age of 55.

These considerations acquire added importance because of the likelihood of surplus personnel resulting from improved work-methods, since the process of their absorption will be delayed in the event of the superannuation age being raised by three years. It is the Government's intention that grant of extension of service should continue to be governed by the existing orders, viz., extension is to be given freely to scientific and technical personnel, but extension for the rest would be an exception rather than the rule and would have to be justified strictly on grounds of public interest.

Working Hours & Holidays

The Government has also taken a decision on the Commission's recommendation about holidays, casual leave and hours of work of staff in administrative offices of the Central Government. It is proposed to reduce the number of holidays from 23 to 16 in a year, casual leave from 15 to 12 and to make one Saturday in a month a full holiday. On the other Saturdays of the month, however, the hours of work will be the same as on other working days. With the improvements in the minimum remuneration and in retirement benefits, the Government is confident that public opinion will support these small increases in working hours and join with the Government in calling upon workers in all

Government services for the maximum and uninterrupted output and increased production.

Conduct Rules

The provisions of the Conduct Rules which impose restrictions and prohibitions on Government servants as regards public expression of opinion, criticism of Government, acquisition and disposal of property, acceptance of gifts, and other cognate matters are reasonable, and they require no modification. Official discipline is considered essential for the reason, among others, that the Government, being answerable to the whole community for the conduct of its employees, must ensure that the employees, conform to standards of conduct which the community, and the Government representing it, lay down for them.

The Commission has, however recommended that instead of placing a general ban on public expression of views and then providing for some exceptions, as is the case at present, a general freedom of intellectual expression, should be recognised, and only such specific restrictions should be imposed as are necessary to meet the requirements of the public service.

Removal or relaxation of the existing restrictions on the exercise of political right by employees would not be in the public interest, or in their own interest.

Reasonable facilities should be provided for trade union activities. The rules of recognition of service associations should be conceived and recognition granted in a liberal spirit.

Membership of an unrecognised association should not, as such, be a disciplinary offence. But if such an association takes recourse to or assists in activities which if resorted to by individual Government servants would constitute a breach of a provision of the Conduct Rules, the Government servants concerned may be required to withdraw their membership on pain of disciplinary action.

The Commission is definitely of the view that it is wrong that public servants should resort to strikes or threatens to do so, and that persons entrusted with the responsibility for operating services essential to the life of

the community should seek to disorganise and interrupt those services in order to promote their interests. Without amendment of the law, a change should be brought about by the employees themselves abjuring the use of the strike weapon and demonstrations, and the Government accepting a covenant that they would refer to arbitration any dispute concerning certain important matters which are not settled by negotiation.

Consistently with its view that public servants should not resort to strikes or demonstrations, the Commission has recommended the setting up of a Whitly type machinery with a central joint council representing the whole body of Central Government employees, both industrial and non-industrial, for negotiation and settlement of disputes. There should also be departmental joint councils.

As a necessary compliment to a joint machinery for negotiation, there should be provision for compulsory arbitration open only to recognised associations and limited to pay and allowances, weekly hours of work and leave, of employees not above the present Class II level.

The Ministry of Labour should be closely associated with important matters concerning staff relations. It should, in particular, be associated with the proposed central joint council, and appoint the chairman of the board of arbitrators, should arbitration become necessary.

A disciplinary inquiry should not be conducted by the immediate superior of the Government servant being proceeded against, or by an officer at whose instance the inquiry was initiated. All appeals, memorials and petitions which come to the Central Government against imposition of major penalties, like dismissal, removal from service, compulsory retirement and reduction in rank should be disposed of only in consultation with the Public Service Commission. The power to withhold appeals, memorials or petitions should be exercised by an authority higher than the one which had passed the orders against which the appeal, etc., is made.

AROUND US

Bonus of P. L. I. Policies

The Government of India has declared bonus at the following rates in respect of Postal Life Insurance policies which were in force on March 31, 1957, and which are the liability of the Government of India.

(a) In respect of whole life policies of both civil and military wings a simple reversionary bonus for the period from April 1, 1952, to March 31, 1957, at the rate of Rs. 16 per Rs. 1,000 assured per annum.

(b) In respect of endowment assurance policies issued on or before March 31, 1940, a simple reversionary bonus for the period from April 1, 1952, to March 31, 1957, at the rate of Rs. 14 per Rs. 1,000 assured per annum.

(c) In respect of endowment assurance policies of both civil and military wings issued on or after April 1, 1940, a simple reversionary bonus for the period from April 1952 to March 31, 1957, at the rate of Rs. 12 per Rs. 1,000 assured per annum.

For policies maturing between April 1, 1957 and the date of next valuation, an interim bonus at the rates of Rs. 12 and Rs. 10½ per Rs. 1,000 assured per year has been declared for the whole life policies and endowment assurance policies, respectively.

Rise in National Income :

A net rise of about 10.4% in national income at 1948-49 prices has been recorded by the end of 1958-59 as against the 25% increase originally envisaged at the end of Second Plan period, Mr. S. N. Misra, Deputy Minister of Planning, said in a written reply to Dr. Ram Subhag Singh.

Mr. Misra said that the calculation had been made on the basis of what he called "quick estimates." The revised targets of employment, he added, as specified in the "appraisal and prospects of the Second Plan", were likely to be realized.

Agreement Reached at Vizag :

Representatives of employers of shipping interests and workers' unions at Visakhapatnam Port have signed an agreement under which employers and employees should carry on the work of the port efficiently and that the work should not be stopped on account of any dispute arising between employers and employees.

All disputes and differences should be settled by mutual discussions or negotiation or arbitrations. The employers and employees have also agreed not to take any unilateral action.

LIC Loan For Housing :

Mrs. Tarakeshwari Sinha, Union Deputy Minister For Finance, informed the Lok Sabha, in reply to a question that the LIC was considering a scheme under which it would advance loans to policyholders for constructing houses. It is stated that interest on these loans will be 6.5%, but a rebate of half a per cent would be allowed for prompt payment. The Corporation would charge an interest of 5% on the loans issued to house financing societies guaranteed by the State Governments.

P. T. I. Dispute Goes to Tribunal :

The Government of India has referred to a national Tribunal adjudication of the disputes between the employees and the management of Press Trust of India (P. T. I.). Sri Salim Merchant will constitute the Tribunal. The national Tribunal with its headquarters at Bombay has been asked to decide whether the P. T. I. workers are entitled to more favourable terms of employment than those provided by the agreements of 1955 and 1958 between the management and the workers and the Wages Rates Order issued by the Govt in respect of working journalists. It has also been asked to go into the question as to what reliefs the employees are entitled.

Persons Employed Under Central Govt.

The number of persons employed under the Central Government as on June 30, 1957, was 17,73,897. This includes 327 officers of the ICS, IAS, and IPS in the Central Government. The total number of Central Government employees on April 1, 1948, was 14,45,050. This shows an increase of 22.7 percent in the 9 years that have intervened, an average annual increase of 2.5 percent.

In 1948, 850,229 were employed in the Railways, 143,250 in the Posts and Telegraphs Department and 294,659 were civilian employees in the Ministry of Defence. These three departments thus accounted for about 95 percent of the total staff.

In 1957, these three departments employed 1,473,014 persons which represented 83 percent of the total. Excluding the 327 officers of the three All India Services, the following is the breakdown of figures for 1957 categorised under four heads :

Railways	997,262
Posts & Telegraphs	204,840
Defence Civilians	270,912
Other Ministries	300,556
Total.....	17,73,570

Of these, 11,70,820 were permanent, 575,998 were temporary and the remaining 36,652 were not-regular.

The Wage Bill for 1957-58 was Rs. 303.86 crores made up as follows :

Railways Rs. 161.62 crores, Posts & Telegraphs Rs. 35.99 crores, Defence (Civilian Staff Rs. 39.54 crores) and others Rs. 66.71 crores.

The figures include the cost of pay and allowances but exclude expenditure on pensions, gratuity, government's contribution to provident fund, amenities, facilities etc. Cost of staff paid from contingencies or engaged in construction works is excluded, except that the figure for the Railways includes the cost of staff charged to works.

The first Pay Commission had recommended 156 scales of pay but the Government prescribed a larger number. At present there are, in all, 517 scales or fixed rates of pay.

Demand For Wage-Board

The Engineering Workers' Federation has demanded appointment of a Wage Board for the industry. The Federation points out that though the engineering industry is one of the growing industries of immense national importance and though the Govt. has come forward to build up some of the finest units of the public sector, a state of anarchy persists as far as the emoluments and service conditions of workers are concerned. The Delhi Tripartite Conference had included engineering in its list of industries for which the Government was to consider the question of appointing Wage Boards.

Wage Board in Plantation

The Industrial Committee on Plantation (with representatives of the Govt. the workers and the management) in its recent meeting held at Calcutta has recommended appointment of a Wage Board for the plantation

industry. The Board will consist of two sections : one relating to the Southern and the other for the Northern wing of the industry. This comprised of six representatives of the workers and an equal number of employers' representatives, two independents and will be presided over by a Judge.

by Sri Gulzarilal Nanda and also attended by Sri Manubhai Shah. All efforts by the Committee to avert the strike failed as the employers' representatives turned down all requests even by the Govt. representatives for consideration of the workers' claims.

* * *

Total Token Strike After Twentytwo years

The jute workers in the great industrial belt of Calcutta staged a one-day token strike on Monday, the 14th December, 1959, on the long-standing demand of (1) Bonus, (2) immediate interim relief and (3) constitution of a Wage Board. The call for the strike was given by all the four Central Trade Unions. Such a total token strike has not been witnessed in the jute industry, one of the oldest and most organised industries of West Bengal, since 1937. The strike was preceded by a meeting of the Industrial Committee on Jute, presided over

* * *

D. A. Rate Hits New High Ahmedabad Mill Labour

With the cost of living index at an all time high of 324 points in Ahmedabad, the city's 125,000 textile workers will receive Rs. 100.24 each as dearness allowance with effect from December 1.

This figure the highest in 20 years, will be three and a half times the minimum Salary of the Textile Workers.

From next month, a record sum of Rs. 125 lakhs will be disbursed as dearness allowance. The average wage bill of the city's textile workers is more than Rs. 200 lakhs.

Bombay News Letter

(Contd. from Page 192)

grievances given by Shri L. V. Kashikar, A. D. M., Satara Division, to him on the phone that the General Secretary could persuade the employees to postpone their proposed strike and give time both to the A. D. M., Satara Division, and the Bombay Zonal Office, to look into the grievances and redress them without any more delay. Further in response to the request from the President, Shri S. V. Bhide, the President of our Satara Divisional Union, the General Secretary went to Satara on 22nd November 1959 and discussed all the matters in dispute with the A. D. M., Shri L. V. Kashikar, who has promised early redressal of the grievances. It is to be hoped that the authorities would direct the Sholapur Branch management to adopt a proper attitude towards the Branch Staff in the interests of smooth functioning of the Branch itself.

Our Building Committee of Group No. VIII (Asian) wins the contest for seats on the Canteen Committee :

The election contest for the seats on the Canteen Committee of Group No. VIII (Asian Building) for the year 1959-60 provided an

opportunity for establishing the representative character of the Union in the unit which since the formation of the All India Life Association has been claimed as one of its strongholds and from where comes one of its top office-bearers. The Union's Building Committee contested all the seven seats on the Canteen Committee and it won 6 seats and for one seat, the candidates of both organisations won equal number of votes. The Union has proposed that there should be fresh election for this one seat unless the other candidate concedes a walk-over. The Secretary of our Building Committee, Shri Merchant, got the highest number of votes

It is for the first time that the Union has taken direct interest in the elections to the Canteen Committee and the election results in Group VIII indicate that the members look to the Union to improve canteen service. The members realise that unless the Corporation grants subsidy the quality of service would not improve. Hence they welcome this co-operation between the Canteen Committee and the Union's Building Committee.

PAY-SCALE

Pay Commission's Recommendation

Lower Division Clerks

Rs. 110-3-131-4-155-EB-4-175-5-180

Upper Division Clerks

Rs. 130-5-160-8-200-EB-8-256-EB-8-280-10-300,

Stenographers

(present Rs. 80-220)

Rs. 130-5-160-8-200-EB-8-256-EB-8-280-10-300

Stenographers

(present Rs. 200-300)

Rs. 210-10-290-15-320-EB-15-425.

Steno-typists

Same as L.D.C. plus special pay

Boy messengers and Boy-peons

(present Rs. 20-1/2-25)

Rs. 55-1-60.

Chowkidars, Malis, Peons, Sweepers, Watchmen, Cleaners, Laskars, Farashes, Letter-Box Peons, Mail Peons, Runners, Telegraph Messengers, Porters, Battery-men, Packers, etc. etc.

Rs. 70-1-80-EB-1-85.

(present Rs. 30-1/2-35)

Drivers

Light Motor Vehicles

Rs. 110-3-131-4-139

Heavy vehicles

Rs. 110-3-131-3-155-EB-4-175-5-180.

Other Class IV categories in present scale of :

Rs. 40-60 will be fitted in ...

Rs. 80-1-85-2-95-EB-3-110 ;

Rs. 35-60 „ „

Rs. 75-1-85-EB-2-95-EB-3-110 ;

Rs. 35-50 „ „

Rs. 75-1-85-EB-2-95 and

Rs. 30-35 „ „

Rs. 70-1-80-EB-1-85.

Yours is a happy family. You have a reasonable income and you can give your wife and children the best of everything within your means. Today can take care of itself, but what about tomorrow? You must make sure now that you are still able to keep this flame of domestic happiness alive, when you retire



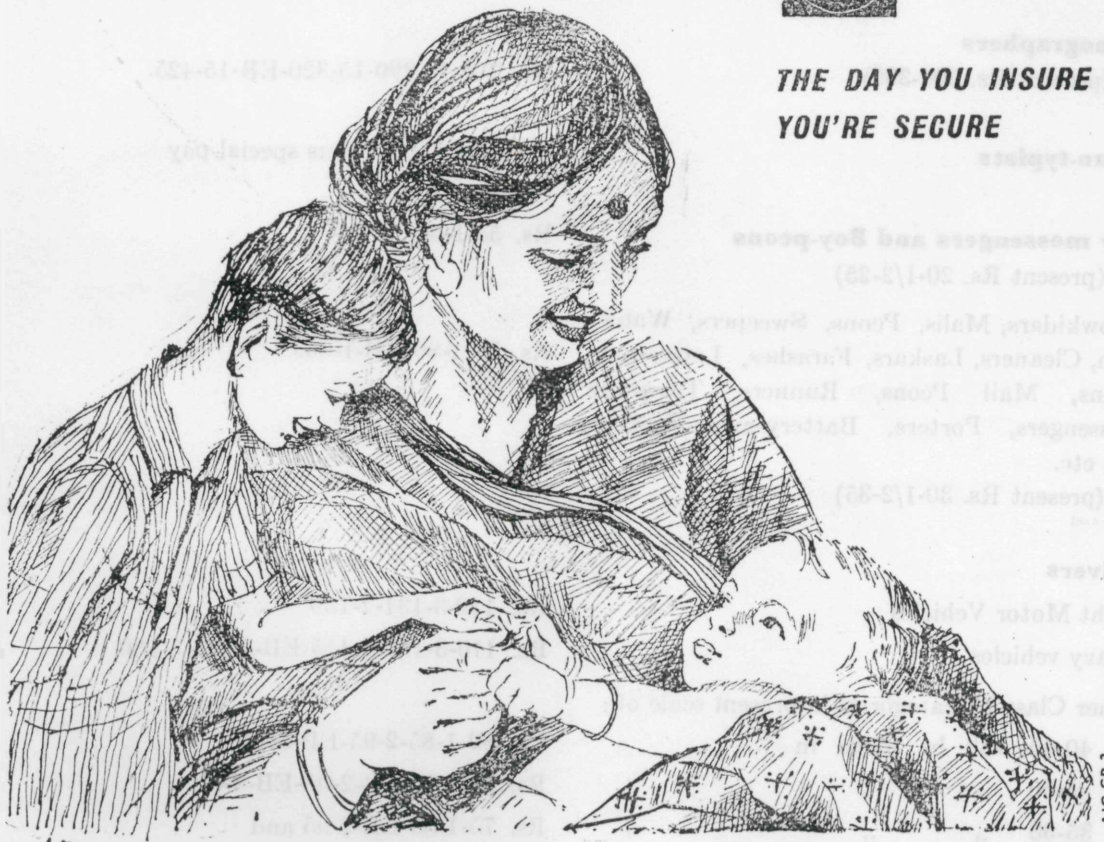
Keep the flame alive

and your income diminishes, or when you are no longer there to bring home money every month.

Life Insurance Corporation of India



**THE DAY YOU INSURE
YOU'RE SECURE**



LIC-CB 3

10 DEC 1959

FOR FAVOUR OF PUBLICATION

TO
THE EDITOR,

Trade Union Record, New Delhi.

Sir,

Press Statement issued by Sri K. Ananda Nambiar, Vice-President,
Southern Railway Labour Union:

Central Pay Commission's Recommendations

The Recommendations of Central Pay Commission just announced with the Government's note are most disappointing to Central Govt. employees. Before its announcement there were rumours that at least a minimum upward increase in emoluments of Rs.5/- would take place. Even this has now proved incorrect. Only those whose total emoluments of pay and dearness allowance falls short of Rs.80/- would get the balance paid to make it good. All others would have to wait till the fixation in the proposed new scales takes place, on being accepted by the Govt. and see whether in fixing on the 'base point' principle, any small marginal increase happens on the basis of the formula suggested in Chapter XXVIII. But at present from what has so far been accepted by the Govt. there is no monetary benefit to employees except to a very small section. Others will get less on hand due to more provident fund contribution, which of course they withdraw at the time of retirement.

The portion dealing with the dearness allowance is equally reactionary inasmuch as whatever positive considerations the previous commission had are now reversed and the employees are denied any increase in dearness allowance at present and till such time there is a 25% increase in the cost of living indices over the 1949 level taken as 100.

A small concession now given in the accepted recommendation is the new introduction of house rent allowance to those within the income group of Rs.125/- and 150/- in "C" area and between Rs.200/- and Rs.250/- in the "B" area.

In the case of the much trumpeted "full merger" of the B.A. with pay, what is sought to be done is to deny it by splitting away of Rs.10/- and Rs.20/- from the existing D.A. of those drawing a salary below Rs.150/- and above Rs.150/- respectively and only the balance is to be merged.

Apart from these things, there are many obnoxious recommendations some of which the Govt. have already accepted such as the reduction of holidays, casual leave and the increase of working hours of offices etc. The recommendation to cut the pass and Privilege Ticket Orders of Railwaymen to one and two sets respectively are serious inroads into the century old concession that the railwaymen enjoyed.

Without going into the various details of the other recommendations, I regret to state that many of these recommendations and the Govt.'s statement on them in general are unacceptable to the Central Govt. employees and are most retrograde and harmful to them. The only way open to them is to unite together and raise their strong voice or else their future and the future of the working class as a whole would become more and more miserable. Therefore I am unable to accept the reasons given by the Pay Commission and the Govt. to deny a fair deal to the employees in the given economic situation of our country.

The Central Executive committee of the Southern Railway Labour Union is being convened by the month-end to review the situation arising out of the announcement and to take appropriate steps.

Camp: Madras,
5th Dec. '59

K. Ananda Nambiar
(K. ANANDA NAMBIAR)
Vice-President,
SOUTHERN RAILWAY LABOUR UNION.

5 DEC 1959

Ko Nagudeni Collis
1-12-1959

T.B.VITTAL RAO., M.P., TRESURER, ALL INDIA TRADE UNION CONGRESS,

HAS ISSUED THE FOLLOWING STATEMENT TO THE PRESS:-

The recommendations of the Central Pay Commission are very disappointing. The minimum scales of pay has been increased by only Rs.5/- per month over that of previous commission. According to the Statement of the Government the enhancement consequent upon the implementation of these recommendations works out to Rs.16 crores. And included in this also is the element of increase due to Provident Fund and pension which are retirement benefits. Therefore, the immediate benefit to majority of employees will even be less than Rs.5/- per month. It is clear that the Commission has failed to take into consideration the plight of these employees in the present condition.

The Government employees will, no doubt, discuss their future course of action. But I am compelled to say that these recommendations will not lead to harmonious relations between the employees and the Government.

T. B. Vittal Rao
(T.B.VITTAL RAO)

...

RECOMMENDING WEST GERMAN MODEL OF INDUSTRIAL RELATIONS —

ROURKELA OFFICIAL REPORTS THEORY ON TRADE UNIONISM

JAMSHEDPUR, DECEMBER 3: Sri Sudhir Ghosh, Senior Deputy General Manager of the Rourkela Steel Works, gave expression at a gathering here recently to the view that industrial peace could be achieved by the managerial class helping to organise the trade unions, and making them understand their responsibilities which devolved together with their rights.

Sri Ghosh, during his convocation address to the graduates of the Xavier Labour Relationship Institute, dwelt at length over his philosophy of correct labour-employer relationship, and what he termed as the "moral" and human aspects. Some of his remarks came as a surprise considering Sri Ghosh's limitations as a Government official.

Sri Ghosh wanted a change in labour-employer relationships but not a "complete revolution". He rejected the way of life adopted in China, and upheld the West German experiment in this regard as worthy of adaptation in India. He did not think that India could afford such strikes as the one in Steel industry in America though that is described as a democratic right. —(IPA)—

CRITICAL REACTIONS TO PAY COMMISSION AWARD — CALCUTTA'S CENTRAL

GOVERNMENT EMPLOYEES ENGAGED IN DETAILED STUDY

CALCUTTA, DECEMBER 3: Depression over the Pay Commission report and the Government decision on it mark the reactions of the Central Government employees posted in Calcutta.

The Central Government employees appear to feel that the wage increase has not been made scientifically to keep in step with the rise in the cost of living index. Many of them hold that the way their holidays have been cut would, in effect, almost force them to work without pay for a month. One prominent employee commented with evident banter: "The Commission by increasing the workload has enjoined thirteen months for a year." It is the clear impression of the employees that though some pay increase has taken place, in practice by increasing the workload, the Government would be making a cut in their real wage.

The President of the All India Railwaymen's Federation, Sri S. Guruswamy's call for a meeting of the Federation's Working Committee at New Delhi on December 15 is considered significant.

Sri K.G. Bose, Chairman of the Coordination Committee of the West Bengal Central Government Employees Associations, giving his first reactions to the Pay Commission Award, said that as a whole, it has not been able to satisfy the employees, and in some sections, there will be serious dissatisfaction. He held that the employees had expected that in the case of the Government employees, there would be a reduction in the disparity between higher income and lower income brackets, but instead of reducing it, the disparity has been widened.

The weekly workload of the administrative employees has been raised from $38\frac{1}{2}$ hours to $41\frac{1}{2}$ hours. Holidays for festivals have been reduced from 23 to 16 days. This has had an adverse reaction among employees. In the case of all employees,

the normal leave has been reduced from 15 to 12 days a year. The earned annual leave will also be cut by four or five days. ✓

The financial amenities offered are considered by the Government employees as insignificant. There will not be much change from the point of view of monthly income of the old employees, and compared to the old employees, the new hands will get comparatively better facilities. As the service conditions have not yet been clarified by the Government and hence no definite opinion is expressed from the employees' circles.

Many of the Government employees have to work today from 45 to 52 hours a week. It is felt here that adequate consideration has not been given to their case. Many of the employees on Telephone and Railways would have no festival leave, while in the case of the Telegraph employees they will be getting only five days' leave.

In these cases, no consideration has been given for compensatory leave or allowance. As in post offices, the employees at many places have to work for longer hours than allocated to them. In their cases also, no compensatory leave or allowance has been considered. The question of promotion has not been adequately dealt with.

An employee in the Income Tax Office showed that under the new arrangements, they will have to work for a month in the year without payment. On the other hand, taking all the factors into account, their pay will go up by Rs. seven and a half a month apart from the interim relief of Rs. five per month.

An upper division clerk in the Railways said that the recommendations if judged in the light of the prevailing cost of living, are totally disappointing. The wage increase that would have taken place if the dearness allowance recommended by the first Pay Commission had been implemented, has not been granted by the new recommendations, and these make no provision in the case of any further rise in the cost of living index.

Another employee said that what was hoped for had not been got. But some advance has been made in the matter of fixing the scale of salaries, and in this case very much would depend how the Government would implement it and how much of it. The amenities at retirement have of course been raised.

The General Secretary of the United Trade Union Congress, Sri Jatin Chakravartty MLA, has described the recommendations as "disappointing".

The overall impression among the Calcutta corps of the Central Government employees is that it will take some time to grasp the details of the benefits that have been assured by the Pay Commission Report and the Government decision on it.

--(IPA)--

GOVERNMENT'S PARTIAL ACCEPTANCE UNFORTUNATE ---

SRI VASAVA COMMENTS ON PAY COMMISSION AWARD

NEW DELHI, DECEMBER 3: Sri S.R. Vasavada, General Secretary of the INTUC, has said in a statement that "it is unfortunate that the Government of India, who is the largest employer in this country has not fully accepted the recommendations of the Pay Commission", though it had also been a party before the Commission.

Saying that "the sine qua non of maintaining amicable industrial relations is the respect which both parties should have for the award of the arbitration", he appealed to the Government "to accept the recommendations of the Pay Commission in toto and treat them as an award".

Sri Vasavada also said: "Looking at the speedy rise in the cost of living the employees did deserve a higher remuneration but it must also be remembered that the employees had put up their case before the Commission fully" and the Commission had considered all aspects and come to certain conclusions. He said that "no attempt

लोक वार्ता (पाक्षिक)

LOK VARTA (Fortnightly)

देहरादून ३० नवम्बर, १९५९

अंक १

मूल्य—१० न०पै०

दूसरा पे कमीशन

कर्मचारियों ने क्या पाया क्या खोया !

आज से लगभग दो वर्ष पूर्व डाक व तार बिभाग तथा अन्य कर्मचारियों के सम्भावित हड़ताल से घबड़ा कर सरकार ने जस्टिस जगन्नाथ दास की अध्यक्षता में पे कमीशन बैठाया था। इन दो वर्षों में कर्मचारियों ने अनेकों बार पे कमीशन की रिपोर्ट को प्रकाशित करने की मांग की। पार्लियामेंट में प्रश्न पूछे गये। सरकार ने कई वादे किये। बड़ी प्रतीक्षा के बाद वह रिपोर्ट सामने है। उस रिपोर्ट का सार दिया जा रहा है।

तनखाह : रिपोर्ट में प्रस्तावना स्वरूप यह कहा गया है कि—देश में वर्तमान बेकारी और काम की कमी को देखते हुए (७५) ६० न्यूनतम वेतन काफी है और गैर सरकारी कारखानों में इससे अधिक नहीं मिलता तथा धतने पर सरकार को उद्युक्त आदमी मिल सकते हैं। यद्यपि देश में मुद्रा प्रसार पर नियंत्रण रखना जरूरी है फिर भी कर्मचारियों को संतुष्ट रखने के लिये इस वेतन में थोड़ी वृद्धि आवश्यक है। इसलिये न्यूनतम वेतन ७५ रु. से बढ़ा कर ८० रु. कर दी गई है।

इस प्रकार वेतन दर—

७०-१-८० EB-१-८५ रु. अकुशल कर्मचारी

७५-१-८५ EB-२-९५ ,, अर्द्ध कुशल ,,

८५-२-९५-३-११०० ,, कुशलत्व ,,

१३०-५-१७५ EB-६-२०५-७-२१२ कुशल ,,

(इससे स्पष्ट है कि कर्मचारियों की तथा देश की केन्द्रीय मजदूर संस्थाओं की सी रुपये की न्यूनतम वेतन की मांग को सरकार ने ठुकरा दिया है। सम्पादकीय)

मंहगाई भत्ता : मंहगाई भत्ता निम्न दर से ३०० रु. से कम पाने वाले कर्मचारियों को मिलेगा—

१५० रु. से कम वेतन पाने वाले—१० रु.

१५० ,, से ३०० तक वेतन पाने वाले—२० रु.

३०० से अधिक वेतन पाने वाले कर्मचारियों को पूरा पारिश्रमिक वेतन के रूप में मिलेगा।

मकान भत्ता :—शहरों के आधुनिक बर्गों करण के आधार पर मकान भत्ता का निम्न दर रहेगा :

७५ रु. से १०० रु. वेतन पाने वाले

ए श्रेणी के शहर—१५ रु.

बी श्रेणी के शहर—१० ,,

सी श्रेणी के शहर—७.७५ रु.

१००-२०० रु. वेतन

ए श्रेणी—२० रु.

बी श्रेणी—१५ ,,

सी श्रेणी—७.७५ रु.

मकान भत्ते में अब तक निर्धारित नगर में रहने की शर्त हटा दी गई है।

क्या खोया !

काम का घंटा—वर्तमान ५॥ दिन के सप्ताह को बढ़ा कर महीने में एक सप्ताह ५ दिन तथा शेष सप्ताह ६ दिन कर दिये गए हैं। अर्थात् महीने में एक शनिवार की पूरी छुट्टी रहेगी और शेष शनिवार को पूरा काम पड़ेगा।

सरकारी छुट्टियां—साल में २१ दिन से घटा कर १६ दिन की सरकारी छुट्टियां हुआ करेगी।

(आकस्मिक) केजुअल छुट्टियां—साल में १५ दिन से घटा कर १२ दिन हुआ करेगी।

रिटायर होने की उम्र—५८ वर्ष हुआ है।

पेंशन—अस्थाई नौकरी यदि उसी या किसी दूसरे पद पर स्थाई हो जाय तो पेंशन के लिये पूरी गिनी जाय।

प्रोविडेंट फंड—जो कर्मचारी पुराने दर से याने अपनी वेतन का ८५ प्र.श. देते हों वे उसी दर पर देंगे शेष अपनी तनखा का ६५ प्रतिशत कटायें।

* सूचना *

केन्द्रीय कर्मचारियों के संगठित युनियनों के मंत्रियों तथा सभापति से आग्रह है कि वे पे कमीशन पर अपनी संगठित प्रतिक्रिया सम्पादक के पास शीघ्र भेजें। लेख २० पंक्ति से ज्यादा न हो। देश के पत्रों, ट्रेड युनियनों के केन्द्रीय संगठनों की प्रतिक्रिया के लिये अगले अंक की प्रतीक्षा करें।

—संपादक

देहरादून के एस.पी. द्वारा शहर की राजनीति को गंदा बनाने की कोशिश

हमें विश्वस्त रूप से पता चला है कि शहर के कुछ सम्मा-

ध्या घण्टाघर पर सभायें करते रहते हो। सभा करनी है तो कम्युनिस्टों के विरोध में, चीन के आक्रमण के विरोध में सभा करो।

क्या हम समझें की यू०पी० सरकार की यह नीति है या

सम्पादकीय—

अपनी बात...

अपने शहर से अनेक सप्ताहिक पत्र निकलते हैं। कुछ की नींव तो बड़ी गहरी है। इस बीच एक 'पाक्षिक' पत्र का निकलना कहां तक आवश्यक है इसके औचित्य पर मतभेद होना स्वभाविक ही है। पर एक ओर से से ऐसा महसूस अवश्य होता आ रहा था कि मिहनतकश जनता, तथा गरीबों की आवाज इन अखबारों में नक्कार-खाने में तूती की आवाज ही बन कर रह गई थी। यहां तक कि घंटा घर या एकाध सभाओं में भी जनता ने कुछ ऐसे ही उद्गार प्रकट किये थे। साथ ही यहाँ से निकलने वाले पत्रों के कंधों पर पूरे पर्वतीय प्रदेश का भार है इसलिये उनके लिये शायद यह कठिन हो जाता है कि जिले की तमाम खबरों को वे दें।

इसी लिये कुछ मित्रों ने यह सुझाव दिया कि एक ऐसा पत्र निकले जो मुख्यतः जिले तक ही सीमित रहे तथा जनमत को प्रकट करने का एक बलशाली माध्यम हो। जिसमें अपने जिले को सुखी, समृद्ध तथा वैभव-शाली बनाने तथा जननिर्माण के कार्यों को तो स्थान मिले ही, पर साथ ही साथ अपने जीवन स्तर को ऊँचा बनाने के संघर्ष में रत गरीब जनता के संघर्षों को भी उचित स्थान दिया जाय।

रायपुर फ़ैक्टरी तथा टी.डी.ई. में राशन की कमी से असन्तोष।

रायपुर में राशन की दुकान पर पूरे कार्ड होल्डरों के लिये राशन न मिलने से कर्मचारियों को बड़ी कठिनाई का सामना करना पड़ रहा है। विश्वस्त सूत्र से पला चला है कि लगभग चार सौ युनिट को और राशन की आवश्यकता है। यह भी मालूम हुआ है कि वहाँ की युनियन के प्रतिनिधि एडिशनल डिस्ट्रिक्ट मजिस्ट्रेट श्री गंगाराम जी से भी इस सम्बन्ध में मिले। उन्होंने इस अतिरिक्त युनिट के लिये आटा दिलाने का क्लिहाल वायदा किया है।

मोकमपुर चाय बाग में तनखाह वांटने में धांधली प्रिय सम्पादक जी,

मैं आपके पत्र द्वारा मोकमपुर चाय बाग के मजदूरों की दशा की ओर चाय बाग के मालिकों तथा स्थानीय अधिकारियों का ध्यान आकर्षित करना चाहता हूँ।

आज २२ नवम्बर हो गया, लेकिन अब तक वहाँ के मजदूरों को तनखाह नहीं मिली। कोई भी ऐसा महीना नहीं जाता जब कि उन्हें तनखाह देर से न मिलती हो। एक दो साल पहले भी इस चाय बाग में लगातार ६ महिने तक तनखाह न मिलने के कारख हड़ताल करनी पड़ी थी तथा जिला के अधिकारियों के बीच बचाव के कारण किसी प्रकार यह समस्या सुलभ थी।

मैं इस चाय बाग के मालिकों तथा जिलाधिकारियों से फिर अप्रार्ह कलंगा कि वे मजदूरों को समय पर तनखाह दिलाने के लिये सभी सम्भव उपायों को अपनायें।

आपका,

अपने मित्रों के अप्रार्ह पर ही इस कठिन कार्य को हाथ में लियो गया है। हम उन्हें विश्वास दिलाते हैं कि जनसंघर्षों की खबरों को उचित स्थान यह पत्र देगा तथा जन-जीवन में जो भ्रष्टाचार तथा नौकरशाही का बोलबाला है उसे निडर होकर उसका भंडाफोड़ भी करेगा।

यह पत्र एक स्वस्थ स्पर्द्धा पर भी विश्वास करता है और स्थानीय पत्रों से अपील करता है कि वे अपने सुझावों द्वारा इसके रूप को संवारने में सहायता देंगे।

जिले की जनता इसे अपनी वाणी समझे। समय पर राष्ट्रीय तथा अन्तरराष्ट्रीय सामयिक घटनाओं पर भाँ इस में विशेष लेख रहेंगे।

यह पत्र साहित्यिक क्षेत्र के नये पौध को भी प्रोत्साहित करने का उचित अवसर देगा जिससे कि वे आगे चल कर पल्लवित व पुष्पित हो सकें। इस लिये सभी लेखकों से जो जीवन के किसी क्षेत्र में भी क्यों न हों उनसे सविनय अप्रार्ह करता है कि वे अपनी रचनाओं को दें।

आशा है आप इस पत्र का स्वागत करेंगे।

यमुना स्कीम अपनी कब् से फिर निकलेगा।

सा० नि० विभाग के मंत्री माननीय गिरधारीलाल का कथन।

यमुना स्कीम देहरादून की जनता के लिये एक दर्दभरी पर दिलचस्प कहानी है। किस प्रकार हर चुनाव के मौके पर यह स्कीम कन्न से निकलता है और चुनाव के बाद लाखों का वारान्यारा कर फिर कन्न में घुस जाता है। पहले इसके मुख्य वक्ता श्री महावीर त्यागी एम.पी. थे। पर उनकी हालत उस गडेरिये के माफिक हो चुकी है जो भूठ मूठ ही शेर आया का नारा लगा लोगों का विश्वास खो चुका था। अब शायद वह सेहरा माननीय गिरधारीलाल जी पहन रहे हैं। आशा है यह कहानी दुबारे चरितार्थ न होगी। जनता की गाढ़ी कमाई, महंगाई की मार के ऊपर कमरतोड़ टैक्स का रुपया बेदर्दी और बेरहमी से न बढ़ाया जायगा।

श्री गिरधारीलाल के कथनानुसार यह स्कीम अब बोजना कमीशन के विचाराधीन है और अगले साल (यानी चुनाव के समय—सम्पादक) इस पर काम चालू होगा।

मसूरी और चकराता के भीतरी भाग तथा भारत-तिब्बत सीमा पर नई सड़कों का निर्माण।

श्री गिरधारीलाल जी ने ता० १७ को प्रेस सम्मेलन में कहा कि मसूरी और चकराता के भीतरी भागों तथा भारत-तिब्बत सीमा पर यातायात के सुलभ साधनों को मुह्यता करने के लिये यू०पी० सरकार ने ५८ लाख रुपया स्वीकृत किया है।

इन सड़कों की रूप रेखा निम्नलिखित है: कालसी—

रोड (२५ मील १५ लाख), चकराता-लाखामंडी सेरा रोड (५० मील ४ लाख रु.), मसुरी-लखवाड़ रोड (१६ मील ११ लाख रु.) तथा मसुरी-कंटल रोड (२५ मील ११ लाख रु.) ।

इसके अलावा कई एक पुलों का भी निर्माण होगा ।

सार्वजनिक निर्माण के कर्मचारियों में असंतोष ।

पी. डब्लू. डी मजदूर समा के मंत्री श्री मंगल सिंह ने एक आपसी बातचीत के सिलसिले में इस विभाग में कर्मचारियों की जो दयनीय दशा है उसका वर्णन किया । उसको इस पत्र में दिया जा रहा है ।

इस विभाग में सड़कों पर जो कर्मचारी सड़कों की मरम्मत व देखभाल करते हैं उन्हें गैंगमेन कहते हैं । कुछ ऐसे भी गैंगमेन हैं जो बीस बीस साल से इन सड़कों की देखभाल करते आये हैं पर आज तक उनकी नौकरियां रेगुलर नहीं हुई है । * हम कारण वे सभी सुविधा से जैसे ग्रैच्यूटी, पेंशन, प्रोविडेंट फंड, आकरिमक छुट्टियों आदि से वंचित हो जाते हैं और बुढ़ापे में जब नौकरी छोड़ते हैं तो दर दर के मुहताज हो जाते हैं ।

यही दशा वर्क-चार्ज स्टाफ की भी है । उनको भी कोई सुविधा नहीं दी जाती । लगभग दो वर्ष पूर्व यू.पी. सरकार ने कर्मचारियों का वेतन ५ रु. तथा इस वर्ष के प्रारंभ में २.५० रु. बढ़ाया था । पर सरकार इस विभाग के ६५% कर्मचारियों को सरकारी नौकर ही नहीं मानती इसलिये गैंगमेन तथा वर्कचार्ज स्टाफ के कर्मचारियों को बढ़ा हुआ रूपया नहीं दिया जाना । केन्द्रीय पे कमीशन की रिपोर्ट के बाद जब केन्द्रीय कर्मचारियों का वेतन ८०) रु. हो गया है तब इस विभाग के ऐसे ही अकुशल मजदूरों का वास्तविक वेतन ४२ रु. है । उन्हें न तो सीटी एसउस मिलता है और न मकान भत्ता ही ।

उन्होंने बड़े दुःख के साथ बताया कि हमारी गिरी हालत का फायदा इस विभाग के अधिकारी कर्मचारियों से घर में काम

करा के उठाते हैं । कुछ गैंगों से एक एक दो दो आठमी साहब के घरों में काम करते हैं और उनका वेतन सरकारी खजाने से दिया जाता है । एक तरफ तो गैंग के बाकी मजदूरों पर काम का बोझ पड़ता है दूसरी ओर सरकारी पैसों को इस प्रकार बेकार किया जाता है । उन्होंने यहां तक कहा कि इस विभाग के मंत्री गिरधारीलाल के बाग जो सहस्रधारा रोड पर है वहाँ की भी कभीर बेगार काम कराते हैं ।

अमृतधारा फार्मसी बन्द होगी ।

ऐसा विदित हुआ है कि अमृतधारा फार्मसी के डाइरेक्टर श्री ठाकुरदत्त श्रेष्ठ ने अपने कर्मचारियों की फार्मसी के बन्द करने की सूचना दी है । ऐसे वह पहली दिसम्बर से ही बन्द होने की थी लेकिन बड़ी दौड़-धूप और बीचबचाव करने से १५ दिन के लिये फार्मसी में काम चलता रहेगा ।

वैद्यजी के कथनानुसार फार्मसी में घाटा हो रहा है और दवाइयां भरी पड़ी हैं और उनकी निकासी नहीं हो रही है ।

मजदूरों के एक प्रतिनिधि ने वैद्यजी की बातों को असत्य बताते हुए बताया कि कम्पनी को हर साल लाभ हो रहा है । यह केवल पुराने कर्मचारियों को, जिनकी नौकरी इस कारखाने में तीस-तीस, चालीस-चालीस वर्ष पुरानी हो गई है और जिन्होंने अमृतधारा फार्मसी को एक बड़ी कम्पनी का रूप देने में सक्रिय सहयोग दिया है, निकालने की चाल मात्र है । उनके कथनानुसार तीन चार महीने बाद ही मालिक नये मजदूरों को भरती करा फिर कम्पनी चलायेंगे ।

यहां तक कि इन पुराने कर्मचारियों को छुट्टी का भत्ता भी नहीं दिया जा रहा है जो साल में दो महीने के बराबर होती है ।

उत्तम तथा उचित दामों पर छपाई के लिये

उत्तराखण्ड प्रेस को याद रखें

भारत—चीन तनाव बढ़ाने के लिये प्रचारित

ये बातें... जो भूठी साबित हुईं

ये बातें भूठी निकली—

❀ कि मैकमहोन पाँतके दरोंमें चीनियोंने सुरंगें लगा दी हैं !

प्रधान मंत्री पं० नेहरूने पार्लिमेंट में बताया कि, यह 'खबर' कि उक्त पाँत के दरों की वृद्ध करनेके लिये चीनी सैनिकोंने सुरंगें लगा दी थी पता लगाने पर, बिल्कुल निराधार निकली है ।

❀❀ कि चूसूल (लहाख) में चीनियोंने कोई हवाई अड्डा बनाया है ।

१६ नवम्बर को सभामें पं० नेहरू ने कहा कि चूसूल में चीनियों द्वारा हवाई अड्डा बनानेकी "खबर" बिल्कुल गलत है ।

❀❀❀ कि अक्सार्ड-चिन क्षेत्रमें चीनियोंने कोई हवाई अड्डा बनाया है ।

प्रधान मंत्रीने कहा है कि जहां तक वे पता लगा सके हैं वहां तक यह "खबर" भी उन्हें गलत ही मालूम होती है ।

भारतीय सीमा के अन्दर मलिकशाहमें चीनियोंने

प्रधान मंत्रीने प्रजा-सोशलिस्ट और जनसंघी सज्जनों को बताया कि यह 'खबर' भी गलत है—क्योंकि मलिकशाह भारतीय सीमा के अन्दर है ही नहीं । वह चीनके सिकियांग प्रान्तमें है !!

❀❀❀❀❀ कि सशस्त्र और शस्त्रहीन चीनी सैनिक भूटानके अन्दर भारी सेना में घुस आये हैं ।

भूटानके प्रधान मंत्री श्री डोरजीने कलकत्तेसे एक वक्तव्य के द्वारा इस "खबर" का खण्डन करते हुए कहा कि—“अगर ऐसा हुआ होता तो क्या मैं कलकत्तेमें बैठा रहता ?

आगे श्री डोरजीने बताया कि न सिर्फ चीनी सैनिक भूटान के अन्दर नहीं घुसे हैं, बल्कि भूटान-चीनी सीमाकी चौकियों पर जो चीनी सैनिक पहलेसे तैनात थे इधर वे भी वहांसे हट गये हैं ।

भारतीय-चीन विवादकी आग भड़कानेके लिए देशकी कुछ पार्टियों तथा अखबारोंने इसी तरहके अनेक भ्रूट प्रचारित किये थे—वातावरण अब कुछ शांत हो रहा है—इसलिये इन प्रचारों की भी असलियत खल रही है ।

मिडवाइफ ट्रेनिंग सेंटर की चार छात्राओं द्वारा ९ दिन की भूख हड़ताल !

कु० कृष्ण बैनर्जी सिविल अस्पताल में दाखिल ।

मिड-वाइफ ट्रेनिंग सेंटर की चार छात्राओं कु० कृष्ण बैनर्जी, कु० स्नेहलता, कु० चम्पावती तथा कु० तुल्सा देवी ने मिडवाइफ ट्रेनिंग सेंटर में फैली अनैतिकता, फेल विद्यार्थियों की छात्रावृत्ति में कम और धार्मिक प्रचार के विरोध में १२ नवम्बर से भूख हड़ताल कर दी थी। लेकिन भूख हड़ताल के पूर्व ही एसिस्टेंट सुपरिन्टेंडेंट लुट्टी ले कर यहां से चल दी। डी एम एच ओमहोदय भी चकराता तथा अन्य सेंट्रों की दौरा पर चले गये। इसकी सूचना जब जिला मजदूर सभा को लगी तो तुरन्त ही सभी जगह तार खटखटाये गए। जिला मजदूर सभा की ओर से साथी एस. सी. दत्ता और साथी मुनिश्वर पांडे डी. एम. ओ. एच. महोदय से मिले।

इस तार और जिला मजदूर सभा की पहल-कदमी के फल स्वरूप उन फेल छात्राओं को यह आज्ञा दे दी गई है कि वे अपना भोजन स्वयं बना लें, चाहे उसमें जो भी खर्च हो। अनैतिकता तथा बलात् धार्मिक प्रचार के लिये डी. एम. ओ. एच. महोदय के जांच की लिखित आस्वासन के फलस्वरूप २१ नवम्बर की संध्या को भूख हड़ताल समाप्त कर दी गई।

इस कृत्य के विरोध में २२ नवम्बर को टाउन हाल में का. ब्रजेन्द्र कुमार गुप्ता, मंत्री जिला कम्युनिष्ट पार्टी देहरादून के सभापतित्व में एक सभा हुई। इस सभा में आर. एस. पी., हिन्दू महासभा, कम्युनिस्ट इम्प्लाइज एसोसिएशन, टेलिफोन इंजिनियरिंग युनियन क्लास ३, कालेज तथा स्कूल कर्मचारी युनियन, अस्पताल तथा स्वास्थ्य विभाग कर्मचारी युनियन, जिला मजदूर सभा आर्यसमाज तथा नागरिकों ने भाषण दिये। उसमें उन बहादुर छात्राओं को बधाई का तथा निष्पक्ष जांच की मांग की गई।

कालेज तथा स्कूल ज कर्मचारियों द्वारा १७ नवम्बर को घंटा घर पर सभा।

साधुराम स्कूल के प्रिंसिपल श्री साधुराम महेन्द्र के अड़ियलपने के विरोध में कर्मचारियों द्वारा एक दिन का सांकेतिक हड़ताल !

उधर एक लम्बे अरसे से कालेज तथा स्कूल कर्मचारियों के बीच असन्तोष की खबरें आ रही थीं। चूंकि उनके ऊपर कोई भी सरकारी कानून लागू नहीं होता, उनकी तनखाह, काम के घण्टे, लुट्टी की सुविधा, अपने बच्चों की पढ़ाई तथा दवा का प्रबन्ध आदि की कोई भी समुचित व्यवस्था न थी। ऊपर से इस युनियन के एक प्रवक्ता ने बताया की एकाध प्रिंसिपल तो वदतमीजी से पेश आने में ही अपनी शान समझते थे।

इसीलिये कर्मचारियों ने सभी रक्तों के प्रिंसिपलों और मैनेजिंग कमेटी को एक दिन की सांकेतिक हड़ताल की नोटिस दे रखी थी। ऐसा पता चता है कि इस हड़ताल की तैयारी की उन्होंने व्यापक तैयारी की थी और घंटा घर पर १७ नवम्बर को शहर के तमाम मजदूर युनियनों के प्रतिनिधियों और राज-नैतिक दलों के नेताओं के भाषण हुए।

हड़ताल के एक दिन पूर्व संध्या को ही लगभग सभी स्कूलों के प्रिंसिपलों ने कर्मचारियों की मांगों को पूरा करने का आश्वासन दिया और कल मांगों को मान भी लिया।

पर ऐसा पता चला है कि साधुराम हायर सेकण्डरी स्कूल के प्रिंसिपल श्री साधुराम महेन्द्र के कान पर जूं तक न रंगी। उलटे उन्होंने युनियन की शान के विरोध में तथा इस युनियन के प्रधान साथी एस. सी. दत्ता के विरोध में कुछ अनर्गल प्रलाप किया।

फल स्वरूप इस स्कूल के कर्मचारियों ने १७ नवम्बर को पूर्ण हड़ताल रखा और शाम को एक जलूस निकला और घंटा घर पर भी रूदीदत्त जी के सभापतित्व में सभा हुई। इस सभा में बक्ताओं ने श्री साधुराम महेन्द्र के केवल कर्मचारियों के प्रति व्यवहार की ही नीन्दा न की बल्कि उनके द्वारा चलाये गए क्रोमोपरेटिव सोसाइटी, नई प्रणाली प्रकाशन, आडिट रिपोर्ट के गड़बड़ घुठाले की तीव्र भर्त्सना की।

जन संघ की सभा में मजदूरों की मांगों पर हंसी उड़ाने की कोशिश—ढोल में पोल

१५ नवम्बर को कालेज तथा स्कूल कर्मचारियों की सभा में जनसंघ के नेता श्री नित्यानन्द स्वामी ने कर्मचारियों की मांगों का पूर्ण समर्थन किया था। लेकिन इसी मिटिंग के बाद जो जनसंघ की सभा हुई उसमें मजदूरों की मांगों को छोटी भांगे कह कर हंसी उड़ाने की चेष्टा कुछ नेताओं ने की। इसका फल यह हुआ कि सभा में भोताओं ने इसका तीव्र विरोध किया और वक्ता महोदय को अपने शब्द वापस लेने पड़े। कुछ वक्ताओं ने मजदूरों की मांगों को कम्युनिस्ट पार्टी से मिलाने की भी कोशिश की। यह सभी दुःखद बातें हैं। अगर जनसंघ मजदूरों की मांगों को छोटा समझा है तो जनसंघ के कुछ नेता कुछ युनियनों में घुसने की जो चेष्टा करते हैं या कुछ युनियनों के पदाधिकारी हैं वे क्या वोट लेने के लिए वहाँ गए हैं, या मजदूरों की मांगों की साथ उनकी सच्ची सहानुभूति है? कृपया जनसंघ के नेता इसे स्पष्ट करें।


मसूरी में ७ नवम्बर को बुडस्टाक स्कूल के कर्म-चारियों की सभा और जलूस।

७ जनवरी को मसूरी में भी मजदूरवर्ग का झन्डा बड़ी शान से गांधी मैदान में लहरा उठा। मुख्य बात यह थी कि बुडस्टाक स्कूल एक अमेरिकन स्कूल है जहां अमरीकी छात्र अधिक भारतीय छात्र नगण्य है। इस स्कूल के कर्मचारियों के साथ यहाँ के प्रिंसिपल का यह फरमान है कि कोई कर्मचारी अपने परिवार को अपने साथ नहीं रख सकता। इसके अलावा उनकी तनखाह, मंहंगाई भत्ता, मोविडेंड फंड, लुट्टी आदि का भी सवाल था। प्रिंसिपल महोदय युनियन को भी मानने से इन्कार करने लगे थे। कर्मचारियों से बाब करने पर यह पता चला कि प्रिंसिपल महोदय ने युनियन को कम्युनिस्ट पार्टी तथा चीन आदि से मिलाने की कोशिश की।

इसी लिये ७ नवम्बर को एक बहुत बड़ी सभा हुई। जिसमें श्री एस.सी. दत्ता, श्री मुनिश्वर पांडे भी जयदत्त जोशी तथा अन्य वक्ताओं के भाषण हुए।

सभा के बाद ही एस. डी. एम. मसूरी ने युनियन के प्रतिनिधियों को मिलने के लिये बुलाया। उनके हस्तक्षेप से वहाँ पर चलने वाली हड़ताल खतम हुई। प्रिंसिपल ने लिख कर मांगों पर विचार करने के लिये कहा।

लेकिन अब ऐसा पता चला है कि प्रिंसिपल अपनी बातों से हट रहा है।



The Govt's decisions on the Pay Commission's Report are not only not detailed enough but also complex. It requires more information as well as study.

On the face of it, it seems, little rise in emoluments is not on the basis of increase in national wealth and soaring high prices as demanded by the workers, but on the principle of rise in wages only when productivity is increased. This is not wholly satisfactory.

Another feature is to pay the employees less in cash at the present moment when due to high prices, cost of living is daily going up but to grant better retirement benefits.

Though a step forward in certain directions, on the whole it will satisfy none.



SUMMARY
OF
THE MAIN RECOMMENDATIONS OF
THE COMMISSION OF ENQUIRY ON
EMOLUMENTS AND CONDITIONS OF SERVICE OF
CENTRAL GOVERNMENT EMPLOYEES
1957—1959

MINISTRY OF FINANCE
GOVERNMENT OF INDIA

PRINTED IN INDIA BY THE GENERAL MANAGER,
GOVERNMENT OF INDIA PRESS, NEW DELHI, 1959

**SUMMARY OF THE MAIN RECOMMENDATIONS OF THE COMMISSION OF
ENQUIRY ON EMOLUMENTS AND CONDITIONS OF SERVICE OF
CENTRAL GOVERNMENT EMPLOYEES**

(1957—59)

The Pay Commission was appointed to examine the principles which should govern the structure of emoluments and conditions of service of Central Government employees; to consider and recommend what changes in the existing structure of emoluments and conditions of service of different classes of employees are desirable and feasible; and to recommend, in particular, the extent to which benefits to Central Government employees can be given in the shape of amenities and facilities. In making its recommendations, the Commission was required to take into account the historical background, the economic conditions in the country and the implications and requirements of developmental planning, as also the disparities between the emoluments of Central Government employees on the one hand and those of the employees of the State Governments, local bodies and aided institutions on the other.

The Report of the Commission is divided into five parts. Part I is introductory; Part II deals with general principles and considerations which should govern pay and conditions of service of Central Government employees, minimum remuneration, highest salaries and dearness allowance; Part III refers to pay scales recommended for various categories of Government servants, and house rent and other allowances; Part IV deals with the remaining conditions of service, like hours of work, casual leave, holidays, leave, age of superannuation, retirement benefits and facilities and amenities relating to medical attendance, housing, educational assistance, canteens, uniforms, staff welfare, leave travel concessions and other matters like promotions, character rolls, political rights, rights of association and negotiating machinery; Part V refers to efficiency in the public service and statistical requirements and gives an estimate of the cost of the recommendations of the Commission.

The main recommendations of the Commission are summarised below.

Principles of pay and conditions of service

The remuneration and conditions of service of Government servants are not capable of being determined by a single principle, but by a number of principles which should supplement one another, and there is no fixed order in which they are to be applied. The structure of emoluments and conditions of service should be so designed as to ensure recruitment at different levels of persons with requisite qualifications and abilities and keep them efficient. While the criterion of 'model employer', as it is commonly understood, is not suitable for determination of remuneration, the social principles and standards which Government have commended to employers generally should be taken into account. Once the demands of efficiency of the public service are satisfied, social considerations require limitation of disparities between the highest and the lowest salaries, to the minimum. With the minimum and maximum salaries having been determined on a combination of social and economic considerations, sound and equitable internal relativity constitute the most important single principle to be followed in the determination of the intermediate salaries. Even above the minimum level, Government should remunerate their employees fairly. Except in the broad sense of being an indicator of the level and the state of the economy, the trend of national productivity cannot be accepted as a factor in itself relevant to the determination of salaries and wages of Government servants. The level of consumer prices is

among the factors relevant to determination of rates of remuneration of Government servants.

Economic conditions and requirements of developmental planning

After reviewing the economic conditions in the country, the resources available to Government and the needs of developmental planning, the Commission has observed that until the economy develops, no substantial improvement in the standard of living of the people generally, or of the great majority of Government servants is possible. Economic development under the conditions obtaining in India requires restraint in current consumption for the sake of the future. Taking the economy as a whole, the increase in consumption expenditure must be kept well below the rate of increase in national income; for this is an essential condition of adequate investment. Developmental planning does not, however, postulate a general reduction in the standard of living. A sacrifice of the current standards can be imposed on those who are well-off; and even from others, restraint in the enjoyment of the *additional* fruits of development can reasonably be asked for, but a great deal depends on the situation at a particular time. The general approach of the Commission is that for the lowest grades of Government servants, developmental planning should not involve a depression of their existing living standard. It is well to remember that planning has social as well as economic objectives, and that investment in human beings is not the one that is least important, or one that brings no return.

Disparities between the emoluments of Central Government employees and those of the State Governments, Local Bodies, etc.

There are notable disparities between the emoluments of employees of one State and another, and they are wider than those between the rates under some State Governments and the Central Government. Even in the same State, there are disparities between the emoluments of its own employees and those of local bodies and aided institutions. This may not be wholly on account of the revenue position of the respective States, but due to various other relevant factors, like the economy of a State, as a whole, order of priorities in regard to social objectives, etc. In the context of the constitutional structure, the issue of disparities is a highly complex one, which is not capable of being resolved in a simple way. Considering that different State Governments may attach different degrees of importance to the various social objectives, disparities should be regarded as a factor calling for restraint, but not one that would justify the denial to the Central Government employees of the minimum improvement in remuneration, which may otherwise appear to be fair and reasonable.

Minimum Remuneration

The present minimum remuneration of Rs. 75 of Central Government employees compares favourably with the average minimum rate in organised private industry, and it is sufficient to attract recruits of the right type. But having regard to the price level at which minimum remuneration was fixed on the recommendation of the Varadachariar Commission, the average level of consumer price index for the year 1958, the requirements of food, clothing, housing, etc., for a family of three consumption units, within the available resources of the country, the Commission has recommended a *minimum* remuneration of Rs. 80 (inclusive of a dearness allowance of Rs. 10) for Central Government employees.

Highest Salaries

Keeping in view the very high salaries allowed in organised private sector to the comparable class of employees, the substantial reduction already made as the result of the Varadachariar Commission's recommendations, the erosion of the real

income which has since taken place, and the necessity of a high standard of recruitment to the superior services, the Commission has not recommended a reduction of salaries at present prescribed for the highest grades.

Dearness Allowance

On the basis of the working class consumer price index (base 1949=100) and the assumption that the index is not likely to fall below 100, the Commission has recommended that the basic salaries of lower paid employees should be fixed in terms of the requirements at an index level of 100, and no downward adjustments in the basic salaries should be made even if the index falls to 90. As the upward tendency in prices is likely to persist, dearness allowance should continue as a separate element in the remuneration of Central Government employees, but it should be limited for the present to those whose salary is not above Rs. 300 per mensem. In accordance with these considerations, the existing rates of dearness allowance (excluding interim relief of Rs. 5) upto a salary limit of Rs. 300 and the entire amount of the allowance above this limit would be merged with the basic pay in respect of all salaries upto Rs. 1,000.

Related to the consumer price index 115, dearness allowance has been recommended at the rate of Rs. 10 for salaries upto Rs. 150 and at Rs. 20 for salaries between Rs. 150 and 300, with marginal adjustment upto Rs. 320. These rates should continue unless the index falls below 100. If during a period of 12 months the index remains on an average ten points above 115, Government should review the position and consider the question of increasing the allowance at a suitable rate. If there is a fall by the same margin, and for the same period, the position should be similarly reviewed and appropriate adjustments made. The benefit of dearness allowance should, in future upward adjustments, be extended to all employees drawing a basic pay below Rs. 400 per mensem in such a manner that the total including dearness allowance does not exceed Rs. 400. It has also been recommended that if the index continues to rise further the case of employees in the pay range of Rs. 400 to Rs. 1,000 may also be considered in the light of the various relevant circumstances at the time.

Typical scales recommended by the Pay Commission

In the light of the general principles suggested by the Commission, the following typical scales have been recommended:

CLASS I

	Rs.
Supertime scales and fixed rates of pay	3,000
	2750
	2500
	2250
	2000—125—2250
	1800—100—2000—125—2250
	2000
	1800—100—2000
	1600—100—1800
	1300—60—1600—100—1800
	1100—50—1300—60—1600—100—1800
	1300—60—1600
	1100—50—1400

TIME SCALES :

Indian Foreign Service	
Senior Scale	900—50—1300—1300—60—1600—100/2—1800
Junior Scale	400—400—500—40—700—30—1000
Class I (non-technical) Services	400—400—450—30—510—700—40—1100—50/2—1250
Scientific Services :— •	
Senior Scale	700—50—1250
Junior Scale	400—40—800—50—950
Engineering and some other Services—	
Senior Scale	700—40—1100—50/2—1250
Junior Scale	400—400—450—30—600—35—950
Medical Services—	
Senior Scale	850—45—1300—50—1400 (consolidated scale)
	or
	675—35—850—40—1050—50—1150 plus non-practising allowance.
Junior Scale	575—25—600—30—750—40—1150 (consolidated scale)
	or
	425—25—450—30—600—35—950 plus non-practising allowance.

CLASS II

Standard Scale	350—25—500—30—830—35—900
Accounts Department	590—30—830—35—900
Station Superintendents (Railways)	590—30—830—35—900
Medical Services	475—25—650—30—950 (consolidated)
	or
	325—25—500—30—800 plus non-practising allowance.
Programme Executives in All India Radio, Grade III of the Central Information Service/ Stores Officers, etc.	350—25—500—30—800
Research Assistants/Technical Assistants etc.	325—15—475—20—575
Assistants in the Central Secretariat	210—10—290—15—530

CLASS III

Clerical Staffs

Supervisory Grade I	450—25—575
" " II	350—20—450—25—475
" " III	335—15—425
" " IV	210—10—290—15—380
Upper Division Clerk	130—5—160—8—280—10—300
	130—5—160—8—280
Lower Division Clerk	110—3—131—4—175—5—180
Stenographers	320—15—530
	210—10—290—15—425
	150—5—160—8—280—10—300
	130—5—160—8—280—10—300

Scientific Staff—

Research Assistant/Scientific Assistant/
Laboratory Assistant, etc.

325—15—475—20—575
210—10—290—15—425
150—5—160—8—280—10—300
(if 4 grades are retained)
or
160—8—280—10—300
(If 3 grades are retained)
110—4—170—5—200

Engineering Staffs—

450—25—575
335—15—485
335—15—425
250—10—290—15—380
205—7—240—8—280
180—180—205—7—240—8—280
180—6—240
175—6—205—7—240
150—5—175—EB—6—205—7—240
110—4—170—5—200
110—3—131—4—175—5—180
with a special pay of Rs. 10 per mensem in
some cases.

Accounts Staff

S.A.S. Accountants 270—15—435—20—575
Divisional Accountants 180—10—290—15—440

Revenue Staff—

Income Tax Department
Income Tax Inspectors (Selection Grade,
only if there is direct recruitment to
Class II). 325—15—475—20—575
Income Tax Inspectors (Ordinary Grade) 210—10—290—EB—15—485
Notice Servers 75—1—85—2—95

Customs Department—

Preventive Officers Grade I/Examiners 325—15—475—20—575
(Selection Grade).
Preventive Officers Grade I/Examiners 210—10—290—EB—15—485
Preventive Officers Grade II. 150—5—160—8—280—10—300

Central Excise Department—

Deputy Superintendents 350—20—450—25—575
Inspectors (Selection Grade) 320—15—485
Inspectors (Ordinary Grade) 210—10—290—15—380
Supervisors 110—4—170—5—180
Women Searchers 130—4—170—5—225

Posts and Telegraphs Department—

Operating Staffs—
Supervisory Grades 335—15—425
210—10—290—15—320
Basic Grades 150—5—175—6—205—7—240
110—4—170—5—225

Assistant Superintendent of Post Offices and R.M.S.	335—15—425
Inspectors of Post Offices and R.M.S.	210—10—290—15—380
Wireless Operators	270—10—290—15—350 (Selection Grade)
Repeater Station Assistants	150—5—160—8—240—EB—8—280—10— 300
Telephone Inspectors	150—5—160—8—240—EB—8—280—10— 300
Line Inspectors	150—5—160—8—216
Mechanics, Cable Jointers.	175—6—205—7—240 (Selection Grade)
	110—3—131—4—155—EB—4—175—5— 180
Sub-Inspectors Telegraphs	105—3—135—EB—4—155
Head Postmen and allied categories	135—4—155 (Selection Grade)
	105—3—135
Postmen, Linemen, Mail Guards	75—1—85—EB—2—95

Railways—

Scales of pay and main categories under each scale—

Chief Controller	}	450—25—575
Head Ticket Collector		
Head Travelling Ticket Examiner		
Inspector (Commercial)		
Inspector (Loco)		
Inspector (Transportation)		
Station Superintendent/Deputy Station Supdt.	}	370—20—450—25—475
Yard Foreman		
Yard Master.		
Deputy Chief Controller		
Head Ticket Collector		
Head Travelling Ticket Examiner		
Inspector (Commercial)		
Inspector (Transportation)		
Inspector (Loco)		
Power Controller		
Station Master	}	335—15—485 (scale proposed if two existing grades Rs. 260—350 and Rs. 300—400 are grouped together).
Station Superintendent/Deputy Station Supdt.		
Yard Foreman	}	335—15—425
Yard Master		
Loco Inspector		
Power Controller		
Chief Wireless Inspector		
Driver Grade A		
Head Ticket Collector		
Head Travelling Ticket Examiner		
Inspector (Commercial)		
Inspector (Transportation)		
Inspector (Loco)		
Power Controller		
Section Controller, Grade I		
Station Master		
Yard Foreman		
Yard Master		

Section Controller 270—10—290—15—425 (If Grades I and II are amalgamated).

Section Controller, Grade II 270—10—290—15—380

Assistant Yard Foreman
Assistant Yard Master
Chief/Head Booking Clerk
Chief/Head Goods Clerk
Chief/Head Luggage Clerk
Head Signaller
Head Ticket Collector
Head Travelling Ticket Examiner
Head Trains Clerk
Inspector (Commercial)
Inspector (Transportation)
Station Master
Yard Foreman
Yard Master

} 250—10—290—15—380

Driver Grade B 210—10—290—15—320—EB—15—380

Assistant Inspector (Commercial)
Assistant Inspector (Transportation)
Assistant Station Master
Assistant Yard Foreman
Assistant Yard Master
Chief/Head Booking Clerk
Chief/Head Goods Clerk
Chief/Head Luggage Clerk
Conductor
Driver (Licensed—Marine)
Guard Grade A
Head Signaller
Head Trains Clerk
Motorman
Serang (Marine)
Station Master
Wireless Inspector
Yard Foreman
Yard Master

} 205—7—240—8—280

Serang (Marine) 175—6—205—7—240

Driver Grade C 150—5—160—8—240

Assistant Station Master
Assistant Yard Foreman
Assistant Yard Master
Booking Clerk
Conductor
Driver (First Class Certificate—
Marine)
Goods Clerk
Guard Grade B

} 150—5—175—6—205—EB—7—240

Head Signaller	}	150-5-175-6-205-EB-7-240
Head Ticket Collector		
Head Travelling Ticket Examiner		
Luggage Clerk		
Station Master		
Trains Clerk		
Yard Foreman		
Yard Master		
Wireless Operator		130-5-160-8-200-EB-8-256-EB-8-280
Assistant Station Master	}	130-4-170-EB-5-200-EB-5-225
Assistant Yard Foreman		
Assistant Yard Master		
Driver (Second Class Certificate—Marine)		
Guard Grade C		
Serang (Marine)		
Yard Foreman	}	130-4-170-EB-5-200-EB-5-225
Yard Master		
Travelling Ticket Examiner		130-5-175-EB-6-205-7-212
Shunter Grade A		130-4-170-EB-5-200
Shunter Grade B		130-4-158
Fireman Grade A	}	125-3-131-4-155
Shunting Jamadar		
Booking Clerk	}	110-4-150-EB-4-170-5-180-EB-5-200
Goods Clerk		
Luggage Clerk		
Signaller		
Ticket Collector	}	110-3-131-4-155-EB-4-175-5-180
Trains Clerk		
Cabinman	}	110-3-125
Shunting Jamadar		
Brakesman	}	100-3-130
Fireman Grade B		
Class IV	}	55-1-60 (for under-age employees)
		70-1-80-EB-1-85
		75-1-85-EB-2-89
		75-1-85-EB-2-95
		80-1-85-2-95
		75-1-85-EB-2-95-EB-3-110
		80-1-85-2-95-EB-3-110
85-2-95-3-110		
95-3-110		
<i>Workshop Staffs :</i>		
Unskilled	}	70-1-80-EB-1-85
		75-1-85-EB-2-95
		75-1-85-EB-2-95-3-101-EB-3-110
Semi-skilled and un-skilled supervisory	}	-110
		85-2-95-3-110
		95-3-110

	85-2-95-3-110
	85-2-95-3-110-EB-3-128
	100-3-130
	100-3-130-EB-3-142
	110-3-131
	110-3-131-4-143
	110-3-131-4-143-EB-4-155
Skilled	110-3-131-4-143-EB-4-171-EB
	-4-175-5-180
	125-3-131-4-155
	125-3-131-4-163-EB-4-175-5-
	180
	140-5-175
	150-5-180
	130-5-175-EB-6-205-7-212
	150-5-175-6-205
Highly Skilled	150-5-175-6-205-EB-7-240
	175-6-205-7-240
	205-7-240

Subject to monetary ceilings ranging from Rs. 5 to Rs. 50, initial pay in the new scales should be fixed on a 'point-to-point' basis, i.e., at the point in the new scale corresponding to the point represented by the pay in the present scale.

It has been recommended that the task of fitting the workshop staff in the new pay scales should be entrusted to specially constituted bodies consisting of two experts and a neutral chairman.

House Rent Allowance and City Compensatory Allowance

The present classification of localities for the grant of house rent and city compensatory allowances on the basis of population should continue, but there is no justification for the existing arrangement under which gazetted officers in "A" class cities (Bombay and Calcutta) are granted these allowances at rates higher than those for non-gazetted officers. Accordingly, the following revised rates of allowances have been recommended:

HOUSE RENT ALLOWANCE

	Class of cities		
	'A' (Bombay and Calcutta)	'B' (other cities with population exceeding 5 lakhs).	'C' (cities with population of over 1 lakh but not over 5 lakhs.)
Below Rs. 75	Rs. 10	Rs. 7.50	Rs. 5
Rs. 75 and above but below Rs. 100	15	10.00	7.50
Rs. 100 and above but below Rs. 200	20	15.00	7.50
Rs. 200 and above	10 % of pay	7½ % of pay	(for those drawing pay below Rs. 150) Nil

CITY COMPENSATORY ALLOWANCE.

Class of cities			
	‘A’	‘B’	‘C’
Below Rs. 150	10% of pay subject to a minimum of Rs. 7.50 and a maximum of Rs. 12.50.	5% of pay subject to a minimum of Rs. 5 and a maximum of Rs. 10 for all persons drawing pay below Rs. 500 per mensem.	Nil.
Rs. 150 and above but below Rs. 300	8% of pay subject to a minimum of Rs. 12.50 and a maximum of Rs. 17.50		
Rs. 300 and above	6% of pay subject to a maximum of Rs. 75.		

Where the application of the revised rates results in reduction of the allowances being drawn at present, the reduction may be spread over three years or so. The condition of residence within the limits of the qualifying city for the purpose of house rent allowance should be abrogated for both gazetted and non-gazetted employees, and those whose place of duty, though outside, is in the proximity of a qualified city, and who, of necessity, reside within the city, may be given house rent allowance admissible in that city.

Travelling Allowance

The rates of daily allowance and incidental expenses in connection with tours should be reviewed. The present rates of allowance for incidentals for journeys on transfer should be halved, but in lieu of the other half an employee should be allowed half a month's pay, subject to a maximum limit of Rs. 150. Retiring Government servants, under certain conditions, and those invalidated from service, may be allowed travelling allowance for journey to their home towns.

Transport between place of work and residence

No change is recommended in the present policy of not granting an allowance for travel between residence and place of work, but the grant of transport concession, in some form or other, may be considered under certain exceptional circumstances. Steps should also be taken to ease the extreme transport difficulties of employees working in big cities.

Hours of work

Working hours of office staff are on the low side and an increase would be justified, but an attempt should first be made to obtain better output within the present hours. Otherwise, weekly hours at present prescribed for various other categories of staff may continue, and uniformity in this regard is not necessary or feasible. In establishments in which industrial and non-industrial staff work together, the latter should observe the same hours of work as the former.

Weekly Off

Alternate Saturdays should be full working days and full holidays for offices which observe every Saturday as half-holiday at present. No change is recommended in the present arrangement for weekly break for other employees, except that for operating staff, the weekly off should not ordinarily be less than thirty hours and should include a full night's rest. When operating staff are required to work on an off day, a compensatory break should be allowed as soon as possible within a period of 2 months.

Public Holidays

The number of public holidays should be reduced to 16, where they exceed that number at present; staff who do not enjoy any public holidays should be considered entitled to three National holidays, and they should be compensated by payment if they cannot be relieved of their duties on those days. No change is recommended in the existing number of holidays for workshop staff, except that it should not, in any case, exceed 16; and non-industrial staff employed in industrial establishments should have the same number of holidays as the industrial. Overtime allowance should be paid to an eligible employee who is required to work on a public holiday.

Overtime Allowance

Overtime allowance should be granted, under specified conditions, only to non-gazetted staff drawing pay not exceeding Rs. 500 per mensem, but in the case of office staff it may be granted only for duty in excess of 45 minutes beyond the prescribed hours on any working day. In the case of workshop staff, for work in excess of the prescribed working hours, but not less than 48 hours a week, overtime allowance should be determined by common criteria on specified general principles so as to reduce to the minimum divergencies in this respect in various establishments. In all cases, the overtime allowance should be calculated on the basis of pay and allowances, excluding house rent allowance.

Casual Leave

Casual leave for office staff should be reduced from 15 to 12 days a year. Operating and other similar staff who have either no public holidays or a restricted number of public holidays may have 15 days; and workshop and other industrial staff 7 days in a year.

Other kinds of leave

The entitlement for earned leave on full pay should be determined with reference to the length of service, which in the case of office staff will vary from 1.75 days for each month of service during the first five years, to a maximum of 2.5 days for each month of service after 15 years.

For industrial staff earned leave will vary from 1 day for each month of service during the first five years to 1.75 days for each month of service after 15 years. This is in addition to 10 days sick leave on full pay and 10 days leave on half pay every year.

It has been recommended that study leave should be liberally granted, particularly to scientific, technical and administrative staff.

Age of Superannuation

Having regard to the age of retirement of civil servants in other countries, improvement in public health, general decline in the death rate, improved expectancy of life of pensioners, shortage of trained manpower in the context of an

expanding economy, and the employment position, the Commission has recommended that the age of superannuation should be raised to 58 years for all classes of public servants, but scientific and technical personnel may ordinarily be retained in service upto the age of 60 by grant of extension or re-employment for two years.

Retirement Benefits

Temporary service when followed by permanency should count in full for pension, and additional benefit of half a years' pension may be allowed when qualifying service exceeds completed years by more than six months. The rate of death-cum-retirement gratuity should be revised so as to make the maximum amount available on completion of 30 years' qualifying service, as for pension.

Industrial staff, on being made permanent, should be brought under the standard pension scheme.

For purely temporary employees who retire or are retrenched after not less than five years continuous service, a terminal gratuity has been recommended at the rate of one-third of a month's pay for each completed year of service.

Improvements have been recommended for families of employees who die in service. In respect of temporary employees who die after completion of one year service, a gratuity varying from one month to three months' pay; and for families of quasi-permanent employees a gratuity subject to a maximum of four months' pay. In either case, death gratuity may be at the rates suggested for terminal benefits on retirement or retrenchment, if these are higher.

The Commission has also further recommended that the family of a permanent employee who dies before completing five years of qualifying service should be given a minimum gratuity equal to six months' emoluments, except in cases in which death occurs in the first year of permanent service, the minimum may be two months' emoluments. The family of a deceased employee who was a subscriber to the contributory provident fund should be granted gratuity equal to the difference between the amount that would have been admissible had he been on pensionable establishment and Government's contribution towards his provident fund with accumulated interest.

After considering various schemes for increased provision for families of deceased Government servants, the Commission has recommended a widow's and children's pension benefit scheme, on a contributory basis, in replacement of the existing provision for survivor benefits. Under the proposed scheme, for a comparatively small contribution from his pay or surrender of a portion of gratuity, the widow of a deceased employee will get for life or till re-marriage one-third of the pension he was getting at the time of his death or would have got on the day following the day of his death, and the children will get pension varying from 1/12th to 1/3rd of the pension, according to the number of children, until they are 18 years of age or during their full-time education.

It has been suggested that government may consider the question of granting some relief to persons whose pension does not exceed Rs. 200 per mensem when there is increase in the cost of living.

For officers recruited after completing the age of 28 years to posts for which research or specialised qualifications in scientific, technological or professional fields are essential, the Commission has recommended the re-introduction of the provision for adding a period not exceeding 5 years to the qualifying service for the purpose of pension.

Medical Facilities

Medical facilities should be on a contributory basis for all Central Government employees, and the pattern of medical care and treatment should, wherever there is a concentration of employees, be broadly similar to that available under the

Contributory Health Service Scheme in Delhi. Industrial staff and their families should have the same facilities for medical care and treatment as non-industrial staff.

Housing Facilities

Government should have a comprehensive programme for housing their employees. There should be a substantial expansion and acceleration of the present building programme, particularly in Bombay and Calcutta, and housing in small places where there is a large concentration of Central Government employees requires urgent attention. Till the required number of permanent houses can be constructed, an emergent programme of construction of inexpensive, temporary, accommodation may be taken up. The maximum rent recoverable from employees whose pay is below Rs. 150 per mensem should be limited to 7½ per cent. of pay. Employees who are transferred from one station to another should be given priority in housing.

Rent free residence should be provided only if duties or conditions of work are such that a higher remuneration would be granted but for this concession.

Government should encourage and assist employees to build their own houses specially on a co-operative basis.

Educational Assistance

In the interest of Central Government employees, as well as of other floating population in the country, the growth of schools with common syllabus and media of instruction and moderate fees, should be encouraged.

The Railway schemes of setting up hostels in various linguistic areas with concessional lodging and boarding charges for children of employees in the lower pay ranges, and educational assistance to employees whose pay does not exceed Rs. 300 per mensem, to enable them to send their children to boarding schools of their choice when suitable schooling facilities do not exist at the station where they are posted, should be extended to employees of all other Departments in the same pay ranges and under similar circumstances.

Uniforms, Protective Clothing etc.

Uniforms, protective garments, and other accessories are intended to be essential equipment for performance of particular public duties, and they should not be regarded as fringe benefits or a sort of supplement to cash remuneration. Washing allowance may be granted to those drawing basic pay not exceeding Rs. 150 per mensem.

Working Conditions, Canteen Facilities, Staff Welfare

There is wide scope for improvement of working conditions, and immediate improvement is possible in various matters such as cleanliness, lighting, heating and cooling arrangements, as also office furniture and equipment. There should be a phased programme of construction of office buildings to ensure that in a few years all offices are satisfactorily housed.

There should be a comprehensive examination of rest house and retiring room facilities for operating staff. A tiffin room should be provided where the number of employees is small, and a canteen where the number of employees exceeds 50. There should be a standard minimum provision of departmental assistance to canteens, tiffin rooms, etc.

As a first step towards a co-ordinated welfare programme for the whole body of Central Government employees, there should be a central agency, or a committee drawn from different Ministries, to look after welfare activities and to maintain

uniformity as far as possible. Welfare measures should be administered with as full a participation of the staff as possible, and a committee set-up to make a review of the existing welfare arrangements and to make recommendations for their improvement. The present expenditure on welfare activities should be substantially increased, and the grant in different Departments should be more or less on the same scale. Staff benevolent funds should be set up by the Departments concerned on a contributory basis.

In addition to social, cultural and recreational activities, promotion of co-operative societies and schemes for relief to employees or their dependents in certain circumstances deserve special attention.

Leave Travel Concessions

The travel concession allowed to different classes of Railway employees should be uniform, and in all cases reduced to one set of free passes and two sets of privilege ticket orders in a year.

For other employees, the basic features of the present concession should continue, but it should be extended to industrial and workcharged staff who are entitled to regular leave. Employees whose home place is not connected by rail should be allowed the concession also for journeys between the home town and the nearest railway station, and those who leave their families in their home towns may have the concession for themselves only once a year.

Promotion and Character Rolls

Merit should continue to be the criterion in making promotions at higher levels, but at lower levels, the principle of seniority-cum-fitness is appropriate. Qualifying examinations need not be adopted as a general method for promotion, except to grades in which specialised knowledge is necessary.

Revision of grade structures and complements may not be made merely for the purpose of increasing promotion opportunities. There should be a system of promotion by a special limited competitive examination to provide young officers in Class II and Class III services an additional opportunity to enter any of the Class I or Class II services to which there is direct recruitment by a competitive examination.

The present arrangement of the immediate superior writing a confidential report may continue, but the next higher officer should be required to exercise his positive and independent judgment on the remarks of the reporting officer. It should be ensured that the reporting officers write the confidential reports in accordance with the relevant instructions on the subject.

Temporary employees, Workcharged Staff and Casual Labour

There appears to be no justification for the disproportionately large number of temporary employees. The permanent requirements of all categories of staff should be speedily determined. For this purpose, one or two official committees may be set up, and it should be ensured that the decisions of the Government in this regard are given effect within six months to a year.

Workcharged staff whose services are likely to be required on a permanent or semi-permanent basis, should be made permanent, or given quasi-permanent status. They should be classified into industrial and non-industrial, depending on the nature of their duties, and should have the same conditions of service as the corresponding staff.

Casual employment should be restricted to work of a purely casual nature, and for this purpose there should be a review of the existing position. The same rates

of wages should be fixed for casual labour in "unscheduled employment" as are fixed for casual labour in "scheduled employments" under the Central Government, or with reference to the minimum prescribed by the respective State Governments for comparable "scheduled employments". All casual labour under the Central Government should have the benefits and safeguards provided by the Minimum Wages (Central) Rules, 1950, relating to weekly holidays, working hours, night shifts and extra wages for overtime.

Government Servants Conduct Rules

The provisions of the Conduct Rules which impose restrictions and prohibitions on Government servants as regards public expression of opinion, criticism of Government, acquisition and disposal of property, acceptance of gifts, and other cognate matters are reasonable, and they require no modification. Official discipline is considered essential for the reason, among others, that the Government, being answerable to the whole community for the conduct of its employees, must ensure that the employees conform to standards of conduct which the community, and the Government representing it, lay down for them.

The Commission has, however, recommended that instead of placing a general ban on public expression of views and then providing for some exceptions, as is the case at present, a general freedom of intellectual expression should be recognised, and only such specific restrictions should be imposed as are necessary to meet the requirements of the public service.

Political Rights

Removal or relaxation of the existing restrictions on the exercise of political rights by employees would not be in the public interest, or in their own interest.

Right of Association

Reasonable facilities should be provided for trade union activities. The rules of recognition of service associations should be conceived and recognition granted in a liberal spirit.

Membership of an unrecognised association should not, as such, be a disciplinary offence. But if such an association takes recourse to or assists in activities which if resorted to by individual Government servants would constitute a breach of a provision of the Conduct Rules, the Government servants concerned may be required to withdraw their membership on pain of disciplinary action.

The Commission is definitely of the view that it is wrong that public servants should resort to strikes or threaten to do so, and that persons entrusted with the responsibility for operating services essential to the life of the community should seek to disorganize and interrupt those services in order to promote their interests. Without amendment of the law, a change should be brought about by the employees themselves abjuring the use of the strike weapon and demonstrations, and the Government accepting a convention that they would refer to arbitration any dispute concerning certain important matters which are not settled by negotiation.

Machinery for Negotiation and Settlement

Consistently with its view that public servants should not resort to strikes or demonstrations, the Commission has recommended the setting up of a Whitley type machinery with a central joint council representing the whole body of Central Government employees, both industrial and non-industrial, for negotiation and settlement of disputes. There should also be departmental joint councils.

As a necessary complement to a joint machinery for negotiation, there should be provision for compulsory arbitration open only to recognised associations and

limited to pay and allowances, weekly hours of work and leave, of employees not above the present Class II level.

The Ministry of Labour should be closely associated with important matters concerning staff relations. It should, in particular, be associated with the proposed central joint council, and appoint the chairman of the board of arbitrators, should arbitration become necessary.

Disciplinary Proceedings

A disciplinary enquiry should not be conducted by the immediate superior of the Government servant being proceeded against, or by an officer at whose instance the enquiry was initiated. All appeals, memorials and petitions which come to the Central Government against imposition of major penalties, like dismissal, removal from service, compulsory retirement and reduction in rank should be disposed of only in consultation with the Public Service Commission. The power to withhold appeals, memorials or petitions should be exercised by an authority higher than the one which had passed the orders against which the appeal, etc., is made.

Classification of Services

The present classification of services and posts into four classes—I, II, III and IV—serves no practical purpose, and it should be abolished.

The Commission has deprecated the existing practice of mentioning in official correspondence, orders, etc., the name, in an abbreviated form, of the service to which the officer belongs.

Efficiency in the Public Service

The Commission considers that the whole problem of efficiency and productivity in Government offices, services (Railways, Posts and Telegraphs, etc.) and workshops requires an urgent and comprehensive review. The recommendations for improvement in the rates of pay and conditions of service have been made by the Commission on the assumption that the employees will give, and the Government will take from them, a full day's work.

Statistical Requirements

A special unit may be established at an early date for systematic collection of data relating to wages, salaries and conditions of service in outside employment, and a continuous review of the data with reference to the rates of remuneration and service conditions, etc., of Central Government employees.

Cost of Commission's recommendations

The Commission has estimated the additional annual cost of the revised pay scales and allowances and of improvements proposed by it in respect of some of the conditions of service, amenities, etc., at approximately Rs. 40 crores, which includes Rs. 22 crores on account of revised pay and dearness allowance and Rs. 11 crores on interim relief already granted. The Commission has not been able to estimate the further substantial additional cost on account of increased retirement benefits as a result of merger of dearness allowance and consequential higher rates of pay, and other recommendations.

Date of effect of the Commission's recommendations

It has been suggested that the revised scales of pay and dearness allowance may be given effect to from 1st July, 1959.

STATEMENT BY THE FINANCE MINISTER IN THE LOK SABHA
ON MONDAY, THE 30TH NOVEMBER, 1959, REGARDING
THE RECOMMENDATIONS OF THE PAY COMMISSION.

With your permission, Sir, I rise to make a brief statement about the recommendations of the Commission of Enquiry on Emoluments and Conditions of Service of Central Government Employees, otherwise referred to as the Pay Commission.

2. As the House is aware, a Commission under the Chairmanship of Shri Justice Jagannadhas, Judge of the Supreme Court, was set up in August 1957 to examine the principles which should govern the structure of emoluments and conditions of service of the Central Government employees and recommend such changes as might be considered desirable. The Commission submitted towards the end of 1957 an Interim Report on which Government issued orders in December 1957. The final Report of the Commission was received towards the end of August 1959 and the Government have now considered and taken decisions on some of the major recommendations contained in the Report. I have laid on the Table of the House a statement showing these recommendations and Government's decisions thereon. Copies of the Report of the Commission together with copies of summaries of the main recommendations are being sent to the Library of the House for the use of Hon'ble Members. A resolution embodying the decisions of Government is being issued separately.

3. One of the major recommendations of the Commission is that the minimum remuneration of a Central Government employee which is at present Rs. 75 should be increased to Rs. 80 per month. Another important recommendation is to merge with the basic pay the full rates of dearness allowance as they existed prior to the grant of interim relief in 1957. A third important recommendation is to split the minimum remuneration of Rs. 80/- into a basic pay of Rs. 70 related to the cost of living index of 100 for 1949 and a separate dearness allowance of Rs. 10 related to the average cost of living index for the year 1958. This rate of Rs. 10 will be applied to salaries below Rs. 150 and thereafter there will be a dearness allowance of Rs. 20 per month for salaries upto Rs. 300 per month with marginal adjustments upto a total of Rs. 320/-. The basic minimum pay of a Central Government employee will thus become Rs. 70 per month instead of the present Rs. 50, (made up of a pay of Rs. 30 and a dearness pay of Rs. 20) and similarly there will be a substantial increase in pay in the higher ranges, which will count as emoluments for calculating retirement benefits. Government have accepted all these recommendations as well as some other improvements suggested by the Commission in the matter of retirement benefits. Government have also accepted with some improvements the Commission's recommendations in respect of House Rent and Compensatory Allowances in the costlier localities.

4. The various improvements in pay and allowances will cost about Rs. 16 crores per annum and will have effect from the 1st November, 1959. For service rendered during the period 1st July, 1959 to 31st October, 1959, the amounts will be worked out on the basis of the revised rates of pay and allowances and credited to the provident fund accounts of the employees as an *ex gratia* contribution by Government. In addition, the increased pensionary benefits resulting from the Government's decisions will also cost a substantial amount which will be of the order of about Rs. 2 crores per annum. The additional commitments on account of pay and allowances and pensionary charges will increase progressively over a period of years and the effect on Government finances will, therefore, in the long run, be considerably more than the minimum recurring cost of Rs. 18 crores per annum.

The House will appreciate that, in the present state of national economy, when the execution of the various development plans is of primary importance, this involves a serious burden on the available resources. It is Government's intention to take certain measures to mitigate the effect of this additional burden and to avert any possible inflationary tendencies that may result from the increase in remuneration. Government have accepted the Commission's recommen-

dation to make subscription to a general provident fund compulsory for all employees. Those who are already required to subscribe at the higher rate of 8-1/3% of pay to a contributory or non-contributory provident fund will be required to continue to subscribe at that higher rate, and the others will be required to subscribe at least 6% of their pay to a general provident fund. Government also intend to rationalise the existing procedures, particularly, in executive and operational agencies which are responsible for a large proportion of public expenditure. The results of the works and methods studies already carried out lead me to hope that substantial economies can be achieved which will, to some extent, keep in check the mounting costs of administration. It is expected that some of the staff will become surplus following the proposed rationalisation and simplification of procedures and improvement of existing methods. It is Government's intention that the surplus personnel should be absorbed in future vacancies and not retrenched from their existing employments.

5. The Commission have recommended an increase in the age of superannuation to 58 for those who are now governed by the superannuation rule of 55. In the case of categories who are eligible to serve upto the age of 60, the Commission's recommendation is to bring down the age of 58 for future recruits while allowing the existing persons to continue upto 60. Government have carefully considered this matter and come to the conclusion that on balance it would be advisable to maintain the status quo and to make no changes in the existing superannuation age limits. In taking this decision, Government have been influenced by two considerations, viz.

(1) the adverse effect which raising the retirement age would have on the employment opportunities available to educated young men and women in the immediate future on account of the continuance in service for three more years of persons who will otherwise retire from service;

and

(2) the adverse consequences of the retention of inefficient persons beyond the age of 55.

These considerations acquire added importance because of the likelihood of surplus personnel resulting from improved work-methods, since the process of their absorption will be delayed in the event of the superannuation age being raised by 3 years. It is Government's intention that grant of extension of service should continue to be governed by the existing orders, viz., extension is to be given freely to scientific and technical personnel, but extension for the rest would be an exception rather than the rule and would have to be justified strictly on grounds of public interest.

6. Government have also taken a decision on the Commission's recommendation about holidays, casual leave and hours of work of staff in administrative offices of the Central Government. It is proposed to reduce the number of holidays from 23 to 16 in a year, casual leave from 15 to 12 and to make one Saturday in a month a full holiday. On the other Saturdays of the month, however, the hours of work will be the same as on other working days. With the improvements in the minimum remuneration and in retirement benefits, Government are confident that public opinion will support these small increases in working hours and join with Government in calling upon workers in all Government services for the maximum and uninterrupted output and increased production.

7. In addition to the recommendations on which decisions have already been taken by Government, the Commission have made a number of other recommendations on various matters concerning the conditions of service of Central Government employees. These recommendations are being examined by Government and decisions will be taken as early as possible.

8. I should like to take this opportunity of placing on record Government's deep appreciation of the invaluable work done by the Commission in dealing with this complicated matter and presenting a lucid and illuminating Report on the various issues involved.

STATEMENT SHOWING THE RECOMMENDATIONS OF THE PAY COMMISSION AND
GOVERNMENT'S DECISIONS THEREON

Pay Commission's recommendation	Government's Decision																												
<p>1. With the present magnitude of unemployment and under-employment in the country and the low levels of income, the present minimum of Rs. 75, which compares favourably with the rate in organised private industry, is sufficient to attract recruits of right type. While it is necessary to keep inflationary pressures in check, a modest increase in minimum remuneration is called for in the interest of contentment of the staff. The minimum remuneration should be increased from Rs. 75 to Rs. 80 p. m.</p>	<p>Accepted.</p>																												
<p>2. Dearness allowance should continue as a separate element for employees whose salaries are below Rs. 300 p. m. and should be at the following rates:—</p> <table style="margin-left: 40px; border: none;"> <tr> <td style="padding-right: 20px;">Basic pay below Rs. 150</td> <td style="padding-right: 20px;">... ..</td> <td style="text-align: right;">Rs. 10</td> </tr> <tr> <td>Basic pay of Rs. 150 or above but below Rs. 300</td> <td>... ..</td> <td style="text-align: right;">Rs. 20</td> </tr> </table> <p>There should be marginal adjustments for employees drawing a basic pay of Rs. 300 or above but upto Rs. 320.</p>	Basic pay below Rs. 150	Rs. 10	Basic pay of Rs. 150 or above but below Rs. 300	Rs. 20	<p>Accepted.</p>																						
Basic pay below Rs. 150	Rs. 10																											
Basic pay of Rs. 150 or above but below Rs. 300	Rs. 20																											
<p>3. The entire remuneration of the higher paid employees should be in the form of salary with no separate dearness allowance.</p>	<p>Accepted.</p>																												
<p>4. The Commission have recommended typical scales of pay for all services and posts.</p>	<p>These are being examined by Government and will be adopted with such modifications as may be found necessary.</p>																												
<p>5. <u>House Rent Allowance</u>: Present classification of localities on basis of population should continue and the revised rates of house rent allowance should be as follows:—</p> <table style="margin-left: 40px; border-top: 1px solid black; border-bottom: 1px solid black;"> <thead> <tr> <th style="border-bottom: 1px solid black;"></th> <th colspan="3" style="text-align: center; border-bottom: 1px solid black;">Class of cities</th> </tr> <tr> <th style="border-bottom: 1px solid black;"></th> <th style="text-align: center; border-bottom: 1px solid black;">'A'</th> <th style="text-align: center; border-bottom: 1px solid black;">'B'</th> <th style="text-align: center; border-bottom: 1px solid black;">'C'</th> </tr> <tr> <th style="border-bottom: 1px solid black;"></th> <th style="text-align: center; border-bottom: 1px solid black;">Rs.</th> <th style="text-align: center; border-bottom: 1px solid black;">Rs.</th> <th style="text-align: center; border-bottom: 1px solid black;">Rs.</th> </tr> </thead> <tbody> <tr> <td style="border-bottom: 1px solid black;">Below Rs. 75</td> <td style="text-align: center; border-bottom: 1px solid black;">10</td> <td style="text-align: center; border-bottom: 1px solid black;">7.50</td> <td style="text-align: center; border-bottom: 1px solid black;">5</td> </tr> <tr> <td style="border-bottom: 1px solid black;">Rs. 75 and above but below Rs. 100</td> <td style="text-align: center; border-bottom: 1px solid black;">15</td> <td style="text-align: center; border-bottom: 1px solid black;">10.00</td> <td style="text-align: center; border-bottom: 1px solid black;">7.50</td> </tr> <tr> <td style="border-bottom: 1px solid black;">Rs. 100 and above but below Rs. 200</td> <td style="text-align: center; border-bottom: 1px solid black;">20</td> <td style="text-align: center; border-bottom: 1px solid black;">15.00</td> <td style="text-align: center; border-bottom: 1px solid black;">7.50 for those drawing below Rs. 150</td> </tr> <tr> <td style="border-bottom: 1px solid black;">Rs. 200 and above</td> <td style="text-align: center; border-bottom: 1px solid black;">10 % of pay</td> <td style="text-align: center; border-bottom: 1px solid black;">7½ % of pay</td> <td style="text-align: center; border-bottom: 1px solid black;">Nil</td> </tr> </tbody> </table>		Class of cities				'A'	'B'	'C'		Rs.	Rs.	Rs.	Below Rs. 75	10	7.50	5	Rs. 75 and above but below Rs. 100	15	10.00	7.50	Rs. 100 and above but below Rs. 200	20	15.00	7.50 for those drawing below Rs. 150	Rs. 200 and above	10 % of pay	7½ % of pay	Nil	<p>Accepted with the following modifications in respect of 'A' class cities:—</p> <p style="margin-left: 40px;">The rate of house rent allowance will be 15 % of pay subject to a minimum of Rs. 20 for the pay range Rs. 100-499 and 12½ % of pay for the pay range Rs. 500 to Rs. 999.</p>
	Class of cities																												
	'A'	'B'	'C'																										
	Rs.	Rs.	Rs.																										
Below Rs. 75	10	7.50	5																										
Rs. 75 and above but below Rs. 100	15	10.00	7.50																										
Rs. 100 and above but below Rs. 200	20	15.00	7.50 for those drawing below Rs. 150																										
Rs. 200 and above	10 % of pay	7½ % of pay	Nil																										
<p>Where application of these rates results in reduction of house rent allowance being drawn at present, the reduction may be spread over three years or so.</p>																													
<p>6. The condition of residence within the limits of the qualifying city for the purpose of house rent allowance should be abrogated for both gazetted and non-gazetted staff.</p>	<p>Accepted.</p>																												

Pay Commission's recommendationGovernment's decision

7. Employees whose place of duty, though outside, is in the proximity of a qualified city, and who, of necessity, reside within the city, may be given the house rent allowance admissible in that city.
8. The present basis, and general scheme of the city compensatory allowance do not call for revision; but the rates should be as follows:—

	Class of cities		
	'A' Rs.	'B' Rs.	'C' Rs.
Below Rs. 150	10 % of pay subject to a minimum of Rs. 7.50 and a maximum of Rs. 12.50.	5 % of pay subject to a minimum of Rs. 5 and a maximum of Rs. 10 for all persons drawing below Rs. 500 p. m.	Nil
Rs. 150 and above but below Rs. 300	8 % of pay subject to a minimum of Rs. 12.50 and a maximum of Rs. 17.50		
Rs. 300 and above	6 % of pay subject to a maximum of Rs. 75.		

Where the application of the proposed rates would result in reduction of the amount being drawn at present, the reduction may be spread over three years or so.

9. Working hours of office staff are on the low side and an increase would be justified, but an attempt should first be made to obtain better output within the present hours. The present 5½-day week should be replaced by alternate weeks of 5 and 6 days.
10. The number of public holidays should be reduced to 16 where they exceed that number.
11. Casual leave should be reduced to 12 days in a year for office staff.
12. The age of superannuation should be 58 years for all classes of public servants including those for whom the retirement age at present is 60, but persons already in service may continue upto the age of 60 if they are at present entitled to do so.
13. Scientific and technical personnel may ordinarily be retained in service upto the age of 60 by agreement

Accepted.

Accepted subject to the following modification in respect of 'A' class cities:—

The rate of compensatory allowance for the pay range Rs. 150 and above will be 8 % of pay subject to a minimum of Rs. 12.50 and a maximum of Rs. 75.

One Saturday in the month should be a full holiday, and on all the other Saturdays the normal hours of work should be observed.

Accepted.

Accepted.

There should be no change in the existing position regarding the age of retirement and the present rules of superannuation should remain unchanged. Grant of extensions of service should continue to be governed by the existing orders, viz., exten-

Pay Commission's recommendation

Government's decision

14. The rate of gratuity should be changed so as to make the maximum amount available on completion of 30 years' qualifying service.

15. Temporary service when followed by permanency, whether in the same or any other post, should count in full for pension.

16. Leave taken out of India should count for pension to the same extent as leave taken in India.

17. When the total period of qualifying service exceeds completed years by more than six months, an additional benefit of half a year's pension may be allowed for the purpose of determining the quantum of pension.

18. (1) Officiating, special and personal pay may continue to count in full in cases in which it so counts at present.

(2) In other cases, officiating, special and personal pay drawn during the last three years of service should be taken into account at the following scales:—

(i) Officiating pay (i. e., the difference between substantive pay and the pay actually drawn in a higher officiating appointment) or pay drawn in a non-substantive capacity should count to the extent of half in every case; and

(ii) special pay or personal pay should count (a) in full if the post to which it was attached was held in a substantive capacity, and (b) to the extent of half in all other cases, including special pays drawn in tenure posts.

19. Categories of staff who are at present required to subscribe to a provident fund at the rate of 8-1/3 % of their pay or will be required to subscribe at that rate even after being brought on to the pension scheme should continue to subscribe at that rate, and all other employees should subscribe at least 6 1/2 % of pay to a general provident fund

scientific and technical personnel, but extension for the rest should be an exception rather than the rule and would have to be justified strictly on grounds of public interest.

Accepted. The rate of earning gratuity will be increased accordingly from 9/20ths of a month's emoluments to 10/20ths of a month's emoluments for each completed year of qualifying service.

Accepted.

Accepted.

Accepted subject to the following modifications:—

(1) The additional benefit will be allowed even when the total period of qualifying service exceeds completed years by exactly six months; and

(2) the benefit will also be allowed in respect of gratuity.

(1) Personal pay will count in full if it was granted to compensate for loss in substantive pay or if the post in which it was drawn was held in a substantive capacity. In all other cases, personal pay will count to the extent of half.

(2) Officiating pay will count to the extent of half in every case.

(3) Special pay will not count in any circumstances.

A scheme of compulsory subscription to the general provident fund should be introduced—the rate being 6 nP. per rupee for employees other than those who are already required to contribute at the higher rate of 8-1/3 %

 Pay Commission's recommendation

 Government's decision

20. The initial pay of an employee who is brought over to the revised scale of pay should be fixed on a "point-to-point" basis, subject to the conditions: (a) that refixation should not result in a reduction of emoluments; and (b) the additional emoluments should not exceed certain specified ceiling limits.
21. Employees affected by the revision of scales should, irrespective of the change over, be allowed to draw their annual increment on the dates on which they would have drawn the increment if there was no revision.
22. In the process of rationalisation it is unavoidable that though there is a general improvement in the rates of remuneration, there would be a few cases in which the new rate would be unfavourable to small groups of staff. The remedy in such cases is to allow the existing employees to retain their present rates of remuneration.
23. The revised scales of pay and dearness allowance should be given effect to from 1-7-1959.
- Accepted.
- Accepted.
- Accepted.
- The date of effect for pay, dearness allowance, house rent and compensatory allowances should be 1st November, 1959, but in respect of actual service rendered during the period 1st July, 1959 to 31st October, 1959, Government will make an ex-gratia contribution of a suitable amount. This amount will be worked out on the basis of the revised rates of pay and allowances and credited in due course to the provident fund accounts of the employees.

COM. T.C.N.MENON ON PAY COMMISSION

NEW DELHI, December 19:— Com. T.C.N. Menon moved a motion for consideration of Pay Commission Report and Government resolution thereon on December 17 in Lok Sabha.

Speaking on the motion Com. Menon referred to the "hectic days in the first week of August, 1957 when Central Government employees decided to go on a strike". At the last moment Government agreed to appoint the Pay Commission. Later on, he pointed out, doubts crept into the minds of many when the personnel of the Commission was appointed because "Government made it exclusive to those who had nothing to do with the problems of either wage fixation or labour policy at all".

Com. Menon went on to say: "The whole intention of appointing this Commission was to set at nought the discontentment that was prevailing among the two million government employees in 1957, which started as early as 1953 with the demand for the constitution of a Second Pay Commission. The situation almost verged on a country-wide strike in 1957, when in order to find a reasonable solution, a long-term solution of this problem, namely, removal of this discontent and meting out of justice to them, this Commission was appointed."

"So it was expected that this Commission would enter into an overall review of the entire wage structure in the country of the government employees with a perspective and historic background behind them and would give a decision whereby this sort of discontentment could be set at nought at least during the Second Plan period or the Third Plan period. But I am sorry to state that the impact of what they have produced today on the two million government employees and also on the country and on the working class in general is utter disappointment because not only do the government employees who wanted this Commission not get anything - some of them stand to lose today - but on the other side, the general working class of India which has fought for the last so many years and built up a wage structure has lost because of certain findings that this Commission has come to.

Regarding the conception of the wage and analysis of wage structure, Com. Menon said that first Pay Commission which was appointed in 1946 made an important recommendation for adjusting the dearness allowance to the cost of living index. The findings and formulations of the commission were accepted as a magna carta to decide about wages.

He added: "During the First Five Year Plan period, there was a demand for higher wages in industry, and early in the Second Plan period we had the 15th Indian Labour Conference presided over by the hon. Labour Minister of India when a new formula for the fixation of minimum wage was accepted."

But later on the government said that it was not committed to the new formula even though the government was fully represented in the conference. Com. Menon said: "I accuse this Government of a breach of trust towards the entire working classes in this country because the Labour Minister presiding at that conference said that this was to be the norm of minimum wage in this country and the Finance Minister within a short time wrote to the Commission behind the back of everyone that the Government of India is not committed to this decision."

"I maintain that the decision of the Indian Labour Conference is binding upon the Government of India and the Government stands committed to and bound by the decisions that have been taken there. It is a clear breach of faith on the part of Government to offer one norm to their own employees and to offer another to industrial labour in India.... In the Second Plan Report it was said that the conditions of work in public undertakings are expected to set the pace for the public sector. If this is going to be the pace for the public sector, if they are going to have one formula for industrial workers and another formula behind the back as far as the government employees are concerned, what is the morality behind it, what is the honesty behind it."

Com. Menon said: "Right from the beginning the Government has adopted the attitude that even though it did this in order to meet the strike situation, it

had no.....

had no bona fide intention to settle this dispute properly....Reading the report of the Commission, one will know that it is not for the Commission to take into account the necessities of life of an ordinary man in India....The binding factor upon the Commission was the requirement of the Second Plan. They have been told by the Finance Minister that the Second Plan was in crisis and therefore he said: 'Do not look into the needs of the employees and the workers'. They have been told that there is slowing down of the industrial production. Why should it be so? That is shrouded in mystery. The prices are rising and there is no possibility of further taxation, no more of deficit financing, no possibility of increased borrowing. This is what they have told the Commission. There was the foreign exchange crisis and their pre-commitment for payments and they had not provided anything for the recommendations also. Therefore, in other words, they have said: 'Do not recommend anything more'. A cursory reading of this report will show how the Government has said: 'We are not prepared to pay anything more.' So, the primary consideration was the case presented by the Government. It is almost immoral for the Government to have gone before the Commission like this and present their case like this....For a long time, almost for 12 years, even the Supreme Court has accepted a certain formula for the fixation of wages. Dr. Aykroyd was of the view that the needs of an individual were 3000 calories a day. That has been accepted by all the tribunals and it has never been questioned so far. Now, this Commission, curiously enough, because of the evidence given by a certain institute in Hyderabad has rejected and had come down to 2200 calories, taking the example of the people in Japan....They have not fixed any minimum wage to the employees of the Government and the suggestions contained in this Report so long as they remain in that Report will be accepted by the Government and this will have its own general repercussion in the wage fixation in this country and the industrial and other tribunals would only follow this report.

Referring to the way dearness allowance has been fixed, Com. Menon said: "It has been accepted by the First Pay Commission that there should be a part of the dearness allowance the wage itself because of the way in which the prices were rising. On the basis of the evidence submitted by the Government the First Pay Commission has said that in the near future the working class cost of living index will stabilise somewhere at 185-200 points and therefore they just provided for the dearness allowance up to that point. They recommended a sliding scale also for any further rise in the cost of living index. The cost of living index did rise but the Government refused to accept that part of the recommendation to give a sliding scale dearness allowance. In 1952, the Government appointed another committee....The Gadgil Committee, upon the evidence given by the Government came to the conclusion and made a recommendation that the prices will stabilise somewhere at 350 and, therefore, the dearness allowance should be cut and part of the dearness allowance should be merged with the pay....Every year the Government has been telling the people that the prices will come down....But even when the Commission was sitting the prices not only did not recede but the prices had been rising to a phenomenal level. The Commission has not taken into account the realistic situation that the prices have a tendency to rise...While it is an accepted fact that even the meagre minimum wage that has been provided should also be added with a compensatory dearness allowance, because it is admitted that today the prices are going up, the Commission has not made any positive recommendation as far as a sliding scale for dearness allowance is concerned."

"The sum total is that the employees are denied their normal minimum wage. They are also denied the benefits of getting a compensation when the price levels go up... Theoretically you say that an increase of Rs.5 has been given. The net result today is that this Rs.5 which the Commission has given plus another Rs.7/8/- from the pockets of the employees, from their present emoluments are going to be taken away by the traders and millowners because prices are going up, and it will be impossible for the employees to make both ends meet."

"The total effect of the recommendations is that in many cases the employees are really losing because of the introduction of the compulsory provident fund. When the dearness allowance is now merged with the basic pay an employee will have to give more to the provident fund, and whatever increase he will get will be taken away for contribution."

"Coming to....."

U.P. COMMUNIST PARTY'S STATEMENT ON CLOSURE OF UNIVERSITIES

LUCKNOW, DECEMBER 19: The Secretariat of the Uttar Pradesh unit of the Communist Party of India has issued the following statement:

The closure of the Universities of Lucknow and Allahabad for an indefinite period, entry of the PAC (Provincial Armed Constabulary) in the Allahabad University and the closure of all the educational institutions in the district of Allahabad for a week manifests the serious crisis in education. Democratic public opinion cannot afford to sit as a disinterested and helpless spectator on such developments. It should assert itself to set things right.

"The University authorities and the State Government have used some aspects of students' behaviour as a handle to take this extreme step and suppress student activities as whole. The existing condition in the Banaras Hindu University lay bare the policy and the attitude of the Government.

"We must take note of the growing frustration among students and the development of unhealthy tendencies among them. We must frankly tell the students that such aspects of their behaviour are indefensible and advise them that in the interests of a healthy students movement they should curb such tendencies. Not to use our influence to wean the students away from such suicidal tendencies would be cowardice and betrayal of the proud traditions of the students movement in Uttar Pradesh.

"At the same time, it is highly improper and unwarranted that the healthier instincts of the students be ignored and this aspect of students behaviour magnified out of proportion and used as a stick to beat them, suppress their activities and cover up the genuine grievances and complaints of the students. The teachers, University authorities and the mentors of the educational policies cannot escape from their responsibility in the growth of frustration among the students. The falling standards of education, the factional quarrels in managing bodies which find their projection among the teachers as well as the attempt to drag students in the factional fight of the teachers and the managements cannot be overlooked and ignored. The University authorities and the State Government may have the strength and the capacity to make the students a scapegoat in this affair but they cannot improve the situation without tackling the basic causes which have made the Universities the hotbed of intrigues and factional quarrel to the detriment of education and all that the Universities stand for. The extreme and unwarranted step of closing down the educational institutions and replacing the University authorities by police force will not solve the problem. It would only aggravate the disease. What is needed is an immediate enquiry to find out the causes and the cure of the existing state of affairs in all its aspects and a high-powered commission should be appointed for the purpose.

"Welcoming the decision of the Lucknow University Union to suspend the demonstrative part of their agitation we would advise them to withdraw this part of the agitation and submit their charter of demands to the authorities. We would also advise them to coolly think over all that has happened during the past few days and disassociate from such actions which have weakened their cause and express regret for the same.

"We would also appeal to the University authorities to reopen the Universities at the earliest and adopt a sympathetic attitude to understand the genuine grievances of the students and remedy the same.

"The immediate task of all those concerned with these unfortunate and shocking developments is to strive all their energy for restoring normal conditions. Democratic public opinion must assert itself. It must tell the students frankly and courageously where they go wrong. It must at the same time try to understand the genuine grievances and complaints of the students and help them in securing such demands which are just and legitimate. Taking into account the crisis which has manifested itself in this ugly form, we must demand of the Chancellor to order immediate probe into the affairs of the Universities in all its aspects so that the sanctity of these centres of education and learning and their proud

"Coming to the postal department, in the case of postmen and clerks there are instances where the employees will every month lose from Rs.9 to Rs.14 and even upto Rs.16. The basis on which the Commission has formulated its recommendations: "let them save, because this is not the time for spending"... The Commission could have seen, from the way in which these employees during the years from 1948 to 1957 have been taking loans from their provident funds, that the employees were never in the habit of saving."

"The Commission is so unrealistic, because, in respect of the retirement of the employees after 55 years, the statistics of Government show that the average life of an employee after retirement is just 2.5 years. Therefore, if the Commission has recommended that the retirement benefits shall be increased, what does it mean? The employee will have to cut his stomach and also the stomachs of his children. Therefore, the sum total of the recommendations, including the basic wage and the dearness allowance, is completely illusory. The Commission has taken an unrealistic approach as far as these aspects are concerned."

"It has been specifically directed by the Varadachari Commission that there should be a ceiling on Rs.3,000. This Commission has considered the question and says that already the real income of these people has diminished because of rise in prices and that there is a likelihood of further rise in prices, and therefore, there is no question of ceiling. Such is the contradictory way of approach that the Commission has made.... When considering the question of Class I officers and the ceiling in respect of them, in spite of the financial stringency of the Central Government, in spite of the fact that there is no money with the Central Government, the Commission has recommended virtually a Rs.100 increase in the basic salary of Class I officers, just one increment, without even that much hesitation which they had in giving Rs.5 to the Class IV employees."

In conclusion Gen. Menon suggested: "The commission has made its recommendations. Now, the only best possible way is to remove the anomalies. For that, the Government should call the organisations of these employees and try to discuss matters with them in order to remove those anomalies. That is the only possible way of tackling this problem." --(FOC)--

KERALA STATE TUC APPEALS FOR SUPPORT TO CPI

TRIVANDRUM, December 19:- The executive of the Kerala State Trade Union Council (AITUC) has called upon the workers of Kerala to return the Communist Party and its allies to power in the coming election "in order to safeguard working class interests". The KSTUC claims the following of more than three lakhs of organised workers in the State.

The resolution passed by the Executive said that in this mid-term election taking place after the subversion of a Government "which stood for the interests of the working class", the workers of Kerala have a grave and decisive role to play. It pointed out that it has become necessary to defeat the "reactionary vested interests" in the election so that the precious gains of the workers could be protected and retained.

The executive has therefore asked the workers to do everything in their power to see that Communist candidates and independents supported by them win the election. --(FOC)--

COM. A.K. GOPALAN TO SUBMIT MEMORANDUM TO PRESIDENT

NEW DELHI, DECEMBER 19: Comrade A.K. Gopalan M.P., President of the All India Kisan Sabha, will submit to the President, Dr. Rajendra Prasad on December 21 the Kisan Sabha's memorandum requesting an early assent to the Kerala Agrarian Relations Bill. Over ten lakh signatures of peasants in Kerala have been affixed to the memorandum. The submission of the memorandum had been delayed because of President Prasad's illness and later by President Eisenhower's visit to New Delhi. (FOC)

COMRADE BHUPESH GUPTA'S SPEECH ON 17-12-'59
DURING THE 1ST READING THE RAJYA SABHA OF
THE INDIAN STATISTICAL INSTITUTE BILL.

SHRI BHUPESH GUPTA (WEST BENGAL): Mr. Chairman, Sir, we are very glad today that we have got here this Indian Statistical Institute Bill. As you know, Sir, such Bills on the subject had been proposed earlier but were withdrawn. That became the subject matter of all kinds of speculation, and we should be all glad if this speculation today is set at rest by the enactment of a measure of this kind. But then probably the Bill could have been a little better than what it is. That is why, when we discussed these matters amongst ourselves, we felt that we might as well make a suggestion for referring it to a Select Committee, not that we want the Bill to be delayed. But if we thought along that line, it was because we felt that the matter was of such great importance that the Prime Minister who naturally would be on such a Select Committee would get an opportunity to have more intimate consultations and discussions in this matter and what is more, he would have an opportunity of meeting these staff workers, scientific workers and so on when they came before the Select Committee and gave evidence, because what would have improved the measure. I am sure he is aware of some of the things there; and naturally he has tried to find out the basis on which the Bill should be formulated.

Then again, we had another point in mind; that would have given ourselves also a little opportunity to see something more intimately on the spot by going into the details. Coming from Calcutta as some of us in this House and in the other House do, we have some knowledge of the working of this Institute. However, since this has not been done, I hope the Prime Minister will kindly note what I say and see that things are set right if they are wrong somewhere.

Now, Sir, I agree with the Prime Minister that this is in acknowledgment of an obvious fact. This Institute is a great institute and it has a status of eminence and importance not only in this country, but, I believe, abroad also. For this, naturally we must acknowledge the pioneering activity of the Director, Prof. Mahalanobis, and his ability, organisational skill and knowledge in this matter we have all appreciated, and I do not think that we could have begun without him and I do not think we can carry on without him. I make it very clear, but at the same time, I should also like to mention what is not often mentioned in official circles--the great work done by large numbers of scientific workers of the Institute. They are not very much famed or named that way, but silently and devotedly, whether in Delhi or in the other places, or in Calcutta, they have been carrying on a magnificent work and it is they who have played also a very noble part, creative part, in making this Institute what it is today. Therefore, our good wishes and for that matter, our felicitations, should go to them as well.

Now, Sir, this is what I wish to say in the beginning. But that Institute acquires importance for another reason also. The Prime Minister is himself connected with it. I do say any Prime Minister's connection with it would have given it importance, but we have our present Prime Minister connected with the Institute, and therefore it gets an added importance. How many times have I been asked by the workers of the Institute to approach the Prime Minister about their grievances? I told them that he had no time for such matters, for going into the details. But they

have always some expectations from him. Well, I do not know whether you call it "the Nehru touch" or not, but people have this kind of a feeling about him. But I did not try, but we asked our colleague Shri Hiren Mukherjee who has more or less regular correspondence with him over this to deal with the correspondence part of it. But I told them that if they brought the matter to the notice of the Prime Minister, he would look into the matter, because he is scientifically minded and but for his encouragement and inspiration and assistance, this institution would not have gone forward. We know it in Calcutta, everybody knows it; more so, when we have some Ministers who believe in astrology or rather in statistical theories. Therefore, Sir, I need not go into that.

The Prime Minister is responsible for it. I say this thing because he will look into the matter, now that we are giving it acknowledgment of law and we are taking certain responsibilities and obligations to give more and more attention to the affairs of the Institute.

Now, Sir, let me come to the question of autonomy. As far as autonomy is concerned, we all stand for autonomy being given to it. I do not think that it should be a departmentalised institution. We have in West Bengal the Statistical Bureau of the Food Ministry. One of my class friends who was with me in England, Mr. Gupta, is in charge of this Bureau. Statistics are made to order. If the Food Minister thinks that there is a deficit in the State, the statistics must show the deficit; if he thinks that there is a surplus in food, the statistics must show a surplus. You see, statistics rise and fall according to the mental feeling or inclination of the particular individual. Therefore, I do not like such a great scientific institution to be tied up with a particular department or even with the Government, because all kinds of things happen. I do not say that the Prime Minister will ask it to prepare statistics according to his wishes. I am not at all suggesting it. But, then, some other Minister might ask it to do so. What can I do? Well, then, these people seem to do it. Therefore, it is good that it is an autonomous institution and I generally agree with him in principle when he said that such bodies should function with a great measure of autonomy and initiative left to themselves.

Then, Sir, with regard to money, yes, money should be given. There should not be any grudging in this matter, because we are developing an Institute which is important and which is going to acquire more and more importance if we are to stand for planning and planned economic development, because planning cannot be thought of without statistical research. Whether in the field of statistical theory or in the field of applied statistics, we cannot think of planning without developing that branch of activity to the maximum possible extent. Therefore, this is important. I say this because some people seem to make a lot of fuss about money being given to it.

Then the question of audit comes. Audit there should be. It is not the type of audit that we have. Well, Sir, those who are in the Public Accounts Committee and the Estimates Committee know very well that even with all this meticulous auditing of Government expenditure, there is a lot of misuse of funds; with all the meddlesomeness and so on, many things slip through the fingers. Everybody knows it. Therefore, let us not make a fetish of that kind of direct, heavy-handed auditing by the Comptroller and Auditor-General. But some auditing has to be there. It is in the interests of the Institute. It is in public interest that audit has to be there when public money is given. A suggestion has been made. I accept it; I accept that it is a good suggestion that has been made in the Bill that Government

should appoint auditors of the Institute in consultation with the Institute as well as the Comptroller and Auditor-General. It is good. Let this system operate, and then we can discuss as to whether it is satisfactory or not. But it is a good beginning; it combines autonomy with accounting. That is what I want--autonomy should go hand in hand with accounting and auditing in this matter. That is need. Therefore, I support that clause on the whole.

Now, Sir, let me come to the direction of the Institute. Forgive me, Sir, if I make a critical observation here, because whenever I speak on this Institute, I speak with all the best intention with a view to improving it. I think in May, 1958 I made a speech here. I made certain critical observations and I also paid tributes where it belonged. But then I was very sorry to hear that the Director was personally annoyed at what I had said. I am very sorry if I have angered him. It was not my intention at all. But I thought that I should say in public interest what should be stated. Therefore it is not a question of just being blind to anything. When we build up an institute, we should be self-critical as well. Therefore, Sir, whatever criticism I make, I make subject to my acknowledgment of all the positive sides, and the positive sides naturally outweigh the negative sides or outshine the weak points.

First of all, let me come to the direction. There is a saving in Calcutta that it is a one-man show, and it has been said in another place also. Well, Sir, sometimes, perhaps in the beginning, such a kind of thing is understandable, because the pioneer becomes naturally a one-man show, when there are very few people around it. But when it develops into a big national institution, that is no longer suitable for the growth of the institution; it stunts its growth--as we say, Sir, the cult of personality. Whether it is in politics or in the scientific field, nowhere it is good. Therefore we should more or less come out of that vice of the cult of personality, and if it is cultivated there, that should go. Now what happens there in the direction. The Director generally goes abroad, for various reasons--I am not questioning that at all--and he is absent. The result is that a small coterie of people run the Institute, and very often they do not even have the initiative. They are too much subservient even then and they look back to him even when he is in Moscow or in Peking or Washington or London. No initiative is taken and they come to a kind of dead stop. This is no good. As you know, Sir, ultimately it creates difficulty in the way of development. Then as a result of this another thing happens, that is a hiatus exists between leadership and direction of the Institute on the one hand, and the scientific workers and others on the other. This is no good. There should be synthesis among them. They should be integrated into a big vigorous and vibrant team of scientific workers. That is what I say. But that is not done, because the cult of personality comes in the way of the growth of the collective. That is what we find, and I believe this is also inside the Congress Party, if I may say so; it is much more so in scientific fields. Now, Sir, this is another aspect of the matter. Therefore I say that in order to build this Institute on very solid and correct foundations, efforts should be made through a proper internal organisation to draw more and more scientific workers--there are many of them--into the leadership and direction of this Institute. They should be given due responsibilities. They should be given proper initiative and they should be made to feel that they are the masters of the Institute; the masters should be collective

complaint in this respect. I have talked to many of them. I know some of them. I had studied with a few of them in England and so on. Many I know. Som-how or ~~or~~ other, there is a feeling of inferiority complex, and scientific workers can never function in conditions where you generate inferiority complex. It should not be so. Therefore, Sir, that is a point to be noted and must be looked into.

I find another things, that the internal organisation is not suitable, and now the Bill does not go into that. That is my complaint with regard to the Bill. But then rules should be framed. First of all, I want to say in this connection that the Memorandum of this Institute is quite outmoded. It was good perhaps when the Institute was organising meetings or publishing things and so on. But today, such a Memorandum would not serve the purpose. The Memorandum has got to be revised, because what we need today is proper division of work. Recruitment of staff, service conditions of the worker, etc. should be covered by a proper Memorandum. That is not there any more. Yet the Bill is based on the Memorandum. In fact the spirit of the Memorandum has crept into, has infiltrated into this measure. Therefore the Memorandum, which is a very old document, has to be considerably changed and revised. I hope the Prime Minister will spare time and give attention to this Memorandum, and see how it can be improved. Here is again another point.

Now I come to the question of the N.S.S., National Sample Survey. That is very very important. In fact the Institute acquired its present status with the undertaking of this project of National Sample Survey, for which we give rightly so much money. But then there have been certain very serious shortcomings in that field of activity. First of all, the data collected take a long time to be processed. One and a half or two years they take for the data to be processed. I do not know as to why so much time should be taken. I have talked to some friends, who have some knowledge of this matter. I have not talked to the Director himself. I have seen him, but I have not had the privilege of talking to him. They seem to be of the view that it should not take such a long time. Where is the snag? There must be some defect in the organisation, and an organisation, in so important a matter, is of vital importance. Therefore that point has to be noted. Then, even when the materials had been collected--I understand that twelve rounds of National Sample Survey were completed in eight years--only one full report was published. Why is it so? That is again not very good showing. Then, Sir, always I find that even after the complete reports have been submitted to the Government--after completing the survey and after processing the data--the Government takes a long time--I do not blame the Institute here--to publish them. Now I ~~did not~~ find that there is a feeling amongst some, especially amongst those who are in authority, that if the reports were found to be wrong or inaccurate--as they have been found, in some cases, to be inaccurate--it would not bring credit to the Institute. Even so, Sir, what is the harm? Let us publish them. As provisional reports, these should be made available. Otherwise the Planning Commission does not get the benefit of these reports, and some of us who would like to have an occasional look at statistical reports and so on do not have any opportunity of going through them. In their absence I think all of us will suffer, especially when the Third Five Year Plan will be discussed. Now we would like to have the materials dished-out, research material, statistical material, and ~~they~~ they not be made available much earlier

There is a time-long of four years and five years between completion of survey and publication thereof? That has to be eliminated by a proper organisation and by developing the initiative. That, Sir, is another important aspect.

Then there are two other aspects of this departmental work which are called, I think, planning and R.T.S. As far as planning is concerned, it seems the planning section is proceeding on the basis of intelligent guess-work. When guess-work has to be there perhaps, and it must be intelligent; never it should be foolish. But when scientific research should not be made on guess-work, howsoever intelligent it may be. That has to be looked into. In other matters ~~also I find that the R.T.S. aspect of it again~~ needs a little attention. Here again things are not properly handled, and so on. I need not go into all that, but then that has to be gone into.

Then, Sir, I come to the question of the security about the workers. Two thousand workers are there in the Institute. Some people were trying to accuse the Director, that he is perhaps guided by provincial thinking and other things. I can tell you, Sir, that I am not provincial. I do not speak as a Bengali. I speak as an Indian and next as a member of the Communist Party. No consideration of Bengali or other should creep into all these things. But some people seem to think that just because the Director is a Bengali, more Bengalis are getting into the Institute. If that is so, it is bad, but I can tell you from my investigations--I would not support such a thing, whether Bengali or Madrasi or some other, I would not support provincialism--that no such thing is there. Just because this Institute is situated in Bengal, it may be that more Bengalis are there, that more non-technical workers are Bengalis; it may be so. And there are others also. That is true, but that should not create an impression that it is an Institute of this kind, run on that basis.

(MR. DEPUTY CHAIRMAN IN THE CHAIR)

And I think that the Director, Prof. Mahalanobis,--whatever you may or may not say is not a provincial-minded person, he is a scientific person. There is no doubt about that. ~~SHRI PRADIP...~~ the question of security of ~~the Institute~~ two thousand odd workers there ~~is a~~ they ~~person~~ a contractual basis ~~is~~ this matter on the floor of this House ~~is~~ get it raised on the floor of the other House. This year, for instance, suddenly notices were served on those two thousand workers because of the contractual system of their service that their services would be terminated with effect from 1st of April, because the Institute pretended that no contract would be forthcoming but actually they knew that contract would be coming. But it was due to certain internal disputes that two thousand odd notices were served on the workers and that created a terrible commotion in Calcutta and many newspapers came out with all kinds of comments. Sir, I have got some of these materials and it appears that sometime wrong type of instructions are issued. Here I have got a document signed by the Director, Prof. Mahalanobis, dated, Calcutta, 30th January, 1959. He says in that document:-

"As a result of recent negotiations, Government have agreed to place project work on a contract basis with effect from 1 April, 1959."

Re-organisation of the work of the Institute has thus become necessary. The number of workers and pay and allowances of the staff would have to be determined by the type and volume of the project work and the amount of the contract grant. A time-scale (as in Government services) is not compatible with businesslike contracts because there would be no guarantee of necessary funds

Being provided by Government indefinitely." Please note the words "no guarantee of necessary funds being provided by Government indefinitely". Then he says in the next paragraph:-

"I have therefore recommended to the President and the Council of the Institute to give notice to the workers terminating their services on present conditions; and to determine future terms and conditions of service of the workers on business-like lines in accordance with actual needs and available resources."

Then, again he says:-

"There is not difference of opinion regarding audit for contract grants as the audit would be done by the Institute's own auditor as usual."

These notices were issued after a meeting of the Council. In that meeting, there was a lot of dispute and I have got all the papers connected with that meeting. Some members of the Council said that there was no such decision taken. However, whether a decision was taken or not, these notices were issued and there was a terrible commotion in Calcutta and almost all the papers started writing about it. I also raised the question here. Now what I say is that this sort of thing should not be allowed to happen and I would ask the Prime Minister to consider as to how such a situation could be avoided. Every year scientific workers, who are not well paid at all, are served with notices or a threat that such notices might be coming because the Government might or might not give a contract and their retention would depend on the amount of funds received from the Government. It creates confusion. It dampens their initiative. It creates confusion. It dampens their initiative and they lose faith and they seek jobs ~~at~~ elsewhere. In fact, some people have already left the Institute. For example, Shri Samar Roy, a very able worker of the Institute, has left the Institute. It is a very sad thing that the services of such able persons should have been lost to the Institute. Then, there is a feeling somehow or other that others do not count much in the Institute. Quite a good number of people have left the Institute. I think it is not a good thing for an Institute of national importance that they should discourage people from coming there. On the contrary, ~~xxxxxxx~~ I think, they should attract talent by their attitude, attract talent by service conditions, attract talent by conditions, attract talent by conditions offered, attract talent by idealism and so on. That should be the approach of an Institute of this kind. But, unfortunately, somehow or other I find that despite all the good intentions ~~on their part and on the part of everybody concerned, people~~

of them left the Institute and others do not know what their future is going to be.

Then, Sir, I come to the pay-scales of the Institute. A large number of workers get very little. Their service conditions are bad and relations between them and the higher-ups are also not good.

It is not an industrial concern. It is a non-profit making scientific institutions and in such an institution, one should be a little generous in such matters. There should not be the feeling that some kind of exploited labour is going on. That is bad for scientific research. Some of the unskilled workers in the Institute get Rs. 20 or Rs.25--very low pay even for an unskilled worker. Even some of the skilled workers are not well paid. But there might be others who get a good salary at the top--I do not deny that. But generally there is a grievance on the part of the workers. I would ask the Government to give a little more money to this institution, because the money invested there is safe. Good statistics bring about economy and good statistics help better planning and, therefore, we ultimately gain in the long-run whatever the loss may be due to more investment in this field. If you go to Calcutta, you go and talk to the workers. Some of them have said that they are functioning in a zamindari. I do not like this expression, but they say this and what can I say? About their representation in the Council, the workers feel that the rules are not properly followed. This is another matter which should be looked into. I think proper representation should be given to the staff in the management council. I know that employees are there in the managing council but they are the official nominees of the Director himself. I am not saying that they should not be there but along with them the chosen representatives of the scientific workers also should be there. That should be done. Otherwise, it loses its proper character, and its importance and significance are lost. Today nobody takes the council as a representative council. On the contrary, they feel that it is a kind of show and it does not matter very much at all. I think if we make proper arrangement for representation of the scientific workers in the council and for proper consultation with the representatives of the workers, this feeling would go and it would be a good thing for the Institute. This is the other point that I would like to make.

I could have said very many things but I would not like to mention them because we are not concerned with them at this moment. The Bill will be passed. I hope the Prime Minister would answer the points raised by me, not today or tomorrow but any time that is a ~~convenient~~ convenient to him. I would suggest in this connection, if I may, that when he next visits Calcutta, he should find the time--for two hours or so--to visit the Institute and talk to the workers there. They are all scientific people, well-educated people, doing good research work and it is a good thing for the Prime Minister to talk to them, listen to them directly as to what they feel about the Institute and what are their suggestions about improving matters and that is the only way in which the Prime Minister can apprise himself of the situation. I do not mean to say that he is not getting proper information from the Director of the Institute but then, perhaps, if he talks to the scientific workers,

-and others, he should have still better information as to how the Institute is running in practice.

Sir, I have nearly finished. I do not want to say anything except that I offer my wholehearted support to this measure. As you know, on the floor of this House whenever I have spoken, I have suggested that a Bill should be there and a Bill has now come, belatedly though it is and the tangle of audit has not come in its way. In fact, once I talked to Mr. Morarji Desai: "Can't you have some kind of flexible system of audit with regard to this matter?" I did it because I was interested in this Institute, which is a thing of pride for all of us. Well, his reply was favourable. But then the tangle of audit continued. Mr. Deshmukh made a speech that audit was a rock on which everything was being smashed. I think we have now steered clear of that rock and we have found a solution. It is a good thing. I think good auditors will be appointed and economy in the running of the Institute effected. I would through you, Mr. Deputy Chairman, and through the Prime Minister, appeal to the Director of the Institute who controls the Institute to look into the economies of the Institute. There is a lot of scope for economy and there is a lot of wastage going on in the running of the Institute. I have got plenty of information about these affairs but the Prime Minister should himself be able to find out all the necessary information and I cannot do that for him. He should himself look into it and see that every outlet and all such improper use of funds and wrong use of funds is stopped and whatever loopholes are there plugged. There is no such thing at present and in that matter co-operation would be given by the workers of the Institute. Finally, I again pay my tribute to the workers of the Institute. I have been in what difficult conditions they are working going to the villages, doing their work day after day and straining at their job devotedly. Anybody would be proud of this devoted set of men. I find that they are doing excellent work. The only thing that is required is proper direction and proper organisation. Given proper leadership it will proper.

Some how or the other the Director does not like these time-scales of pay because he thinks, that brings inefficiency. It is not right. The Prime Minister should go into all this matter. There is a great controversy between the workers of the Institute and the Director this question of time-scale. Some think that this is inefficiency in the name of false sense of security. Others do not think so. That controversy is outstanding. The Bill does not offer a solution to that controversy. These are some of the many questions that have to be gone into and solution found for them.

COMRADE BHUPESH GUPTA'S SPEECH IN
RAJYA SABHA IN 17/12/59 DURING THE
THIRD READING OF THE INDIAN STATI-
STICAL INSTITUTE BILL.

SHRI BHUPESH GUPTA: Sir, the Prime Minister has been extremely brief in his reply but he has given an assurance that the various points connected with the internal administration of the organisation would be looked into. I attach much importance to this assurance and I am sure that he would look into that.

I did not give any motion for reference to a Select Committee precisely because I felt there was no purpose. I want this Bill to be passed. It was wholesome support—it was not wholesome opposition with little demur here and there, minor ones. Therefore I said that I should have liked if we had had an opportunity for the matter to be taken to a Select Committee. But that does not matter; it could be looked into otherwise also.

I do not know why my friend, Diwan Chaman Lal, felt a little sorry. I pointed out certain things. If a Bill comes and I support it, it would not do if I merely say 'I support it' and then sit down. I will not be fulfilling my function; certainly not from the Opposition. That is the point. I read the Prime Minister's speeches in the other House and he is quite right when he says that this Bill is not directly concerned with the internal matters of the organisation but then by implication it is. And we are on the subject. An Institute is being recognised as an institution of national importance. I also note that the Prime Minister has said that the Report will be placed on the Table and when the Report is placed every year I shall at least demand a discussion on it. There is no doubt about it because we would like to discuss it every time. We discuss here controversial subjects; there are many such things. These are matters by a discussion of which we educate ourselves; at least I educate myself. When I was handling plenty of material about this Statistical Institute, I felt I was educating myself on a matter of which I had no grasp at all. Therefore it helps us. Now, I make a few suggestions to the Prime Minister. About his meeting them, I hope he will bear it in mind—he has not said anything—when he goes to Calcutta, because they are very anxious to meet him. Once they came here and tried, but Mr. Vishnu Sahay met them. Probably the Prime Minister was busy at that time, and they went away, but they were satisfied in this case that the Prime Minister at least referred them to somebody else. Naturally you can well understand that Mr. Vishnu Sahay in no way could be taken by them as a substitute for the Prime Minister when they came to meet the Prime Minister. Therefore, that is important.

Now, Sir, about their service conditions, I say that is very important—security of service, promotion, and so on. Now, he said that people left. He mentioned Mr. S amar Roy. Am I to understand that he has gone just because there is more money there? If that is so, then I hold no brief for him.

DR. A.N.BOSE: Then, he might have gone to the Calcutta University which offered him the Chair of Statistics.

SHRI BHUPESH GUPTA: I do not know. Dr. Bose is more conversant with this subject. But if he has gone for money, I would not hold any brief for him, because we can never compete with Americans in this matter. I do not know, but I am told that people do not at all feel that way. Therefore, the service conditions, promotion, security of service, etc. are important.

Now, we have got the contract clause. I do not know how it will affect, but I hope that no more notices of this kind will be served, mass-scale notices served on two thousand people saying that "your services would be terminated."

MR. DEPUTY CHAIRMAN: No repetitions.

SHRI-BHUPESH GUPTA: I hope that it will not be done. Then, Sir, the matter should be discussed with these people and settled. I do not say anything more because I expect a little more discussion.

As regards the training and diplomas, degrees and so on, the University will come and like any other University, it will function as a University. Therefore, some kind of educational council or academic council would be necessary, because in a big way it will now be dealing with this question of training and education where diplomas and degrees will be given. That point should also be considered by the Institute.

Sir, I do not wish to say anything more, although I would have said much more if the Prime Minister were not involved in it in the sense that he is concerned. I leave it in his hands. No Select Committee, no amendment, nothing of the kind is required. Therefore, I am saying nothing except that I leave it in his hands. I hope that whatever suggestions we have made or we may be making in future, he would give them a little personal attention, look into them and set things right. The Institute has done a great service and it has a very great future. We shall also help it and contribute ~~hitherto~~ towards its growth.

Just before I sit down, I would again take this opportunity to pay my tribute to the many devoted workers of the Institute, who have done excellent work, not always in congenial circumstances, I must say. And if I said "one-man show", it was not that I discount what they were doing. They have done good work. It is collective functioning. But then I was talking from the administrative point of view, from the point of view of direction. That is the position. We have got a fine set of people there. They must be nursed. They should be developed and they should be made the masters of the Institute, so that it remains not only as an institute of national importance, but its significance grows year by year and it radiates its authority and its influence and its other role in every sphere of national planning here and, if I may say so, also abroad in many ways. We wish this Institute well and I hope all these matters will be looked into.

From Bengal they go outside to other States, and vice versa. That is a thing which should be stopped, because we are short. Now, every ounce of fertiliser should be properly used and should reach the actual cultivators, cultivators specially in areas who should get priority, and the Government should also be interested in this matter.

*

*

PS
T-1 -
14.00

Debates (18-12-59)/Agrahayana 27, 1881(Saka)
Uncorrected - Not for publication

600
8995

Mr. Deputy-Speaker -cd

Shri S M Banerjee desires that he may be called today to speak because he has to leave station and might not be able to return on Monday. My only difficulty is that all the three hon. Members who have spoken so far are from the Opposition and none from the other side.

Shri S M Banerjee: I am one of the signatories to the Motion.

Mr. Deputy-Speaker: No Member has been accommodated from the Congress Party so far. But I think hon. Members would help me. If we can accommodate one more Member from the Opposition now, thereafter Members from the other side may speak.

Shri ^SM Banerjee: Mr. Deputy-Speaker, Sir, I remember the day on which this long-awaited Pay Commission Report was laid on the Table of the House. I also remember that representatives of all the Unions and Federations of Central Government employees were just waiting outside to have a glance at this book. In the evening I handed them the book and asked them to discuss it. Next day when they came to me, I asked them 'What are your comments on this long-awaited Pay Commission Report?' They asked me: 'What are your views?' I took the Report in my hand and told them: 'The Report is here. The Commission was there. What is ^{missing} missing is ~~exactly~~ the new pay'. Exactly after a lapse of 2½ years and after spending more than Rs.10 lakhs, I could never imagine that this Report would be brought out in this shape.

There are certain features of the Report which I welcome and I would like to mention them at the end of my speech. But I was only sorry to know what happened to the decision of the 15th Indian Labour Conference. There was a decision -- rather recommendation -- of the

Shri S M Banerjee -cd

the 15th Indian Labour Conference, hailed by all sections of trade unionists, by the representatives of the Government of India and the State Governments, by the representatives of the millowners and the employers. We were proud to announce to the working class, both ^{the} middle class and the industrial workers of this country, that in the 15th Indian Labour Conference, the Government of India had taken a decision or a decision had been taken unanimously by the representatives of the Government and those of the workers and the employers that a minimum wage should be fixed on the basis of the calories laid down by Dr. Aykroyd, 18 yards of cloth and so many other things, the total of which came in value to Rs.137-8. All the trade unionists of this country, specially those who belong to the Central Government undertakings -- whether Federation or Union -- based their recommendations and suggestions on the clear assumption that this was ^{an} accepted thing and this Government had accepted it. I am thankful to the Commission and to all the members thereof including the Chairman for exploding this myth before us. When we submitted our memoranda to the Commission basing our recommendations on the 15th Indian Labour Conference decision about the minimum wage, they wrote a letter to the Government asking for their comments. To that letter, they received a reply from Government. This is what the Commission say in page 63 of their Report:

"Towards the end of April 1958, we received a reply from the Secretary to the Government of India, Department of Expenditure, Ministry of Finance, explaining the Government's position in the following words:-

'The Government desire me to make it clear that the recommendations of the Labour Conference should not be regarded as decisions of Government and have not been formally ratified by the Central Government.

Shri S M Banerjee - cd

"They should be regarded as what they are, namely, the recommendations of the Indian Labour Conference which is tripartite in character. Government have at no time, committed themselves to taking executive action to enforce the recommendations".

The other day some of the hon. Ministers were saying that Government never accepted this decision. What does this mean? This decision has not been formally ratified.

Ratification of this particular decision or recommendation was under the consideration of Government. I want to ask a simple question ~~to~~ the hon. Minister through you: will this decision be ever ratified? What was the point in taking this decision? We, along with the hon. Labour Minister, and the representatives of his Ministry, beat our drums so loud about this decision which was hailed by all sections. Today we find that this decision has not yet been ratified.

It is a painful thing and it is most unfortunate that all our calculations and assumptions about a minimum wage in this country have been completely smashed to pieces after reading these few lines written by one of the Secretaries to Government in reply to the letter of the Commission.

So my submission is that this is a very serious matter. I fully realise the helpless attitude of the Commission in not arriving at a definite minimum wage because the very basis on which we submitted our memoranda and suggested a pay-scale -- on which the Commission also wanted to suggest something -- that particular basis was not

Shri S M Banerjee -cd
there after this letter was received ^{from} some Secretary to Government. So my submission is that if this decision was not ratified, why was it not ratified before the finalisation of this Report. What is the basis of our minimum wage in the country? The Minimum Wages Act? So I want to know specifically whether Government have in their mind the ratification of this decision or whether it will remain unratified.

Another thing is that the calculations and theory of Dr. Aykroyd were completely overruled by this particular Commission. I have no motives to impute to the honourable members of this Commission. I have got every respect for them. Some of them are economists and I have every respect for them. But what did they do? According to Dr. Aykroyd's recommendations -- I have made comparisons -- the requirements of a person are:

Rice and millets(cereals) 14 oz., pulses 3 oz.,
vegetables 10 oz., milk 10 oz., sugar and gur 2 oz.,
vegetable oil and ghee 2 oz., fish, meat etc. 4 oz.,
fruits 2 oz. and groundnut nil. -- total 47 oz.

According to the Pay Commission's proposals, these work out to:

Cereals 15 oz., pulses 3 oz., vegetables 6 oz.,
milk 4 oz., sugar and gur 1.5 oz., vegetable oil
and ghee 1.5 oz, fish, meat etc. nil, fruits nil,
groundnut 1 oz. -- total 32 ounces.

And the greatest tragedy of it is that according to the statistics that they have, the Commission say that these 32 ounces of these commodities were available in the Delhi market

Shri S M Banerjee -cd

in 1958 for 56 nP. Out of my own earnings from the Lok-Sabha, which is of course the taxpayers' money, I am ready to pay not only 56 nP but even 76 nP to the hon. Minister or any member of the Commission. Let them go to the bazaar in Delhi and purchase all these commodities for 56 nP or 66 nP or even 76 nP. What is this calculation? It is a most unrealistic calculation, a wrong calculation.

Shri C K Bhattacharya (West Dinajpur): May I point out to the hon. Member that the Commission based their recommendations on the opinion of Dr. Patwardhan of the Nutrition Research Laboratories, Hyderabad, and Dr. B C Guha, Head of the Department of Applied Chemistry, University College of Science and Technology, Calcutta?

Shri S M Banerjee: I agree. I am only speaking after reading the Report. But I do not know how the price of all these commodities will come to only 56 nP, how it is possible to buy all these commodities for 56 nP. In Delhi, suppose one is not a wheat eater, what happens? What is the price of rice in Delhi, edible rice? It will not be available for less than Re.1 a seer.

An Hon. Member: The price is more.

Shri S M Banerjee: It is the minimum. So I do not know how the Commission has come to this conclusion. I am ready to accept the Report and explain to the workers that they should not say anything about this Report if this calculation is correct, if we can have all these commodities for 56 nP. I shall then gladly accept this Report in toto. That is my submission. But the entire calculation is wrong.

PS
T-6

Debates (18-12-59)/Agrahayana 27, 1881(Saka)
Uncorrected - Not for publication

9000

Shri S M Banerjee -cd

My next point is this. It is said that there will be merger of dearness allowance with the pay. It is a welcome feature. In 1951 when the Gadgil Committee was appointed, we definitely said -- all the Central Trade Union organisations -- that the whole dearness allowance should be merged with pay. Of course, one organisation, the INTUC said that 75 per cent should be merged with the pay. But all the other organisations, the Central Trade Union organisations, the Railwaymen's Federation etc. submitted before that body that the whole of the dearness allowance should be merged with pay.

cd. by U

Shri S M Banerjee - contd

This is a welcome feature; I welcome it. But, what is the result? We could never imagine that the new pay scales will be only the minimum and the **maximum** of the present scales with the full dearness allowance merged. They have said they have increased the scales. No one who had read the newspapers in which it was said that the minimum wage has been increased to Rs.80/- would have imagined that. What does this Rs.80 comprise? It comprises - I will take an unskilled worker or a class IV employee, a peon - Rs.30 minimum pay - and he was getting an annual increment of 8 annas and his maximum was Rs.35/- - a dearness allowance of Rs.45; and the total was Rs.75/-. Therefore, it has meant Rs.5/- for him; but for one getting Rs.35/- it is the same as Rs.35 plus Rs.45/-. What has he gained?

Take a lower division clerk whose basic pay was Rs.60/- and who went up to Rs.130/-. He was getting a dearness allowance of Rs.55/- . Rs.130/- plus Rs.55/- comes to Rs.185/- but the maximum today will be Rs.180/-. He will have to incur a loss of Rs.5/-. The hon. Minister may say, what about the dearness allowance of Rs.10/-. I say, 'Yes'. But what is the calculation of this dearness allowance? Will it be linked with the cost of living? At least the previous Commission said that for every 20 points increase in the cost of living there should be an increase of Rs.5/- But, unfortunately, this Commission has not stated what should be the quantum of D.A., whether it should be increased with an increase of 10 or 20 points in the cost of living index. My submission is that the D.A. should be linked up with the cost of living and it should not be left in the hands of Government to decide after a year or so. So, I have shown how the people have lost. When I say they have lost I do not say that in all decisions they have lost.

Shri S M Banerjee - contd

Here is a calculation. *Am* the case of a class IV employe^{who} / was getting pay plus allowance, Rs.75/- . Now the revised amount Rs.70/- plus Rs.10/- he will get Rs.80/- and a benefit of Rs.5/- But then there is the compulsory provident fund Rs.5/- . So, the benefit is exchanged with this.

Then, in the case of class III servants also, the basic was at present is Rs.60/- and the D.A. is Rs.55/-; total Rs.115/- . They will get Rs.100/- plus Rs.10/-, total Rs.110/- but the G.P.F. deduction will be Rs.7/- and the net gain will be ~~Rs.2/-~~.

The hon. Minister and the Government may say that after ^{all} the G.P.F. deduction is a gain. Yes, that is a gain which they will get ultimately. Let me ask one question of the hon. Minister. Was this Commission appointed for the existing employes or for their sons? If they say it was for the sons I say nothing.

They have given retirement benefits. I welcome the retirement benefits. The Government have decided to accept the retirement benefits recommended by the Commission. But they wanted something immediately.

Shrimati Ila Palchoudhuri(Nabadwip): It is for future generations.

Shri S M Banerjee: You make this statement to your son and I will also do it.

My submission is that we expected that this Pay Commission's Report will do good to the people.

Mr. Deputy-Speaker: The hon. Member should conclude soon.

Shri S M Banerjee: I want 5 minutes more, Sir. I never asked for more time; I always obeyed your orders very respectfully.

But this is a very important subject.

Mr. Deputy-Speaker: My difficulty is that I have got a long list before me.

Shri S M Banerjee: I fully realise it; but this very important.

Shri S M Banerjee - contd

I have certain suggestions to make. About these lower division clerks and upper division clerks it has been said that there is a special grade called the selection grade. But selection grade is only 10 per cent, whereas the lower division clerks are more than 50 per cent. I may mention that certain lower division clerks working in the Armed Forces and in other subordinate offices were not given even the 2 additional increases and now also they may not be given any benefit under this particular Commission's report.

What about the piece-work system. This Commission has suggested that this piece work system is necessary in Ordnance Factories. The Ordnance Factories have been specially mentioned. But what about the revised pay scales? If you merge the D.A. whole of it along with the pay what will be the cost of the article? What will be the basis of fixing the price? Nobody has cared to see this vital question. In the Ordnance Factories we are having mass production. In having this piece-work ^{calculation} ~~evaluation~~ they will have difficulty unless this is properly defined. My suggestion is piece-work rate should be proportionately increased.

Then, there is discrimination between industrial and non-industrial employees. I agree that the industrial employees will get 2 days more casual leave according to the recommendations - from 5 to 7 days. They were getting medical leave; it has been restored. I welcome that. I welcome the removal of the discrimination between an industrial and non-industrial worker in the matter of privilege ticket order. But, what about the other discriminations that are still there? What about the holidays and other things?

When the question of reduction of holidays comes we are told that this is happening in England and other countries.

Shri S M Banerjee - contd

Why should we quote other countries where there are lesser holidays? What about better service conditions?

Shri C K Bhattacharya (West Dinajpur): More production.

Shri S M Banerjee: I have seen that in many textile factories the slogan was produce or perish and they produced and perished. I do not want to say anything about what has happened in certain industries. (Interruptions).

Mr. Deputy-Speaker: Order, order.

Shri S M Banerjee: I have certain suggestions to make. I will take one minute and finish. I would request the hon. Minister to modify certain pay scales. He said if necessary they will modify. This Report should have been accepted in toto. If for any reasons it has not been accepted in toto let it be modified. I would respectfully submit that the hon. Minister would kindly consult the representatives of various Central Trade Union organisations and discuss with them before implementing the final report. I have the following suggestions to make.

1. In fixing the grades and trades at the department level, representatives of the trade unions should be associated and consulted.
2. Government should modify that recommendation on D.A. and link it with the cost of living index as against the present too-dilatory recommendation.
3. Recommendations should not be applied in such a manner as to deprive the full advantages.
4. The recommendation of the Commission regarding pay scales and allowances etc. should have been made applicable from 1.7.57 the date from which interim relief was given. For the delay in the submission of the report of the Commission, employees should not be made to suffer. The arrears should all be paid in cash and not credited to P.F.
5. In the social conditions of India, 23 holidays and 15 days' casual leave for all Government employees should be maintained. Change in social conditions and outlook should take place before any reduction in the number of holidays and casual leave is enforced.

Shri S M Banerjee - contd

6. Comparisons with foreign countries only in this respect is not valid. With the calorific value of food for Indian people of small body size and Indian climate, as recommended by the Commission, holidays and leave should also be according to Indian conditions.

With regard to the classification of cities, I would say that the Delhi population has increased enormously. After some time there will be no difference between Delhi and other A class cities. I do not know why that cannot be done and why we should wait for the census of 1961.

7. Efforts should be made to bring ^{about} uniformity in pay scales for the same type of work in different departments.
8. Recommendations of the Commission to work on alternate Saturdays in office should be accepted and the modification made by the Government should be withdrawn.

I think the status quo should be maintained. If not the Commission's suggestion to work on alternate Saturdays should be accepted.

(contd. by W.)

4006

W-1
14 20

Shri S M Banerjee - cd.

All those employees who have completed three years of service should be made permanent. Unfortunately in the Defence Ministry, 62 per cent of the employees are temporary and it is they who are to defend the security of the country.

It is incorrect to reduce the P.T.O. passes of railway workers when uniformity in the service conditions and pay scales of all Government employees is not being recommended.

Principles of compulsory arbitration in regard to disputes between the trade unions of the Government employees and the Government should be accepted forthwith as also the association of Labour Ministry in staff relations.

Lastly, I may say that I would have welcomed one bold declaration, honest declaration on behalf of the Government. They could have accepted the genuine and legitimate demand of the workers and the Central Government employees and might have said: your demand is genuine and your pay should be increased and we would like to accept it but because we are having ^{financial} difficulties because of and/the national and the international situation which we are facing, we are unable to pay you; we will pay you in the Third Plan and so you work for the success of our Plans. That would have been a bold declaration and it would have been better rather ^{adopting} than/these back-door methods, actually depriving the workers of their legitimate dues. That is my request. I request the hon. Minister to modify this recommendation so that the ^{employees} ~~staff~~ may get something out of it and they may be happy. Today, the Central Government employees find this to be something which is a bundle of ^{misapprehension} ~~contradictions~~, I should say.

(ends)

16 DEC 1959

Wireless Operators on Indian Railways HIT HARD AND DOWN-GRADED

BY

THE 2nd PAY COMMISSION

HUMBLE APPEAL

To Shree. Shripal Anant Dange M.P.

Respected Sir,

Hard driven by the sense of frustration and desperation, the wireless operators on Indian Railways venture to flutterforth with the following woeful tale (SOS) for immediate relief:—

1. That the wireless wing on the Railways is a war-born child which was inception in the year 1942 when II world war was in full swing. This branch of communication was created as a safety measure and was treated as Confidential, essential and of intensive nature of work.

2. That in recognition of the Venture, the Telegraph Signallers who were selected for wireless operators job were granted a higher start of Rs. 120/- per mensem as against Rs. 35/- of a signaller.

3. That degeneration set in during later years and most unluckily the wireless operators have been bypassed and overlooked for any higher job as nearly all of them find themselves to be either blocked on their maximum of Rs. 220/- or are about to reach their maximum in the near future. The dead end on Rs. 220/- is there as there are no avenues of promotion for them to push through the blockade. The only higher grade in sight for them is that of Inspector Wireless Traffic of Rs. 150/-, 225/- having a difference of Rs. 5/- between the maximum of the lower and the supervisory grades. The percentage of such posts is also very low and very few get even this uncharming and ridiculous grade.

4. That, in the year 1956, when the Hon'ble minister for Railways announced the upgrading in all categories of Railway employees the wireless branch was ignored on the plea that this is a case of common Ministry i. e. (Railway and Communication) and could not be dealt with by the Railway Ministry alone and it is to be treated on lines of *Post and Telegraphs, which is the Principle Employer.*

5. Lately, the Railway Board Vide their letter no E (S) 1-57 TRB/39 Dated 9-5-59 had shown some consideration (on being constantly represented through the Ad-hoc. Tribunal to the Railway Ministry) for our sad lot and ordered upgradation & distribution of the post of Inspector wireless Traffic from Rs. 150/-, 225/- to 160/-, 250/- at a ratio of 1/7 posts of wireless operators as also to bring wireless operators on Railways at par with Wireless Operators of the Posts and Telegraphs Department, a sanction of Rs. 20/- and Rs 40/- after passing the Lower and Higher Proficiency Examinations respectively was declared (Copy enclosed) and a syllabus on the lines of *Post and Telegraphs* was prescribed.

6. That identical scales of pay were fixed by the Ist. Pay Commission for Railways and Posts and Telegraphs Wireless Operators keeping it as Rs. 80/- To 220/- in the intial stage.

7. That all hopes centred round the decision of the present Pay Commission, are most mercilessly dashed to the ground and that the Railway Wireless operators have been treated in a typical way in the suggested typical pay scales. Strangely enough, Wireless Operators have been reduced in the existing pay in a vague manner as the following will show:—

(1) Category	(2) Existing Scale	(3) Now recomended Scale	(4) Down graded by Rs. 5/- (on the maximum)
1. Wireless Operators	Rs. 80/- To 220/- (220+65 DP & DA) = Rs. 285/-	Rs. 130/- To 280/-	
2. Wireless Inspectors	Rs. 160 To 250 (250+65 DP & DA) = Rs. 315/-	Rs. 205/- To 280/-	Down graded by Rs. 35/- (on the maximum)

P. T. O.

8. That the maximum of initial grade of the Wireless operator is Rs. 280/- and that of an Inspector above a Wireless Operator is also the same Rs. 280/-. What will be the Supervisory Weight and value of such an Inspector drawing equal Pay as all Wireless operators are nearing their maximum pay? This will be merely changing of name plate and no raising of Pay which is a necessary condition for supervisory jobs in view of discipline.

9. That, as against the trend of decisions made by the last Pay Commission in regard to allotment of grades, the present Pay Commission has created great anomaly by down grading the wireless operators by Rs. 5/- and Inspector Wireless by Rs. 35/- P. M. as also by creating disparity between the Wireless operators of Post and Telegraphs and Railways. The Wireless Operators of Post and Telegraphs have been graded in Rs. 270/- to 350/- as against Rs. 130/- to Rs. 280/- over the Railways for the same nature of job.

PRAYER

It is, therefore, prayed that in the light of the above facts, the suggested typical pay scales be suitably amended and fixed up at par with the P and T as previously and also the supervisory post be amply raised above the scale of the wireless operator to avoid sense of frustration and disappointment. Your timely *intervention* into this urgent matter is most submissively solicited.

*Wireless Operators,
Indian Railways.*

Copy of Railway Boards letter No. E (S) 1-57/RB/33 dated 9-5-59 addressed to the G. M. S. All Indian Railways.

Re : Scales of pay of Wireless Operators and Inspectors Wireless (Traffic)

The Railway Board have decide that each railway should hold proficiency examinations. Lower proficiency and higher proficiency for W. O. P. S. once a year.

2. W. O. P. S. who have completed one years service on the last day of the month preceding that in which the examination is held, will be eligible to appear in the lower proficiency examination and on being declared successful therein will be entitle to a special pay of Rs. 20/- P. M.W.E.F. the first day of the month following that in which the result is declared.

3. W. O. P. S. who have qualified in the lower proficiency ezamination and have also completed three years service as WOPs on the last day of the month preceding that in which H. P. Examination is held will be eligible to appear in that examination and on being declared successful in that examination he will be entitled to a special pay of Rs. 20/- P.M. in additiou to the special pay of Rs. 20/- p. m. admissible on qualifying in the L. P. examination i; e. to special pay of Rs. 40/- p. m. with effect from the first day of the month following that in which the result is declared.

4. The grant of the special pay has the sanction of the President. The special pay will be treated as part of the scale of pay of the WOPS retaining P. F. benefits. It will also count as emoluments for pensionary benefits under rules 2544 and 2455 R. II.

5. Syllabus for the L. P. exam. and H. P. Exam. referred to above is enclosed, and is based on the syllabus of the P and T department. These examinations should be held once a year as far as possible and should comprise of written papers and practical test. The exam. works for the written papers and practical test should be 100 each with qualifying marks of 40%, the written examination should be held first and only those who qualify in it will be eligible for the practical test.

6. The Board have also reviewed the scale of pay and distribution of posts of Inspector Wireless Traffic and have decided that the lowest scale of Rs. 150/225 of IWT should be replaced by scale Rs. 160/250 and the number of posts in the grades of Rs. 160/250 and higher should be 1/7th of the total number of posts including those of WOPS-

7. The above decision will have effect from 1-4-56 but arrears should not be paid for the period prior to 1-4-57.

Sd/-

Telegram Dated 2/12/59 From : Pandu

To, Secretary, Railway Board, New Delhi, S. M. Banerjee, M. P., NDLS
Nathpai M. P., NDLS, Hem Barua, M. P., NDLS, Feroz Gandhi, M. P., NDLS.
Railwayman Bombay G. M. Pandu, General Secretary Mazdoor Union
Pandus

Paycommission recommendation discriminates Railway Wireless Operators with R&T as also civil aviation Wireless Operators now holding same scale stop Railway Wireless Operator individually carries more heavy and strenuous loads than P&T or Aviation operator stop request at least same scale stop proposed scale reduces Rupees five for Railway Wireless Operator and Rs. thirty five for Wireless Inspectors in basic pay stop paycommission places both operator and inspector to same maximum stop operators reaching maximum denied any further channel of promotion stop solicit opening of avenues in view of blocked cadre stop please review before Government acceptance stop existing scales wireless operators 80/220 and wireless inspectors 160/250 excluding dearness allowance stop proposed scale operator 130/280 inspector 205/280 with dearness stop all other categories in 160/250 equated to 210/380 by paycommission stop repeated secretary R. B. Sarva Shri S. M. Banerjee, M. P., Nathpai M. P., Hem Barua M. P. Feroz Gandhi M. P. NDLS Railwayman Bombay GM G. S. Mazdoor Union, Pandus

Wireless Operators &
Inspectors, NEF Rly.

Questions:-

(1) Whether it is a fact that 2nd C. P. C. which was set up to suggest relief to all central employees has downgraded the pay scales of the wireless operators and wireless inspectors in the suggested typical pay scales by Rs. 5/- and 35/- respectively and created a different pay scale for the R&T Wireless Operators which were identical in ~~the~~ their initial ~~stage~~ ~~stage~~ stage?

(2) Is it a fact that the maximum of the scales of Railway Wireless Operators and Wireless Inspectors is recommended to ~~be~~ be the same at Rs. 280/. and it is so what supervisory value and weight it will carry in the higher post?

(3) Is it a fact that the Railway Wireless Operators have a very narrow field of promotion and most of them are blocked on their maximum and have even reached on the blocked pay. If it is so what steps are contemplated to be taken to remove this anomaly and bring home these Railway Wireless Staff at par with their sister branch in the R&T.

.....

A NOTE ON CERTAIN ASPECTS OF PAY COMMISSION'S REPORT.

This note has been prepared by a group of Trade Union activists in the Bombay Branches of the National Federation of P. & T. Employees.

This note enumerates certain salient points arising out of the Pay Commission's report.

This note however does not cover the question of Pay Scales and inter-relativity of the scales of different cadres. We are informed that a note on the point may be prepared by the National Federation of P. & T. Employees & the All India Unions.

1. Compulsory General Provident Fund, as per item 19 of the statement shown in the recommendation of the Pay Commission and Government's decision thereon placed on the table of the House. The scheme of compulsory subscription of the General Provident Fund is being introduced - the rate being 6 H.P. per rupee for employees other than those who are already required to contribute at the higher rate of 8 1/3 H.P. per rupee.

This would virtually mean wage freezing in certain cases as shown in table enclosed herewith. It may be clearly stated that the Government do not propose to add or contribute a single naya paisa in this General Provident Fund. It is, therefore, not understood as to why such compulsory scheme should be introduced. It is, therefore, requested that this scheme may be dropped. It may be appropriate to point out at this stage that even at the time of grant of Interim Relief it was proposed to be paid in the forms of cash certificates. It was only after protest and debate in the Lok Sabha that the Govt. agreed to alter the decision and ultimately the employees were paid in cash.

It may also be pointed out that the rate of interest that the Government will offer to this compulsory savings is only 3 1/3 p.c. If the same amount is invested by the employees any where else, it will bring him minimum of 6 p.c. interest.

2. The recommendation in respect of Earned Leave:- The present benefits available to the Central Government Employees are enumerated on page 421 of the Pay Commission's Report. To day the employees after one year of his service gets 30 days leave in one year. As per recommendation of the Pay Commission, the employee in the first five years of his service will get 21 days leave. Employees between 5 and 15 years of service will get 27 days leave and only after 15 years of service he will get 30 days earned leave within a year. Thus it will be seen that Pay Commission has even taken away the leave which is to day available to him. It may, however, be pointed out that the Government decision in this behalf is not yet known. The Unions had demanded 36 days earned leave in the course of a year.

The employee at present gets 20 days half pay leave in a year without any limited accumulation and in case of sickness this leave can be commuted to a leave of full pay subject to a limit of 240 days. The commission however appears to be silent on this point.

3. Leave Travelling Concession:- To day under the present rules this concession is only available to such employees whose home towns are beyond 250 miles and even to these officials only 90 p.c. of the expenditure is borne by the government. For the Class IV employees, however, limit at present is 100 miles. It is submitted that fixation of arbitrary limit of 250 miles may be done away with. After all, if the intention of the Government is that an employee should be able to go to his native place once in a year or once in two years this restriction of the 250 miles is redundant. In fact it is submitted that each Central Government employees could be given facilities of one free railway pass from place of duty to anywhere as is given to railway employees. It may be pointed out at this stage that the Government have considerably reduced the passes of the Railway Employees.

4. The new grade proposed for postal clerks, RMS Sorters and Telephone Operators is 110-4-150 F.B.-5-180 F.B.-5-225. The Commission has, however, recommended additional increment for Telegraphists being given on successful completion of training. On similar lines it may be submitted that an additional increment be given to RMS Sorters after completion of training, who has to be trained in training class for a period of 3 months. Mechanic in telegraph engineering branch is trained for a year and more. The Postal Clerk is trained for a period of 3 months. It is submitted that these categories also may be granted an increment and in any event the period of training may be counted for the purpose of increment and service.

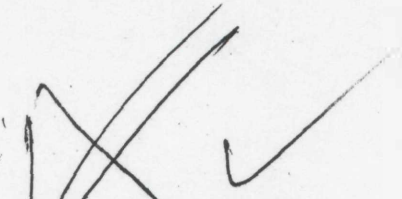
The Pay Commission has, however, recommended that 10 p.c. of posts may be termed as selection grade posts without any additional responsibility in the scale of 150-5-175-6-205-FB-7-240. It is suggested that instead of having only 10 p.c. posts in Selection Grade both scales may be integrated so that clerks, operators or sorters will automatically go in selection grade after 10 years of service. In this behalf it may also be pointed out that the difference between maximum of selection grade and ~~150-5-175-6-205-FB-7-240~~ maximum of Clerk, Operator or Sorter is Rs.15/- only.

The Pay Commission on page 300, para 36 has turned down the demand of the National Federation of P. & T. Employees that L.S.G. posts should be 20-25 p.c. The Pay Commission has left this question aside on the grounds that the posts of L.S.G. are based on certain time test in the P. & T. Department. It may be pointed out that to day only 6½ per cent of the posts are in the L.S.G. At this stage it may be pointed out that L.S.G. is the only promotional avenue open for Clerk, Operator and Sorters in the ordinary course. It is, therefore, suggested, that there should be 25% of L.S.G. Posts in the Posts and Telegraphs Deptt.

5. City Compensatory Allowance and Transport between place of work and residence.

The Commission has accepted that "as a rule living in the largest Cities is most costly" (Page 379 para 23). This costliness pervades almost all the necessities of life such as fuel, clothing, food material etc. and other services such as washing of clothes, transport etc. It will, therefore, be seen that transport is only one of the items which makes the living in big cities the costliest. The City Compensatory allowance recommended at the rate of 10% and 8% subject to certain minimum and maximum limits (item 8 of statement) can hardly compensate the above items. In the biggest Cities like Bombay a good number of employees are compelled to live in places miles out due to non-availability of accommodation any where nearer. In these cities, therefore, the amount which the low paid employees are compelled to spend for their transport from and to the place of duty is much out of proportion to their pay and the City Compensatory allowance can hardly compensate this expenditure. The Pay Commission has in fact drawn the attention of the Govt. to the fact (page 393 para 65). The employees, especially those drawing less than 300 Rs. in these cities especially Bombay and Calcutta may, therefore, be granted some monetary relief to meet this expenditure.

T A B L E "A"



<u>Present Pay drawn</u>			<u>Revised Pay to draw</u>			Benefit	Compulsory G.P.F.	Ultimate Loss or Gain.
Pay	D.A.	Total	Pay	D.A.	Total			

(I) CLASS IV CATEGORY
(Packers, Porters, Peons etc.)

30	45	75	70	10	80	5	5	Nil
31	45	76	71	10	81	5	5	Nil
33	45	78	73	10	83	5	5	Nil
34	45	79	74	10	84	5	5	Nil
35	45	80	77	10	87.50	7.50	5	+2.50

(II) POSTMEN & STAMP VENDOR GRADE

35	45	80	75	10	85	5	5	Nil
40	45	85	80	10	90	5	5	Nil
45	45	90	85	10	95	5	6	-1
46	45	91	87	10	97	6	6	Nil
47	45	92	89	10	99	7	6	+1

(III) HEAD POSTMEN GRADE

55	55	110	105	10	115	5	7	-2
64	55	119	114	10	124	5	7	-2
73	55	128	123	10	133	5	8	-3
85	55	140	135	10	145	5	9	-4

(IV) CLERICAL GRADES

60	55	115	110	10	120	5	7	-2
72	55	127	122	10	132	5	8	-3
88	55	143	138	10	148	5	9	-4
100	55	155	150	20	170	15	9	+6
104	60	164	154	20	174	10	10	Nil
155	65	220	205	20	225	5	13	-8
170	65	235	220	20	240	5	14	-9

(V) LOWER SELECTION GRADE

160	65	225	210	20	230	5	13	-8
190	65	255	240	20	260	5	15	-10
210	70	280	260	20	280	Nil	16	-16
250	70	320	305	15	320	"	19	-19

@@**@**@**@**@**@**@**@**

DAKSHIN RAILWAY EMPLOYEES' UNION, VIJAYAWADA.

Central Office,
Dated 28-12-1959.

Circular No.8
DREU/1.

To
all the Central Office bearers and
Branch Secretaries.

Comrades,

Re:- Pay Commission and Protest day.

I append below the resolution passed by the Working Committee of the A I R F on Pay Commission. The A I R F has decided to observe 15. 1. 1960 as a Protest Day, by holding demonstrations and public meetings to educate the public on the issues involved in the recommendations of the Pay Commission. The proforma of the Protest badges which are to be printed and sold by the branches will be sent to you on receipt from the A I R F.

The A I R F is also printing a rejoinder to the Pay Commission report which is priced at 25 nP per copy and you can obtain the required number of copies direct from the A I R F Office, Sevasadan, G.242, Suparibang Road, Parel, Bombay-12 by remitting the value of such copies in advance.

Please arrange to observe the day in a fitting manner.

Yours fraternally,


General Secretary.

P.T.O.

A.I.R.F. RESOLUTION ON PAY COMMISSION.

"This meeting of the Working Committee of the All India Railwaymen's Federation held at Delhi on the 16th December, 1959; after carefully considering the report of the Central Pay Enquiry Commission (1957) together with the decision of the Government of India, regrets to note that the principle enunciated by the Vardhachariar Commission (Pay Commission - 1947) that "State must now take steps forward in the direction of giving effect to Living Wage Principle in dealing with it's employees; and as a matter of Social Policy, the lowest rate of remuneration should not be lower than a Living-Wage and that the highest salary should also as a matter of Social Policy be kept down as far as possible, consistent with essential requirements of recruitment and efficiency", has been discarded, and the test formulated by the Islington Commission is being interpreted in a conservative manner contrary to the accepted Socio-economic policy proclaimed from time to time in the Five Year Plans and in the Tripartite Conferences.

The Commission advocates restraints in consumption for enabling Capital Formation in the development Plans. While it is necessary that the principle of marginal productivity has to be applied for augmenting the Plan-Outlay; the A.I.R.F. asserts that it is necessary during the process of economic development that Labour has to be paid adequately to enable it to meet its minimum requirements. The Commission has questioned the propriety of the decisions of the 15th Labour Conference fixing the minimum wages on the basis of the minimum requirements of a worker's family. The Commission has proceeded even so far as to challenge Dr. Aykroyd's formula which has been universally accepted in regard to the minimum requirement of calories for nutrition values, and has based its minimum scales on the poverty line.

The Federation deplors the virtual repudiation of the unanimous decisions arrived at the 15th Indian Labour Conference. By communicating to the 2nd Pay Commission that they (Government) are not committed to the decisions of the said Indian Labour Conference, Government have acted in a manner which is tantamount to a breach of faith to the working class. The attitude of the Government of India is an insult to organised labour in the Country who have reciprocated by abiding with all the obligations accepted by them.

The Wages Policy of the Government should be an indicator of the Country's progress towards the Socialist Pattern of Society, and instead of narrowing down the gap between the minimum and the maximum emoluments, the 2nd Pay Commission has ruled out reduction in the maximum salaries on the plea that higher standards of efficiency and recruitment should be the criterion rather than the satisfaction of accepted Social and ethical standards. On the other hand the Commission has adopted double standards in respect of low-salaried groups by linking their wage structure to the per capital National Income. When advocating that the sacrifices can be asked reasonably from the lower salaried staff the Commission has not realised that erosion of real income has occurred more in lower grades.

The A.I.R.F. strongly condemns this retrograde and reactionary view point, and demands adherence to the wage policy as formulated by the 15th Indian Labour Conference. That Wage Policy alone provides the incentive for productivity of the labour during the period of economic development.

The continuous reduction in the real wages due to the abnormal rise in the prices and the Government's inability to bring down the price level lower had resulted in the adoption of the principle of automatic adjustment of wages with the cost of living index. The above principle has been arbitrarily rejected by the 2nd Pay Commission to the detriment of the wage earners and without any provision to protect the real wage left it to the mercy of the Government. The argument that this is not the desirable results in a large number of employees being compelled to live on sub-human standards of life as the price policy of the Government is such that the rise in essential commodities cannot be checked in the near future.

One of the terms of reference is to "recommend, in particular, the extent to which benefits to the Central Government employes can be given in the shape of amenities and facilities", and the Commission in suggesting and/or recommending curtailment of the existing rights and privileges, has gone beyond its terms of reference.

The recommendations in regard to Casual Labour are another evidence of confining this class of labour to the poverty line. Through the efforts of the A.I.R.F. casual labour were de-causalised in accordance with fair practice and brought on the C.P.C. scales of pay - Further the recommendations do not meet the requirements of the situation fully. Casual labour employed in the railways comprise of various categories e.g., Carpenters, Welders, Fitters, etc. A State Government does not always have minimum wages fixed for these categories and, therefore, to reduce highly skilled staff in this class of employment to the minimum wages of an unspecified category would deprive them of the benefit enjoyed by railwaymen for doing similar jobs.

In its memorandum to the Pay Commission the A.I.R.F. had pointed out that the railway undertaking had a surplus of revenue to meet legitimate demands of labour, and also suggested measures to increase the surplus to the extent of 165 Crores of Rupees. The A.I.R.F. deplors that there is no reference in the Report that the Pay Commission has examined these measures with a view to find possible sources of extra resources for the national economy. Further the Railways are contributing to the Central and States revenues about 52 crores of rupees annually to help build up their budget resources. The A.I.R.F. agrees that in a development economy certain surplus revenue should be created and diverted towards development expenditure for the entire economy, yet the satisfaction of labour is the first charge on its revenues. In other countries the Governments are subsidising the railways to meet labour liabilities.

The Government's decision on the Pay Commission's recommendations affect the railwaymen adversely in as much as:-

- a) it nullifies the policy relating to avenue of promotion evolved by the J.A.C. (1950), "New Deal (1957)", Justice Shankarasaran's Tribunal Award (1958) and lays down a principle inimical to the interests of the railwaymen.
- b) differentials have not been worked out on a scientific basis and taking into consideration the nature of duties, etc.,

- c) reduction in the minimum and maximum of scales of pays, introduction of low rates of annual increments and unwarranted imposition of efficiency bar examinations even for the unskilled staff, and at more than one stage for others, results in substantial reduction of emoluments.
- d) increase in the hours of employment and curtailment of leave and holidays is contrary to the provisions of the Adjudicator's Award and will result in loss to the tune of Rs.23 Crores of rupees to the railwaymen alone and to greater unemployment to others.
- e) curtailment in the Pass & P.T.O facilities granted to the railwaymen since the very inception of the Indian Railways.
- f) curtailment in the medical benefits available to the railwaymen at present.
- g) increase in the house-rent by the calculation of the rent on the basis of 6% of the Capital Cost instead of 4% at present and adding with it the cost of site.
- h) reduction in the Overtime-allowance.
- i) adverse recommendation on promotion and character rolls, service conduct rules, disciplinary and other departments rules including the provision of Rules 148 and 1708 (para 2) of the Establishment Code Volume I, whereby a railwayman can be removed from service without assigning any reason, a provision which is uncommon to other departments of the Central Government.
- j) denial of Civic, Political and Trade Union rights to the railwaymen and rendering them as second class citizens of the Country.

Therefore, the Federation urges upon the Government and the Ministry of Railways:-

- a) to reject in toto the adverse recommendations of the Pay Commission,
- b) to associate the A.I.R.F. while framing the rules and implementing the recommendations which are acceptable to the Federation,
- c) to appoint immediately a Permanent Wage Board for Railwaymen consisting of equal representatives of the Railway Ministry and this Federation, with a neutral Chairman, to determine the Scales of Pay and Service Conditions for the Railwaymen, commensurate with the risk, responsibility and hazards connected with the duties of railwaymen which are peculiar to the railway service and uncommon to other Government services.

The A.I.R.F. calls upon all the railwaymen to mobilise under the banner of this Federation to resist the onslaughts and to be prepared for the struggle to secure improvements in scales of pay and service conditions.

The A.I.R.F. directs all its affiliated unions to observe an All India Protest Day on the 15th of January, 1960 and educate the public about the implications of Pay Commission's recommendations, and create public opinion in favour of the demands.

The A.I.R.F. further directs its affiliated unions to hold their respective Central Executive Council meetings to apprise the General Council of the Federation to be convened by February, 1960, for deciding the future course to be taken to realise the objectives.

29 DEC 1959

R E S O L U T I O N

Passed by the working Committee of A.I.R.F. held at
Delhi on 16th December 1959.

PAY COMMISSION.

This meeting of the Working Committee of the All India Railwaymen's Federation held at Delhi on 16-12-1959, after carefully considering the report of the Central Pay Enquiry Commission (1957) together with the decision of the Government of India, regrets to note that the principle enunciated by the Varadachariar Commission (Pay Commission 1947) that 'State must now take steps forward in the direction of giving effect to living wage principle in dealing with its employees and as a matter of social policy, the lowest rate of remuneration should not be lower than a living wage and the highest salary should also be as a matter of social policy be kept down as far as possible consistent with essential requirements of the recruitment and efficiency has been discarded and the test formulated by Islington Commission is being interpreted in a conservative basis contrary to the accepted socio-economic policy proclaimed from time to time in the Five Year Plans and Tripartite Conferences.

The Commission advocate restraint in consumption for enabling capital formation in the development plans. While it is necessary that the principle of marginal productivity has to be applied for augmenting the Plan outlay, the AIRF assets that it is necessary during the process of economic development that the labour has to be paid adequately to enable it meet their minimum requirements. The Commission has questioned the propriety of the decision of the 15th Indian Labour Conference fixing the minimum wages on the basis of a minimum requirements of a worker's family. The Commission has proceeded even so far as to challenge Dr. Akroyd's formula which has been universally accepted in regard to the minimum requirement of calories of nutrition values and has based its minimum scale of pay with parity line.

The Federation deplors the virtual repudiation of unanimous decisions arrived at the 15th Indian Labour Conference. By communicating to the Second Pay Commission that they 'Government' are not committed to the decisions of said Indian Labour Conference, the Government have acted in a manner which is tantamount to a breach of faith to the working class. This attitude of the Government of India is an insult to the organised labour in the country who have reciprocated by abiding with all the obligations accepted by them.

The wage policy of the Government should be an indicator of the country's progress towards the socialist pattern of society and instead of narrowing down the gap between the minimum and maximum emoluments, the Second Pay Commission has ruled out reduction in the maximum salaries on the plea that the higher standards of efficiency and recruitment should be the criterion rather than the notion of accepted social and ethical standards, on the other hand the Commission has adopted double standard in respect of low salaried groups by linking their wage structure to the per capita national income. When advocating that the sacrifices can be reasonably asked from the lower salaried staff, the commission has not realised that the erosion of real income has occurred more in the lower grades.

The AIRF strongly condemns the retrograde and reactionary view point and reiterates the wage policy as formulated by the 15th Indian Labour Conference. That wage policy alone provides the incentive for productivity of the labour during the period of economic development.

The continuous reduction in the real wages due to the abnormal rise in the prices and the Government's inability

P.T.O.

to bring down the prices lower has resulted in the adoption of the principle of automatic adjustment of wages with the cost of living index, the above principle has arbitrarily been rejected by the Second Pay Commission to the detriment of wage earners, without any provision to protect the real wage and leaving it to the mercy of the Government. The argument that this is not desirable results in a large number of employees being compelled to live on sub-human standards of life as price policy of the Government is such that rise in essential commodities cannot be checked in the near future.

One of the terms of reference is to 'recommend, in particular, the extent to which benefits to the Central Government employees can be given in the shape of amenities and facilities' and in suggesting and/or recommending curtailment of the existing rights and privileges, the Commission has gone beyond its terms of reference.

The recommendations in regard to casual labour are another evidence of confining this class of labour to the poverty line though the casual labour, through the efforts of the AIRF, were declassified in accordance with fair practice and brought on the CPC Scales of pay. To once again revert them to a casual status is to deprive them of a position won after hard years of agitation.

Further the recommendations do not meet the requirements of the situation fully. Casual labour employed in the railways comprises of various categories e.g. Carpenters, welders, fitters, etc. A state Government does not always have minimum wages fixed for these categories and therefore, to reduce highly skilled staff in this class of employment to the minimum wages of unspecified category would result in a severe loss of wages.

The Government's decision on the Pay Commission's recommendations affect the Railwaymen Adversely in as much as --

- a) It nullifies the policy relating to avenues of promotion evolved by the JAC (1950); New Deal (1957), Class IV staff promotions enquiry committee (1958), Justice Sankar Saran's Tribunal Award (1959) and lays down a principle inimical to the interests of railway labour;
- b) Differentials have not been worked out on a scientific basis and taking into consideration the nature of duties etc.;
- c) Reduction in the minimum and maximum of scales of pay; introduction of low rates of annual increments and unwarranted imposition of efficiency bar examinations even for the unskilled staff and at more than one stage for others results in substantial reduction of emoluments;
- d) Increase in the hours of employment and curtailment of leave and holidays is contrary to the provisions of the Adjudicator's Award will result in loss to the tune of Rs. 23 crores to the railwaymen alone and to greater unemployment to others;
- e) Curtailment in the pass and F.T.O. facilities granted to the railwaymen since the very inception of Indian Railways;
- f) Curtailment in the medical benefits available to the Railwaymen at present;
- g) Increase in the house rent by the calculation of the rent on the basis of 6% of the capital cost instead of 4% at present and adding with it the cost of site;
- h) Reduction in the overtime allowances;

i) adverse recommendation on promotion and character rolls service Conduct Rules, disciplinary and other departmental rules including the provision of Rules 148 and 1708 of the Establishment Code Vol.1, whereby railwaymen can be removed from service without assigning any reason, which provision is uncommon to other departments of the Central Government .

j) denial of civics political and trade union rights to the railwaymen and rendering them as second class citizens of the country.

In its memorandum to the Pay Commission, the AIRF had pointed out that the railway undertaking had a surplus of revenue to meet the legitimate demands of labour and also suggested measures to increase the surplus to the extent of Rs.165 crores. The AIRF deplors that there is no reference in the report that the Pay Commission has examined these measures with a view to find possible sources of extra resources for the National economy. Further the railways are contributing to the Central and State Revenues about Rs. 52 crores of rupees annually to help build up their budget resources which the AIRF agrees that in a development economy certain surplus revenues should be created and diverted towards development expenditure for the entire economy, yet the satisfaction of labour is the first charge on its revenues. In other countries, the Governments are subsidizing the railways to meet labour liabilities.

Therefore, the AIRF urges upon the Government and the Ministry of Railways.-

- a) to reject in to the adverse recommendations of the Pay Commission.
- b) to associate the AIRF while framing the rules and implementing the recommendations which are acceptable to the Federation.
- c) to appoint immediately a Permanent Wage Board consisting of equal representatives of the Railway Ministry and this Federation, with a neutral Chairman to determine the scales of pay and service conditions for the railwaymen, commensurate with the risk, responsibility and hazards which are peculiar to the railway services and uncommon to the other Government services.

The AIRF calls upon all the railwaymen to mobilise under the banner of this Federation to resist the onslaughts and to be prepared for the struggle to secure improvements in the scales of pay and Service conditions.

The AIRF directs all its affiliated Unions to observe an ALL INDIA PROTEST DAY on the 15th of January, 1960 and to educate the public about the implications and create the public opinion in favour of demands.

The AIRF further directs its affiliated Unions to hold their respective Central Council meetings to apprise the General Council of the Federation to be convened by the General Secretary by February, 1960, for deciding the future course to be taken to realise the objectives.

24 DEC 1959

DAKSHIN RAILWAY EMPLOYEES' UNION, (Regd.)

(Affiliated to A. I. R. F.)

HEAD QUARTERS OFFICES BRANCH

President :

~~XXXXXXXXXX~~
N.K.Chowdary

Secretary :

~~XXXXXXXXXX~~
P.Venkateswarlu

Treasurer :

~~XXXXXXXXXX~~
A.Krishnan.
OFFICE:

11, KOLANDAI STREET,
MADRAS - 3.

Ref. No. DREU/HQO/MAS/Misc/59/109

Date 22nd Decr' 19 59.

To

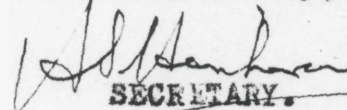
Com S.A.Lange,
Member of Parliament,
NEW DELHI.

Dear Sir,

A copy of the resolutions passed at a Public Meeting held at Memorial Hall on Monday the 21st December 1959 under the auspices of the Dakshin Railway Employees' Union, Headquarters Offices Branch, Madras-3 to protest against the recommendations of the Second Pay Commission is enclosed herewith for your information and necessary action please.

Thanking you,

Yours faithfully,


SECRETARY.

Resolutions passed at the Public Meeting held under the auspices of the Dakshin Railway Employees' Union, Headquarters Offices Branch, at the Memorial Hall, Madras-3 on Monday the 21st December 1959.

This meeting of the HEADQUARTERS OFFICES BRANCH OF THE DAKSHIN RAILWAY EMPLOYEES' UNION, MADRAS strongly protests against the Recommendations of the Second Pay Commission for the following reasons:-

1. It has totally failed to ensure real living wage against the serious inflation prevailing in our Country; It has ignored the very accepted principles of the 15th Indian Labour Conference 1957 in fixing up a minimum wage ~~for~~ on a formulated five point norm. The very pay structure with low incremental stages, more efficiency bars, absolute deprivation of weightage for service with highly abominable disparity between the lowest and the highest scales of Pay in total negation of the accredited policy, of our Government for a socialistic pattern is most retrogressive in spirit and therefore highly resentful and unacceptable.
2. It has not only nullified the provisions of the First Pay Commission for increased D.A. commensurate with the cost of living but also has miserably failed to take into account the background of the demand for the revision of Pay as early as 1957 to provide for adequate and immediate monetary relief with retrospective effect to make good the increased financial commitments of the employees from 1957 onwards, who have been struggling hard to make both ends meet with crippled resources on the one hand and ever soaring increased in the cost of living on the other.
3. It has failed to classify Madras as 'A' area even though it has all the qualifications similar to that of Bombay and Calcutta.
4. It has proposed increase in the number of Working hours and Working days without adequate remuneration by curtailing hard-earned privileges like Holidays, Casual Leave, Privilege Leave etc.
5. The proposal to lay hand on hard-won pass privileges and other travel facilities is highly unimaginative and likely to lead to serious disabilities and hardships to Railway Employees who are generally forced to reside faraway from their near and dear. This inroad into such a vital privilege for the Railwaymen, recognised all over the world, deserves to be summarily rejected and hence should not be implemented even in a modified form.
6. The proposed economy drive on Railways and the expressed threat of extension of Working Hours in the immediate future as also the so-called reorganisation of establishments are pregnant with bitter prospects of ruthless retrenchment of staff and any arrangement that creates retrenchment of staff can only provoke the working class.
7. It has recommended the continuance of existing undemocratic and anti-Labour Conduct and Disciplinary Rules which are highly detrimental to the employees of the Central Government.
8. Hence in the interest of Industrial Peace and Harmony on the Railways, this meeting demands the Government of India not to rush to hasty decisions but instead discuss all controversial issues with the accredited Leaders of the Railwaymen viz. the ALL INDIA RAILWAYMEN'S FEDERATION and arrive at just equitable decisions without disturbing the existing privileges, incidentally making good their initial failure to place any Labour representation in the Second Pay Commission.

23 DEC 1959

Madras,
20-12-1959.

Dear Sri, S. A. Dange,

We the Central Government Servants numbering over two millions and their dependants, request to put forth the following points during the debate in the Lok Sabha on the report of the Pay Commission and its recommendations and shall be grateful to you for supporting our just cause.

1. How much is the revenues derived by the Government on account of indirect taxes on essential goods viz., food-grains and cloth^{etc.}? How does this income compare with the benefits attributed to be given to Central Government employees by the recommendation of the recent Pay Commission? Is it not worthwhile instead of levying these indirect taxes, the prices of essential commodities are controlled so that all people viz., rich, middle and poor class people alike will be relieved of these unnecessary burden of indirect taxes.

2. On what basis the calculation of index on food-grains etc., taking the price-level as the basic year - 1939 has been changed to 1949? Do the Govt. feel, that they will not be in a position to stabilise the prices prevailing in the year 1939?

3. When the Commission has recommended for curtailment of the existing privileges to Govt. servants, has it suggested any compensation equitable to the reduction of all the privileges viz., leave, holidays, passes, and the increase of working hours etc.?

4. What is the reason for referring the Commission, not to look into the aspect of normal basic minimum living wages as used to be done when such commissions are appointed.

5. The commission has been referred to in such a way that they could not look into all the aspects. Hence, the wonderful duration of two years was taken to present this

wonderful report, with so much expenditure to the Government. It is, therefore, clear that the commission's recommendations are not impartial and it is influenced by the party in power. Will this lead to the cherished goal of a Socialistic pattern of Society, professed by the Govt? We also would like to add the following suggestions to improve upon the points referred to above during the debate in the Lok Sabha.--

There is none to question the T.A. Bills of the Hon'ble ministers who are supposed to have come out of sacrifice, their everything for the cause of our mother-land, i.e. Bharath., and only spending their precious time for making propaganda to their own party and influencing the executive to support their own men, during such tours. But they can decide the rate of the two millions of Central Government employees and their dependants by a stroke. It is high time they are also placed in the same condition of the low-paid Govt. servants. It is not also understood how the labour-leader Mr. Vasavada is accepted, when he is acting against the interests of the employees represented by him! It may be that he is favoured by the party in power and given bribes. God only knows, when to end such betrayers

Yours faithfully,

sd/= (Poor Govt. Servants)

P.S.-

We hope this will receive your kind notice, in spite of the fact of its not being signed for obvious reasons.

Report of the three man Committee on the 2nd Pay Commission consisting of Sarvashri Shirkekar, D.G. Nanotkar and N.J. Iyer appointed by the Co-ordinating Committee of the Confederation of Central Govt. Employees Nagpur.

Recommendation of the " Das Commission " (2nd Pay Commission) -
A Critical Analysis.

For the information of the members of the Central Government Employees and members of the public and press a short report on the Pay Commissions Recommendations is outlined in the following.

PAY SCALES AND METHOD OF FIXATION OF PAY.

Most of us know what are the pay scales of pay for each category. But they are generally anxious to know how their pay would be fixed and what net monetary benefit in cash they will derive from the recommendations of the Pay Commission. They have recommended that fixation of pay in the recommended scales should be made on point to point basis subject to certain ceiling on the increase in their emoluments. Point to point basis means that at first, we have to ascertain the stage at which pay was being drawn on 1-7-1959 in the old scale of pay. The pay should then be fixed at the stage corresponding to it in the new scale. They have also recommended dearness allowance as shown below :-

- 1) Persons drawing pay less than Rs. 150/- in the new scale. - Rs.10/-
- 2) Persons drawing pay of Rs. 150/- and above upto 300/-. - Rs.20/-
- 3) Persons drawing pay between Rs. 300/- and Rs. 320/-. - difference between Rs. 320/- and the pay.

The net gain in the emoluments due to above recommendations would generally be as follows in 95 percent of the cases.

Sr.	Persons drawing pay in the old scale in the range of.	Net gain	Remarks.
1)	below Rs. 50/-	Rs. 5/-	In respect of persons serving for more than 10 years, gain will vary from Rs.6/- to Rs.7/-.
2)	between Rs. 50 to 100	Rs. 5/-	
3)	between Rs. 101 to 200	Rs.10/-	In respect of UDCs the benefit would be Rs.16/-p.m for the pay range from 120 to 144 and thereafter Rs. 11/- p.m.
4)	above Rs. 201 to 230/-	Rs. 5/-	
5)	above Rs. 231/-	Nil	(except in respect of initial stage of pay scales)

But even the above meagre gain is not to fall in the hand of a very large number of employees because they have recommended compulsory subscription to G.P.F. at the rate of 6 percent of pay. It is further

reduced by the increase in the house rent which the Government servants who are provided with residential quarters will have to pay as a result of merger of D.A. in pay. At present, hardly 35% of the Government employees (other than Railway Government Servants) drawing pay below Rs. 300/- p.m. are subscribers to the G.P.F. Remaining 65% of the staff will, as a matter of fact, get less cash in their hand to the extent shown below :-

<u>Persons drawing pay in the old scale.</u>	<u>Average reduction in the cash payment.</u>
Rs. 50/- - 100/-	Rs. 2.50
Rs. 101/- - 150/-	Rs. 0.50
Rs. 151/- - 200/-	Rs. 3.50
Rs. 201/- to 230/-	Rs. 11.50

They have also recommended that the concession of providing rent free accommodation should be withdrawn except in few cases.

Though the Government claim that they would be required to incur additional expenditure of Rs. 16 crores per annum, they would at the same time augment their resources from the employees themselves to the tune of nearly Rs. 8 crores as indicated below :-

- 1) Increase in G.P.F. subscription (A) Rs. 5.50 crores per annum.
 - 2) Increase in rent due to withdrawal of concession of rent free quarters. (B) Rs. 2/- crores.
 - 3) Increase in the rate of rent recovery. (B) Rs. 0.50 crores.
- Total- Rs. 8.00 crores.

(Notes - (A) The number of persons in various pay ranges have been worked out from the statistics given by the Pay Commission in the non-Railway departments and their subscription worked out in respect of 65% of such staff.

(B) The figures are based on the discussions by the Commission in Chapters XXXIV and XL of their report.)

Now, let us examine whether the Pay Commission has been just in determining various pay scales and rate of D.A. and whether they have adhered even to any fixed principles which they have professed in determining the wages of the Government employees, especially in the case of lower salaried persons. Socialistic pattern of society and progressive improvement in the real wages throughout the economy being a declared objective of the Government, it was to be expected that the Pay Commission would recommend the basic pay scales, which is a permanent feature in such a manner that there would be (i) some increase in real wages of the lowest paid Government servant, (ii) at least no reduction in the real wages of the low paid Government servants and (iii) progressive proportionate reduction in the real wages of employees at higher level. This would also be in conformity of principles involved in deciding the fair wage as recommended by Fair Wage Committee (para 13 of Chapter IV of the Report). But the Pay Commission has fixed the pay scales in such a manner that -

(i) the real wage of Class IV Government servant remained the same and were not given any share in the 11.6 percent increase in the national income,

(ii) the real wages of low paid Government servants who were drawing pay between Rs. 51 to 230/- p.m. in the old scale were reduced by nearly 5% (percent) at the lowest level and 16 percent at the level of Rs. 230/-, and

(iii) the real wages in respect of persons drawing pay from Rs.231 to Rs.3,000/- were reduced at a flat rate of 24.4 percent.

It will be seen from the above facts that the Pay Commission, who have laid much stress on the necessity of sacrifice and restraint on the part of the Government servants in the enjoyment of the fruits of development so that rapid economic development may be possible, had distributed the sacrifice amongst the matter of fact, the Pay Commission itself has stated that it should be the endeavour of the Govt. at least to maintain the real wages of the salaries of the lowest grades of their employees, (Chapter IV para 19) and that even above the minimum level Govt. should remunerate their employees fairly. Judging from the recent trends in prices, they did not expect that the consumer's price index would drop below 100 (base year 1949) and they had accordingly professed to have fixed the basic salaries of the lower paid employees (whose present pay is between the range of Rs. 50/- to 230/-) in terms of requirements at the index level of Rs. 100/- and allowed dearness allowance to compensate for the rise in price above the 1949 level. Though, no doubt they have maintained the real wage in respect of Class IV Govt. servants who, we feel, should have been allowed some share in the increase in nation income, they have definitely departed from the professed principle in respect of low paid Class III Govt. servants. They have given them much less than what they should have been given as will be seen from the following table.-

Emoluments in 1947 (Index No.87)			Equivalent real wage in 1949 (Index No-100)	Equivalent real wage in 1958 (Index No.115)	The Basic Pay & D.A. that should be fixed.	The Pay & D.A. recommended by Pay Commission.	Net loss in		
Pay	D.A.	Total			Pay	D.A.	Pay	D.A.	
60	35	95	110	125	110	15	110	10	5
80	35	115	132	151	132	19	130	10	2 9
100	35	135	155	178	155	23	150	20	5 3
120	40	160	178	205	178	27	170	20	8 7
150	40	190	218	251	218	33	200	20	18 13
200	45	245	282	324	282	41	270	20	12 22
230	50	280	322	370	322	48	300	20	22 28
260	60	320	368	422	368	64	330	Nil	38 54
300	70	370	425	488	425	63	370	Nil	55 63
400	70	470	540	620	540	80	470	Nil	70 80
500	70	570	655	754	655	99	570	Nil	84 99

It will be seen from the above data that the pay scales which forms a permanent structure have been so fixed even in respect of lower paid Govt. servants that their real wages decrease more and more as the pay increases. It is unfortunate that the Pay Commission should have recommended reduction in the real basic wage of a Govt. servant in his advanced age, when a Govt. servant has more family responsibilities and liabilities, such as education of children, marriages of daughters and so on. In view of the fact that the persons in the pay range upto 230/- at the price level of 1947 in the old scale had always found it very difficult to cope up with those responsibilities, it was unjust on the part of the Pay Commission to reduce their real wages as a permanent measure by fixing their basic salaries at lower level. In determining the pay scales, the Pay Commission, having accepted the principles recommended by the

Fair Wage Committee was not at all justified in expecting any sacrifice in respect of basic wages from those poor people even in the interest of national development and planning when the national income has risen and the profits have been allowed to increase from 100 in 1950 to 153.3 in 1958. As a matter of fact, even in fixing the rate of D.A. no sacrifice should be expected from them as they would still be required to sacrifice their real wage in view of the fact that the prices will continue to rise steadily (as a matter of fact, they have already risen considerably even at present) and there would always be time lag in the revision of rate of D.A. ~~xxxx~~ before annual review of the trend of the prices is undertaken by the Govt. for deciding the future rate of D.A. as recommended by the Commission. Moreover, the slab system becomes inequitably in fixing the rate of dearness allowance. It would have been better if it had been fixed at a percentage rate as they have done in respect of house rent and compensatory allowance.

As regards the manner of determining the pay structure of employees whose pay was above Rs. 230/- p.m. it is absurd to ask for equal sacrifice from those whose pay is between the range of Rs. 230/- to Rs. 500/- and from those who are drawing the pay above Rs. 1,000/- and upto the level of Rs. 3,000/-. The Pay Commission has assumed that the salaries of the Government employees together with the initial dearness allowance exceeding Rs. 300/- had a cushion which could provide protection against rise in prices on the grounds that the Govt. had not given them any increase in the D.A. from 1947 as they had done in respect of lower pay range. No doubt, there can be a cushion providing for protection against rise in prices in respect of young direct recruits with limited or no family responsibilities or liabilities at the time of their recruitment at the initial pay of Rs. 275/- or Rs. 350/- p.m. in Class II or Class I service, but this, certainly, cannot be the case in respect of non-gazetted Govt. servants who have risen to this stage in their advanced age with added responsibilities and liabilities. It would be most inappropriate if the non-gazetted staff in the pay range of Rs. 230/- to 500/- is denied any increase in their pay structure and the D.A. to compensate for the rise in price. There could not be any cushion to protect them from rise in prices to the extent of 24.4 percent in 1958 and 30.4 percent in August 1959.

It is unfortunate that the lower paid Government servants have been asked to sacrifice their real wage and at the same time asked to accept 10 percent increase in their working days. This as a matter of fact tantamounts to exploitation and nothing else so as the Govt. expect that with the increase in working hours and unfair wages there would be any increase in efficiency?

Since, the Govt. have not as yet accepted the pay scales recommended by the Commission, it is hoped that they will improve upon those time-scales and give due consideration to the facts brought out in the foregoing paragraphs and do justice to the non-gazetted staff who have to play vital role in running of the nation's administration. We hope that the Govt. will take into account in determining the wages of their own employees the social principles and standards which they have laid down or commended to employees generally on the basis of the recommendations of the Fair Wage committee, and carry out the obligations imposed on them by Articles 38, 39, 42 and 43 of the constitution for ~~xxx~~ ensuring decent standard of living and a living wage.

House Rent and City Compensatory Allowance.

As there is no basic difference either in the rates or principles as they are at present, we do not give any comments.

Retirement Benefits.

Certain improved recommendations have been made in this respect.

(i) gratuity which was being earned at 9/20 thz of the emoluments last drawn for each of qualifying service will now be earned at 10/20th of the emoluments.

(ii) Temporary service, when followed by permanency, should count in full for pension instead of half of it.

It is not however, clear whether temporary or other service, which used to be forfeited due to break in service due to retrenchment etc. will now be allowed to count automatically. The Govt. may be asked to allow such service also to count.

(iii) Upto this time only completed years of service used to be taken into account for the purposes of determining quantum of pension and gratuity, now, when fraction of the service exceeds six months, additional benefit of half a year's pension or gratuity will be allowed.

(iv) We had suggested that officiating pay, special pay etc. should be taken into account in calculating pension, the Pay Commission has partly accepted our plea and recommended that half the officiating pay or special pay attached to the officiating post should count.

(v) Families of a permanent Govt. servant who die before completing five years of service should be allowed gratuity subject to a minimum of six months emoluments except in cases in which death occurs in the first year of service, when the minimum may be two months emoluments.

They have also recommended a scheme of pension to widows and children of a deceased Govt. servant on contributory basis to replace the current family pension scheme. It envisages contribution to be paid by the Govt. servant 2/3 per cent of the amount of his emoluments and ensures pension at certain proportion of pension to his widow during her life time and to his children upto the age of 18. In the event of there being no widow or children the contributed amount will be repayable with compound interest.

Due to merger of D.A. in pay, employees who will retire after three years will thus get benefit in pension approximately to the extent of Rs. 10/- P.M. and Rs. 75/- in gratuity. But the persons who may retire in between the 1st July 1959 and 3 years therefrom, the dearness allowance which they were drawing before 1-7-59 may not count for pension. As a matter of fact the element of D.A. which have now been merged in pay should be allowed to count as emoluments even in respect of period prior to 1-7-1959 in respect of those persons who will retire after 1-7-1959 to avoid discrimination. The Govt. may be requested to consider this issue.

TRANSFER LIABILITY

Many Unions and Associations have demanded that many categories of Govt. employees have as condition of service transfer liability throughout India, entailing additional expenses and troubles which needs compensation by enhanced scales or suitable allowance. Pay Commission has rejected this and in support have quoted statistical figures showing that except Class I grade who are paid substantially; Class II are generally transferred within their region. As for Class III, even though theoretically such liability is there per centage of transfers are very negligible. As for class IV there is a rule that they should not be transferred beyond the district to which they belong.

TRAVELLING ALLOWANCE

Pay Commission's Recommendations are:-

(a) Fixed monthly conveyance allowance limit which is being granted now on monthly average mileage of 200 to 300 has been reduced to 100 miles average a month. Rates should be related to the present cost

of transport and differences removed between the grades.

(b) Regarding Classes: No change of principle proposed. But in view of new scales recommended Govt. should revise the classes of accommodation to be fitted in according to the new scales ~~proposed~~ proposed.

(c) Daily Allowance: The Pay Commission have accepted the view points of Unions and Associations that the rate of Daily Allowance is too inadequate and requires radical revision. But how much revision has not been specifically stated. In making this review, expenses added to Rly/Air Fare etc should be taken into account, so that touring may not be a source of profit to a Government Servant.

(d) The Incidental Charges on Tour: The Pay Commission have recommended daily allowance and incidental charges should be revised; daily allowance higher and incidental charges lower. But this revision should not adversely affect class III and IV.

(e) Transfer of T.A. Personal effect: No Change proposed. Incidentally it may be stated that for Railway Employees they have recommended the ceiling as that of other Central Govt. Employees. As for incidental charges they have recommended reduction of the present incidental rates by half and in lieu thereof half months pay not exceeding a limit of Rs. 150/-. Regarding definition of family, no change recommended.

New Benefits introduced: (1) On retirement one single fare for self and family may be given for his home town.

(ii) Village Postmen and Lineman who are required to be out of the headquarters on duty in night should be given daily allowance.

TRANSPORT BETWEEN PLACE OF WORK AND RESIDENCE

Many staff associations and unions demanded monetary compensation for transport between place of work and residence just like defence civilian employees get at Poona and such places. This demand has been rejected by the Pay Commission. Their arguments is city compensatory allowance is meant to cover this expense.

HOURS OF WORK

Arguing that net weekly working hours of most of the department or industries are 45 (excluding half an hour meal and interim relief) the Commission are of the view that it is according international standard barring U.S.A. According to the present economic, and social condition, they say, no reduction of working hours is justified. For office staff, while justifying increase, the commission say, that more intensive work should be taken in the present hours of work.

Weightage for Night Hours of work and Split Duty Allowance: The Commission have recommended ten minutes weightage for every hour of work in the night. Similarly split duty allowance is also recommended as 7 hours should be treated as 8 hours and it should not exceed three spells.

Note: Here it may be noted that this may be a new concession for those who are not getting the above benefits. But in some arms of P & T these concessions are in vogue. If the present recommendations are applied the P & T Workers stand to lose.

Working Hours for Chowkidars and Similar Workers: The Pay Commission do not recommend fixation of hours of duty for chowkidars, malis, watchman etc. as a general rule; but wherever it is feasible to limit hours of duty of an employee of these categories by a rationalised use of the existing staff the hours should be limited.

Call Duty: Wherever some categories of employees are deemed to be on call duty, e.g. lineman etc. the Pay Commission do not feel that any

fixation of duty hours is necessary except to the extent possible by adjustments which do not involve employment of additional staff.

WEEKLY OFF

Lineman on call duty: Fortnightly off recommended. But where there is only one lineman he should not be kept in such place for more than three to six months at a time.

For cooks, chowkidars, watchman, sweepers etc: Here also pay commission have recommended a fortnightly off by some suitable arrangement by pooling the staff etc.

For office staff: The existing facility of 1½ days off is sought to be changed to alternate day Saturday full working and off on Sunday.

Compensatory break: Wherever compensatory breaks are prescribed such break should be given not later than two months ~~from~~ from the day for which compensatory break is given. Monetary compensation for working on "Off Day" should be 1½ times the time rate of pay.

PUBLIC HOLIDAY

With reference to the staffs who do not at present enjoy any public holidays, such staff should be considered entitled to the three national holidays; and since with some exceptions they cannot be relieved of their duties on these days, they should be compensated by payment for these days at 1½ times the normal rate.

For Office Staff: Reduction to sixteen public holidays in a year recommended.

OVERTIME ALLOWANCE

For O.T. Pay and Allowances should be taken except H.R.A.

For Railways half monthly calculation of O.T.A. recommended. Therefore it is not clear whether this will be made applicable to others.

Discussing this question the Pay Commission has laid down the following broad principles to be made applicable by the departments concerned.

- (i) No gazetted officer; and
- (ii) no non-gazetted officer whose pay is Rs. 500 or above; should be given an allowance for overtime work; and that,
- (iii) in the case of Supervisory staff who are not excluded by the above criteria, the following conditions should be satisfied before an overtime allowance is paid;
 - (a) that they are in direct and continuous contact with staffs they supervise; and
 - (b) that they work the same hours as the staff under them; and
 - (c) that they are themselves subject to the kind of supervision which would enable them ordinarily to obtain prior approval for working overtime,
- (iv) Subject to the criteria and conditions mentioned above being satisfied office staffs, including those working in post offices, and also other categories of staffs provided they have prescribed hours of work, should be entitled to overtime.
- (v) In the case of office staffs, claim to overtime allowance should, however, arise only for duty put in in excess of 45 minutes beyond the prescribed hours on any working day. In other words, the first 45 minutes of overtime should be free. This distinction is necessary in view of the shorter hours of office staffs.
- (vi) overtime of staffs, whose prescribed hours, and nature of work are comparable to those of office staffs, should also be similarly regulated.

lated.

(vii) The existing system (referred to earlier) of granting an allowance to non-essentially staffs of the Central Sectt and certain other offices should be abandoned on the introduction of O.T. allowance for the staff concerned.

LEAVE

Casual Leave: Office Staff: Reduction from 15 days to 12 days recommended. But for operative workers 15 days shall remain.

Earned Leave: The following is recommended:

Earned leave on service (not on duty as is existing) has been recommended at the following rates:

For non-industrial:

	Per month of service	In a year
1st to five years	1.75 days	21 days
From 6 years to 15 Yrs	2.25 "	27 "
After 15 years of service	2.50 "	30 "

For Industrial:

During first five years	1.00 "	12 "
From 6th to 15 thx year	1.25 "	15 "
Above 15th Year	1.75 "	21 "

Net result of the above recommendations considering that a man serves for 30 years, is that he would earn less leave to the extent of 75 days in his life time or on an average 6.25 days in an year. Taking into account, the reduction in holidays by 7 days and in casual leave by 3 days and increase in working hours by nearly 12 day due to abolition of half day concession on Saturday, they have increased the work load by 28.25 days in a year. It means that they have increased our work days by 10 per cent.

They have also reduced the limit for accumulation of earned leave from 180 days to 120 days. If, however, the leave is refused, the head of the office at his discretion may permit the extra accumulation of leave ~~to~~ limited to 60 days.

They have not accepted our plea that leave should be granted as matter of right but recommended strongly that the head of office must plan their work in such a way as to permit employee to take leave annually for short period and for long period office some years. For this purpose they have also asked the Govt. to review the position of leave reserve and see that it is adequate. They have also recommended that percentage of leave reserve for temporary and permanent staff should not be different.

.....(
It is not very clear from the recommendation whether earning of half pay leave at 20 days per year of service or commuted leave would stop hereafter. But it appears from the original report that continuance of such leave is implied as they have extended some similar concession to industrial workers.

Voice of protest against any reduction of leave will have to be raised before the Govt. accepts these recommendations restricting or reducing our leave.

MEDICAL FACILITIES

Nothing spectacular has been suggested. The only basic recommendation is that wherever there is large congregation of Central Govt.

Employees, contributory health scheme as prevalent at Delhi should be extended.

FREE TRAVEL CONCESSION

For Railways there is reduction of the existing facility to one pass and 3 sets of P.T.O.S.

For other the existing scheme should continue with the following further modifications :

(a) Wherever there is no rail connection, fare upto his home town should be given by other mode, of conveyance :

(b) Existing block of 2 years should count from one year after for next block if an employee does not avail of this concession in a block of 2 years.

(c) If an employee has his family in his home town, once a year, he should be given the existing travel concession.

UNIFORMS

The existing principles regulating the supply of uniforms and protective garments, etc. have not only been endorsed but confirmed by the Pay Commission. No change in the scale of supply or in the categories of staff to whom to supply the uniforms has been recommended by the Commission. It has been left to the administration to decide whether any additional categories of staff should be given uniforms and whether there should be any change in the composition and quality of any uniform.

The demand for supply of warm uniforms without regard to the degree of winter-temperature supply of turbans in stead of caps, supply of pairs of shoes instead of chappals, etc. have all been not considered by the Pay Commission.

As regards payment of Washing Allowance, no recommendation is made regarding the rate of such allowance. The Commission has however recommended that the employees drawing a basic pay (in the revised scales) upto Rs. 150 should be paid Washing Allowance. This will make the Postmen, Linemen and such class of employees eligible for drawal of Washing Allowance.

EDUCATIONAL ASSISTANCE.

In the ground that the present economic circumstance do not permit large amounts being channalled into educational assistance and that the employees themselves would not wish to have a smaller increase in their salary in order that educational assistance could be recommended for their Children, the Pay Commission has ~~made~~ not made any recommendation regarding provision of free educational facility or payment of some educational allowance in lieu thereof. It has however made the following suggestions for consideration of the Govt.

(1) That Govt. should encourage setting up of schools with common syllabus and common medium of instruction ~~and~~ and affiliated to an All India controlling body.

(2) To set up hostels where children of employees drawing pay not exceeding Rs. 300/- can have boarding and lodging at concessional rates, the children of the lowest paid employees being given more concession in these rates. The children of employees drawing pay of more than Rs. 300/- p.m. should also be allowed to get their children admitted to these but on payment of full charges.

(3) When on account of transfer an employee is required to keep his children in a boarding school away from the station of his ~~own~~

posting, in the Railway department such an employee is given assistance at a prescribed rate subject to a over-riding maximum of Rs. 15/- p.m. per child and a maximum of Rs. 60/- p.m. to an employee at any one time. Similar scheme is recommended to be introduced for other Central Govt. employees.

(4) That the Central Govt. should request ~~to~~ the State Govt. to advise the respective school authorities to consider sympathetically applications for admission made on behalf of children of Central Govt. employees who come on transfer from another station.

HOUSING FACILITIES

One new suggestion recommended is that while maximum of the advance paid under the scheme of the Ministry of Works, Housing and supply to sanction loans to permanent and temporary Govt. employees both not less than 10 year service, may continue to be 25,000 a minimum advance of Rs. 4,800 should be allowed respective of the Employee's Pay, This is an improvement which will benefit Class III and IV whose 24 months pay does not come to the limit of Rs. 4800 or so.

AMENITIES

(a) Retiring rooms and rest houses :- The Pay Commission has not made any concrete suggestion in this respect, but has only made an observation that in the matter of providing retiring rooms, rest houses etc. Govt. should be a model employer and should make adequate provision of these facilities in the interest of efficient service to the community.

(b) Canteens and Tiffin Rooms :- The Pay Commission has made the following specific recommendations in this respect :-

(i) Whenever the number of employees is between 25 and 50 a tiffin room should be provided.

(ii) A canteen may be provided when the strength of staff exceeds 50; but when the staff strength exceeds 100; it should invariably be provided.

PROMOTIONS

(a) Method of Promotion :- (i) Merit should continue to be the criterion in making promotions at higher levels. At lower levels the principle of seniority-cum-fitness is considered to be appropriate.

(ii) For promotions to grades in which specialised knowledge is necessary, qualifying examination designed to test working and not academic abilities is recommended. Excepting in such cases examination need not be adopted as a general method of selection for promotion.

(b) Avenues for Promotion :- The Commission has made the following recommendations for improvement of promotional ~~prospects~~ prospects in respect of some of the cadres. In respect of other cadres the position ~~remains~~ remains unchanged.

(i) Direct recruitment to upper Dn. posts should be stopped and that they should be filled by promotion of Lower Division clerks on the basis of a limited competitive examination.

(ii) Ten percent of the posts in the cadres of Lower Division clerks and the subordinate P & T offices clerks should be in the (Non-supervisory) Selection Grade of Rs. 150-240.

(iii) Ten percent of the posts in Class II service should be filled by promotion of Class III staff through a limited competitive examination to be conducted by the Union Public Service Commission.

(iv) Stenographers in subordinate offices should be allowed to

appear in the examination for recruitment to the Central Secretariat Stenographers.

The suggestion to permit staff in the Central Govt. offices outside the Central Secretariat, to take the limited competitive examinations for appointment to certain higher grades in the Central Secretariat has been not approved by the Pay Commission. The Lower Division clerks in non-Secretariat offices are however recommended to be permitted to compete for appointment to Lower Division posts in the Secretariat, allowing them suitable age-relaxation for the purpose.

DISCIPLINARY PROCEEDINGS

The suggestion for appointment of an Administrative Tribunals for hearing disciplinary cases has not been approved by the Pay Commission. It has however recommended withdrawal of the restriction on the employees to have a colleague to his own choice to assist him in representing his case at the time of personal hearings. At present only such a Govt. servant as will be approved by the administration can alone be taken by any employee to assist him at such hearings. The Commission has also, made the following important recommendations :-

- (i) An enquiry in a disciplinary case should not be conducted by the immediate superior of the Govt. servant being proceeded against, or by an officer at whose instance the enquiry was initiated.
- (ii) All petitions and appeals submitted to the Govt. against imposition of major penalties should be disposed of only in consultation with the Public Service Commission.
- (iii) The power to with-hold appeals, memorials or petitions under prescribed circumstances should be exercised by an authority higher than the one which hand passed the order against which the appeal, etc. is made.

TRADE UNION RIGHTS

Political : Rejected as undesirable.

Trade Union Rights : Recognition Rules considered too restrictive. Liberal grant of recognition recommended. Regarding 4 A though the Commission do not say, indirectly considers the restriction reasonable. Regarding 4 B, the Commission feels that it is not in conformity with the constitution and therefore does not favour it. About right to strike, the Commission is of the opinion that the same right that are applicable to the Industrial workers is not advisable and the Unions themselves should eschew the strike method. When once this is admitted, it makes the Govt. obligatory to establish National Whitley Councils and arbitration boards for resolving disputes. They have rightly analysed that the present system of monthly or bi-monthly meetings in Railways, Posts and Telegraphs and Defence, only serve to bring the grievance to the notice of Govt., but if there is any point of disagreement there is no method by which employees could secure redressal. Recommendations in this respect is far improved and the question of questions is whether the Govt. would implement them.

D.A.G. P & T SORTERS CADRE NOT CONSIDERED

Before concluding it has to be remarked that a big section of workers in Postal Audit Department called " Sorters " have been completely omitted. Neither their service conditions nor their scales have been looked into. This has to be brought to the notice of Govt.

CONCLUSION

From foregoing it will be clear that neither monetarily, or in kind or with regard to leave and other amenities and facilities there is not even a single item on which the employees would feel enthused. There are many items of retrograde character. The Govt. Employees cannot accept these retrograde recommendations lying down.

.....

KH
L-9
12.49

Debates (15-2-60)/Magha 26, 1961 (Saka)
Uncorrected - Not for publication

400

1322

~~11533~~

MOTION RE:
REPORT OF PAY COMMISSION - Contd.

Mr. Speaker: The House will now take up further consideration of the following motion moved by Shri Naryanankutty Menon on the 17th December, 1959, namely:-

"That this House takes note of the Report of the Commission of Enquiry on Emoluments and Conditions of Service of Central Government Employees, Government Resolutions thereon and the statement made by the Finance Minister in the House on the 30th November, 1959."

Shri Morarji Desai: Sir, I must apologise for not being able to be present throughout the debate that took place on the decisions of Government on the Pay Commission's recommendations. But I have carefully gone through the debate and I have acquainted myself with what has been said in criticism as well as in favour. It may not be possible for me to refer to all the points that have been made in this connection.

(Contd. by M)

CJ
M-1
12-50

(Shri Morarji Desai - Contd.)

But I hope to deal with the important points that were raised in this debate.

The one point that was made at the outset was that the Pay Commission has ignored the recommendations of the 15th Indian Labour Conference and Government have also repudiated their commitment to the policy of minimum wages accepted by the Labour Conference. In the first instance, as I have pointed out ^{even} before, the recommendations of the Labour Conference have not been accepted by Government.

They cannot, therefore, be binding on Government.

Shri Rajendra Singh (Chapra): What is the purpose?

Mr. Speaker: Let the hon. Minister go on.

Shri Morarji Desai: They have not been formally considered by Government at all at any stage and unless Government takes decisions on them, they cannot be binding on Government. But, let us consider the different points raised in this connection too. The one point raised was that the recommendation made for minimum food requirements calculated on the basis of Dr. Aykroyd's formula has been given up. That formula was for 2700 calories. After that, it has been said by another research doctor that this is too much and 2300 calories would be the formula. But that is not what is taken: What is taken is even more than that. May I say, from my own personal experience that I have been doing with 1200 to 1400 calories for many years past. These calories are very misleading when they are taken in this manner. And yet one has to go by some basis. The Pay Commission gave very careful consideration to all

GJ
M-2

(Shri Morarji Desai - Contd.)

these factors and came to the conclusion to which they have come. It is not that we are expected to accept all the recommendations of any expert which come in this matter without consideration of all other relevant factors. Even that formula of 2700 calories mentioned several items which are not available to the people in this country. On an average, what is not available in the economy of the country is also to be considered as a basis of the minimum wage. It seems to be a very unreasonable expectation on the part of the people. It cannot, therefore, be accepted like that. But, then to consider that Rs 125 should be the minimum wage in this country - and that is a recommendation - and, therefore, it should be considered - that was also the demand - let us see whether we can consider this in this country. Taking the average per capita income in this country between Rs 246 and Rs 291, a family's income would come to about Rs 1166 per annum, that is, about Rs 97 per man. That is per capita average income in this country. The minimum wage cannot go beyond this in any case. And even then, the whole national income cannot be consumed if we are to advance at all. The national income has also to be utilised for investment and if that is considered, then it will be seen that even Rs 97, which comes according to this per capita income, cannot even be the minimum wage.

And then, Sir, we have also consider what is the income of 200 millions of people in this country as against these 2 millions of Government servants, who are concerned in this Pay Commission's Report. Very large number of these 200 millions of people draw much less than even the

(Shri Morarji Desai - Contd.)

amount which was drawn by Government servants before the revision made by the Pay Commission. Now, are we going to concede that Government servant should be in a privileged class? I have no quarrel about what is required ideally. I cannot say that this is a satisfactory wage for anybody. Even Rs 200 may not be enough, considering our ideas at the present day about living conditions and other things. But, are we able to provide this to the majority of the people in this country? We are going to provide for them in the future as we develop, as we strengthen our economy. That is what we want to do. But, are we by that time going to do only one thing, that we go on increasing the remunerations only of Government servants, so that the whole income of taxation, whatever comes to Government, is absorbed only in that? Would that be a fair proposition for this House to consider? Others may consider, but I do not think that that would be a fair proposition at all and I would not think that it would be right for Government servants also to consider like that. They are public servants, we are all public servants, and we have got also to consider the claims of the people on us; and not that because the Government is run by us, the administration is run by us, therefore, we should absorb the major income and let whatever may happen to other people, let it happen. That would not be a proper attitude of public servants in this connection. Therefore, I would appeal to them to see that they do not raise such questions irrespective of the conditions obtaining in this country. And considering all this, a minimum wage of Rs 80, as fixed in the Report of the Pay

GJ
11-4

(Shri Morarji Desai - Contd.)

Commission, is not only fully justified, but I would say, it is even a little liberal if considered along-side the conditions obtaining in this country. We are not considering all this in a vacuum. We are not considering this in connection with living standards obtaining in other countries. We have got to consider this in connection with living standards obtaining generally in this country.

Shri U.C. Patnaik (Ganjam): May we know, Sir, how the calculation of 76 nP was arrived at?

Mr. Speaker: Let the hon. Minister go on. If they are not convinced all these two or three days, they are not going to be convinced in half an hour.

Shri Morarji Desai: I should certainly be very happy to discuss with my hon. friends if they want to discuss anything with me at leisure, whenever they want to come. But this is hardly the time, occasion and hour when I can be cross-examined on this point here. If I am expected to finish my reply in a reasonable time, I do not think I should be expected to do so.

Shri Rajendra Singh: Your reply should be a reasonable enough.

Mr. Speaker: I have to decide whether it is reasonable or not.

Shri Morarji Desai: The minimum remuneration of Rs 80 recommended by the Pay Commission with the consumer price index at 116 represents full neutralisation on the basis of Rs 55 accepted on the recommendation of the Verdachari Commission, 1947, when the cost of living index was 285 (base 1939) which corresponds to the consumer price index 80 (base 1949). Therefore, even from that point of view, it will be seen that the Pay Commission has been very liberal in this

CJ
M-5

(Shri Morarji Desai - Contd.)

matter and has given the greatest consideration to those people.

Shri Prabhat Kar (Hooghly): The Verdachari Commission said, the amount was on the poverty line.

Shri Morarji Desai: Well, we are on the poverty line in this country. That cannot be helped. I cannot change that. If I am trying to change it, my hon. friends do not want me to do that. They want the whole income to be consumed only in this, so that there can be no change in the general poverty of the people. And that is what I am saying. My hon. Members ought to be siding with me rather than siding with other people for political interests. Those are only political interests which are governing them. Otherwise, I do not think they would have said otherwise.

(... by N)

Shri Rajendra Singh (C. Pr.): He is imputing motives.

Shri Morarji Desai: There is no question of motives. It is a fact.

There is no question of attributing motives in this matter. Let my hon. friend deny that it is not so. I will accept it then. Without denying it, why should they say it is not a fact? If they deny, I accept it. I have no objection to that.

As I said, there was full justification for the Commission to reduce the content and calorific requirements laid down in the Aykroyd diet formula, as I explained before.

Mr Speaker: What is the calorific value in England? Possibly they have proceeded on that basis.

Shri Morarji Desai: That has also been considered. But I do not think it is more there. ^{But} /In colder countries, they always give more and not so in a country like India. Therefore that will not apply here.

Shri S M Banerjee: Here everything is groundnut.

Mr Speaker: Has he taken note of the sunshine and sun-rays?

Shri Narayanankutty Menon (Mukandapuram): They had worked out a formula for a tropical country like India. Everything is taken into consideration.

Shri Morarji Desai: The Pay Commission has very carefully considered all these questions and has also described all these points, and I would refer hon. Members to them. That is all.

Then, it has been said that they have departed from the principle of automatic adjustment of dearness allowance with cost of living index which was prescribed by the Varadachari Commission and followed by labour tribunals, and ^{not} that has/ been properly done. How can this be regulated with the living index, all the while? If we are able to do that for all people in this country, for all fixed

Shri Morarji Desai - contd.

wage-earners, I would certainly say that we should do so; but have we got the capacity to do so? If we have not got the capacity to do so, Government servants ought to suffer with other people in the country. On the contrary, I would expect that we ought to suffer more than the other people, but we are not doing that. Instead of that, we are claiming something else, a different kind of treatment. They want us to create a privileged class which I think will not be in the interests of the Government servants themselves. I am afraid it will not be in the interests of the administration itself. They would not be able to serve the people they have to serve, and therefore this sort of special treatment ought not to be demanded.

Then the question was that the basis of classifying towns for the purpose of compensatory and house rent allowances was not satisfactory. It was suggested that towns with populations exceeding 15 lakhs like Madras, Delhi and Kanpur should be classified as A. Only Bombay and Calcutta have been classified as A for specific reasons. As is well known to everybody these two cities stand apart from all other cities. Other cities with a population above five lakhs and not exceeding 15 lakhs have been considered as B. Cities with a population between 1 and 5 lakhs have been considered as C. After the 1961 census will be time to consider what decision should be taken in these matters. It ^{would} not be realistic to take any decision in these matters which is different from the status quo at present. Therefore, I would appeal to my hon. friends to see that they are patient in this matter and wait till the 1961 census.

Shri Morarji Desai - contd

Shri Tangamani (Madurai): Even the 1961 census will not help Delhi, Madras and Kanpur, because 15 lakhs is not the criterion.

Shri Morarji Desai: It was not on that criterion. Bombay and Calcutta have been considered quite special and therefore they have been put in Class A. Other cities cannot be put on the same line. But if any reconsideration is required, it may be possible only after the 1961 census. It cannot be made now.

Shri Tangamani: The 1961 census will not help Madras and Delhi because in the recommendation itself there is no mention about including the other cities as A. That is the point.

Shri Rajendra Singh: The point was - -

Mr Speaker: The point is clear. Hon. Members cannot be cross-examining like this. They have had their say. The hon. Minister understands as much as the hon. Members. He has got his own explanation.

Shri Rajendra Singh: The very principle was contended.

Mr Speaker: Will hon. Members go on putting questions unless they see that the hon. Minister yields and says, "Yes; I am agreeing to this"? I cannot understand this interruption. Hon. Members have their own points of view. The hon. Minister has his point of view. All hon. Members have been allowed to express their points of view. If there are some reasonable doubts, one or two questions may be put, but if hon. Members are not satisfied unless the hon. Minister yields to their suggestions, I do not know how long we can go on. The hon. Minister should have his own reasons. I would not allow any more interruptions like this.

Shri Morarji Desai - contd

Shri Morarji Desai: I have not claimed that I will be able to satisfy all the critics or all the claims. But what I am trying to do is to submit my views - rather, they are not my views, but the Government's views - in this matter. I was trying to make an appeal to my hon. friends to be more realistic and reasonable and to consider the country's ^{conditions} first rather than the separate interests as are being considered by them. That is all that I am trying to say, but if they think that I must satisfy them on every point it is not possible for me to do so. Even when facts are read differently, when they are presented differently, how am I going to satisfy them? But I must make an attempt certainly to put the proper view as held by Government in this matter and the view which has been arrived at after very careful consideration not only of the Pay Commission's report but also of all the representations of all these associations and the views of several people. That is how Government have come to the conclusion and that is all that I have got to submit in this connection.

Then it has been said that there is no justification for the disparity in the salaries of Central Government employees and the State Government employees and that the Central Government should give financial assistance to the State Governments for bringing the salaries of State employees to the level of those of the Central Government employees. This is not peculiar to this country that there is disparity between the salaries of State Government servants and the Central Government servants. Even in the richest country like the USA there is a wide difference between the salaries of State Governments and the Federal Government. I find that the salary level is rather tremendous; it is even more than what it is here.

Shri Morarji Desai - contd

In the United States of America, while the minimum salary of a federal employee belonging to the classified service is \$2,690, in every State it is much lower, as for example, \$1,056 in Alabama, \$1,524 in Missouri, \$1,500 in Indiana, and \$1,680 in Wisconsin. It will thus be seen that there is a large difference. Even in Canada they have made no attempt to bring them together. These are prosperous countries. We are not prosperous in anyway and yet we say that we must have parity in all this. If we ^{can} bring parity we would certainly like to do so. We want to do so.. That is what we want to achieve in this country. But can we do it today is the main question, and today the difference is so great everywhere that we have got to keep some differences which cannot be avoided. It is not possible for the Central Government to finance the State Governments in this matter to bring these salaries up to the level of the Central Government salaries. As a matter of fact, if this argument is pursued further, then the next thing would be for bringing down the Central Government servants' salaries rather than to bring up the salaries of State Government servants, because it is not possible to do so. But that is not the line adopted by the Central Government. We are seeing that we should do what we reasonably can and if there is any difference, that difference should be there. But we have also helped the State Governments to a certain extent for some time and we have done that. Therefore, beyond that, we cannot go.

Mr Speaker: Has any suggestion been made during the debate in the interests of the State Government employees that if the Central Government is not able to bring them up to the same level, further increments of the Central Government employees may be stopped? No hon. Member has said so.

NSR
N-6

Debates (16-2-60)/Magha 26, 1881 (Saka)
Uncorrected - Not for publication

1333

Shri Morarji Desai - contd

Shri Narayanankutty Menon: No one has said that. All parties are unanimous in saying that this is disappointing;

Shri Harish Chandra Mathur: I have said that not a pie should be spent further on the Central Government employees. If any pie is there, it should be there not to widen the gulf but to narrow it down.

Shri Morarji Desai: There are many things which can be done but they may not be done.

(contd by 0)

sv Debates (16-2-60)/Magha 26, 18 1(Saka)
0-1 Uncorrected - Not for publication
(13.10) (Shri Morarji Desai--Contd.)

1334

This is a suggestion which is falling in this category, to my mind. We cannot always do whatever is necessary to be done but we can do only what can be done in the circumstances in which we are living. If it had been possible to fix all their salaries for the first time, then we might have considered it. But that has not been so. These salaries have been in existence for a long time. These differences have been in existence for many years. They are not existing only now. To bring them immediately in line is not possible at all. Moreover, our ideal, Sir, is not to bring down people. Our ideal is to bring up people. Therefore, if the Central Government servants have been receiving more salaries, I would be very reluctant to consider the other way. I only said that for the sake of argument and I said that even this argument can be put forward. But that was not my intention. My intention is that even the salaries of State Government servants should be brought up as conditions improve. As conditions improve in the States, that is likely to be done. But what happens? Take the wages of organised labour. Those wages are very high. Take the wages in villages. There, the wages vary from As.8 a day to Rs.2 a day. Here, wages vary from Rs.5 a day to something more. What is to be done about it? They are people of the same class. Perhaps people in the villages work far more than the people here. Therefore, this goes on. We have got to bring up the wages in the villages, but that can be done only as production increases, as prosperity increases, as resources

SV Debates (15-2-60)/Maha 26, 1881 (Saha)
O-2 Uncorrected - Not for publication

1335

(Shri Morarji Desai--Contd.)

increase. Without that it cannot be done. Therefore, we have got to take a realistic attitude in this matter. We cannot merely take up one section and say that this section should be tackled first. That is not possible. Government cannot take up that attitude.

The same thing applies to the argument about the disparity ratio between the salaries of the highest and the lowest grades of the Central Government employees. It is said that this disparity is very great and that it should be reduced by making reduction in the pay of higher officers. If the pay of higher officers is unreasonable, then, certainly, it should be brought down. But, in the new grades that have been revised, the salaries have been brought down. They are not the grades which the I.C.S. officers used to get or which those who are in service get even now. We cannot compare the salaries of the I.C.S. officers now generally, because, they are disappearing and they are dwindling in numbers, and, in a few years, that too will not remain. We can, therefore, Sir, make a comparison only with I.A.S. officers; and there, we will find now that the difference between the minimum and the maximum has come to 1 to 24. It has come down. Formerly, of course it was 329 in the old British days, but then, it was brought down to 34 and now it has gone down to 24. There is a general reduction, but that reduction also will be better done as we raise up the lower salaries rather than bring down the upper salaries. After all,

SV
0-3

Debates (15-2-60)/Magha 26, 1961(Sak.)

Uncorrected - Not for publication

(Shri Morarji Desai--Contd.)

1336

We want to increase prosperity and production in this country. We want to raise the resources of this country. Can they be raised by cutting down of salaries, and in that case, can they give their best, and then, what are we going to distribute? Are we to distribute poverty, that is the question. If we want to distribute prosperity, we will have to encourage all those people who are responsible for increasing the prosperity and production in the country by giving them incentives which should be minimum--which should not be maximum--but they will have to be given minimum incentives. They will have to be given those minimum incentives. I think it is a very unreal demand to say that these salaries should be brought down. It is, therefore, that Government have decided that these salaries should be maintained where they are and that they should not be brought down.

Then, Sir, there was a question about raising the age of superannuation to 58 years and that it should be accepted. Well, Sir, there are two opinions about this. There again, we are not living in normal conditions in the sense that we are not stabilised. We are still changing and we are passing through transition. We are very much concerned with unemployment, and specially, unemployment or less gainful employment amongst the educated classes. If we raise this age limit from 55 to 58, for many years, about 30,000 people will be affected. We will not have that recruitment. That recruitment will stop for many years. Now, that will also add to the gravity of the problem. Then again, Sir, we have to consider that even though the expectation of life has increased in this country, the capacity to work harder for the

SV Debates (15-2-60)/Magha 26, 1961 (Saka)
0-4 Uncorrected - Not for publication

1337

(Shri Morarji Desai--Contd.)

class of the people who are concerned in this, after the age of 55, has not increased substantially. We find that by example. We also find by actual experience that that is so. Therefore, if we take this attitude of raising the age, it will injure the administration; it will go against the employment possibility or potential, and the work will also suffer. That is the conclusion to which Government has come. It is therefore that Government has not thought it fit to raise the age limit from 55 to 58.

We have said that extensions will be given where people are very fit and are required. Where a particular class of experienced people are required, there, extensions will be given, but not in every case.

Shri S M Banerjee: This leads to favouritism.

Shri Morarji Desai: It is very easy to say favouritism and nepotism when one wants to make allegation. It has become a fashion in this country to make allegations. I do not want to enter into an argument about this sort of matter because it has no meaning.

Shri Rajendra Singh (Chapra): It is also a fashion in this country not to face allegations.

An Hon. Member: That is what Mr. Deshmukh said.

Shri Morarji Desai: Nobody is an angel in this world. That is all that I would say. (Interruptions) Nobody, including myself, I have said that. When I said nobody, I am including myself.

Mr. Speaker: He was also the Finance Minister. I am talking of Mr. Deshmukh.

Shri Narayanankutty Menon (Mukandapuram): In giving extensions to those who have passed the age of 55, if Government have laid down reasonable standards with reasonable explanation, this criticism would not have come. Even those standards are not laid down. It is left to each officer or Ministry to give extension in each case.

Shri Morarji Desai: It is not so, Sir. Finance also is concerned in this. Every Ministry cannot go on doing like this. It is not so easy to give extensions nowadays except in respect of certain class of people, people in the technical class. We have said that this should be automatic in their case. For scientific and technical personnel, we have said that they should go on upto 58. Therefore, there is no question of any jobbery. For the other people, we have seen to it that only such a person who is essentially required and who has got an exceptional record of service is given extension and not otherwise. Therefore, Sir, we tried to avoid all these possibilities of favouritism and nepotism, and yet, I cannot guarantee that there will not be any case at all. I do not know whether my hon. friend could do that at any time.

An Hon. Member: Who can?

Shri Morarji Desai: I know what you can--not only I know-- but many of the Hon. Members here know.

Shri D C Sharma (Gurdaspur): I don't know Sir.

Shri Morarji Desai: Then, Sir, references have been made about the reduction in the number of holidays, casual leave and some other privileges and amenities and as regards working on three Saturdays in a month. It was stated that it was not within the competence

SV Debates (15-2-60)/Magha 26, 1881(Saka)
O-6 Uncorrected - Not for publication

1339

(Shri Morarji Desai--Contd.)

or within the terms of reference of the Commission to suggest reduction in the number of holidays, casual leave and other privileges and amenities. Now, it would not be correct to say this. It is incorrect because Clause 2 of the terms of reference specifically required the Commission to consider and recommend what changes in the structure of emoluments and conditions of service of different classes of Central Government employees are desirable and feasible. Therefore, they were completely within their rights and they were justified in making the recommendations as they thought fit. One might disagree with them; that is a different matter altogether. But to say that they were not at all competent to do so is not at all correct.

(Contd by P)

Shri Morarji Desai - contd

Now, let us see whether it is justified.

Shri Prabhat Kar(Hooghly) rose -

Shri Morarji Desai: He need not get up; he is unnecessarily tiring himself. He had a full hearing from me and from the House. There has been an opinion - it is not only generally prevalent; but I think it is unanimous - that we have too many holidays in this country. That has been said even by Members of the Opposition in this House. But on this occasion, in order to gain the favour of a particular class of people, they say ...

Shri Rajendra Singh: Again you are imputing motives.

Shri Morarji Desai: I would certainly maintain it, because otherwise, why should it be done?

Shri Rajendra Singh: It is not so.

Mr Speaker: Allegations and counter-allegations!

Shri Morarji Desai: Otherwise, why should they say that in this particular case, there should be more holidays?

Mr Speaker: I am willing to work on Saturdays.

Shri Morarji Desai: The increase is only 2½ hours' work per month and nothing more than that.

Shri Rajendra Singh: We are not here at the mercy of the Government servants ... (Interruption).

Shri Tyagi: You are at your own mercy!

Shri Morarji Desai: Formerly, they got 12 hours off on four Saturdays in a month; they got off for 3 hours per Saturday. Now they will work for 9 hours extra on 3 Saturdays and they will get off for 6½ hours on the last Saturday. So, really speaking, they will be working extra for only 2½ hours in a month, and yet a great row is made about it here as if a great deal has been taken away. When it comes to criticising the administration, it is said, they are inefficient; there are delays and people are not working properly; But when it

Shri Morarji Desai - contd

comes to putting them up against the Government, this is how it is done. I do not know whether that would be a proper attitude to take by my hon. friends. That is what I want to ask, because that will show how we are going to improve our administration.

Shri Narayanankutty Menon: If 2½ hours' extra work is so insignificant, why allow all the Government employees to pick up a row and demoralise them? Why not drop it?

Shri Morarji Desai: We can go on increasing further afterwards.

This is a letter which I have received from a railway servant who has been working for 15 years. He himself has told me that this is all wrong. Then he says:

"Against this, they forget that they are allowed other considerations like coming 2 hours late on 3 occasions in a month; they get 6 hours off in a month. This can be availed of on any 3 days in a month, which several people do. We are also allowed to go home early by the officer-in-charge on considerations of urgent work" ... etc.

I have received this information from the Government servants themselves. There are good patriotic servants ...

(Interruptions).

Shri Rajendra Singh: That can be placed on the Table of the House, so that we may know its bona fides.

Mr Speaker: The hon. Member is irrepressible; let him hold his soul in patience.

Shri Morarji Desai: I do not want to expose to all sorts of persecution those who are informing me about this. They will be certainly subjected to persecutions.

Shri Naushir Bharucha (East Khandesh): Then, promote them!

Shri Morarji Desai: Then, what surprised me and even amused me is, it was said that by doing this and taking away some holidays, Government have already recovered Rs. 29 crores. I think imagination could not have run more riot. That is all I can

Shri Morarji Desai - contd

say. What is the saving and where? If there is any efficiency coming as a result of this, it is to their advantage; it will be helping the public. But where is the saving in money to the tune of Rs.29 crores, as they suggest? We all want to see that there is more saving.

It is even said - that is corroborated by this gentleman - that while people say they work for 6 hours, they hardly work 4½ hours and the rest of the time is spent either in the canteen or toilet room or somewhere chit-chatting. Work is not done all the while; we have got to find out ways and means to compensate all these things. That is why we have to do this. It is in order to prevent wastage that we have to take all these steps; that is why these steps are taken.

Shri S M Banerjee rose - -

Mr Speaker: I am not going to allow this sort of interruption.

Shri Morarji Desai: My hon. friend can never be satisfied, because I have that experience for the last three years in this House; it is not only today.

Mr Speaker: If he comes over to that side, he may be satisfied.

Shri Morarji Desai: God forbid! That is all I would say.

Mr Speaker: So long as they are sitting opposite, how can they agree completely with the hon. Minister?

Shri Morarji Desai: I never expect them to agree with me. But why should they expect me to agree with them? That is all I am asking. Should not the same treatment be meted out to me?

Shri Rajendra Singh: Speak on the basis of facts.

Shri Morarji Desai: I am concerned more with facts; they are concerned with imagination. That is the difference.

Then, it was objected that the General Provident Fund which has now been made compulsory will be causing a loss to the employees. I do not know how.

Shri Rajendra Singh: Loss in the pocket-money.

Shri Morarji Desai - contd

Shri Morarji Desai: They will be saving and it is necessary that they should be saving. It is against the Rs.5 which is to be given now. But the Rs.5 given before is forgotten altogether. There is no loss if that is also considered. There can be no loss. Yet, this is how things are presented. It is in that manner also that the total increase which is given by Government is forgotten.

Let us see what the burden on Government has been. Interim relief caused Rs.12 crores extra expenditure. The immediate effect of recommendations regarding pay, allowances, and pension already accepted - excluding the defence personnel - would come to about Rs.20 crores a year. Improve in family pension scheme, contributory health service scheme, educational and canteen facilities, if accepted, will come to about Rs.4.70 crores. The immediate effect of extension of the benefits to defence services personnel would come to about Rs.7 crores. In all, it will come to Rs.44 crores, including railways. This will be the immediate effect. But the ultimate effect of pay and allowances, pensionary increase, etc. will be Rs.31 crores, instead of Rs.20 crores. So, in all, the ultimate effect will be Rs.55 crores. Consider what a burden it is on the revenues of Government - Rs.55 crores of extra expenditure every year. How are we going to have more expansion of our industries or any other production line, if we are not able to invest? Instead of investing, we are trying to take off and that is where the whole difficulty comes in.

Therefore, I would request my hon. friends to ponder more over these points and see their way to telling my friends in the administration, whose advocates they have become, that in this way they will make themselves more unpopular and not popular. This is not how we can advance the cause of this country and make it prosperous. This way we can only take it to ruin. Therefore, the demand that is made is quite unjustified and to my mind, improper.

contd by Q

13.30
DR
Q 1.

1343

(Shri Morarji Desai - contd)

Then, I would like to come to another question ...

Mr Speaker: How much more time will he take?

Shri Morarji Desai: This is the last point that I want to refer to.

This is about the application of the recommendations of the Pay Commission to the Government undertakings, that is, companies and corporations. This is a very serious matter and has to be considered. I would, therefore, like to put my considered view in this matter and, in order that there may not be any slips in that, I should like to read out a written statement in this matter.

As regards the extension of the Pay Commission's recommendations to employees in the public sector companies, I should like to say that it is neither possible, nor is it the intention of the Government to ask the companies controlled by them and other autonomous organisations to extend to the employees of the latter any improvements in the salaries and allowances, as also other conditions of service, allowed to the Central Government employees as a result of the decisions taken on the recommendations of the Pay Commission. This is because, firstly, the employees of these organisations and companies are not Central Government employees; secondly, the Government controlled companies etc. are autonomous organisations which have their own rules for regulating the terms and conditions of their employees. Thirdly, the pay scales and other conditions of service of employees of Government controlled companies are not in all respects identical with those prescribed by Government for corresponding categories of their own employees. Fourthly, the goods and services provided by these companies or organisations have to stand

(Shri Morarji Desai - contd)

competition with others in the private sector and it is for the bodies concerned to consider whether, having regard to their competitive capacity, the scales of pay of their employees need be increased at all, and, finally, these organisations are situated in various States and the wages and salaries of their employees should bear some relation to the wage levels prevailing in the respective areas, both in the State Governments^{and} in the private sector. Having regard to the above factors, there is no logical reason for increasing the emoluments of the employees of the public sector companies or corporations merely because the emoluments of the Central Government employees are improved in certain respects.

I hope I have dealt with all the important points that have been raised. I do not claim that whatever I have said must satisfy everybody. What I claim is that we have given very careful consideration to whatever has been said, not only now but even before, and have come to a final conclusion after considering all the circumstances, all the demands and the capacity of the country to act in this manner. That is all that I can claim, and if this is ~~conceded~~ and granted, no impartial judge will ever be able to say that we have not dealt liberally with our own people, the members of the administration. We are more concerned with taking work from them and we have got to see that they are satisfied. But we cannot satisfy people if they make unreasonable demands. Then, we have got to tell them and explain to them that this is not the way we should go about our work, which is public work, and it is there that I have appealed to them, and it is here that I am appealing to my hon. friends.

(Shri Morarji Desai - contd)

whose aim also must be with us in this matter of making the administration better, and not making the administration more dissatisfied by saying "if this is not done, that will be the result". If that is the common aim, then whatever they may say, whatever they may plead for them, I do not think that it will be proper at any time for them to say that "if this is not done, the administration will go wrong". If it goes wrong, the fault lies with my hon. friends who try to tell them so, and not with the Government.

(ends)

Shri S L Saksena: He has stated that the Government have not accepted the recommendations of the 15th Labour Conference. The 15th Labour Conference was presided over by the Labour Minister of the Union Government, and some of the decisions there were taken unanimously by the three parties - labour, employers as well as Government. Are they not binding on the Central Government?

Mr Speaker: If it is binding, would he say that he is not accepting it? It has always been the policy that except in the case of the decisions of the High Courts or Supreme Court they can always differ from the recommendations of any body and reject them.

13.35

Shri Parayanankutty Menon: Mr Speaker, if the recommendations of the Pay Commission were disappointing enough, as it was stated by everybody, the Government's decisions thereon were more disappointing. We were all eagerly looking forward to the hon. Finance Minister's reply to this debate and what we have all heard makes it all the more demoralising. When sermons are preached by the saints, the sermons should first

CJ
M-1
12-50

(Shri Morarji Desai - Contd.)

But I hope to deal with the important points that were raised in this debate.

The one point that was made at the outset was that the Pay Commission has ignored the recommendations of the 15th Indian Labour Conference and Government have also repudiated their commitment to the policy of minimum wages accepted by the Labour Conference. In the first instance, as I have pointed out ^{over} before, the recommendations of the Labour Conference have not been accepted by Government. They cannot, therefore, be binding on Government.

Shri Rajendra Singh (Chapra): What is the purpose?

Mr. Speaker: Let the hon. Minister go on.

Shri Morarji Desai: They have not been formally considered by Government at all at any stage and unless Government takes decisions on them, they cannot be binding on Government. But, let us consider the different points raised in this connection too. The one point raised was that the recommendation made for minimum food requirements calculated on the basis of Dr. Aykroyd's formula has been given up. That formula was for 2700 calories. After that, it has been said by another research doctor that this is too much and 2300 calories would be the formula. But that is not what is taken. What is taken is even more than that. May I say, from my own personal experience that I have been doing with 1200 to 1400 calories for many years past. Those calories are very misleading when they are taken in this manner. And yet one has to go by some basis. The Pay Commission gave very careful consideration to all

CJ
M-2

(Shri Morarji Desai - Contd.)

these factors and came to the conclusion to which they have come. It is not that we are expected to accept all the recommendations of any expert which come in this matter without consideration of all other relevant factors. Even that formula of 2700 calories mentioned several items which are not available to the people in this country. On an average, what is not available in the economy of the country is also to be considered as a basis of the minimum wage. It seems to be a very unreasonable expectation on the part of the people. It cannot, therefore, be accepted like that. But, then to consider that Rs 125 should be the minimum wage in this country - and that is a recommendation - and, therefore, it should be considered - that was also the demand - let us see whether we can consider this in this country. Taking the average per capita income in this country between Rs 246 and Rs 291, a family's income would come to about Rs 1166 per annum, that is, about Rs 97 per man. That is per capita average income in this country. The minimum wage cannot go beyond this in any case. And even then, the whole national income cannot be consumed if we are to advance at all. The national income has also to be utilised for investment and if that is considered, then it will be seen that even Rs 97, which comes according to this per capita income, cannot even be the minimum wage.

And then, Sir, we have also consider what is the income of 200 millions of people in this country as against these 2 millions of Government servants, who are concerned in this Pay Commission's Report. Very large number of those 200 millions of people draw much less than even the

(Shri Morarji Dasai - Contd.)

amount which was drawn by Government servants before the revision made by the Pay Commission. Now, are we going to concede that Government servant should be in a privileged class? I have no quarrel about what is required ideally. I cannot say that this is a satisfactory wage for anybody. Even Rs 200 may not be enough, considering our ideas at the present day about living conditions and other things. But, are we able to provide this to the majority of the people in this country? We are going to provide for them in the future as we develop, as we strengthen our economy. That is what we want to do. But, are we by that time going to do only one thing, that we go on increasing the remunerations only of Government servants, so that the whole income of taxation, whatever comes to Government, is absorbed only in that? Would that be a fair proposition for this House to consider? Others may consider, but I do not think that that would be a fair proposition at all and I would not think that it would be right for Government servants also to consider like that. They are public servants, we are all public servants, and we have got also to consider the claims of the people on us; and not that because the Government is run by us, the administration is run by us, therefore, we should absorb the major income and let whatever may happen to other people, let it happen. That would not be a proper attitude of public servants in this connection. Therefore, I would appeal to them to see that they do not raise such questions irrespective of the conditions obtaining in this country. And considering all this, a minimum wage of Rs 80, as fixed in the Report of the Pay

CJ
M-4

(Shri Morarji Desai - Contd.)

Commission, is not only fully justified, but I would say, it is even a little liberal if considered along-side the conditions obtaining in this country. We are not considering all this in a vacuum. We are not considering this in connection with living standards obtaining in other countries. We have got to consider this in connection with living standards obtaining generally in this country.

Shri U.C. Patnaik (Ganjam): May we know, Sir, how the calculation of 76 nP was arrived at?

Mr. Speaker: Let the hon. Minister go on. If they are not convinced all these two or three days, they are not going to be convinced in half an hour.

Shri Morarji Desai: I should certainly be very happy to discuss with my hon. friends if they want to discuss anything with me at leisure, whenever they want to come. But this is hardly the time, occasion and hour when I can be cross-examined on this point here. If I am expected to finish my reply in a reasonable time, I do not think I should be expected to do so.

Shri Rajendra Singh: Your reply should be a reasonable enough.

Mr. Speaker: I have to decide whether it is reasonable or not.

Shri Morarji Desai: The minimum remuneration of Rs 80 recommended by the Pay Commission with the consumer price index at 116 represents full neutralisation on the basis of Rs 55 accepted on the recommendation of the Verdachari Commission, 1947, when the cost of living index was 285 (base 1939) which corresponds to the consumer price index 80 (base 1949). Therefore, even from that point of view, it will be seen that the Pay Commission has been very liberal in this

CJ
M-5

(Shri Morarji Desai - Contd.)

matter and has given the greatest consideration to these people.

Shri Prabhat Kar (Hooghly): The Verdachari Commission said, the amount was on the poverty line.

Shri Morarji Desai: Well, we are on the poverty line in this country. That cannot be helped. I cannot change that. If I am trying to change it, my hon. friends do not want me to do that. They want the whole income to be consumed only in this, so that there can be no change in the general poverty of the people. And that is what I am saying. My hon. Members ought to be siding with me rather than siding with other people for political interests. Those are only political interests which are governing them. Otherwise, I do not think they would have said otherwise.

(... by N)

Shri Rajendra Singh (C. pr.): He is imputing motives.

Shri Morarji Desai: There is no question of motives. It is a fact.

There is no question of attributing motives in this matter.

Let my hon. friend deny that it is not so. I will accept it then. Without denying it, why should they say it is not a fact? If they deny, I accept it. I have no objection to that.

As I said, there was full justification for the Commission to reduce the content and calorific requirements laid down in the Lykroyd diet formula, as I explained before.

Mr Speaker: What is the calorific value in England? Possibly they have proceeded on that basis.

Shri Morarji Desai: That has also been considered. But I do not think it is more there. ^{But} In colder countries, they always give more and not so in a country like India. Therefore that will not apply here.

Shri S M Banerjee: Here everything is groundnut.

Mr Speaker: Has he taken note of the sunshine and sun-rays?

Shri Narayanankutty Menon (Mukandapuram): They had worked out a formula for a tropical country like India. Everything is taken into consideration.

Shri Morarji Desai: The Pay Commission has very carefully considered all these questions and has also described all these points, and I would refer hon. Members to them. That is all.

Then, it has been said that they have departed from the principle of automatic adjustment of dearness allowance with cost of living index which was prescribed by the Varadachari Commission and followed by labour tribunals, and ^{not} that has/ been properly done. How can this be regulated with the living index, all the while? If we are able to do that for all people in this country, for all fixed

Shri Morarji Desai - contd

wage-earners, I would certainly say that we should do so; but have we got the capacity to do so? If we have not got the capacity to do so, Government servants ought to suffer with other people in the country. On the contrary, I would expect that we ought to suffer more than the other people, but we are not doing that. Instead of that, we are claiming something else, a different kind of treatment. They want us to create a privileged class which I think will not be in the interests of the Government servants themselves. I am afraid it will not be in the interests of the administration itself. They would not be able to serve the people they have to serve, and therefore this sort of special treatment ought not to be demanded.

Then the question was that the basis of classifying towns for the purpose of compensatory and house rent allowances was not satisfactory. It was suggested that towns with populations exceeding 15 lakhs like Madras, Delhi and Kanpur should be classified as A. Only Bombay and Calcutta have been classified as A for specific reasons. As is well known to everybody these two cities stand apart from all other cities. Other cities with a population above five lakhs and not exceeding 15 lakhs have been considered as B. Cities with a population between 1 and 5 lakhs have been considered as C. After the 1961 census will be time to consider what decision should be taken in these matters. It ^{would} not be realistic to take any decision in these matters which is different from the status quo at present. Therefore, I would appeal to my hon. friends to see that they are patient in this matter and wait till the 1961 census.

Shri Morarji Desai - contd

Shri Tangamani (Madurai): Even the 1961 census will not help Delhi, Madras and Kanpur, because 15 lakhs is not the criterion.

Shri Morarji Desai: It was not on that criterion. Bombay and Calcutta have been considered quite special and therefore they have been put in Class A. Other cities cannot be put on the same line. But if any reconsideration is required, it may be possible only after the 1961 census. It cannot be made now.

Shri Tangamani: The 1961 census will not help Madras and Delhi because in the recommendation itself there is no mention about including the other cities as A. That is the point.

Shri Rajendra Singh: The point was - -

Mr Speaker: The point is clear. Hon. Members cannot be cross-examining like this. They have had their say. The hon. Minister understands as much as the hon. Members. He has got his own explanation.

Shri Rajendra Singh: The very principle was contended.

Mr Speaker: Will hon. Members go on putting questions unless they see that the hon. Minister yields and says, "Yes; I am agreeing to this"? I cannot understand this interruption. Hon. Members have their own points of view. The hon. Minister has his point of view. All hon. Members have been allowed to express their points of view. If there are some reasonable doubts, one or two questions may be put, but if hon. Members are not satisfied unless the hon. Minister yields to their suggestions, I do not know how long we can go on. The hon. Minister should have his own reasons. I would not allow any more interruptions like this.

NSR
N-6

Debates (16-2-60)/Magha 26, 1841 (Saka)
Uncorrected - Not for publication

1333

Shri Morarji Desai - contd

Shri Narayanankutty Menon: No one has said that. All parties are unanimous in saying that this is disappointing;

Shri Harish Chandra Mathur: I have said that not a pie should be spent further on the Central Government employees. If any pie is there, it should be there not to widen the gulf but to narrow it down.

Shri Morarji Desai: There are many things which can be done but they may not be done.

(contd by O)

SV Debates (16-2-60)/Msgha 26, 1961(Saka)
0-1 Uncorrected - Not for publication
(13,10)

1334

(Shri Morarji Desai--Contd.)

This is a suggestion which is falling in this category, to my mind. We cannot always do whatever is necessary to be done but we can do only what can be done in the circumstances in which we are living. If it had been possible to fix all their salaries for the first time, then we might have considered it. But that has not been so. These salaries have been in existence for a long time. These differences have been in existence for many years. They are not existing only now. To bring them immediately in line is not possible at all. Moreover, our ideal, Sir, is not to bring down people. Our ideal is to bring up people. Therefore, if the Central Government servants have been receiving more salaries, I would be very reluctant to consider the other way. I only said that for the sake of argument and I said that even this argument can be put forward. But that was not my intention. My intention is that even the salaries of State Government servants should be brought up as conditions improve. As conditions improve in the States, that is likely to be done. But what happens? Take the wages of organised labour. Those wages are very high. Take the wages in villages. There, the wages vary from As.8 a day to Rs.2 a day. Here, wages vary from Rs.5 a day to something more. What is to be done about it? They are people of the same class. Perhaps people in the villages work far more than the people here. Therefore, this goes on. We have got to bring up the wages in the villages, but that can be done only as production increases, as prosperity increases, as resources

SV
0-2

Debatates (15-2-60)/Majha 26, 1981 (Sajha)
Uncorrected - Not for publication

1335

(Shri Morarji Desai--Contd.)

increase. Without that it cannot be done. Therefore, we have got to take a realistic attitude in this matter. We cannot merely take up one section and say that this section should be tackled first. That is not possible. Government cannot take up that attitude.

The same thing applies to the argument about the disparity ratio between the salaries of the highest and the lowest grades of the Central Government employees. It is said that this disparity is very great and that it should be reduced by making reduction in the pay of higher officers. If the pay of higher officers is unreasonable, then, certainly, it should be brought down. But, in the new grades that have been revised, the salaries have been brought down. They are not the grades which the I.C.S. officers used to get or which those who are in service get even now. We cannot compare the salaries of the I.C.S. officers now generally, because, they are disappearing and they are dwindling in numbers, and, in a few years, that too will not remain. We can, therefore, Sir, make a comparison only with I.A.S. officers; and there, we will find now that the difference between the minimum and the maximum has come to 1 to 24. It has come down. Formerly, of course it was 329 in the old British days, but then, it was brought down to 34 and now it has gone down to 24. There is a general reduction, but that reduction also will be better done as we raise up the lower salaries rather than bring ... down the upper salaries. After all,

SV
0-3

Debates (15-2-60)/Magha 26, 1961 (Sak.)

Uncorrected - Not for publication

(Shri Morarji Desai--Contd.)

1336

We want to increase prosperity and production in this country. We want to raise the resources of this country. Can they be raised by cutting down of salaries, and in that case, can they give their best, and then, what are we going to distribute? Are we to distribute poverty, that is the question. If we want to distribute prosperity, we will have to encourage all those people who are responsible for increasing the prosperity and production in the country by giving them incentives which should be minimum--which should not be maximum--but they will have to be given minimum incentives. They will have to be given those minimum incentives. I think it is a very unreal demand to say that these salaries should be brought down. It is, therefore, that Government have decided that these salaries should be maintained where they are and that they should not be brought down.

Then, Sir, there was a question about raising the age of superannuation to 58 years and that it should be accepted. Well, Sir, there are two opinions about this. There again, we are not living in normal conditions in the sense that we are not stabilised. We are still changing and we are passing through transition. We are very much concerned with unemployment, and specially, unemployment or less gainful employment amongst the educated classes. If we raise this age limit from 55 to 58, for many years, about 30,000 people will be affected. We will not have that recruitment. That recruitment will stop for many years. Now, that will also add to the gravity of the problem. Then again, Sir, we have to consider that even though the expectation of life has increased in this country, the capacity to work harder for the

(Shri Morarji Desai--Contd.)

class of the people who are concerned in this, after the age of 55, has not increased substantially. We find that by example. We also find by actual experience that that is so. Therefore, if we take this attitude of raising the age, it will injure the administration; it will go against the employment possibility or potential, and the work will also suffer. That is the conclusion to which Government has come. It is therefore that Government has not thought it fit to raise the age limit from 55 to 58.

We have said that extensions will be given where people are very fit and are required. Where a particular class of experienced people are required, there, extensions will be given, but not in every case.

Shri S M Banerjee: This leads to favouritism.

Shri Morarji Desai: It is very easy to say favouritism and nepotism when one wants to make allegation. It has become a fashion in this country to make allegations. I do not want to enter into an argument about this sort of matter because it has no meaning.

Shri Rajendra Singh (Chapra): It is also a fashion in this country not to face allegations.

An Hon. Member: That is what Mr. Deshmukh said.

Shri Morarji Desai: Nobody is an angel in this world. That is all that I would say. (Interruptions) Nobody, including myself. I have said that. When I said nobody, I am including myself.

Mr. Speaker: He was also the Finance Minister. I am talking of Mr. Deshmukh.

Shri Narayanankutty Menon (Mukandapuram): In giving extensions to those who have passed the age of 55, if Government have laid down reasonable standards with reasonable explanation, this criticism would not have come. Even those standards are not laid down. It is left to each officer or Ministry to give extension in each case.

Shri Morarji Desai: It is not so, Sir. Finance also is concerned in this. Every Ministry cannot go on doing like this. It is not so easy to give extensions nowadays except in respect of certain class of people, people in the technical class. We have said that this should be automatic in their case. For scientific and technical personnel, we have said that they should go on upto 58. Therefore, there is no question of any jobbery. For the other people, we have seen to it that only such a person who is essentially required and who has got an exceptional record of service is given extension and not otherwise. Therefore, Sir, we tried to avoid all these possibilities of favouritism and nepotism, and yet, I cannot guarantee that there will not be any case at all. I do not know whether my hon. friend could do that at any time.

An Hon. Member: Who can?

Shri Morarji Desai: I know what you can--not only I know--but many of the Hon. Members here know.

Shri D C Sharma (Gurdaspur): I don't know Sir.

Shri Morarji Desai: Then, Sir, references have been made about the reduction in the number of holidays, casual leave and some other privileges and amenities and as regards working on three Saturdays in a month. It was stated that it was not within the competence

SV Debates (15-2-60)/Magha 26, 1961 (Saka)
0-6 Uncorrected - Not for publication

1339

(Shri Morarji Desai--Contd.)

or within the terms of reference of the Commission to suggest reduction in the number of holidays, casual leave and other privileges and amenities. Now, it would not be correct to say this. It is incorrect because Clause 2 of the terms of reference specifically required the Commission to consider and recommend what changes in the structure of emoluments and conditions of service of different classes of Central Government employees are desirable and feasible. Therefore, they were completely within their rights and they were justified in making the recommendations as they thought fit. One might disagree with them; that is a different matter altogether. But to say that they were not at all competent to do so is not at all correct.

(Contd. by P)

Shri Morarji Desai - contd

Now, let us see whether it is justified.

Shri Prabhat Kar(Hooghly) rose -

Shri Morarji Desai: He need not get up; he is unnecessarily tiring himself. He had a full hearing from me and from the House. There has been an opinion - it is not only generally prevalent, but I think it is unanimous - that we have too many holidays in this country. That has been said even by members of the Opposition in this House. But on this occasion, in order to gain the favour of a particular class of people, they say ...

Shri Rajendra Singh: Again you are imputing motives.

Shri Morarji Desai: I would certainly maintain it, because otherwise, why should it be done?

Shri Rajendra Singh: It is not so..

Mr Speaker: Allegations and counter-allegations!

Shri Morarji Desai: Otherwise, why should they say that in this particular case, there should be more holidays?

Mr Speaker: I am willing to work on Saturdays.

Shri Morarji Desai: The increase is only 2½ hours' work per month and nothing more than that.

Shri Rajendra Singh: We are not here at the mercy of the Government servants ... (Interruption).

Shri Tyagi: You are at your own mercy!

Shri Morarji Desai: Formerly, they got 12 hours off on four Saturdays in a month; they got off for 3 hours per Saturday. Now they will work for 9 hours extra on 3 Saturdays and they will get off for 6½ hours on the last Saturday. So, really speaking, they will be working extra for only 2½ hours in a month, and yet a great row is made about it here as if a great deal has been taken away. When it comes to criticising the administration, it is said, they are inefficient; there are delays and people are not working properly; But when it

Shri Morarji Desai - contd

Shri Morarji Desai: They will be saving, and it is necessary that they should be saving. It is against the Rs.5 which is to be given now. But the Rs.5 given before is forgotten altogether. There is no loss if that is also considered. There can be no loss. Yet, this is how things are presented. It is in that manner also that the total increase which is given by Government is forgotten.

Let us see what the burden on Government has been. Interim relief caused Rs.12 crores extra expenditure. The immediate effect of recommendations regarding pay, allowances, and pension already accepted - excluding the defence personnel - would come to about Rs.20 crores a year. Improvement in family pension scheme, contributory health service scheme, educational and canteen facilities, if accepted, will come to about Rs.4.40 crores. The immediate effect of extension of the benefits to defence services personnel would come to about Rs.7 crores. In all, it will come to Rs.44 crores, including railways. This will be the immediate effect. But the ultimate effect of pay and allowances, pensionary increase, etc. will be Rs.31 crores, instead of Rs.20 crores. So, in all, the ultimate effect will be Rs.55 crores. Consider what a burden it is on the revenues of Government - Rs.55 crores of extra expenditure every year. How are we going to have more expansion of our industries or any other production line, if we are not able to invest? Instead of investing, we are trying to take off and that is where the whole difficulty comes in.

Therefore, I would request my hon. friends to ponder more over these points and see their way to telling my friends in the administration, whose advocates they have become, that in this way they will make themselves more unpopular and not popular. This is not how we can advance the cause of this country and make it prosperous. This way we can only take it to ruin. Therefore, the demand that is made is quite unjustified and to my mind, improper.

contd by Q

13.30

DR

Q 1

1343

(Shri Morarji Desai - contd)

Then, I would like to come to another question ...

Mr Speaker: How much more time will he take?

Shri Morarji Desai: This is the last point that I want to refer to.

This is about the application of the recommendations of the Pay Commission to the Government undertakings, that is, companies and corporations. This is a very serious matter and has to be considered. I would, therefore, like to put my considered view in this matter and, in order that there may not be any slips in that, I should like to read out a written statement in this matter.

As regards the extension of the Pay Commission's recommendations to employees in the public sector companies, I should like to say that it is neither possible, nor is it the intention of the Government to ask the companies controlled by them and other autonomous organisations to extend to the employees of the latter any improvements in the salaries and allowances, as also other conditions of service, allowed to the Central Government employees as a result of the decisions taken on the recommendations of the Pay Commission. This is because, firstly, the employees of these organisations and companies are not Central Government employees; secondly, the Government controlled companies etc. are autonomous organisations which have their own rules for regulating the terms and conditions of their employees. Thirdly, the pay scales and other conditions of service of employees of Government controlled companies are not in all respects identical with those prescribed by Government for corresponding categories of their own employees. Fourthly, the goods and services provided by these companies or organisations have to stand

(Shri Morarji Desai - contd)

competition with others in the private sector and it is for the bodies concerned to consider whether, having regard to their competitive capacity the scales of pay of their employees need be increased at all and, finally, these organisations are situated in various States and the wages and salaries of their employees should bear some relation to the wage levels prevailing in the respective areas, both in the State Governments^{and} in the private sector. Having regard to the above factors, there is no logical reason for increasing the emoluments of the employees of the public sector companies or corporations merely because the emoluments of the Central Government employees are improved in certain respects.

I hope I have dealt with all the important points that have been raised. I do not claim that whatever I have said must satisfy everybody. What I claim is that we have given very careful consideration to whatever has been said, not only now but even before, and have come to a final conclusion after considering all the circumstances, all the demands and the capacity of the country to act in this manner. That is all that I can claim, and if this is ~~conceded~~ and granted, no impartial judge will ever be able to say that we have not dealt liberally with our own people, the members of the administration. We are more concerned with taking work from them and we have got to see that they are satisfied. But we cannot satisfy people if they make unreasonable demands. Then, we have got to tell them and explain to them that this is not the way we should go about our work, which is public work, and it is there that I have appealed to them, and it is here that I am appealing to my hon. friends,

(Shri Morarji Desai - contd)

whose aim also must be with us in this matter of making the administration better, and not making the administration more dissatisfied by saying "if this is not done, that will be the result". If that is the common aim, then whatever they may say, whatever they may plead for them, I do not think that it will be proper at any time for them to say that "if this is not done, the administration will go wrong". If it goes wrong, the fault lies with my hon. friends who try to tell them so, and not with the Government.

(ends)

Shri S L Saksena: He has stated that the Government have not accepted the recommendations of the 15th Labour Conference. The 15th Labour Conference was presided over by the Labour Minister of the Union Government, and some of the decisions there were taken unanimously by the three parties - labour, employers as well as Government. Are they not binding on the Central Government?

Mr Speaker: If it is binding, would he say that he is not accepting it? It has always been the policy that except in the case of the decisions of the High Courts or Supreme Court they can always differ from the recommendations of any body and reject them.

13.35

Shri Parayanankutty Menon: Mr Speaker, if the recommendations of the Pay Commission were disappointing enough, as it was stated by everybody, the Government's decisions thereon were more disappointing. We were all eagerly looking forward to the hon. Finance Minister's reply to this debate and what we have all heard makes it all the more demoralising. When sermons are preached by the saints, the sermons should first

(Shri Narayanankutty Menon - contd)

be applicable to the saints and then only the disciples will follow. The sermons should slowly be put into practice.

The hon. Finance Minister said that when the country is in the stage of a developing economy, and the per capita national income is so low, the Government servants cannot expect a more favourable treatment than the common man. I do not know how far this logic is to be carried. The first point was that in the 15th Indian Labour Conference, where the Government representatives, including the hon. Finance Minister in his capacity as the Minister for Commerce and Industry and a representative of the Finance Ministry were present, presided over by a Cabinet Minister, the Labour Minister himself, he said that in order that we evolve a suitable labour policy for the Second Five Year Plan, we have to take certain decisions there with the consent of all people concerned, so that industrial unrest may be prevented during the Second Plan period.

Shri Morarji Desai: May I say that I was not present when this point was discussed. I was present on the opening day. I do not know what happened afterwards.

Shri Narayanankutty Menon: If the hon. Minister is not present here in this House bodily when certain decisions are taken, it is not left to the Minister to plead afterwards that it is not binding because he was not present when the decision was taken. In this particular conference all the employing Ministries of the Government of India took part. It might be possible that the hon. Finance Minister was not present bodily because of some other engagements, but his representative was there, and the conference was presided over by a Cabinet Minister.

(Shri Narayanankutty Menon - contd)

Here I may point out that in the address made by the President this year to the Members of Parliament, he made a special mention of the recommendations of that conference, especially the Code of Discipline, and he expressed his satisfaction that because of the working of the Code of Discipline there was improvement in the industrial relations in the country.

The decision to increase the minimum wage paid to the employees in this country is a corollary to the decision that the employees shall keep a certain standard of conduct in the industry. That was a mutual decision, and after that decision was taken in the Labour Conference, many an industrial tribunal in this country has accepted that proposition, and it has now been accepted as the normal norm for the minimum wage in this country. Now, to day if the hon. Finance Minister says that it is not binding upon the Government, it might be said that no decision of that conference is binding upon anybody concerned, though it has been accepted as a basis regarding the code of discipline, code on production and rationalisation of the industries for the Second Plan, and you can very well imagin what will be the situation in this country. Because, the whole apex of the industrial peace is based upon the decisions of the 15th Indian Labour Conference. Therefore, I should like to make an honest appeal to the Finance Minister to look into the implications of the decision of Government not to follow the recommendations of the Labour Conference in the case of their own employees, when we remember that there are employers and employers who are bound by the decisions of that very conference.

Mr Speaker: Does the hon. Member contend that it is not open to the Finance Minister to tax the people more? He has already stated that he ^{have} will to pay Rs. 55 crores ^{in that case} and he has pleaded his inability to do so.

(Shri Narayanankutty Menon - contd)

Shri Morarji Desai: May I again say that I have had to say that the decisions, or the recommendations, of the Labour Conference are not binding on me? I am brought to that position by the hon. Member constantly harping on the subject; I would have never said that otherwise. But no recommendation of any advisory conference can ever be binding on anybody; they are only advisory. That conference was not a decisive body, and the comparison of that Conference with the Parliament is something to my mind - well, I do not know what to say on that.

Shri S L Saksena: Then what is the sanctity for it?

Shri Narayanankutty Menon: He said that because I referred to it so that he was forced to reply to that. May I point out that he himself said that when the Pay Commission wanted a clarification about certain decisions taken at the 15th Labour Conference?

Therefore, I will finish this point by making only one observation that if the decisions taken at the 15th Indian Labour Conference are not binding on the Government, who are the sponsors of that Conference, certainly it will lead to the logical conclusion that these decisions are not binding on the employers in this country and the work^{-men} in this country, because the employers, though they could not agree with those decisions, have been faithfully carrying out the decisions of that conference and so it will be putting a certain premium upon the working of Government organisations.

(contd. by R)

(13.40) (Shri Narayanankutty Menon--Contd.)

If now today the Government comes and says that it is not binding upon them, certainly the Conference decisions will not be binding upon anybody and all the decisions taken by the Industrial Tribunals of this country, taking the norms that had been decided at the XV Indian Labour Conference will be shattered to pieces and the Industrial Tribunals will be left with no norms as the norms that had been taken in the previous years had been modified by the XV Indian Labour Conference. The Industrial Tribunals give so much of sanctity to these decisions. Now in this Parliament ^{if} the hon. Finance Minister says that it is not binding upon this Government, the employer will immediately begin to say, "If it is not binding upon you, certainly it is not binding upon me". Consequently, it will not be binding upon the workers also. It will have far-reaching repercussions not only upon industrial peace in this country but also on the entire economic progress of the Second and Third Five Year Plans. Certainly the Government should review the position as to whether the decisions taken by the XV, XVI and XVII Indian Labour Conferences have got even moral validity and are of morally binding nature upon the Government, otherwise the situation is going to be very serious.

The hon. Finance Minister also spoke regarding the caloric value of food. Dr. Aykroyd thought over the economic situation in the country, the paying capacity of the employer, the productivity of this country and then laid down certain norms. Now the hon. Finance Minister comes and says that 1,200 calories of food will be enough for him and that he was taking that food and living in this country for the last so many years.

(Shri Narayanankutty Menon--Contd.)

1350

Shri Morarji Desai: I said 1200 to 1400.

Shri Narayanankutty Menon: He also laid down a dictum that the Government servants, who are equally interested as the others in the well-being of this nation and its economic development, should be the first to come forward and sacrifice. If a man like the hon. Finance Minister says that an average three consumption units family, as has been laid down by the Conference, eats only 1200 calories of food including two ounces of groundnut releasing 600 calories spontaneously, as has been said....

Mr. Speaker: Let him not go into the personalities.

Shri Narayanankutty Menon: He said that.

Mr. Speaker: Let him say whatever he might say. What he said was that 2,700 was recommended and in addition to that something more is being given. 2,600 has been recommended by the Pay Commission. The hon. Finance Minister may starve some days or fast some days. All that is not necessary to say.

Shri Narayanankutty Menon: I would not have gone into the personalities but for the fact that Dr. Aykroyd laid down a formula which underwent the test of the Supreme Court.

Mr. Speaker: The only difference is that of 100 calories.

Shri Narayanankutty Menon: In order to upset the formula, the Pay Commission, reasonably enough, should have got at least the authority of an equally competent person. They have gone to one Institute in Hyderabad. A person employed in that Institute gave an opinion and they accepted that opinion.

Mr. Speaker: What is the difference between 2,700 and 2,600? What did the Pay Commission give?

Shri Narayanankutty Menon: Now it is 2,600.

(Shri Narayanankutty Menon--Contd.)

Mr. Speaker: what has Dr. Aykroyd given?

Shri Narayanankutty Menon: 3,200. Dr. Aykroyd has given the weightage on certain animal things in the country which people can eat. The Pay Commission has gone far back. It has not only reduced the calories but the weightage on food also has been completely different. It is not possible for an ordinary worker to eat two ounces of groundnut a day, digest that and get a spontaneous release of 600 calories while he is going for work. I will submit that people in this country never eat groundnut unless starvation comes in that particular part of the country and get 600 calories of equivalent food requirement from two ounces of groundnut alone.

My hon. friend the Finance Minister said that Dr. Aykroyd's formula was based on certain food material which is not available in this country. It might be possible, as the Pay Commission has said, that for the 400 million people in this country eggs might not be available as Dr. Aykroyd has put. It is not all the 400 million who work. The man who works adds to productivity. He increases the national wealth. It is quite true that every man in the country has a right to share, but if the worker, who produces, does not have priority and get at least a small proportion of the national wealth, how he has to sustain his livelihood? Therefore the theory propounded by the hon. Finance Minister that unless and until the common man in India, the 400 million people in India come to a particular income level, the worker of this country cannot ask for more, certainly is not a theory which can be accepted even by the hon. Finance Minister when he is out of the Government. If, according to him, the

(Shri Narayanankutty Menon--Contd.)

worker is to produce wealth in this country, an incentive should be there. Apart from the incentive, there should be the basic food requirement for him. You can point out thousands of people in a particular State or anywhere in India who need a job of their own because this is a country where unemployment problem is the biggest problem. You cannot take into consideration the unemployed man, who is not getting anything, and equate him with the man who produces. According to this theory, the worker will no more produce material and then the national wealth will not increase.

Mr. Speaker: He is only replying.

Shri Narayanankutty Menon: Therefore that theory of equating national income with minimum wage is not at all acceptable.

I am not going into any other point. I will conclude by pointing out this factor regarding neutralisation. My hon. friend said that it is not possible anywhere in any country to tag the rising cost of living with the dearness allowance. We do not say that. Many times on the floor of the House many people have pointed out that it is not our demand that when prices rise you should give equating dearness allowance. We find that sometimes when prices outside rise and dearness allowance is tagged on on a sliding scale, that might give further ground for inflation. That is true. But when prices outside are rising beyond the control of the Government, the Government can only help in this way. Are you courageous enough to peg down the prices if you want to have a fixed D.A.? We are agreeable to fixed D.A. It is always desirable. When the D.A. is fixed at a certain level, the prices should be pegged by the Government. If they peg the prices, certainly it is a desirable thing. Other-

(Shri Narayanankutty Menon--Contd.)

wise it will be a vicious circle. For example, in the case of sugar they have fixed the price at 52 NP per pound. When eight annas are to be given by any worker or any man for one pound of sugar, what is the result if you give four annas more in his wage? The result is that four annas from the Government treasury and four annas of the worker go to the trader who is profiteering. Our only demand is: have a firm policy of pegging down the prices. We will not come here and the worker will not come here and ask for a pie more increase.

The alternative suggestion is that you undertake the responsibility of supplying the basic food materials to these workers by opening co-operative societies. You have fixed prices for rice and sugar. What prevents you from giving these employees, as the Railways used to do previously, food at fixed prices? If that is done, the whole problem will not be there. But you are not prepared to do that. As long as you are not prepared to peg down the prices, as long as you are not prepared to give the basic food materials to the workers at fixed prices, your argument that it will give rise to inflation and it will not be possible, will not arise at all.

In conclusion, I would say that the hon. Finance Minister made imputations after imputations. I wish to assure him that we are never here to incite or stir discontent in employees, much less in Government employees. We are equally interested, as the hon. Finance Minister is, that we should have a contented administration. We are at one with the hon. Finance Minister that in ^{the} developing economy of this country, unless our working class is con-

Khandal
R-6

Debates (15-2-69)/Magha 26, 1961 (Saka)

1354

Uncorrected - Not for publication

(Shri Narayanankutty Menon--Contd.)

contented, unless the Government servants are contented, we will not be able to achieve even ten per cent of our goal. Therefore with that ideal in our mind and agreeing with the hon. Finance Minister that we should have everybody contented, we bring forward the real grievances and real disappointments of the employees in the proper level, in the proper form and in the proper forum so that if these reasonable arguments of ours and the reasonable discontent among the employees could be brought to the notice of the hon. Finance, he should be the first man not to allege imputations and motives but to look deeper into the matter whether there is ground for a genuine grievance and whether actually in the case of certain employees the take-home-pay of the employee because of the implementation of the Pay Commission's recommendation has been reduced. He should be the first man, as all patriots should be, to look forward and find out the defects and remove them, when all this has been said from either side of the House with the honourable exception of my hon. friend from Rajasthan, Shri Harish Chandra Mathur, who said otherwise.

(Contd. by S.)

Shri Narayankutty Menon - contd

Every Member, including the Congress Members here, has said that the Pay Commission's Report and the Government's decisions thereon have only resulted in disappointment to the employees. So, it is not proper for the hon. Minister to impute motives to us, and by that he does not serve the interests which he should serve in the future also.

Therefore, in concluding this debate, I make an appeal to the hon. Minister and the Government. It is not a case of the Opposition stirring up trouble. It is a case of genuine discontent among two million employees of the Government. Therefore, unless you review and reconsider the stand that you have taken today regarding the implementation of this report, regarding certain theories which are of a metaphysical legalism and atheism carried to the point of absurdity, you will never have a contented labour force in this country. Unless you reconsider these points and rectify the genuine grievances, all the ideals that you place before the House, for which you are striving, are impossible to achieve. Unless he reviews the Government decision and position on the recommendations of the 15th Labour Conference, it will have serious repercussions on the entire industrial working class of this country. Otherwise, in future, not only will we not be able to settle the question that has been hanging fire for two years which even came to a general strike in 1957; we will also be opening up a Pandora's box leading to more industrial disputes, and all these

30 DEC 1959

To The Hon'ble S. A. DANGE, Esq.,
Member of Parliament,
New Delhi.

From Sri. K.K. Menon,
c/o Radha Medical Stores,
Trichur.

Trichur,
Kerala State,
26th Decr. 1959.

Subject: II Central Govt. Pay Commission Report.

Sir,

Having read in the papers that, in response to a joint communication issued by your honour and ten others, the Government is agreeable to have a full discussion on the Report of the Second Pay Commission during the ensuing Budget Session of the Indian Parliament, I have the honour to bring to your notice the following anomalies suffered by the existing Central Govt. Pensioners, particularly of the Ordnance Factories under the Defence Department, and would request the honourable members of the opposition to be good enough to appraise the Government of the injustice and unreasonableness thereof with a view to their early redress.-

I. Modified pensionary benefits granted from time to time to existing incumbents in service are not usually made applicable to those who have retired in the meantime.

In Govt. of India, Defence Deptt: letter No.F.10/(2)/56/2076/D(Civ:II) dated 12-2-1958 sanction was given to count one-fourth of the service on the Temporary Establishment of Ordnance Factories prior to Sept. 1949 subject to a maximum of 5 years, as qualifying service for pension when such service is followed by confirmation on the permanent cadre; but it is specifically stated therein that this benefit will not be applicable to those who have retired prior to the issue of that communication. This latter proviso is considered most unjust especially inasmuch as the beneficial concession was the outcome of representations by individuals who had retired earlier. Since the delay in the issue of the orders was entirely on the part of the Government, it is no reason why the poor pensioners should be deprived of the benefit for no fault of their own. The Government must therefore sympathetically consider this matter and amend the above order to make it applicable to all the relevant surviving pensioners.

II. Rounding off period of qualifying service for calculation of pension at pensioners' disadvantage.

The existing orders are that fraction of a year should be omitted in reckoning qualifying service for pension. Thus, an individual who has a total pensionable service of 20 years 11 months and 25 days on the date of his retirement is allowed only 20 years. This is most unjust especially when much of his earlier temporary service is not taken into account for pension. It is requested therefore that the rules may be modified to the effect that instead of fraction of a year, fraction of a month may be discounted for purposes of pension. Surely, the omission of fraction must be from a reasonable lower unit and just as in the case of pension, the amount is rounded off to the nearest anna, the qualifying service should be rounded off to the nearest month.

III. Non-acceptance of half the temporary service when followed by permanent service as qualifying service for pension.

(1). The Indian Ordnance Factories had a category of employees known as "Temporary Establishment" for a very long time. These personnel were governed by paras 76-A to D of the Civil Service Regulations and they enjoyed

status

status and conditions of service almost similar to those governing the permanent establishment; inspite of the fact that the Temporary Establishment was considered as technically discharged on 31st March and re-entertained on 1st April each year for purposes of budget provision. Originally, the Temp. Estt. did not have any retiring benefits, but when in 1931 the Indian Ordnance Factories Workmen's Provident Fund with a 50% government contribution was constituted, these temporary personnel were given the option to join it. The Government bonus was subsequently raised in 1945 to 100% and subscription to the fund was made compulsory for all those who have completed 3 years of service.

(2) It was when matters stood thus that on the recommendations of the First Central Govt. Pay Commission (1947) the Government, in order to better the service considerations of the Temporary Establishment vis-a-vis the permanent incumbents, brought into effect:-

(1) in 1949, the "Civilians in Defence Services (T.E.) Rules 1949" (vide M.D.No.2/23/D-11/49 dated 19-8-49), whereby all the then existing temporary personnel were automatically brought thereunder.

(ii) in 1950, the "Liberalised Pension Rules" (vide Appendix 41 to C.S.R) - according to para 7 thereof, half the temporary service if followed by permanent pensionable service, is to be reckoned as qualifying service for pension.

(3) It is a matter of extreme regret that the Government authorities have not yet reconciled themselves to accept the provisions of para 7 of the revised Pension Rules in so far as temporary personnel as existed prior to 1949 in Ordnance Factories are concerned, on the plea:-

(i) that the temporary service referred to in para 7 of the New Pension Rules is none other than that constituted under the C.D.S.(T.E) Rules 1949 and that whatever temporary establishment that existed prior to 1949 was not a "regular" establishment, and

(ii) that the temporary establishment prior to 1949 is governed by Provident Fund benefits, viz., the I.C.F.W.P.Fund, the rules of which do not provide any option to a subscriber on his promotion to pensionary status to surrender the Govt. contribution of the Pro:Fund and elect pension instead.

(4) The stand taken by the Government in this respect is unjust and unreasonable, because:-

(i) Para 7 of the revised Pension Rules is clear and unambiguous. It does not specify the term "temporary service" as "regular" or "irregular". It is also not mentioned anywhere in Service Regulations that the temporary service in Ordnance Factories prior to 1949 was an irregular one and the so-called "regularisation" conferred on that Estt. by the C.D.S.(T.E) Rules 1949 (see para (2)(i) above) would appear to be quite superfluous inasmuch as all the temporary personnel that existed in 1949 were automatically brought under those Rules. It is therefore contented that the temporary service prior to 1949 cannot be dumped as "irregular"

(ii) Since the previous Pay Commission was instituted in 1947, the recommendations contained in para 171 of their report to allow half the temporary service to be reckoned for pension, would as a matter of fact pertain to the Temporary Establishment that existed at that time.

- 2 -

Since the revised Pension Rules were promulgated by the Government on the recommendations in the above Report, as expressly mentioned in the preamble thereto, it is logical to conclude that the term "Temporary service" in para 7 of the Revised Pension Rules covers the temporary service that existed prior to 1949 as well.

(iii) The fact that the Temporary Establishment at the time of the sitting of the First Pay Commission (ie., 1947) was provided with a Govt. contributory provident fund (viz., the I.O.F.W.P. Fund) and that every member of the Tempy: Establishment who had 3 or more years of service would have been subscribers thereto, does not appear to prejudice the above recommendations, (namely, that half the temporary service should be reckoned as qualifying service,) since provision already exists elsewhere by which option is given to the individuals concerned to elect pension or provident fund benefits whichever is advantageous to them and accordingly on being opted for pension, the government contribution to the Provident Fund becomes surrenderable.

(5) These points were represented to the government by the affected individuals immediately it became known that they are deprived of the benefits of para 7 of the Revised Pension Rules. In reply, it was stated that the matter was under consideration of the government and that when a decision was arrived at, each claim would be automatically dealt with.

(6) It appears now that these arguments have been accepted and that the Govt's contention referred to in para (3)(i) and (ii) above has been withdrawn, because as mentioned in para (1) above, the Government has found its way to sanction one-fourth of the Temporary service prior to 1949 being included as qualifying service for pension on surrender of provident fund benefits. If, therefore, the Government can find adequate reasons for allowing one-fourth temporary service as qualifying service for pension, then there is surely no reason why half the service cannot be allowed to Ordnance Factories' personnel as in the case of other service personnel, at least to conform to the provisions of para 7 of the New Pension Rules which otherwise govern their retiring benefits.

IV. Non-confirmation in officiating appointments even after continuous service therein for several years.

Instances have occurred in the past where incumbents officiating in higher than their substantive appointments for several years continue to remain so even at the time of their retirement on superannuation, thereby denying them the benefits of their officiating emoluments in full for purposes of calculation of pension. At present, on the authority of para 437-B C.S.R., a portion of the officiating salary is taken into account in addition to substantive pay when the officiating appointment is held for not less than 2 years prior to retirement. It is thought that an offg: period of say 5 years would be more than ample to prove the suitability of the incumbent for confirmation in the appointment held by him. In the event of a permanent vacancy not being available for confirmation or for any other reason confirmation could not be made before retirement, then it must be considered just and proper that continuous officiating service of over 5 years immediately prior to retirement should automatically make him eligible for his pension to be calculated on the basis of his officiating salary exclusively rather than on his substantive pay.

Thanking your honour in anticipation,

Yours faithfully,


(K.K. Honon)

Pensioner - O.Fy. Defence Deptt.)

333

PRESS INFORMATION BUREAU

GOVERNMENT OF INDIA

BACKGROUND NOTE

"13.22"

PAY COMMISSION REPORT

STATISTICAL AND OTHER DATA

HISTORICAL REVIEW

Employment Figures

The number of persons employed under the Central Government as on June 30, 1957, was 17,73,897*. This includes 327 officers of the I.C.S., I.A.S and I.P.S in the Central Government. The total number of Central Government employees on April 1, 1948 was 14,45,050. This shows an increase of 22.7 per cent in the 9 years that have intervened, an average annual increase of 2.5 per cent.

In 1948, 8,50,229 were employed in the Railways, 1,43,250 in the Posts and Telegraphs Department and 2,94,659 were civilian employees in the Ministry of Defence. These three departments thus accounted for about 95 per cent of the total staff.

In 1957, these three departments employed 14,73,014 persons which represented 83 per cent of the total. Excluding the 327 officers of the three All India Services, the following is the breakdown of figures for 1957 categorised under four heads:

Railways:	9,97,262
Posts & Telegraphs:	2,04,840
Defence Civilians:	2,70,912
Other Ministries:	3,00,556
Total	17,73,570

Of these, 11,70,820 were permanent, 5,65,998 were temporary and the remaining 36,752 were non-regular.

The Wage Bill...

*According to revised estimates, the number of employees in the Central Government including quasi-Governmental institutions sponsored by the Centre is 20 lakhs.

The Wage Bill for 1957-58 was Rs.303.86 crores made up as follows: Railways Rs.161.62 crores, Posts & Telegraphs Rs.35.99 crores, Defence (Civilian Staff Rs.39.54 crores) and others Rs.66.71 crores.

The figures include the cost of pay and allowances but exclude: expenditure on pensions, gratuity, Government's contribution to provident fund, amenities, facilities etc. Cost of staff paid from contingencies or engaged in construction works is excluded, except that the figure for the Railways includes the cost of staff charged to works.

The first Pay Commission had recommended 156 scales of pay but the Government prescribed a larger number. At present there are, in all, 517 scales or fixed rates of pay.

As on June 30, 1956, for which figures are available, the distribution of Central Government employees by basic pay was as follows:-

Pay range	1951	%	1956	%
Upto Rs.50/-	9,01,119	58.9	9,68,046	56.2
Rs.51/- to Rs.100/-	4,27,034)		4,92,808)	
Rs.101/- to Rs.150/-	96,242)	39.0	1,30,042)	41.3
Rs.151/- to Rs.200/-	54,945)		57,735)	
Rs.200/- to Rs.250/-	17,432)		24,424)	
Rs.251/- to Rs.300/-	8,582)		12,402)	
Rs.301/- to Rs.350/-	6,507)		8,419)	
Rs.351/- to Rs.500/-	8,496)	2.0	10,307)	2.4
Rs.501/- to Rs.750/-	4,484)		5,465)	
Rs.751/- to Rs.1000/-	2,232)		2,497)	
Rs.1001/- to Rs.1500/-	1,249)		1,544)	
Rs.1501/- to Rs.2000/-	438)		577)	
Rs.2001/- to Rs.3000/-	375)	0.1	354)	0.1
Above Rs.3000/-	64)		69)	
Others	-)		919)	
Total	15,29,199	100.0	17,15,708	100.0

Of the.....

Of the, 15,29,199 employees in 1951, 14,349 were gazetted officers and the remaining 15,14,850 were non-gazetted. In 1956, out of 17,15,708 employees, 19,691 were gazetted and 16,96,017 were non-gazetted.

Classification of employees
(As on June 30, 1957)

	<u>Class I</u>		<u>Class II</u>
<u>Class I:</u>	6197	Permanent	10,879
	3303	Temporary	7,646
	<u>9500</u>	Total	<u>18,525</u>
<u>Secretariat Services</u>	855	Permanent	5,911
	486	Temporary	2,460
	<u>1341</u>	Total	<u>8,371</u>
<u>Foreign Services</u>	295	Permanent	354
	59	Temporary	604
	<u>354</u>	Total	<u>958</u>
<u>Revenue Services</u>	726	Permanent	902
	242	Temporary	604
	<u>968</u>	Total	<u>1506</u>
<u>Audit and Accounts Services</u>	648	Permanent	655
	54	Temporary	411
	<u>702</u>	Total	<u>1066</u>
<u>Economic & Statistical Services</u>	67	Permanent	103
	165	Temporary	320
	<u>232</u>	Total	<u>423</u>
<u>Engineering Services</u>	2139	Permanent	1412
	1520	Temporary	6652
	<u>3659</u>	Total	<u>8064</u>
<u>Medical Services</u>	142	Permanent	71
	73	Temporary	298
	<u>215</u>	Total	<u>369</u>

	<u>Class I</u>		<u>Class II</u>
S <u>Scientific Services:</u>	455	Permanent	622
	474	Temporary	805
	<u>929</u>	Total	<u>1427</u>
<u>Legal Staff:</u>	27	Permanent	32
	50	Temporary	145
	<u>77</u>		<u>177</u>
<u>Railway T.T. & C.D. Services;</u>	574	Permanent	335
<u>P&T Services:</u>	103	Temporary	74
	<u>677</u>	Total	<u>409</u>
<u>Information Services:</u>	79	Permanent	349
	74	Temporary	456
	<u>153</u>	Total	<u>805</u>
<u>Labour Officers:</u>	-	Permanent	74
	3	Temporary	59
	<u>3</u>	Total	<u>133</u>

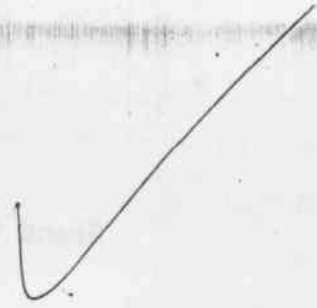
Grand Total of Permanent and Temporary Class I and Class II Officers:

Class I	9,500	
Class II	18,525	(includes non-Gazetted staff)
	<u>28,025</u>	
Others for whom details are not available:	891	(Class I)
	747	(Class II)
	<u>29,663</u>	

Classification of Employees Class III

Common Categories:	1,33,491	(P)
	1,06,366	(T)
	1,45,527	(Not known)
Total	<u>3,85,384</u>	
Railways:	71,738	(Not known)
Total	<u>71,738</u>	

<u>P & T:</u>	56,300	(P)
	<u>16,225</u>	(T)
	<u>72,525</u>	Total
<u>Defence</u>	463	(P)
(Civilians)	<u>1,883</u>	(T)
	<u>2,346</u>	Total
Others:	6,792	(P)
	<u>6,488</u>	(T)
	<u>13,280</u>	Total
Misc.:	7,880	(Not known)
	<u>7,880</u>	Total



Grand Total
of all three
categories of
Class III
Staff: 5,53,163

Classification of Employees Class IV

<u>Common Categories:</u>	33,374	(P)
	62,166	(T)
	<u>55,507</u>	(Not known. Of these, about 6,650 are probably permanent.)
	<u>1,51,047</u>	
<u>Railways:</u>	<u>4,05,219</u>	(Not known. This includes 2,182 brakemen and 7,020 firemen since brought over to Class III scales of pay, of the total, about 48,546 are probably permanent.)
<u>Defence Civilians:</u>	1,578	(P)
	<u>8,933</u>	(T)
	<u>10,511</u>	Total
Others:	8,048	(P)
	13,221	(T)
	<u>1,560</u>	(Not known)
	<u>22,769</u>	
Uncategorised:	43	(P)
	67	(T)
	<u>69,022</u>	(Not known)
	<u>69,132</u>	Total

Grand total	70,248	(P)
	91,762	(T)
	5,31,308	(Not known)
	<u>6,93,318</u>	Total

Sub-Classification of Employees
(as on June 30, 1957)

	<u>Class I and Class II</u>	<u>Class III</u>
Engineers	6,652	36,065
Scientists	2,356	4,770
Medical Officers	684	5,448
Economists and Statisticians	655	892
Audit & Accounts Officers	1,766	24,005
Revenue Services	2,474	

Workshop staff

Highly skilled	-	13,620
skilled	-	1,72,863
semi-skilled	-	94,602
unskilled	-	1,86,050
Total	-	<u>4,67,135</u>

These are employed in the railways, P&T, Defence (Civilians) and others.

Employees in Union Territories

The total number of persons employed in the Union territories as on June 30, 1957 was 56,276. Of these 215 belonged to Class I Service, 1,061 to Class II, 38,437 to Class III and 12,107 to Class IV. 4,456 employees were non-regular and unclassified.

Employees under....

OTHER GOVERNMENT EMPLOYEES

As in 1957, there was, in all, a total of 20,11,193 persons employed in 14 States. The breakdown Statewise is as follows: Assam 56,568; West Bengal 1,25,119; Bihar 1,51,175; Orissa 71,147; Madhya Pradesh 1,63,725; Uttar Pradesh 3,24,582; Panjab 1,05,123; Jammu & Kashmir 37,444; Rajasthan 1,46,365; Bombay 2,55,473; Andhra Pradesh 1,98,376; Madras 1,26,196; Mysore 1,54,000; and Kerala 95,000.

LOCAL BODIES:

Local bodies including institutions run by them employed 16 lakh persons.

AIDED INSTITUTIONS had 5 lakh employees.

GRAND TOTAL: In all, the total number of employees under all four heads including Centre was 61 lakhs.

MINIMUM RATES OF PAY AND D.A.

In 1947, the minimum basic pay for Class IV Central employees was Rs.30/- plus Rs.25/- as Dearness Allowance. Total emoluments at start were Rs.55/-.

In 1959, the total emoluments for this category of employees were Rs.75/- made up of Rs.30/- as basic pay and Rs.45/- as D.A. The total minimum emoluments for a matriculate clerk in 1959 is Rs.115/- in the Secretariat and other Central Government offices.

AVERAGE MONTHLY EMOLUMENTS

	<u>Basic Pay</u>	<u>D.A.</u>	<u>Total</u>
Class I	Rs.892/-	Rs.75/-	Rs.967/-
Class II	Rs.416/-	Rs.75/-	Rs.491/-
Class III	Rs.128/-	Rs.59/-	Rs.187/-
Class IV	Rs. 36/-	Rs.45/-	Rs. 81/-

PENSION BENEFITS

Service qualifies for pension after a Government servant has completed 20 years of age in ^{the} case of Class I, II and III posts. For Class IV posts, the corresponding age is 16 years (18 years for those ^{who} entered service after 17.4.50). The service should have been rendered in a substantive capacity in a permanent post. Temporary service counts for pension if the temporary post held by a government servant is eventually made permanent, and he is also transferred from a temporary to a permanent appointment and officiating service counts if the post in question is vacant and the permanent incumbent of the post does not count service in that post for pension and also that the officer is confirmed without interruption in his service. First four months of leave on average pay (first 120 days of earned leave in respect of persons governed by the Revised Leave Rules) plus other leave with allowances to the limited extent laid down in the rules according to the length of service, also is reckoned towards qualifying service.

The pension is calculated on the average of three years' emoluments. Benefit is also given of a portion of officiating pay if it has been drawn continuously for 2 years or more immediately preceding the date of retirement. The pension is a proportion of average emoluments based on the completed years of service. The quantum of pension varies according as the Government servant is governed by the rules contained in the Superior Service Pension Rules, Civil Service Regulations or by the Liberalised Pension Rules.

Under the Liberalised Pension Rules, the maximum pension (viz. 30/80 of the average emoluments) is earned after 30 years of qualifying service and the maximum gratuity equal to 15 months emoluments, subject to a monetary limit of Rs.24,000, is earned after 34 years qualifying service. Service gratuity is allowed at a regulated scale for qualifying service not exceeding....

not exceeding 10 years. If a Government servant dies after completion of 20 years service, his family is allowed a family pension equal to $1/2$ of the superannuation pension admissible to the officer at the time of death, but subject to a maximum of Rs.150/- per month and a minimum of Rs.30/- per month (the minimum not exceeding the full pension admissible to the officer). Family pension is also allowed to the family of a pensioner who dies within 5 years of his retirement. It is payable for 10 years from the date following the date of death but not beyond a period of 5 years from the date on which the deceased officer retired or on which he would have retired on a superannuation pension in the normal course. In special cases family pensions are also granted to families of deceased Government servants who had rendered qualifying service between 10 to 20 years.

PROVIDENT FUND

GPF: Permanent Government servants are eligible to subscribe towards the General Provident Fund. Temporary Government servants are also eligible to subscribe after completion of one year's continuous service. The minimum rate of subscription is $6\frac{1}{4}\%$ of the emoluments but there is no maximum ceiling, i.e., entire net emoluments can be subscribed. The rate of interest on G.P.F. deposits is fixed by Government every year. Temporary advances, ordinarily not exceeding three months' pay or half the amount at the credit of ^a subscriber, can be granted (i) to pay expenses incurred on the prolonged illness of the subscriber or any person actually dependent on him, (ii) to pay for overseas passage for reasons of health or education and for meeting cost of higher education of the subscriber or any person actually dependent on him, and (iii) to pay obligatory expenses appropriate to his status in connection with marriages, funerals or ceremonies which by customary usage it is incumbent on him to perform. Final withdrawals are permissible at any time not earlier than five

years before attaining the age of superannuation or on completion of 25 years' total service, whichever is earlier, for the following purposes:-

- (a) for house-building,
- (b) for meeting the cost of higher education within India as well as outside India, of himself or any person actually dependent on him,
- (c) for meeting expenditure on marriages of sons, daughters and female relations dependent on the subscriber, in case he has no daughter.

C.P.F. Permanent Government servants in non-pensionable service are eligible to contribute to the ^{Contributory Provident} Fund. The minimum rate of subscription is 8½% of emoluments and the maximum rate is as in the case of G.P.F. The rate of interest is the same as that for the G.P.F. deposits. The Government contribution to the C.P.F. deposits is 8½% of the subscriber's emoluments.

Temporary advances, ordinarily not exceeding three months' pay and in no case exceeding the amount of ^{the} employee's subscription and interest thereon standing to the credit of the subscriber, can be granted for similar considerations as in the case of G.P.F. Final withdrawals on the same terms and conditions and for similar purposes as in the case of G.P.F. are permissible to subscribers to the C.P.F.

DISCIPLINARY PROVISIONS:

Briefly, a disciplinary enquiry should not be conducted by the immediate superior of the Government servant being proceeded against, or by an officer at whose instance the enquiry was initiated. All appeals, memorials and petitions which come to the Central Government against imposition of major penalties, like dismissal, removal from service, compulsory retirement and reduction in rank should be disposed of only in consultation with the Public Service Commission. The power to withhold appeals, memorials or petitions should be exercised by an authority higher than the one which had passed the orders against which the appeal etc. is made.

Certain actions - such as the withholding of increments for failure to pass a departmental examination, stoppage at an efficiency bar, non-promotion to a higher service or post, termination of the services of an employee on his being found unsuitable during or at the end of the period of probation, or of a temporary Government servant in accordance with Rule 5 of the Central Civil Service (Temporary Service) Rules, 1949 - though affecting an employee adversely, are expressly excluded from the list of penalties. Also, penalties are divided into major and minor; the procedure to be followed before a major penalty can be imposed is much more elaborate than that preceding the imposition of a minor penalty. Reduction in rank, compulsory retirement, removal from service which shall not be a disqualification for future employment, and dismissal ^{are} major penalties.

HISTORICAL BACKGROUND

Till nearly the end of the 19th Century, the superior services in British India were manned almost exclusively by Europeans most of whom belonged to what were known as the "Covenanted Services". Public opinion was then pressing for the Indianisation of these services and not much attention was paid to the Uncovenanted or Subordinate Services.

In 1886-87, the Aitchison Commission made the recommendations in respect of both the Covenanted and the Uncovenanted Services. It suggested that, from out of the appointments till then reserved for the Imperial Civil Services, some should be transferred to Local Service called the Provincial Civil Service to be recruited in India in each province. Below the Provincial Civil Service, a lower service called the Subordinate Civil Service should be formed. The recommendations of the Commission were not given effect to in the spirit in which, or to the extent to which they were expected to be

acted upon....

acted upon. Circumstances compelled further consideration of these and connected questions by the Islington Commission (1912-15).

This Commission was asked to examine and report on the conditions of service, salary, leave and pension governing the I.C.S. and other Civil Services, Imperial and Provincial, the limitations that still existed in respect of the employment of non-Europeans and the working of the existing system of the division of services into Imperial and Provincial. This Commission recommended the amalgamation of the Imperial and Provincial sections into a single service. It also suggested that over and above the Subordinate Services, there should be two classes in the services under the Government of India to be described as ~~Class I and~~ Class II. This apparently is the genesis of the present classification of the Central Services, though the nomenclature Class I and Class II seems to have come into vogue only in about 1926. Its recommendations are also mainly responsible for the system of pay scales now obtaining in India. Though, the Commission's report was signed in 1915, its consideration was deferred for the duration of World War I. Final orders were passed only during 1919-20 and in doing so, the authorities took into account the further rise in prices that had taken place between 1912 and 1920. The recommendations of the Commission did not go far enough to fulfil the expectations of those who pleaded for Indianisation of the Services for financial reasons.

Earlier, in 1908, the Meston Committee dealt with the pay and prospects of clerks in the Secretariat of the Government of India and certain other offices. This Committee made recommendations for higher salaries for first and second division clerks and Registrars and Superintendents. It emphasised that the Secretariat stood on a footing of its own, different from any other offices in India and that, it required in its clerical staff, a higher degree of intelligence, a broader

outlook....

outlook and a more discriminating, critical faculty than would be expected in other offices.

Between 1908 and 1928, all classes of public servants under the Central Government seem to have had their emoluments increased, in some instances more than once. The whole position was reviewed when the economic crisis of 1929-30 set in. To meet the immediate emergency, certain percentage cuts were made in the salaries of most public servants for four years. On the suggestion of a Retrenchment Advisory Committee, the question of revision of rates of pay for future entrants was taken up. A Sub-Committee made recommendations on behalf of this Advisory Committee and they were the subject of strong criticism. A revised scale of salary was drawn up which involved a reduction of over 20 per cent in the minimum and of nearly 30 per cent in the maximum of the existing salaries. The new scales of pay proved inadequate to meet the conditions created by World War II. About the middle of 1940, the Central Government sanctioned a scheme of grain compensation allowance for the lowest paid employees. In August 1942, a scheme of dearness allowance, which replaced the grain compensation allowance scheme, came into effect. In the first instance, dearness allowance was granted only to non-gazetted employees. Later on, it was extended to gazetted officers upto certain pay limits.

As conditions of life became more and more difficult during the later years of the war but final orders were deferred till after the termination of the war. In 1946, the Central Pay Commission, presided over by Shri Justice S. Varadachariar of the Federal Court of India was appointed. This Commission made its report in April 1947. This Commission recommended 156 scales of pay. No information is available about the number of persons employed in the Central Government when the Varadachariar ^{Commission} made its report. Then followed Partition.

Employees drawing more than Rs.300/- per mensem have not received any increase since 1947. The Varadachariar Commission had not recommended any dearness allowance for staff whose salaries exceeded Rs.1,000/-, except by way of marginal adjustments upto Rs.1100/-. Government, however, granted dearness allowance to those on salaries up to Rs.2,000/- per mensem with marginal adjustments upto Rs.2,150/- per mensem. This allowance was withdrawn in three instalments commencing from June 1, 1953.

On the recommendations of the Dearness Allowance Committee of 1952, presided over by Shri N.V. Gadgil, half the dearness allowance payable to persons whose pay does not exceed Rs.750/- per mensem is treated, with effect from April 1, 1953, as pay for certain purposes.

The rates of dearness allowance have been revised on a number of occasions. In January 1959, Government granted an ad hoc increase of Rs.10/- followed by another Rs.5/- in June 1951 to all persons drawing not more than Rs.250/- per mensem. In December 1957, on an interim recommendation made by the Jagannadh Dass Commission, Government sanctioned, with effect from July 1, 1957, another increase of Rs.5/- per mensem to all employees drawing not more than Rs.250/- per mensem.

The Jagannadh Dass Commission was appointed under a resolution of Government dated August 21, 1956 and it assembled on September 9, 1957. In response to a public notice issued by the Commission, it received about 5,000 memoranda of which more than 800 were from Service associations. In January 1948, it issued a 78-point questionnaire inviting views and information from 31 categories of individuals and organisations, apart from Ministries of Government of India and departments of State Governments on its terms of reference. The questionnaire was divided into 8 sections each dealing with certain broad subjects such as....

such as minimum remuneration, dearness allowance, pay structure, conditions of service, facilities and amenities and economic factors. The Commission received more than 700 replies from Service Associations, State Governments, Public Service Commissions, Public men, economists and retired and serving Civil Servants. The Commission, in all, heard 205 Service Associations, 105 senior officers of Government, 31 prominent public men, economists, nutritional experts etc. and 19 representatives of State Government including Chief Ministers and Finance Ministers.

The Commission submitted its report to Government on August 24, 1959, when an announcement to this effect was made in Parliament. The report runs into 640 pages. There is a supplement to the report containing elaborate statistical data.

PKR:HBA: PRM

1000/29.11.59/14.50/10306.

333

**CO-ORDINATION COMMITTEE OF DEFENCE
EMPLOYEES' UNIONS (BOMBAY AREA)**

**GOVT. DECISIONS
ON 2nd PAY COMMISSION**



- The RECOMMENDATIONS OF THE PAY COMMISSION ON WHICH THE DECISIONS OF THE GOVT. IS AWAITED.
- RESOLUTION OF THE CONVENTION OF THE ALL INDIA DEFENCE EMPLOYEES' FEDERATION HELD AT BANGALORE ON 31st Dec. '59; 1st Jan. and 2nd Jan. 1960.
- DEFENCE EMPLOYEES UNITY ZINDABAD



Price 10 nP.

CHAPTER I

GOVERNMENT DECISIONS.

- 1. Minimum Wage:**
Rs. 70 plus Rs. 10 D.A. Will constitute a minimum wage of Rs. 80.
- 2. Dearness Allowance:**
- | | |
|--|---|
| Basic Pay below Rs. 150 | Rs. 10 |
| Basic Pay of Rs. 150 and above but below Rs. 300/- | 20 |
| Basic pay of Rs. 300 and Rs. 320/- | : the amount by which it falls short of Rs. 320/- |

3. House Rent Allowance:

	Class of Cities:		
	"A"-Rs.	"B"-Rs.	"C"-Rs.
Below Rs. 75	10	7.50	5
Rs. 75 and above but below Rs. 100/-	15	10	7.50
Rs. 100 and above but below Rs. 200	—	15	7.50
			to those drawing below Rs. 150
Rs. 200 and above		7½% of pay	Nil

For "A" cities the rate of house rent allowance will be 15% of pay subject to a minimum of Rs. 20 for the pay range Rs. 100 to 499 and 12½% of pay for the pay range Rs. 500 to Rs. 999.

4. City Compensatory Allowance:

	Class of Cities :		
	"A"	"B"	"C"
Below Rs. 150	10% of pay subject to a minimum of Rs. 7.50 and a maximum of Rs. 12.50.	5% of pay subject to a minimum of Rs. 5 and a maximum of Rs. 10 for all persons drawing below Rs. 500.	Nil

In the case of "A" class cities the rate of compensatory allowance for the pay range Rs. 150 and above will be 8% of pay subject to a minimum of Rs. 12.50 and maximum of Rs. 75.

5. Working Hours :

One Saturday in the month should be a full Holiday, and on all the other Saturdays the normal hours of work should be observed.

6. Public Holidays .

The number of Public Holidays should be reduced to 16 where they exceed that number.

7. Casual Leave :

The Casual Leave should be reduced to 12 days in a year for the Office Staff.

8. The Age of Superannuation :

The existing rules on the subject remain unchanged.

9. Gratuity :

On completion of 30 years' qualifying service, the rate of earning gratuity will be 10/20ths of a month's emoluments for each completed year of qualifying service.

10. Pensions :

Temporary service when followed by permanency, whether in the same or any other post, should count in full for pension and half the casual service when followed by permanency will count for pension.

11. Provident Fund :

An employee who is not a member of the contributory Provident Fund shall have to pay compulsory subscription to the General Provident Fund at the rate of 6 nP. per rupee.

12. Fixation of Pay :

Initial pay should be fixed on a point-to-point basis, subject to the conditions (a) that re-fixation should not result in a reduction of emoluments; and (b) the additional emoluments should not exceed certain specified ceiling limits.

*In case of small groups of staff where the new rates of remuneration is less, existing scales of pay should be allowed to continue.

13. Increments :

The existing dates of annual increments remain unchanged even after the re-fixation of pay.

14. The Date of Implementations :

The date of effect of pay, DA; HRA and CCA should be 1st November 1959. The Government will make an ex-gratia contribution of a suitable amount to the Provident Fund for the period of 1st July 1959 to 31st October 1959.

CHAPTER II

IMPORTANT RECOMMENDATIONS OF THE 2nd Pay Commission on which Govt. decision is awaited.

1. Pay Structure :

The Govt. have announced that the commission have recommended typical scales of pay for all services and post and these are being examined by Govt. and will be adopted with such modifications as may be found necessary.

2. Leave :

Non-Industrial

(a) Service 1 to 5 years	21 days	12 days
(b) " 6 to 15 years	27 "	15 "
(c) " above 15 years	30 "	21 "
Maximum accumulation	120 "	30 "
Casual Leave :	12 "	7 "

Excluding intervening Sundays:—

Half Pay Leave :

10 days in a year upto 30 days at a time, maximum 180 days throughout service.

Hospital Leave :

Three months full pay or six months half pay within the period of 3 years.

3. Leave Travel Concession :

The existing rules of LT Concession for non-industrial staff will be extended to the industrials with an improvement that the employees can claim for the journey by Sea or Road. The employees whose families are at their native place can avail this concession once in a year.

4. Medical Facilities :

Delhi Contributory Health Scheme to be made applicable to all employees. In the meantime Indus-

trial staff should also be governed by Central Services (Medical Attendance) Rules 1944.

5. Accommodation :

Efforts should be made to provide houses to employees in the big cities.

6. Special Pay :

Special pay of Rs. 3/ p.m. be paid to the unskilled employees who are required to do heavy jobs and involving risks.

7. Washing Allowance :

From .75 nP to Rs. 1.50 should be paid to those drawing upto Rs. 150.

8. Canteen Staff :

The Govt. should pay the wages of smaller canteens and extend other facilities to the larger ones.

9. Permanency :

The present system of keeping the employees on temporary footing is strongly disapproved and recommended that the employing Ministries should not have more than 5 to 10% temporary posts.

10. House Rent :

The present rate of 10% deduction should be reduced to 7½% in respect of employees whose pay is below Rs. 150.

11. Recruitment :

No direct recruitment of UDCs. All other class III posts in the higher scales are to be filled by promotions.

12. Examination and Test :

Those should not be academic but qualifying ones for the purposes of promotions etc.

13. Retirement Benefits (Industrial):

Those on being made permanent be brought under the pension scheme and those already in service be given the option to continue the present benefits.

14. Travelling Allowance :

Fixed Conveyance allowance should be revised. The Daily Allowance rates and incidental allowance be reviewed. The present rates of incidental charges on transfer be halved and for other half, half a month's pay subject to a limit of Rs. 150 should be allowed.

15. Conveyance :

The Government should consider the feasibility of rendering some relief to those whose residence in big cities is beyond 5 miles distance.

16. Educational Facilities :

The Rly. scheme of setting hostels be extended to employees drawing upto Rs. 300.

CHAPTER III.

The gist of the historical resolution passed by the Convention of the All India Defence Employees' Federation at Bangalore :—

"This conference resolves that the commission's recommendations do not reach anywhere near the reasonable expectations of the defence employees and the Central Government employees regarding the minimum wage, pay scales, Dearness Allowance, Holidays, Leave, Security of Service, working hours and Trade Union rights, the long outstanding problems of defence workers which were not considered by the 1st Pay Commission, anomalies that could not be rectified even by the Kalyanwala Committee and removal of disparities between the service conditions of non-Industrial and Industrial remain unattended to and unsolved in this report too. The Commission has failed to recommend uniformity in the basic wages in different departments and directorates for same types of work.

The denial of the Government to accept the decision of the 15th Labour Conference regarding the minimum wage of Rs. 125/- and calorific value for an Indian worker are reprehensible.

The net result of these recommendations regarding pay and dearness allowance when taken along with other recommendations concerning leave, holidays, compulsory G. P. Fund and house-rents etc. is that the substantial number of employees will receive smaller pay packets.

Recommendations in respect of retirement benefits, creating more permanent posts, compulsory arbitration, association of representative on staff relations, reduction in difference of leave entitlements between temporary and permanent employees, extension of PTO to Industrial employees etc. are the minor gains in this report.

In view of the complete disappointing report, this conference is of the firm opinion that in order to get the recommendations of the CPC and Government's decisions suitably amended, a united voice and stand of the Central Government employees is very imperative. This conference therefore, suggests that a committee consisting of representatives of Central Government employees confederation, P and T Federation, AIRF, AIDEF and other federation/Union willing to join it, should be formed to take the future steps. The General Secretary is authorised to move in the matter.

This Conference suggests the following points on which united movement is to be built. Additions/alterations in these points can be made by this committee:

1. In fixing the grades and trades at the department level, representatives of trade unions should be associated and consulted.

2. Government should modify the recommendations on D.A. and link it with the cost of living index as against the present too dilatory recommendation.

3. Recommendation should not be applied in such a manner as to deprive the **full advantages**.

4. The recommendation of the Commission regarding pay scales and allowances, etc., should have been made applicable from 1.7.57, the date from which interim relief was given. For the delay in the submission of the report of the Commission, employees should not be made to suffer.

Moreover the arrears should all be paid in cash and not credited to Provident Fund.

5. In social conditions of India, 23 holidays and 15 days' casual leave for all Government employees should be maintained. Change in social conditions and outlook should take place before any reduction in the number of holidays and casual leave (which was being availed of for long number of years) is enforced and then too, with compensation for the increase in the hours worked.

Comparisons with foreign countries only in this respect is not valid. With the calorific value of food for Indian people of "small body size" and Indian "climate", as recommended by the Commission, holidays and leave should be according to Indian conditions.

6. For the classification of cities, there is no need to wait for the Census of 1961, the final figures of which will be available only in 1963. Cities should be classified on the basis of latest figures of corporation or municipality.

7. Efforts to be made to bring uniformity in pay scales for the same type of work in different departments.

8. Recommendations of the Commission to work only on alternate Saturdays in office to be accepted and the modification made by the Government be withdrawn.

9. All those employees who have completed three years of service should be made permanent, right through and in future, after one year's service, employees should be made permanent.

10. It is incorrect to reduce P.T.O. passes of railway workers, when uniformity in the service conditions and pay scales of all government employees is not being recommended.

11. Principle of compulsory arbitration in regard to disputes between the trade unions of the government employees and the Government be accepted forthwith as also the association of Labour Ministry in staff relations.

12. The ceiling fixed in point to point fixation of pay in the new scales should be removed.

13. Efficiency Bars are not necessary in view of the fact that the proposed scales of pay are not for long span of years; — specially these are ridiculous in the case of unskilled and semiskilled workers. This should be done away with.

14. In fixing scales atleast 25% increase in the maximum of the grade should be done in view of the fact that most of employees have already reached the maximum of the grade.

This conference resolves that in consultation with the organisations referred to above, all Central Government employees should express their disappointment over these recommendations and Government decisions — specially the policy to implement disadvantageous recommendations immediately, by holding demonstrations, meetings and if necessary direct action all over India on the day the report is discussed in the Lok Sabha in the Budget Session.

This conference appeals to the Defence Workers to strengthen their Unions and organisations and be prepared to get the above demands conceded unitedly along with other Central Government Employees.

Printed by Jayant Bhatt at New Age Printing Press, 190-B, Khetwadi Main Road, Bombay 4 and Published by Yeshwant Koli, 166 Khandelwal Bhawan, Bombay 1.

333-T

The

P. & T. LABOUR

Vol. V

January, 1960

No. 12

Fifth Annual Session

OF

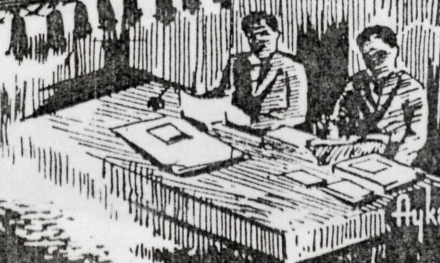
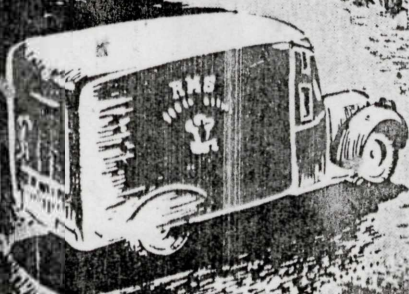
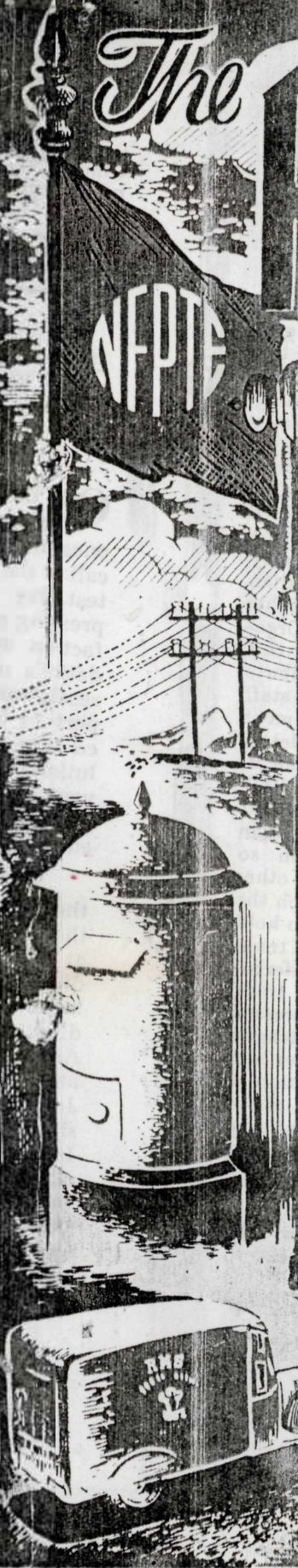
THE FEDERAL COUNCIL

National Federation of P&T Employees

AT DELHI

From 25th to 29th February, 1960

JOURNAL OF THE NATIONAL FEDERATION OF P.&T. EMPLOYEES



А.У.КАВ

INTERNATIONAL NEWS ROUND-UP

International solidarity of PTT workers re-affirmed by the European Conference.

TEXT of the "Resolution on the solidarity of European PTT workers with their colleagues in Africa, Asia and Latin America," adopted at the final session of the Conference:—

"Having heard the report of the PTTI Secretary on the generally low wages and living standards of PTT workers in most countries of Africa, Asia and Latin America, on the denial by some Governments of their trade union rights, on the infringements on trade union freedom committed by other Governments, on the efforts made by PTT workers in those continents to strengthen their unions, and on PTTI's activities aimed at assisting those colleagues,

the second PTTI European Conference, meeting in Frankfurt from November, 16th to 19th, 1959.,

NOTES with great satisfaction the progress made by many PTT Workers' Unions in Africa, Asia and Latin America in their endeavours to improve the conditions of their members and to build up strong democratic trade unions; **COMMENDS** the PTTI on its actions to assist PTT Workers' Unions in Africa, Asia and Latin America in their own efforts;

EXPRESSES the solidarity of European PTT Workers' Unions with the fellow postal and tele-communications workers of Africa, Asia and Latin America, who struggle for the recognition of trade union rights, adequate wages, decent living and working conditions, development of the democratic labour movement and a better future of their countries;

RE-AFFIRMS the firm opposition of PTTI European affiliates to any form of oppression, exploitation or tyranny, their condemnation of racial discrimination, and their wholehearted support for those engaged in the struggle for the elimination of these evils;

ASSURES the African, Asian and Latin American colleagues of the European PTT Workers' Unions' full fraternal support for their efforts;

SALUTES the sacrifices they have made to achieve the common objectives of the free trade union movement of PTT workers;

ENDORSES the PTTI's policy of assisting PTT Workers' unions of African, Asian and

Latin American countries in building up trade unions best suited to their own traditions, aspirations and requirements, in a manner corresponding to the long tradition of the international solidarity of PTT workers".

PTTI calls for full recognition of trade union rights of Indian PIT workers.

FOLLOWING consultations with the Indian affiliates of the PTTI, Secretary General Fritz Gmur has addressed a letter to the Indian Minister for Home Affairs transmitting to him the text of the resolutions concerning India which the PTTI First Asian Conference had adopted. Colleague Gmur referred in particular to the fact that the Conference had "ferverently appealed to the Government of India, the country which is a progressive democratic welfare state, to remove Rules 4 (a) and 4 (b) from the Conduct Rules as early as possible and thereby to enable the Indian PTT workers to enjoy full trade union rights recognised by the International Labour Organisation"—"A favourable response to this appeal—added Colleague Gmur will contribute towards the maintenance of the good staff relations which, we feel sure, the Government of India regards as essential". The letter also referred to the fact that Colleague M. Srivastava, General Secretary of the P&T Industrial Workers' Union, had been refused the permission to attend the PTTI Asian Conference. "He was the only person so deprived of the opportunity to attend; no other Government of an Asian country in which the PTTI has member organisations seems to hold the power to prevent the participation of trade union office-bearers in international conferences convened to deal with legitimate trade union problems". Colleague Gmur expressed the hope that the refusal to permit Colleague Srivastava to attend the Asian Conference had been "due only to an erroneous application of the existing Rules" and that the Minister would issue instructions to make its repetition impossible in the future.

The letter to the Minister referred also to the objections which the Government of India appears to have raised "not only to the NFPTU's reaffiliation to the PTTI, but also to its having entered into correspondence with the PTTI". The Secretary General pointed out that the requirement that the National

(Contd. on Cover Page 3)

THE P & T LABOUR

Editor : Bhupendra Nath Ghosh

JOURNAL OF THE NATIONAL FEDERATION OF P&T EMPLOYEES

Grams : WAGEARNER

Phone : 51875

Single Copy : 25 np.

Annual Subs : Rs. 3/-

Vol. V No. 12

UNITY IS STRENGTH

JANUARY, 1960

Editorial

JOINT FRONT

ON the 7th January, 1960, the Posts and Telegraphs workers throughout India once more splendidly responded to the call of the Federation and observed the Protest Day. Telegrams in their hundreds expressing great disappointment and dissatisfaction at the unfavourable recommendations of the Commission and copies of resolutions in their bulk decriing the Report to be simply a mockery, have poured into the Federation office. These resolutions in which the workers have given vent to their strong feelings against most of the recommendations must have reached our P&T authorities as well by now.

Earlier on the 22nd December, 1959, the Central Government employees in their thousands throughout the country at all stations mustered strong to express dissatisfaction against the adverse recommendations of the Pay Commission. In addition to the above, the members of the All-India Railwaymen's Federation which also observed the Protest Day on the 15th January, held rallies in all big cities and sharply criticised the Commission's report. In all their rallies they have declared that the recommendations are too meagre and fall far short of the demands formulated by the Federation. They complained that on the other hand "long established concessions such as travel concessions, gazetted holidays, overtime allowance, casual leave,

medical facilities and free quarters for the staff have been mercilessly slashed." The All India Defence Federation at its convention recently held at Bangalore while deliberating on the report of the Commission viewed with concern the general trend of the recommendations of the Commission specially in regard to minimum wage, pay scales, dearness allowance, holidays, security of service, trade union rights etc. In fact, the Commission's recommendations do not reach anywhere near the reasonable expectations of the Central Government employees.

Thus it will be seen that none of the Central Government employees and their organisations is satisfied with the Report. The organisations of P&T, Railways, Defence, Civil Aviation, Income Tax and others have in one voice denounced most of the recommendations of the Commission. The adverse recommendations of the Commission should on no account be allowed to be implemented by the Government. In fact they are in a way an attack on the living standard and working conditions of the 20 lakhs of employees working under the Union Government. It is an admitted fact that the Commission instead of increasing the privileges and salaries of the workers have in a sense curtailed them.

Our immediate task therefore should be to counteract at any cost the move on

the part of the Government for giving effect to adverse recommendations and to put utmost pressure for implementing the beneficial recommendations forthwith and later on to struggle hard for fulfilment of all our demands with a view to bring full satisfaction to the workers who are practically living in distressed condition.

It will be a herculean task to reach the goal. The fulfilment of most of the demands which affect the workers, of all departments of the Government of India, cannot be achieved by the P&T alone and therefore a joint move is not only desirable but also imperative.

We quote below the operative part of the resolution adopted by the Convention of the Defence Employees Federation:—

"This conference maintains that at this hour of our movement for suitably modifying the recommendations of CPC and Government decisions, a united voice and stand is very imperative. It, therefore, suggests that a Committee of representatives of Central Government employees, Confederation, NFPTE, NFIR, AIRF, AIDEF and such other Central Government employees Federations and Unions who wish to join it should be formed to guide the movement."

We wholeheartedly support the suggestions contained in the above resolution of the Defence Federation. Formation of a powerful Committee of representatives of the Confederation and all Federations and Unions of workers in employment of Central Government is an absolute necessity at this juncture to protect their interests.

A formidable joint front of all only will be in a position to deliver the goods to the employees. Any attempt for piece-meal negotiation by the Federations and Unions on matters of common interest is bound to meet with failure. It will only give upper hand to the Government which although committed to the principle of establishment of socialist society are showing disinclination to give due share of profit to their employees. While the economy of the country has advanced during the last two plan periods due to successful implementation of development plans in which the Government employees have also largely contributed, the workers' conditions have only worsened. That the country is progressing and advancing towards establishment of socialist pattern of society, should be reflected in the enhancement of wages of the employees in service of the Government which should thereby prove itself to be a model employer.

A joint front of all the Central Government employees' organisations must work through this Committee to be formed immediately, having the backing of 20 lakhs organised workers, to take up the workers' cause and dictate terms to the Government so as to beget better conditions of service and fair wages for the employees, which is absolutely necessary for the country's advancement. Well contented two million workers will not only be an asset to the Government but will also go a great way to maintain industrial peace. If however, the Government be not amenable to reason and fail to come to an honourable settlement, it will only invite an avoidable crisis.

CURRENT COMMENTS

THE PAY COMMISSION SAY:—
"The structure of emoluments and conditions of service should be so designed as to ensure recruitment at different levels

of persons with requisite qualifications and abilities to keep them efficient".

In the face of above views expressed by the Commission, they have again said:

"With the present magnitude of unemployment and under-development in the country and the low level of income, the present minimum of Rs. 75/- is sufficient to attract recruits of right type".

The above two views expressed by the Commission are apparently a little bit contradictory. Firstly, they have advised to make the structure of emoluments and conditions of service such as would attract persons to seek employment and secondly they have advised the Government not to grant even the minimum wage but Rs. 75/- only and recruit men by taking advantage of unemployment in the country.

Bravo Pay Commission!

* * * * *

THE PAY COMMISSION SAY:—

"The social position which a Government servant is traditionally expected to maintain should not in itself be a factor in determination of his remuneration" (Chapter IV, para 10). But again in para 19 the Commission have expressed the following opinion: "The minimum wage or salary should not be determined only on economic consideration, but should satisfy also social tests. Even above the minimum level the Government should remunerate their employees fairly". Men say that the above two views are contradictory, but we do not think so. We feel that the Commission in giving their views have in short played the part of the Oracle.

* * * * *

THE COMMISSION UNDER HEAD-
ing "Dearness Allowance" in para-
graph 6 of Chapter IX have expressed

views as follows:—While an upward tendency in prices is likely to persist, the possibility of a fall in the price level cannot be ruled out." The Commission in the same breath have made forecast for ups and downs. This is just like a weather report such as "Tomorrow the sky will remain clear; there will be full sunshine while a sever dust-storm is also not ruled out".

Cutting both ways!

* * * * *

VARADACHARIAR COMMISSION RE-

commended for raising the age of superannuation from 55 to 58 and the Second Pay Commission have also discussed matter at great length. They have put all weighty arguments in favour of increasing the age of superannuation. While arguing, the Commission have said that there has been improvement, unquestionably, in public health and have shown by facts and figures as to how from 1911 to 1951 the population has increased due to increase in longevity of the people. They have pointed out that of the ministerial officers between the age of 54 and 56 who were medically examined for granting extension of service, only 2-1/2 per cent were found physically unfit for their duties. The Commission therefore like the first Pay Commission strongly recommended that age of superannuation be raised from 55 to 58. The benign Government flouted the Commission's recommendation and rejected it.

Their right there is none to dispute?

Federation's Publication on Pay Commission

CONTAINING

★ Summary of Recommendations

★★ P&T Chapter

★★★ Other extracts of general interest from the Report

Copies still available for sale @ Re. 1-25 nP. each

Supplied against advance payment only

What Other Say On Pay Commission's Report

Tele-Traffic Review.

"Disappointing"

"The Report far far from being satisfactory...The demand for the 2nd Pay Commission was made all these years, not merely to benefit the pensioners but to secure a fair deal to the workers whose conditions of living are at present simply miserable and who are leading a life of perpetual indebtedness. But this point does not seem to have received any appreciation at the hands of the Commission and they appear to have been basically guided by the theory of 'less consumption' and 'more investment'....."

"Very few categories of staff derive any benefit from these scales.....in a large majority of cases, there would be either no gain or reduction in total emoluments. Should we, therefore, call it 'Pay Reduction Committee', rather than 'Pay Improvement Committee, ?"

Telecom.

"The Big Bluff"

"...recommendations clearly expose the bankruptcy in the approach of the Commission.....neither serious efforts made nor honest consideration shown to the problems of the workers".

RMS Worker

"Raw Deal"

".....The various recommendations of the Commission has created an utter disappointment and a sense of despair amongst the two million Central Government employees who were most anxiously awaiting its release all these days. The sharp reaction of our members to the Report has been spontaneous and immediate. The huge number of protest notes in the shape of letters and telegrams, pouring into our office from all corners of the country gives an indication of the depth of feelings of our members at the raw deal meted out by the Commission."

Andhra Post.

"Hopes Shattered"

"After publication, Report found to be still-birth—Recommendations utterly disappointing and retrograde in character and effect—Hopes entertained by lakhs of employees completely shattered—Confidence reposed in fairmindedness of Commission headed by a judge of a court of the highest order in the country completely belied...The Commission have gone too far than what the Government expected of them..."

Teleflash.

"The Great Betrayal"

"At last the betrayal has been staged.....The Commission gave almost nothing! It pretended to give something but lo, it is not in your hands....."The assurance of the Prime Minister on the eve of the withdrawal of strike notice in August 1957 about the retrospective effect to the recommendations and relief now cast to the winds....."

R.M.S. Bulletin—Andhra Circle.

"The Total Disappointment"

"A searchful reading of the voluminous pages of the Report reveals that the Commission has not acted independently but over-relied on the Government in bringing this report singing to the tune of the Government. Thus the sacred duty entrusted to it could not be carried out...thereby doing a disservice to the cause of Labour."

AAyakar—Income-Tax.

"...has gone through the Pay Commission Report from cover to cover...initially with gusto, later with depression followed by deep disappointment and then with nostalgia. The 640 pages can be summed up in two words "NO CHANGE". The conclusions at the end of each chapter are 'No change is suggested', 'No modification appears necessary', 'No alteration suggests itself', 'No revision is called for', 'No change seems to be indicated' etc."

The RMS Voice

"The Raw Deal"

"The much awaited and anticipated report of the Pay Commission together with the decisions of the Government on some of the recommendations has been published. To our knowledge the report—to say the least—is worst disappointing one ever made by a judicial body of any eminence....."

Telespark

"The End and the Means"

"Thus the entire report of the Commission is a large black cloud in the horizon with less than a silver lining.....The lack of foresight and approach which rule the report can be logically traced back to its creators. The 640 page report published after a labour of 734 days at a cost of low lakhs is a negation of all decent standards of life in a democratic and welfare state which is supposed to be travelling vertically and horizontally towards socialism."

Dak Karmi

"Second Pay Commission"

"The Commission working for long 736 days by examining 5,000 memoranda and taking evidence from 150 individuals and from representatives of 200 organisations has submitted a report containing more than 700 pages in which there is no attempt to solve any basic problems of 20 lakhs of Central Government employees."

—:o:—

PAY COMMISSION ON

RIGHT OF ASSOCIATION

—B. N. GHOSH

THE second Pay Commission while dealing with the subject relating to 'Right of Association' in Chapter XLIX have criticised Government's actions and made various suggestions which require special attention by the Government. Political Rights and Conduct Rules have also been discussed by the Commission in separate Chapters. These three subjects are more or less interlinked. Therefore, an attempt is made in this article to discuss them together. The observations which the Commission have made with regard to Political Rights and Conduct Rules are practically on the basis of the existing rules and regulations promulgated by the Government. But it is noticed that constructive

suggestions have also been made to derive ways and means in connection with minimising the dissatisfaction prevailing amongst the Central Government employees and the Commission have incidentally mentioned about the employees' demand for establishment of Whitley Councils with a view to creating better relations between employer and employee. The Commission have accordingly made the following recommendation :

"We realise that as in other professions, the code of conduct laid down by the service itself should increasingly regulate the behaviour of civil servants; that punitive discipline is by no means

enough, and may, in some cases, be harmful; and that, the object should be to manage the service more by persuasion and influence and less by exercise of authority."

Before this is dealt with exhaustively, it will be appropriate to confine discussion only to the subject of 'Right of Association'.

The rules and regulations as they stand are admittedly a hinderance to the healthy growth of trade union movement among the employees in the public sector, and that such a state of affairs exists has not altogether escaped the notice of the Pay Commission. The organisations of non-gazetted and industrial staff in their memoranda have asked for full trade union rights by relaxing the present rules which do not allow the trade unions of the civil service employees to move or speak freely. The Commission at the very instance while dealing with the subject of 'Right of Association' put a pertinent question as to what is meant by "full trade union rights" and thereafter have quoted the relevant portion in this respect from our memorandum wherein by way of elucidation we have put in as follows :—

"We submit to the Commission that a thorough revision of the labour policies of the Government with regard to its own employees is to be made. The cornerstone of the new policy should be a faith in the good intentions of the employees in the necessity for such organisations in a democratic set-up..... More concretely, the following are some of the measures which the Government has to adopt :—

(a) Withdraw the recognition rules of 1937 ;

(b) Declare the Indian Trade Unions Act and the Industrial Disputes Act as fully applicable to all Central Government employees ;

(c) Withdraw the said circular of the Home Ministry and the amendments to the Conduct Rules ;

(d) Grant all facilities for the trade unions, like permission to hold meetings in office premises, display of notice boards etc....."

The Commission while dealing with the non-industrial staff including the Posts and

Telegraphs, have specially discussed the provisions laid down in Rule 4A and 4B of the Conduct Rules. Although it is known to all as to what the provisions of Rule 4A and 4B are, we quote them below once again :

"4A : No Government servant shall participate in any demonstration or resort to any form of strike in connection with any matter pertaining to his conditions of service.

"4B : No Government servant shall join or continue to be a member of any service association of Government servants ;

(a) which has not within a period of six months from its formation obtained the recognition of the Government under the rules prescribed in that behalf, or

(b) recognition in respect of which has been refused or withdrawn by the Government under the said rules."

In relation to 4A the Commission have cited the conditions prevailing in some countries such as United Kingdom, the United States, Japan, Australia and Switzerland. In United Kingdom, the Commission say that there is no law prohibiting demonstration or strike by the civil servants. In other countries strike is illegal. Therefore, in the opinion of the Commission, the condition prevailing in India is like in U.K. : a strike by Government servants is not prohibited by law ; it only constitutes a breach of discipline. Yes, it is so. Still then the Commission before coming to a final conclusion in such an important matter involving fundamental rights of the workers in the public sector should have made a deeper study of the problem. The P&T is an industry and the provisions in the Trade Disputes Act and Maintenance of Essential Services Act are applicable to it and the employees working in this department are eligible to go on strike after due notice. The Commission while arriving at final conclusions forgot to take into consideration all the above facts and abruptly made the following observations :—

"We are definitely of the view that it is wrong that public servants should resort to strike or threaten to do so ; and that persons entrusted with the responsibility for operating services essential to

the life of the community should seek to disorganise and interrupt those services in order to promote their interests. Apart from these moral aspects, there is little doubt that in Indian conditions, in which there is always a possibility of eruption of indiscipline in an ugly form in one section of the community or another, a strike or even demonstrations by servants cannot but be a factor making for indiscipline generally."

The conclusion to which the Commission have arrived at is nothing but one-sided. They have not taken interest to study and find out as to why the Indian condition is such as always to have a possibility of eruption as stated by them. In short, if service conditions are bad and low-paid officials known as non-gazetted and others are denied the benefit even of minimum wage, not to speak of living wage, which when demanded is rejected on the plea that it is not now feasible to grant Rs. 125/ as minimum wage, discontentment will be there and the possibility of eruption, as the Commission call it, will continue to persist. On our side we are definitely of opinion that the workers in employment of Government, which denies even minimum wage to their employees and keeps them in wretched service conditions, have inherent right to go on strike as a last resort. Of course, settlement through negotiations is the best method, specially in case of those who belong to essential services. We are therefore not in agreement with the Commission in decriing resort to direct action by the employees.

The Commission have however taken a lenient view in respect of Rule 4B. While discussing this rule, they have by the way made the following observations :-

"Membership of an unrecognised association is a disciplinary offence for those Central Government employees to whom Rule 4B of the Central Civil Service (Conduct) Rules 1955 applies. It is true that Rule 4B is now applicable to only 30 percent of the total staffs under the Central Government, but it seems

inappropriate, if not unreasonable, that the right to form association or unions having been conferred by the constitution on all citizens, an employee should be liable to disciplinary action merely by being a member of an unrecognised association."

The Commission again in connection with grant of recognition have expressed views as follows :-

"The rules of recognition of association should be conceived and recognition granted in a liberal spirit."

Now that the Commission have expressed their definite opinion that right to form association having been conferred by the constitution, it is inappropriate and unreasonable to penalise any individual Government servant for joining an unrecognised union. The Government should rectify the mistake already committed by it and stop proceeding further in punishing those who prefer to join unrecognised union or confederation. It is not, however, desirable that the Government should grant recognition in a liberal spirit to rival unions which may be formed in an industry where there is already one recognised union.

The views expressed by the Commission with regard to strike are quoted below, which are however appreciable :-

"The public servant should not resort to strike or threaten to do so, but without amendment of the law a change should be brought about by the employees themselves abjuring the use of the strike weapon and demonstration and the Government accepting a convention that they would refer to arbitration any dispute concerning certain important matters which are settled by negotiation.

If the above suggestions of the Commission are accepted by the Government and the employees' organisations it will lead to great extent towards industrial peace, which is absolutely needed during plan periods.

—(To be continued)

All India Administrative Offices Employees Association-Class III & IV

New Office-Bearers

President

Smt. Subhadra Joshi, M.P.

Vice-President

Shri M.S. Viswanathan

General Secretary.

Shri D.G. Nanotkar

Asstt General Secretaries.

Shri B.D. Saini

Shri Jagdish Das

Shri S.K. Mitra

Financial Secretary

THE NEW G.S.



Com D.G. Nanotkar

THE OUT-GOING G.S.



Com S.K. Pakrasi

ALL INDIA CONFERENCES

All-India Postal Employees Union-Class III

At COIMBATORE From 17th to 21st February, 1960

All-India Telegraph Traffic Employees Union-Class IV

At ALLAHABAD From 6th to 8th February, 1960

All-India Telegraph Engineering Employees Union-Class III

All-India RMS Employees Union-Class III

At BANGALORE From 11th to 15th February, 1960

All-India Tele. Engineering Employees Union-Linestaff & Class IV

At DELHI on 7th, 8th & 9th February, 1960

All-India RMS Employees Union-MG & Class IV

At CALCUTTA From 20th to 22nd February, 1960

NFPTe'S MEMORANDUM ON PAY COMMISSION'S RECOMMENDATIONS

THE NATIONAL FEDERATION OF P & T EMPLOYEES

P & T HOUSE,
9, PUSA ROAD,

New Delhi, the 20th January, 1960.

No. F/50/ (PC)/N.

To

The Director General,
Posts and Telegraphs,
New Delhi.

Subject: *Views on some of the recommendations of the Pay Commission.*

Sir,

With reference to your letter No. 1-3/59-P&A dated the 5th January, 1960, I am to forward herewith a memorandum containing 32 pages on some of the recommendations of the Pay Commission affecting the P & T staff.

The suggestions made in the memorandum are within the general frame-work of the recommendations of the Pay Commission. As such, they may be given proper consideration.

Yours faithfully,

B. N. GHOSH
SECRETARY-GENERAL.

I. PRINCIPLES AND QUANTUM OF MINIMUM WAGE

1. The National Federation of P & T Employees expresses its strong resentment at the findings of the Das Commission on the minimum remuneration that should be made available in the Civil Services. It has thrown overboard, for all practical purposes, the findings of various authoritative bodies on the question of minimum wage, and has taken its stand covertly on the anachronistic and anti-socialist principle of demand and supply of labour. It has attempted to twist facts with a purpose of showing that the 'poverty-line' wages awarded by the Varadachariar Commission, is actually above 'poverty-line'. Finally, it awards a 'small improvement' of Rs. 5/- in the minimum remuneration, increasing the minimum wage from Rs. 75/- to Rs. 80/-.

2. The N.F.P.T.E. had demanded that in view of the fact that the minimum wage awarded by the Varadachariar Commission

was a 'poverty-line' wage, and in view of the pronouncements of the Committee on Fair Wages and the 15th Indian Labour Conference, and the obligations of the Government with regard to Articles 38, 39, 42 and 43 of the Constitution, the Government should give to its own employees a need-based minimum wage of Rs. 125/- at a cost of living index of 360 (1939—100). It had contended that the economy of the country had advanced during the last one decade and the successful implementation of the development plans, in which the Government employees also played their due part, and the adoption by the Government of the aim of establishment of a socialist pattern of society should be reflected in the wages of the Central Government employees.

3. The Commission notes :

"If the test of sufficiency to attract recruits of the right type is applied, this rate (Rs. 75/- which is available now) of remuneration

ration will, undoubtedly, be considered reasonable.....It is obvious that employment under the Central Government at a minimum remuneration of Rs. 75/- cannot but be conspicuously attractive" (Chapter VII para 1).

These observations of the Commission, taken along with their partial acceptance of the principle of demand and supply enunciated in 1915 by the Islington Commission, betray the real trend of thought which ultimately influenced the fixing of the minimum wage, in spite of all its talks about the necessity for emoluments and conditions of service satisfying "certain social and ethical standards as well" (Chapter IV, para 7), or of its remark that

"Having accepted the social obligation of regulating wages and conditions of employment in the private sector, the Government have necessarily to be guided, in their capacity as employer, by the objectives, principles and standards which they prescribe or even commend to other employers." (Chapter IV, para 17).

4. Though it has asked the Government to be guided by the objectives, principles and standards which they prescribe or even commend to other employers, the Commission itself pays little respect to those objectives etc.

5. An outstanding example of this is the Commission's failure to make their recommendations in tune with its observation, of the Prime Minister having said in April, 1950

"that the Government were committed to the principle of fair wages as recommended by the Fair Wages Committee." (Chapter IV, para 13).

6. Another outstanding example is its rejection of the unanimous findings of the 15th Indian Labour Conference (I.L.C.). It has said that the recommendations of the I.L.C. regarding the norms for a need-based minimum wage

"related to industrial workers; but including Railway staffs the bulk of the Central Government employees are classified as industrial workers for various purposes, and a considerable proportion are industrial workers in the fullest sense of the term"

and that

"a large percentage of Class IV staffs..... have duties essentially comparable to those of unskilled and semi-skilled industrial workers." (Chapter VII, para 7).

While dealing with the Five Year Plan Reports, the Commission has remarked that in the application of the principles enunciated therein

"there can obviously, be no valid distinction between public undertakings and departmental employment, industrial or otherwise." (Chapter IV, para 15).

Therefore the Commission should have applied the findings of the 15th I.L.C. to the Central Government services. But, we find that it has, in effect, rejected these unanimous recommendations.

7. While the Commission has not itself questioned the findings of the 15th I.L.C. it relies on and gives 'special weight' to the opinion of some of the witnesses that

"while the concept of a need-based minimum wage was theoretically sound, the determination of the need at a particular time had to be flexible if it was to form the basis for immediate action.....it is only such a definition of minimum related to the present level of the country's economy and one that took note of the fact that the living standards of the community generally were very low, that could be regarded at all as realistic." (Chapter IV, para 9).

Thereafter the Commission has scaled down the norms to deny Rs. 125/- as minimum wage in the name of national economy.

8. The N.F.P.T.E. feels very strongly at this undermining of the findings of the highest tripartite body in the field of industrial relations. The N.F.P.T.E. also feels that in this act of the Commission it got direct encouragement from the letter from the Finance Ministry to the Commission in reply to its communication dated 14th March, 1958. It is indeed perturbing that the decisions of a truly representative, tripartite body, constituted under the auspices of the Govt., participated by the Central and State Govts. and presided over by the Labour Minister are not, to the Finance Ministry of the same Govt., worth the paper on which they are written. The N.F.P.T.E. takes strong objection to this act of the Finance Ministry and requests the Govt. to amend matters immediately.

9. The Commission mentions that

"the minimum remuneration worked out according to the recommended formula may be of the order of Rs. 125/- as compared with Rs. 52.50 which with some exceptions, is the upper limit of minimum wages fixed under the law." (Chapter IV, para 10).

The comparison with the minimum wages fixed under the law is understandable, because the aim of the Commission is to bring out an unfavourable comparison. One would have appreciated if the Commission had compared the demand of Rs. 125/- with the minimum wage fixed in any industry after the findings of the 15th I.L.C., or if the rate of dearness allowance awarded had also been considered along with the minimum wage of Rs. 52.10. Because, as is reported, the Wage Body in the Cement industry has recommended a 'need based' minimum wage of Rs. 94.00 (pay Rs. 52.00, D.A. Rs. 31.50, Rs. 10.50 comprising of other allowances); in Gujerat and Sauashtra areas the total is Rs. 101/-. The Commission itself gives out that the average minimum wage of an unskilled worker in organised industry is nearly Rs. 70/-; that in the coal mines the remuneration for an unskilled worker fixed by the Labour Tribunal is Rs. 69.06; that in Bombay a textile worker gets a minimum total of Rs. 112/- (Chapter VII, para 2). While dealing with the new pay-scales of Class IV categories, built up on the minimum wage of Rs. 70/-, the Commission admits that these rates will not compare favourably with the rates in the textile industry in Bombay, Ahmedabad and Baroda, the Life Insurance Corporation and the Reserve Bank. Therefore the comparison of the demand of Rs. 125/- as minimum wage with Rs. 52.50 'fixed under the law' was with the pre-conceived idea of justifying a far lower minimum wage to the Central Government employees, than what is actually due or feasible.

10. For justifying a lower minimum wage, the Commission has replaced the diet table recommended by Dr. Aykroyd for average Indian adult of moderate activity, which has been accepted by the 15th I.L.C. The Commission has prescribed a new table with a reduced scale of items and without any provision for fish, meat, eggs etc., and fruits. There is a reduction in the calorific value of the diet also from 2700 to 2600. The two tables are shown below for comparison :-

Items	Dr Aykroyd's	Das Commission's
	recommendations	proposals
	Ozs.	Ozs.
Rice	11	15 (cereals)
Milletts	6	—
Pulses	3	3
Vegetables	10	6
Milk	10	4
Sugar & Gnr	2	1.5

Vegetable Oil & Gheo	2	1.5
Fish, meat, eggs etc.	4	—
Fruits	2	—
Groundnuts	—	1
Total	47	22

11. The inescapable conclusion is that with the advancing economy of the country, increase in the incomes in other sections of the community, specially the owners of industries and other wealthy sections, the Government employees should tighten their belts more—that is the desire of the Commission. The Commission with a view to deny the minimum wage recommended by the 15th I.L.C., advances a frivolous plea that 10 ozs. of milk and 4 ozs. of eggs, meat etc., are unattainable by large sections of the population.

12. After cutting down the rations, the Commission has found out the price for the same to be 56 NP. at Delhi rates (1958). This calculation seems to be completely unrealistic since it was impossible to get all the items in December, 1958, in Delhi within 56 NP. On the basis of this it has worked out the cost on food per family per month to be Rs. 52.50. Food being the main component in the family budget the total is, therefore, bound to be proportionately reduced.

13. The Commission conveys a patently wrong impression by saying that other components of the 'need-based' minimum wage have been allowed in accordance with the formula of the 15th Indian Labour Conference. Out of the minimum wage of Rs. 82.50 suggested for cost of living index 116, after deducting cost of food viz., Rs. 52.50 only Rs. 30 remain. According to the 15th Indian Labour Conference recommendations 20% of the minimum wage should be for fuel, lighting and miscellaneous, which in the present case will be Rs. 16.50. The balance left is only Rs. 13.50. It is clear that cost of 6 yards of cloth (72 yards per year) and house rent cannot at all be covered with this amount. It should be noted that out of 54,257 Class IV officials in the P & T Department only 3,359, and out of a total strength of staff of 2,04,840 only 8,914, have been provided with departmental quarters. Therefore, a vast majority of staff are living in private houses paying very high rents. Even the standard rent fixed by

the Government for a 'G' class quarter is nearly Rs. 32, according to Table III on page 477 of the Report of the Commission. Therefore, the estimation of the Commission that house rent and clothing can be covered with an amount of Rs. 13.50 at 1958 prices for cost of living index of 116 is extremely unrealistic.

14. From the foregoing it is clear that the basic minimum wage of Rs. 70/- for cost of living index of 100 (1949 base) is most inadequate. The N.F.P.T.E. would urge for an upward revision of the minimum wage.

15. In the opinion of the Commission a minimum wage is not feasible in the present economic conditions and needs of developmental planning. The N. F. P. T. E. is at variance with the arguments brought out by the Commission in this regard. If the Commission's argument that minimum wage cannot be of the order of Rs. 125/-, when on the basis of the national income the average per family works out only to Rs. 97 per mensem, no industrial worker in this country will ever be allowed to have a minimum wage above Rs. 97. This is an impossible proposition. Conditions vary from one sector of the economy to another. Contributions to the national wealth vary from sector to sector. Share of Government in national output increased from Rs. 640 crores in 1948-49 to Rs. 1090 crores in 1956-57. That of the administration alone rose from Rs. 460 crores in 1948-49 to Rs. 660 crores in 1957-58. During the same period the cost of the Govt. on its employees increased from Rs. 175.4 crores to Rs. 282.5 crores. Therefore the contribution of the Govt. employees to national output, whatever be the manner of computation for fixing the share of the Govt. in the total national output, increased from Rs. 224.6 crores to Rs. 377.5 crores; that is by nearly 50%. The total national output increased by a lower percentage—from Rs. 8650 crores to Rs. 11360 crores.

16. Incidentally, the Commission's observation on page 33, that if "Govt. services" account for 5% of the present national income,

and if Govt. salaries are raised by 40% there would be a 2% increase in national income, and above 0.5% increase in per capita income, is quite misleading.

17. It is our contention that depending on the sector of economy, its share towards the national output etc., and on the labour situation the minimum remuneration obtainable will vary, even if no consideration is given to the social and other obligations on the employer. It is not proposed to go into all the details of the arguments advanced by the Commission to deny a justified minimum wage to the Central Government employees. Suffice it to say, all these arguments do not absolve the Govt. of the obligation of being guided by the objectives, principles and standards which it prescribes or even commends to other employers.

18. Though it has agreed with economists and other witnesses, to whose opinions it attaches special weight, that a minimum wage defined in some external objective terms could be treated as a goal to strive for, the Commission has not held up any hopes of either striving for this goal or the probable time by which, in its opinion, the Government should pay such a minimum wage. It has left the decision on these points in the hands of the Government.

19. Therefore, the N. F. P. T. E. urges the Government to revise substantially the minimum wage recommended by the Das Commission.

20. The N.F.P.T.E. is of the view that in case the Govt. considers the payment of a minimum wage of Rs. 125/-, based on the recommendations of the 15th I. L. C., is not feasible at the present moment, the minimum wage as such should clearly reflect the increase in the national income and should, in no case, be less than 100/- which amount is being paid as the minimum wage in almost all major industries in the country. The N. F. P. T. E. is further of the view that the Government should clearly state when it will be possible for them to give the minimum wage based on the recommendations of the 15th I.L.C.

II. DEARNESS ALLOWANCE

1. The Das Commission has itself observed that

"a dearness allowance is a device to protect, to a greater or lesser extent, the real income of wage earners and salaried employees from the effects of rise in prices."

(Chapter IX, para 10).

But it has been conservative enough to recommend a rate of dearness allowance which will protect only to a 'lesser extent' the real income of wage-earners. The Das Commission has now recommended that the Government may consider whether an increase in the

allowance should be allowed, and if so at what rate, if the cost of living index remains on an average 10 points above 115 (base 1949) during a period of 12 months. It has expressed itself against any automatic revision of dearness allowance. The rates recommended for cost of living index of 115, are Rs. 10/- per mensem for employees with basic pay below Rs. 150/-, and Rs. 20/- for those on Rs. 150/- and above but upto Rs. 300/-, with marginal adjustments for those above Rs. 300/- and below Rs. 320/-.

These rates are inadequate and the giving up of the usual practice in organised industries, of automatic revision, spells disastrous reductions in the real wages of the employees in these days of soaring prices.

2. The N. F. P. T. E. had demanded the following sliding scales of dearness allowance, on the understanding that a minimum wage of Rs. 125/- should be given at cost of living index of 360 to base 1939 (101 to base 1949) :—

Pay range :	Index								
	360	370	380	390	400	410	420	430	440
Upto Rs. 150/-	...	3	6	9	12	15	18	21	24
From Rs. 151/- to Rs. 200/-	...	4	8	12	16	20	24	28	32
From Rs. 201/- to Rs. 300/-	...	5	10	15	20	25	30	35	40
From Rs. 301/- to Rs. 400/-	...	6	12	18	24	30	36	42	48
From Rs. 401/- to Rs. 600/-	...	7	14	21	28	35	42	49	56
From Rs. 601/- to Rs. 800/-	...	8	16	24	32	40	48	56	64

3. It had also demanded that an automatic review of dearness allowance should be made every 3 months. In this connection it had drawn the attention of the Commission to the failure of the Government to implement fully the recommendations of the Varadachariar Commission.

4. The Commission observes in para I of Chapter IX, that the increase of Rs. 5/- for every 20 points rise in the cost of living index, recommended by the Varadachariar Commission, provided more than full compensation in cases in which the basic pay was below Rs. 46.25.

5. Firstly, it is to be noted that the Varadachariar Commission made this recommendation knowing fully that the rates will be a slight improvement on the minimum remuneration recommended by them. Therefore the verdict should be accepted, and any benefits that would have accrued to the lower grades of employees, if it had been carried out, should not be denied now, when the country's economic position has been consistently showing improvement. A country tending towards socialism should progressively increase the wages of the lower-income groups instead of pushing them down below 'poverty-line'. The Varadachariar Commission had only recommended a 'poverty-line' wages, and if their findings with regard to the dearness allowance had been implemented, the lowest

grade of employees would have been helped out of this 'poverty-line'.

6. Secondly, no such full compensation has been given to any section of the employees—not only by the Govt. but also by the Das Commission through its interim relief. This Commission has admitted in para 11 of its Interim Report that

"the dearness allowance of the employees in the lowest pay range would have been increased in all by another Rs. 10/- after the index number had reached 385".

In para 15 of the same it further says that

"there has been a significant rise in the cost of living which appears likely to persist. This must cause some hardship to the employees in the lower pay groups, which, in our opinion, calls urgently for a measure of alleviation..... We, therefore, consider that a further increase of Rs 5/ per month in the dearness allowance of all Central Govt. employees drawing a basic pay not exceeding Rs. 250/-per month, is called for".

7. Thirdly, the observation that the rates according to Varadachariar Commission's recommendations more than compensated in full those with basic salary below Rs. 46.25, the rise in cost of living, implies that employees drawing basic salaries above Rs. 46.25 were not adequately being compensated even if the recommendations were fully carried out by the Govt. Vast numbers of Class IV staff, Postmen, Linemen, Mailguards, Munshi

Markers etc., and the entire other Class III staff are with basic salaries above Rs. 46.25. After making this observation one would have expected the Commission to give justified relief to these sections of the staff. But it has not only not done that but also has reduced the rate of compensation to those drawing basic salaries below Rs. 46.25.

8. The remuneration recommended by the Commission for the lowest grade at cost of living index of 115 (1949=100) works out to be about Rs. 3.86 for 20 points on the series worked out to base 1939=100. This rate is nothing different from what the Commission thinks is necessary for full compensation if the minimum wage of Rs. 55/- recommended by the Varadachariar Commission is considered to be for an index of 285. Leaving aside for the time being the argument advanced by the Das Commission for considering the minimum wage of Rs. 55/- to be to the index 285 instead of 260, it is clear that the rate of compensation has been drastically reduced for all Class IV and some sections of Class III staff.

9. While the employees will, therefore, be with reduced real wages now, the future reductions are threatened to be more. The Commission's opinions that price-increases need not, under all circumstances, be compensated for, and that a review need not be made unless the average index for twelve months is 10 points above 115 (1949=100), hold out this threat. Whether the increase in prices is due to a natural calamity, or inflationary pressures, or taxation measures, employees with fixed incomes are the worst sufferers.

III. Pay Scales—General Principles

1. It has been pointed out earlier that the minimum wage recommended falls far below what is justly due. On this ground itself the pay-structure recommended by the Commission is defective.

2. A vast majority of the staff in the P&T Department perform operative or technical duties, and come in direct contact with the public. On this ground the pay-scales for the various cadres in the Department should have received special consideration at the hands of the Commission. But it is found that no proper estimation of their duties has

Their meagre earnings require protection from erosion under all these circumstances.

10. The period of twelve months suggested by the Commission is too long, and the variation by 10 points (to 1919 base, which is nearly 37 points to 1939 base) in the cost of living index too high. These two conditions will be satisfied only very rarely. Therefore the chances of the employees getting any further relief will be practically nil. These conditions have to be changed.

11. In the year 1959 the cost of living index had always been well above 115 (1949=100). The figures are: January—117; February—118; March—117; April—117; May—119; June—121; July—124; August—124; September—125. The average comes to 120.5. This has deprived the lowest grade employee of Rs. 5/- according to the minimum wage given by the Commission. In the case of one drawing pay of Rs. 150/- it is Rs. 7/- nearly. The N.F.P.T.E. is convinced that the deterioration in the living conditions of the workers call for an immediate increase in the dearness allowance.

12. In fine, the N.F.P.T.E. conveys its strong disapproval of the conditions for grant of dearness allowance, recommended by the Das Commission. The Commission has also failed to recommend any rate of compensation for future increases in cost of living index. The N.F.P.T.E. therefore urges upon the Govt. for the grant of dearness allowance on the basis of pay-slabs for a change of 10 points (1939=100) in the cost of living index and for quarterly revision, at the rates already mentioned in para 2 above.

been done and the pay-scales recommended have belied the hopes of the staff.

3. The Commission remarks that

"the existing relativities are important in that the employees have got used to them and any change unless clearly justifiable may cause unrest."

(Chapter X, para 2)

It has, therefore, maintained many of the present relativities. It has thus failed to give Packers, Porters etc in the Postal and R.M.S.wings, the Head-Mazdoors, Batterymen, Workmen etc in the Engineering wing, due

relativity by bracketing them with Sweepers, Watermen etc of all Departments. These categories are actually semi-skilled staff, and therefore, should have been placed on a stage above the lowest Class IV categories. Failure of the Commission to appreciate this difference and recommend a pay-scale higher than the lowest, viz., Rs. 70-1-85, has further resulted in putting Postmen, Linemen, Mailguards, Wiremen etc., on wrong pay-scales of Rs. 75-95 and equated with the barbers in the Defence Department. Class IV Telegraph staff also have not been given a fair deal. Similarly, the main operative categories in Class III in the Department, viz., the P&T Clerks, R.M.S. Sorters, Telephone Operators and Telegraphists, have been given the same stage of Rs.110/- only as the L.D.Cs, though the Commission itself admits that

"the duties of Clerks in the Post and Telegraph offices are different from those of Lower Division Clerks in the Administrative Offices, and, on the whole, of somewhat greater responsibility". (Chapter XXIII, para 33).

Again, in the case of the Mechanics an arbitrary equation with a cadre in the Railways has been done and the Commission has refused to improve their prospects. Similarly, a proper appreciation of the duties and responsibilities of the clerical staff in the P&T Circle and Administrative Offices, has not been done, although the Commission concedes that :

"there is no higher grade in these offices corresponding to that of the Assistant and the entire case work has to be handled by the Upper Division Clerks....." (Chapter XII, para 18).

There has also not been proper appreciation of technical and non-technical nature of duties. Numerous such examples can be given, all of which will show that, in spite of its affirmation that it has not regarded 'the existing relativities—vertical or horizontal—as sacrosanct', the Commission has left the relativities as they were, much to the disadvantage of the cadres in the P&T Department.

4. In the matter of increments also the recommendations of the Commission leave much to be desired, though a slight increase from 0.50 nP. to Re. 1/- in the rate

of increment for the lowest grade officials has been recommended. The rates of increment in many of the other grades have not changed from the existing rates. In the case of Selection Grade Mechanics, it has been considerably reduced. Therefore, though the minimum of the basic pay has been increased (by merging of the dearness allowance, which also has not been done in the case of L.S.G. scales etc.), the annual increases will not form that 'progression on a time-scale', which is 'one major attraction of the public service'. To increase the minimum of the pay-scale by merging the dearness allowance and not to increase the rate of increments correspondingly is no improvement of the scale, specially when the total emoluments remain practically the same.

5. The Commission has not only retained the efficiency bar existing in the scale but also has introduced new ones. In some of the basic grades two efficiency bars have been provided. The NFPTE is vehemently opposed to the system of efficiency bars. The Commission's opinion that

"however careful may be the system of initial selection for recruitment there is no warrant for presuming that an employee would in every case maintain his efficiency, and develop with experience; and an arrangement under which the poor or indifferent worker can go on earning increments for twenty or twentyfive years just as the good worker does is hardly conducive to good morale or to special effort" (Chapter X, para 11).

is an attempt to make a general case out of the exceptions and to penalise the generality of the employees who maintain their efficiency and develop it with experience. In the P&T Department each employee has his own responsibilities and allotted work, the discharge of which are always under strict supervision. Due to the very nature of their jobs there cannot be any slackness or indifference. For any commissions or omissions they are forthwith taken to task. In these circumstances the employees can ordinarily be expected to increase their efficiency continuously. Therefore, the introduction of an

efficiency bar as a hurdle to be crossed over in the late years of their service, is only a threat of penalty. Further, if the Commission's concern was with those initially recruited in the Department, it is not understood on what grounds efficiency bars were introduced in cadres which are either fully promotional cadres or to a great extent so, and in the selection grades within the cadre. Again if the Commission's concern was for maintaining of efficiency and improvement of it with experience by the 20th year of service and above in the cadre, what was the justice in introducing an efficiency bar by the 10th year in grades with scales of pay running for 15 years or so, or in the basic time-scale for clerical and allied categories in addition to the efficiency bar at the 18th year of service? Therefore, it is clear that the argument of the Commission is a lame one, to cover up its eagerness to make some penal provisions in the scales of pay.

6. The Commission notes that :—

"There is a growing opinion in favour of relating earnings to productivity. In workshops, and also in the case of more or less mechanical operations in offices etc., an objective measurement of productivity may be possible, and a system of payment by results can be introduced in place of, or as a supplement to time rate. But in other parts of the public service, these are not practicable. It is true that marked ability and industry can be recognised by accelerated promotion; but, in many cases promotions accelerated or otherwise, are available only to a proportion of employees in any grade; and as among the rest, it is ordinarily through efficiency bars that a practical discrimination between satisfactory and unsatisfactory workers can be made."

(Chapter X, para 11)

This leads to, in effect, putting the employees to another disadvantage viz., threat to stoppage of increments, just because there are no adequate promotional chances to them.

7. It will also be noticed that the Commission has not provided for any increase in the rates of increment following the efficiency bars. The Varadachariar Commission had provided such increases

in all the grades where efficiency bar was introduced—for example the grades Rs. 55(60)-3-81-EB-4-125-5-130, Rs. 60-4-120-EB-5-170, Rs. 80-5-120-EB-8-200-10|2-220, etc. etc. Also, it had not put any efficiency bars in the grades for Class IV staff, or of the Postmen, Linemen, Mailguards etc.

8. The Das Commission has introduced a new feature, viz., selection grade within the grade, in cases where promotional avenues are lower. This is a recognition of the fact that adequate promotional avenues are lacking in the cases of numerous cadres, and that some prospects should be held out for betterment of one's career, as an incentive for efficient work. But the purpose is defeated by the proposed scales of pay for the selection grades in most of the cases. For example, the 10% selection grade in the time-scale for clerical and allied grades, carries the pay-scale of Rs. 150-5-175-6-205-EB-7-240. There is not going to be any appreciable benefit for an employee who enters this grade, except at the maximum where he will draw Rs. 15|- more than his colleague. It may also be noted in the particular case that the difference in the maxima of L.D.C. and time-scale is not reflected in the selection grade. Many other instances also can be quoted. Suffice it to say, the Commission has not given adequate compensation for lack of promotional avenues in these cases, and has not given any at all in many cases.

9. From the foregoing it is clear that the salaries of the staff in the P&T Department have not been determined after a thorough study of their respective duties and responsibilities, but by arbitrarily drawing horizontal lines for maintaining the existing relativities as sacrosanct.

10. The NFPTE has urged the Government for raising the minimum wage recommended by the Commission. When the minimum wage is raised the whole pay-structure has to be recast. Pending such a recast, the NFPTE feels the urgent necessity of making certain modifications in the pay-structure proposed by the Das

Commission. These modifications will bring some satisfaction to the workers and help in the maintenance of efficiency of the services, and improvement of it.

11. *The modifications required are :—*

- (a) *Increase in the rates of increments.*
- (b) *Changes in the period of the scales.*
- (c) *Removal of efficiency bars.*
- (d) *Removal of incorrect comparisons with cadres of other Departments.*

(e) *Revision of hard pay-scales.*

(f) *Merger of the selection grade in the grade, with the respective time-scales, with necessary improvements in the minima and maxima, wherever demanded.*

12. The respective All-India Unions will be submitting their proposals in this regard as far as the respective cadres are concerned.

IV. FIXATION OF PAY

The Das Commission accepted the demand for point-to-point fixation of pay because it had come to the conclusion 'that in the present case there should be no objection to accepting the principle'. Naturally it had no objection in the present case, because, in most of the cases, it has maintained the rates of increment as before, and has only added the dearness allowance (excluding the interim relief) to the minima and maxima of the pay-scales, and, therefore, there is not going to be any significant increase in the total emoluments. Any case of a significant increase has been brought under the guillotine of the proviso that 'in no case should the additional emoluments payable as a result of the refixation exceed' Rs. 5|-, Rs. 10|-, Rs. 20|-, Rs. 30|- in the respective cadres of revised pay scales ending at Rs. 100|- or less, Rs. 200|- or less but above Rs. 100|-, Rs. 300|- or less but above Rs. 200|-, Rs. 600|- or less but above Rs. 300|-. (These slabs cover the present non-gazetted staff). The limit for those in pay-scale ending Rs. 100|- or less and with more than 10 years service on the same scale is Rs 7.50 nP.

Stage to stage calculations will reveal :—

(1) In the case of Class IV categories on pay-scale Rs. 30-1|2-35, only employees in the first year of service will receive full benefit of service. From the second year onwards upto the 10th year, i.e. on the pay range of Rs. 30-1|2 to 34-1|2, the be-

nefit received will continue to be Rs. 5|-, though without the operation of the ceiling it should have been progressively from Rs. 5-1|2 to Rs. 9-1|2. For those with more than 10 years of service, i.e. drawing Rs. 35|- as basic pay the benefit will be limited to Rs. 7-1|2, though it should have been progressively from Rs. 10|- to Rs. 24|-.

(2) In the case of staff in the grade of Rs. 35-50, the benefit entitled to employees within the stage of Rs. 45|- is Rs. 5|- and they will receive it. On stages of Rs. 46 - and Rs. 47|- also they will receive the due benefit of Rs. 6|- and Rs. 7|- respectively, provided they have completed ten years of service in the scale; otherwise it will be limited to Rs. 5|-. For those drawing pay of Rs. 48|-, Rs. 49|- and Rs. 50|-, the benefit will be restricted to Rs. 7-1|2, though it should respectively have been Rs. 8|-, Rs. 9|- and Rs. 10|-; if they have not 10 years service in the same scale the benefit will be further limited to Rs. 5|-.
 4

(3) In the case of clerical and allied categories in the pay-scale of Rs. 60-170, or of those on Rs. 55-85, or on Rs. 55-105, or on Rs. 160-250,..... the benefits are NIL for employees drawing Rs. 210|- and above in the scale of Rs. 160-250 and limited to Rs. 5|- for others; Rs. 5|- for employees in the 1st to the 10th years of service and in the 23rd to 26th years of service in the scale of Rs. 60-170, and Rs. 10|- for others except for those in the 11th.

year, who will get Rs. 15/-; limited to Rs. 5/- for all on Rs. 55-85 grade; Rs. 5/- upto the stage of Rs. 101/- and thereafter Rs. 10/- for employees in the grade of Rs. 55-105 etc. Therefore the ceilings will not operate in these cases,

4. With the modifications in the scales of pay, which have been suggested by the NFPTE and the All India Unions many more employees will be entitled to benefits beyond the ceilings laid down by the Commission. Therefore the NFPTE would suggest that no ceilings should apply in the refixation of pay in the new scales

and that the point-to-point formula be maintained.

5. The Commission has proposed that option to retain the present rates of remuneration be given to the employees who will be adversely affected by the new rates. But it has not been clarified on what basis the pension and gratuity will be calculated in the case of those who do not opt for the present rates. The NFPTE requests the Government to consider the whole of the dearness allowance as having been merged with pay in those cases, for purposes of pension and gratuity.

V. COMPULSORY DEDUCTION TO G.P.F.

1. The Das Commission has proposed that all employees be compelled to make 6-1/4% of their pay to a general provident fund. The Government has accepted the proposal, reducing the contribution to 6%.

2. If this scheme is introduced even the meagre increases in the total emoluments of the employees will be mopped up and in a vast number of cases there will be a reduction in the pay-packet. However paternalistic this decision be, the employees will not derive any benefit from it.

3. Firstly, they are concerned with immediate means for current expenditure in these days of high prices and day-by-day lowering living standards. Even with the total emoluments that they are having now it is not possible to make both ends meet. That is the reason for the demand for an adequate amount of dearness allowance and increase in total emoluments. With a further reduction in emoluments their living standards will fall further and discontent will spread.

4. Secondly, the amount they will be compelled to put up now will depreciate in value by the time they are to get it back—if not in all cases, at least, in a great number of cases.

5. Thirdly, provision of such an amount for the employees at the time of retirement should be an unavoidable

charge on the employer. If the employees also are asked to share a part of the obligation, it is a different matter.

6. From the report of the Commission, it does not appear that this recommendation has been made out of its care for providing the employees with something to fall back upon at the time of superannuation or invalidation. Nor are its arguments in favour of this compulsory deduction convincing. Simply because in the Railways, even after the introduction of a pension scheme, the employees are required to subscribe to a general provident fund, and because this Commission itself has recommended that the industrial staff also should do likewise after they are brought under the regular pension rules, it is no reason why nearly eight lakhs of other employees be compelled to reduce their total emoluments.

7. The figures quoted by the Commission give no answer to their arguments, but only disprove them. According to it 30 thousand Class IV and 1,67,000 other non-gazetted staff have joined the General Provident Fund. The total strengths of such staff are 2,13,000 and 2,30,000. That means nearly 13% of Class IV and 50% of Class III, or a total percentage of 44, only have joined the General Provident Fund. These figures exclude the Workshop staff, whose strength is 4,67,135. With the merger of full dearness allowance in pay and

with the rate of contribution at 6%, the response from the employees would have been far more poor, had the GPF been left voluntary.

8. It is not the desire of the NFPTE to discourage the GPF Scheme. But it is definitely opposed to any scheme which becomes a burden on the employees, or which reduces cash total emoluments received by them, from level of the poverty-line wages or which nullifies any urgently needed cash increase in emoluments. The purpose of the present scheme appears to be nothing more than reducing the cost to the exchequer as a result of the implementation of the Commission's recommendations.

9. If compulsory deductions to the GPF are made the effects on the total emoluments now being drawn by the employees, assuming that deduction will exactly be 6%, will be as follows during the first year of introduction of the scheme.

(1) In the case of staff in the grade of Rs. 30-35, the net cash increase in emoluments will be reduced from Rs. 5|- to an amount between 80 nP. and 26 nP., if the present length of service is between nil and 9 years; will be reduced from Rs. 7.50 to an amount between Rs. 2.70 and Rs. 2.34 if the present service is 10 years and above.

(2) In the case of staff in the grade of Rs. 35-50, the net cash increase in the emoluments will be reduced from Rs. 5|- to an amount between 50 nP. and 2 nP. if the present length of service is between nil and 8 years; increase in the emoluments of Rs. 5|- will be wiped away and the take-home pay-packet will be reduced by 4 nP. and 10 nP. respectively, if the

service is 9 years and 10 years; the net cash increase will be reduced from amounts varying between Rs. 6|- and Rs. 7.50, to amounts varying between 78 nP. and Re. 1.70 if the service is 10 years and above, in the same scale; and, the take-home pay-packet will be lesser than what it is by amounts varying between 22 nP. and 70 nP. if the service is 10 years and above, all or part of which was in another pay-scale.

(3) In the case of employees on the grade of Rs. 60-170, the net increase in emoluments will be wiped out and their take-home pay-packet will be lesser than what it is by amounts varying between Re. 1.60 and Rs. 3.76 if service is between nil and 9 years, and by amounts varying between 20 nP. and Rs. 8.50 if service is 15 years and above; those with 10 years of service will have the net increase reduced from Rs. 15|- to Rs. 6|-; and the others will have it reduced from Rs. 10|- to a few naye paise only.

(4) In the case of employees in LSG and HSG scales of pay the take-home pay will be lesser by amounts varying between Rs. 5|- and Rs. 19|-.

In the case of every other cadre also the prospects will be as gloomy as shown above.

10. Therefore as far as the present is concerned an overwhelming majority of the employees will either suffer a wage-cut in reality, or will get only a very insignificant increase.

11. *The NFPTE, therefore, urges that GPF be not made compulsory but be continued as voluntary.*

VI. HOUSE RENT AND OTHER COMPENSATORY ALLOWANCES

1. The recommendations of the Das Commission on House Rent Allowance (HRA) and City Compensatory Allowance (CCA) are some improvements on the present rates. The decision of the Government revising the rates for 'A' class cities confers certain additional benefits.

The position as a result of these, can be summarised as follows:—

(a) In 'A' class stations, in accordance with the revision by the Government, employees in the 1st to the 4th years of service in the grade of Rs. 60|170 will

gain Rs. 5/- in H.R.A. per month; those in the 5th and the 6th years of service will gain no benefit; and, those in the 7th to the 27th* years of service will gain amounts varying from 10 nP. to Rs. 13.75. In C.C.A. there will be a reduction of Re. 1.50 to 30 nP. in the first four years, no gain or loss from the 4th to the 12th year of service, a small gain of 14 nP. and 16 nP. respectively in the 13th and 14th years of service, a loss varying from Rs. 1.72 to 20 nP. in the 15th to the 19th year, and thereafter an increase between 20 nP. to Rs. 3/- upto the 27th year of service. The combined effect is that, except those in the 5th and 6th years of service, others will gain amounts varying between 10 nP. to Rs. 16.75 nP.

Employees on the scale Rs. 35-50 will uniformly gain Rs. 5/- in H.R.A. and in C.C.A. amounts varying from 10 nP. to Rs. 2/- for services between the 2nd and the 16th year, thereafter the gain being uniformly Rs. 2/-.

In the case of employees on the scale Rs. 30-35 there will be no gain in H.R.A. upto the 5th year of service and a gain of Rs. 5/- thereafter. In C.C.A. they will gain amounts varying between Rs. 2.50 and Rs. 3.50.

(b) In 'B' class stations employees in the first four years of service in the grade of Rs. 60-170 will gain Rs. 5/- per month; those in the 5th to 22nd year of service will receive no gain; and employees above that level will receive amounts varying between 27 nP. to 1.50. In C.C.A. employees in the 5th to the 8th and in the 15th to 21st years of service will lose amounts varying between 10 nP. and Re. 1.70; the rest will get small benefits.

Employees in grades of Rs. 35-50 will uniformly gain Rs. 3/- and Rs. 2/- respectively in H.R.A. and C.C.A. The same gains will accrue to those in grade Rs. 30-35 if they are in the 6th year of service or above; in the case of others though

the gain in C.C.A. will uniformly be Rs. 2/-, the increase in H.R.A. will only be 50 nP.

(c) In 'C' class stations employees in the grade of Rs. 60-170 will gain only 50 nP. upto the 10th year of service, lose Rs. 7/- and Rs. 3/- respectively in the 11th and 12th year of service. For those in the grade of Rs. 35-50 there is a uniform gain of Rs. 2.50. In the grade of Rs. 30-35 there is no gain upto the 5th year, and a gain of Rs. 2.50 thereafter.

(d) Only three scales of pay have been taken above as examples. From these it can be seen that in the 'A' class stations there are a few unfortunates who derive no benefits or very little benefits. Many of those in grades starting above Rs. 50/- and working in 'B' and 'C' class stations stand to lose and many more receive extremely meagre benefit. These are serious anomalies which need rectification. In addition, those working in 'C' class stations and drawing upto Rs. 300/- should also be made eligible for H.R.A.

3. The NFPTE is surprised that the Das Commission while recommending that review of classification of cities should be made every five years, remarked that the next review need only be made after the 1961-census. The Government is very well aware of the demands of the employees for reclassification of stations. The NFPTE was all along being advised to await the recommendations of the Pay Commission. The Commission, on its part, avoided a thorough enquiry into each and every case, and made a sweeping recommendation.

4. The Commission itself has quoted the findings of the National Sample Survey that expenditure on rent per household, per mensem has increased by Rs. 4.69 in towns with population of 50,000, and by Rs. 13.97 in the four cities of Bombay, Calcutta, Delhi and Madras. But the Commission has not suggested any

compensation, to cover the increases in all such places. Therefore, the NFPTE will urge an immediate review of classification of cities on the basis of population figures obtained from respective local authorities. The standards for re-classification should be: Towns with population of 50,000 or more to be classified as 'C'; all State Capitals and those with po-

population of 2,00,000 and above to be classified as 'B'; and those with population 10,00,000 and above to be classified as 'A'; and under special circumstances towns and cities with population less than two lakhs and ten lakhs may also be raised to 'B' and 'A' class stations as the case may be, where house rent and cost of living are exorbitantly high.

VII. HOURS OF WORK

1. The Das Commission has retained the present hours of work in general, but has recommended alternative Saturdays as holidays and working days for office-staff.

2. Some of the reasons attributed by the Commission for retention of present weekly working hours are:—

It has "no information of any factual studies having been made of the effect of different lengths of work days or weeks either in industrial or in non-industrial employees in this country." (Chapter XXXV, para 7);

"Increased leisure becomes particularly valuable when the worker has the means to seek the more refined pleasures, and to pursue cultural activities; when the rewards of leisure becomes more important than the fruits of additional labour." (Chapter XXXV, para 9).

3. Regarding the first argument it should be stated that the Commission which was so eager to adopt the norms applied to Civil Servants in other countries, in respect of some matters, should have made a study of the trend in those countries in the matter of hours of work. The trend in most of those countries is to reduce weekly working hours from 48, if not to bring in a 40 hr. week. After such a study the Commission could have applied 'a common-sense judgment based on general observations' (Chapter XXX, para 7) and with reference to the climatic conditions, the present health standards in this country and the reduced diet proposed by the Commission. It was not unaware of all these. It has quoted the findings of United States Bureau of Labour Statistics, which shows that an 8 hrs day—40 hr. week is the best in terms

of efficiency. It has also referred to the Bhore Committee's findings that due to climatic conditions, social environment etc. the maximum weekly hours should be reduced from 48 hrs. to 45 hrs. It may be pointed out that the International Labour Review of July, 1956 had published a study of the effects of reduction of duty hours on efficiency etc. In face of all these when the Commission recommends retention of existing working hours one can conclude that the issue was already pre-judged in its mind.

4. Regarding the second argument it is sufficient to point out that refusal to provide the employees with any means to seek more refined pleasures, has come from this Commission through its recommendations of a low minimum wage and a pay-structure built on it. Thereafter the Commission turns round and says that now the employees are denied a maximum wage they should also be denied sufficient rest for recouping their energy.

5. The NFPTE urges the Government to make a general reduction of duty hours.

6. The Commission was of the opinion that working hours of office staff were on the low side. They, however, recommended that alternate Saturdays be observed as working days and holidays. The Government has changed it further to make all Saturdays full working days, except the last Saturday which will be a holiday. In this way the Government has increased the working hours of the office staff by at least two half-Saturdays per

month. *The NFPTE lodges its emphatic protest against this order of the Government and would press for the withdrawal of the order immediately.*

7. In certain cases the Commission has asked the respective authorities to review the hours of work in view of the increased traffic—for example, the case of Ga'emmen in the Railways. In the P&T Department increase in traffic and in the work-load per worker, has all along been taking place. *Therefore a review of the working hours of the P&T staff should be done without delay.*

8. The Commission has not given any argument for proposing a weightage of only 10 minutes per hour of night duty. It has quoted the opinion of Justice Rajadhyaksha that in the Railway night duty is inherent and that the pay should be held to cover such liability. When the Commission tries to apply it to other Departments it is on wrong grounds. The case in the P&T Department is actually for extending the benefit of night co-efficient to all categories of stag performing duties in the night and for making the night co-efficient 2:3 for all duties performed between 20.00 hours and 06.00 hours. *The NFPTE hopes that the recommendation of the Commission in this regard is not applicable to the P and T Department and that the long-standing de-*

mand of introducing a conversion factor of 2:3 for duties performed between 20.00 hours and 06.00 hours will be met by the authorities.

9. Regarding lunch break the Commission has not recommended any change, except that single-handed P.Os be closed for half an hour for mid-day meal. The NFPTE urges for immediate acceptance of the recommendation regarding P.Os. There are numerous categories of staff in the P&T Department who are not given a fixed lunch break during their spell of duty. The Commission has not made any observations regarding these categories. *The Department should now come forward and fix a regular lunch break for all categories of staff.*

10. The recommendation of the Commission on split duty is unsatisfactory. By prescribing a maximum of 3 spells the Commission has increased the total hours the employees have to spend in the to and fro journey for performing duty, by two hours at least. Perhaps this chimes in with the earlier observation of the Commission that increased leisure is of no value without the means for more refined pleasures. *The NFPTE requests that there should not be more than one split in a spell of duty, and total spread-over of duty should not be more than 12 hours.*

VIII. WEEKLY OFF

The recommendations of the Commission in this regard are some improvements on the present position, and they are welcome so far as they go. The Commission obviously finds it feasible to give a fortnightly off to those on 'call duty' and to those Sweepers, Watermen, etc., who are not getting a break now. In the P&T Department it is as well possible to make it a weekly off. If in cases of emergency they had to be called on duty, they can be given a compensatory off, as in the case of operative staff. In the case of Linemen who are posted in single-handed stations,

a weekly off can be arranged by staggering it between such other Linemen posted along the same section; wherever no weekly off is possible, compensation in lieu thereof should be given. The Commission's recommendation to pool together Chowkidars of different Departments does not appear to be practicable, and, therefore, the Chowkidars stand to lose the benefits of the Commission's recommendation for granting an off to them. *The NFPTE requests that either alternate arrangements be made for their weekly off, or they be paid compensation in lieu thereof.*

IX. LEAVE ENTITLEMENTS & LEAVE RESERVE

1. The NFPTE lodges its emphatic protest at the reduction in casual leave and other leave entitlements. Curtailment of holidays (in the case of office staff) and the reduction in leave entitlements, including casual leave, result in an yearly addition of nearly 18-1/2 days in the first 5 years of service, 13-1/2 days in the 6th year of service, and nearly 3-1/2 days in subsequent years. This is an indirect wage-cut on the employees.

2. It is a pity that the Commission has relied on the practices in foreign countries, where the climate, living and social conditions are far different from those in this country. It has not, at the same time, considered it worthwhile to copy them in the matter of wages, but has dismissed the idea with the observation that there are even 'more glaring differences in the levels of economic development, which call for greater industry'.

3. The staff had all along been industrious and contributing to their might for levelling up the differences in economic developments. The contribution would have been more and the staff would have been more industrious, if only they were allowed proper rest and recreation. The Commission itself admits that

"It is in the interest of efficiency that employees should take leave annually and return to work keen and refreshed".
(Chapter XXXVI, para 14.)

But it has forgotten this revelation by the time it started laying down the scale of leave allowances.

4. The NFPTE also protests against the reduction in the limit of accumulation of earned leave. The Commission has advanced its arguments against increasing the limit of accumulation from the existing 180 days. Thereafter, without giving any reason whatsoever, it has recommended a reduction from 180 days to 120 days.

5. The NFPTE would urge the Govt. not to accept these recommendations.

6. The existing privilege of drawing the last pay drawn or 12 months' average, whichever is beneficial, has been knocked off except for those drawing pay upto Rs. 100/-. The Govt. should maintain the status quo. With the new rates of pay and dearness allowance the staff in the higher grades will receive lower half-pay salary than at present obtaining. This anomaly should be removed.

7. The Commission's observations regarding provision of leave-reserve, except the one that there can be no difference between temporary and permanent employees and between Class III and Class IV staff, do not take into consideration the nature of work in Departments like the Posts and Telegraphs. In the P&T offices the work cannot be put off, even by a few minutes in many cases, because of lack of staff to man all positions. Therefore, the percentage of leave reserves have to be very much higher than in other offices. Because of the arduous nature of duties, round-the clock services etc., absenteeism is heavy. Taking all these into consideration the Department has provided leave reserves varying upto 20 per cent. In some cases even these rates had been found insufficient. Further, understaffing is a common feature of the P&T offices. Rate of recruitment of staff had always been lagging behind increases in work. Therefore, any reduction in the rates of leave-reserves will affect the services very badly.

8. The NFPTE and the All-India Unions had been demanding restoration and improvement of the rates of leave reserves. It is hoped that favourable orders on these demands will be passed soon.

9. The NFPTE had also been asking for removal of discrimination between

temporary and permanent staffs, and between Class III and Class IV staffs in the matter of leave reserves. Now that the Commission has recommended removal of

these discriminations, the NFPTE would request the authorities to issue favourable orders without delay.

X. PUBLIC HOLIDAYS

1. As has been pointed out earlier, the Commission's suggestion for a curtailment of holidays, form part of the attempt to introduce an indirect wage-cut. The comparison with the employees in foreign countries is one between two unequals, taking the entire ground of service and living conditions. The Commission's observation that people are getting more and more distinterested in festivals and festivities, is baseless. Festivals and festivities continue to be as popular, if not more, as has been evident from the increases in public holidays by the Central and State Governments during the last few years. The complaint is that many of the Govt. employees are being stopped availability of leave or holiday. Therefrom participating in these, due to non-fare, the Govt. should immediately withdraw the order reducing the number of holidays from 23 to 16.

2. While the Commission has shown an eagerness to effect curtailments, it will not definitely be accused of solicitude for those who are not having any holidays at all. It has only recommended 3 national holidays. The failure of the Commission in making these large sections of staff eligible to all the public holidays, has causes much dissatisfaction among them. Most of these staff are in operative departments like the Posts and Telegraphs. It is true that these services have to be maintained throughout the 24 hours of a day. It is not correct that they should be discriminated against because of this. *There is no difficulty if all of them are entitled to these holidays, and if they are compensated in one form or other if the holidays cannot be granted since the Commission itself has already conceded the principle of granting compensation for a refused holiday.*

XI. LEAVE TRAVEL CONCESSION

1. The observations and findings of the Das Commission on Leave Travel concessions make queer reading. It enumerates the main arguments in favour for restoration of the P.T.O. which was in existence in 1948. It has not countered any of these or passed any opinion thereon. Then it enumerates the arguments against it and, in the case of one argument, it observes that some force has been lost. Then it suggests a via media of permitting all employees to visit any place once a year provided the Govt.'s contribution is limited to the journey-fare between place of work and home town. In the next breath it 'concludes' that the basic features of the present system should con-

tinue with certain insignificant modifications. It appears that the Commission itself was not knowing its mind.

2. It is to be noted that the Commission has recommended one set of free passes and two sets of P.T.Os for the Railway employees. The reduction it has made from the existing privileges, is a matter of great concern to the affected staff. However, another pertinent point to be noted is that the Commission has not given the benefits to other employees too.

3. *The Govt. must grant annually one set of free family pass to each employee, to visit any place in the country.*

XII. MEDICAL FACILITIES

The recommendations of the Commission with regard to the medical facilities, do not bring any significant benefits to the employees. It remains to be seen how long it will take the Govt. to start C.H.S. schemes throughout the country. Till that time the present Medical Attendance Rules will continue. The Commission has not suggested any modification to the same. However, it has remarked that it would, probably, be necessary to go on improving them. The immediate improvements required are: (1) expansion of definition of the family

to include dependent parents and sisters and minor brothers; (2) reimbursement of the cost of all medicines; and (3) permission to consult and have treatment from any registered medical practitioner, in stations where there is no Authorised Medical Attendant. Out of these the Commission has made partial recommendation as far as (1) is concerned, for employees under the C.H.S. scheme.

2. *The NFPTE would urge the Govt. to liberalise the present rules in the three respects mentioned above.*

XIII. AGE OF SUPERANNUATION

The NFPTE strongly pretests against the Govt.'s non-acceptance of the recommendation of the Commission that the age of superannuation should be uniformly raised to 58 years of age. The Commission had countered all possible arguments against such an increase and adduced

weighty evidence in favour of it. It is not understood on what grounds the Govt. has turned down the recommendations of the Commission in this regard. *The NFPTE would urge raising of the age of superannuation to at least 58 years in all cases.*

XIV. OTHER RECOMMENDATIONS

In addition to the above, the NFPTE desires to draw the attention of the Govt. specially to some of the recommendations made by the Commission and to take immediate steps in implementing the same.

1. **Establishment of a Whitley type machinery.**

2. **Housing Facilities**—In this regard the responsibility of the P&T Department is very great because, of all sections of Govt. employees, the percentage of employees provided with accommodation is the lowest in the P&T. A comparative statement of percentage of staff provided with quarters is given below:—

	Cls I & II	Cls III	Cls IV
Railways	62.4	34.6	37.6
P&T	8.2	3.6	6.2
Other Civil Depts	19.8	32.1	13.1

In view of the above, the P&T Department should make special efforts to expand the building programmes at a very much faster rate. The Commission has left the formation of a building wing to the decision of the P&T Department. Such a building wing should be set up expeditiously. Along with this, revised orders on advance for house-building on the basis of the Commission's recommendations, should be issued without delay and make it applicable to all those who are holding a loan now.

3. The Commission's recommendations regarding *application of overtime allowance in the Postal wing* should be implemented immediately. *The rates for overtime duty on holidays and off-days should be made twice the time-rate; subject to this change, orders on the recommendations of the Commission with regard to overtime allowance be passed soon.*

4. The Commission recommended that on promotion to a higher post, the pay of an employee should first be increased by one increment in the lower scale and then fixed at the higher scale at the stage next above. The Govt. should implement it without further delay.

5. There are a very large percentage of temporary staff in the P&T Department. The Commission has taken a special note of the same and observed that they should be made permanent soon. It has also said that once the posts are found justifiable, on a permanent footing, all those posts, and not merely a percentage of the posts, should be made permanent. The policy hitherto being followed by the Department, calls for an immediate revision. The Department should make

all those posts permanent with effect from the dates of creation of the posts.

6. The Commission had recommended that special pay should count for pension. The Govt. should revise its decision thereon, and accept the recommendation.

7. Due to merger of D.A. in pay, employees who will retire after 3 years after date of implementation will get benefit in pension and gratuity. But the persons who will retire before that will be deprived of the benefit proportionately. Therefore the Govt. should pass orders considering the dearness allowance as fully merged in pay for a period of 3 years prior to the date of retirement and make it applicable to all those who retired since 1-1-1957.

XV. EDUCATIONAL ASSISTANCE

1. The Commission's recommendations in this regard are very disappointing. From their observation that :

"The majority of us do not consider it necessary to go into those arguments for the reason that the total additional benefits which in our judgment can reasonably be recommended in the present circumstances do not permit of a large amount being channeled into educational assistance and that the employees themselves would not wish to have a smaller increase in their salary in order that educational assistance could be recommended for their children." (Chapter XLI, para 3).

shows that the Commission had approached this demand, as well as other demands, with a preconceived notion of the total benefits which should be given to the employees, and not on the merits of the case. As has been pointed out in an earlier section of this memorandum, the quan-

tum of minimum wage now recommended falls far below the 'need-based' minimum wage, and the amount left in it after food, rent and clothing, for fuel, lighting and miscellaneous is only Rs. 13.50. It can be seen that no provision worth counting, has been included in this for education. The increase in minimum wage suggested by the NFPTE also does not include this provision. Therefore, the NFPTE urges the Govt. to grant educational assistance to the children of the employees in the shape of full reimbursement of tuition fees.

2. The NFPTE hopes that the Govt. will expedite orders on the other suggestions made by the Commission, like construction of hostels, etc.

XVI. DATE OF EFFECT

The NFPTE is of the opinion that the date of effect of the new rates of remuneration should be the 1st January, 1957. For payment of arrears in cash, however, the date suggested by the Commission, i.e., 1st July 1959, should be reckoned. While the employees will be entitled to the new pay-scales, and their pay fixed on point-to-point basis on 1-1-57, and increments granted on due dates, the arrears

so accruing to them upto the 30th June, 1959, will form their direct contribution to the Government. The arrears accruing to them from 1-7-59 up-to-date should be paid in cash, instead of crediting to the G.P.F. as an ex-gratia payment as decided by the Government. The NFPTE protests against the present decision of the Govt. and urges revision of the same on the lines suggested above.

AN ESTIMATION

FEDERATION'S DEMANDS

COMMISSION'S VIEWS

1. Main task of the Commission is to lay down the basic principles for a national wage-structure. (Preface)

2. The Govt. should be a model employer in the task of application of the basic principle of granting minimum wage, according to the norms laid down, as the basis of the wage policy. (paras. 11 & 16)

Since the emoluments of Central Govt. employees are inadequate and their service conditions call for much improvement, a comparison between them and the standards of remuneration and conditions of service of State Govt. employees, etc. will be a comparison between a bad thing and worse thing. A decision circumscribed by such a comparison will defeat the ends of justice. (para 316 and Annexure 'A')

3. Minimum wage of skilled categories should be 60% or so above unskilled categories, the semi-skilled being in between the two and the highly skilled well above the skilled. (para 30)

4. (a) The length of scale may extend to 25 years if no avenue of promotion to next grade exists, but it is advisable to fix it at 20 years depending on the chances of promotion. Length of scale for Class IV should be increased.

(b) If avenues of promotion are meagre the time-scale should be in two parts of 15 years each, the second part being fitted into a minor selection grade.

(c) Increments should be such as to provide a fair wage by 10th year, a living wage by 20th year and a saving wage thereafter.

(d) No efficiency bar at any stage. (para. 35)

It is far beyond the limits of the task entrusted to the Commission if they are to treat the salary revision as an opportunity for changing income pattern. Therefore they have not laid down the basic principles for a national wage structure.

Principle of being 'model employer' is not suitable for determination of remuneration. But the social principles and standards laid down or commended by Govt. to private employers should be taken into account while determining wages of Govt. employees. The effectiveness of Govt. wage and labour policies depend generally on their actions as employer.

The Commission has accepted the contention in general and has said that the disparities should be regarded as a factor calling for restraint but not one that would justify the denial to the Central Govt employees of the minimum improvement in remuneration which otherwise appears to be fair and desirable.

No fixed percentage has been laid down, and the Commission has calculated independently for each cadre according to its estimation of the duties.

For Class IV the 11 year scale (30-1/2-35) has been replaced by a 16 year scale; the 16 year scale (35-1-50) replaced by a 21 year scale etc. The clerical time-scale is 26 year one. Other points have been met to certain extent.

Where promotional avenues are smaller a selection grade within the grade with higher rates of increment and maxima, has been recommended.

No comment offered on this demand. (But the pay scales recommended show that this principle has not been accepted and that rates of increment are poor.)

Not accepted. On the other hand one efficiency bar at the 10th year if the scale runs for more than 15 years and one more efficiency bar if the scale runs for 20 years or more, have been introduced for making practical discrimination between satisfactory and unsatisfactory workers.

5. Maximum pay in the Civil Services should not be more than 12 times the minimum wage. (para. 37)

No fixed multiple has been accepted. In the Commission's view salaries above Rs. 2,000/- were substantially reduced in 1947 and there had been a considerable erosion of their income since then; the disparities will further be reduced as a result of the recommendations for lower grades. However there had been no reductions in the top salaries; on the other hand, grades of pay of certain higher posts have been improved.

6. The base index for fixing of minimum wage should be 360 (1939-100) (para. 41)

Base index for fixing minimum wage has been taken at 100 (1949), which is equal to 356(1939-100).

7. Norms unanimously recommended by the 15th Indian Labour Conference, for calculation of minimum wage, should be adopted. They were: minimum wage must be need-based; family should be taken as consisting of 3 consumption units; minimum food requirements should be 2,700 calories; clothing should be 72 yards for family of four; house-rent corresponding to Govt. norms; and fuel, lighting etc. at 20%. (para. 42)

Not accepted in full on the ground that Govt. has not accepted them. In the Commission's opinion conception of a need-based minimum wage is theoretically correct, but the 'need' should be based on the economic condition in the country etc. In its calculation it has adhered to the percentages for clothing, rent, fuel, etc. as well as the consumption units. The calorific value of diet has been reduced to 2,600.

8. Average monthly expenditure on the above basis for 4 persons (3 consumption units) should at least be Rs. 127/37 on the following basis: Food; Rs. 81/-, Clothing Rs. 9/-; house-rent Rs. 12 50; fuel, lighting etc. Rs. 25 37 Total Rs. 127.37. Therefore the minimum wage must be Rs. 125/-p m. (paras. 48-50)

Minimum remuneration, calculated on the basis of 56 nP. per day for food at Delhi (1958 December); Expenditure on food item, Rs. 52.00; clothing, house-rent, fuel etc. Rs. 32.50-Total Rs. 82.50. Since the cost of living index then was 116, basic-minimum wage for index 100 at Rs. 70.00

9. The above being for unskilled categories the lowest paid semi-skilled employee should start at Rs. 160/- and the lowest paid skilled employee at Rs. 200/-. (para. 54)

Not accepted in view of 3 & 8 above. In P&T the scale above Rs. 70-85 is Rs. 75-95, and for clerical it is Rs. 110-225, while for Mechanics the scale is Rs. 110-180, with Selection Grade within the grade in these cases.

10. (a) Abolish classification into four classes and have only two categories of posts one requiring very high technical qualifications, carrying very high responsibilities etc., and the other consisting of rest of the posts. (para. 65)

Classification into different classes should be abolished.

(b) Considerable decentralisation of administrative, executive and financial powers, has to be done. (para. 63)

Structure of a Department or methods and procedures of work in Govt. offices were, in the Commission's opinion, clearly beyond the scope of the terms of reference. It has not gone into any of these matters.

(c) Rationalisation of several cadres. (para. 64)

The Commission has taken the Departmental system, grade-structure etc. as they are, and has not recommended any rationalisation.

11. Weekly working hours should not exceed 40 hrs. Necessary reduction from this to be made depending upon the arduousness of the job, fatigue factor etc.

Conversion factor of 2.3 for duties between 20.00 hrs. and 0000 factor hrs.

(para 70)

Split duty.

Lunch break

12. Those on Call duties, Linemen etc should be given weekly off. Chowkidars, sweepers etc. should also be given weekly off.

(para. 72)

13. No discrimination in the matter of holidays. Duty on holidays should be compensated either by compensatory off or in cash.

[Holiday for any occasion] should be the same for the Central and State Governments.

(paras. 75 & 76)

14. (a) Rate of earning leave should be one-tenth of duty.

(para. 78)

No change in weekly working hours has been proposed. It has suggested that office staff should have alternate Saturdays as full working days and alternate ones full holidays.

Conversion factor should be one hour to one hour ten minutes. This factor is not applicable to those staff when weekly working hours have been fixed after allowing weightage for night duty.

Split duty should not be ordinarily in more than 3 spells. Where the employee's residence is not close to the place of work, seven hours of split duty should be treated as equal to 8 hours of normal duty.

No change in the present system is recommended except that single-handed P. Os may be closed for half an hour during lunchtime.

Weekly off in the case of operative staff should be such as to allow a full night's rest and as a rule not less than thirty hours.

Staff on 'Call duty' should have at least fortnightly off. This is to be done by internal adjustment of duties. Where there is a single employee on call duty, he should not be kept at such a station for more than 3 to 6 months.

Watermen, Sweepers, etc. who are not getting a break now, should also be given fortnightly, if not a weekly, off by some suitable arrangement.

Chowkidars who have active duties requiring continuous alertness weekly off should be allowed. Chowkidars of different Departments should be grouped together for this purpose. Work on an 'Off' day' should be compensated by another day's break. In exceptional cases monetary compensation can be paid instead, which should be at one and a half the time rate.

For office staff etc., compensatory off need not be given for occasional work on Sundays. But such work should not become a regular feature. For operative staff compensatory off should be given as soon as possible and not later than two months.

Number of holidays reduced to 16 in cases where it is more now. There is no scope for uniformity in the matter of holidays. Postal and Telegraph holidays remain as they were. Staff who are getting no holidays now, should be given 3 National Holidays—Mahatma Gandhi's Birthday, Independence Day and Republic Day. Compensation for work on holiday, to which the employee is entitled, would be at one and half time normal rate.

No opinion is given regarding the demand that holiday for any occasion should be the same for the Central and State Governments.

Not accepted since the existing leave rates are already liberal in the Commission's view. So a reduction has been proposed. Earned leave will be at the following rates for non-Industrial staff :

THE P & T LABOUR

During first 5 years of service 1.57 days for each month of service

..... 10 years.....2.25-
 15 years.....2.5---

(For industrial staff leave entitlements have been increased from the present position and brought nearer to non-industrial staff).

Accepted except, in the matter of 'leave not due', extraordinary leave etc.

(b) There should be no discrimination between permanent and temporary employees in the matter of leave.

(para 79)

(c) Hospital leave should be granted to all; meaning of the expression "in the course of their official duties" should be enlarged. There should be no limit to hospital leave.

(para. 80)

12 months leave with pay on medical grounds, for the time being to cover cases of T.B., Cancer etc. and ultimately to cover all, should be given.

(Ch III, para 82)

(e) Leave should be granted as a matter of right.

para. 83)

(f) Other liberalisation in the matter of leave and leave-salary.

All Class IV staff should be entitled to Hospital leave. Those Class III staff now entitled for it should continue to be so entitled; and those whose duties involve handling of dangerous machinery, explosive materials, poisonous drugs etc. or the performance of hazardous tasks, may also be made eligible. No change in the limit of Hospital leave.

No change from present rules recommended.

Rejected. Govt. should draw the attention of all competent authorities that it is in the interests of efficiency that employees should take leave annually, and return to work keen and refreshed.

Normal limits of accumulation of earned leave reduced to 120 day; additional accumulation of 60 days allowed at the discretion of sanctioning authority if leave applied for is refused in public interest. Upto one month's leave salary may be allowed in advance. Study leave should be liberally granted. Rates of leave salary during 'Department leave' should be reviewed. Seasonal staff should earn leave at full rates while on duty.

Leave salary will be average of rates of pay of each of the previous ten months. If the maximum pay of the post does not exceed Rs. 100/-leave salary may be based on the salary drawn immediately prior to proceeding on leave. Employee granted leave beyond superannuation should not retain lien on his permanent post or count the leave as pensionable service.

There should not be any distinction between temporary and permanent staff in the matter of leave reserves. If the Govt. considers that some of the Class III and Class IV cadres are excessive, the leave reserves for these categories may be calculated on the basis of what is considered to be reasonable compliments.

15 (a) Pension benefits should be considered as a matter of right and Pension Rules made satisfactory.

(para 85)

(a) There is no mention about Pension Rules being made statutory.

The grant of pension is not obviously a bounty. Pension has in essence the character of a conditional entitlement also. It would be inconsistent with this to allow an employee an unrestricted right to leave Govt. service at will on proportionate pension.

Consensus of opinion among the witnesses (other than employees' organisations) is that good conduct and efficiency during service should continue to be insisted upon. The present conditions of future good conduct should be retained in a restricted form—to cover rules prohibiting acceptance of Commercial etc. employment within two years of retirement, divulging of official information, or to cover conviction for an offence against the State etc.

(b) Temporary and work-charged service should count in full for pension.

Temporary service followed by confirmation in any post should count in full for pension.

(c) Qualifying service for full pension should be reduced from 30 years to 25 years. Minimum qualifying service should be reduced.

Neither the present minimum period of service for getting proportionate pension nor the length of qualifying service for full pension is unreasonably long.

(d) Pension should be half of pay instead of $\frac{3}{8}$ th or difference between these two rates to be given as an encumbrance insurance policy maturing at age of 50 years provided the employee contributes an equal premium.

Not accepted.

In qualifying service exceeds completed years by six months an additional benefit of half a year should count for pension.

(e) Rate of D.C.R. gratuity should be increased from $\frac{9}{20}$ th to $\frac{12}{20}$ th to enable drawal of maximum gratuity on completion of 25 years' service.

Rate of gratuity should be changed so that maximum amount will be available on completion of 30 years' service.

(f) Age of compulsory retirement to be raised to 60 years in all cases.

Age of superannuation to be raised to 58 years in all cases. Those now in service may be allowed to continue upto 60 years of age. Scientific and technical staff may be retained upto 60 years.

(g) Amount of pension and equivalent of D.C.R. gratuity should not be less than minimum wage in the scale of emolument.

Not accepted.

(h) Pay as defined in F.R. 21 (a) should count for pension.

Officiating, special and personal pay may continue to be counted in full for pension in cases which it so counts at present. In other cases such pay drawn during the last 3 years should be taken into account; in full in the case of special pay and personal pay if the post was held in a substantive capacity; in half if it was in a temporary capacity; in half in every case of officiating pay.

(i) Entire D.A. to be considered as part of emolument for pension.

Major portion of existing D. A. has been merged in pay-scales and so will count for pension. There is no recommendation for the counting of the new rates of D. A.

(j) Rules of family pension to be liberalised.

Minimum gratuity to the family of an employee will be 2 months' emoluments if death occurs in 1st year of service and 6 months' emoluments if it occurs after 1st year and before completing 5 years.

A widow's and children's family pension scheme will be introduced in place of present family pension. It will be on a

THE P & T LABOUR

contributory basis. The rate of contribution starts from two-third percent of emoluments. One-ninetieth of gratuity multiplied by No. of years of service also is to be surrendered.

- (k) All pension benefits to be extended to industrial workers as well.

(Chapter III para 86)

Industrial staff should be brought under standard pension rules, when they are made permanent. Existing staff should be given option.

G.P.F.

The Commission has recommended compulsory deduction to G.P.F. @ 5 per cent.

- 16 (a) Overtime should be limited to maximum 2 hours a day. There should also be weekly and monthly maximum limits.

(a) No recommendation. Where O.T. duty is regular additional staff ought to be appointed.

- (b) Overtime duties should be voluntary. Rounding off may only be done on a weekly or monthly total.

No comment whether Overtime duty should be voluntary or compulsory.

No opinion regarding rounding off. If there are practical difficulties in calculating over time allowance on weekly basis, it may be done on half-monthly basis.

- (c) All duties performed above normal duty should count as overtime duty.

For office staff first 45 minutes of extra duty will not count for overtime allowance. Staff with pay Rs. 500/- or above is not entitled. Supervisory staff are entitled if they work same hours as their subordinates, if they are in continuous contact with staff whom they supervise and if they themselves are subject to supervision which would enable them ordinarily to get prior approval for overtime. All staff, including those in P.O.s will be entitled for Overtime allowance, provided they have prescribed hours of work,

- (d) Rate of overtime allowance should be double the normal hourly emolument.
(paras. 102, 103)

Overtime allowance rate should not be less than time-rate. It should increase with longer overtime hours. Work on public holidays and weekly off days should be compensated for, if in cash at $1\frac{1}{2}$ time rate. An inter-departmental Committee should be appointed to review the position in the light of above.

House-rent allowance will not be counted for calculation of over-time allowance rate.

17. The bottleneck of police verification at the time of recruitment should stop, and political antecedents of an employee should not be a bar. (para 105)

No observations regarding police verification and training at Govt. expenses to all recruits before entry.

- Training at Govt. expense to be given before entry into service. Refresher courses also should be provided for. (para 107)

- Opportunities for prosecuting further studies, while in service should be given. (para 108)

- Employees should be allowed advancement of their service prospects by transfer to other Departments etc. (para 109)

Study leave should be liberally granted. In certain services qualified persons already in Govt. service should be allowed age concession for competition with outsiders to higher posts. A system of promotion by a special competitive examination providing opportunity to Class II & Class III staff for entering Class I Service, has been recommended.

18. (a) Employees should be confirmed on completion of one year of service. Then there is no necessity of quasi-permanency. (paras 112 & 113)

No specified time-limit has been laid. But the Commission observes that the permanent requirements of permanent posts for Class IV staffs as well as for others should be speedily determined, and that, thereafter, the margin of temporary posts should be the same for all classes. Govt. may set up one or two official Committees for the purpose and ensure that revised orders are given effect to within six to twelve months. Once the conclusion is reached that certain posts in existence for 3 years, are required for work of a permanent nature, the logical course is to make all such posts, and not merely a percentage of them, permanent.

- (b) Rule 5 of C.G.S. (Temporary) Service Rules should be abrogated. (para 114)

The Commission says that termination of the services of a probationer, or of a temporary employee, is in most countries a relatively simple matter of administrative discretion, not involving elaborate enquiries etc., necessary in disciplinary cases.

9. (a) Promotional avenues should be expanded, which will be an incentive for better and efficient work. (para 115)

In addition to points under 17 above, the Commission has introduced Selection Grades within those cadres which are having comparatively lower promotional avenues—10% in cases of the basic clerical and allied categories, Head postmen and allied categories, Engineering Supervisors, R.S.As, and 25% in the case of Wireless Operators.

- (b) Growing tendency to have direct recruitment to higher grades should be stopped. (para 116)

The Commission did not consider it desirable that public service should become a highly sheltered occupation, in which those who entered at the lowest levels would have a monopoly or even preponderant share of appointments at all the higher levels. Keeping these considerations in view the employees entering at lower levels should be provided with opportunities for advancement according to their abilities.

- (c) Method of promotion should be such as to ensure equity in justice to all—Details as suggested by All India Unions. (para 118)

Merit should continue to be the criterion in making promotions. At lower levels the principle of seniority-cum-fitness is appropriate.

- 20 (a) Housing programme should be outlined by Govt. and executed within a specified time. (para 121)

Govt. should have a comprehensive programme for housing their employees. Present programme, specially in Bombay and Calcutta, should be substantially expanded and accelerated. Rent charged should be appropriate to the accommodation provided. Rent recoverable from employees whose pay is below Rs. 150/- p.m. should be limited to 7½%.

- (b) Loans to employees for house-building should be liberalised. (paras 122 to 130)

Minimum of the House building advance should be Rs. 4,800/-. If this is more than 24 months' pay recoveries also should be in more instalments. The Commission supports in general the suggestions regarding acquiring and development of lands.

21. (a) Rates of Daily allowance should be 25 nP. per slab of Rs. 10.00 of the pay for staff in Grades II, III & IV, subject to minimum of Rs. 3/- and maximum of Rs. 10/-. Special

Daily allowance should be revised upwards. The Commission has not suggested any rates. Linemen and Village

rates allowed to certain categories should also be revised accordingly. (paras 134 & 135)

Linemen should be paid daily allowance as for others. (para 137)

- (b) Allowance for mileage of journeys should be increased for Grades III & IV staff. Rates for incidental expenses for journeys by rail should be reduced for Grades I & II and increased for Grade III. Grade IV staff should also be allowed incidental fare. (paras 140 & 141)

Postmen should be given daily allowance when they have to spend the night away.

Mileage allowance (while on tour) should be revised downwards ; in the case of Grades III and IV staff there should be reduction.

Ordinary travelling or daily allowance rules should be made applicable in the case of travelling staff for journeys which are different from going out regularly on their fixed beats.

The present travelling allowance, grades have to be re-adjusted because of the changes in pay-scales.

Rates of incidental expenses for T.A. on transfer should be halved and in lieu of the other half the employee should be given a month's pay, subject to a limit of Rs. 150/-.

A retiring Govt. servant and one invalided from service may be allowed one single fare for himself and one for each member of his family.

- (c) T.A. on transfer should be given to parents, sisters, and minor and brothers wholly dependent on the Govt. servant.

(para 142)

Rejected.

- 22 (a) Rules regarding contributory negligence should be changed.

(para 145)

No mention has been made.

- (b) Power to withhold appeals should be scrapped. (para 146)

Not accepted. But power to withhold appeals, memorials or petitions under prescribed circumstances, should be exercised by an authority higher than the one who has passed the orders against which appeal, etc. is made.

- (c) Withholding of increments, stoppage at Efficiency Bar, termination of service of a temporary Govt. servant or probationer etc. should be considered as penalties under rule 13 of C.C.A. Rules and made appealable. (para 148)

Acceptance of this would have a crippling effect on those entrusted with personnel administration—observes the Commission.

- (3) Rule 15 (5) of C. C. A. Rules, stipulating that permission of Disciplinary Authority should be taken for seeking assistance to presenting the case of a Govt. servant before an Enquiry, should be abrogated. (para 150)

This condition should be withdrawn. While allowing the present restriction on engaging a legal practitioner, there is no good reason why an employee's choice of a colleague to assist him should require the approval of the disciplinary authority.

- (e) Powers of suspension should be strictly restricted. (para 153)

No comment is offered.

- (f) There should be no proceedings by the Department after acquittal of a Govt. servant by a Court of law. (para 154)

No comment is offered.

(g) All lacunae existing in the disciplinary proceedings should be removed (para 155)

Certain improvements in the disciplinary proceedings have been recommended. For instance, a disciplinary enquiry should not be conducted by the immediate superior of the Govt. servant proceeded against, or by an officer at whose instance the enquiry was initiated. It should be feasible and it is most certainly desirable, that all appeals, etc. which come to the Central Govt. against major penalties should be referred to the Public Service Commission.

23. A Civil Service Statute should be set up, so that the rules and regulations regarding all service conditions will be statutory and appointments will be legally valid contract. (paras 159 & 160)

No comments offered.

24. Dearness allowance should be paid at a rate between Rs. 3 to Rs. 8 for every increase of 10 points in the cost of living index above 360 (base 1939 : 100) for varying pay slabs upto Rs. 300/- per mensem. Review to be made every three months. (para 165)

Automatic revision of D.A. has been rejected. Employees who were drawing pay upto Rs. 46.25 were already being over compensated for the increased cost of living index. Basic pay-scales being at the index of 100 (1949 base), to the index of 115 prevailing in 1958 the D.A. recommended is Rs. 10 below pay of Rs. 150/- and Rs. 20 for pay of Rs. 150 or above but below Rs. 300/-. If during a period of twelve months the index remains on an average 10 points above 115 the Govt. should review the position and decide whether any further compensation is required, and if so, at what rate. Future increases in D.A. may be extended to higher pay-scales. If the price-increases are due to natural calamities, etc. it is not justifiable to increase D.A. The D.A. specified at index of 115 should continue till the index falls below 100. No downward adjustment in basic salaries is to be made even if the index falls to 90. (Ch. IX)

25. House rent allowance should be at the following rates :—

(a) Towns with population less than one lakh—8% of pay subject to minimum of Rs. 10/- per month.

(a) Rejected.

(b) Towns with population between one and five lakhs—12% of pay subject to a minimum of Rs. 15/-.

(b), (c) and (d). The following are the recommendations :—

(c) Towns with population between 5 and 10 lakhs—14% pay subject to minimum of Rs. 17.50. (para 175)

(d) Cities with population above 10 lakhs—16% of pay subject to minimum of Rs. 20/-.

	A	B	C
Below Rs. 75/-.....	10	7.50	5
Rs. 75, but below Rs. 100	15	10.00	7.50
Rs. 100 but below Rs. 200	20	15.00	7.50 (for those drawing upto 150)
Rs. 200 & above	10%	7½%	of Nil

of Pay' pay

Maximum should be Rs. 80/- ; for bachelors 2/3rd of the above rates should apply. (paras 177 & 178)

No maximum limit laid. No difference between married and bachelor employees. If the new rates will result in reduction of H.R.A. being drawn at present, it should be spread over 3 years.

26. (a) All Cities and towns, the present population of which is one lakh or above, or which shows an increased cost of living compared to the average all India figure, be classified as 'B'. Many cities and towns have yet to be upgraded to 'C', 'B' or 'A' as the case may be.
(paras 180-181)

(b) Contiguous municipalities should invariably be granted the same rate of Compensatory allowances as the main towns or Cities.
(para 182)

(a) It would be desirable to review classification of towns and cities every five years, if reliable population figures can be had between two decennial census. But as things stand, it would not be desirable to make a general review until 1961 when the next census is due.

The Commission trusts that Government will themselves look into any special cases of towns where living is expensive.

No recommendation regarding compensatory allowance. But the Commission observes that the present basis and general scheme of city compensatory allowance themselves do not appear to call for any revision.

With regard to H.R.A. the Commission recommend that condition of residence within the limits of the city should be abrogated and that employees residing in the city but work in the proximity of a qualified city may be given H.R.A. admissible in that city. These recommendations are on the demand that concessions given to Defence Installation staff and the Civilians working along with them, should be extended to all Central Government employees. The same recommendations apply with regard to C.C.A. also.

The new rates of C.C.A. recommended are :—

Class of cities.		
A	B	C
Below Rs. 150	10% of pay subject to a minimum of Rs. 7.50 and a maximum of Rs. 12.50.	5% of pay subject to a minimum of Rs. 5 and a maximum of Rs. 10 for all persons drawing below Rs. 500 per mensem.
Rs. 150 and above but below Rs. 300	8% of pay subject to a minimum of Rs. 12.50 and a maximum of Rs. 17.50	Nil
Rs. 300 and above	6% of pay subject to a maximum of Rs. 75.	

Where the application of the proposed rates would result in reduction of the amount being drawn at present, the reduction may be spread over 3 years or so.

27. Hill Station allowance of an adequate amount should be paid at all hill stations and where the State Govt. employees are in receipt of it. (paras 186 and 184)

For Simla and Shillong the new rates of Hill station allowance will be : House rent allowance—at the rate for 'B' cities ; Compensatory allowance—at the rate for 'A' cities ; and Winter allowance—for five months, at half the compensatory allowance rates.

No basic change in respect of the existing scheme of hill

allowance is called for except that adjustments in rates and slabs should be as for H.R.A. and C.C.A. that distinction between gazetted and non-gazetted should be replaced by distinction on basis of pay, C.A. being limited to employees whose pay is below Rs. 500/-, and that H.R.A. also, be limited if the rates are as for 'A' or 'B' and limited to those drawing below Rs. 150/, if the rate is as for 'C' areas.

In deciding whether a station is hill station or not the State Govt. should generally be followed. The Commission suggests that such cases where the State Govt. is not giving declaration due to there being no State Govt. employee etc. should be examined by Central Govt.

While rates given by State Govts. should be taken into consideration, it is not necessary that they should be followed.

No comment offered on this.

28. Frontier allowance should be paid to staff in frontier areas on the same lines as for State employees. (para 188)

29. All Central Govt. employees deputed for service in foreign countries should be treated alike. (para 190)

30. Project Area Allowance @ 20% of pay and house-rent allowance @ 15% pay should be given to staff working in Project areas. (para 193)

31. Bad climate allowance should be paid to all employees stationed in unhealthy locality areas as declared by State Govts. including coal-field areas. (paras 194—197)

No mention about this has been made.

No comment offered.

The present rates, which follow the city compensatory allowance, are not unreasonable. Readjustment may be made slab-wise on the lines of hill station allowance.

The Central Govt. need not adopt the rates given by the State Govts. Classification of the places made by State Govts. is generally followed.

No mention about this has been made.

32. Water (compensatory) allowance should be paid when satisfactory evidence is brought to the notice of the Govt. regarding scarcity of water in any area, even without awaiting State Govts.' declarations. (para 198)

33 (a) Conveyance allowance on the following monthly rates should be granted to all non-gazetted staff:

Rejected.

(i) Cities with population over 10 lakhs ...Rs. 10/-

(ii) Between 5 and 10 lakhs ...Rs. 7/-

(iii) Between 1 and 5 lakhs ...Rs. 5/-

(b) Employees working at Airports, Military Areas etc. situated away from cities, free conveyance or, in lieu thereof allow-

If the place of work is some miles away—in no case less than five miles—from the limits of the nearest populous area where sufficient housing accommodation is available the grant

ance equal to actual bus fare, should be given.

Practice followed by respective State Govts. should be allowed. (paras 203 and 204)

of transport concession, in some form or other, may be considered. Other conditions are : cost of transport must be disproportionate to the income of an employee, and upto a prescribed limit the cost must be met by the employee himself. Govt.'s contribution must also be subjected to certain upper limits. The concession allowed to Defence employees at Panagarh, Dehu Road and Avadi, with such modifications as local conditions may require, might well be followed where transport concession is allowed. If no rail transport is available, subsidy may be related to cost of motor season ticket. If no public motor transport plies the Govt. may provide transport at concessional rate.

(The concessions allowed to the Defence Staff are : subsidy equal to difference between Rly. Season ticket and Rs. 6/- in the case of employees with emoluments not exceeding Rs. 100/-, and Rs. 10/- in the case of others. Maximum subsidy is Rs. 6/- and Rs. 10/- respectively.)

34. Remote locality allowance should be granted to staff stationed in remote areas, as is being done in concerned State Governments. (paras 205 and 201)

As for bad climate allowance. (see 31).

35. Children Allowance at the rate of Rs. 10/- per month per child from the third child onwards be given. (para 209)

Rejected.

36. (a) The Government should function as a 'model employer' in the matter of labour relations. (paras 210 to 213)

No mention has been made about the Govt. being a 'model employer' in this respect.

(b) Employees in Civil Services should be given full trade union rights, conditioned only by those laws as have been legislated for workers in private sector.

Rejected.

The following measures should be adopted by the Government.

(i) Withdraw Rules of Recognition, 1937.

Rules of Recognition should be conceived and recognition granted in a liberal spirit.

(ii) Declare Indian Trade Unions Act and Industrial Disputes Act as fully applicable to Govt. servants.

Not recommended.

(iii) Withdraw those circulars of the Home Ministry, which restrict trade union activities.

No reference made.

(iv) Withdraw amendments to 4 (A) and 4 (B) to Conduct Rules.

Commission is of the view that public servants should not resort to strike, demonstrations etc.

At the same time Govt. should introduce an adequate machinery for removal of grievances including compulsory arbitration.

Membership of unrecognised association should not be made punishable.

(v) Grant all facilities for trade-union-functioning (para. 221)

Most of the Departments with large number of staff already provide facilities like special casual leave etc. The Commission suggests that other Departments too do likewise. They further suggest that other reasonable facilities also be provided where they are not provided at present.

37. All restrictive clauses in the Conduct Rules, and the S.N.S. rules, should be withdrawn, so that individual Govt. employees will not be penalised for their political convictions, at the same time recognising the necessity of keeping the services from being the handmaid of this or that political party. (paras 223 to 230)

Rejected. However it suggests that instead of placing a general ban on public expression of views and then providing for exceptions (as is now), a general freedom of intellectual expression should be given and only such restrictions imposed as are necessary to meet the requirements of public service.

38 (a) For prevention and settlement of disputes between the employer and employee the following machinery, on the lines of the Whitley Councils, should be set up :—

Accepted —to be in the form of Whitley Councils.

(i) National Joint Services Council for the entire Civil Service

As a necessary complement there should be provision for compulsory arbitration, open only to recognised associations and limited to pay and allowances, working hours and leave.

(ii) Departmental Joint Service Council for each Department, with subsidiary wings in respect of the major branches of each Department.

The Ministry of Labour should be closely associated with matters of staff relations.

The Commission has not mentioned about extension to local levels.

(iii) Joint Service Councils should be extended upto local levels.

(b) Informal methods of discussion and negotiation frequently preceding meetings of Joint Services Councils at all levels, should be instituted.

No specific recommendation.

(c) Conciliation, Adjudication and arbitration machineries, provided under section 10 of the Industrial Disputes Act should be made applicable to entire Civil Service. (para. 239)

Compulsory arbitration has been recommended. (See (a) above).

The Commission has observed, in another context, that the Indian Trade Unions Act does not cover staff engaged in the Administrative branches of the Govt., as distinguished from those employed on provision of public services or supplies. Similarly the Industrial Disputes Act excludes from its purview managerial, etc. staff drawing above Rs. 500/-p.m. So it is only staff who are free to have their association registered under the Trade Union Act, who can have a grievance if their rights and privileges under these acts are restricted by Conduct and other rules.

The Commission has not specifically stated that all these machineries under Section 10 of the Industrial Disputes Act, should be available to entire Civil Service.

39. Workers' participation in management should be ensured by formation of Work-Councils and these Councils should be vested with proper administrative and executive responsibilities.

(para. 250)

40. Welfare measures, amenities and facilities should not be subordinated to financial and other considerations.

(Ibid.)

41. P&T Department should have its own Building Organisation. Govt. should carry out repairs, provide sanitary arrangements, water-taps, furniture etc. in the existing buildings. Rented buildings, which are congested and unhealthy in other ways should be changed.

(paras. 256 to 258)

42. All P&T offices where 24 hr. services are offered, should have well-furnished dormitories for staff including Class IV staff. Number of RMS rest houses should be increased and all provided with facilities; cooks should also be attached to all offices.

(Ibid.)

43. Uniforms should be given to the excluded categories also; number and quality of uniforms should be improved; washing allowance of Rs. 2/-p.m. should be given to all getting uniforms.

(paras. 259, 262 & 263)

44. Free travel concession should be allowed once a year for the Govt. employees for visiting any place they would like to go to.

(para. 266)

No observations made on these. In the case of welfare measures, the Commission suggests that full participation of the workers should be taken in the administration of the same.

The Commission has recommended that the present grants for welfare measures should substantially be increased. It has suggested numerous improvements like provision of RMS rest houses, tiffin room for offices where number of employees is small, a canteen where number of staff is 50 or above, provision of furniture, office-buildings etc. Govts' attention has also been drawn to the necessity of encouraging Co-operative Credit Societies, staff benevolent funds etc.

No opinion has been given on the demand for building organisation since it is a question for the Department to consider.

About other matters the Commission has suggested that there is wide scope for improvement.

There should be a planned programme of construction of office buildings (for all Departments). With specific reference to P&T Department the Commission says that the extent and the kind of accommodation are far below the requirements. The Commission understands that the programmes in hand and planned will meet the shortage in a reasonable period.

Dormitories or retiring rooms are essential in offices which work round the clock and where duties regularly commence or terminate late at night. The case of R.M.S. staff call for urgent attention: The Commission hopes that prompt action on the findings of T.E.C. with regard to dormitories and retiring rooms, will be taken and that there will be such comprehensive enquiry and prompt action in the matter of other staff also.

The present general principles regulating supply of uniforms protective garments, etc. are confirmed by the Commission.

Demands regarding extension of the benefits to other categories, change in the composition and quality of uniforms etc. are left to administrative judgement. Further the Uniforms Committee has already gone into all these as far as employees in Railways and P&T are concerned.

Those drawing basic pay below Rs. 150/- may be given washing allowance.

Rejected.

For Railway employees it has been reduced to one set of free passes and two sets of P.T.O. For other staff the present concessions remain, with the following modifications:—

(a) extended to all work-charged and industrial staff entitled for regular leave :

(Continued on Page 535)

★ ★ INTERVIEW WITH D.G. P&T ★ ★

Minutes of the interview granted by D.G. P&T to N.F.P.T.E. and the federated Unions on 22.12.59 forwarded under D.G. P&T letter.No. 3-19/59-SR dated 9th January, 1960.

Present

Shri V. Shankar
Shri R.V. Marathe
Shri M. Dayal
Shri S.R. Sahni

D.G.
D.D.G. (3)
D.D.G. (1)
A.S. P&T Board

P&T
Dept.

N.F.P.T.E.
and
federated
Unions

Shri B.N. Ghosh Secretary General
Shri A.S. Rajan
Shri O.P. Gupta
Shri S.K. Pakrasj
Shri H.S. Gupta
Shri A. Sen Gupta
Shri B.D. Saini
Shri Gopal Singh Josh

ITEMS CARRIED OVER FROM THE MEETING HELD ON 26.11.1959.

A.I.R.M.S.E.U. Class III.

Item 13. *Conveyance charges to the staff of 0-13 section and raising rate of conveyance charges to the staff of X-2 Section.*

The Union was informed that this matter was still under consideration.

Item 14. *Grant of special disability leave.*

The Union complained that in a number of cases the officials have been denied the disability leave because they were not subjected to a medical board in time. Their argument was that it was not for the poor officials to arrange for their examination by the medical boards but it was for the Administration itself to do so. D.G. agreed to have the existing instructions on the subject examined to see whether there was any lacuna of this kind. He admitted that it was really for the Administration to arrange promptly for the medical board examination of the officials who are injured during the course of their official duty and whose cases otherwise satisfy all the requirements of the rules and instructions on the subject.

A.I.A.O.E.A. CLASS III & IV.

Item 17. *Reduction of strength of Circle Offices.*

The Union's grievance was that the favourable recommendation of the B.S.C. regarding raising of the ratio of U.D.C. to the L.D.C. from 50 : 50 to 2 : 1 still remained to be implemented. They were informed that orders of Government on the standards and the raising of the ratio of U.D.C. to L.D.C., so far as the 13 Circle Offices were concerned, had been held back pending a decision about their applicability to their Telephone Districts. This matter was expected to be discussed in the P&T Board shortly and the D.G. hoped that the whole case might be finalised in the course of three to four months' time.

Item 18. *Reorganisation of T.R.A.Os.*

D.G. informed the Association that this matter had lately been discussed by the P&T Board and action is now being taken in accordance with their

decision. The D.G. added that as far as possible the prospectus of the permanent L.D.Cs. recruited before the ban for promotion to the U.D.C. grade would be safeguarded.

Item 19. (i) *Construction of P&T Colony at Bhilai Steel Plant.*

(ii) *Securing additional quarters for the interim period.*

(iii) *Sanction of construction allowance for the ensuing year as that of last year expired in February, 1959.*

(iv) *Security arrangements.*

(v) *Sanction of additional A.P.M.*

(vi) *Sanction of overtime allowance to Postal side employees with retrospective effect.*

As regards residential accommodation for our staff at Bhilai the Union was informed that we have, with the approval of the Finance, lately arranged to obtain quarters from the Project authorities. The P.M.G. had already been asked to intimate the exact number of quarters required. For this reason it was not proposed to construct quarters departmentally.

So far as the grant of construction allowance is concerned, the D.G. said that efforts are being made to secure for the P&T staff to draw the allowances on the same basis as is admissible to the Project staff. He, however, made it clear that the staff working in offices already established before the set up of the Project cannot justifiably be entitled to the concession of this allowance.

The Union also complained of inadequacy of the security arrangements in the Post Offices. They said that there was no chowkidar to protect large amounts of cash and postage stamps which are stored in the Post Offices.

They also complained about shortage of staff resulting in over work. D.G. said that the P.M.G. would be asked to visit Bhilai personally and make a detailed examination of the questions of the accom-

modation, allowances for the staff, as also the security arrangements lack of which the Union had complained. He would also be asked to examine the question of shortage of staff and remedy matters as may be necessary.

A.I.T.T. E.U. CLASS IV.

Item 20. *Fixation of rates for Task Work earnings in Decimal coinage.*

This item was not discussed owing to the absence of the Union's representatives.

A.I.R.M.S.E.U. CLASS III

Item 21. *Tiffin room for the staff of Pathankot R.M.S.*

The D.G. informed the Union that the standard prescribed under para 558-A (1) (IV) of P&T Manual Volume II for putting up of the tiffin room, was not satisfied in the case of Pathankot. As such there was no justification for a separate refreshment room for the sorters there.

FRESH ITEMS

N.F.P.T.E.

Item 1. *Grant of Bhilai compensatory (construction) allowance to the P&T staff—Extension of the allowance beyond 31.3.59*

This has already been discussed vide item 10 above.

Item 2. *Constitution of an Appellate Tribunal in P&T Department for settling all punishment cases.*

This item was not included in the agenda.

A.I.T.E.E.U. CLASS III

Item 3. *Officiating arrangement in the Engineering arm.*

The Union's complaint in this connection was that there was always a lapse of long periods amounting to two years in between the availability of vacancies and their filling up by the qualified candidates after due training. They also mentioned that there was a large number of vacancies lying unfilled on this account in the cadres of Engineering Supervisors, Telephone inspectors, Mechanics etc. They desired that departmental officials who had passed the test may be appointed against those vacancies until their own turn for training came. The D.G. agreed to have this case looked into as to whether the Department could not step up its programme of training to catch up with the requirements of vacancies.

Item 4. *Channel of communication.*

The D.G. did not accept the Union's proposal to allow the Sub-Divisional Officers Telegraphs, to grant formal interviews to the local Branch Unions. He, however, agreed that if letters are received by the S.D.Os. from those Branch Unions pertaining to matters within their competence, they should be duly replied to. Necessary instructions to this effect would be issued.

The Union also raised a question of one official being permitted to represent the three Circle Branch

Unions accredited to the P.M.G., Calcutta, the G.M.T., Calcutta and the C.C.T.S., Calcutta. They said that if they were not allowed to do so, the Union's choice for election would be very much restricted because if they want to import a man from outlying places, the same was not permitted. The D.G. said that if an official working at outlying place was elected as an office-bearer, there should be no difficulty in his functioning from that station. He however, agreed to have the Union's request for allowing a single person to represent the three Circle Branch Unions, named above, examined in the Directorate and a reply would be sent to them.

A.I.R.M.S.E.U. MAILGUARDS & CLASS IV.

Item 5. *Duties of packers in the foreign post, Delhi.*

The Union complained that some officials who were recruited specifically as packers were being required to do job of hammals. They said that at the time of recruitment these officials were required to have previous experience of packing and thus their employment on other duties was not justified. The D.G. agreed to have their request looked into.

Item 6. *Promotion to clerical & allied cadre—in Madras.*

The Union explained that some officials belonging to the R.M.S. side were promoted as Clerks on the basis of a common examination held in 1954 for promotion to the clerical and allied cadre and they were absorbed as clerks in an Engineering Division in Madras Circle. The Union's point was that those officials having come from the R.M.S. were not quite suitable for discharging their duties in the Engineering Division, because they were not conversant with the working of the Engineering Divisions. Therefore, they desired their repatriation to parents units. The D.G. felt that though prima facie the demand of the Union did not appear correct on account of the fact that their absorption in the Engineering Division was quite consistent with the instructions then existing, he agreed to have the case further looked into after obtaining the statistics regarding the officials affected by the Union's proposal from the P.M.G., Madras.

A.I.P.E.U. POSTMEN AND CLASS IV.

Item 7. *Promotion of some of the departmental candidates in the Bangalore HO who were approved in 1952 and could not be provided for as Postmen till 1955 for some reason or other.*

The Union's demand was to allow certain officials who had passed examination for appointment as Postmen in the year 1952 but who were actually appointed as Postmen after 11.5.55 to be allowed promotion to the clerical cadre under the incentive orders on the ground that having passed the examination for postmen in 1952, they should have ordinarily got appointed before 11.5.55. In this connection orders of the department are that promotion to clerical cadre under the incentive orders was admissible only to such officials as would pass the matriculation examination during service. This was relaxed only in the case of persons who had already passed the Matriculation Examination and who entered service before 11.5.55. The D.G. therefore, replied to the Union that candidature

(Contd. on facing page bottom.)

FEDERATION'S PROTEST AGAINST

Increased Working Hours on Saturdays

[Letter No. F/47(Saturdays) dated 29-12-59 to D.G.P&T]

THIS Federation learns with dismay that the Department has issued orders increasing the working hours on Saturdays in all offices which were observing hitherto half-holidays on all Saturdays. According to the present orders the working hours on all Saturdays, except the last Saturday in the month, will be as on week days. The Federation lodges its emphatic protest at the arbitrary and unreasonable orders of the Government increasing the working hours of the concerned staff.

These orders have caused widespread resentment amongst the employees. The atmosphere in these offices is, consequently, apprehended to be surcharged. Whatever be the purpose of the orders, in such a situation it will prove detrimental to the interest of the service.

If this order is implemented the employees will have to work forty-one half Saturdays more in the coming year. No compensation at all has been offered for this additional number of work-days. Therefore it introduces in effect a cut in wages. No section of the staff will be prepared to accept this indirect cut.

I would draw your attention to para 25, Chapter XXXV of the Report of the Pay Commission, which reads as follows :—

"In the offices, however, the present standard net hours—36 a week—can, we think, be fairly conveniently worked in alternating weeks of five and six days instead of the

present 5½-day week. Under the present arrangement on every Saturday a large proportion of the staff have to spend about two hours travelling in order to put in 3½ hours' work. If, instead, every alternate Saturday is made a full working day, and the other a complete holiday, the total hours of work a fortnight would remain unaffected, and the staff would be saved about four hours' travelling and, in many cases some expenses every month. Such an arrangement is likely to be particularly satisfactory in offices located in the larger towns where travel between residence and place of work takes time. We accordingly recommend that for office staffs who at present work a five-and-a-half-day week, alternate Saturdays should be full working days and full holidays."

In no case the existing working hours should be increased. Our demand is already there for decrease in working hours which should be given due consideration.

It is clear that the Commission has not recommended any increase in the average weekly working hours. The system of alternate Saturdays as holidays and full working days was to replace the present system.

In the face of these recommendations the present orders of the Government appear as arbitrary and unreasonable.

In the circumstances I would request you to have the said orders cancelled forthwith.

(Contd. from facing page)

of a person could not possibly entitle him to the same rights and privileges as must be available to one already appointed. The D.G. stated that the Union's demand was basically unjustified and there was no reason for its acceptance.

Item 8. *Change in the procedure for recruitment of outside candidates for Postmen cadre.*

The Union was told that the decision to recruit officials through the Employment exchanges was in consonance with the latest policy of Government which requires enlargement of the scope of the Employment exchanges. Nevertheless, D.G. agreed to have the case examined as to whether applications from the dependants of the employees could be accepted direct by the Department along with the nominees of the Employment Exchanges.

A.I.P.E.U. CLASS III

Item 9. *Appointment of Town Inspectors.*

This was excluded from the Agenda.

Item 10. *Fixation of pay of temporary P.O. clerks entertained before 15.9.45 and deputed for training in Telegraphy as Postal Signallers before 10.4.47.*

This would be included in the next monthly meeting.

A.I.T.T.E.U. CLASS III

Item 11. *Request for supply of second Five Year Plan estimates and detailed schedules relating to the P&T.*

Item 12. *Administrative irregularities in Kanpur C.T.O.*

Not discussed owing to the absence of the Union representatives.

LETTERS TO H.M.

Supply of a copy of the Telegraph Enquiry Committee Report.

[No. F/51 (TEC) dated 6.1.60.]

I am to invite a reference to this office letter of even No. dated 11-4-1959 asking for a copy of the report of the Telegraph Enquiry Committee which was acknowledged under your office No. IR-Union (SR)-2015/59 dated 15-4-1959 and to request you kindly to issue necessary instruction for supplying the same.

With your office letter No. 16-56/58-TE (Pt.) dated 24-4-1959 only a copy of summary of the report of the Telegraph Enquiry Committee was supplied whereas my Federation is urgently in need of copy of the full report for study and offering proper comments.

I would, therefore, once again request you to supply this Federation a copy of the full report of the Telegraph Enquiry Committee exoditionally.

Grant of C.A. to the P&T staff working in Camp areas in Bangalore.

[No. F/12 (Conv. Allee) BG dated 4.1.60]

I am to invite a reference to the correspondence ending with your office letter No. PE. 26-19/55-P&A dated 25.9.59 and to say that as the Pay Commission's report has since been submitted, the case may now be reopened and necessary orders issued.

In this connection I am to draw your attention to recommendations of the Pay Commission made at para 65 of Chapter XXXIV of the Report. The Commission have recommended to ease the difficulties of the staff who have to remain in big cities and to travel long way for attending offices which are situated in localities where housing accommodation is not available.

My Federation would once more request you kindly to expedite a decision which has been pending for a long time.

Monthly meetings at Circle levels

[No. F/29 (MM)/I/Part II dated 31.12.59]

I am enclosing copies of my letter of even No. dated 27-10-1959 addressed to the D.G. P&T and his reply No. 16-14/59-SR dated 28-11-1959. The D.G. P&T has rejected the request of the Federation for extending the period of monthly interviews from 5 hours to 7 hours.

The extension of time has been asked for with a view to have thorough and full discussions on all the items on the agenda. The present period of five hours allotted between 13 items of all the 9 Unions together is found to be insufficient. Specially in the major Circles some of the Union representatives find it difficult to have such discussions.

Further in addition to the two items per Union quite often other important issues might have cropped up necessitating personal discussions across the table. Only an extension of the present stipulated period of five hours to, at least, seven hours, can satisfy all the demands on time.

Therefore I would request you to pass on favourable orders in the matter.

Upgrading of Raipur to 'C' Class for the purpose of H.R.A.

[No. F/12 (HRA)/Raipur dated 3.1.60]

I am to invite a reference to this office letter of even No. dated 3.12.59 acknowledged vide your office No. IR-Union (SR)-6470/59 dated 7.12.59 and to request you kindly to convey your decision in the matter very early.

In this connection I am to refer you to the recommendations of the Pay Commission for grant of H.R.A. in very exceptional cases where there is evidence of prevalence of specially high rent. Moreover, the population of Raipur has gone abnormally high and the State Government is also reported to have certified that its population was above 100,000 in 1958. Therefore on all accounts Raipur deserves to be classified as a 'C' station for the purpose of drawal of H.R.A.

Early issue of favourable orders will be appreciated.

Grant of hill allowance, house rent allowance etc., to P&T staff at Mercara.

[No. F/12 (Allee)/MRC dated, 3.12.59]

With reference to the correspondence ending with your office letter No. 12-26/57-P&A dated 12.10.57 I am to request you kindly to review the matter and take steps to sanction hill allowance, house rent allowance etc. to the P&T staff stationed at Mercara.

The station is situated in a remote locality on a hill top. Therefore it deserves special consideration.

I hope you will look into this case sympathetically and do justice to the officials.

Grant of H.R.A. to P&T Staff at Gauhati.

[No. F/12 (HRA)/GH dated 7-1-60.]

I am to invite a reference to this office letter No. F/12 (HRA)/ASM dated 13.5.57 on the subject noted above and to your office No. 23-0/57/P&A dated 16.7.57 and to request you kindly to expedite a decision in the matter.

It is true that the population of Gauhati is not 1 lakh but there are other reasons such as acute housing shortage owing to which house rents are higher than in cities with much larger population. According to

(Contd. Overleaf bottom)

LETTERS TO D.G.P&T

Supply of one Man E.D. Committee's Report.

(No. F/34 (EDA) dated 4.1.60)

I am to draw your attention to this office letter of even No. dated 3rd December 1959 to which no reply has yet been received and to request you kindly to see your way to send a copy of the Report.

Although the report was submitted more than a year back, the beneficial recommendations contained therein have not yet been given effect to.

I would request you kindly to move the Government in this respect and see that orders giving effect to the recommendations are issued forthwith.

The Extra-departmental staff all over India have become very much discontented over withholding publication of the Report of the E.D. Committee especially when the Report of the Pay Commission is out.

I would therefore request you kindly to see your way to have the Report published at an early date.

Telegraph Office Building in Jammu

(No. F/30 (TM/CTO) dated 29.12.59.)

I am enclosing a telegram O/RI dated 28-12-1959 from the Secretary, All India Telegraph Traffic Employees Union-Class IV, Jammu Tawi.

In that Telegraph Office 30 Class III and 17 Class IV officials are working. Not only there is dearth of accommodation but the messengers and other officials have no dormitory, waiting room, cycle-stand etc. It appears from the telegram that the present repair-works do not include construction of any of these. I will be happy to know if these extension works are envisaged under some other head of expenditure and that the same would be expeditiously completed. However, what matters to the staff

Letters to H.M.—(contd.)

the survey made by the Labour Bureau in 1953 the average monthly rent at Gauhati was Rs. 14/83 Therefore Gauhati deserves special consideration to be upgraded to 'C' Class station.

In this connection your personal attention is drawn to paras 7 & 8 of Chapter XXXIV of the Pay Commission's Report in which Gauhati has been specifically mentioned for special treatment.

My Federation would therefore request you kindly to cause issue of early orders for upgrading Gauhati to 'C' Class station for the purpose of drawal of H.R.A.

is the lack of these amenities. I would request you to look into the matter as early as possible so that these can be provided without delay.

Lieu Holidays

(No. F/44 (b) dated 18.12.59)

I am to say that at present in the Bombay Circle Ganesh Chaturthi and Shivratri are observed as lieu holidays in Post Offices. I am desired by the Circle Unions to approach you with the suggestion that Bikram Samvat be allowed to be observed as a Postal holiday for Bombay Circle.

As in fact in entire Gujrat side the people prefer to observe Bikram Samvat with greater reverence it will only be proper and justified if Bikram Samvat is declared as a lieu holiday in place of Shivratri in 1960.

An early action in the matter will be appreciated.

Sanction of Mela Allowance to P&T staff at Allahabad.

(No. F/12 (Mela Allow) dated 19.12.59)

I am to bring to your notice that the Ardh Kumbh will be observed at Allahabad during the months of January and February, 1960. As a consequence, there will be a large influx of pilgrims in Allahabad and the prices of all essential commodities will rise sharply creating any amount of financial burden on the P&T employees during this period.

I would therefore request you kindly to cause issue of necessary orders sanctioning Mela allowance for the two months of January and February 1960 for the local P&T employees as well as for those posted from out-stations as was done at the time of the Kumbh Mela in 1954.

An early action in the matter will be appreciated.

Upgrading of Amritsar to 'B' Class for the purpose of H.R.A. and C.A.

[No. F/12 (HRA)/ASR dated 7.1.60]

I am to invite a reference to this office letter of even No. dated 3.12.59 on the above subject acknowledged vide your office No. IR-Union (SR)-6489 dated 7.12.59, and to request you kindly to expedite a decision in the matter.

In this connection your personal attention is drawn to para 7 of Chapter XXXIV of the Pay Commission's Report wherein city of Amritsar has been mentioned for special treatment. I would therefore request you kindly to cause issue of early orders for upgrading Amritsar to 'B' Class station for the purpose of drawal of H.R.A. and C.A.

LETTERS TO H.M. & D.G.P&T - A GIST

Concessions to P & T officials who would be transferred owing to creation of new Circles :

Request for consideration of the demands formulated in the Jaipur Federal Council session in view of formation of Mysore Circle shortly.

(No. F/22 (Cle)/II dated 17.12.59 to H.M.)

Upgrading of Nasik as "C" Class station for drawal of H.R.A.

(No. F/12 (HRA)/Nasik dated 22.12.59 to H.M.)

Upgrading of Tuticorin to "C" class for the purpose of drawal of H.R.A.

(No. F/12 (HRA)/Tuticorin dated 3.12.59 to H.M.)

Upgrading of Nellore as a "C" class station for the purpose of drawal of H.R.A.

(No. F/12 (HRA)/NLR dated 3.12.59 to H.M.)

Upgrading of Patiala to "C" class station for the purpose of H.R.A.

(No. F/12 (HRA)/Patiala dated 3.12.59 H.M.)

Upgrading of Faizabad to "C" class for purpose of H.R.A.

(No. F/12 (HRA)/FZ dated 3.12.59 to H.M.)

Upgrading of Belgaum to "C" class for the purpose of H.R.A.

(No. F/12 (HRA)/Belgaum dated 3.12.59 to H.M.)

Upgrading of Kakinada to "C" class for the purpose of H.R.A.

(No. F/12 (HRA)/Kakinada dated 3.12.59 to H.M.)

Upgrading of Amraoti to "C" class for the purpose of H.R.A.

(No. F/12 (HRA)/Amraoti dated 3.12.59 to H.M.)

Upgrading of Raipur to "C" class for the purpose of H.R.A.

(No. F/12 (HRA)/Raipur dated 3.12.59 to H.M.)

Upgrading of Amritsar to "B" class for the purpose of H.R.A. and C.A.

(No. F/12 (HRA)/ASR dated 3.12.59 to H.M.)

Upgrading of Madurai to "B" class for the purpose of H.R.A. and C.A.

(No. F/12 (HRA)/Madurai dated 3.12.59 to H.M.)

Upgrading of Jaipur and Indore to "B" class for purpose of H.R.A. and C.A.

(No. F/12 (HRA)/Jaipur/Indore dated 3.12.59 to H.M.)

Upgrading of Agra to "B" class for the purpose of H.R.A. and A.C.

(No. F/12 (HRA)/Agra dated 3.12.59 to H.M.)

Upgrading of Madras to "A" class for the purpose of H.R.A and C.A.

(No. F/12 (HRA)/MS dated 3.12.59 to H.M.)

Upgrading of Delhi to "A" class station for the purpose of H.R.A. and C.A.

(No. F/12 (HRA)/Delhi dated 3.12.59 to H.M.)

Permanency of temporary posts of non-gazetted staff :

Applicability of the orders issued under directorate No. 43-1/59-PE dated 30.11.59 to the offices of the A.O.T.R.

(No. F/9 (e) dated 19.12.59 to D.G.)

Grant of compensatory (construction) Allowance to P&T staff at Hathidah :

Extension of the allowance to staff at Garhara.

(No. F/12 (CA)/Hathidah dated 31.12.59 to D.G.)

LETTERS FROM DIRECTORATE

Relaxation of foreign allowance of India Based non-representational staff posted at Kathmandu.

No. PE 43-22/56-P&A dated 24-12-1959.

The President is pleased to decide that the orders contained in the Ministry of External Affairs letter No. F.36/6 E. III-57 (iii) dated 3-4-57 on the above subject may also be made applicable to the P&T staff working in Nepal on the same terms and conditions and from the same date namely 1-4-57.

Postmen, Linemen and other similar staff who have been specially given Class III status will however draw the allowance granted to Class IV and Chauffeurs mentioned in the above orders.

The expenditure is debitable to the head 'Allowances, Honoraria etc.' in the relevant Abstracts and should be met from the sanctioned grant.

Copy of the O.M. referred to above :-

In supersession of all previous orders on the subject, I am directed to say that the President is pleased to sanction the following revised rates of foreign allowances for the India-based non-representational staff and Class IV servants of the Embassy of India, Kathmandu.

	* Married Rs. p.m.	Single Rs. p.m.
1. Registrars (Officers of Grade II of C.S.S.)	280/-	205/-
2. Personnel drawing basic pay exceeding Rs. 500/- p.m. other than Registrars	220/-	170/-
3. Personnel drawing basic pay of Rs. 500/- or less.	250/-	100/-
4. Class IV servants	130/-	100/-

*Married "as defined in this Ministry's letter No. F.2-66/EI 54, dated the 2nd March, 1955 and as amplified subsequently in Memorandum No. F.5-63/EI-55 (C.O.23/55) dated the 26th July, 1955.

2. The Foreign Allowances of personnel drawing basic pay exceeding Rs. 500/- p.m. other than Registrars will be subject to marginal adjustment in such a manner as may bring their pay plus foreign allowance upto the following minima :-

Married	Rs.750/-p.m.
Single	Rs.600/-p.m.

3. Such members of the India-based staff as are in receipt of a basic pay of less than Rs.150 per month will be entitled to an additional foreign allowance equal to the amount by which their basic pay falls short of Rs. 150/-.

4. These orders take effect from the 1st April, 1957.

Grant of compensatory (city) and house rent allowance to P&T Staff working at Bamrauli, Tiruchirappally and Raja Sansi Aerodromes.

No. 31-5/59-P&A dated 10.12.59.

The President is pleased to decide that the P&T staff working at stations mentioned below but residing within the limits of the neighbouring city mentioned against each, owing to the lack of residential accommodation at those places may be granted house rent allowance at the rates admissible at the neighbouring city.

2. The grant of the allowance mentioned in para 1 above will be subject to the following conditions,

(1) The Head of the office should certify in each case that the residential accommodation is not available at the place of duty and that the Government servant concerned is compelled solely for this reason to reside within the limits of the neighbouring city.

(ii) The allowance will be withdrawn as soon as residential accommodation is provided at the place of duty.

The expenditure is debitable to the head "Allowances Honoraria" etc. under the relevant abstracts and should be met from the sanctioned grant.

4. These orders have effect from the date from which the allowances were extended to the staff of Civil Aviation & Indian Meteorological Departments or the date of posting of the P&T Staff in those localities whichever is later.

Name of Aerodrome	Name of City.
1. Bamrauli.	Allahabad.
2. Raja Sansi	Amritsar.
3. Tiruchirappalli	Tiruchirappalli.

Grant of compensatory allowance and other concessions to the P&T Staff working in Naga Hills and Tuensang Area.

No. 41-16/59-P&A dated 17-12-59.

The President is pleased to sanction the grant of compensatory allowance, rent free accommodation and equipment allowance to the P&T Staff working in Naga Hills Tuensang Area with effect from 1-3-58 on the same terms and conditions on which similar allowances and concessions are sanctioned to the P&T staff working in N.E.F.A. as contained in this office letter No. PE 8-9/54 dated 26-8-55.

2. The allowance and concessions sanctioned in para 1 above are in replacement of the allowance drawn by the P&T staff working in Naga Hills Tuensang Area under para 1 and the Ministry of Finance O.M. No. 2 (25) E. II (B)/56 dated 26.7.56, copy forwarded with this office letter No. PE. 12-15/55 P&A dated 10-8-56 and 28.11.56. The payment of the said allowances already made since 1-3-58 will be adjusted against the concessions sanctioned in para 1 above.

3. The expenditure is debitable to the head allowances, Honoraria etc under the relevant Abstracts and should be met from the sanctioned grant.

Grant of special pay under FR 9 (25) (c) to the P&T staff in Periyar Project area.

No. 41-23/59-P&A dated 2-12-59.

In supersession of the orders contained in this office letter No. 12-6/58 P&A dated 23. 8. 57 on the above subject, the President is pleased to sanction under para 9 (a) (1) of the late F.D.O.M. No. F. 6 (1) Est (Spl)/47 dated 31-7-57 to the P&T staff working in Periyar Project area, special pay at the rates contained in Ministry of Finance letter No. 13(67)Admn II/56 dated 23. 1. 57 addressed to Comptroller and Auditor General of India.

2. These orders will take effect from the date of posting of P&T staff in the Periyar Project or the date of sanction of similar allowance to the staff of the Comptroller and Auditor General working in the Project whichever is later and will remain in force up to 8-6-58.

3. The expenditure is debitable to the relevant heads in the relevant Abstracts and should be met from the sanctioned grant of the current year.

Grant of Compensatory (Hill) allowance to the P&T Staff working at Drass.

No. 42-15/58-P&A dated 2-12-59.

Reference: Your letter No. HBM-13000 dated 1-4-59.

The President is pleased to sanction the grant of Compensatory (Hill) allowance at 25% of pay to non-gazetted P&T Staff working at Drass in Leh District of Jammu and Kashmir State.

2. These orders will take effect from the date of posting of the P&T Staff at Drass.

3. The expenditure is debitable to the head "Allowances, Honoraria etc." under relevant abstracts and should be met from the sanctioned grant.

Fixation of pay and counting of entire period of past service of staff both Class III & IV brought on to regular establishment from industrial establishment.

No. 4-153/59-P&A dated 10-12-59.

With reference to your letter No. F/11 (DRW)/S&W dated 14-11-59 addressed to the Minister for Transport and Communications, Government of India, on the above subject, I am directed to state that second word viz. "out" occurring in line 8 of para (iii) (a) is a mistake for the word "not". Another copy of this office letter No. 215-16/56/P&A/Pt. I dated 12-11-59 is enclosed.

2. The exact intention of proviso (2) to para (iii) (b) and proviso (1) of para (v) of this office letter referred to above is clarified below:—

Proviso (2) to para (iii) (b)

The intention of the above proviso is that when an employee working in a higher non-industrial post is reverted to a lower industrial post, which was previously held by him (prior to his appointment to higher non-industrial post) the official concerned on revision to lower industrial post will be granted the benefit of officiating or temporary service rendered by him in higher non-industrial post for the purpose of granting increment in the lower industrial post provided the scale of pay attached to the lower industrial post/grade to which he is reverted is the same that was applicable to the lower industrial post previously held by him.

SWAMY'S GUIDE BOOKS

(Books that readers love, officers appreciate, examiners admire)

- | | |
|---|-----------------------|
| 1. Swamy's Compilation of C.S.R. & L.P.R. | Rs. 6.75 |
| 2. Swamy's Compilation of LIBERALISED PENSION RULES | 1.25 |
| 3. F.R. & S.R. MADE EASY Books I, II & III | Rs. 2.00, 2.50 & 2.75 |
| 4. PENSION RULES MADE EASY (Await April 1960 Edition) | 3.00 |
| 5. PRECIS & DRAFT MADE EASY | 5.00 |
| 6. QUESTION PAPERS—P.O. & R.M.S. Accounts | 1.75 |
| 7. QUESTION PAPERS—IPOs & IRMs | 1.75 |
| 8. QUESTION PAPERS—P&T Accts. Part I (except precis) | 1.75 |

Postage extra. Advance Rs. TWO required with V.P.P. Orders.

Copies may be had from :

SUNDERDAS GIAN CHAND

Agents, Govt. Publications.
Nazir Building, Calicut St. Bombay-1.

Proviso (2) of para (V)-p.3

The intention is that initial pay of an industrial/non industrial employee on his promotion to a industrial/non-industrial post in which he had officiated on a previous occasion, will be fixed at a stage, which is not less than the pay last drawn by him in the previous post subject to the condition that the scale of pay attached to the post to which he is promoted is the same as was applicable to the post previously held by him.

Review of special pay under FR 9(25) (c) of the P & T staff stationed in Madras, Mysore & Cochin etc.

No. 12-16/57-P & A dated 24-12-59.

The President has been pleased to decide that 'Jaddangi' may be included in the statement of places appended to this office memo No. PE.9-18/50 dated 21-1-51.

2. These orders take effect from 1-11-1953.

3. The expenditure is debitable to the head "Pay of Establishment—Permanent or Temporary", as the case may be under relevant abstracts and should be met from the sanctioned grant.

Review of special pay under FR 9(25) (c)

No. 30-31/59-P&A dated 24-12-59.

The President is pleased to sanction the grant of special pay under FR 9(25)(c) at the rates contained in this office letter No. PE.9-9/49 dated 25-5-51 to the P & T staff working in three localities shown below from the dates shown against each.

- | | |
|----------------|--------|
| (1) Falakata | 1-8-49 |
| (2) Sisubrihat | 1-8-49 |
| (3) Silbarihat | 6-5-54 |

2. These orders supersede the orders contained in this office letter No. PE.8-10/50-P&A dated 2-12-58.

3. The expenditure is debitable to the head 'Pay of Establishment—Permanent or Temporary' as the case may be under relevant abstracts and should be met from the sanctioned grant.

Interim relief—Grant of—extra departmental employees of the P & T Department.

No.35-16/58 P&A dated 24-12-59.

Ref: Correspondence ending with Shri M. Dayal's D.O. letter No.E.12.275.M/IR/Ch. 11/61 dated 28-1-59.

The President is pleased to decide that the interim relief of Rs. 2/- (Rupees two only) p.m sanctioned in the Ministry of Transport & Communications letter No. 17/18/57 P&A dated 20-1-58 may be paid to all the Extra Departmental employees in the Department except those who are also Central Government employees and are already in receipt of interim relief of Rs. 5/- p.m. in that capacity.

2. The restrictions laid down in this office letter No. PE.35-5 5 dated 18.10.55 will not apply so far as this interim relief of Rs. 2/- is concerned.

Festival Advance.—deference of recovery

No. 14 143/59-P&A dated 30-11-1959.

I am directed to refer to your letter No. F/44 (Fest. Advance)/1 dated 7-11-59 on the above subject and to state that the case has been carefully considered but the Government regret their inability to agree to the suggestion of the Federation.

**LATEST HELP BOOKS by Narain Prasad
For I.P.Os. & I.R.M. EXAMINATIONS**

- I.P.Os EXAMINATION VOL. I [Solved Papers I & II 1939-1959 with 200 Test Questions.] ... Rs. 4.50
- I.P.Os. EXAMINATION VOL. II [Solved Papers III (Accounts) 1939-59 with Typical Questions] ... Rs. 5.00
(Equally helpful for P.Os, R.M.S. & Telegraphs Accountants)
- I.P.Os. EXAMINATION VOL. III. [Solved Papers IV (Law) 1939-59 with typical Questions and a wide range of General Knowledge for Paper V] ... Rs. 6.00
- Supplements to Vols. I & II [Solved Papers 1959] also available separately @ 50 nP. & 25 nP. respectively
For P & T Accountants Service Examination Part I
- Solved Papers III, V & VII (1941-57) By K.M. Singhal ... Rs. 3.00
 - 1. A Guide to Postal Confirmation Examination
 - 2. A Guide to Departmental Examination (for Clerks)
 - 3. Duties of Post Office & R.M.S. Officials

(Postage, Packing Extra)

Available from :

PRASAD PUBLICATIONS
22, Ramnagar, Meerut (U. P.)

Sanction of Compensatory (Constn.) allowance to the P & T staff at Panposh & Barsua

No. 30-4/59-P&A dated 19.12.59

I am directed to refer to your letter No. F/12(CA) Rourkela-I dated 20.11.59 on the above subject and to say that Post Office at Panposh was in existence before the commencement of Rourkela Project. According to the policy of the Government compensatory (construction) allowance is sanctioned on only those non project staff (like P & T) who are posted in offices specifically opened to cater to the needs of the Project. Your proposal that the P & T staff at Panposh may be sanctioned compensatory (construction) allowance, it is regretted has not been accepted.

Grant of flood relief to the P & T staff at Assam—Recovery of Advance.

No. 11-7/59-P&A dated 10.12.1959

I am directed to refer to letter No. F/18(FR)/ASM dated 7.11.59 from National Federation of P & T Employees, on the above subject and to state that the case has been considered carefully again by the Government but they regret their inability to agree to the suggestion made by the Federation.

Victimisation of P & T staff of Madras Circle under Rules 4(A), 4(B) etc. of C.G.S. (Conduct) Rules

No. 11-1/59-SR dated 10-12-59

With reference to your letter No. F/16(CR)/MS dated the 5th November, 1959, I am directed to inform you that the Director-General had informed the Federation in the meeting with the Minister (T&C) held on the 22nd April 1959 that it was not possible for him to interfere in the course of disciplinary proceedings and appellate proceedings, but if petitions were submitted to him they would be examined on merits. In view of this, no action was called for on this item. The Postmaster-General, Madras had also reported that due action had been taken on appeals received in time in cases where punishments were imposed. It was therefore stated in the Standing Committee that it was believed that the matter had been satisfactorily settled.

Retention of ex-Burma Posts and Telegraphs officials beyond 55 years.

No. 135/5/59-SPB-II dated 14.12.1959.

I am directed to refer to letter No. F/13 (Ex-Burma) dated the 28th October, 1959, from the Secretary General, National Federation of P & T Employees, to the Minister for Transport and Communications, on the above subject. In reply I am to state that the proposal to retain ex-Burma employees in service beyond 55 years of age has been carefully considered by Government, and they find no justification to agree to the same.

Issue of quasi-permanency certificates.

No. 31/19/59-SPB-II dated 2.12.1959.

I am directed to refer to letter No. F/9(e) dated the 29th October, 1959 from the National Federation

of P & T Employees to the Minister for Transport and Communications, and to say that the suggestions contained therein have been considered by Government but it has not been found possible to accept them.

Confirmation Examination of clerks/sorters—Request for increase in number of regular chances.

No. 63/26/58-SPB-I dated 9.12.1959.

With reference to your letter No. F/9(f)/Dptal dated the 25th November 1959 on the above subject to the Minister for Transport and Communications, I am directed to say that candidates who were appointed to the clerical cadres prior to 27th January 1959 are entitled to the six chances to pass the confirmation examination. Persons who are appointed after that date are required to pass the examination in four chances within three years of their appointment. Your proposal for increasing the number of chances from 4 to 6 as also to extend the period from 3 to 4 years in respect of the persons who are appointed after 27th January 1959 has been considered by Government and they do not find any justification to revise the existing orders. They have, therefore, rejected your proposal.

Permanency of temporary posts of non-gazetted staff.

No. 43-1/59-PB dated 30.11.1959.

It has been decided with the concurrence of the Ministry of Finance (Communications) that temporary non-gazetted posts should be made permanent on the following basis viz.,

- (a) These orders will not apply to such posts in the offices of the Accounts Officers Telephone Revenue.
- (b) In Circle Offices and other Administrative Offices, 50% of the temporary posts which have been in existence for over two years on the 1st March 1959 and are required on a permanent basis may be made permanent subject to the condition that the remaining temporary posts will not be less than 10% of the total strength of each cadre as on 1st March, 1959 and also that the resulting number of permanent posts in each cadre does not exceed the number worked out in accordance with staff standards sanctioned on the recommendations of the Establishment Standards Committee.
- (c) In the remaining offices, except in the P & T Mail Motor Service, all operative as well as non-operative temporary posts of more than two years' duration on the 1st March 1959 required on a permanent basis, will be eligible for permanency. It should, however, be ensured that after making such posts permanent, the number of temporary posts in these cadres will not be less than 10% of the total number of permanent and temporary posts existing on 1.3.59.
- (d) The temporary posts in the P & T Mail Motor Service for which standards have not been prescribed, will be made permanent

in accordance with procedure in clause (b) above. In respect of the temporary posts for which standards have been prescribed, the procedure set out in clause (c) above will apply.

2. In calculating 10% temporary posts, all fractions should be rounded off to the next higher integer.

3. Posts created for specified jobs of a temporary nature will not be included. In this connection a reference is invited to the illustration given in this office Memo No. 43/3/57-PE, dated 29-6-1957. The posts in establishments which are transitory, temporary or experimental in character and those which are related to specific projects, e.g. Calcutta Project, Bombay Project etc. etc. shall also not be covered by these orders and should not, therefore, either be taken into account or be made permanent.

4. Immediate action may now be taken to implement the decision in respect of the posts which you are competent to create. In respect of posts for which Director-General's or the President's sanction is required, proposals should be sent to this office.

5. The orders in para 1 (c) and 1 (d) shall also be followed during subsequent years in respect of the permanency of temporary posts of more than two years' duration on the 1st March of every year.

Fixation of seniority—Preparation of Circle and Divisional Gradation Lists of clerical and allied cadres.

No. 45/17/57-SPB-II dated 20.11.59.

I am directed to refer to your letter Nos. GP/1-55 and GP/1-55 (G.L.) dated the 14th September, 1959 and 10th October, 1959 respectively and to state that your contention that prior to the issue of this office letter No. 45/17/57-SPB dated the 30th April, 1959 the seniority of all officials in the clerical cadre in Divisions as well as in Circles was fixed according to the length of service in the grade is not correct. Prior to 1949, the seniority of officials of this Department used to be fixed according to date of confirmation. In this connection attention is invited to Rule 32-E of P & T Manual Volume IV. The orders for fixing seniority on the basis of length of service in a grade or in equivalent grade (which meant service in any grade in which pay drawn was above the minimum of the scale) were issued in special circumstances and cannot be continued indefinitely. It is no doubt true, that in some Divisions permanent vacancies might have occurred earlier than others, but this aspect was duly considered before the orders dated the 30th April, 1959 were issued. It has been found that the method of fixing seniority in the Circle Gradation Lists according to dates of confirmation of the officials would involve less injustice both to the Departmental as well as outside candidates and would also cause less complications in preparing the Circle Gradation Lists. These orders are merely the re-iteration of our previous orders and the question of change of service conditions of the officials is, therefore, not involved therein. In view of this, I am to state that there is no question of holding in abeyance the orders in question.

Seniority for appointment to the posts of Post Office and R.M.S. Accountants.

No. 9/12/58-SPB II dated 18.12.1959.

A reference is invited to Rules 276 and 276-A(a) of P&T Manual, Volume IV, according to which appointments to the posts of Time Scale Accountants and Lower Selection Grade Accountants in Post Offices and R.M.S. are made from those officials who have passed the Post Office/R.M.S. Accountants' Examination in the order of their seniority in the clerical cadre. The question of revising the basis for appointment to these posts has been under consideration for some time past and it has now been decided as follows:—

(a) **Time-Scale Accountants** :—These are allowed posts and do not form a separate cadre. Appointments to these posts will, as at present, continue to be made from amongst such officials as have passed the Post Office/R.M.S. Accountants' Examination, according to their seniority in the Divisional Gradation List. When an official has been appointed in a regular vacancy of a Time-Scale Accountant or Assistant Accountant, he will not be displaced by a senior official, who may qualify in the examination subsequently. The senior official in such a case will have to wait for the occurrence of a clear vacancy.

(b) **Lower Selection Grade Accountants** :—This is a separate cadre and appointments to this cadre are made on a Circle basis. Appointments to these posts will, from the date of issue of these orders, be made according to the year of passing the Post Office/R.M.S. Accountants' Examination. Those qualifying in the same year will be appointed in the order of their seniority in the clerical cadre. These orders will not affect the seniority of officials, who have already been confirmed as Lower Selection Grade Accountants. Officials who were appointed before the issue of these orders against regular vacancies and are awaiting confirmation in their posts will continue to officiate in their posts. They will, however, be confirmed in their turn in accordance with the revised orders. For this purpose, the seniority of all officials who have passed the Accountants' Examination whether officiating or not will be refixed in accordance with the present orders.

Officiating arrangement in vacancies of two months duration or less.

No. 33/16/50-SPB-II dated 1-12-1959

I am directed to refer to the Ministry of Finance Office Memoranda No. F. 12 (45)-Est. III/51 dated 8th June, 1956 and the 19th March, 1956 and No. F44 (29)-ESTT II/59 dated the 22nd September, 1950 and to say that in supersession of the orders issued in the Ministry of Communications letter No. SPB 60-1/55 dated the 25th March, 1957, as amended from time to time, the President has been pleased to relax the restriction on making officiating arrangements in vacancies of two months' duration or less, in respect of vacancies in the cadres mentioned in the attached statement, subject to the following conditions:—

(1) Officiating arrangements in vacancies of two months' duration or less, may be made in these cadres if the

authority competent to make officiating appointment to the post is satisfied that the nature or state of work of the officer whom it is proposed to appoint is such as would not a limit of a combination of posts and the officer is competent to perform full duties of the vacant post; or when the nature or state of work in the vacant post is such as cannot be managed without a full time substitute.

(ii) In cadres which has leave reserve included in them, the vacancies will be filled up without involving any extra officiating appointments, in accordance with the existing practice.

(iii) No officiating arrangement should be made in a vacancy of less than 14 days, except in respect of the categories of staff mentioned in rule 100 (b) of P&T Manual Volume IV in respect of which, subject to the provisions of that rule, officiating arrangements may be made irrespective of the duration of the vacancy.

(iv) When an officiating arrangement is made for a period of two months or less, the authority competent to issue the order of officiating appointment should incorporate in the order of appointment a certificate in terms of the conditions mentioned in item (i) above.

(v) A certificate in the following form should also be furnished in the Establishment Pay Bills by the Officers when officiating arrangements in vacancies of two months' duration or less have been made:—

"Certified that in cases in which higher officiating pay has been drawn for Government servants officiating in vacancies of two month's duration or less under the orders issued in the Government of India, Ministry of Transport and Communications letter No. 33/16/59-SPB dated the 1-12-59 the instructions contained in sub-para (i), (ii) and (iii) of para 1 thereof have been complied with."

CADRES.

Post Office and R.M.S.

1. Asstt. Superintendents of P. Os and R.M.S. in offices other than Circle Offices.
2. Postmasters, Sub-Postmasters, Dy. Postmaster and Asstt. Postmasters (Non-gazetted) and Branch Postmasters.
3. Inspectors of P. Os. and R.M.S. and Head Clerks to Supdt. of Post Offices and R.M.S. in offices other than Circle Offices.
4. Town Inspectors.
5. Cash Overseers, Mail Overseers, Head Postmen, Sorting Postmen and Reader Postmen.
6. Head Record Clerks and Sub-record Clerks.
7. Clerks and Sorters.
8. Postmen, Village Postmen, and Mailguards.
9. Head Sorters (L.S.G., L.S.G.) Supervisors (L.S.G.).
10. Accountants.

Administrative offices, other than circle office and those of Dist. Managers, Telephone, General Managers, Telephone Workshops, Additional Chief Engineer.

1. Officers in the Lower and Higher Selection grades.
2. Senior and Junior Accountants (P&T)
3. Investigating Inspectors.
4. Caretaker.
5. Drivers.

Telegraph Engineering.

1. Engineering Supervisors or Telegraph Supervisors.
2. Repeater Station Assistants.
3. Telephone Operators.
4. Telephone Monitors.
5. Telephone Inspectors.
6. Line Inspectors.
7. Sub-Inspectors.
8. Mistries and Mechanics.
9. Engine Drivers.
10. Cable Supervisors.
11. Batteryman.
12. Selection Grade Officials.
13. Motor/Lorry Drivers.
14. Inspectors and Sub-Inspectors Watch and Ward.
15. Divisional Accountants.

Telegraph Traffic.

1. Teleprinter and Baudot Supervisors.
2. Telegraph Masters.
3. Testing Telegraphists.
4. Personal Assistants to Telegraph Masters or P.A. to Assistant Superintendent, Instrument Room.
5. Selection Grade officials.
6. Wiromen.
7. Cable Jointers.
8. Telegraphists in charge of D.T.Os.
9. Accountant.

Mail Motor Service.

1. Selection Grade officials including Traffic Inspectors T/C Supervisors.
2. Motor Drivers.
3. Mechanics.
4. Electricians

Counting of joining time for increments

No. 48/13/59 SPB II dated 19-12-1959

A copy of Office Memorandum No. F. 2 (49)-E-III/59 dated the 5th November, 1959 (with enclosure) from the Ministry of Finance (Department of Expenditure), on the above subject is sent herewith for information and guidance.

2. Ministry of Finance O.M. No. F. 10 (20)-Est-III/53 dated the 9th October, 1953 has been incorporated as Clause I of Government of India's decision 2 below F.R. 26 vide correction slip No. 574 dated 24.9.53. A copy of Ministry of Finance O.M. No. F. 2 (10)-E III/59 dated 4th April, 1959 was forwarded to all Heads of Circles etc. under this office No. 48/5/59-SPB dated 8th May, 1959.

Copy of Office Memorandum No. F-2 (49)-E. III/59 dated 5.11.59

The undersigned is directed to refer to this Ministry's Notification No. F. 10 (20)-Est. III/53 dated the 6th October, 1953 (copy enclosed) and Office Memorandum of even No. dated the 9th October 1953, on the subject mentioned above according to which the period of leave on average pay and joining time taken, if any, will count for increments in the scale attached to a post, whether permanent or temporary, in which a Government Servant was officiating at the time of proceeding on leave and would have continued to officiate but for his proceeding on leave and availing joining time, subject to the condition that the leave on average pay/earned leave plus joining time does not exceed 4 months/120 days.

2. In partial modification of the above orders the President is pleased to decide that in the case of officiating Government Servants who have no lien on a permanent post the joining time availed of by them may be allowed to count for increment in the officiating appointments even if the total of leave on average pay/earned leave plus joining time exceeds 4 months or 120 days as the case may be.

3. Consequent on the issue of this Ministry's O.M. No. F. 2 (10)-E. III/59 dated the 4th April, 1959 liberalising the provisions of F.R. 26 (b) in regard to counting of leave for increments in the case of permanent/quasi-permanent Govt. servants officiating for more than three years in a post, the President is pleased to decide that in those cases joining time availed of under clause (b) or (c) of F.R. 105 should count for increments in the time-scale applicable to the post/posts on which the last day of the leave immediately before the commencement of the joining time counts for increment.

4. A Notification amending F. R. 26 (bb) and introducing a new sub-clause (f) to F.R. is enclosed.

Copy of Notification No. F. 10 (20)-E. III/53 dated 6.10.53

In exercise of the powers conferred by the proviso to Article 309 and in relation to persons serving in the Indian Audit and Accounts Department also by clause (5) of article 143 of the Constitution, the President after consultation with the Comptroller and Auditor General as regards the persons referred to above, hereby directs that the following further amendment shall be made in the Fundamental Rules, namely:-

In rule 26 of the said Rules—

In clause (bb), for the sentence "The period of leave on average pay upto a maximum of four months taken at a time counts for increments in the

time-scale applicable to a post in which a Government servant was officiating at the time he proceeded on leave and would have continued to officiate but for his proceeding on leave", the following sentence shall be substituted, namely:—

"The period of leave on average pay including joining time under F.R. 105 (b), if any, upto a maximum of four months taken at a time counts for increments in the time-scale applicable to a post in which a Government servant was officiating at the time he proceeded on leave and in which he would have continued to officiate but for his proceeding on leave and availing himself of the joining time".

To be published in Part II, Section 3 of the Gazette of India

No. F. 2 (49) E. III/59 Government of India

Ministry of Finance (Department of Expenditure).
New Delhi-2, the 5th November, 1959

NOTIFICATION

In exercise of the powers conferred by the proviso to article 309 and clause (5) of article 143, of the Constitution, the President, after consultation with the Comptroller and Auditor-General in relation to persons serving in the Indian Audit and Accounts Department, hereby directs that the following further amendments shall be made in the Fundamental Rules, namely:—

In rule 26 of the said Rules,

(a) in clause (bb), for the first sentence, the following shall be constituted namely:—

"The period of leave on average pay upto a maximum of four months taken at a time counts for increments in the time-scale applicable to a post in which a Government servant was officiating at the time he proceeded on leave and would have continued to officiate but for his proceeding on leave".

(b) after clause (3), the following clause shall be inserted, namely:—

"(f) Joining time counts for increment—

(i) If it is under clause (a) or clause (d) of Rule 105, in the time-scale applicable to the post on which a Govt. servant holds a lien or would hold a lien had his lien not been suspended as well as in the which is received by time-scale applicable to the pay of a Government servant during the period; and

(ii) If it is under clause (b) or clause (c) of Rule 105 in the time scale applicable to the post/posts on which the last day of leave before the commencement of the joining time counts for increment".

Grant of special casual leave to the staff at Calcutta due to strike on 2nd to 4th September, 1959.

No. 54/22/59-SPB-II dated 29-12-1959

The President is pleased to decide that the P & T staff at Calcutta may be granted special casual leave for the day or days they absented themselves during the period from the 2nd to 4th September, 1959 after

the Head of the office concerned has scrutinized each case individually and satisfied himself that the absence was due to disturbed conditions and non-availability of any means of transport.

These orders apply to the staff borne on regular establishment and also to monthly rated workcharged staff including industrial workers.

Withdrawal of Rules 39 & 40 of P & T. Manual Vol : II (Third Edition) and Liberalisation of old Rule 39.

No. 51/24/58-SPB-II dated 24-12-50

In reference to your letter No. F/43(L) dated the 20th October 1959 on the above subject I am directed to say that your proposal to amend Rule 39 of P & T Manual Vol II as now modified has been carefully considered and it is regretted that it cannot be accepted.

In regard to the amendment made to Rule 40, it will be noticed that whereas under the old rule 41 no detailed procedure had been laid down before orders of dismissal were passed against a Government Servant who deserts his post, under the revised rule 40 detailed procedure to be followed has been laid down and ex-parte inquiry is also provided for before final orders are passed against the Government Servant concerned. The amended rule provides greater safeguard and is therefore for the benefit of the staff rather than adversely affecting them.

Delegations to foreign countries

No. 16-22/59-SR dated 9-12-59

I am directed to refer to your letter No. F/20 (China) dated the 25th September, 1959, on the above subject and to say that in March, 1959 the Government of India received two invitations from the Chinese Embassy at New Delhi, on behalf of the All China Federation of Trade Unions. In one of them an invitation was extended to certain unions to attend the May Day Celebrations in Peking and tour China thereafter, whereas in the other it was proposed that a delegate be sent by each of the Unions invited to visit China in April. It was felt by Government that the delegations sent in connection with the May Day Celebrations could also make a good-will tour of China; hence the need for a second delegation did not arise. In these circumstances, it was not considered necessary for a representative of the Federation to be sent to China.

Recognition of the P & T Training Centre Saharanpur Branch of the All India Administrative Offices Employees Association—Class III and Class IV

No. 13-2/59-SR dated 30-11-59

With reference to item III(a) of the minutes of the meeting of the Standing Committee held on the 16th October, 1959 forwarded to your Federation under No. 11-1/59-SR dated the 20th October, 1959, I am directed to say that the question of representation of the directly recruited Class III staff in the P & T Training Centre, Saharanpur has been again examined and after due consideration it is felt that no new situation has arisen to justify a change in our previous decision.

Monthly meetings at circle levels.

No. 16-14/59-SR dated 28-11-59

I am directed to refer to your letter No. F/20 (MM)/I dated the 27th October, 1959 and to say that the present time limit for the monthly meetings at circle levels has been fixed after very careful consideration. It is, therefore, regretted that the request contained in your above letter cannot be accepted.

P&T Members Benefit Society (Medical Aid Section) Asansol—Concessions and financial help.

No. 27/72/59-WL dated 6. 1. 59.

With reference to your letter No. F/46 (Asl) dated the 6th August, 1959 on the above subject, I am directed to inform you that it has been decided after careful consideration that no financial assistance can be given to the Members Benefit Society at Asansol. The Honorary Doctors engaged by the Society cannot also be recognised as A.M. As of the P&T employees. However, the question of opening a departmental dispensary is being examined by the Postmaster-General, Calcutta.

Opening of Departmental Dispensary at Tiruchirappalli.

No. 23/1/59-WL/KW dated 17-12-59.

With reference to your letter No. F/46 (Dis)/Erichy dated the 10th September, 1959 in connection with opening a departmental dispensary at Tiruchirappalli, I am directed to inform you that as already explained in the interview your Federation had with the Director General on 19th August, 1959 efforts are being made to secure suitable accommodation for opening a dispensary at a central place in Tiruchirappalli.

As regards appointment of a lady doctor in the dispensary at Tiruchirappalli, I may inform you that the case shall be considered after the dispensary has been opened at that place.

Promotion to Higher Selection Grade on the Postal side.

No. 4/3/59/SPB-II dated 24-12-59.

With reference to your letter No. F/26 (HSG) dated 25-11-59 addressed to the Minister for Transport and Communications, I am directed to say that Government regret that they cannot accept the proposal to augment promotion of Lower Selection Grade general line officials to Higher Selection Grade on the postal side to the extent of 50% of the posts of Asstt. Superintendents of Post Offices.

Appointment of Hindi teachers.

No. 25-9/58-Hindi Committee dated 3-12-50.

Reference your letter No. F/18 (WE) dated the 4th November, 58 suggesting that part time Hindi teachers may be employed from amongst the staff for teaching Hindi after office hours, I am directed to say that this suggestion was referred to the Government, who after a careful consideration of the case are of opinion that it would not be proper from the administrative point of view to permit full time Government servants to perform part time duties in addition. It is therefore, regretted that your suggestion cannot be agreed to.

Creation of posts of Additional Assistant Postmasters in the larger offices

No. 28/121/58-PE dated 28-12-59

In order to make supervision more effective, the question of strengthening the supervisory cadre in operative post offices has been under consideration for some time past. The President has now been pleased to decide that with a view to affording relief to Postmasters in the discharge of their existing supervisory duties, posts of additional Assistant Postmasters or Assistant Sub-Postmasters in the Lower Selection Grade may be sanctioned, one each for the First Class Head Offices & First Class Sub Offices.

2. The above mentioned posts of L.S.G. Assistant Postmasters and Assistant Sub-Postmasters may be created by you under your own powers with immediate effect for attending to the following duties :—

- (a) The duties of the Postmaster of daily verification of the cash and stamp balances of the offices in accordance with rule 66 (a) of P & T Financial Hand Book Vol II. This delegation will, however, not absolve the Postmaster from his responsibility as Head of the Office for the correctness of the cash balance and of the accounts every day. On the last working day of each month the entire cash balance should, however, be personally verified by the Postmaster.
- (b) The supervision of the counters to see that the flow of traffic is unimpeded; that the public are attended to promptly and intelligently and that the counter clerks do their work strictly according to rules and are always helpful to the public etc. It is not possible to indicate specifically all the duties

required to be attended to in this connection but broadly speaking, they will be of the type indicated below :—

- (1) Check over punctual attendance of counter clerks.
 - (2) Availability of necessary forms, small change and proper arrangement of records.
 - (3) Proper attention to the public at counters particularly during periods of congestion and opening of additional counters.
 - (4) Educating public in queuing up.
 - (5) Manning of counters at relief periods.
 - (6) Check over the work of the conductor or guide where sanctioned.
 - (7) Watch over enquiry point to ensure that public enquiries are properly attended to.
 - (8) Check over safe custody of cash and valuable articles at the counter and their periodical clearance.
 - (9) Check to ensure that articles booked are sent in the earliest despatch without delay.
 - (10) Immediate attention to public complaints or any trouble at the counter.
 - (11) Check over the condition of stock and stamps with the stamp vendors
 - (12) Check on the counter staff to ensure that public are not kept waiting by their attending to work which can be done later.
- (3) These posts are to be filled under the normal rules.

Question whether employees of one class can become office bearers of an Association/Union of employees of another class.

D.G. P&T letter No. 17-10/59-SR dated 7-12-1959.

In order to encourage the staff of the P&T Department to manage their own affairs the Government had permitted vide Memo No. 351-31/55 dated the 15th January 1957, employees of one class to become office-bearers of Associations/Unions of employees of another class. These orders have, however, been reviewed with reference to the provisions of Rule 4 (e) of the new Recognition Rules of 1959 which lay down that the executive of the Service Association is appointed from among the member only. It has been decided by the Government that the existing concession may continue only to the extent that a Class III employee can become an office-bearer of an Association of Class IV employees, if the constitution of the latter provides for membership of Class III employees.

2. It has also been decided by the Government that there is no objection to a Government servant holding office in two or more branches of the same Association if the Constitution of the Association provides for the existence of such Branches at different places.

Statement of Receipts & Payments During December, 1959

(Subject to Audit)

Receipts		Payments	
By Opening Balance	29,693.01	To Allowance to Secretary-General	375.00
" Quota of subscription	3,024.64	" Honorarium to Secretary	250.00
" Sale of P&T Labour	432.50	" Conveyance allowance and charges	141.15
" Sale of Pay Commission Report Summary	800.14	" House Rent	621.46
" Miscellaneous	4.25	" Executive meeting expenses	69.81
" Amount refundable to federating Unions	4.75	" Telegrams & Telephone	71.11
" Suspense	6.00	" Salary to staff	426.00
" T.A. & D.A. recovered	60.00	" Electric charges	31.71
" Building Fund	70.00	" Stationery	138.67
" Sale of Constitution	2.50	" T.A. and D.A.	1,072.12
" House Rent recovered	301.46	" Pay Commission	445.66
" Sweeper's wages share recovered	27.00	" Lock	3.25
" Electric charges recovered	23.00	" Newspaper	7.68
" Water charges recovered	20.00	" Bank Commission	6.00
		" Postage	371.98
		" Sumptuaries	14.44
		" P&T Labour	1,419.57
			5,364.61
		*Closing Balance	29,104.64
	<u>34,469.25</u>		<u>34,469.25</u>

*Details of Closing Balance

In Punjab National Bank	4,382.74
In P.O. Savings Bank	6,742.43
In National Savings Certificates	15,000.00
(Under No. Co.050500 & Co.050651 dated 2.6.58 for Rs. 5,000/- each and No. Co.050652 dated 3.7.58 for Rs. 5,000/-)	
Cheques in hand uncashed	2,643.62
Cash in hand	335.85
	<u>29,104.64</u>

Details of P & T Labour Expenses

By sale	432.50	To Printing	418.00
		" Newsprint	905.24
		" Binding charges	18.00
		" Wrapping charges	5.00
		" Conveyance	2.25
		" Postage	51.08
		" Despatch	20.90
	<u>432.50</u>		<u>1,419.57</u>

Details of Remittances Received During December, 1959

POSTAL CLASS III

Adoni	3.90	Masulipatam	4.12	Agartala	6.77	Burdwan	10.00
Amalapuram	4.60	Nellore	7.00	Dhubri	2.00	Calcutta	40.00
Bhimavaram	4.00	Nuzvid	1.60	Nowgong	3.00	Calcutta R.L.O.	15.10
Cuddapah	4.60	Rajahmundry	12.60	Shillong	1.35	Cooch Behar	1.75
Eluru	9.90	Tenali	10.25	Cachar Distt.	5.17	Jalpaiguri	12.65
Guntur	11.90	Vijayawada	14.40	Tezpur	3.25	Nadia Divl.	20.00
Guntakal	4.15	Visakhapatnam	10.30	Bankura	6.76	Jamshedpur	7.00
Kurnool	6.00	Kurnool E.D. Staff	2.00	Barrackpore	19.00	Monghyr	11.05

Muzaffarpur	10.00	Nagpur Divl.	12.15	Trivandrum	5.00	Srinagar	7.50
Motibari	10.52	Raipur	20.65	Tollicherry	12.50	Ajmer	3.85
Patna Mofussil	5.00	Satan	0.00	Tumkur	3.00	Guna	2.25
Patna R.L.O.	3.01	Saugor	4.00	Sambalpur	12.00	Gwalior	7.20
Baroda	25.05	N w Delhi H.O.	40.00	Ambala H.O.	7.00	Indore	6.35
Bombay City	50.00	Aurangabad	3.00	Ambala Divl.	4.10	Jaipur	10.00
Jamnagar	5.00	Hyderabad G.P.O.	19.50	Batala	0.53	Mhow	3.10
Junagadh	8.00	Hyderabad City	24.00	Chandigarh	6.90	Ujjain	3.00
Kohlapur	12.40	Mehboobnagar	4.00	Dharansala	6.90	Allahabad	9.90
Nasik	28.10	Alleppy	2.00	Gurdaspur	1.85	Alifora	6.60
Poona H.O.	24.40	Bellary	3.80	Gurgaon	1.85	Ballia	1.25
Poona Divl.	18.00	Cuddalore	18.70	Hissar	9.04	Dehra Dun	8.00
Ratnagiri	20.00	Kozhikode	8.50	Hoshiarpur	3.25	Fatehgarh	1.00
Sholapur	17.80	Kovilpatti	7.20	Jullundur	20.00	Gorakhpur	5.60
Akola	13.35	Mercara	5.40	Karnal	5.10	Hardwar	6.00
Bilaspur	30.50	Mangalore	6.25	Moga	1.55	Mathura	6.12
Chindwará	3.90	Mysoo	10.00	Ludhiana	5.00	Mussoorie	2.50
Hoshangabad	3.62	Nogapatinam	2.00	Rajpura	1.00	Saharanpur	3.75
Nagpur G.P.O. & TSOs	13.00	Palumkottah	69.00	Simla	8.04		

POSTMEN & POSTAL CLASS IV

Adoni	1.01	Ahmedabad	30.00	Bangalore TSOs	15.00	Amritsar Distt.	25.00
Anantapur	5.00	Belgaum	1.25	Coorg	9.82	Jullundur	6.50
Bhadra-chalam	2.00	Bombay City	20.00	Kolar	1.50	Mandi	3.50
Kurnool	2.13	Bijapur	0.75	Kumbakonam	1.30	Sangrur	20.62
Settanapalli	1.50	Bhavnagar	10.50	Kotagiri	1.00	Bhopal	1.50
Vishakhapatnam	2.00	Dharwar Distt.	1.50	Madras City (North)	20.65	Indore	4.98
Agartala	11.69	Kohlapur	4.00	Mysore	2.19	Kotah	5.37
Dhubri	6.25	Poona	7.85	Pollachi	5.68	Nasirabad	1.38
Gauhati	3.36	Rajkot	9.00	Quilon	3.00	Rattam	1.44
Silchar	2.85	Surat	5.35	Salom	1.00	Sikar	0.64
Tezpur	2.50	Bilaspur	10.00	Shimoga	2.00	Ujjain	7.50
Tinsukia	0.68	Dmoh	2.50	Tiruchirappalli	7.50	Udaipur	3.50
Imphal	1.00	Gendia	4.25	Tiruvalla	2.00	Agra	10.00
Cooch Behar	2.50	Morona	1.00	Trichur	2.50	Baroilly	2.00
Calcutta Distt.	50.40	Delhi Distt.	10.00	Vallhoor	1.50	Banda	1.00
Chinsurah	3.50	Aurangabad	3.00	Chingleput E.D. Staff	1.20	Gonda	1.50
Darjeeling	12.29	Hyderabad G.P.O.	3.50	Dhenkanal	1.00	Gorakhpur	2.00
Jalpaiguri	13.59	Jalna	3.00	Behrampur	2.00	Kanpur Distt.	1.85
Bhagalpur	5.00	Kharahtabad	3.00	Cuttack	3.51	Nainital	10.00
Chapra	10.00	Mehboobnagar	1.50	Koraput Distt.	2.64	Moradabad	3.94
Deogarh	5.00	Secunderabad	4.75	Bhindrk	1.00	Mau Nath Bhajan	1.00
Gaya	7.50	Atbungal	0.75	Sambalpur	2.00	Unnao	3.00
Ranchi	8.00	Bollary	1.25	Balsore	2.00		

R.M.S CLASS III

Guntakal	3.75	Baroda	8.55	Erode	7.55	Bhuvaneshwar	0.80
Tenali	0.55	Bombay City	20.00	Ernakulam	1.80	Cuttack	.05
Vijayawada	5.00	'B' Divn., Bombay	5.15	Kumbakonam	0.65	Tatanagar	1.20
'Y' Divn., Madras	5.00	'B' Divn., Poona	6.54	Mangalore	1.70	Purulia	0.60
Gauhati	5.00	Surat	4.82	Madurai	9.00	Chandigarh	0.65
Siliguri	4.00	Sholapur	3.05	'M' Divn., Madras	3.70	Ajmer	2.10
Tinsukia	1.95	'F' Divn., Jhansi	4.45	Madras Sorting	1.90	Khandwa	1.50
Burdwan	3.60	'P' Divn., Nagpur	26.50	Quilon	1.25	Indore	1.25
'H' Divn. Calcutta	7.85	Katni	4.50	Shoranur	1.90	Ratangarh	6.00
Arrah	0.90	Kazipet	1.10	'I' Divn., Trichy	15.00	Agra	2.35
'C' Divn., Gaya	5.60	Nizamabad	1.25	Tanjore	3.34	Banaras	8.10
'C' Divn., Calcutta	4.80	Secunderabad	3.15	Trichur	1.75	Gonda	6.30
Muzaffarpur	3.20	Bangalore	8.55	Tirunelvely	2.55	Najibabad	1.35
'P' Divn., Howrah	7.80	Cuddalore	1.30	Vilupuram	1.20	Saharanpur	8.10
Samastipur	4.45						

CONDOLENCE

We regret to announce the sad and untimely death of Shri M. Bhoi, E.S.T. Dhenkanal on 29.12.59 at a very young age of 39. We convey our heartfelt condolence to the bereaved members of his family.

MAILGUARDS & RMS CLASS IV

Vijayawada	3.00	Bilaspur	1.96	Madurai	7.00	Bhuvaneshwar	1.50
Calcutta	24.00	'F' Divn., Nagpur	3.02	Mangalore	3.04	Ratangarh	2.41
WB' Divn., Cal.	0.75	Itarsi	9.37	Madras Stg.	20.00	Lucknow	9.00
C' Divn. Gaya	1.25	Raipur	1.20	Salem	1.50	Meerut	3.50
Poona	14.02	Bangalore	3.00	Tinnevely	3.50	'X' Divn., Jhansi	3.00
Rajkot	3.20	Birur	2.11				

ENGINEERING CLASS III

Adoni	3.30	Ahmednagar	5.87	Cannanore	2.80	C.T.O. New Delhi	1.47
Bhimavaram	1.05	Bombay S & W	3.00	Dindigul	7.00	Abohar	1.75
Chittoor	2.93	Bhusawal	3.70	Erode	2.75	Ferozpur	5.05
Quntur	2.40	Belgaum	8.40	Ernakulam	8.00	Hoshiarpur	0.60
Kakinada	5.00	Dharwar	6.77	Kozhikode	3.65	Kaithal	1.00
Narasaraopet	1.15	Poona	3.92	Kottayam	10.51	Mandi Gobind Garh	0.75
Mellore	1.07	Poona Radio	1.60	Karur	2.45	Phagwara	0.88
Rajahmundry	16.00	Ratnagiri	2.00	Madras Tele. Distt.	10.75	Barmer	1.20
Vijayawada	6.42	Sholapur	3.90	Mangalore Phones	1.75	Gwalior	3.25
Vizagapatnam CTX	4.1	Akola	16.00	Nagore Oil	1.00	Indore	7.30
Vizianagram	2.92	Jabalpur C.T.S.	6.50	Salem	4.40	Jaipur	33.00
Agartala	1.00	Jabalpur T.W/Shop	6.75	Trivandrum	7.80	Udaipur	10.00
Jorhat	2.90	Jabalpur Accounts	2.55	Tirupur	3.00	Sriganganagar	3.00
Shillong	30.00	Jabalpur Trg.		Trichy D.E.T.	2.63	Agra (Co-axial)	3.35
Anatmandu	2.00	Centre	8.74	Trichy Phones	3.85	Bulandshahr	1.20
Asansol	8.00	Nagpur	6.00	Tanjore	4.40	Banaras Phones	4.25
Berhampur	4.5	Raipur	11.80	Tuticorin	6.00	Dehra Dun	2.00
Burdwan	3.37	R.S. As N. Delhi	4.00	Thoni	3.20	Etawah	1.30
Calcutta C.T.S.	20.00	Gowliguda	9.48	Villupuram	5.52	Hapur	9.00
Calcutta Engg.	16.00	Secunderabad	5.10	Tadapalligudam	8.00	Kanpur Telo	13.17
Calcutta A.O.T.S/W	6.00	Saifabad	6.60	Cuttack (Trunk & Carrier)	5.00	Pilibhit	1.20
Cal. S.R.E.E.&W.	21.75	Bellary	5.84			Meerut D.E.T.	4.00
Cooch Behar	6.45	Bangalore	17.99	Cuttack	2.00	Moradabad	5.62
Darjeeling Radio	2.84	Bangalore Radio	2.30	Sambalpur	2.50	Mathura	1.50
Jalpaiguri	8.47	Coimbatore D.E.T.	2.11	Bhatinda	3.65	Saharanpur	8.15
Ahmedabad Phones	8.00	Coimbatore Phones	4.28	Ambala D.E.T.	10.77		

LINESTAFF & ENGINEERING CLASS IV

Kurnool	4.80	Dhanbad	7.00	Nagpur	10.00	Bhopal	1.19
Vijayawada	2.00	Bombay T.W.S.	3.20	Alloppy	2.00	Jodhpur	16.90
Jorhat	3.50	Manmad	10.00	Bellary	0.61	Rathum	0.92
Calcutta Tele. Distt.	45.00	Akola	13.50	Ernakulam	3.00	Aligarh	2.00
Gaya	5.85	Jabalpur Workshops	2.80	Karaikudi	3.00		

TRAFFIC CLASS III

Kakinada	2.55	Kolhapur	0.75	Coimbatore	2.15	Tuticorin	1.50
Rajahmundry	0.95	Jamnagar	0.25	Erode	0.90	T.T. Class (Madras)	3.20
Gauhati	3.56	Rajkot	4.00	Kozhikode	3.40	Ferozapore	0.75
Shillong	2.05	Poona	11.25	Madras	38.17	Jammu	2.50
Silguri	1.10	Sholapur	2.40	Mangalore	1.15	Simla	1.40
Tezpur	0.95	Surat	1.65	Madurai	3.20	Srinagar	2.80
Kharagpur	2.40	Akola	1.37	Madurai Bazar	1.00	Ajmer	6.00
Patna	7.43	Bilaspur	0.60	Mylapore	3.08	Bhopal	3.55
Ahmedabad	7.50	Jabalpur	9.00	Ootacamund	0.95	Bikaner	1.20
Belgaum	8.30	Nagpur	8.25	Salom	2.00	Ujjain	1.50
Bhusawal	2.30	Bangalore	11.50	Tiruchirapally	5.90	Barolly	1.70
		Cochin	2.00	Trivandrum	2.40	Jhansi	1.75

TRAFFIC CLASS IV

Kakinada	0.65	Surat	0.67	Madras	5.85	Indore City	1.40
Vijayawada	0.87	Bilaspur	1.20	Madurai	5.40	Jaipur	3.50
Visakhapatnam	0.53	Nagpur	3.39	Trivandrum	2.40	Ujjain	1.03
Silchar	3.24	Raipur	2.56	Tuticorin	2.00	Udaipur	2.00
Tezpur	0.47	Bangalore City D.T.O.	2.34	Amritsar	1.05	Banaras	2.00
Kalabadevi	1.90	Erode	1.50	Ajmer	9.13	Meerut	2.48
Jamnagar	1.50	Kozhikode	2.07				

ADMINISTRATIVE CLASS III & IV

Nagpur C.O.	95.59	Hyderabad C.O.	5.80	Delhi T.R.O. (Rajasthan)	1.80	C.A.O. S. & W. Cal.	0.97
Patna C.O.	5.00	Kurnool C.O.	5.70	Shillong T.R.O.	3.82	P. & T. Forms Stores, Calcutta	2.80
Shillong C.O.	4.00	Cuttack C.O.	6.50	Stores Circle Br. Cal.	4.15		
Jaipur C.O.	7.00	Bombay Telo. Distt.	52.55				

(Continued from page 516)

- (b) employees leaving their families in their home-towns can have the concession for themselves only, annually ;
- (c) for employees unable to avail of the concession in a block of two years, the next block should count from the end of the next year;
- (d) employee whose home town is not connected by rail should be allowed the concession for journeys between his home and nearest railway station.

45. C.H.S. Scheme should be extended to all sections throughout the country. At stations where C.H.S. Scheme is not introduced, M.A. Rules should operate. M.A. Rules should be liberalised to include more medicines in the list of reimbursable ones, to consider aged parents and minor sisters and brothers as family members etc. Where no A.M.A. is available a medical allowance should be paid. (para 268)

The Commission recommends extension of Contributory Health Service Scheme to all other places. But it should be done after a careful study of the scheme working in Delhi. Till then the present facilities should continue. The Govt. should have their own arrangement for medical treatment of employees in Calcutta.

If widening of definition of 'family' is to be done to include minor brothers etc., an employee who wishes to have the benefit should make a small additional contribution. This applies to only C.H.S. schemes. In other cases (where M.A. Rules apply) this widening of definition is not recommended.

The only other modifications suggested are: If the procedure for obtaining an advance is time-taking, it may be made more expeditious. On the certificate of A.M.A. a second advance be given if the treatment for the illness will be prolonged. All grades of employees will have to approach the Assistant Surgeon, in the first instance, who should decide whether a Senior doctor, or a specialist should be consulted. In case of serious illness the best comfort and convenience which the nature of the illness requires, and which is available in the hospital, should be provided, irrespective of the pay of the patient.

46. Sufficient number of full-fledged holiday homes should be set up at different hill stations or health resorts. (para 269)

There is no justification for opening new ones unless those that exist are fully used. The utility of the present ones should be fully examined before any new ones are started.

47. Following Insurance benefits for the Govt. employees should be given without any reduction in pensionary benefits:—

Rejected.

Pay upto Rs. 150/-	...	Insurance of Rs. 2,000/-
" "	Rs. 300/-	... Insurance of Rs. 3,000/-
" "	Rs. 500/-	... Insurance of Rs. 4,000/- (para 270)

A scheme for widows' and children's pension has been suggested. The main features are: Pension to the widow is payable till death or remarriage; to the children during childhood and full-time education (to the female child till marriage) — upto maximum age of 18 years. The proportion of pension payable is 1/3 to the widow; 1/3rd while there are 5 or more children: 1/4th while there are 3; 1/6th while there are 2 and 1/12th while there is one. If there is no widow living, 1/3rd while there are 3 or more children, 1/4th while there are two and 1/6th while there is one. If the deceased employee's pension was less than Rs. 30/-, it should be taken as increased by 50% more for the above calculations; if less than Rs. 45/- but above Rs. 30/-, it should be taken as Rs. 45/-. Rate of contribution by the employee is 2/3% of his emoluments from

time to time, which shall be payable till he ceases to be a Govt. servant or completes 30 years of service whichever is earlier. These contributions will be returned in full if he becomes ineligible for pension, etc. or if he has no wife throughout the period the scheme was applicable to him. The other form of contribution, which also has to be made, is by a reduction in the D.C.R. gratuity by a sum equal to 1/90th of the annual amount of emoluments multiplied by number of years. This does not, naturally apply to bachelors.

48. Schools for Children of Central Govt. employees should be started. Where there are no such schools, employees should be paid Children's educational allowance in the shape of reimbursement of the entire amount of fees charged by schools. (para 271)

Not accepted.

The following suggestions have been made : The Railway scheme of setting up hostels, with concessional lodging and boarding charges at a graduated rate should be extended to the benefit of other employees. Assistance as in the Railways for sending children to Boarding schools of their choice, when suitable schooling facilities do not exist in the places of posting, may be introduced. These concessions are for employees drawing pay not exceeding Rs. 200/- p.m. Govt. should encourage growth of schools with common syllabus and media of instruction.

49. Amenity blocks should be constructed at all big centres. In its absence free accommodation should be provided by Govt. for Recreation Clubs, etc. The Recreation Clubs, libraries etc. should be equipped at Govt. cost. (para 272)

No reference has been made to setting up of amenity blocks. The Commission has suggested setting up of a Committee to make a review of existing welfare arrangements and to make recommendations for their improvement.

50. Festival advance should be made a permanent feature and recoveries effected in easier instalments. (para 273)

No reference has been made to the demand.

51. Refixation of pay should be on a point-to-point basis. (Special note after para 335)

Accepted.

But ceilings on the consequent increase in the emoluments (pay plus dearness pay and dearness allowance) on the following scale :—

Rs. 5	for revised pay scales ending at Rs. 100/- or less.
	(Rs. 7.50 in the case of those with more than 10 years' service on the same scale)
Rs. 10	for revised pay scales ending at Rs. 200/- or less but above Rs. 100/-
Rs. 20	Rs. 300/- or less but above Rs. 200/-
Rs. 30	Rs. 600/- or less but above Rs. 300/-
Rs. 40	Rs. 1000/- or less but above Rs. 600/-
Rs. 50	above Rs. 1000/-

No additional benefit allowed if the pay of an officer is Rs. 1,100/- unless the minima of the new pay-scales is above Rs. 1,100/-.

No reduction in total emoluments should take place as a result of refixation, to remedy which option be given to employees to retain their present rates of remuneration in accordance with F. R. 23.

(Contd. from Cover Page 2)

Federation of P&T Employees should channel its communications to the PTTI through a government department (as the NFPTTE had been asked to do) "would appear inconsistent with the fine democratic principles including that of trade union freedom, of which India has been so staunch an upholder as to gain the admiration of all other democratic nations". He urged that the Indian affiliates of the International should not be "hindered from communicating freely with the PTTI or from being active and fully-privileged members of the International". In conclusion, Colleague Gmur asked the Minister to use his good offices in dealing with the questions raised in the letter.

PTTI draws ILO's attention to the problems of PTT workers at the meeting of the Committee on non-manual labour.

AT Colleague Gmur's request, the resolution on the International Labour Organisation, which was adopted by the PTTI First Asian Conference was distributed to the members of the Governing Body of the ILO. References to this and other resolutions of the Asian as well as European and African Conferences of the PTTI were made by Assistant General Secretary Stefan Nedzyski when he addressed the ILO Advisory Committee on Salaried Employees and Professional Workers, held in Cologne (Germany) from November 24th to December 3rd, 1959. He urged the ILO to expand its activities in the field of non-manual labour, in accordance with the recommendations made by the International Labour Conference in June, 1959. In particular, he renewed the PTTI's proposal that the ILO should carry out a thorough investigation into the trade union rights of PTT workers and other Government employees. The right to organise, to bargain collectively, to conclude agreements on wages and other conditions, and to have recourse to arbitration with binding awards should come under purview of the enquiry to be undertaken with the participation of trade union representatives. The ILO should clearly declare that international Labour Conventions defining trade union rights apply to PTT workers. "The ILO should also—he said—take up the question of the access of local employees in non-metropolitan territories to "positi-

ons of responsibility" and devote its attention to the problem of a "rapid Africanisation of technical, supervisory and other posts in PTT services in Africa," which was urged by the Second African Conference of the PTTI. Colleague Nedzyski also called on the ILO to set up a committee of experts to study occupational problems of PTT workers and to make recommendations on international standards.

Speaking on automation, Colleague Nedzyski stated that mechanisation and automation provide opportunities for higher living standards, but PTT workers can accept them only on certain conditions. First technical devices and in particular labour-saving methods should not be applied without prior consultation and agreement with trade unions; secondly, automation should result in higher wages and a reduction of working hours; thirdly, working conditions should in no way deteriorate; fourthly, adequate provision should be made for redundant workers; fifthly, in the developing countries, mechanisation, rationalisation and automation should be made dependent on general economic development and sufficient employment opportunities.

Several workers' delegates from PTTI affiliated Unions participated in the meeting and played an important role in its work. Colleagues Nagle of the National Postal Transport Association (USA), L.V. Andrews of the Union of Post Office Workers (Great Britain), and Arnold Schmidt of the Australian PTT Workers' Union were specially active in the work of the Sub-Committee.

At its final session the Committee called for the implementation of the programme of work in the field of non-manual workers, which had been recommended by the International Labour Conference in June 1959. In this programme is included an enquiry into trade union rights of public servants, including PTT workers, and increased attention to occupational problems of particular groups of non-manual workers. Important conclusions regarding automation in offices and problems of women non-manual workers were also adopted.

Confederation Decides

The National Executive of the Confederation of Central Government Employees & Workers met at Bombay on the 23rd and 24th January, 1960, under the Chairmanship of Shri Nath Pai, M.P.. The following are the decisions :—

I Abstention from work on Saturday, 13.2.60 by staff affected by the present orders extending working hours on Saturday.

II Adoption of a 12-point Charter consisting of the following demands :

(1) Constitution of Whitley Councils ; (2) Acceptance of principle of compulsory arbitration ; (3) Compulsory G.P.F. in its present form to be withdrawn ; (4) For fixation of pay and pensionary benefits 1.7.1957 should be the date. Arrears from 1.7.1959 should be paid in cash ; (5) Formula of the Varadachariar Commission for grant of D.A., with suitable adjustments, should be accepted ; (6) *Status-quo* should be maintained in earned leave and casual leave, industrial workers should be put on a par with non-industrial workers in these matters, and operative staff should be made eligible for all public holidays or compensation thereof ; (7) Minimum wage should be on basis of recommendations of 15th I.L.C. ; (8) Ceilings on increase as a result of relaxation of pay should be lifted ; (9) Reclassification of cities should be done on basis of present population; all state capitals should be classified as 'B', barring those with 10 lakhs population and above. In places with high cost of living, adequate compensation should be provided ; (10) Efficiency bars should be abolished ; (11) Weekly off, or compensatory leave, should be given to all ; and (12) Confirmation in service after one year's service.

The Charter is to be ratified by all affiliated organisations before next National Council.

III. The talks between the Chairman, Shri Nath Pai, M.P. and Shri S.M. Joshi, General Secretary, All India Defence Employees Federation and Shri Peter Alvares, General Secretary, All India Railwaymen Federation, having created the basis for a common approach, the NEC directed the Chairman to conduct further talks to build the strongest possible grounds for common action.

IV. The National Council should meet at Delhi on 6th-7th February, 1960.

RESOLUTION ON CHINA

[Federation's letter No. F/20 (Misc) dated 18.12.59 to D.G. P&T]

With reference to your letter No. 22-2/59-SR dated 20.11.59 observing that the resolution adopted and forwarded by this Federation on Chinese incursion was not proper on the part of this Federation as it was a political issue, I am to say that my Federation entirely differs from the views expressed by you.

The issue which was taken up by this Federation was a national one and the resolution adopted was only to strengthen the hands of the national Govt. As such there was no impropriety on the part of this Federation to take it up.

D.G. P&T letter No. 22-2/59-SR dated 31-12-1959.

Subject : Resolution on Chinese menace

With reference to your letter No. F/20(Misc.) dated the 18th December, 1959 on the above subject, I am directed to say that the Government adhere to the view expressed in this office letter of even number dated the 20th November, 1959 and that if the Federation repeats a similar act, it would do so at its risk.

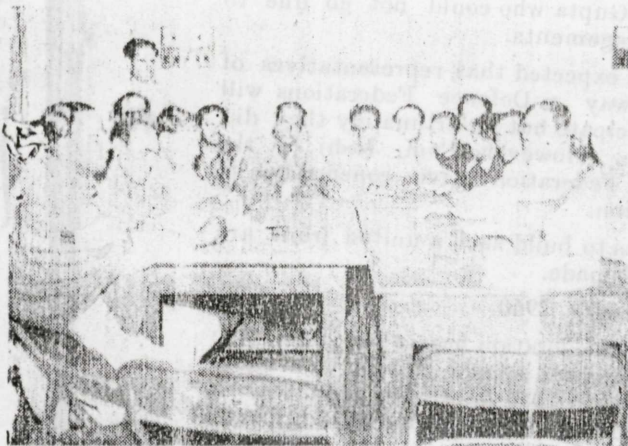
2. I am to add that howsoever laudable the object may be, it does not alter the character of a breach of the Rules.

Telecom

January '60

Vol. VI No 1

VIEWS OF CWC MEETING AT NAGPUR



JOURNAL OF

THE ALL INDIA TELEGRAPH ENGINEERING EMPLOYEES UNION CI. III

(CENTRAL HEADQUARTERS)

NEW DELHI

C.H.Q. NOTES

New rates of subscription.

Although the recommendations of the C.P.C. has not given much relief, and even the little improvement made has been negatived by compulsory deductions of GPF, yet the question of raising subscription rates cannot be dropped. Branch Secretaries are requested to create necessary psychological atmosphere so that we are able to raise the rates of subscription, as without doing so, we cannot hope to progress.

Pay Commission's recommendations.

The Govt. has not as yet taken decision on the recommendations of C.P.C. It is expected that only by the end of February, some decision may be taken.

It is rumoured that the Home Ministry has agreed to revise orders in respect of working hours on Saturdays. The daily working hours may be increased by 1/2 hour and working on alternative Saturdays may be introduced.

It is also learnt that the Law Ministry has objected to compulsory deductions of GPF.

The NFPTE and the Union have submitted their observations on the recommendations of C.P.C. which are published in this issue.

The NFPTE and other General Secretaries met Shri Marathe to have preliminary

discussions on 11th January 1960.

We have also discussed our note with the special officer on 21st. The H.M. has agreed to discuss these issues with NFPTE on 24th February, 1960.

The United Front,

The Confederation's National Executive met at Bombay on 23rd and 24th to plan out a course of action for withdrawal of retrograde orders on adverse recommendations of the C.P.C. Com. Palsule represented Com. Gupta who could not go due to other engagements.

It was expected that representatives of the Railway & Defence Federations will also participate but unfortunately they did not come. However, Com. Joshi of the Defence Federation gave concurrence to the decision.

Efforts to build such a united front are still being made.

13th February, 1960.

The Confederation has called upon the workers affected by new orders to abstain from work on 13th February, 1960 with a view to 'resist the imposition of additional hours of work.'

Concerned Branch Secretaries will take necessary steps to coordinate their activities with other Govt. servant's organisation at their station.

National Council of Confederation.

The supreme body of the Confederation will meet at Delhi on 6th and 7th to take necessary steps to realise the 10 demands contained in the charter framed by the Executive. These 10 demands are more or less the same as recommended by the C.W.C.

BANGLORE CONFERENCE

FINAL DATES. 9th to 15th February '60

CWC meeting 9th to 10th

Subjects Committee Session will start on 11th at 10 A.M.

OPEN SESSION—11th February '60

N.B. Delegates levy @ Rs. 2/- will be charged in addition to delegate & fee.

OBSERVATIONS ON CPC REPORT

We congratulate DG P&T for taking an extra ordinary step in asking Unions to send their suggestions "within the general frame work of the recommendations of the Pay Commission" for consideration of the Special officer appointed "to give effect to the recommendations of the Pay Commission so far as they related to P&T department in regard to matters on which Govt. is likely to take early decision".

The Union has submitted a detailed Memorandum on 18th January, 1960, based on the "Note on Pay Scales" published in the December 1959 issue of the Telecom and modifications made by the C.W.C. We have discussed the same with the special officer on 21st. instant.

The NFPTE has also submitted a note on general issues which is appearing in P&T Labour. In respect of the claims of the clerical and allied cadres a general agreement was reached between us and the General Secretaries of the Postal, RMS and Telegraph Unions after some initial difficulties of arranging a meeting. An identical note has been submitted by all. In reaching unanimity, it will be appreciated, some adjustments have been made in respect of the claims advanced in our "Note on Pay Scales". The maximum of the L.S.G. has been lowered to Rs. 350/-.

It is regrettable that a similar understanding in respect of the claims of Wiremen, etc., could not be arrived at between the Postmen, Line staff Union as they avoided a common meeting and therefore, we had to submit claims of Wiremen on our own.

We also liked to come to an understanding with TESA in respect of the claims of E. Ss. Some friends from Calcutta also came. We regret that we could not agree to raise the claim to Rs. 270/- not only because we felt it is not realisable but also because we could not find reasons in its support. Comparable cadres on which the TESA based claims in Civil Aviation and other departments are promotional cadres and not cadres to which recruitment is made directly. More over promotion to these cadres is made from cadres equalent to R.S. As and W. W.Os. only.

We failed to convince these friends that realisation of parity with I. P. Os., T. Ms., etc., itself will be a great progress. Moreover unless the Govt. gives some relaxation in the method of fixation of pay in grades where improvement has been made, by removing coillings, none of the present incumbants especially senior E.Ss. will secure any benefit.

We hope our members will appreciate the stand taken by the CHQ.

Claims of Tele-Engineering Employees

The following memorandum based on "Notes on scale of Pay of Tele-Engineering Employees" published in the last issue of the Telecom and modification suggested by CWC has been submitted to D.G. on 18-1-63.

Prmeable.

1. The observations of the Union on the recommendations of the Pay Commission are grouped in following heads :—

1. Pay scale and allied matters.
2. Promotional avenues.
3. Working hours, holidays, etc.
4. Working conditions.

2. The suggestions for the improvement of the recommendations have been made within the framework of the report so that some relief may be secured for the various categories of staff even within this frme work.

Pay Scale

3. The unsatisfactory nature of the pay scales recommended by the Pay Commission for the various categories of staff, is primarily due to the fact that in fixing the minimum wage, the Commission has rejected the justified claims on the plea that the recommendations of the 15th Indian Labour Conference has not been accepted by the Govt. The NFPTE is submitting a detailed note on the subject.

4. We are confident that the Govt. will accept the legitimate claims of the workers.

5. For the time being, we are making these observations on premises that the lowest wage payable to a Govt. servant is Rs. 80/-. If and when the Govt. raises the minimum wage we expect that a reflection of this will be made in other scales of pay.

Job evaluation of the Tele Communication cadres.

6. A proper job evaluation of the various cadres in the Tele-Communication services has not been done mainly, because, the Commission did not like to go very much beyond the frame work of the recommendations of the last Pay Commission.

7. Although the Commission has attempted to rationalise to some extent wage structures yet our categories of staff did not receive a fair deal on account of the following reasons :—

1. The present relativities.
2. Low wage structure recommended by last C.P.C.
3. The training period.
4. Improper application of standards prescribed by the Commission itself.

1. The Relativities.

8. While the Commission contends that :—

"Horizontal relativities should normally be a less important factor in the determination of salaries; it is difficult to make valid comparisons between classes in different occupational groups or with entirely different kind of duties; and the supply and demand and, in consequent the recruitment conditions also vary a great deal from one occupation or profession to another."

(para 31, page 31)

yet we find that in fixing the wages of the various technical grades, it has basically relied an horizontal relativities. While we concede that removal of disparities in wages in various departments is desirable yet an equality realised by drawing a line arbitrarily also does not help.

2. Law wage structure recommended by last C.P.C.

9. At the time of last Pay Commission, Tele-communication services was still in infancy. The various categories of staff, therefore, did not receive due consideration and their wages were fixed very arbitrarily. Moreover, with the growth of technical knowledge, the duties and responsibilities of these categories of staff required denovo consideration as their wages were unreal.

Thus continuation of the old wage structure is not proper.

3. Training Period.

10. No Engineering institute in India imparts tele-communication training. The department has, therefore not only the monopoly of employment, but also of training.

11. The departmental training centre observes regular office hours and holidays instead of college hours and holidays. The students, therefore, spend more time in shorter period.

12. As the the students are trained for specialized work, greater knowledge is imparted in shorter period by eliminating the other things.

13. The department has regulated the training course and the period on the basis of its requirement.

During the war, the training period was reduced to meet the demand of technical hands. In 1947 it was decided to reorganise proper training but again in the post-war period, the training periods have been further reduced without reducing the syllabus, to enable the Training Centre to train sufficient officials for the ever expanding services as is evident from the following :—

(i) E.S. Two years training was prescribed for E.S. instead of 15 months during the war. Before the war the period used to be 18 months. But due to the inability of the Jabalpur Training Centre to train required number of E.Ss the period was reduced to 45 months in 1948, and one year in 1951.

(ii) W.O. The training period of W.Os. was always 15 months except that in 1957, 12 months period was introduced.

(iii) R.S.A. Training period was always one year except that with confining recruitment to departmental candidates, it was reduced to 8 months.

(iv) Mechanics. were required to receive training for 2 years under 1948 rules; but in 1953 the period was reduced to 1 year.

14. Obviously, therefore, training period alone cannot be a correct criteria. The Commission has, it seems not given due consideration to the content of training and has relied on the period alone.

4. Improper application of standards prescribed by the Commission.

15. In respect of the clerical and Operative grades, we are making our observations separately.

16. For Technical cadres, the Commission observes :

"The diploma level engineer who has to undergo three years training after matriculation provides the central point from which we have viewed to the scale of Class III engineers. Our general approach has been that all Engineering staff who has atleast 3 years training and or education after matriculation should start at Rs. 180/-".

(Para 43 Page 178)

17. The starting point in the Tele-Communication services, therefore, can be W Os. who are recruited from amongst I Sc. candidates and are given 1 year training. The failure of the Commission to take this as the starting point, has resulted not only in denial of justice to W Os. also to E.S.s. Such a consideration has been given in the Railways. (Vide Para 53 Page 181)

18. In the background of these basic formulations and basing ourselves on these observations this note is submitted, as stated earlier subject to the general revision of the minimum wage and other demands put forward by the Union and the Federation after their Conferences.

Claims of various cadres

A. Engineering Supervisors.

19. The claim of E.Ss. for higher wage is based on (i) Based on para 43 page 18, the Pay Commission has granted a scale of Rs. 180-380 for the Engineering Supervisors. As pointed out above this scale should be applied to W.Os. Therefore, the Engineering and Wireless Supervisors should have been given a higher start as the Commission concedes that

".....a supervisor has ordinarily to be paid more than those he supervises."

(Para 3, Page 101)

Moreover no consideration seems to have been given to the fact that not only the I.Ss. are recruited but also diploma holders in Mechanical/Electrical Engineering.

(ii) Even from the point of view of the duties and responsibilities of E. Ss., a higher starting salary is justified. According to the Pay Commission :-

"where a higher standard of mental equipment or of personal qualities is required, a higher starting salary would be fair and reasonable, even though the academic qualifications laid down are identical".

(para 31 page 31)

Therefore obviously the scale of E.Ss. cannot start from Rs. 180/-.

(iii) We have referred above the fact that the reduction of the training period of E.Ss. and the nature of training imparted have not been taken due note by the Commission.

(iv) Unlike the other technical cadres in the other Ministries, where officials with such qualifications perform basically operative technical duties and not of supervisory nature and have other higher non-gazetted grades, E.Ss. are performing supervisory duties and is the highest grade in Class III.

(v) The horizontal relativity with the other supervisory grades in the P&T department has been ignored. Engineering supervisors grade also constitute a promotional avenue in the executive line for the clerks/operators and other employees in the Engineering arm. In the other arms of the department, similar posts such as I.P.O., I.R.M. and Telegraph Masters, have been given scale of Rs. 210-380. There is no justification to deny the Engineering staff benefits on promotion at par with officials of same wage group in other arms. We are not claiming any extra benefits due to stiff nature of examination and training imparted thereafter. We had raised this point in our memorandum vide para 194 and 195 and 210. Consideration of such a relatively between administrative and technical services have been the basis of fixation of wages in Class I and Class II and also Telegraphists and Telephone Operators in Class III.

20. Therefore, we urge that the Engineering Supervisors be given a scale of Rs.

210-380 at par with T.Ms, I.P.Os. and I.R.Ms. The grant of 10% S.G. as recommended by the Commission should not outweigh this demand as it is meant only to provide some promotional avenues to outsider recruits.

B. W. Os. & R. S. As.

21. These are the basic superior technical operative cadres. These categories basically satisfy the standards prescribed in para 43 on page 178, viz., "3 years training and/or education after matriculation" and therefore, we request that they be granted the scale of Rs. 180-8-280-10-300. We seek no modification in the S.G. of Rs. 270-10-290-15-350.

N.B. The training period of 8 months for R.S.As. was introduced when recruitment was confined to departmental candidates and will have to be enhanced for outsiders after the recent decision.

C. Phone Inspectors.

22. As the Commission vide para 75 on page 310, recommends for the maintenance of the present relativity with W.O., R.S.As., etc., we seek no further modification, except that S.G. within the grade be sanctioned for this cadre also.

D. A.E.A. and Air Condition Assistants.

23. These cadres have always been treated at par with R.S.As. and therefore, the relativity be maintained.

E. Draftsman (others than in workshops).

24. We request that the scales of Rs. 130-240 recommended for the Draftsman for whom Diploma in draftsmanship has been prescribed, be applied to P&T Draftsman, as the officials are required to "hold a certificate in Engineering or in a draftsman course from a recognised institution." We also request that the observations made by J.J. Committee (Para 8 (3) of Chapter 6) be also kept in view.

F. Mechanics.

25. This cadre has received the maximum injustice and has been ignored even this time. We are not convinced of the arguments advanced by the Commission in

para 84 page 312 wherein an arbitrary comparison has been made with Mistries in Railways. Not only the fact that the training period was reduced from 2 years to 1 year but also the fact that the minimum qualifications have been raised have not been properly considered. The contents of theoretical training given at Jabalpur Training Centre is almost equal to diploma of a recognised technical institute as is evident from reduced training to qualified hands.

26. The demands for the parity in wages between Mechanics and clerks is the only rational approach. If relativities can be established between Telegraphists, T.Os., R.M.S. Sorters and clerks, we find no reason why Mechanics alone be denied such relativities. The Commission concedes that wages can be improved if qualifications prescribed for recruitment are changed. Therefore, the claim of Mechanics for improvement of wages is justified.

27. It may be pointed out that the Govt. sanctioned a scale of Rs. 60-150 in 1946, i.e., on the eve of the appointment of 1st Pay Commission, when even the clerks were drawing less wages. The lower scale of Rs. 55-130 was introduced with lowering of recruitment qualifications.

28. The duties and responsibilities of the Mechanics in Tele-communication system are not comparable with those categories in the Railways and therefore, the only fair basis could be to grant them same scale of pay as available to T.Os, Telegraphists and allied cadres. In comparison with the Telegraphist and T.Os., the mechanics cannot be treated as inferior in skill or hard work. We, therefore, urge that Mechanics, be granted the scales of pay at par with clerks and allied cadres.

29. For Selection Grade Mechanics, the Union has urged allocation of Supervisory duties and grant of regular L.S.G. The Commission is silent on this aspect and this question is under consideration in the Directorate. But the scale of Rs. 175-6-205-7-240 as recommended by the Pay Commission is completely unsatisfactory as it has reduced the incremental values which

will considerably result in wage cut. The scale has, therefore, to be suitably modified and the incremental values have atleast to be maintained.

T. & D. and other Construction Mechanics.

30. The Commission seems to have ignored the claims of T. & D. Mechanics, for special pay on account of the nature of duties. The demand for rent free accommodation or H.R.A. in lieu of it, is also pending a decision. These issues require immediate settlement.

G. Cable Jointers, Lorry Drivers & Motor Mechanics, etc.

31. We seek no change in relativities of these cadres with Mechanics. The other scale of Rs. 110-139 should not be introduced as ordinarily they have to drive heavy vehicles.

H. Wiremen.

32. The Commission has ignored the claim of Wiremen and it has been grouped with Class IV categories. In our note on the inter-relativity we had drawn the attention of the Commission, to DG P&T letter No. STB 150-27/51 dated the 5th July, 1951 wherein it was observed that :—

“the work of a Wiremen in an exchange or Telegraph office is comparatively more skilled than that of a Lineman.”

Therefore we urge that claims of this cadre alongwith allied cadres be properly evaluated.

33. At present Wiremen are grouped with Postmen, Linemen, etc., and have been given the lowest scale in the semi-skilled cadres. The Commission has ignored the fact that Head coolies, workmen, Battery-men, etc., constitute the lowest group of semi-skilled officials in the department and not wiremen, etc., It will be conceded that Battery-men, Head coolies, etc., deserve a wage differential with Watermen, Coolies, etc. It is because of the absence of this recognition, that these categories of staff have been grouped with barbers and cooks of the Defence Ministry.

34. The recruitment to these cadres is made both from the departmental candi-

dates as well as outside. We are seeking a differential for the Batterymen, etc. Even if that differential is not granted, the scale is so parallel that an official will hardly enjoy much benefit on promotion for the first ten years of service, presuming a class IV official gets promotion after five years of service. The outside candidates are also given six months training and are to be of vernacular standard.

35. A revaluation of the whole thing is necessary not only because a proper consideration has not been given but also because per hour wage these officials will draw less than peons.

36. Under these circumstances we suggest that the scale of Rs. 80-1-85-2-95-3-110 sanctioned for 2nd grade semi-skilled officials be sanctioned for these officials.

I. Telegraph Operators and-Engineering Clerks.

37. The clerks and allied cadres in the P&T who constitute the bulk of Class III P&T employees are borne at present in the scale of Rs. 60-170. The second Pay Commission has recommended for these categories of staff the pay scale of Rs. 110-5-130-4-170-5-190-5-225. A selection grade of 10% for these staff without any functional differentiation has also been recommended by them in the scale of Rs. 150-5-175-6-205-7-240. Apparently this Selection Grade has been created by splitting up the scale. We would at the outset urge raising the minimum of the scale from Rs. 110/- to Rs. 120/- and merger of the above two scales into a running one.

38. Thus the scales that we demand for the clerks and other allied cadres of staff in the P&T department (excluding LDCs) should be Rs. 120-5-175-6-205-7-240.

39. In recognition of the duties and responsibilities of these staff they were always in the past granted a better scale of pay than the LDC or similar other cadres. The pre 31 scale of pay bears a testimony to this. The economic crisis of 1931 brought about a wage out for all wage earners. This was also reflected in the Post 31 scale of the P&T staff by the

introduction of cheaper as well as I and II grades scales of pay for the clerical and allied categories of staff. The creation of First and Second grade clerks in the P&T created a host of problems as well as administrative difficulties.

40. The First Pay Commission done away with the first and second grade clerks in the P&T and recommended a running scale of Rs. 60-170. The scale of pay recommended by them for the LDC was Rs. 55-130 and that, for the UDC was Rs. 68-170. They further recommended that the scale of Rs. 80-220 could be granted to the U.D. clerks as and when the minimum educational qualification of a degree examination was proscribed for recruitment to this post.

41. Thus the scales of Pay recommended by the the First Pay Commission for the LDC, P&T staff UDC were Rs. 55-130, Rs. 60-170 and Rs. 68-170 respectively. Subsequently the U.D. scale was raised to Rs. 80-200 by the introduction of Degree qualification for recruitment to this post. Still at a later stage the minimum of the LDC was raised from Rs. 55/- to Rs. 60/- consequent to the grant of a concession to the Sectt. staff whose recruitment was done through U.P.S.C. During this period no corresponding increase was given to the P&T Time Scale of pay in any shape.

42. It will now be proper to examine the recommendations of the Second Pay Commission in this context. They (Ind C.P.C.) have also recognised that

"the duties of clerks in the Posts and Telegraphs Offices are different from those of Lower Division clerks in the Administrative Offices and on the whole of somewhat greater responsibility. This together with the more restricted promotion outlets justifies a higher remuneration than is allowed to LDC in Administrative Offices." Para 3 (Page 299)

43. This comparison has unfortunately been very much one sided. The comparison of the P&T clerks, etc., should have been with the U. D. C. As pointed out above there was only a difference of Rs. 8/- in the minimum of the two grades UDC & P&T clerks before degree qualification was introduced for recruitment to U.D. post. Now that the Commission recommends for abolition of degree qualification for the U.D. post a comparison

of the P&T scale with that of the U.D. scale is only proper and fair. Further the Commission has observed.

"that where qualifications for recruitment are identical or comparable, the starting salaries should also be comparable". (para 31 page 31)

It necessarily follows that the starting salaries of U.D. Cs. and P&T clerks etc., should be the same, i.e., Rs. 130/-.

44. The Commission has also laid down an other yard stick for determining the starting salary. In their opinion,

"Where a higher standard of mental equipment or personal qualities is required a higher starting salary should be fair and reasonable even though the academic qualification laid down are identical". (para 31 page 3)

On these considerations, the starting salary of the P&T clerks, etc., ought to be of higher order than that of the LDCs.

45. The demand put forward in the beginning of this memorandum for raising the starting salary of the P&T clerks, etc., to Rs. 120/- an average between the LDCs. and UDCs appear to be fair and reasonable.

46. The Commission have completely negated the importance of horizontal or vertical relativities in determining the various pay scales. To quote them "We have not, however, regarded the existing relativities—vertical or horizontal as sacrosanct". (Para 2 page 101)

47. But the Commission, while comparing the scales of pay of the P&T clerks, etc., with of the LDCs have observed,

"a difference of the order of Rs. 40/- in the maximum of the two scales appears to us to be more or less adequate, requiring only a slight increase". (Para 33 page 29)

Without going into the merits or otherwise of the proposed increase of Rs/5- it can be safely said that the same has been recommended by increasing the life of the scale from the present 25 years to 26 yaers. This will have no consolation to anybody except the rotters in the scale.

48. Stangely however, the Commission compared the maximum of the scale of the clerks, etc., with that of the UCDS and say,

"But it is considerably lower than the U.D. scale in the Administrative offices (Para 33 page 299)

49. It may be seen that the present difference in the maximum of the two scales (P&T clerks, etc., and UDC) is only Rs. 50/-. The proposed difference in the maximum of the P&T clerks with that of the UDC (in Socett.) is of the order of Rs. 55/ and with that of UDC (in attached offices) is of the order of Rs. 75/-. The Commission have unfortunately failed to reconcile these contradictions in their principles.

50. The demand for raising the maximum of scale of pay of the P&T clerks, etc., is justifiable on all accounts. This has also not been sought for, in addition to the Selection Grade (time scale) but by merger of both of them into a running pay scale which would benefit the entire clerical and allied cadres in the P&T instead of only 10% of them.

51. The attempt of the Second C.P.C. to meet our demand for increasing the promotional avenue is not met by the introduction of this Selection Grade (Time Scale). Both the scales run virtually parallel and therefore no material gain accrue to the staff on their selection to this grade.

52. We had in the P&T two scales of pay in the time scale—viz., 1st & 2nd grade prior to the recommendations of the First Pay Commission on a 50% basis. This did not work well and gave rise to very many complications and administrative difficulties. The First Pay Commission abolished the system and proposed a running scale for the P&T clerks, etc. which were accepted by the Government and is in vogue at present. The existence of two scales in the Time Scale without functional differentiation (as recommended by the 2nd C.P.C.) will give rise to heart burning and unrest among the staff apart from various other complications and administrative difficulties. The merger of the scales is the only choiceable alternative rather than inviting host of troubles and complications. This will also reduce the big gap now in the maximum of the time scale (P&T) and the

U.D.O. The increment of the P&T clerks etc. has always been of a higher order than that of the others of the so-called comparable cadres. The demand for raising the incremental value from Rs. 4/- to Rs. 5/- at the initial stage will restore the position obtaining in pre-31 scale of pay.

L. S. G.

53. The L.S.G. officials in the P&T have all these years been equated with the Inspectors and the L. S. G. officials of the Administrative Offices. The 2nd C.P.C. has recommended the scale of Rs. 210-10-290-15-320 for the P&T L.S.G. officials and the scale of Rs. 210-10-290-15-380 for the Inspectors and L.S.G. officials in the Administrative offices.

54. The C.P.C. has not agreed to grant the P&T L.S.G. officials the scale of Rs. 210-10-290-15-380 as recommended for the L.S.G. officials in the Administrative Offices on consideration of stereotyped work. But the Pay Commission has failed to take into account the monetary responsibility etc. and the responsibility of holding charge of the office independently by the P&T L.S.G. officials. There is, therefore, full justification for raising the scale of pay of the P&T L.S.G. officials to Rs. 210-10-290-15-380.

55. In all fairness, the scale of the L.S.G. P&T official should be fixed as Rs. 210-10-290-15-380 allowing him to continue to earn an increment every year till he retires.

56. We have also shown consideration to the fact that normally a P&T time scale official does not get a promotion to L.S.G. before 22 years of service when he reaches the maximum of his scale and therefore will start at the stage of Rs. 250/- in the scale of Rs. 210-10-290-15-320. To ensure him to continue to draw his increments for at least 10 years or so of his service, we urge the maximum of the scale ought to be raised to atleast Rs. 350/-.

57. In view of very meagre number of posts in the H.S.G., and L.S.G. P&T official has also no chance of promotion to H.S.G. before his retirement. In consideration of these facts, the maximum of the L.S.G. should be raised.

J Miscellaneous categories.

58. The claims of a number of cadres which are small in strength have not been considered by the Pay Commission which has observed—

"The strength of each of these groups is too small to call for separate consideration. We suggest that they may be fitted into the new pay structure, on comparison of duties etc. with those of the major categories for whom we have recommended particular scales. Normally it will not, we expect, be necessary to disturb the present relativities."

(Para 86, page 313)

59. The Commission has also favoured reduction in number of scales of pay and therefore we suggest that the various categories of staff especially ex-company grades may be brought in the regular scales of pay with identical designation.

60. In addition to the ex-company cadres, the following categories of staff require special mention :—

61. (i) Lady Welfare Supdt., Observation Supervisors. They are in the L.S.G. scale of pay. The conditions of recruitment are such that normally outside candidates alone are appointed and therefore a scale with a span of 10 years is inadequate. The Complaint Inspectors, who were also recruited from the open market, have been given a scale identical to I.P.Os., i.e. Rs. 210-380, and therefore we urge that these officials be also given the same scale. A selection grade of Rs. 335-485 sanctioned for E Ss, be also extended to them in consideration of the fact that there is no other promotional avenues.

(ii) Service Inspectors in Calcutta Telephones. The claims of Service Inspectors for treatment at par with P.I. have already been conceded under D.G.&P.T. letter No. 381-25/50NCG dated 7.2.57. The P.Is. scale be sanctioned for them.

(iii) Mains Inspector Grade II and Traffic Inspector. Although the claim of these officials for absorption as P.Is. was rejected under D.G.&P.T. letter No. 16-63/58-TE dated 14.10.58 as there are no P&T posts with equivalent duties and responsibilities, yet we feel that the only correct way is to absorb these officials as P.Is. It

in a dying cadre without any promotional avenues. We are supported in this claim by the General Manager, Calcutta Telephones, and therefore these categories be amalgamated with P.I.

(iv) **Plumbers for Air Condition Plants.** The present two grades be amalgamated and these officials be designated as Air Condition Mechanics and treated at par with Mechanics.

(v) **Carpenters, Mansons, etc.** The carpenters and masons be given the same scale as is given in other ministries.

Other miscellaneous and ex-company grades.

62. The following grades be equated in the following manner :-

<p><i>Calcutta Telephone District</i> Switch Board Wireman Mistry Grade II Air Conditioning Plant Attendant Battery Attendant Jointer-Mate Machine Polisher Cordman <i>Bombay Telephone District</i> Fitter Grade II</p>	} Wireman
--	-----------

<p><i>Calcutta Telephone District</i> Test Clerk Installation Inspector Grade 'B' Instruction Inspector Power Fitter Fault Inspector Exchange Inspector Grade 'B' Fitter Grade II Fitter Charge Hand Turner Engraver, Sign writer and Painter <i>Bombay Telephone District</i> Sign Writer Instrument Inspector Ex-Inspector Grade II Ferric Printer Sub-Inspector <i>Madras Telephone District</i> Ex-Inspector Grade 'B'</p>	} Mechanics
--	-------------

<p><i>Calcutta Telephone District</i> Fitter Grade I <i>Bombay Telephone District</i> Power Plant Attendant <i>Madras Telephone District</i> Instrument Inspectors</p>	} P.Is. and R.S. As.
--	----------------------

<p><i>Calcutta Telephone District</i> Instrument Tester Asstt. Foreman-Installation Inspector Grade 'A' Cable Inspector Chief Test Clerk L.S.G. Instrument Inspector <i>Bombay Telephone District</i> Chargeman Grade I Asstt. Supervisor Power Room Supervisor Cable Foreman Air Condition Foreman Ex-Inspector Grade I <i>Madras Telephone District</i> Ex-Inspector Grade 'A'</p>	} Engineering Supervisors
--	---------------------------

<p><i>Calcutta Telephone District</i> Lady superintendent Phones Supervisors in CTD</p>	} H.S.G. L.S.G.
---	--------------------

Special Categories of Store, Workshops & Accounts Organisation.

63. The Pay Commission has completely over-looked the following cadres of the stores, Workshop and Accounts Organisation. Most of these cadres were also overlooked by the 1st Pay Commission.

1. Store Keeping Staff.
- a) Chief Store Keeper.

In other stores organisations of the Central Govts. Workshop such as Railways and Ordinance the Chief Store Keepers have been allowed a scale equated to the H.S.G. Therefore, the Chief Storekeeper of Workshops and Stores Organisation in P&T should be brought at par with them. (Para 27 page 237.)

- b) Store Keeper.

65. This is a promotion post and is filled in by promotion from the Time Scale Clerks, as is done in other. Central Government's undertakings (Refer para 15, page 235). The amount or bulk of stores involved, the strength of staff supervised etc,

justifies the store keepers in the P&T workshops and stores Organisations should be brought at par with the similar categories of staff in the Ordinance and Railway Factories, i. e., above the L.S.G. scales of pay (page 237)

c) Stock Holders.

66. They are at present in Time scale, and are directly in charge of godowns having some 300, 400 items on stock to the value of several lacs of rupees. The present scale of pay does not commensurate with the responsibilities involved. These stock holders have to supervise the work of several store clerks who are also in the time scale. Therefore, we demand that the stock holders should be in L.S.G scales.

(d) Stock Verifier.

67. There is a system of both independent and progressive physical stock verification of Stores in the Stores and Workshop Organisations. The independent stock verifications is done by officials who are on L.S.G scales. They are under the control C.A.O. S. & W. Calcutta but are taken by promotion of T.S. clerks working under the Controller of Tele-Stores. The progressive Stock verifiers attached to workshops Organisation are to perform physical stock verification work of the Workshops Store Godowns. Their duties and responsibilities are completely identical to those of Independent Stock Verifiers under C.A.O. S. & W. Calcutta but these P.S.G. are in time scale. The responsibilities and duties of both these Independent and Progressive Stock Verifiers are similar if not identical to the stock verifiers attached to the Accounts Department in the Railways. We, therefore, demand that the very same scale of pay as recommended for the above categories of staff should be allowed to both the Independent and the Progressive Stock Verifiers of the S.W.A. Organisation (Refer page 341 para 34 of P.C's Report).

II. Watch & Ward Organisation.

(a) Inspector Watch & Ward.

68. At present the post is filled by, promotion of Sub-Inspector Watch & Ward,

the minimum educational qualification for which is Matriculation. These Inspectors and Sub-Inspectors are to supervise the work of Watch & Ward Staff who work round the clock. The Pay Commission has over looked this cadre and has not recommended any scale. The present scale of pay is Rs. 100-185. We demand that they be given a scale of 150—300.

(b) Sub-Inspector.

The Pay Commission has not also recommended any scale for this cadre. They are at present on the scale of Rs. 60-85 which is too short and without much promotional avenue and therefore, we urge that they be given 110-150 scale of pay.

III. Engineering Staff in Class III (Supvr.)

(a) Foremen (b) Assistant Foremen.

70. Minimum qualification is Engineering Graduates for outsider recruitment. A percentage of the posts, and Foreman is filled in by promotion of Asstt. Foreman, which is partly filled up by candidates having Eng. Diplomas after Matriculation. A part of the posts of Asstt. Foreman are filled up by promotion of skilled workmen in the different trades in the workshops. The present scale of Foreman is 260-25-350 & 300-20-400. The duties and responsibilities of these categories are similar to those of Foreman and Asstt. Foreman in the other manufacturing Workshops. We demand, therefore, that these cadres should be equated to the scale recommended to the similar categories of staff in the Defence Workshops (Level I & II) (Refer para 68 of page 186 of P.C's report),

IV Cost Assistant.

71. This cadre has been introduced for the last two years. The minimum qualification necessary is a pass in the Intermediate course of Cost Accountancy. The present scale of pay is just above Jr. Accountant. This cadre is to be equated in between as per P.C's recommendation regarding Junior and Senior Accountants.

V. Draftsmen Cadre

72. At present there are the following separate cadres :

- (a) Head Draftsman,
- (b) Design Draftsman.
- (c) Draftsman Grade I.
- (d) Draftsman Grade II.
- (e) Tracers.

The minimum qualification required is Matriculation and a diploma in Draftmanship. At present the first two categories (a) & (b) are on Rs. 150-225, Draftsman Grade I on Rs. 100-185, & Grade II on Rs. 60-150. The minimum qualification for Tracer is Matriculation and proficiency in simple drawing. As the Draftsmen and Tracers in an Engineering Workshops are required to possess much better knowledge, we demand scale of Rs. 110-200 for Tracers, Rs. 205-280 for Draftsman. Design Draftsmen and Head Draftsmen Rs. 355-425.

(VI) Health Organisation.

73. (a) Medical Officers. They may be given an appropriate grades.

74. (b) Compounders. The scale of pay recommended viz., 130-240 with the selection grade vide para 36 & 37 page 199 be sanctioned.

75. (c) Sanitary Inspectors. The scale of Rs. 130-212 be sanctioned. S.G. of Rs. 205-230 be created for these officials as they have no promotional avenue.

76. (d) Dressers. Recommendations made in para 41 (page 200) is scale of pay of Rs. 80-110 with 20% in selection grade of Rs. 110-3-125 be sanctioned.

Special pay.

(i) Special cum technical pay.

We regret that the claims made by the Union in respect of special-cum-technical pay for the various categories of the staff, have not been accepted by the Commission. The Commission has observed :

"We see no justification for differentiation between various kinds of operative and clerical work in P&T offices by attaching special pay to all or certain categories of posts in any branch as proposed by the N.F.P.T.E."

(Para 34 Page 299)

Telephone Operators and Engineering Clerks.

78. Out of approximately 74,000 employees in the present time scale of Rs 60-170, only 10,114 are T.Os. and 2,978 Engineering Clerks. More than 50% of these officials are (43, 260) in the Post Office. In the time scale we have technical operative staff such as Telegraphists (4,124) and Telephone Operators (0 114). Thus the bulk of the time scale staff i.e., 4/5th are clerks.

79. Therefore, it is understandable that the Pay Commission bestowed main consideration to the duties of clerks in P.O. and recommended pay scales. We had also not urged any change in the relativity except that we had asked for special pay. The Commission should have atleast evaluated other's claims and recommended compensation in the light of its own observation in respect of grant of special pay. The Commission observes :

"The central idea of a special pay is that it is the most satisfactory way of compensating such addition to work or responsibilities or such greater arduousness of duties, as is recognisable enough to merit additional remuneration, but not so considerable, or in some cases, of such permanent nature as to justify placing the post in question in a higher grade..."

(para 7 Page 361)

80. We accept rejection of the claim for special pay to these categories as these cadres could be placed in higher grade. But the observation of the Commission, that :

"The justification of special pay should be established in each case in accordance with the general principles governing its grant and the evidence adduced before us does not established this in any case."

(Para 34 Page 399)

is uncalled for.

81. In respect of clerks in the Engineering arm, the Commission recognised :

"In the Engineering branch, however, the clerks have no operating work at all; even the ancillary clerical work in Telephone exchanges is done by Telephone Operators."

(Para 28, Page 296)

The identical clerical work in District organisation is being done by U.D.C. and till introduction of the U.D.C. scale in

Circle Offices, the Engineering branches were managed by the clerks deputed from Engineering Divisions. With the revision of the ratio of U.D.C., and L.D.C. and the method of recruitment to U.D.C., there is no justification to deny U.D.C. scale to Engineering clerks.

82. Similarly for T.Os., the Commission, while recommending L.D.C. scale for T.Os in Railway and Civil Aviation Department, recognised that T.Os. in these establishments do not have same "responsibilities and load of work" as T.Os. in P&T Department. Therefore, in all fairness, U.D.C. scale should have been recommended for T.Os. in P&T Department.

83. Therefore, we feel that our claim of special pay has not been properly assessed by the Pay Commission.

(ii) Special pay to other categories.

84. Cashiers. The claim for grant of special pay to cashiers in the Engineering Division was conceded by J.J. Committee, but no decision has been taken as yet. Cashiers in Store Depots etc., who are also in time scale, are granted special pay. Therefore, the special pay to other cashiers should also be sanctioned.

85. Instructors. There is no uniform system of payment of special pay to Instructors. While at Saharanpur Training Centre, higher grades are paid, the Instructors at Jhalpur Centre and other Regional Centres are treated separately. A uniform system be employed.

86. E.S. in T&D Circle & R.E.M. Organisation. The condition of 5 years' service needs be abolished and the same to be extended to coaxial and other projects.

87. Head Operators. The restriction on grant of special pay in small exchanges be removed and all H.O. where Monitor is not employed, be given special pay.

88. Incharge. There is no compensation for the Incharge of an exchange/Carrier station. They be given either a special pay as Incharge of the unit or rent free accommodation as is given in other P&T branches.

Categories in stores, Workshop Organisations.

89. At present, the following categories of staff get special pay :—

1. Stenotypist, Rs. 25/- plus time scale. (in stores Workshop).
2. Comptists. Rs. 15/- plus time scale (Stores, Workshops & Accounts Organisation).
3. Hollerith Machine Operators. Rs. 5/- plus scale. (Accounts Organisation).
4. Cashiers. Rs. 20/- plus time scale (Accounts Organisation).

Special pay should also be sanctioned for the following categories :—

1. Shop Clerks. (Workshop Organisation)

They are at present on T.S. but being incharge of the shop units their duties and responsibilities are of higher nature than T.S. Clerk. A special pay of Rs. 20/- be sanctioned.

2. Pay Clerks. (Accounts Organisation)

At present, these staff are given Rs. 1.50 nP per man on payment days. They should be allowed fixed special pay of Rs. 10/- per month.

3. Adrema Machine Operators (Workshop Organisations)

The Govt. has recently sanction Rs. 5/- for these operators who are on Rs. 60-130 in the T.R A.Os. Similar special pay facilities should be extended to Adrema Machine Operator of Workshops organisation.

Revision of rates of special pay

90. The present rates of special pay were fixed long ago. In some cases no revision was made even after the revision of pay scales in 1947. These rates be suitably revised.

Other matters in respect of pay scales

91. Benefit of training period in service

In para 151 to 156 of our memorandum to the Pay Commission, we had urged that the training period should count for service

and increment for all the Technical cadres in Class III Services also as is done for Class I Service vide Rule 185 of P&T Manual Vol. IV.

The Commission has partly recognised the claim by observing in respect of Telegraphists that—

"In view, however, of their longer period of training, they may be granted an additional increment on successful completion of period of training."

(Para 61, page 397)

We urge that this recommendation be accepted not only in respect of Telegraphists but for all categories of staff. T.Os., Clerks, etc., and others who undergo training of shorter duration be allowed to draw their first increment after completion of one year from the date of their joining the training class.

This period should also count towards service with a view to make up the reduction in period of service thus effecting gratuity and pension.

92. Pay fixation on promotion.

In the Engineering arm, due to overlapping scales of pay, which are to a very great extent unavoidable, no monetary benefit is accrued on promotion. We had sought three advance increments on promotion. In this respect, the Commission has observed :

"It appears to us to be unsatisfactory that an employee should not have the benefit or the incentive of a least one increment, when he is asked to shoulder greater responsibility and we therefore, recommend that on promotion to a higher post, the pay of an employee should first be increased by one increment in the lower scale and then fixed in the higher scale at the the stage next above."

(Para 6, page 102)

We urge that this recommendation be accepted.

93. Limit on ceilings.

The recommendations of the Pay Commission in respect of ceilings on benefits accruing on pay fixation will adversely affect the Technical cadres. The N.F.P.T.E. has urged removal of the ceilings. Its continuation will create anomalies for grades which have been given a better scale. For example no Building overseer will draw even a pie

more than the minimum of the grade as the increase in the minimum of the grade is considerable. Even in other categories, the benefit granted will be reduced because the present pay scale are lower than justified. The improvement made in these grades should have some reflection in the wage of the present officials. The recommendation on pay fixation, on point to point basis, has been mainly recommended as, neither the minimum of the scale has been raised (only D.A. has been amalgamated) nor the rate of increments improved. Therefore, we urge a suitable formula may be found out to remove these anomalies and consequential hardships.

Promotional avenues.

94. The Commission has only made general observation and has not considered the claims of the various grades as represented by us. We, therefore, make the following observations and seek improvement in the promotional avenues.

(A) Rationalisation of cadres.

95. In our memorandum to the Pay Commission, we had stated that proper promotional avenues can be carved out only by rationalisation of the cadres such as amalgamation of cadres of E.S. & P.I., amalgamation of cadres of Mechanics and Wiremen, abolition of cadre of Mechanics in carrier stations, Wireless stations and in auto-exchanges where A.E.A., etc. have been sanctioned as three-tier system of technicians is uncalled for.

96. In respect of the amalgamation of P.Is. with E.S.s., the Commission has observed—

"The question as to whether, on merits, there is necessity for a separate cadre of Telephone Inspectors or whether it should be merged with any other cadre is an administrative one and on which we do not wish to make any comments."

(Para 74 Page 309)

97. The class II posts also need a little reorganisation both from the point of view of efficiency and to provide channel of promotion to other grades, e.g.,

(i) A.E.—Buildings. posts should be exclusively filled from amongst the Building overseers.

(ii) Dy. D.E.Ts. post, in D.E.T. office, who is mainly to supervise the work of the D.E.T. office and has no technical duties to perform, should be filled from supervisory clerical grades.

(iii) In big exchanges where a class II post is created for exclusive supervision of traffic duties, the post be filled from Monitors, as it exists in the ex-company units.

Likewise, some other changes can be made for various other categories.

98. The expansion of the Telecom service and improvement of the techniques also justifies such a rationalisation. We, therefore, urge a proper consideration of this aspect.

(B) Re-distribution of duties

99. While in the early stages of the development of Telecom services, it was economical as well desirable to have unified control on technical and operative staff, but with the expansion that has taken place, at least in major cities, bifurcation of supervisory and technical duties is not only possible but is also desirable. Because the supervisory duties have been entrusted to E.S.s., we do not have H.S.G. for operative staff and even a supervisory L.S.G. for technical staff. We do not urge a complete bifurcation of these duties as we do concede that in the interior of the country where the Telecom services are still in infancy, a common charge is desirable, but in major cities there is no justification to deny the operators and Mechanics, etc, H.S.G. post. The continuation of ex-company system in BTD & CTD in appointing suitable operators as Traffic Supervisor justifies creation of H.S.G. posts in all major exchanges.

100. Not only this, overlapping supervisory authority now exercised by L.S.G. Monitors and E.S.Ps., results not only in heart burning but also in wastage of manpower.

101. The non-grant of supervisory duties to S.G. Mechanics is not only a loss to exchequer, but also a denial of supervisory duties to senior technicians.

(C) Method of Promotion

102. In our Memorandum to the Pay Commission, we had urged that two distinct avenues of promotion be made available to each cadre, viz.,

(i) Seniority-cum-fitness

(ii) Merit-cum-examination.

(i) Seniority-cum-fitness :

The Commission has conceded the need to provide for promotional avenues by seniority-cum-fitness and has observed that—

“At lower levels, where the work is essentially of a routine nature and it is extremely difficult to make a distinction between the performance of two men doing the same standard work with reasonable efficiency the principle of seniority cum fitness is appropriate.”

(Para 17, page 506)

We feel that for each category of staff such promotional outlets should and can be created.

(ii) Merit

The Commission has at length argued the futility of effecting promotions by examination. It says—

“We do not therefore recommend the adoption of promotion examination as a general method. However, for promotion to grades in which specialised knowledge is necessary as for instance in certain branches of the Accounts Departments, an examination designed to test such knowledge may be useful.....The examination; moreover, should be designed to test not academic, but working abilities, the questions should have practical bias; and use of books at the examination might be allowed, but of competence under normal working conditions.”

(Para 17, page 506)

103. We welcome these observations and urge that the whole system of departmental examination needs a review. We recognise that a test in some basic principles of science and mathematics is necessary to check the capacity of a candidate to acquire higher technical knowledge. We suggest that the present syllabus be revised to provide also for the “check of competency”.

104. Regarding selection of candidates, the Commission observes—

"But even in these cases the examination should, in our view, be only a qualifying one and promotion from among those qualified should be made on the record of service."

(Para 17, page 507)

"The system of assessment of an employee's record of service with the help of a committee and not by a single individual, is certainly satisfactory; and there is no reason to think that the departmental promotion committees do not consider the cases referred to them in a fair and objective manner."

(Para 18, Page 507)

The experience of D.P.Cs. at lower level is not satisfactory. Moreover, once an official qualifies and establishes its aptitude towards the duties, he is likely to perform, there is no reason to subject him to the selection by D.P.C. As regards the "record of service", a second check up is not necessary as only those who have satisfactory record of service are permitted to appear in the examination.

106. We, therefore, suggest that various examinations for promotion should be qualifying one and the number of selected candidates should be equal to the vacancies announced. The selection should be made on seniority basis as is in vogue in respect of T.E.S. & W. class II. If the department, however, feels that merit should be given some consideration, we suggest that 50% vacancies be filled by seniority and the other 50% by merit from amongst the qualified candidates. Such an arrangement alone can provide some improvement for the senior officials who are not able to compete with junior officials who have entered with better educational qualification.

(D) Selection grade within the grade

107. While the Commission ruled out the question of enlargement of promotional avenues—

"..... by increasing the number of posts in higher services and grades and by stopping or reducing direct recruitment to those services and grades"

(Para 12, page 503)

yet with a view to provide some promotional avenues, the Commission has recommended creation of Selection Grade within the grade. It observes—

"..... in determining pay scales and in deciding whether or not there should be a selection grade in a particular service, one of the factors we have to take into account is the promotional outlets available."

(Para 12, page 503)

108. Thus, we find that for almost all cadres to which recruitment is made from the open market, selection grade, though varying in percentage, has been sanctioned.

109. In respect of cadre to which recruitment is restricted from amongst departmental employees, such as P I., the Commission has not recommended a selection grade. In respect of R.S.As., the Commission observes—

"If there is no direct recruitment and posts of Repeater Station Assistants continue to be filled entirely by promotion, there would be no justification for providing a selection grade as a compensation for lack of promotional outlets."

(Para 71 page 309)

110. We feel that the observation is unjustified as the Commission has recommended a S.G. for Head Postmen, etc. where also the posts are filled exclusively by promotion. The Commission observes that—

"There is no direct line of promotion for postmen beyond the grade of Head postmen, etc....."

"As the avenue of promotion for Head Postman and allied categories are inadequate, we recommend that 10% of these posts should be in selection grade carrying a scale corresponding to the upper sector of the scale recommended for Sub-Inspector of Telegraphs, viz., Rs. 135-4-155."

(Para 50, page 301)

111. Therefore, the S.G. posts for the cadre of R.S.As. and P. Is. be sanctioned irrespective of the method of recruitment.

(i) Futility of such a grade

112. While we concede that provision of such a selection grade does improve wages to certain extent, yet it does not satisfy the worker's urge for promotion. One looks to promotion not only for improvement of wages but also for discharging duties of higher responsibilities. Moreover, for operative and technical grades, involving arduous physical duties, it is necessary that after 20-25 years of service, an official is

removed from such duties and given supervisory work. Promotion should basically, therefore, result in grant of supervisory duties.

Where LSG posts are in existence

113. Moreover, grades where there are supervisory posts in LSG filled on seniority-cum-fitness, such selection grade is not of much value and we have urged amalgamation of this grade with time scale, such as clerical and allied cadres.

Sanction of posts in S.G.

114. The Commission has sanctioned the S.G. for increasing promotional avenues and therefore the gain should not be nullified by not sanctioning justified posts including against temporary posts and by not making officiating arrangements, as is the practice now in vogue in respect of S.G. in the cadre of Mechanics. Unless the creation of the S.G. posts is done sacrosanctly, the apparent gain will be reduced to less than half.

(ii) Method of promotion

115. The Commission has not clearly indicated the method of appointment to these selection grades. While recommending such a selection grade for Telegraphists, the Commission observes—

"In making this recommendation we have taken into consideration the fact that Telegraphists are promoted as Telegraph Master on the basis of a departmental competitive examination and that for those who do not succeed in the examination, there is at present no promotional outlet."
(Para 62, Page 307)

Therefore, the appointment should be made on the basis of seniority. As this selection grade does not envisage additional responsibility, the question of even fitness does not arise (Para 37, Page 3000).

116. Therefore, we urge that clear orders be issued for filling up of these posts on seniority basis alone and the present rules in respect of Mechanics, etc. be also revised.

PROPOSALS

117. Basing ourselves on these observations, we make the following suggestions in respect of various categories.

(a) Engineering Supervisors.

118. The method of recruitment needs considerable changes. At present promotion to Class II is made only from this cadre and therefore, almost all categories of staff are eligible to appear in the examination. Formerly, the recruitment to Departmental quota to the cadre of E.S. was made through :

- (i) Trade Test open to officiating E.S. (T.S.) and R.S.As. as they had qualified in a test of similar standard or possess same educational qualification as outside E.S.
- (ii) Competitive test open to all including officials of the Telegraph services.

119. In the light of the general observations made by Pay Commission, we urge that the examination be made a qualifying one and be of a trade test type to check "not academic but working abilities" of the candidates.

120. If the department feels that it is very necessary to check up the basic knowledge of Physics and Mathematics, etc., to ensure that selected candidates are in a position to acquire higher technical knowledge, such a test be again of simple nature and should be taken in addition to the test for checking up "working abilities".

121. Moreover, candidates who possess I.Sc. minimum educational qualification or have already qualified for promotion to R.S.As., etc., in a similar academic test should be exempted from this academic test. A certain percentage may be reserved for these officials and other vacancies for the remaining candidates, such a reservation is necessary to ensure that the majority of officials in grades where recruitment is not from I.Sc. are not required to compete with better qualified hands.

122. The restriction on eligibility of W.Os. for appearing in E.S. examination be removed especially in case the department accepts the recommendation of the Pay Commission for abolition of L.P. and H.P.

(b) R.S.As., W.Os., P.Is., A.E.As., etc.

123. The method of filling up of vacancies to these cadres require rationalisation. In as much as these categories of staff are on identical grades, we suggest selection from departmental candidates should be by a common examination. The candidates may be given the choice of cadre. The observation in respect of nature of examination, method of selection, etc., made in respect of E.Ss. be made applicable here also. The percentage of reservation for departmental candidates in the cadre of R.S.As., W.Os., and A.E.As. be increased and no outside recruitment to the cadre of P.Is., is justified.

124. For these grades, except for P.Is., selection grade has been sanctioned. We had urged that such a selection grade be sanctioned for P.Is., even and their eligibility from the Monitors grade be removed.

125. We had demanded creation of L.S.G. posts for R.S.As., P.Is., and W.Os., in our memorandum to the Pay Commission. With the improvement of scales of pay and further improvement sought by us, creation of L.S.G. posts is not of much value. Moreover, the S.G. sanctioned for these categories covers the major portion of L.S.G. and is better at the maximum. Therefore, this demand be considered as dropped.

126. The selection grade, however, needs some improvement. As W.Os. and R.S.As. are also recruited from amongst outside candidates, and as there is no further promotional outlet in case an official fails to become an E.S., we feel that the scale of pay along with S.G. scale should provide for atleast 25 years. We, therefore, suggest that the maximum of the selection grade be raised to Rs. 380/-. The proposed selection grade will be Rs. 270-10-290-15-380.

(c) Draftsman.

127. Their promotion to building overseer cadre be opened and a selection grade be sanctioned for them also.

(d) T.Os. and Clerks.

128. We have already dealt in detail their claims.

129. There is at present no H.S.G. for Telephone Operators and very few posts exist for clerical cadre. We, therefore, suggest that the L.S.G. scale be substituted by an amalgamated scale of L.S.G. and H.S.G.

130. Such an amalgamation is justified on the same basis as grant of H.S.G. scale at par with administrative staff. The Commission observes,

"outside the postal branch there are normally no promotional outlets for clerks beyond the higher selection grade."
(Para 35 page 300)

131. The number of female T.Os. has considerably increased during the last few years. Although they are eligible for promotion to the various cadres at par with male T.Os., yet in practice, they do not get promotion to P.Is., E.Ss., etc., as it involves outdoor duties.

132. Time has come when special consideration to their promotional avenues be properly considered.

133. In promotion to L.S.G. Monitor, no reservation can be made but we feel that to start with appointments to the cadre of Observation Supervisors and Lady Welfare Superintendents should confine from these officials.

(e) Mechanics.

134. We have demanded revision of scale of pay and grant of time scale to these officials. Thus, the selection grade within the grade will also be amalgamated. Therefore, we suggest creation of L.S.G. posts with supervisory duties.

(f) Wiremen, etc.

135. Unlike the other categories of staff in this wage group, such as Linemen and Postmen, Wiremen do not have any promotional avenues on seniority-cum fitness basis. Reservation of some percentage of posts in the cadre of Mechanic for filling up by seniority is already under consideration of the Directorate. A favourable decision will meet their legitimate claim.

136. In case, however, this proposal is not accepted a selection grade of Rs. 105-3-135 be provided for Wiremen.

Working hours.

137. The question of revision of the limit of working hours for the Engineering staff is already under consideration of the DG P&T vide letter No. 14/56/59-TE dated the 25th November, 1959 and it is urged that a favourable decision may be given.

138. While under DG letter No. 16-25/58-TE dated the 8th August, 1958 orders have been issued to reduce call duties, yet clear orders have not been issued to fix duty hours of such staff when employed on regular shifts such as E.Ss., Cable jointers, etc. For all the categories of staff, therefore fixed duty hours also be prescribed.

139. A decision to extend the night co-efficient for T.Os. on the basis of H.Ms assurances in 1957 is yet to be given.

O.T.A.

149. A general revision of O.T.A. rates on the basis of the recommendations of the Pay Commission be made.

141. The supervisory staff like E.Ss. when required to perform fixed hours of duty should be made eligible to draw O.T.A.

142. The clerical staff in the Engineering arm be also permitted to draw O.T.A. in the light of the recommendation of the Pay Commission.

143. The O.T.A. rules for Engineering arm require a complete review.

Holidays.

144. The assurances of the H.M. in 1957 for grant of 16 holidays to all operative grades have not been implemented as yet. An early decision is solicited.

Other conditions of Service.

Dormitories etc.

145. Regarding provision of dormitories, etc., the Commission while referring to T.E.C. desired that,

"there will be similar comprehensive examination of the rest houses, and retiring room facilities, which other operating staff of P&T Department, in fact, operating staffs generally, require". (Page 486, para 8)

146. We, therefore, suggest that this question be taken in all seriousness. Greater urgency may be attached to the requirement of Female staff.

Discussion with C.E. on 25-1-60

1. Trade Test for promotion to E.S.

A trade test for all Telegraph Supervisors including those already reverted will be held sometime in May. This will be last trade test and all those who fail to qualify will be reverted.

2. Departmental quota for E.S.

The 50 per cent is restored. But 1/2 of the vacancies will be filled by R.S.As., A.E.As., etc., through Trade Test. Claim of P.Is will be considered on the lines suggested in our note, after decision on Pay Commission's report.

3. P.I.—Training—Officiating arrangement.

A favourable decision is expected. Before qualified candidates are appointed some local training may be given.

4. R.S. As.—Absorption.

Decision will be taken soon.

5. Rotational transfers of T.Os., E.S.

Orders on rotational transfers will be cancelled.

L.S.G. Monitor, vis-a-vis E.S. Traffic

No decision has been taken as yet.

6. J.J. Committee

The main recommendations are likely to be changed but a decision on T.E. Accountants will be expedited. The question of S.P. to cashier and the creation of H.S.G. post may be settled along with issues related to C.P.C.

7. Transfer of Ladies at Ernakulam.

Except a few, all have been posted back. The others will be sent back within two months or so.

8. Night Co-efficient & holidays.

Decision will be taken alongwith other recommendations of C.P.C.

9. Period of rate system of Trunk Calls.

It has been decided that the concession period for charges for Trunk Call will be revised with effect from 1st

(Contd. on page 30)

THE BALANCE SHEET

We are reproducing below the various main demands or points referred to in our memorandum alongwith the recommendations of the C.P.C. We hope such a review will enable the workers to appreciate the progress made.

General issues

Demand in our Memorandum

1. Justified staff be sanctioned and OTA incurred to the extent of shortage of staff. (Para 24-27)

2. Confirmation of staff. (para 28)

3. Leave reserve.

(a) Present disparities in operative grades be removed and extra L/R be sanctioned for female staff. (para 31)

(b) Abolition of system of provision of L/R in lower cadres (para 32)

4. Recruitment policy.

Prescribing science subject as essential for Engineering services. (para 36-37)

5. Training Centre.

Need of more autonomy, appointment of regular teaching staff entrusting jobs of setting of various papers and conducting of examination. (paras 43-44)

6. Promotional avenues.

(a) Supervision by senior experienced hands. (para 45)

(b) Rationalisation of cadres (para 46)

(c) Abolition of double tier system of administration.

(d) Amalgamation of PI and ES (para 57)

(e) Rationalisation of Technical cadres (para 58-60)

(f) Separation of supervisory and Technical duties.

(g) Creation of ISG for RAs, WOs, etc. (para 66)

Recommendations of C.P.C.

1. No comments. D.G. has, however, intimated vide 17-49/59-TE dt. 7.1.60 that OTA is ordered.

2. Commission concedes existence of temporary staff in disproportionately large number (para 202) and recommends reconsideration of the issue (paras 203 and 204). Standing orders have been issued to confirm all posts except 10% in operative grades.

3. Commission finds no justification for distinction in L/R for temporary and permanent or difference between one class and other—however, recommended review (para 144).

(b) No comments

4. No comments.

5. No comments.

6.

(a) Commission, however, concedes that at lower levels principle of seniority-cum-fitness is appropriate (para 194)

(b) No comments.

(c) No comments.

(d) No comments. (para 74, page 309).

(e) No comments

(f) No comments.

(g) Commission while rejecting claim for revision of grade structure and complements for providing promotional avenues has recommended creation of SG in various cadres.

7. Working hours.

- (A) Call duty for maintenance staff be abolished (para 78)
- (B) Reduction of working hours for operative staff (para 78)
- (C) Night co efficient (Paras 79 to 85)
- (D) Duty term.
 - (a) Daily variation of duties not desirable.
 - (b) Period should not be normally more than average (para 91)
 - (c) Meal relief
 - (i) grant of meal relief be made obligatory.
 - (ii) it should be mid-term of duty
 - (d) OTA Rules
 - decentralisation of sanctioning authority (para 105)
 - (e) Calculation of application of Telegraph rules urged.
 - (f) Incurring OTA in casual leave arrangement (para 111)
 - (g) Maternity leave counting towards increment of temporary official (para 113)
 - (h) Holidays—removal of disparity grant of compensatory off or OTA.

7.

- (a) Fixation of duty hours not recommended and hours of duty to be limited wherever feasible (para 18/19 p.401)
- (b) "Uniformity in weekly hours among the groups neither necessary nor feasible." (para 104)
- (c) Night co-efficient recommended @ 1 : 1. 10 mts. except for those whose duty hours have been reduced on this account. No specific mention for TOs. (para 15, p 401)
- (d)
 - (a) No comments.
 - (b) No comments.
 - (c) (i) No change recommended except that single hand POs. be closed for mid-day.
 - (ii) No comments.
- (d) No comments.
- (e) No comments. D.G. vide 18-25/57-TE dt. 15.9.58 clarified that ½ rounding off on weekly basis.
- (f) No distinction justified in not incurring OTA (para 71 page 418). Limit on OTA for TOs, removed by DG.
- (g) Accepted (para 21, page 430)
- (h) Reduction of holidays to 16 for administrative offices.

Commission does not recommend uniformity but observes. "The only difference for which no valid explanation is available is between the OCS where shift duty staff have 12 public holidays and the wireless branch of P&T Department where the operating staff have no holiday. (para 43, page 430)

Recommends 3 holidays for others. Compensation @ 1½ normal rate (para 45/49, p. 409).

Staff connected with Industrial staff to get holidays at par with them. (para 47, page 409)

Compensation for work on holiday @ 1½ time of normal rate. (para 49)

8. Exchange accomodation

Creation of building wing (para 122)

8. The Commission recognises that "there is congestion in most P&T offices which is not only causing inconvenience to the staff but is also tending to have an adverse effect on operating efficiency." Early steps to remove this shortage." (para 4, page 485)

9. No comments.

9, Inadequate purchasing power of the heads of circles. Defective supply machinery. (para 123)

10. Dormitories.

No conversion of dormitories in office accommodation (p. 124) Need for special provision for ladies (para 125). No standards for Engg. arm.

11. Conveniences. (para 130)

12. Water heating & cooling arrangement (para 132 to 137)

13. Pay Scales.

(a) "Claims of the Technicians", removal of disparity and better treatment for Technicians urged (para 138 to 145)

(b) "Special Pay" for technicians on account of

(i) disparity in working hours—para 148.

(ii) loss due to training period—para 152.

iii) Early retirement. (para 156)

(c) Conveyance allowance. (para 158)

(d) Rent free accommodation for I/c. (para 160)

(e) Special-cum-Technical Pay (para 164)

10. Dormitories or retiring rooms are essential in offices which "work round the clock" (para 71)

Position is far from satisfactory.... "There will be similar (like TEC) comprehensive examination of the rest houses and retiring room facilities.

(para 8, page 480)

11. "Provision of adequate toilet facilities in large proportion" recommended. (para 11, page 487)

12. General favourable recommendations. (para 11 & 12 p. 478)

13. (a) "The structure of the Engineering and administrative services differ and so does the nature of work and responsibilities at different levels of two structures. A comparison at each level is therefore difficult.....the highest rewards of an Engineering carrier under the Govt. should be comparable with those in the administrative services". (para 9, page 168)-

N.B.:—But generally, the Commission has equated Technical staff with Administrative grades.

(a) (i) No comments.

(ii) No general observation but in respect of Telegraphist the Commission observes "In view however of their longer period of training they may be granted an additional increment on successful completion of the period of training". (para 61, p. 307)

Regarding Divisional Accountants, it observes.

"During training they should be paid Rs. 180/- (the minimum of the scale) and should be allowed to draw the 1st increment only on appointment as Divisional Accountants after passing the Divisional test."

(para 27 page 340)

(iii) No difference for pre-38. Retirement age as 58 recommended. (para 20, page 442)

(c) No observation.

(d) "...Where for the efficient discharge of duties it is necessary that an employee should live on or near the premises where he works, it is desirable that he should be provided a Govt. residence. But we think that the residence should be rent free only if the nature of his duties and conditions under which they have to be performed are such that a higher scale of pay or special pay, etc., would be granted but for the concession of rent free house. (para 2, p. 370)

(e) Rejected. "We see no justification for differentiating between various kinds of operating and clerical work in P&T offices but attaching special pay to all or certain categories of posts in any branch..." (para 34, p. 299)

Claims of the Cadres

The Pay scales recommended by the Commission have not, as it appears from the report, taken into consideration the various conditions of service, duties and responsibilities. They have been rather fixed on what is said "market value" based on the qualifications and the training of new recruits and therefore we have submitted a separate note on the subject which is published elsewhere. The specific points raised in our memorandum, which require a special mention, are referred below.

A. Engineering Supervisors

1. Pay Scales.
 - (a) Parity with IPO, TM, etc, (para 194-195) (a) No comments.
 - (b) Wage reduction on promotion-Case of TS. (para 198) (b) No comments.
 - (c) Rent free accommodation (size of the circles) para 204. (c) No comments.
2. Promotional avenues.
 - (a) Class II (para 208) 2. (a) No comments—on direct recruitment, Department has agreed to drop the proposals.
 - (b) Class I (para 209) (b) "...We suggest the introduction of a system of promotion by a special competitive examination that would provide to young officers in the Cl. II and Cl. III services an additional opportunity to enter any of the Cl. I services to which there is a recruitment by a competitive examination..." (para 19, p. 507)
 - (c) Wireless Supervisors. (c) No comments.
Special consideration urged.

B. Building Overseer

- Pay Scale—removal of disparity in pay scale with CPWD (para 223) Accepted. (para 49, page 179)

C. Wireless operator

- (i) Service Conditions, Conveyance facilities. (para 442) (a) "Thus it is only when the place of work is some miles away-in no case less than 5 miles from the limits of the nearest populous area where sufficient housing accommodation is available that the grant of transport concession, in some form or other, may be considered." (para 62, p. 392).
Commission has laid certain conditions such as cost should not be disproportionate and there should be a limit on Govt's contribution. (para 63, p. 392).
- (ii) Other hardships of service and responsibilities. (para 443-461) (ii) No comments.
- (iii) Promotional avenues. (iii) No comments.
 - (a) WLI
- (iv) Pay Scale (iv) Better relativity granted. (para 67, p. 308)
 - (a) "We recommend that this special pay should be discontinued and that as in the case of Radio Operators in CAD, 25% of the posts of WOs should be in S.G. on Rs. 270-350-'. (para 68, p. 308)

D. R.S.As.

(1) Wage differential due to 3 advance increments to E. S. & Telegraphist. (para 234)

(2) Promotional Avenues. (para 237)

(3) Restoration of HRA. (para 23)

(4) Rationalisation-abolition of Mechanic posts. (Para 240)

(5) I/C allowance.

1. Conceded.

A higher scale given. (para 71 page 309)

2. A selection grade 25% sanctioned. (para 71 page 309)

3. No comments.

4. No comments.

5. No particular comments.

E Phone Inspectors.

(1) Conveyance allowance. (Para 267)

(2) Promotional avenues. (Para 268-269)

(3) Rationalisation---Amalgamation with E.S. (Para 261-272)

1. No comments.

2. No comments-even S.G. has not been sanctioned. (para 75 page 310)

3. To be considered by the department. (para 74 page 309)

F. Draftsman.

(1) Pay scale. Removal of disparities urged. (Para 284)

(2) Promotional avenues. (Para 287-88).

1. Conceded. Para 58 page 183)

NB. Scale to be applied is left to the Department.

2. No comments.

G. Telephone operators

(1) Rotational Transfers.

(2) Service conditions, etc. (Para 299 to 305)

(3) Pay Scale
(i) Introduction of Picmoney-Incentive. (Para 309)

(ii) Lm T.Os-abolition urged (Para 320)

(iii) H.O. special pay. (Para 320)

(iv) Monitors.

(a) abolition of selection quota. (Para 324)

(b) Standards. (Para 325).

(v) Telephone Supervisors in CTD (Para 331)

(vi) Observation Supervisors. (Para 330)

(vii) Rationalisation of supervisory cadres. (Para 337)

1. No comments.

NB. D.G. has however, agreed to cancel the orders.

No comments except that a wage differential with T. Os in Railwhys. (para 49 page 246).

3. (i) ...the desirability of introducing such schemes for additional categories of staff on the Railways as also in the P&T department deserves further consideration". (para 7 page 566)

(ii) No comments.

(iii) No comments.

(iv) (a) At lower level the principle of seniority-cum-fitness is appropriate". (para 15 page 505)

(b) No comments.

(v) No comments.

(vi) No comments.

(vii) No comments.

H. Clerks.

(1) Duties of an administrative and technical nature. (Para 347)

1. "In the Engineering branch however, the clerks have no operative work at all.....". (para 28 page 296).

JANUARY, 1960

- | | |
|---|--|
| (2) Cash clerk-special pay.
(Para 349) | 2. No comments. |
| (3) Stenographers. Special pay.
(Para 350) | 3. No comments. |
| 4. LSG Standards. (Para 351 a
to 353) | 4. No comments. |
| 5. H.A.E. | 5. No comments. |
| 6. P&T Accountants (Junior)
(Para 356). | 6. Scale of Rs. 180-440 "..... with a starting salary of Rs. 190/- as they are not required to undergo training like Divisional accountant. (para 28 page 340) |
| 7. T.E. Accountants. | 7. "We do not recommend any change in the system of remuneration for these posts. (para 29 P. 340) |

I. Mechanics.

- | | |
|---|---|
| 1. Transferability throughout the circle. (para 365). | 1. No comments. |
| 2. Duties. Para 3 08). | 2. "Mechanics are skilled workers..." (para 82 P. 311) |
| 3. pay scale. (para 360-371) | 3. "...It is a wrong approach to seek to establish a relativity between mechanics and clerks in P&T offices merely because matriculation is a common qualification for both.....legitimate comparison would be with skilled artisans with similar qualification and duties..." (para 84 page 312) |
| 4. Promotional avenue. | 4. No comments. |
| (a) Creation of LSG supervisory post promotion to E.S. & RSA. | (a) "S G. of Mechanics should be Rs. 175-6-205-7-240 which is the higher of the two scales recommended by us for highly skilled artisans in the Railways." (para 84 page 312) |

- (b) Wireless Mechanics.
Rationalisation. (para 377)
5. Rationalisation.
6. Mechanics in T&D circles.
(para 384-396)

- (b) No comments
5. No comments.
6. No comments.

J. Cable Jointers.

- | | |
|-------------------------------------|-----------------|
| 1. Pay scale parity with Mechanics. | 1. Accepted. |
| 2. Special pay in big cities. | 2. No comments. |

K. Motor & Lorry Drivers.

- | | |
|--------------------------------------|--|
| 1. Pay scale. Parity with Mechanics. | 1. "We recommend scale of Rs. 110-3-131-4-139 for drivers of light motor vehicles such as Motor Cars and Jeeps and of medium transport and goods vehicles, Rs. 110-3-131-4-155-EB-4-175-5-180 for Drivers of heavy vehicles, where duties involve very long hours regularly or are exceptional arduous, the higher scale recommended for Drivers of heavy vehicles may be allowed to Drivers of light and medium vehicles". (para 47 p 245). |
| 2. Promotional avenues. | 2. "Neither outside practice, nor the nature of duties justifies a selection grade for drivers of motor vehicles. However, in a department or establishment |

where there is a substantial number of motor vehicles, and it is considered necessary to have some skilled and experience drivers to function as Driver-cum-supervisors." Scale to be determined by the Department. (para 48 page 245)

3. Rent free accommodation for call duty staff.

3. No comments.

AEAs, (para 242-253)
 ACAs (para 254-256)
 Service Inspectors
 Mains and Traffic Inspectors. (para 275-277)
 Observations Supervisors (para 333 to 336)
 Engine Drivers (para 412-413)
 Plumbers (para 414-415)
 Wiremen (para 416-430)
 Lady Welfare Suptd. (para 431-432)
 Ex-Company Cadres

For Other Categories.

"Outside these (main) categories there are only..... about 550 class III employees, of these the majority (about 400) are on scales of pay identical with those of one or the other main categories and include such groups of AEA,.....ACAs..... etc. The strength of each of these groups is too small to call for separate consideration. We suggest that they may be fitted into the new pay structure on a comparison of duties etc with those of the major categories for whom we have recommended particular scales. Normally it will not, we except, be necessary to disturb the present relativities. (para 86 page 313)

Store & Workshop Staff.

There is no special reference to P&T Stores and Workshops organisation. In the general observations on similar organisations, the following points are worthy of notice.

(a) Store organisation in workshop.

(i) Pay scale.

(a) (i) "We do not propose any change in the case of Store keeping staff who are at present on the clerical scales." (para 26, p. 237)

(ii) Removal of disparities.

(ii) "We suggest that the Govt. may have the grade structure examined suitably altered where necessary. This does not however mean that there should be a uniform structure; it only means that there should be a uniform basis for determining the structure. (para 15, p. 235)

(b) Draftsman.

(b) Removal of disparities recommended on the basis of qualifications.

(c) Watch & Ward.

(c) No comments.

(d) Sanitation & Health

(i) Medical Officer

(d) (i) No specific recommendation.

(ii) Compounders. Parity with clerks demanded.

(ii) Scales improved and S.G. sanctioned.

(iii) Dressers.

(iii) Better scale with 20% in S. G. recommended.

(iv) Sanitary Inspectors

(iv) Scales improved.

(e) Shop organisation

(i) Foreman

(e) (i) No specific mention.

(ii) Asstt. Foreman.

(ii) No specific mention.

(iii) Workshops Supervisors.

(iii) No specific mention.

(f) Store & Accounts

(i) Comptroller, HOLLERITH Machine Operator—Claim for improvement in S.P.

(i) No mention.

(ii) Cashiers in Accounts upgrading to LSG.

(ii) No mention.

CWC resolution (Contd. from 3rd Cover Page)

- (3) Point to point fixation of pay on the basis of years of service, removal of the ceiling and protection of pay drawn in the lower grades.
- (4) Immediate upgrading of cities without waiting for the 1961 census; extension of the benefit of 'C' class station to all towns with a population of 50,000 and more, upgrading of all cities with a population of 10,000,000 or more into 'A' and upgrading of all State Capitals to 'B' Class stations. All non-gazetted staff in 'B' and 'C' class stations should be made eligible to draw HRA. No non-gazetted staff be made to produce rent receipt and be made to suffer by reduction of C.A. on account of introduction of percentage basis.
- (5) The existing leave rules should continue to operate.
- (6) Grant of D.A. commensurate with the cost of living index at least at the rate recommended by Varadachariar Commission.
- (7) Improvement of scales of pay and increase in the rate of increments.
- (8) A day's rest in a week to all Central Government employees.
- (9) 1 set of free pass to all Central Government Employees etc., etc.

For United Front...

We urge upon the United Front to take all possible steps for the realisation of the general issues referred above.

For NFPTE...

We consider that demands in respect of common issues of the P&T employees, such as, improvement of the time-scale pay and other scales of pay, retention of the present ratio of night co-efficient and its extension to other

categories and grant of sixteen holidays to all operative staff as agreed upon in 1957 etc. be formulated by the NFPTE for their realisation. We request the NFPTE to take all necessary steps to start immediate negotiations on all problems common to the P&T employees and also on problems concerning different arms of cadres as may be mutually agreed upon.

On Sectional issues

In regard to the remaining demands which concern a particular cadre of arm of P&T Service, we are of the opinion that the respective All India Unions should take steps for their settlement.

The Main task

We consider that the main task lies in complete mobilisation of the entire Central Government employees for winning the minimum common demands under the leadership of the United Front. However, the aspiration of the employees and satisfaction of their sectional demands cannot be ignored. But the fact remains that achievement of even these sectional problems depends upon the extent of pressure that may be brought on the Government by the United Front. We caution against the growth of sectional and sectarian tendencies based on cadre or class interests raising up at this juncture and thus jeopardising the functioning of the United Front. This has, therefore, to be resolutely fought. We, therefore, urge upon the P&T employees in particular and and the Central Government employees in general to rally round behind the the United Front like one man.

Meet the PM

We appeal to the leaders of the Confederation, Railways, Defence and P&T to meet together immediately and arrange for an interview with the Prime

Minister for starting the negotiations and also with a view to lead the Central Government employees for securing the common minimum demands. We like to extend our unqualified support to the United Front in this great task that lies ahead.

Call to the branches

We call upon all Circle and Branch Unions to discuss thoroughly the Report of the Pay Commission. We request the co-ordinating committees of the P&T and also the Central Govern-

ment employees Unions to take note of this resolution. We direct our Circle and Branch Secretaries to communicate their views and those of Co-ordinating Committees on the improvements sought for in the various items of the resolution immediately and at any rate before the ensuing All India Conferences.

We are confident that our members and Branch Unions will maintain the solidarity and fraternity of the organisation and will be the spear-head of the coming struggle.

Other decision of the C.W.C.

1. Modification in the Notes on Pay Commission's recommendations.

The following modifications were suggested :—

- Para 8 : Add "without reducing the syllabus".
 Para 13 : Add "outside the work-shop" after "P&T draftsman". Seals for L.G. Draftsman to be examined if such an order exists.
 Para 16 : It was decided that P. Is. should be granted Selection Grade at par with R.S. As. and W. Os. and they should forego their claims for L.S.G. Monitors.
 Para 22 : Add "at par with seals of T. Os."
 Para 23 : should be more specific.
 Para 24 : Add "other construction mechanics."
 Para 26 : Delete quotation and note the amalgamation of the cadres of mechanics and wiremen in small exchanges.
 Para 29 : Refer to Federal Council.
 Para 43 : A separate chapter on special pay to cashiers and others.
 Para 45 : Discuss with Postal Union.
 Para 48 : Add "it may not be of much use."
 47
 Para 52 : left out cadre to be included.
 Para 58 : Efficiency bars :—"There should be only one E.B."

"Extra increment for crossing each state of E.B."

2. Note to be submitted on—

- (i) Promotional avenues ;
- (ii) Night Co efficient ; and
- (iii) Rationalisation.

3. Mechanics Convention.

The C.W.C. was unanimous in its criticism of the Mechanics convention as such

conventions hit at the very root of the unity of the movement. The General Secretary regretted for his association with it and explained that he did not foresee the inherent dangers. He participated in the open session on the clear understanding that no permanent set up will be formed.

The formation of the Standing Committee of the convention was objected by C.W.C. Com. Choudhry explained that the purpose was to finance such delegates representing Mechanics whose branches are not able to meet their T.A. & D.A. This was objected to by the Hon. Com. Choudhry assured that the Standing Committee will be dissolved.

4. "Tele Tech"

The branch should put its name on the journal. If contributory articles are not in accordance with the policy of the Union, the Editor should invariably explain the official position.

5. Objectionable Articles in the "Post".

Com. Gupta informed the House that the Telecom do not propose to write any more regarding "Mikoyan" and Observers."

The articles in "Post", if it has adversely commented on the membership of the Union, should be taken due notice. Necessary steps be taken to set matters right.

The "Right Approach"

The joint session of the Working Committees of the RMS Class II Union and our Union held at Nagpur provided an opportunity for us to frame a well thought off line of approach that we should adopt in dealing with the recommendations of the Pay Commission.

The need for holding meetings of the Working Committees arose mainly because the All India Conferences were postponed till February, 1960. The decision of the Federal Executive to postpone the session of the Federal Council till February 1960, to enable the various unions to hold their conferences, gave an opportunity to us also to organise a proper discussion and assimilation of the recommendations of the Pay Commission's report at branch level. Nevertheless, it was felt that the gap thus created between the publication of the report and holding of our conference was too long. We could not afford to remain silent without giving an authoritative expression of our views for such a long period.

Moreover, the need for starting negotiations with the Government for improvement of the Commission's recommendations, even within the frame work of the Report, was recognised by all. An agreed basis for such negotiations could be arrived at only at a CWC meeting.

At the Federal Executive itself, we had suggested holding of the CWC meetings of all the 9 unions simultaneously and at one station so as to arrive at common understanding and decide upon common course of action. In the absence of any agreement, we and the RMS union met.

A thorough discussion on the approach to the Commission's recommendations took place in the first instance, separately in the two C.W.Cs. Only after coming to some broad understanding, that we met together.

The C.W.Cs. were greatly benefitted by the resolutions of the Federal Executive and the Confederation. The outline for the course of action had thus been laid down which had already, evoked good response and appreciation of all the workers.

The Federal Executive had declared that the recommendations are utterly unsatisfactory and therefore for the realisation of the much needed relief, "direction action is justified". Nevertheless, the Executive had observed "But in our desire to settle the issues through negotiations and to give time to Government to modify the recommendations of the Pay Commission to the satisfaction of the workers, the Federal Executive had decided to defer implementation of its decision of direct action."

Soon after the meeting of the Federal Executive, the National Executive of the Confederation also met. With the additional benefit of the experience of other trade union leaders, the Confederation was more specific in the approach and said "Accept the gains, resist the losses and struggle for the improvement of the report."

For the realisation of this, the Confederation decided that—"the sentiments of the workers should be conveyed to the Prime Minister in person, and he also be requested to convene a joint meeting of the workers and Government representatives to discuss all issues arising out of Pay Commission's recommendations with a view to have negotiated settlement." It also requested the Prime Minister to arrange meetings of the representatives of the various Ministries with representatives of the unions of their respective employees for settlement of their specific issues.

Thus the outline for our discussions had been laid on solid foundation and the two CWCs were to rally their workers and fit in in this set up.

We were also benefitted by the decision of the Railway and Defence Federations for taking steps in consonance with Confederation. Thus, we met at time when a united broad front, broader than in 1957, was in the making. Obviously, therefore, the members were enthused so much that with a view to, not only strengthen this united front, but also to see that all possibilities of disruption are avoided they advocated giving up the sectional claims howsoever justified they may be. It is obvious that a broad based unity of the various Central Government employees can be built only on the most common demands.

Com. Ramapathi Chatterjee, respected General Secretary, of RMS workers Com. K.G. Bose and a few others, very vocally advocated for dropping the sectional demands. Their apprehensions were not without justification. Potential dangers in raising sectional issues were not denied by any one. Their fears based on the 1957 movement—when the demand of minimum wage was submerged under "the controversies of relativities", were real. The derailment of the whole movement during the last two years was a pointer to the possibilities of further derailment, especially when some of the 9 jewels in NFPTE are determined to upset the unity by rousing the sectional feelings of their members on the plea of possible realisation of relief on sectional demands, if they are allowed to plough a separate furrow.

But—and this was a big but—should these dangers, fears and apprehensions be so dominant that we ignore realities and sit tight on the deep-rooted sentiments of the workers or should we adopt a right course, taking note of the sentiments of workers, channalising their urge for unity and determination for the realisation of relief and in doing so eliminate dangers of disruption and possible confusion.

The realities are that the dissatisfaction of the workers arise from two factors, firstly because the whole wage structure has been fixed on a low and unsatisfactory minimum wage, and secondly by not giving proper relativity to almost entire P&T

staff who perform duties of responsible and arduous nature.

While it is recognised that a revision of minimum wage would make desirable improvement in the whole wage structure and thus every one will secure some more relief, yet the fact is that such a revision is not easily realisable. Only when the entire Govt. servants especially those organised under the Confederation, Railway & Defence Federations move together and force the hands of the Govt., that such a basic revision is possible and therefore every effort should be made to realise such a broad based united front. Although the Railway and Defence Federations have already expressed, in clear terms their urge for united and co-ordinated action, with confederation, yet the organic unity has not been realised so far. Com. Nithari and other at Bombay are doing their utmost to build such a Front.

Meanwhile what should be done? Should the workers be asked to wait in suspense till such a United Front is built? If we do so, obviously we allow the sectionalists to take the initiative by rousing the fighting capacity of their membership for negotiating and settling their sectional issues, inspite of the fact that they also know that no gains of significance importance can be realised in isolation especially in respect of sections consisting of considerable number of employees or whose relativities with other is co-related and well established. Nevertheless, we must recognise that lack of initiative on our part will provide sufficient scope to these sectarians to mobilise their members behind their legitimate urge to secure a proper relativities based on correct jobs evaluation, vis a vis., non-operative grades especially outside P&T. After all improvement of minimum wage does not ensure realisation of changes in these relativities. Therefore, it is essential that provision is made for proper ventilation for these sentiments of the workers also.

The NFPTE at the Bombay Session had to accept the ridiculous position, of forwarding conflicting and contradictory

demands. A similar situation exist today, though less serious. The experience of oral evidence and the recommendations of the Commission have re-established the fact that P&T workers have to sink or float together.

During these years, new workers have entered in service. Although the lessons of the movement and the need for unity is recognised by all of them, yet they are not as yet fully steeled in their determination and thus provide fertile ground for sectional and separatist tendencies. Workers are not made to understand as to why considerable progress is not being made even after the formation and growth of NFPTE i.e. even after elimination of multiplicity of the Unions. Our failure to educate the workers in this regard, provides a chance to such of our leaders who do not discharge their own day to day responsibilities to defame the NFPTE by making it responsible for failures. The NFPTE's bargaining potentialities are greatly reduced as it is not in a position to ensure proper functioning of the Federating Unions. The unequal growth of the 9 Unions effects the growth and functioning of the NFPTE.

Although each of the 9 unions prepared its own memoranda and gave oral evidence independently yet the Commission has recognised NFPTE as the spokesman. Therefore, it has become handy for some leaders to pass on the blame of failure to achieve gains on the shoulders of the Federation with a view to seek permission for ploughing a separate furrow. Fortunately the workers confidence in unity is so deep rooted that such leaders are not allowed to go ahead. But in the absence of any programme of joint action, they are likely to fall prey to these sectional appeals.

And therefore it is essential that the programme of activity that we envisage should provide for the canalisation of the

(Contd. from page 18)

February, 1960 in the following manner:—

0-5	hours	full charges.
5-6	"	40%
6-9	"	70%
9-20	"	full charges.
20-23	"	70%
23-0	"	40%

urge of the workers to settle not only the basic issue of minimum wage and other common demands, but also the questions relating to differentials and specific hardships, of each cadre and group. A proper balance on emphasis, is however to be acquired, and once the united front is formed, we have no doubt that the mass of the workers will recognise the relative importance of these issues.

Although the realisations of improvement of minimum wage, much depends on the formation of the united front, yet we cannot sit tight on these demands till such a front is formed. The NFPTE and confederating unions must take up these issues on an agreed basis. The NFPTE should also negotiate on all common issues and other non-controversial issues of the P&T workers.

Meanwhile, the respective unions should be permitted to pursue the claims of the respective sections. This will reduce their potentialities of raising sectionalism as each one of the propagandist will have to establish not only the benefits of the autonomous functioning but also their own capacity to win the demands. In the first instance, the sectional unions are not in a position to realise any gains as the change of relativism is not easily possible. If however, any one group of people is able to win anything, such a gain will inspire others and create confidence in them that changes in C.P.C. are possible and realisable. It is only after going through such an experience that even those workers who are likely to fall prey to sectionalism are likely to learn the lesson and need of unity.

Thus, the joint resolution of the G.W.C. of the RMS Class III and our Union clearly foresaw the task of the movement, need for division of work and adopted a programme which would ensure not only realisation of our demands but building of greater unity.

These changes will reduced the incidence of Night duty as practically no load of work will be between 0-5 hours. The department intends to introduce split duty at night especially where female operators are employed and no lady operator will start or end duties between 20 hrs to 7 A.M.

LETTERS *From* D.G.

Accounts Officer—Rotational transfers. Counting of service in posts Accountants' Cadre.

DG P&T No. 32/23/59-SPA dated 22-12-59.

With reference to your letter No. E/A/AE-42 dated the 26th October, 1959 on the above subject, I am directed to state that ordinarily continuous service as a Posts & Telegraphs Accountants is taken into account for purposes of rotation of Accounts Officers subject to exigencies of service.

ES—Confirmation.

DG No. 42-63/59-NCG- dt. 6-1-1960.

With reference to your letter No. E/B4/ES-22 dated the 15th December, 1959, I am directed to state that in this office Memo No. 42 63/59-NCG dated the 28th Nov., 1959 addressed to the Postmaster-General, etc., (copy enclosed) orders have already been issued that the Circle Service Engineering Supervisors will be confirmed in their cadre by Heads of Circles against permanent posts that may become available in their circles after 1st Jan., 1957.

No. 42-63/59-NCG, dt-28.11.1959, referred above

Order for the confirmation of temporary Engineering Supervisors recruited through the competitive examination and the Trade Test held in 1951 have already been issued in this office Memo No. 42 56/57/NCG dated the 22nd Feb., 1958. After 1951 recruitment to the cadre of Engineering Supervisors was made in 1953 on Circle service terms and conditions. The seniority of these officials was fixed as communicated in this office Memo No. 42-10/59-NCG dated the 21st May, 1959. These circle service Engineering Supervisors will be confirmed in their cadre by Heads of Circles, against permanent posts that may become available in their respective circles after 1-1-1957.

ES—Seniority of candidates not deputed for training.

DG No. 42-113/59-NCG dt. 22-12-59.

With reference to your letter No. E/B4/ES-23 dated the 17th Sept., 1959 I am directed to state that in cases in which candidates for appointment to the cadre of Engineering Supervisors are not sent for training according to their turn on administrative grounds, their seniority in the cadre of engineering supervisors after training, will be fixed as if they had been sent in their turn.

ES—G/S' conditions posted outside unit of recruitment.

DG No. 29-50/59-P&A dt. 28-12-59.

Still under consideration. E/B1/ES-CS

WO—Final results of H.P. May, 1959.

DG No. 17/1/59-Exam. dt. Dec., 1959.

The Wireless Operators whose names are given in the Annexure to this circular, have finally qualified in the above examination.

Names of the qualified candidates are not in order of seniority. Their inter seniority will, therefore, be fixed later. E/W2-11/(HP)

WSR—Duty hours and grant of O.T.A.

DG No. 24-2-59-TE dt. 28-12-59.

I am directed to refer to your letter No. E/W4-34 (WSR) dated 15-5-59 and to say that the question under reference will be examined in due course in the light of the recommendation of the Pay Commission, and cannot be decided in isolation at present.

WO—SP. to incharge of single handed station.

DG No. 7-11/59-P&A dt. 2-12-1959.

I am directed to refer to your letter No. E/WIB/4 dated 18-3-1959 on the above mentioned subject and to inform you that the proposal of the Union will be given due consideration, if considered necessary, only after the Government's decision on the Pay Commission's report is announced.

WO—Mutual Exchange Amendment to Rule 485

For the existing rule 485 of the P&T Manual, Volume IV substitute the following

"485 Mutual exchange of wireless operators between stations within or out of the region involving no expenditure to Government may be ordered by the Heads of Circles concerned. A report of such transfers out of the region, should be made to the Director General." E/W4-40 (Mutual)

WO—Construction of Wireless Station. bldgs.

DG No. 20-11-59 WT dt- 18-12-1959.

With reference to your letter No. E/W6-84 dated 17-11-1959, I am directed to invite a reference to this office letter of even number dated 15-6-1959 and to state that there is nothing further to add thereto.

WO—Staff car for Wireless Receiving Stn, Ghitorni.

DG P&T No. 10-3/58/WT 5-12-12-1959.

The President has been pleased to decide that P&T wireless staff working at wireless receiving

ation, Ghitorni and provided with quarters at urgaon may be provided with facilities for transport between Gurgaon and Ghitorni at the following rates:—

- *. First 4 miles.....Rs. 6/- p.m.
2. Above 4 miles but not above 5 miles.....Rs. 7/- p.m.
3. Above 5 miles but not above 6 miles.....8/- p.m.
4. Above 6 miles.....Rs. 8/- p.m.
50 nP for every mile or fraction of a mile by which the distance exceeds six miles-

The order will take effect from the date of opening the wireless receiving station, at Ghitorni, The arrears, if any, should be recovered in two or three monthly instalments, as convenient. E/W6-92(GTNI).

RSA—H.R.A. to G/S on appointment as Telegraph Supervisors.

DG No. 29-35/59-P&A dt. 8-1-60.

With reference to your D.O. letter No. E/C/TS-4 HR dated 28-9-59 addressed to Major Dayal, I am directed to say that the Director General regrets his inability to accept the proposal to grant the concession of rent free quarters or HRA to G/S R.S. As, when promoted or posted against the post of Telegraph Supervisors.

Absorption of 11 officials of Indore

DG No. 33 12-59 NCG 18.12.59

Reference your letter No. E/E2/PI-19 dated the 23rd Oct., 1959 on the above subject. The matter has been looked into. The first list forwarded by you gives the names of the persons who passed the I paper in order of merit and the second list the names arranged in the order of merit taking both the papers. No meeting of the Departmental promotion Committee was held to consider the cases of these 11 men and they were only placed on the waiting list on results of the written test. It is, therefore, regretted that it is not possible to do anything in the matter.

PI—Confirmation of In Trivandrum.

No. 33-43/59-NCG dt. 21-12-59.

Reference your letters No. E/E3/PI-22 dated 20-8-59 and 2-10-59 on the above subject. The Postmaster General has intimated that the available permanent posts have been filled by the seniormost officials.

PI—Provision of Motor Cycle.

No. 35-4/59-NM (PHB) dt. 30-11-59

Reference; your No. E/87-Motor Cycle dated 17-11-59-

In spite of best efforts, the previous file is not readily traceable. A copy of your original representation may kindly be sent for further necessary action.

The inconvenience caused to you in this account is regretted.

Lm TOs—Categorisation of Ex-State Lm TOs of T-C.

G.D. No. 22-14/59-TE dated 6-1-60.

With reference to your letter No. E/T2/TO-19 (Lm) 86 dated 22-8-59 on the above mentioned subject, I am directed to say that the case has been carefully examined and it is regretted that your request for regularising the appointments of the 5 ex-state Telephone Operators for their service as Linemen Telephone Operators, during the period from 15-1-51 to 31-7-52 cannot be acceded to.

TO—Weekly off

G.D.No. 6-26/59-TE dt. 28-12-59.

I am directed to refer to your letter No. E/33 dated 4-11-59 and to invite your attention to para 130 of Manual of Appointment and Allowances according to which overtime allowance rates is permissible to the Telephone Operators Operators in small exchanges for all duty performed by them on the weekly off days.

TO—Weekly off

G.D. No. 6-26/59-TE dt. 9-1-1960.

I am directed to refer to your letter No. E-33, dated the 24-12-59 and to say that the reference made by the Union is not clear. The specific point of reference may please be clarified.

TO—Duty hours

G.D. No. 24-10/59—TE dt. 28-12-59

I am directed to refer to your letter No. E/37-43 dated 26-10-59 and to say that Telephone Operators are required to perform 45 hours of duty in a week. The allotment of this total number of hours of duty in a week is made according to the administrative convenience etc., As such no instructions are called for as requested by you.

H.O.—Grant of OTA

DG. No. 17-26/59-TE

Dated 9-1-1960

With reference to your letter No. E/G/HO-37 dated the 14-9-59, on the above mentioned subject, I am directed to say that the question of Overtime allowance will be examined in the light of the recommendation of the Pay Commission.

Monitors :—Duties

DGP&T No. 15-33/59-

Dated 6-1-60

I am directed to refer to your letter No. E/113/Mon-31, dated 24-10-59 and to say that generally an operator tests the lines. The Monitor who is in charge, should help the operator in different situations and test the lines himself, when there

is an emergency including temporary shortage of staff. Mech (TD)-Duty hours.

GP&T No. 7-12/59-TB, pt.

dt. 8-1-60

Draughtsman :—Standards for Higher Grade.

DG No. TE-11-45/59 dt. 28-12-59.

Still under consideration. No. E/J6/Mech (TD)-34

Mech (TD) Duties.

DGP&T. No. 7-32/59 TE dt. 4-1-00.

I am directed to refer to your letter No. E/J6/Mechanic (TD)-31 dated the 15-11-59 and to send herewith the particulars of duties of T&D Circle Mechanics.

Duties of T&D Circle Mechanics.

In addition to the general duties laid down in D.G.'s Circular No. 13 dated 14-12-59, the special duties of installation mechanics in the T&D Circle are briefly indicated below :—

1. All the Masonary work connected with the installation of transmission equipment, fitting up of runways, installation of RSDC commutators and power equipment and all work to help the installers in laying station earths, be done by the installation mechanics.

2. All wood work necessary to be done for packing of stores, works for making racks for storing the installation stores and whatever other wood necessary during the course of installation of the various types of equipment installed by the Area, will be done by the Installation Mechanics.

3. Cleaning the stores received and scrapping of the old paint, removing of the rust and re-painting when considered necessary, will be done by the installation mechanics.

4. All the electrical wirings necessary in connection with the installation of carrier and power equipment will be done by the mechanics.

5. Any iron work (like cutting the conduit, runways, making brackets etc.) which is necessary for the installation will be done by the mechanics.

6. Whenever necessary, the mechanics will escort the stores from one station to another. Escorting stores would also include escorting the tool boxes issued to the installation party.

7. They will be of general assistance to the Installer while he is carrying out any installation work, will do the various types of work assigned to them by the Installers.

8. Responsible for arranging the delivery of stores packing of stores, opening packing cases and despatch of stores.

9. Maintenance of ACE-8, Stores-ledgers and other store accounts when kept in charge of an Area Store.

10. They will be also responsible for the upkeep of installation tools issued to the installation party and maintaining proper account of them.

With reference to your letter No. E/N2/D-16 dated 26-10-59 on the above mentioned subject, I am directed to say that after careful consideration, it is regretted that your proposal cannot be accepted.

Clerk :—Appointment as typist.

DG No. 201/01/59-STB dt. 8-12-59

I am directed to refer to your letter No. E/MI/CI. (TYP) dated the 20th October, 1959 and to say that the point raised by you is not clear. It would be appreciated if a clear and self contained reference is made in the matter.

Clerks—OTA in Telegraph arm

No. 17-9/59-TE dt. 20-11-59

The question whether the staff working in the Administrative Sections of the Telegraph Offices should also be eligible to earn overtime allowance by working in the Instrument Room beyond their normal duty hours has been under consideration for sometime. The President has been pleased to decide that the Clerks working in Administrative Section of the Telegraph Offices can also be granted overtime allowance at the normal rates and under the usual conditions when they are drafted on duty in the Instrument Rooms beyond their normal working hours, provided it is certified by the head of the office that they have actually performed 48 hours of normal duty during the week, as defined in para 125 of the Manual of Appointment—Allowance.

2. The expenditure involved is debitable to head "Allowances and Honoraria" in Abstract 'K' as usual.

E/MA/cl-37

Mech :—S. G. appointment.

DG No. 16-26/58-TE. dt. 18-12-59.

I am directed to refer to your letter No. E/J4/Mech. 16(SG) dated 10-6-59 and to say that as the duties of T/S Mechanics and Selection Grade Mechanics are interchangeable, it is not necessary to specify which particular posts are in the Selection Grade. The posts should be deemed to be held by the persons who are promoted to Selection Grade in accordance with the rules.

Mech (CG) :—Alleged Irregularity in appointments in U.P.

DGP&T. No. 27-83/59-NCG dt. 22-12-59.

With reference to your letter No. E/J3/Mech (SG)-40 dated 8-10-59 and subsequent reminder dated 13-11-59 on the subject noted above, I am directed to state that the posting of Selection Grade Mechanics in various divisions is within the competence of the Head of the Circle concerned.

In addition to the duties mentioned in foregoing sub-para, they will be responsible for carrying out any duties entrusted by the Officer-In-Charge of the Installation Areas.

CJ—Categorisation of TVM ex-State officials in 80/100.

DGP&T 4-109/59-P&T. (pt.) dt. 12-1-60.

Already under consideration. No. E/08/66-IF

Instructors S.P. for T.Os. training Classes.

DG No. 7 25/59-P&A dt. 24-12-59.

I am directed to refer to this office letter of even number dated 18-11-59 and to inform you that the Postmaster-General, Madras has been intimated to take necessary steps for the grant of special pay to L.S.G. Monitors who are appointed as instructors of T.Os' training classes, as per orders contained in this office letter No. S-13J/1/44 dated 21-5-45 as further explained to you in office letter No. referred to above. No. E/Z/2(F).

Election of office-bearers.

DG. No. 13-17/59-SR dt. 16-12-59

I am directed to refer to your letter No. E/180-OB dated 5-1-59 on the above subject and to say that the point raised by you is now covered by the instructions contained in this office letter No. 17-10/59-SR dated 7-12-59.

Enrolment of regular staff as members by industrial unions.

DG No. 13-22/59 SR dt. 5-12-1959.

I am directed to refer to your letter No. E/180 (Industrial) and dated the 23rd October, 1959 on the above subject to request you kindly to furnish as a copy of this office letter No. STB-150-49/55 dated the 23rd July, 1959 which has been referred to by you in your above letter. That reference is not in this office.

Points raised by Branch Unions with the Minister and the Director General.

No. 23-24/59-SR dt. 31-12-59.

I am directed to invite a reference to para 4 of this office letter No. 10-2/58-Union dated the 23-2-1959 wherein it was specifically mentioned that when Branch Unions seek interviews during the course of the tours of the Minister or the Director General, they should confine the points for discussion to matters of local significance. It was particularly stressed that matters of all India and general nature should be taken up through the Central Unions or the Federation, as the case may be. It has been noticed, however, that these instructions are frequently disregarded by the Branch Unions who raise points which have no local significance and which should be taken up by the Central Unions or the Federation. As this practice leads to numerous complications and needless work nor does it in any way help your subsidiary branches it will be appreciated if you will kindly instruct them not to take up matters of an All India character or of general policy with

the Minister or the Director-General but to confine themselves to points of local significance.

No. E/ 180 (157) Br.

House Rent Allowance.

DG. No. 111. 689 (U) P&A/59 dt. 28-12-59

With reference to your letter No. E/4d-IR (Cont) CA dated 1.10.59 on the subject noted above, I am directed to say that the Government of India, Ministry of Finance O.M. No. F6 (1) EST. (SLP)/47 dated 31.7.59 is incorporated in Appendix 60 Manual of Appointments and Allowances as will be indicated in the preamble of the said Appendix (c.f. page 247 of Manual of Appointments and Allowances 3rd Edition)

Okha—Construction of staff quarters.

DG P&T. No. 67-10/59-TP dt. 23-12-59

With reference to your letter No. E/4A—CA (OKHA) dated 17-11-59 I am directed to inform you that the case is under correspondence with the Postmaster General, Bombay. Further communication in the matter may, therefore, kindly be awaited.

Keelakarai, Madras—Grant of water allowance.

Under correspondence with the PMG Madras. No. E/1

Koyna project—Sanction of CA

DG No. 30 8/58-P&A/Pt. dt. 2-1-60

In sub para 2 of this office letter No. PE 12-3/56-P&A dated 27-12-57 as amended by this office memon No. 30/58 P&A dated 31-7-58 read "15 N.p. (Fifteen naya paise)" instead of "2½ annas."

Advance for Government sponsored trips in Hill Stations, etc.

DGP&T. No. 11-8/59-P&A Dated 1-1-60.

The intention of the orders issued under this office letter of even number dated 1-8-49 is that a trip under these orders may be sponsored by the Heads of Department subject to the prior approval of this office. It is also not necessary that the Hill Station should be serventlocated in the same state in which a Government is employed. It can be a Hill Station outside the state as well.

Interpretation of Note 3 below. rule 27 of F.H.B. Vo. 1 (2nd Edition).

PMG-LW—No. Accts/X-1776 dt. 8-12-59

Ref. Your Letter No. E/7 Audit dated 7-3-59 addressed to the DG P&T, New Delhi.

Kindly furnish the following information to this office in order to facilitate enquiries in the matter.

1. Particular of voucher No. and date.
2. Name of the officials involved in the complaint.

Settlement of pre-audit cases.

DG No. 14-70-P&A dt. 2-1-60

I am directed to refer to your letter No. E/7-Audit dated 12-5-59 on the subject and to state that your suggestion that the audit parties visiting the Division for yearly audit should be required to give a certificate to that effect that all pending pre-audit cases have been settled, has been carefully considered but it is regretted that the same cannot be accepted as it is not a workable proposition. The correct procedure, where a claimant is to prefer a bill, is to submit it as soon as due so that office has ample time to examine and pass the bill before it is due for pre-audit. However the A.G.P. & S. is being requested to issue necessary instructions to all audit offices as not to raise piecemeal objections in the case of pre-audit case and also help the P&T executive officers, during their yearly audit inspection, for settlement of as many preaudit cases as possible.

Rule-5—Termination of services

No. 20/6/59-SPB-II dt. 81-12-59

With reference to your letter No. E/15 (Rule 5) dated 4-11-59, I am directed to say that instructions already exist to the effect that in the order of termination of services the rule under which action is being taken should invariably be quoted. Suitable instructions have, however, been issued in the matter to all concerned. They have also been instructed to advise the officials to address petitions against termination of services under C.C.S. (T.S.) rules to the D.G. whenever they are addressed to authorities other than DG and forward the petitions addressed to the D.G. to this office without any avoidable delay.

2. Copy of the petition stated to have been sent with your letter has not been received. The official concerned may be advised to submit it through proper channel.

Training of P&T units of the T.A. and employment of substitutes.

DG No. 260/31/59-STB dt. 24-12-59

I am directed to refer to your letter No. E/18 dated 1-9-59 and to say that necessary orders for the appointment of substitutes in respect of P&T officials deputed for the Territorial Army training already exist vide this office Memo. No. STB. 87-5/54 dated 29-9-55 (copy enclosed for ready reference).

DG No. STB. 87-5/54 dt. 29-9-55 referred above

In connection with the decision to impart 30 days training to the T.A. personnel, the President is pleased to sanction the employment of substitutes in respect of categories of staff mentioned in the attached list when deputed for the above training subject to the condition that the expenditure in this behalf is kept at the absolute minimum necessary for the purpose.

List of non-gazetted P&T personnel of the Territorial Army for employment of substitutes

1. Engineering Supervisors, Electrical Supervisors, Wireless Supervisors or Exchange Inspectors.
2. Telegraphists and Telegraph Masters.
3. Telephone Operators, or Wireless Operators.
4. Repeater Station Assistants or Auto Exchange Assistants.
5. Telephone Monitors. (Time Scale or L.S.G.)
6. Telephone Inspectors.
7. Mechanics, Time Scale or S.G.
8. Wiremen.
9. Linemen, Sub-Inspector, Line Inspectors.
10. Munshi & Munshi Markers.
11. Cable Jointers,
12. Engine Drivers.
13. Industrial Establishment (only operative).
14. Misc. Class IV staff such as Delivery peons, Fast Work Messengers, Battery-men, Line-workmen, Exchange Workmen.

Seniority of officials on re-organisation of Circles.

DG No. 257/20/59-STB. dt. 6.1.60.

I am directed to refer to your letter No. E/23 (47) dated the 7th September, 1959 and to say that it is regretted that the proposal that the position on the Madras Circle graduation list of the officials transferred to Home Divisions under rule 33 of P & T Manual Vol. IV from Hyderabad Division should not be adversely affected, cannot be accepted.

Night co-efficient for operative staff.

DG No. 6-30/59-TE dt. 23.12.59.

I am directed to refer to your letter No. E/34 (N.C) dated 7-9-59 and to say that now the Pay Commission's report has since been published and Government's decisions on all the points are expected to be received shortly. The question of fixation of duty hours of Telephone Operators will have to be decided in the light of these recommendations and the Government's decisions thereon.

Split duties—compensation.

DG P&T No. 18-36/58-TE dt. 1.1.60.

I am directed to refer to your letter No. E/34 Split dated the 2.8.59 and to say that the Expert Committee has recommended the adoption of a single split only, in one term of duty.

Digboi—Recognition of the AOS Hospital.

DG No. 27/89/59-WL dt. 23.12.59.

With reference to your letter No. E/39 dated the 23.4.1959 on the above subject, I am directed to inform you that the authorities of the A.O.C.

Hospital, Digboi have not agreed to extend their hospital facilities to the P&T staff as their medical facilities are already over-burdened. In the circumstances, it is not possible to get this institution recognised for the P&T staff at Digboi. In emergent and serious cases, however, the P&T officials and/or their family members may take treatment in the AOC Hospital and each case for reimbursement will be decided on its merits.

D.A. admissible to the staff on temporary duty to Foreign countries.

DG No. 47-42/58-P&A dt. 2.1.60.

With reference to your letter No. E/41-DA dated 23.2.59 I am directed to state that the enquiries made in this regard show that the staff deputed from Calcutta and Patna in connection with the King's coronation at Kathmandu were granted T.A/D.A. under the normal orders, which is quite in order. No officer was deputed from the P&T Directorate for the said purpose.

2. In the circumstances, the clarificatory orders are not required to be issued, on the subject, from this office.

Tennure of Stay in J. & K.

DG No. 81-34/59-NCG. dt. 5.1.60.

I am directed to refer to your letter No. E/42 dated the 17th August, 1959, on the above subject and to say that it has since been ascertained from the Postmaster General, Ambala, that the question of transferring Sarvashri Balmukund and C.R. Dass, Repeater Station Assistants, who have already completed their tenure of stay at Udham-pur, to others stations, will be taken up by him in March, 1960.

BTD—Grant of leave to staff.

DG No. 248/8/59-STB dt. 24.12.59.

I am directed to refer to your letter No. E/43 (EO) dated 8.9.59 and your letter No. E/43-C dated 7.10.59 on the above subject, and to invite your attention, in this connection, to item No. 6 of the minutes of the meeting granted by the Director-General to your Union on 26.11.59, (copy forwarded to your Union under this office memo No. 3-17/59-SR dated 12.12.59). Necessary instructions to amend the Bombay Telephone District office order No. TFC/KO/1001 dated 8.12.52 referred to in your letter No. E/re-C dated 10.8.59 have since been issued.

Repatriation of staff to home divisions.

DG No. 203/92/58-STB dt. 5.1.60.

I am directed to refer to your letter No. E/47 (Home Dn.) dated 21.10.59 on the above subject. In your letter of even number dated 14.8.58 it was stated that the Postmaster-General was not honouring the decision of the Director-General. It would be appreciated if you could make clear what exactly is the decision that is not being

honoured and the point on which the Director-General's decision has been sought by you. A detailed memorandum indicating clearly the points of reference may kindly be sent to this office.

Madras CTS—water coolers.

DG P&T No. 3/4/59-WL (Routine) dt. 7.1.60.

I am directed to refer to your letter No. E/68-Coolers dated the 21th Nov., 1959 and to say that a water cooler for the office of the C.T.S., Madras has already been sanctioned vide this office letter No. 3/4/59-WL dated 24.7.59.

Resignation from Territorial Army.

DG 260/17/59-STB dt. 24.12.59.

Under consideration E/75

Tanjore—Alleged misbehaviour by Public.

DG No. 207/3/60-STB. dt. 12.1.60.

I am directed to refer to your letter No. E/89 (Public) dated the 16th December, 1959 on the above subject and to say that the matter is being enquired into.

2. Your earlier reference to this Directorate in respect of the four-cases wherein members of the public had misbehaved with the officials on duty and any reply thereto from this office may kindly be quoted.

Vizag—Construction of Staff quarters.

DG No. 3-160/58-P dt. 29.12.59.

Ref. No. Your letter No. E/01A/VZ-D dt. 21.8.59.

I am directed to acknowledge the receipt of your letter No. E/01A/VZ-D dated 17.11.59 and to intimate that the present position of the case is as follows:—

Out of the 8 type I and 12 type II (a) quarters constituting the 1st Phase 4 type II (a) quarters are nearing completion and for others C.P.W.D. have been asked to take up the work early. As regards the second proposal for 16 type I and 28 type II (a) quarters acquisition proceedings for land are in progress.

Jorhat—Provision of fans.

DG P&T No. 3/29/58-NB dt. 23.12.59.

With reference to your letter No. E/020/JRT dated 17.6.59 on the above subject, I am directed to say that the fans were installed at Jorhat Telephone Exchange on 18.0.58.

Jorhat—Grant of interviews by DET.

DG No. 10-29/58-U/SR dt. 21.12.59.

With reference to your letter No. E/180 (157) Br. dated 23.10.59 on the above subject I am directed to say that enquiries made show that the allegation against the Divisional Engineer, Tele-

graphs, Upper Assam, Shri Muthusway that he declined to give interviews to the Service Unions at Tinsukia on the 19.6.59 and the 22.7.59 was not based on facts. In fact there have been many occasions when this officer had, on his own initiative, invited the Union Office-bearers to meet him during his tours but they did not actually take advantage of the offer.

2. I am, however, to point out that the arrangement for granting interviews by Officers, to Unions of lower formations, during their tours is purely informal and such informal interviews must necessarily depend on the convenience and availability of time of the Officer concerned. In any case you may advise your circle secretary to take up such matters in future with the Director, Posts & Telegraphs, Assam.

Opening of new Division in Bengal Circle.

DG P&T letter No. 15-29/59-TE dt. 5.1.60.

In continuation of this office letter No. 15-29/59-TE, dated the 16.10.59, I am directed to inform you that orders for the formation of a New Engineering Division at Siliguri have since been issued.

Air conditioning staff in Coal field Area in Bihar

DGP&T. No. 15-20/59 TE dt. 1-1-60.

With reference to your letter No. E/0113/DNB dated 27-5-59 on the above mentioned subject, I am directed to say that the necessary staff for the Air-Conditioning Plants in Bihar Circle have since been sanctioned.

JB-Provision of amenities in CTO Compound.

DG No. 26/86/58-NB-Pt. dt. 6-1-60.

With reference to your letter No. E/06B/JB dated 19-11-59 on the above subject, the undersigned is directed to state as follows:—

1. Additional urinal has already been constructed for the use of staff in Jabalpur, CTO Compound.

2. The office of S.D.O., Phones, Jabalpur has been shifted to a more commodious rented building.

3. The cycle stand could not be extended as it is very near the car garage. The D.E.P., Jabalpur has been instructed to examine alternative solution.

Madras-Repairs to building No. 24 Pantheon.

DG No. 3/19/59-NB (Routine) dt. 23-12-59.

Still under consideration. No. E/08a/MS Dated 8-1-60.

Bangalore--Construction of office cum-residence of D.E.T.

DG No. 62-23/59-Tp. dt. 11-1-60.

With reference to your letter No. E/08B/BG dated 4.6.22-12-59 I am directed to inform you that the proposal under reference has been approved of in principle and the preliminary drawings have been called for from the Architect. Sanction for the same will be issued in due course.

Delhi—Use of abusive language by A.E.P. CTX.

DG No. 90/11/59-STA dt. 23-12-59.

I am directed to refer to your letter No. E/013/89 dated 13-4-59 and to say that the nature of the incident reported by you, quite apart from the question of its genuineness, was such as did not fall within the scope of the Union to take up. If the Lower Selection Grade monitor had any grievance in the matter he should have himself represented to his higher authorities. However, the matter has been investigated and the enquiries made reveal that the allegation made against the Assistant Engineer Phones CTC Delhi is not correct.

Delhi Stores—Allotment of quarters.

DG No. 2/103/59-NB dt. 5-1-60.

I am directed to refer to your letter No. E/017/85 dated 21.11.59 on the above subject and to enclose herewith a copy of the decision conveyed to the C.C.T.S. Calcutta in the matter.

DG No. 2/103/59-NB dt. 15-12-59 referred above.

Reference your Memo No. Bdg-814/17 dt. 8.5.59 in which you have recommended that the staff of the Telegraph Store Depot, New Delhi, may, for the purpose of allotment of quarters to them, be permitted to join the general pool under the control of the Estate Officer, New Delhi. The matter has been examined in this office. As, however, we have on hand several schemes for construction of quarters for the P & T Staff in Delhi which have already been approved for execution during the Plan period and on the completion of which it is expected that more than 3% of the P&T staff in Delhi will be provided with quarters, it is regretted that your recommendation cannot be accepted.

Madras Stores—Repairs to the building.

DG P&T No. 3/41/58-NB(Pt.) dt. 7-1-60.

Under consideration No. E/0175/MS.

Madras Stores—Acquisition of Machays Gardens.

DG P&T No. 3-150/57-P/Pt dt. 28-12-59.

With reference to your letter No. E/0175/MS dated 24-11-59 on the subject noted above, I am directed to inform you that the matter is still under reference with Rehabilitation Ministry. Final valuation report is expected shortly.

Indifferent attitude of General Manager, Workshops,

DG P&T No. CM/wb-6/(17) dt. 3-11-59.

Reference your No. E/107W/JB dt. 13-10-59.

With reference to your letter cited above and the letter of even No. dated 23-10-58, I am directed to inform you that the matter has been looked into by the Chairman, P&T workshops Board and the facts as stated therein do not appear to be correct.

I am also directed to inform you that it is not customary to keep the union informed about the movement at the DG P&T in all cases.

Late arrivals

E.S.—Recruitment Rules 1959.

DGP&T No. 42-93/59)NCG Dated 27.1.1960.

With reference to your letter No. E/82/ES-17 (Rules) dated the 13th January, 1960 I am directed to state that the Engineering Supervisors recruitment rules 1959 are under issue.

W.O.—Permanency of temporary posts

DG P&T No. NCG. 95-63/59-TE dt. 18.1.60

I am directed to refer to the D.O. letter No. E/ W 3-24 (WO) dated the 16.12.59 from Shri Om P. Gupta, General Secretary, A.I.T.E.E. Union Class III to Shri R.V. Marathe D.D.G. (S) and to say that the general permanency orders issued in January '55 stipulated that the temporary posts of more than two years duration on 1.1.55 should be made permanent provided these were not of transitory or temporary character etc. There were 231 permanent and 45 temporary posts of Wireless Operators of this category on 1.1.55. Out of these 46 temporary posts, only 10 could be made permanent owing to the temporary nature of some of the stations and also in view of the then impending review of the staff requirements for Wireless Stations all over India. In fact as a result of the review, the permanent strength of Wireless operators was subsequently reduced to 221 after abolished 20 permanent posts. It is therefore regretted that the suggestion of Union to make all the temporary posts of Wireless Operator permanent with effect from 1.1.55 cannot be agreed to.

W.O.—L.P. results Review

With reference to your letter No. E/W2-11 (LP) dated the 1st October, 1959, on the above subject I am directed to say that the points raised have been given careful consideration in this Directorate. It has been held that the syllabus for the Lower Proficiency Examination does not require any change, nor have the question papers and the valuation made since 1953, been found to be of a standard higher than the one normally required from the examinees.

W.O.—Confirmation—those have gained seniority consequent on the revision of inter-se-seniority.

DP P&T No. 95-33/58-NCG dt. 13.1.1960

I am direct to refer to your letter No. E/W3-22 (WO) dated the 21st December, 1959 on the subject mentioned above and to say that those temporary Wireless Operators will be confirmed against future permanent vacancies as and when they become available. I am to add however, that the question of protecting their pay consequent on their promotion as Wireless Supervisors is being considered.

PI—Conveyance Allowance

DG P&T, D.O. letter No. 45-170/59-P&A dt. 12.1.1960.

Kindly refer to your D.O. letter No. E/EI/PI-4 (c) dated 12.11.1959 regarding grant of Conveyance Allowance to the Telephone Inspectors.

2. While heads of Circles have discretion to sanction Conveyance Allowance upto an upper limit of Rs. 30/- per month to Telephone Inspectors taking into consideration local conditions and merits of each case, according to convention a C.A. of Rs. 10/- P.M. is ordinarily granted to Phone Inspectors when they cover more than 100 miles per month.

PI—Provision of motor cycle.

DG No. 35-4/59 NM (PHB) dt. 28.12.59.

Please refer to this office letter of even number dated the 30th November, 1959 in reply to your letter No E/86 Motor Cycle dated the 17th November, 1959 and expedite your reply. More over copies this office letter Nos. 35-81/56 PIA (PHC) dated the 24th May, 1959 and the 13th October, 1959 may also be sent.

TO—Rotational transfers—Enquiry operators.

DG P&T No. 207/86/59-STB dt. 27.1.1960.

With reference to your letter No. E/90-Enq. dated 8.8.59 on the subject of efficiency in telephone service and rotational transfer of Enquiry Operators I am directed to inform you that the whole question of rotational transfers of telephone operators is under examination de novo, and copies of the latest orders will be supplied to you.

Mech—Meal relief

DG P&T No 15-10/59-TE dated 19.1.60

A reference is invited to this office letter No. 15-19/5-TE dated 27-6-59. It has been specified therein that the existing facility for the Mechanics having their meals during their duty period should continue. As regards the duration of the meal relief it should not exceed half an hour.

Necessary instructions may please be issued to all concerned in your jurisdiction for their information and guidance.

CJ.—Duties

DG P&T No. 14-10/59-TE dt. 13.1.60

I am directed to refer to your letter No. E/K1/CJ-31 dated the 11.1.59 and to say that the duties in general to be performed by Cable Joiners have already been intimated to you in this office letter No. 31-45/55 dated the 11.7.56. It is not considered necessary to define them in greater detail.

Mech—Transfer from one Circle to another Circle.

DG P&T No. 27-60/59-NCG. dt. 14.1.60.

With reference to your letter No. E/J3/Mech-30 dated the 24th December, 1959 on the subject noted above I am directed to say that the mechanics in question have been sent to Electrification Circle on temporary transfer and in the interest of service.

Clerks—Repatriation of staff from Trichl Store Depot.
DG P&T No. 257/84/59-STB dt. 22.1.60.

I am directed to refer to your letter No. E/017S/TRI dated the 3rd November 1959 on the subject mention above and to say that your proposal to repatriate the Engineering Division Clerks of Trichl Store Depot cannot, it is regretted, be accepted.

Confirmation of staff in C.T.S. Alipur.

DG P&T No. 204/100/59-STB dt. 20.1.60.

I am directed to refer to your letter No. E/017S/CA dated 20.11.59 on the above subject and to say that, as already stated in this office letter No. 201/12/5 -STB dated 31.5.58, pending a Government's decision on the recommendations of Deshpande Committee, your proposal to confirm the staff of Contoller of Telegraph Stores, Alipur who have been deputed to the P&T Workshops, cannot be accepted. The recommendations of Deshpande Committee report are actively under consideration of Government.

Clerks—Grant of honorarium to staff who perform extra duty in connection with the annual recruitment.

DG P&T No. 223/19/59-STB, dt. 16.1.60.

I am directed to refer to your letter No. E/M4/CI-37 dated 27.10.59 and to inform you that Heads of Circles are competent to grant honorarium upto Rs. 50/- in each case if they are satisfied that a particular work is outside the normal duties and has been done beyond duty hours.

OTA—against unfilled vacancies.

DG P&T letter No. 17-49/59-TE, dt. 7.1.60.

With reference to your letter No. E/37-14 dated the 15.11.59 on the above mentioned subject I am directed to say that overtime is ordered. Whenever the conditions such as shortage of staff warrant the same and the staff eligible for overtime are paid overtime allowance according to the prescribed term and conditions.

The overtime against the unfilled posts is ordered, whenever considered necessary in the light of these considerations.

As regards the case of mechanics in West Bengal Circle, the matter is separately under consideration.

Recognition of Branch Union in P&T Workshops Bombay.

DG P&T No. 14-2/60-SR, dt. 14.1.60.

With reference to your letter D.O. No. E/017W/By, dated the 2nd January, 1960 addressed to the Director General, by name, I am directed to say that the matter is under consideration.

Forwarding of applications for examinations conducted by Railway Service Commission and Subordinate Service Selection Boards of the State Governments.

DG P&T No. 71/4/59-SPB-II dt. 16.1.60.

With reference to your letter No. E/16/Denial dated 27.10.59 on the above subject, I am directed

to say that the authority through whom the application has to be forwarded is competent to decide whether a particular application for the examination conducted by Railway Service Commission and the Subordinate Service Selection Boards should be forwarded. The competent authority will be guided by the general principles laid down by the Ministry of Home Affairs for warding of applications of Government Servants for employment elsewhere. No special instructions in this regard are necessary.

Size of Trunk call Tickets.

DG P&T letter No. 14-1/60-PHB, dt. 11.1.60.

With reference to your letter No. E/F3/TO-31 (R) dated the 21st December, 1959, on the above subject, I am directed to state that the space allotted to various items on the Trunk Call Ticket will be examined when the overall revision of the Trunk Call Ticket form is taken up. It is, however, to be pointed out that the Trunk Call Ticket used by the Indian Posts and Telegraphs is, as it is, quite large and it is unlikely that the size of the ticket will be increased.

Thanking you for your suggestion.

Transfer of office bearers of Muzaffarpur Branch.

DG P&T No. 257/2/60-STB dt. 27.1.60.

I am directed to refer to your letter No. E/44c/MS (D) dated the 15th January, 1960, and to say that the matter may please be taken up at Circle level in the first instance.

Air-Conditioning of Exchange in Coal field Area in Bihar Circle—Necessary staff for.

DG P&T Memo No. 15-20/59-TE dt. 1.1.60.

With reference to your letter No. E/04B/DNB dated 27.5.1959 on the above mentioned subject, I am directed to say that the necessary staff for the Air-Conditioning Plants in Bihar Circle have since been sanctioned.

Irregular appointment—fixation pay and consequent recovery.

DG P&T No. 729-U-P&A (I)/59 dt. 20.1.60.

I am directed to refer to your letter No. E/6-1 (F) dated 22.3.59 copy received with your letter dated 31.12.59 and to state that the name of the official affected has not been reported and as such it is not possible to make enquiry in the case. I am, however, to request you that the official concerned may be advised to represent his case through proper channel when necessary action will be taken by this office.

Rental recovery—Case of Panagarh.

DG P&T No. 2/126/59-NB, dt. 30.12.59.

I am directed to acknowledge the receipt of your letter No. E/1 (D) (ARA)/6 dated 15.11.59 on the above subject and to say that the matter is still under correspondence with the Postmaster General Calcutta.

Letters to D.G.

N.B. Number at the end intionse serial Number in the Correspondence.		Mechanics—Recuitment of—Madras Circle.	
A.E.—Tenure of Transfer of Gaseified Officer.		U. No. E/J2/Mech-17 dt. 13-1-60	13
U. No. E/A/AE-42 dt. 8-1-60	1	Duty hours of Mechanics attached to T&D Circle.	
E.S.—Rules for recruitment 'R'		U. No. E/J6/Mech (TD) 34 dt. 31-12-59	14
U. No. E/B2/ES-17 (Rules) dt. 18-1-60	2	Overtime allowance for clerks in the Eng. Office.	
RSA—Fixation of pay 'R'		U. No. E/M4/C1-37 dt. 14-1-60	15
U. No. E/C/TS-IF (RSA) dt. 8-1-60	3	Recognition of Bombay Telephone Workshops Branch.	
PI—Training in Bengal Circle.		U. No. E/017W/By. dt. 2-1-60	16
U. No. E/E3/PI-25 dt. 13-1-60	4	Split duties.	
PI—Conveyance allowance.		U. No. E/34-Split dt. 8-1-60	17
U. No. E/E1/PI-4 (C) dt. 14-1-60	5	Reorgansiation of Engg. Division in Madras.	
Grant of OTA to Head Operator.		U. No. E/08/82 dt. 8-1-60	18
U. No. E/G/HO-37 dt. 14-1-60	6	Furniture of Exchange 'L'	
Appointment of Lady Welfare Supdt.		U. No. E/04-Fr. dt. 8-1-60	19
U. No. E/H4/LS-17 dt. 13-1-60	7	Telephone Building at Alwaye 'L'	
TO—Night Co efficient.		U. No. E/08e/ALY dt. 8-1-60	20
U. No. E/34 (N.C) dt. 8-1-60	8	Concession to staff of Calcutta Engg. Dvn. on transfer due to creation of new Dvn.	
Recategorisation of 5 ex-state T.Os. in TRV Dvn as Lm T.Os.		U. No. E/03/82 dt. 8-1-60	21
U. No. E/F2/TO-19 LM) dt. 8-1-60	9	OTA—Sanctioning authority 'R'	
Working hours of Lady T.Os.		U. No. E/37-Authority. dt. 13-1-60	22
U. No. E/34 (Ladies) dt. 14-1-60	10	Benefit of leave for counting OTA.	
TO—Weekly off		U. No. E/37-43 dt. 13-1-60	23
U. No. E-33 dt. 14-1-60	11	Alleged misbehaviour of puific.	
Mechanics—Special pay—attached to Co axial.		U. No. E/89 (Public) dt. 14-1-60	24
U. No. E/38-73 (Co-axial) dt. 8-1-60	12	Grant of casual leave.	
		U. No. E/43-C1 (20) dt. 14-1-60	25

Mutnal Transfer

Miss Jagdish Kaur T.O., New Delhi with 10 years permanent service desires Mutnal Transfer in Indore Division. Contact Circle Secretary, New Delhi.

Build the United front:

For consolidation of gains....

For resistance of the losses....

For improvement of CPC report...

Resolution adopted in the Joint session of the Meeting of the Central Working Committees of the all India Telegraph Engineering Employees Union-Class III and All India RMS Employees Union Class III held at Nagpur from 5th to 7th January, 1960.

The joint session of the Central Working Committees of all India Telegraph Engineering Employees Union Class III and All India RMS Employees Union Class III after careful consideration of the recommendations of the Pay Commission is of the opinion that the Report is very unsatisfactory in nature.

We, while welcoming the call given by the NFPTE and the Confederation for consolidation of gains, resistance of the losses and improvement of the Report, assure our support to the same.

We congratulate the workers for their splendid response to the calls given by the Confederation and the NFPTE which has been expressed in unmistakable terms by holding mass rallies, processions etc. thus exhibiting their great dis-contentment and deep disappointment and also their urge for a united movement by all Central Government Organisations.

Welcomes broader unity

We also welcome the timely call for 'Unity' given by the Confederation, NFPTE, Defence and Railwaymen's Federations and request the leaders to seize the opportunity to build a broad-based 'United Front' of all Government employees for an effective movement to resist the attack on the existing benefits and to improve upon the recommendations of the Pay Commission.

The Losses

We feel greatly concerned at the unilateral and hurried implementation of the retrograde recommendations by

the Government such as, reduction of holidays and casual leave and also modification of the Pay Commission's recommendations to the disadvantage of the employees in respect of Saturday working hours. We, therefore, urge upon the Central Government employees to rally behind the United Front to bring pressure on the Government for resisting the retrograde steps initiated by the Government.

The gains

We take note of the beneficial recommendations of the Pay Commission, such as (i) pensionary benefits, (ii) confirmation and benefits of temporary service, (iii) formation of Whitely Council, (iv) grant of extra increment on promotion, (v) extending the age of superannuation to 58 years for post-38 employees and demand for their immediate implementation.

Urge modifications

We feel that the Pay Commission's recommendations in respect of the following require immediate improvement:—

- (1) Contribution to the GPF should be voluntary as at present.
- (2) The date of effect of the recommendations should be from 1-7-57 in respect of pay fixation and pensionary benefits. The arrears accruing on account of fixation of pay and allowance may be granted from 1-7-59.

(Contd. on page 26)

Editorial

The Bangalore Conference

The representatives of the over 12 thousand organised workers in the Telecommunication services will meet in the 2nd week of February at the beautiful city of Bangalore to thrash out issues arising out of unsatisfactory nature of the recommendations of the Pay Commission.

The Central Working Committee of the Union which met in the 1st week of this month at Nagpur has already laid down the outlines of the programme of activities and worked out in detail the tasks outlined by the Federal executive and the National executive of the Confederation. There is no doubt that these will be cheerfully approved by the supreme body of the union, which would also further define the steps which the movement must adopt to realise the much needed relief for the toiling workers.

The representatives of the RMS workers in Class III are also meeting simultaneously to decide upon similar issues. The fact that the two CWCs met jointly at Nagpur and adopted similar resolution will provide another chance for co-ordination of thought and action.

These two unions represent today the best organised and most militant sections of the employees. The conception of unity, their form of organisation and the method of their func-

tioning have already evoked great appreciation of all other unions and therefore the responsibility of the delegates is greater.

The privileged position which these two unions, thus occupies, makes it incumbent on the representatives to chalk out a proper course of action and give a lead to the whole movement.

Lack of century old traditions and conceptions which are now working as shackles in some other unions, makes it possible for these unions to lead towards progress easily. The lack of narrowness in their attitude enables these unions to accept what is good in others, to draw lessons from the works of great Tarapada and Bartons and imbibe the selflessness and courage exhibited by thousands of unknown P&T workers during the last 50 years of their struggle for emancipation. Thus these two unions have marched ahead and we have no doubt that the Bangalore Conference will provide necessary basis for not only consolidation of the strength but enlargement of the base of these organisations.

In addition to the consideration of the report of the Pay Commission, the Bangalore conference has to take far reaching decisions in respect of organisational matters. The proposals for enhancement of subscription rates and making the Union's Journal compulsory to ensure better functioning at all levels of the Union and education of the workers, will, no doubt, receive sympathetic consideration of the delegates.

We have no doubt that arrangement at the conference and hospitality of our Bangalore comrades will provide congenial atmosphere for taking decisions of far reaching nature.

Let us therefore participate in the conference with full confidence that the wheel of destiny can be changed, changed towards progress and prosperity.

Telecom

JOURNAL OF
A.I.T.E.E.U. CL. III
CHQ

Editor : OMI P. GUPTA

Telephone Office : 51877

Residence : 25181

Including P & T Labour Rs. 4.00 p.a.

Vol. VI

No. 1.

Jan. 60

RMS

Journal of
All India RMS Employees Union Class III
Central Headquarters



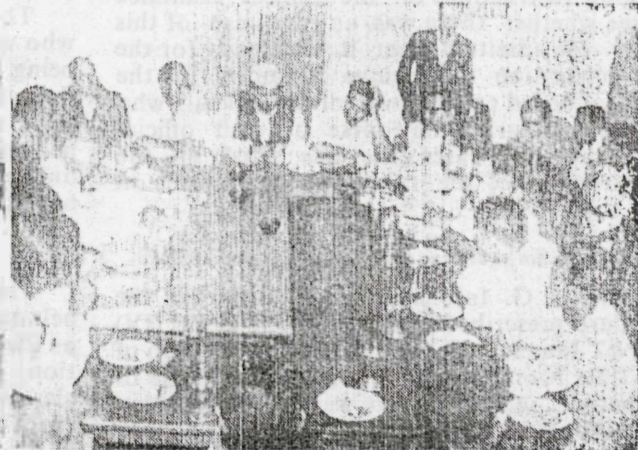
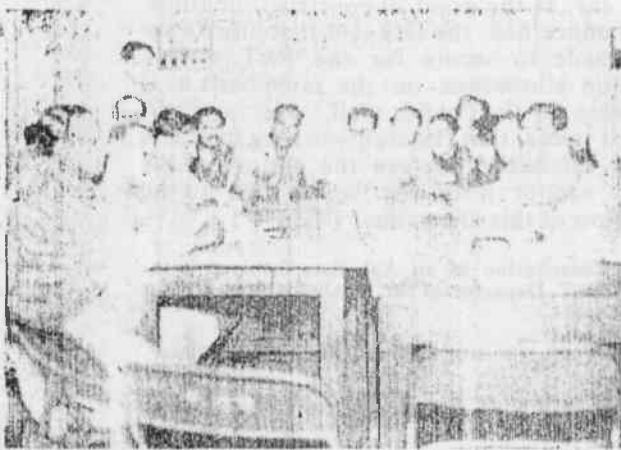
WORKER

Vol. V

January, 1960

No. 10

NAGPUR SESSION OF WORKING COMMITTEE



1. CWC of Engineering III, 2. CWC of RMS III,
3. Com. S. M. Banerjee addressing the Joint Session and
4. A view of the Press Conference.

Free to Members



25 Naye Paise

EXTRACTS OF THE

D. G. Interview on 22.12.59.

Shri V. Shankar
Shri R. V. Marathe
Shri M. Dayal
Shri S.R. Sahni

D.G.

D.D.G. (P&P)
A.S. P&T Bd.

P&T

Deptt.

Shri B.N. Ghosh
Shri A.S. Rajan
Shri O.P. Gupta
Shri S.K. Pakrasi
Shri H. S. Gupta
Shri A. Sen Gupta
Shri O.P. Saini
Shri Gopal Singh Joshi

} National Federation
of P&T Employees.

Items carried over from the meeting held
on 26.11.59.

allowance to the P&T staff—Extension of the
allowance beyond 31.3.59.

A. I. R. M. S. E. U. Class III

Item 13. Conveyance charges to the staff of 0-13 section and raising rate of conveyance charges to the staff of X-2 Section.

The Union was informed that this matter was still under consideration.

Item 14. Grant of special disability leave.

The Union complained that in a number of cases the officials have been denied the disability leave because they were not subjected to a medical board in time. Their argument was that it was not for the poor officials to arrange for their examination by the medical boards but it was for the Administration itself to do so. D. G. agreed to have the existing instructions on the subject examined to see whether there was any lacunae of this kind. He admitted that it was really for the Administration to arrange promptly for the medical board examination of the officials who are injured during the course of their official duty and whose cases otherwise satisfy all the requirements of the rules and instructions on the subject.

Item 21. Tiffin room for the staff of Pathankot RMS.

The D. G. informed the Union that the standard prescribed under para 558-A (1) (IV) of P&T Manual Volume II for putting up of the tiffin room, was not satisfied in the case of Pathankot. As such there was no justification for a separate refreshment room for the sorters there.

FRESH ITEMS

N.F.P.T.E.

Item 1. Grant of Bhilai compensatory (construction)

So far as the grant of construction allowance is concerned the DG said that efforts are being made to secure for the P&T staff to draw the allowances on the same basis as is admissible to the Project staff. He, however, made it clear that the staff working in offices already established before the set up of the Project cannot justifiably be entitled to the concession of this allowance.

Item 2. Constitution of an Appellate Tribunal in the P&T Department for settling all punishment cases.

This item was not included in the agenda.

A.I.R.M.S.E.U. Mailguards & Class IV

Item 5. Duties of packers in the foreign post, Delhi.

The Union complained that some officials who were recruited specifically as packers were being required to do job of hamals. They said that at the time of recruitment these officials were required to have previous experience of packing and thus their employment on other duties was not justified. The D. G. agreed to have their request looked into.

Item 6. Promotion to clerical allied cadre in Madras.

The Union explained that some officials belonging to the R. M. S. side were promoted as Clerks on the basis of a common examination held in 1954 for promotion to the clerical and allied cadre and they were absorbed as clerks in an Engineering Division in Madras Circle. The Unions point was that those officials having come from the R. M. S. were not quite suitable for discharging their duties in the Engineering Division, because

(Continued on page 252)

R.M.S. WORKER

Journal of the All India R.M.S. Employees' Union - Class III

(Central Headquarters)

"P & T HOUSE," 9 PUSA ROAD, NEW DELHI-5

Vol. V, No. 10.

★ ★ ★

January, 1960.

YEARLY STOCK TAKING

The Fifth All India Conference of the Union has been finally decided to be held on the 11th, 12th, 13th, 14th & 15th February, 60 in the garden City of Bangalore. The Conference was scheduled to take place in the month of October like the previous years but was postponed to December in expectation of publication of the Report of the Pay Commission in the intervening period. The delayed publication of the report—as late as 30th November, would have left the membership with no time to go through the report what to speak of studying it and expressing opinion thereon within a short span of about 3 weeks. A democratic decision to be taken on the report inevitably meant the mobilisation of opinion of the membership thereon and to meet this requirement the inescapable decision had to be, the postponement of the conference from December to February.

Unlike previous years, the ensuing conference will not be a mere yearly stock taking of the activities of the last one one year and of shaping the policy of the union in that context. The report of the Pay Commission is on the agenda and it will undoubtedly form the main item of discussion. The stock taking should be at least for the last five years, if not for the last one decade, since the demand for the appointment of the second Pay Commission took proper shape for its ultimate appointment. A proper appraisal of the report has now been made by the membership through the study of it, discussions, meetings and the

protest rallies. The losses and gains, out of Commission's recommendations, are now very well known to them. The resolution of the Central Working Committee has further helped them to form an opinion in the matter.

A very clear decision is needed on the approach to seek modifications of the report. The programme of action depends very well on it. The Central Working Committee has welcomed the wisdom in the analysis made by the confederation and NFPIE in respect of the Report "*of consolidation of the gains, resistance of the losses and improvement of the report*". In this context, the Working Committee has sought to make improvements of the report in respect of common minimum demands through a United Front of all Central Government Employees' organisations and those in respect of common P&T demands and sectional issues respectively through the NFPIE and respective sectional unions. Theoretically, the summing up is absolutely sound. But if all the unions remain busy in seeking modifications of their own issues, which is but natural, the coming into being of a United Front will ever remain an imagination. Somebody has to work for it; if others do not take the initiative, we in the P&T cannot possibly sit tight over the question. What is going to be our contribution in giving a shape to the United Front other than a mere pronouncement of opinion in favour of its formation? This is a pertinent question that requires the consideration of the conference.

The conference will be required to devote a considerable period of its valuable time in considering the report of the R. M. S. Committee. This is the most important and vital question in which the entire R.M.S. staff are interested and the conference decision in this regard is being looked forward by them most eagerly. Presently, the R. M. S., although recognized as the most important link in the postal communication system, is regarded as the cinderella of the department. The report of the Committee should be viewed in this context to see whether any improvement is visualised in the scheme. The report mainly deals with the administrative set up of the R. M. S. and proposes reorganisation of the R. M. S. in four zones independent of Postal Circles.

The Working Committee, in its meeting held at Delhi in the month of May 59, accepted the basic principle of Reorganisation of RMS as visualised in the report of the RMS Committee. We commented thus in the May, 59 issue of our Journal: "...The separation of RMS from the control of the existing Circle Heads is not, and can never be, the panacea of all evils. That is by no means an end in itself; it may be the means to an end. In spite of its deficiencies and shortcomings we have accepted the report on one and main consideration and that is: the separation of RMS opens up the way for proper and required attention for the RMS. The RMS, here-to-fore Cinderella of the P&T department, may no longer remain so when it stands on its own legs."

The most important development towards betterment since the last year, is in the establishment of the P&T Board. We have been looking forward for the establishment of such a Board for the last five years. The Federation initiated the case for the establishment of the Board and it is to our credit that it has come to a reality with the necessary support from the department. It is a pointer that we can combine on many issues in spite of difference on many others. However, another question that requires consideration of the Conference is about a representative of the Federation on the Board, as a member.

The firm attitude of the Directorate to exclude 'outsiders' as office bearers should be seriously viewed by the Conference. In the

P&T, we have few 'outsiders' as our office bearers and in most of those cases they adorn the high office of the President without any executive function. According to the Directorate, the victimised employees of the Department shall also be treated as 'outsiders'. The question of election of 'outsiders' as office bearers should be decided in the light of growing victimisation, curbing of trade union activities, withdrawal of order on the immunity from transfer of office-bearers etc.

The most encouraging feature on the organisational question is the gradual increase in the membership. We have attained an average membership of 7200 to 7400 during the last few months. This is, indeed, a fine attainment compared with the total class III staff of about 11000 distributed all over the country. However, there is still a scope to increase the membership by another 2000. The Conference should devise ways to achieve the target figure.

We are ourselves not satisfied with the editing of the Journal. The financial difficulties have compelled us to restrict the pages of the Journal to 24. Most of it, is consumed by the reproduction of letters, minutes of monthly and bimonthly meetings and Standing Committee. The Working Committee has placed before the Conference a scheme of incorporating the "P&T Labour" in our Journal by increasing the rate of subscription slightly. The "P&T Labour" will publish all the common questions and that will relieve us of the pressure on space and will help us to cater the needs of our subscribers. The proposal deserves the best consideration of the Conference.

The acute financial hardships of the CHQ requires special consideration of the Conference. The question has been dealt in the Report on the Activities of the Union. We have also made a comment about it in the CHQ NOTES published elsewhere. We should urge on the Conference to assess the situation in all seriousness and approve of the recommendation of the Working Committee to increase the monthly rate of subscription to Rupee one. In view of the proposal for the supply of a copy of the "P&T Labour" along with our Journal to every member free of cost, the increase in the rate of subscription will be nominal.

(Continued on page 236)

C. W. C. MEETING

A meeting of the Central Working Committee of the Union was held at Nagpur from the 5th to 8th January, 1960. All members, except Circle Secretaries Andhra and Assam, were present. Com. Nawab Singh Chauhan, M.P. presided.

A meeting of the CWC of All India Telegraph Engineering Employees Union — Class III was also held simultaneously and at the same place. Taking advantage of this position, a joint session of the CWC of both the Unions was held on the 6th January under the joint chairmanship of Comrades Nawab Singh Chauhan, MP and S.M. Banerjee, MP, the presidents of the two Unions.

The joint session discussed the Report of the Pay Commission as also the approach to be made for seeking betterment of the recommendations. After long deliberations, a unanimous resolution was adopted. The resolution is published elsewhere.

The resolution outlines the duty of (1) winning the common minimum demands through the United Front, (2) winning the common demands of the P&T employees through the NFPTE and (3) securing improvements of purely sectional issues by the respective All India Unions. The resolution endorsed the call given by the Confederation and the NFPTE of "resisting the losses, consolidating the gains and fighting for the improvements".

The resolution rightly emphasises the main task of mobilisation of the entire Central Government employees under the banner of a United Front of the Confederation, and NFPTE and Defence and Railwaymen's Federations and leading them for securing the common minimum demands. The sectional issues should also be given due importance without, in any way jeopardising the functioning of the United Front.

The joint session listed a number of common demands, which it wanted to be fought out through the United Front. Our Working Committee decided upon a number

of sectional issues on which improvements should be sought for either through the NFPTE or by us separately.

The Open Session of the Working Committee was held on the 7th January in combination with the Protest Rally organised by the local branches in response to the Call given by the Federal Executive. Earlier, a largely attended Press Conference was held wherein all Members, CWC of both the Unions were present.

The Working Committee also considered a number of other items on the agenda and took appropriate decisions thereon. Briefly, they are as follows.

1. Annual Report: A few corrections have been made to the draft Report. They are published elsewhere.

2. Agenda of the Conference: The agenda has been enlarged by the inclusion of the following additional items — (a) Abolition of the Check Supervisor's posts, (b) Amalgamation of the clerical establishments of RMS and MMS, (c) Bag Cleaning Plant, (d) Workers and Efficiency and (e) Opening of a Printing Press.

3. Interpretation of Article 74 of the Constitution: The Committee interpreted that, "The President will exercise his vote only in the case of tie".

4. Rate of subscription: The Committee recommended to the Conference for increasing the rate of Union subscription to rupee one only.

5. Functioning of the CHQ: The General Secretary was directed to be at the CHQ immediately by taking leave from his office.

6. Posts of Check Supervisor: The Committee called upon the Branch Unions to organise a telegram campaign on the 22nd January protesting against the abolition of the posts and urging for their upgrading.

*

The Reception Committee arranged a community dinner at Hotel Shyam on the 6th January. Comrades Chauhan and S. M. Banerjee were the Guests of Honour. Besides the Working Committee Members, the other notable participants in the dinner were Com. D. G. Nanotker, General Secretary-elect of the Administrative Union and Shri H. K. Rao, Postmaster-General, Central Circle.

The Reception Committee deserves our heart-felt thanks for the splendid arrangements made to make our stay at Nagpur at an at-home comforts. The local comrades were always in attendance to our needs and requirements from the time of our alighting at Nagpur Railway station till our departure for the respective destinations.

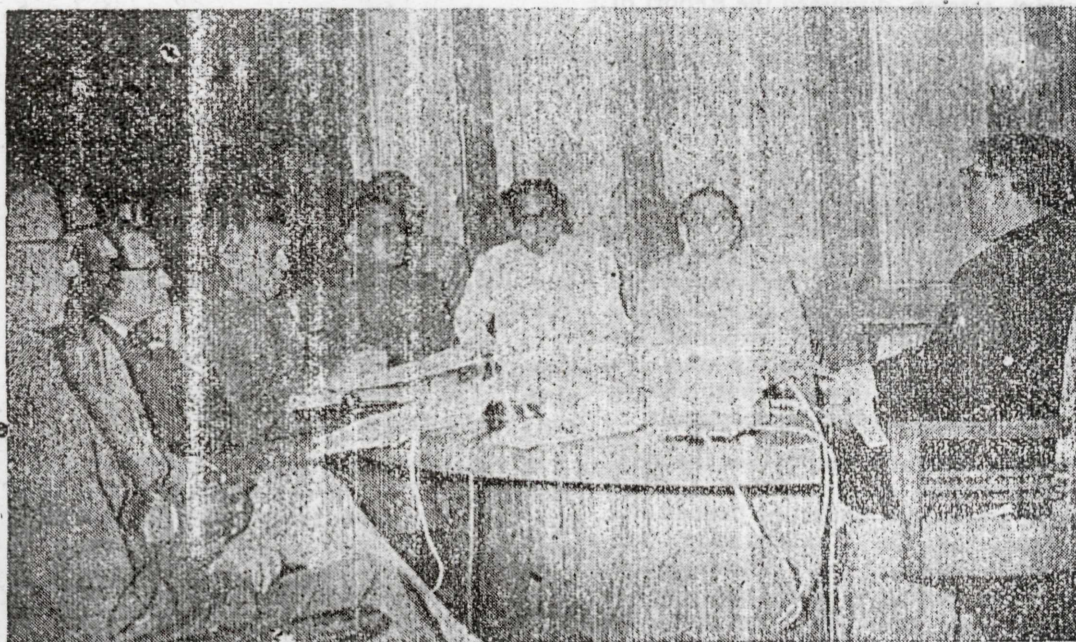
(Continued from page 234)

YEARLY STOCK TAKING

The raw deal meted out by the Pay Commission and the tightening of various service and working conditions, denial of promotional avenues and incentives in work followed by curbing of trade union activities and imposition of various reactionary rules and orders have placed us in the disadvantageous position of resisting the onslaughts from that of seeking improvements. While this is the picture on the one side, on the other side we find the leadership, particularly at the top, are busy in digging at each other forgetting their duties and responsibilities towards the rank and file.

(Continued on page 240)

P&T BOARD IN SESSION



Shri V. Shankar, Chairman, in the Centre. Other members from left : Shri R. V. Marathe (Administration), Shri P. M. Aggarwala (Telecom: Traffic, maintenance & operation), Shri C. V. Cunningham (Post), Shri R. C. Vaish (Telecom Planning, development and workshop), Shri S. C. Jain (Banking & Insurance), Shri K. K. Saran (Secretary) and Shri S. S. Shiralkar (Finance).

STANDING COMMITTEE

[Brief proceedings of the meeting of the Standing Committee (for follow up and implementation of the decisions arrived at the meeting of the National Federation of P&T Employees and its Federated Unions with the Minister and the DG) held on Friday the 16th October 1959, in the P&T Directorate Building, New Delhi]

Shri M. Dayal (D.D.G.)	Chairman
Shri M. De'Lima	Member
Shri R.P. Singh	Member
Shri N. Chidambaram	Member
Shri B.N. Ghosh	Member
Shri O. P. Gupta	Member
Shri Dharam Vir	Member
Shri S.R. Sahni	Secy.

In the absence of the Director-General, the Vice Chairman presided over the meeting.

Shri C. A. Dayananthan, outgoing DEP was also present by special invitation.

Sarvashri S. K. Pakrasi, General Secretary, All India Administrative Offices Employees Association, Class III and Class IV and Gopal Singh Josh Assistant General Secretary, All India Postal Employees Union, Postmen and Class IV, were not present at the meeting.

Cases as had been previously discussed by the Federation with the Minister on the 22nd July, 1958, and by the Federation and its Federated Unions with the Director-General on 6.6.58, 23.12.58, 15.5.59, and 18.5.59 and on which action was outstanding were reviewed at this meeting. The latest position of those cases was stated to be as follows :—

ITEMS DISCUSSED WITH THE MINISTER (I&C) ON THE 22ND JULY, 1958

Item III (a) Recognition of the P&T Training Centre, Saharanpur Branch of the All India A.O.s. Employees Association, Class III and Class IV.

The representatives of the Federation were informed that instructions had been issued already to the Principal, Training Centre, Saharanpur to allow the newly opened branch of the Association for Class IV staff only to function. The Federation, however, wanted to know how the class III staff other than the

clerical staff was to be represented by the Unions and about which they have already written to the Administration. The DDG (P&P) agreed to look into this case further. He, however, pointed out that the new Branch was agreed to by the Minister for Class IV staff only.

ITEMS DISCUSSED WITH THE D.G. ON THE 6TH JUNE, 1958.

Item 5. Madan Kishore Report-Modification and Implementation.

The case is still under consideration.

Item 7. Absorption of unapproved porters and other class IV Officials.

The Union had already been informed that the daily wage staff working at Vijayawada could not be absorbed but the feasibility of the daily wage staff in the RMS being entertained from amongst the approved candidates on the list is being examined.

Item 10. Staff quaters at Bilaspur.

The proposal for construction of quarters at Bilaspur has been dropped by the Government. The question of renting quarters from the Railways for our staff would, however, be pursued further.

Item 11 (a) Over-time allowance.

The question of issuing an amendment to the Rules in the Manual of Appointments and Allowances in the spirit of Government orders issued under letter No. PE. 10-12/52-NE dated 15.12.52 has been taken up with the A.G., P&T.

Item 11 (c) Compensatory off in lieu of O.T.A.

As decided copies of the orders were sup-

plied to the Union on 27.7.59 and the case closed.

ITEMS DISCUSSED WITH THE D.G. ON THE 23RD DECEMBER, 1958.

Item 6. Proposal to form a P&T Circle at Delhi.

A reply has already been sent to the Union stating that the time is not yet opportune for setting up of a P&T Circle in Delhi.

Item 8. Issue of quasi-permanency certificates.

The Union desired to be informed of the nature of instructions existing or issued in regard to information regarding non-issue of quasi-permanency certificates being given to the officials concerned. They were informed that suitable instructions have already issued but the Circles will again be addressed to ensure that they are complied with.

Item 13. Provision of waiting room for the RMS Staff on Rly. Platform.

The case has been referred to Government. The approval of the Railways for construction of waiting rooms at Railway stations would also be necessary.

Item 14. Weekly off sections working daily.

The matter is under correspondence with Circles. The number of cases so far brought to the notice of the Directorate is negligible.

ITEMS DISCUSSED WITH THE D.G. ON THE 18TH MAY, 1959.

Item 1. Upgrading of Mail offices and Sections to LSG and sanction of supervisory posts on the basis of staff hours.

Item 2. Upgrading of mail offices to HSG on the basis of Staff hours.

A final reply to the Union has already been sent under letter No. 6/30/59-TE dated the 17th August, 1959 and the case has been closed.

Item 3. Medical reimbursement for treatment taken from private medical practitioners at Bombay.

This case has to await the Government's announcement on the Pay Commission's recommendations.

Item 4. Supply of rubber gloves and gum-boots to cleaners in the Mail Motor Service.

After consulting the appropriate authorities it has been decided to drop the question of providing gloves to cleaners. As regards gum-boots the matter is still under examination.

Item 5. Appointment of Lady Welfare Superintendents.

The representatives of the Federation were not fully satisfied with the revised rules of recruitment as they feel that the qualification prescribed will be fulfilled with difficulty by departmental candidates. They were informed that so far as the Standing Committee is concerned, no further action was called for if they desired to take up any point further, they may make a separate reference to the Directorate about it. Meanwhile, this case is treated as closed.

Item 7. Absorption of unapproved staff Absorption of Daily Absorption of Daily wages staff in RMS:

The position had been explained while reviewing the case of casually-employed staff at Vijayawada.

Item 13. Test for promotion of departmental officials in lower grades to clerical and allied cadres on 27.10.57.

It was explained that even under the existing orders, contained in Memo No. SPB 20-89/54 dated 12.1.55, discretion vested in the Heads of Circles to provide officials promoted to the clerical and allied cadres in other wings, only if they were satisfied with regard to their suitability for such transfers. The action taken was, therefore in order. The case will, therefore, be treated as closed.

Item 22. Assessment of reasonable rent for P&T quarters at Wadala, Bombay.

Detailed reply was sent to the All India Telegraph Traffic Employees Union, Class III under No. 2/283/58-NB dated 6.8.59. The case is therefore, closed.

Letters from the Directorate

Court Expenses of Shri S.R. Mukherjee.

No. QB. 78/OA-4/56/INV dt. 5.8.59.

I am directed to refer to your letter No. R III/28 (Claim)/Legal/S.R. Mukherjee dated 10-7-59 regarding Police excess in Burdwan RMS and to say that ex-gratia payment of a sum of Rs. 401.25 up to Shri S.R. Mukherjee, Sorter, Burdwan RMS has been sanctioned on 28-5-59.

R. III/28 (Claim)/Legal/S.R. Mukherjee.

Grant of another chance to take the Inspectors' Examination in lieu of the one lost in February 1957 by Shri Rakho Hari Sarkar, Sorter, Burdwan RMS.

No. 7/11/69-SPB dt. 6.8.59.

With reference to your letter No. R. III/45 (IRM)/Chance dated the 12th July, 1959, I am directed to say that the case of Shri R.H. Sarkar taken up by you is an individual one. When his petition submitted through the proper channel is received, it will be duly considered on merits.

R. III/45 (IRM)/Chance.

Const. of SRO and RMS office and staff quarters at Tundla.

No. 3-113/58P (2) dt. 10.3.59.

With reference to your letter No. R. III/13 (Qrs)/Tundla dated 28-7-59 on the subject noted above, I am directed to inform you that approval for acquisition of 2 acres of site has been conveyed to the PMG Lucknow and sanction for the purchase of site is under issue.

R. III/13 (Qrs)/Tundla.

Appointment of unqualified officials as PO & RMS Accountants.

No. 9/6/69-SPB dt. 11.5.59.

With reference to your letter No. R. III/1 (Prom)/AMRC dated the 28th July, 1959, I am directed to forward herewith a copy of this office letter No. 9/5/58-SPB dated the 12th September, 1958

Subject as above.

No. 9/5/58-SPB dt. 12.9.59.

The method of appointment of unqualified officials to the posts of Post Office and RMS Accountants and Assistants has been reviewed and it has been decided in supersession of all previous orders that senior officials who have greater experience in the Account Branch and whom the Head of the unit considers

suitable should be appointed to the posts, and such officials after completion of four years' continuous service as Accountant or Assistant Accountant should be replaced by other suitable officials. The orders issued in this office letter No. SPB 405-4/54 dated the 5th February, 1955 and 7th September, 1955 will apply to these appointments *mutatis mutandis*.

R. III/1 (Prom)/AMRC.

Construction of P&T staff quarters in North Bihar

No. 4-2/59-TP dt. 10.7.59

According to the minutes of the meeting of Standing Committee held on 26.5.59 (a copy of which was sent to you under this office letter No. 11-1/59-SR dated 12.6.59) a note showing briefly the present position of each case relating to the construction of quarters at some stations in North Bihar for the period ending June, 1959, is sent herewith.

Construction of Quarters at

1. Darbhanga. Draft sanction for purchase of existing rented P. O. building with S.P.M.'s quarters and 4 set of quarters at Darbhanga is under approval.

2. Muzaffarpur

The original proposal was to acquire 9-07 acres of land to costing 120000/- for the construction of quarters. The cost of the land has been reported to have gone up 3 times the original cost. Detailed justification for the abnormal increase in cost of land has been called for from the circle.

In the meantime alternative proposal for construction of 4 type I and 4 type II(A) quarters at Muzaffarpur on Departmental land as a minor work during 59-60 is also under consideration. Case is pending with CPWD Calcutta for preparation of preliminary estimate.

3. Katihar. Proposal to acquire the land was approved on 5-5-58. Land originally selected could not be made available as vacant possession was difficult on account of existence of temporary construction. Alternative land have been selected. Acquisition proceedings are under process.

4. Bhagalpur. Sanction for acquisition of land was issued on 19-3-59. Report regarding actual taking over is being ascertained from PMG.

5. Chapra. Acquisition of 1.5 acres of land has been approved and proceedings are in progress.

6. Monghyr. Not being considered as a policy station entitled to the provision of guests as per P&T

Board's decision. Finance have not agreed to the proposal. Detailed justification has been called for from the circle.

R. III/13(Qrs)/North Bihar

Method of recruitment to the posts of Head Clerks, Traffic Supervisors and Clerks in the P&T Mail Motor Service.

No. SPB-23-10/56 dt. 21.7.59.

I am directed to refer to your reply to this office letter No. SPB. 23-10/56 dated the 9th September, 1958, on the above subject and to say that the Government have decided that —

(a) while the Mail Motor Service Organisation is to continue as a separate unit under the Managers with the Directors of Postal Services exercising overall control according to the existing arrangements, the clerical and the higher non-technical appointments will be filled in my officials brought on deputation on tenure basis from the RMS Organisation and

(b) the posts of Head Clerks and Traffic Supervisors in the Mail Motor Service will be filled by officials in the cadre of the Inspector of RMS.

2. The clerks in the Mail Motor Service will be borne on the strength of the nearest Divisions as shown below :

Clerks of MMS. at | Division to which merged.

Delhi	Sorting and Airmail Division Delhi
Calcutta	Calcutta Sorting Division, Calcutta.
Bombay	Bombay Sorting Division, Bombay.
Madras	Madras Sorting Division, Madras.
Nagpur	RMS 'F' Division, Madras.
Jalapur	do.

The posts of clerks in the Mail Motor Service will be filled by officials on deputation from the Divisions concerned and an official will not ordinarily be

allowed to remain in the Mail Motor Service for more than four years at a time. The clerks who have been directly recruited in the Mail Motor Service will be absorbed in the Divisions shown above for purposes of further promotion and they will be treated as clerks (sorters) of that Division deputation to Mail Motor Service. At present, there are certain clerks in the Mail Motor Service who are on deputation from Postal and RMS Divisions other than those in which they are proposed to be absorbed. These clerks will be reverted to their parent units at the earliest.

3. Rules for recruitment to the posts of Traffic Supervisors in the Mail Motor Service had been notified vide Director-General's General Circular No. 10 dated the 26th June, 1957. The existing incumbents of these posts will be eligible for confirmation as Traffic Supervisors provided they fulfil all the conditions mentioned in para 3 of the Director-General's General Circular referred to above and that they were duly selected for appointment as Traffic Supervisors strictly in accordance with the rules and procedure indicated therein. These posts will remain personal to them so long these are held by them. All other vacancies of Traffic Supervisors will be filled from Inspectors of RMS and an official will not ordinarily hold these posts for period of more than four years at a time. The orders contained in the Director-General's General Circular No. 10 dated the 26th June, 1952 have accordingly been superseded.

The posts of Head Clerks in the Mail Motor Service will also be filled by the Inspectors of RMS and an official will not ordinarily hold the post for more than four years at a time. The present incumbents of these posts should be repatriated to their respective parent offices. It is presumed that no official has been confirmed in the post of Head Clerk in the Mail Motor Service so far. If any official has been confirmed in the post before issue of these orders, the post will remain personal to him to long as it is held by him.

R. III/36 (MMS)/Control.

FIFTH ALL INDIA CONFERENCE

OF THE UNION

at BANGALORE

From 11th to 15th FEBRUARY, 60

FIFTH ANNUAL SESSION

OF THE FEDERAL COUNCIL

at DELHI

From 25th to 29th FEBRUARY, 60

(Continued from page 236)

YEARLY STOCK TAKING

The coordination at the top has been reduced to name only. The Branch executives and the rank and file should also share the responsibilities for the present situation for their continued apathy at all the happenings. The faith in the leadership should not be reduced to the position of submissiveness. It is not a question of defending the supremacy and action of one God or the other as is the case with the worshipers. We must cry a halt to all the wranglings—no matter who indulges in it. The policy of the Union should be stir up the membership to assert their rights in this regard and to create an atmosphere for a unified approach for giving a precedence to all common issues for their solution. We must get over from the present position of fighting a losing a battle with our back to the wall.

PAY COMMISSION REPORT

[In response to a letter from the Directorate—published alongside—the following important suggestions, within the frame-work of the Report of the Pay Commission, have been submitted to the DG P&T. They are in two parts. Part I deals with the RMS issues and Part II in respect of Mail Motor Service. The suggestions have been made as per decision of the CWC Meeting held at Nagpur from the 5th to 8th January, 1960.]

PART I

1. Timescale of Clerical and Allied Cadres.

The clerks and allied cadres in the P&T who constitute the bulk of the employees are borne at present in the scale of Rs. 60-170. The second Pay Commission has recommended for these categories of staff the Pay scale of Rs. 110-4-150-4-170-5-180-5-225. A Selection Grade of 10% for these staff without any functional differentiation has also been recommended by them in the scale of Rs. 150-5-175-6-205-7-240. Apparently, this selection Grade has been created by splitting up the 2 scales. We would at the outset urge for raising the minimum of the scale from Rs. 110/- to Rs. 120/- and merger of the above two scales into a running one.

Thus, the scales that we demand for the clerks and other allied cadres of staff in the P&T department (excluding LDCs) should be Rs. 120-5-175-6-205-7-240. We adduce the following reasons in support of our demand.

In recognition of the duties and responsibilities of these staff they were always in the past granted a better scale of pay than the L. D. C. or similar other cadres. The pre-31 scale of pay bears a testimony to this. The economic crisis of 1931 brought about a wage cut for all wage earners. But this was reflected in a greater degree in the post-31 scale of pay of the P&T staff by the introduction of cheaper as well as first and second grade scales of pay for the clerical and allied categories of staff. The creation of first and second Grade clerks in the P&T created a host of problems as well as administrative difficulties.

The First pay Commission did away with the First and Second grade clerks in the P&T and recommended a running scale of Rs. 60-170. The scale of pay recommended by them for the L. D. C. was Rs. 55-130 and that for the U. D. C., it was Rs. 68-170. They further

recommended that the scale of Rs. 80-220 could be granted to the U. D. clerks as and when the minimum educational qualification of a degree examination was prescribed for recruitment to this post.

Thus the scale of pay recommended by the First Pay Commission for the L. D. C., P&T staff & U.D.C. were Rs. 55-130, Rs. 60-170 and Rs. 68-170 respectively. Subsequently, the U.D. scale was raised to Rs. 80-220 by the introduction of Degree qualification for recruitment to this post. Still at a later stage the minimum of the L.D. Cs was raised from Rs. 55/- to Rs. 60/- consequent to the grant of a concession to the Sectt. staff whose recruitment was done through the U.P.S.C. During this period no corresponding increase was given to the P&T Time-scale of pay in any shape.

It will now be proper to examine this recommendation of the Second Pay Commission in this context. They (Hrd C.P.C.) have also recognised that "The duties of clerks in the Posts and Telegraphs Offices are different from those of Lower Division Clerks in the

INDIAN P. & T. Dept.
Office of the D.G., P. & T.
No. 1-3/60-P&A. N.D., 5th
Jan. '60.

To

All Unions & N.F.P.T.E.
Sir,

An officer has been appointed on Special duty in the P&T Directorate for a short period to give effect to the recommendations of the Pay Commission so far as they relate to P&T Department in regard to matters on which Government is likely to take early decisions. If you have any important suggestions to make within the general framework of the recommendations of the Pay Commission, they may kindly be communicated within a week of the receipt of this letter.

Yours faithfully,
(V.E. Arunaachalam.)
Asst. Director-General (PE)

Administrative offices and on the whole of somewhat greater responsibility. This together with the more restricted promotion outlets justifies a higher remuneration than is allowed to L.D.Cs in Administrative Offices."

This comparison has unfortunately been very much one-sided. The comparison of the P&T clerks etc. should have been with the UDC. As pointed out above there was a difference of Rs. 8/- only in the minimum of the two grades viz., UDC & P&T clerks before degree qualification was introduced for recruitment to the UD post. Now that the Commission recommends for abolition of degree qualification for the U.D. post, a comparison of the P&T scale with that of the U.D. is only proper and fair. Further, the Commission has observed "that where qualifications for recruitment are identical or comparable, the starting salaries should also be comparable". It necessarily follows that the starting salaries of UDCs and P&T clerks etc. should be the same i.e. Rs. 130/-.

The Commission has also laid down another yard stick for determining the starting salary. In their opinion "where a higher standard of mental equipment or personal qualities is required, a higher starting salary should be fair and reasonable even though the academic qualification laid down are identical." On these considerations alone the starting salary of the P&T clerks etc. ought to be of a higher order than that of the LDCs.

The demand put forward in the beginning of this memorandum for raising the starting salary of the P&T clerks etc. to Rs. 120/—an average between the L.D.Cs and U.D.Cs.—would appear to be fair and reasonable.

The Commission have completely negated the importance of horizontal or vertical relativities in determining the various pay scales. To quote them, "We have not, however, regarded the existing relativities—vertical or horizontal—a sacrosanct."

But the Commission, while comparing the scales of pay of the P&T clerks etc. with that of the L. D. Cs have observed "a difference of the order of Rs. 40/- in the maxima of the two scales appears to us to be more or less adequate, requiring only a slight increase."

Without going into the merits or otherwise of the proposed increase of Rs. 5/-, it can be safely said that the same has been recommended by increasing the life of the scale from the present 25 years to 26 years. This will have no consolation to anybody except the rotters in the scale.

Strangely however, the Commission compare the maximum of the scale of the P&T clerks etc. with that of the U. D. Cs. and say "But it is considerably lower than the U.D. scale in the administrative offices."

It may be seen that the present difference in the maxima of the two scales (P&T clerks etc. and UDC) is only Rs. 50/-. The proposed difference in the maximum of the P&T clerks with that of the U. D. C. (in sectt.) is of the order of Rs. 55/- and with that of U.D.C. (in attached offices) is of the order of Rs. 75/-. The Commission have unfortunately failed to reconcile these contradictions in their principles.

The demand for raising the maximum of the scale of pay of the P&T clerks etc. is justifiable on all accounts. This has also not been sought for in addition to the selection Grade (time scale) but by merger of both of them into a running pay scale which would benefit the entire clerical and allied cadres in the P&T instead of only 10% of them.

The attempt of the Second C.P.C. to meet our demand for increasing the promotional avenue is not met by the introduction of this selection Grade (Time Scale). Both the scales run virtually parallel and, therefore, no material gain accrue to the staff on their selection to this grade.

We had in the P&T, two scales of Pay in the time-scale—viz. 1st. and 2nd—prior to the recommendations of the First Pay Commission on a 50% basis. This did not work well and gave rise to very many complications and administrative difficulties. The First Pay Commission abolished the system and proposed a running scale for the P&T clerks etc. which were accepted by the Government and is in vogue at present. The existence of two scales in the Time Scale without functional differentiation (as recommended by the 2nd C. P. C.) will give rise to heart-burning and unrest among the staff apart from various other complications

and administrative difficulties that will crop up. The merger of the two scales is the only choicable alternative rather than inviting host of troubles and complications. This will also reduce the big gap now in the maximum of the time-scale (P&T) and the U. D. C.

The increment of the P&T clerks etc. has always been of a higher order than that of the others of the so-called comparable cadres. The demand for raising the incremental value from Rs. 4/- to Rs. 5/- at the initial stage will only restore the position obtainig in pre-31 scale of Pay.

*

2. Lower Selection Grade.

The L.S.G. officials in the P&T have all these years been equated with the Inspectors and the L. S. G. officials of the Administrative Offices. The 2nd C. P. C. has recommended the scale of Rs. 120-10-290-15-320 for the P&T L. S. G. officials and the scale of Rs. 210-10-290-15-380 for the Inspectors and L. S. G. Officials in the administrative offices.

The C. P. C. have not agreed to grant the P&T L. S. G. officials the scale of Rs. 210-10-290-15-380 as recommended for the L. S. G. officials in the administrative offices on consideration of stereotyped work. But the Pay Commission have failed to take into account the monetary responsibility etc. and the responsibility of holding charge of the office independently, by the P&T LSG officials. There is, therefore, every justification for raising the scale of pay of the P&T LSG officials to Rs. 210-10-290-15-380.

In all fairness the scale of the P&T LSG officials should be fixed as Rs. 210-10-290-15-350 allowing them to continue to earn an increment every year till they retire.

We have also shown consideration to the fact that on an average a P&T clerk etc. does not get a promotion to LSG before 22 years of service when he reaches the maximum of the time scale, and therefore will start at the stage of Rs. 250/- in the scale of Rs. 210-10-290-15-320. Normally, he will have roughly 10 years' service left before retirement. To ensure him to continue to draw his increments

for the remaining 10 years or so of his service we urge that the maximum of the scale ought to be raised to Rs. 350/-.

In view of very meagre number of posts in the H.S.G. a P&T L.S.G. official has also no chance of promotion to H.S.G. before his retirement. In consideration of these facts the maximum of the L.S.G. should be raised as demanded above.

*

2 (a). Training Instructor.

The Training Instructors in Saharanpur Training Centre are borne in the Lower Selection Grade. The Training Instructors in different RMS Divisions should also be borne in the scale of 210-10-290-15-350, as proposed above for the Lower Selection Grade Officials.

*

3. In-charge of Section, Sets, Offices etc.

Presently, the post of an office in-charge is determined on the basis of departmental standard, e.g., Head Sorter of a Mail Office or a section is borne in the LSG if the strength in the case of a mail office it is 7 and that of the section it is 6 etc. We agree that a line of demarcation has to be drawn at a certain point for upgrading of an office to LSG, HSG etc. But it will be appreciated that the amount of supervision and responsibility of a two-man section and 6-man section may vary to a certain extent whereas all other functions and duties as in-charge of the office in both the cases remain the same. This salient feature has been missed by the Second Pay Commission and as a result, the pay-scales of the in-charge of time-scale offices etc. and some other categories of staff have not received the fair deal at their hands.

It would be conceded that the duties and responsibilities of the Head Sorter, SRC, Platform Inspectors etc. in the time-scale are certainly heavier than that of an ordinary time-scale sorter. It would also be conceded that these in-charges of time-scale offices have to supervise over the duties of the time-scale sorters & wield authority over them. There has got to be a wage differential between those who hold charge of the offices and the operative staff.

The post of Mail Agent is yet one more case where a better scale of pay is deserving. Previously, all mail agents were borne in the time-scale of clerical and allied cadres. The Directorate has prescribed a higher standard for the sanction of a sorter and in other cases the post will be borne in the cadre of mail guard. Consequently, the Directorate has also prescribed that a panel of mail agents will be drawn up from among the most efficient sorters and selection for the post should be made from amongst them.

We do not seek for the grant of LSG scale of pay to the in-charge of time scale offices. But we urge for removal of the injustice meted out to the incharge of time scale offices, and demand the following improvements in their case.

Head Sorter, Sub Record Clerk,	130-5-160-8-
Platform Inspector and Mail	200-8-256-8-
Agents in the time-scale of pay	280-10-300

The scale proposed is only that of an U.D.C. and the in-charge of a time-scale office/section with heavy monetary responsibility and the authority of supervision certainly deserves the same.

4. Clerks in Air Mail Accounts Section.

The clerks in the Air Mail Accounts Section in the different Air Sorting Offices are required to perform intricate Accounts work relating to Foreign Air Mails. At present a skeleton of the staff are working at the Directorate to deal with these duties and they are borne in the U.D. scale.

It may be mentioned that the clerks in the Air Mail A/cs section of the different Air Sorting offices actually perform all accounts work and prepare the statements for onward transmission to the Directorate. In the Directorate the U.D. clerks mostly compile them. It is in the fitness of things that the posts in Air Mail Accounts Section in different Air Sorting offices should be borne in the U.D. scale and the Union urges for the grant of the following scale for the same.

Clerks in Air Mail —	130-5-160-8-200-8-
A/Cs Section	256-8-280-10-300.

Promotional Avenues

The promotional avenues in the RMS is disproportionately low. This has been recognised by the officers in the Directorate as an undisputed fact. It must be acknowledged that the position has slightly improved than before but even now the ratio of promotional avenue in the RMS is lowest compared to other arms of the P&T Department.

The maintenance of a high standard of efficiency in the Railway Mail Service is prerequisite for upkeep of the overall efficiency of the Postal Service — one wing being the compliment of the other. Consequently, in consideration of the peculiar features and intensive nature of duties which are inherent in RMS duties and with a view to avert the causes of mental and physical depressions — certain incentive is necessary to enthuse the workers for exercising utmost vigilance, alertness and check against any possible deterioration of the standard of their services. The scope of promotions or upgradation is extremely restricted in this branch of the service as will be evident from the fact that the percentage of promotion roughly comes down to only 6% or so at the utmost. One of the main causes for the present day toning down of the efficiency is lack of promotional avenues or incentive factors for the workers even after years or diligent and honest services. From a general survey it is evident that officials, with 30 years or more of efficient services, are required to be in the same pay for 10 years or so and they have not any chance of promotion till the time of retirement in which case they will be tagged to the same pay for 15 years.

The following suggestions for increasing the promotional avenues in the RMS are submitted.

- (a) Reintroduction of the posts of Check-Supervisor and upgrading of them to LSG.

Apart from promotional avenue, the posts of Check Supervisor are important from the point of increased efficiency keeping pace with vast expansion of the department. Since the introduction of All-up scheme and closing of Post Offices on Sundays the sorting has assumed a complex pattern. Special treatment

to the Express Delivery letters and separate sorting of M.O. and Regd. acknowledgments have added further complexity. Proper and thorough checking of the sorted articles and reducing of the missorting etc. to negligibility will only add good name to the department. The importance of reintroduction of the posts and their upgrading to LSG should be viewed from this angle also.

(b) Supervisory post for RMS Divisional Offices.

At present there is no standard for the sanction of supervisory posts in RMS Divisional offices. With the centralised sorting at big stations as also in view of rapid changes, an idea is developing of having big RMS Divisions. There are many a RMS Divisional office where the strength of clerks are above 20 and in some case even nearing 40.

Previously, the RMS Divisions were small and naturally the strength of Divisional offices were also few, not exceeding 10 in most cases.

In the changed situation, the position requires special and urgent consideration. The post of a supervisor for the RMS Divisional offices should be sanctioned for every 10 clerks. The standard should be considered fair since it is already in existence in the case of circle offices.

(c) Counting of sub sorters for the purpose of upgrading Mail Offices and Sections.

The sub-sorters working in different sets of mail offices and sections are not taken into accounts for the purpose of upgrading of offices and sections. The sub sorters form part of the sanctioned strength of the establishment and supervision over their work also forms a part of the duty of the Head Sorter. The employment of sub sorters is a normal feature in the RMS to cope with the peak hours work in the mail offices and to man the heavy portion of the beat of a section. This being the position, the mail offices and sections which otherwise conforms to the rigid departmental standard for upgrading by taking the staff hours of the sub sorters into account are at present deprived of the benefit. In all fairness, therefore, the staff hours of the sub sorters should be taken into account in the respective sets of the mail offices and also in the case of sections for their upgrading.

(d) Upgrading the post of P. O. and RMS Accountants to L.S.G.

The duties and responsibilities of the Accountants of P. O. & RMS Divisions need not be recapitulated here. They have been detailed in the P&T Manual. In consideration thereof and also in consideration of the very stiff nature of the examination that a candidate has to pass, the posts of the Accountant in the P.O. & RMS Divisions deserve to be upgraded to the LSG, in the minimum.

(e) ASRM and IRM.

The number of Inspectors and Assistant Superintendets should be increased by sanction of Inspector for 50 class III officials in the Sub-Divisions, or 25 to 40 sorters in a set of a mail office and one ASRM for over 40 sorters in a mail office.

(f) Deputy Superintendent.

Deputy Superintendents should be sanctioned in each class I Division and in mail offices having 75 or more sorters and these posts should go alternately to general line officials and Inspectors as in the case of Posts of gazetted Postmasters in the Postal arm.

(g) Acceptance of the criterion of 'Seniority-cum-fitness' for promotion to LSG.

The Pay Commission recommendeds, "At lower levels where the work is essentially of a routine nature, and it is extremely difficult to make a distinction between the performance of two men doing the same standard of work with *reasonable efficiency*, the Principle of 'seniority-cum-fitness' is appropriate" (para 1, pp 505-506). In view of this recommendation, the present method of promotion to 1/3rd LSG posts by selection should be done away with and all LSG posts should be filled by seniority-cum-fitness only.

(k) Promotion to PSS Class II Posts.

At present promotion to PSS class II is made from among the Inspectors of POs and RMS and Asstt. Superintendent of POs and RMS. The Pay Commission have made a broad recommendation of setting apart 10% of all India class I posts to be filled by an examination from among the *servicing civil servants* of all classes. The Commission have in the last sentence of para 19 of page 507-508 have observed, "A similar scheme for promotion to class II services would have to be different in

some respects, as to most of these services there is no direct recruitment at present."

The Union appreciates this recommendation of the Commission and urges for its acceptance in the following lines.

50% of the PSS Class II posts will continue to be filled as at present. The remaining 50% of the posts should be filled by an open competitive examination of all class III officials in Postal and RMS wings with a minimum of 10 years' service.

Allowances

Outstation Allowances.

The members of staff of the RMS establishment consider the present rate most inadequate and niggardly. All proposals for improving the rates of OSA have always been very halting and improvements have come in dribbles. The Pay Commission have also left the matter with the department.

Officials of the RMS spend nearly 18 to 20 days and nights in a month away from their home either at the outstations or in the train. In the Railways, the guards and drivers, Firemen and others whose duties necessitate constant travelling, a running allowance is granted over and above the pay as a compensation for the hardship of leading a nomadic life. The amount generally spent by an RMS staff when away from home is about Rs. 4/- per day for two meals with incidental expenses. Thus a man spending a minimum of 16 days a month away from home has got to spend not less than Rs. 64/- for his personal expenses at the outstation. He has necessarily to spend a great deal also on way to the outstation and headquarters. The plea for exclusion of the first six hours of the journey from admissibility of the Outstation Allowance does not hold water as about a couple of hours ahead of the departure of the train such staff have to start to take up duty, and as the schedule of train timings of the Mail conveying trains are spread over difficult hours of the day and night the question of carrying of the first meal does not arise at all. The intensity and arduous nature of duty compel the staff to take tea and tiffin at frequent intervals just to ward off exhaustion and the cost of even a couple of cups of

tea from the Railway caterers is not less than five annas. The Union, therefore, demands and suggests the following rates of Outstation allowances for different categories of staff—

Categories of Staff.	Proposed rates.
Sorters	Rs. 4/- per day of 24hrs
Mailguards etc.	Rs. 3/8/- " "
Class IV staff	Rs. 3/- " "

The above rates should be at the rate of Re. 1/-, annas -/14/- and Annas -/12/- per unit or any fraction of 6 hours for the sorters, Mailguards and Class IV and allied categories respectively. The Outstation Allowance should include the first six hours' unit also to meet the growing requirements of the present day conditions and demands of the workers.

*

Over Time Allowance.

The Pay Commission have recommended the grant of OTA at the time rate. The Commission have also recommended grant of OTA at 1½ time rate for duties performed on a holiday. The increased rate of OTA on a holiday has been recommended by them on consideration that the work on holidays is generally felt to be irksome. But the work beyond the normal hours of duty is not only irksome but strenuous too. The rate of general OTA should also be 1½ of the time-rate as prescribed for work on holidays.

↓*

Working Hours, Holidays etc.

Hours of work.

The duties in the R.M.S. is unnatural, exacting, arduous so much so that manual labour is involved in the discharge of normal clerical work and round the clock. Night duty is frequent and split duty and subsidiary duty are common phenomenon. The usual office duty from 10 to 17 hours is a misnomer in the R.M.S. The duties are mostly in the evening and night and to some extent in the morning, that means during the normal period of recreation and rest. This is because posting of letters etc. takes place throughout the day and their disposal is taken up by the R.M.S. generally from 2 P.M. and onwards. Similarly, all incoming mails are normally received in

the early hours of morning and the work in the R.M.S. starts from 6 A.M. and even earlier for their despatch to different post offices for delivery to the public. Not even 5% of the total R.M.S. staff perform the normal office duties.

In view of the nature of works enumerated above, the duties of the R.M.S. staff should be delinked from the general duty hours for the normal duties. The reduction in the duty hours of the Sorters is justifiable to give them at least equal per-hour wage with that of the Lower Division Clerks.

We are, however, not suggesting any reduction in the working hours of the sections. But there is a strong case for reduction of the duty hours of the mails offices to 42 hours per week. Since it will not be possible to close the mail offices on the last Saturday of the month, the spread over of duty on each day including Saturday should be 7 hours inclusive of tiffin and rest period.

*

Time factor for conveyance

The staff employed in Air Port Sorting Offices, located inside the Aerodromes, have to spend considerable time on journey to and from their residence. It is expected that an office should be located in a town or a city and not far away from it in a desolate place as is the peculiarity with the Aerodromes. In such cases quarters should be provided by the Department at the work sites and where it is not possible, a time allowance of one hour for the up and down journey from the residence should be allowed.

*

Split Duty

The split duty should be abolished as a matter of principle except in cases where quarters can be provided at the work sites. Till such time quarters can be provided for all such officials, the following principles should be laid down :

1. The total spread over should not be more than 12 hours.

2. There should not be more than one split in a duty term, and
3. A time allowance of 2 hours should count towards duty hours for each split duty performed.

*

Night Co-efficient

The Union strongly opposes the suggestion of the Pay Commission of prescribing a lower ratio of night co-efficient than what is existent in the RMS at present.

Night duty is as common as well as a permanent feature in the RMS. The Expert Committee (1948) observed in para 73 of their Report—"Night working is inherent in the nature of certain duties in the Department particularly in Branches like the RMS and offices working round the clock in a continuous process." Speaking about the incidence of Night Duty in the RMS, Expert Committee observed, "It is not possible to observe in the RMS an incidence of night duty of one in three or four as suggested for other offices, particularly in running sections. Moreover, the conditions in Mail Offices are different due to frequent incidence of night duty." Night work is definitely more exhausting than work during the day. The rigour and hardships attached to night duty is recognised everywhere including our country. Since 1908, a lower limit of working hours was prescribed in the RMS for night duties. Sir Gurunath Bewoor in his Report on the Time-Test of Post Offices and RMS (1928-29) suggested granting of co-efficient for the performance of every hour of night duty. He recommended different ratio for whole night duty, partly night and partly day duty and also different standard for sections and Stationary Offices.

The Expert Committee (1948), which had gone into this question deeply, recommended a uniform rate of Co-efficient of 4/3rd for all kinds of night duties. In para 99 of their Report the Committee observed as follows:

"The conversion factor now applies only in the case of Post Office and the RMS. Though the limits of day duty and night duty have been fixed at 8 and 6 hours respectively, the

conversion factor at present is 7/6th and not 8/6th. The demands from the staff for fixing the conversion ratio vary from 5/4th to 2/1st, most being in favour of a figure 3/2nd or 4/3rd. A suggestion has been made that the conversion factor may be increased after a certain hour at night, to take into account the greater exhaustion rate during the latter part of the night. We consider that the present ratio of the night and day duty terms, 6 and 8 hours is quite fair and we do not think there is justification for the conversion factor having been fixed at 7/6th instead of 8/6th. We recommend, therefore, that the conversion ratio for night to day duty may be fixed at 4/3rd, i.e. 1 hour of night duty is equal to 1 hour 20 minutes for the day duty (instead of the present 1 hour 10 minutes for the P. O. and Stationary R. M. S. Offices and 1 hour is equal to 1 hour 12 minutes for R. M. S. Running Sections). This is a liberal standard but we consider it justified taking into account the climatic condition and the health aspects of the workers. The ratio is already in force so far as pure night duties are concerned and we see no reason why it should not be applied to over-lapping day and night duties. We should suggest its application to R. M. S. Running Sections, as well, which have now a special conversion factor 6/5, less than the figure suggested by us."

But the Government refused to accept these recommendations of their own Committee which was headed by one of the most Senior officers of the P&T Department. The old standard of night co-efficient for different kinds of night duties still continues. They are as follows:

For Stationary Offices

1. Whole Night Duty. ... 1 hour night duty is equal to 1 hour 20 minutes day duty.
2. Partly day and partly night duty ... 1 hour night duty is equal to 1 hour 10 minutes day duty.

For Sections

- ... 1 hour night duty is equal to 1 hour 12 minutes day duty.

The hardships of night duty for the staff of Travelling Sections is at least equal with those of the staff of Stationary offices, if not more. There is, therefore, no point in following a differential ratio for staff performing stationary duties and those performing Travelling duties. Similarly, hardly any differentiation can be made between whole night duty and partly day and partly night duty. To illustrate, "A" commencing his duties at 7 in the evening will be required to work up to 1.40 in the morning. In his case it is partly day and partly night duty. Whereas "B" commencing his duty at 8 in the evening will work up to 2 in the morning. In this case it is whole night duty.

Night keeping has no compensation either in the terms of cash or kind. However, the existing system of allowing night co-efficient being the best that we can think of, we suggest its continuance. We also suggest uniform ratio of night co-efficient for all kinds of night duties. The recommendations of the Expert Committee in this regard also fall far too short of the compensation worth the name, particularly in view of the heavy, rather incessant, incidence of night duties in the R.M.S. which is responsible for the wreckage of health of the R.M.S. workers after ten years of service in the Department.

We are, therefore, firm in our opinion that every hour of night duty should count as 1 hour and 30 minutes of day duty. The night for this purpose should be as at present.

*

Holidays.

Denial of holidays to the RMS staff has been along-standing grievance. The Pay Commission Report para 42, page 408 reads, "As regards the Second group, viz., staffs who have to provide a 24 hours or an unbroken daily service, such as the operating staff in Railways and the telephone and wireless services, the employees concerned cannot be allowed enjoyment of public holidays....."

This necessarily follows that the RMS Staff will now be entitled to 16 holidays which they have recommended generally. The Union urges for immediate issue of orders in this regard.

*

Increment Test.

The RMS Staff alone are subjected to an increment test throughout their entire service career. This system is incompatible with the principles of time-scale of pay which visualises the drawal of increments for meeting the growing expenses of the family. The drawal of increment of a sorter also should have no bearing with the passing or otherwise in the Test Sorting examination.

In fact, the object of the examination, if any, should be of an incentive nature and not a punitive one. Such an outlook on the part

of the department would have also enabled it to attain its objective of increasing the efficiency of the sorters and also their speed.

The Union, therefore, urges for having the test sorting examination for every year for the first five years of service and the increment of a sorter may be allowed subject to his passing the test. Thereafter the test should be taken on every fifth year of service upto 25 years of service only and an additional increment should be allowed on successful passing of the test.

PART II

Drivers and Despatch Riders

The recommendations of the "Das Commission" regarding Drivers of Motor vehicles are contained in XXI(VI)—Page 245. The scale of pay recommended are contained in para 47 of the same. They have rejected the present scale of 60-75 having a period of 7 years increment as too short and low. They have categorised two scales for light motor vehicles, such as, cars and jeeps, and medium and goods vehicles, on Rs. 110-3-131 4-139 and for heavy vehicles on Rs. 110-3-131-4-175-5-180. Taking into account the nature of duties in the P&T Mail Motor Service, it can be safely said that the duties required of drivers are combination of light and heavy vehicles. The existing Despatch Riders are to obtain licence of driving heavy vehicles also.

The Pay Commission in the last sentence of para 47 under reference has recommended "where the duties involve very long hours regularly or are exceptionally arduous, the higher scale recommended for Driver of heavy vehicles may be allowed to Drivers of light or medium vehicles." In the P&T, the Drivers or Despatch Riders have to remain on long hours of duty, both in day and night, and all of them have to be on duty continuously without any break. Taking into consideration the above, the Union demands a running scale for both the categories of Drivers. The scale proposed is Rs. 110-3-131-4-175-5-210. In an entry grade, the pay scale should run at least for 25 years. On this consideration, the rais-

ing of the maximum from Rs. 180/- (recommended by the Pay Commission) to Rs. 210/- is fully justified.

Selection Grade Drivers

The Pay Commission have observed,

"However, in a department or establishment, where there is a substantial number of motor vehicles, and it is considered necessary to have some skilled and experienced Drivers to function as Drivers-cum-supervisors, a higher scale for these would be justified. The scale of pay of such posts may be determined by the Government having regard to the scale of pay recommended for Drivers of light and heavy vehicles, respectively."

(Para 4, pp. 245-246)

We have urged for combination of the scale of Pay of light and heavy motor vehicle Drivers and granting them the scale of 110-3-131-4-175-210.

We have already in the P&T, the post of Selection grade Drivers in the scale of Rs. 125-10-185. The scale justifiably deserves to be raised to Rs. 175-10-235-15-265.

Mechanics

In the case of Mechanics in the Engineering arm, the Pay Commission have accepted that Mechanics are skilled. The Mechanics in Mail Motor Service are required to open completely and reassemble the motor, which would require complete knowledge of

Automobile Engineering. The last Central Pay Commission recommended the scale of 60-130 for this cadre and a great injustice was done to their technical qualifications. Recently, a new Pay scale of Rs. 60-105 has been sought to be introduced reducing further the status of the cadre. A proper evaluation and assessment of their work is urgently called for. The Union urges that at least the scale of Rs. 110-3-131-4-175-5-210 should be granted in their case, as proposed for the Drivers.

Selection Grade Mechanics.

At present they are in the scale of Rs. 125-10-185. The Pay Commission have recommended the scale of Rs. 175-6-205-7-240. The reduction in incremental value means a wage cut. The appointment of a Commission was not sought for the purpose of a wage cut and this has also not happened in the case of any other cadre. At the first instance the cut in the increment should be restored and the scale improved upon. We, therefore, urge that the scale of pay of Selection Grade Mechanics should be Rs. 175-10-235-15-265.

Cleaners.

The duties of cleaners in the P&T Mail Motor Services are quite different from those of a Class IV official such as peons, chowkidars etc. The cleaners of P&T Mail Motor Services are not only required to clean vehicles as the designation suggests, but they assist the Mechanics in overhauling the motor vehicle engines. The cleaners are required to do all sorts of skilled jobs but are being paid, at present, the same emoluments as admissible to unskilled class IV officials. In view of these facts the Cleaners should be compared to second semi-skilled officials and granted the scale of Rs. 85-2-95-3-110.

Traffic Supervisor.

At present Traffic Supervisors are not created in a liberal spirit. The Manager, is not able to look after the technical, administrative and supervisory side of the organisation to see whether the schedules are running properly and go to the places of accident for an on the spot enquiry. It is, therefore, necessary that wherever Traffic Supervisor's posts have not been sanctioned there should

be a minimum of one post and that it should be in the L.S.G. scale of Rs. 210-10-290-15-350.

It is, absolutely not necessary to fill the post from Inspector's cadre as the Traffic Supervisors have no administrative duties nor they have any establishment under them. This should be filled up by seniority-cum-fitness from the Drivers and clerical cadre.

Asstt. Traffic Supervisor.

In big towns like Bombay, Delhi, Madras and Calcutta, the Traffic Supervisor should be assisted by Asstt. Traffic Supervisors in the U. D. scale of pay of Rs. 130-5-160-8-280-10-300.

Store Keeper.

A new post has been sanctioned with the scale of Rs. 120-8-220 though the same has not been created so far. The scale should be raised to that of the storekeeper of the Mint, viz. 168-8-280-10-340.

Clerks in the Mail Motor Service.

With the amalgamation of the clerical establishments with that of the sorters there is no separate cadre of clerks for the Mail Motor Service. In our previous note, we have dealt exhaustively the reasons for granting the scale of Rs. 120-5-175-6-205-7-240 to the P&T clerical and allied cadres.

The question of introduction of U. D. and L. D. scale of Pay in the Mail Motor Services and RMS Divisional offices and also the question of granting any special pay to the sorters and the Mail Motor clerks have not been raised in consideration of submitting an agreed note by all the four concerned unions on the scale of pay of P&T clerical and allied cadres.

Miscellaneous cadres.

The other posts prescribed are not created in all the workshops such as the posts of electrician, carpenter black smiths, etc. Such posts should be created immediately so that the repairs and overhauling etc. can be done in the P&T workshop itself. All such posts must be in the scale of Rs. 110-3-131-4-175-5-180.

Similarly, Charge-hand (Technical), Supervisor (Technical) etc. should be created wherever not sanctioned and their scales of pay suitably prescribed.

Weekly working hours

The duty hours of the Drivers, who form the bulk of the employees in the Mail Motor Services, is now fixed at 52 hours per week. In their case no meal and interim relief has also been prescribed. Therefore, 52 hours is the net weekly working hours for them in comparison to 45 net hours in a week to the other majority of operative staff. We have urged for reduction of duty hours of the operative staff in the RMS to 42 hours inclusive of rest period and tiffin. We demand extension of the same hours of duty in the case of Mail Motor Staff including the Drivers.

Night Co-efficient and split duty allowance

We have dealt exhaustively on these questions in our Note on the RMS portion and demand extension of the same concession to the Mail Motor Staff also.

Promotional avenues

The P&T Motor Service is a young establishment of 11 years old. The staff recruited have naturally put in only about 11 years of service. For promotional avenues, therefore, the present staff should be protected in respect of seniority. For example, promotion in the cadre of LSG Drivers is on Circle basis and the Drivers of Engineering are also considered eligible. It is seen that Engineering staff, with longer years of service than that of the Mail Motor, take the benefit denying the promotion to the Drivers of M.M.S. The majority of Drivers post are in the Mail Motor Service staff. It is, therefore, necessary that the posts created on the standard of Mail Motor Service should go to the M.M.S. staff, as there is hardly any post created out of posts in Engineering wing. There is no reason, therefore, that the Engineering wing should share the promotional avenues of Mail Motor Service. Engineering staff should have promotional avenues in their own arm.

The promotional avenues in Mail Motor Service should be made available on the scheme of the lowest in the ladder reaching

the highest if the necessary skill and qualifications are available in the service. Such of them should have promotional avenues to technical and non-technical posts. On this basis the following promotional avenues should be made available.

(1) The cleaner who is the lowest in the ladder should have chance for promotion to the post of Mechanic, Driver, clerk or sorter. 50% of these posts should be reserved for departmental candidates.

(2) The clerks should have promotional avenue for head clerk, Traffic Supervisor, Inspector or Store keeper. No direct recruitment to these cadres of promotion should be made.

(3) The Drivers, Despatch Riders, Mechanics and other skilled staff should be provided avenues of promotion to clerical and allied cadres on the basis of 50% departmental and 50% direct recruitment.

(4) The post of Manager P&T Service should be on promotion from Foreman.

Uniforms.

The workshop staff should be given, Blue uniforms instead of Khaki. They should be supplied with water proof also and gum-boots.

The Despatch Riders who work in Motor Cycles should be supplied with full winter uniforms without reference to temperature as they need special protection against wind and cold, their duties of clearance of letter boxes being in the early hour of morning and even at night. They should also be supplied with water proof coats for the same reason mentioned above.

The drivers also should be provided with water proofs, as they are required to come out of the van for the reasons of their duties.

Overtime Rates.

It is seen that currently overtime rates in Mail Motor Service is not even on par with rates prescribed in R.M.S. The Pay Commission have laid down certain principle

(Continued on page 252)

ACTIVITIES OF THE UNION

The Central Working Committee, in its meeting held at NAGPUR from the 5th to 8th January, 60, have made the following corrections to the Draft Report on the Activities of the Union for the period from October, 58 to September, 59 (published in October, 59 issue of RMS Worker.)

Page 155, Col. I, Line 10

Add, "Hyderabad" between "excepting" and "Central".

Page 155, Col. I, Lines 33-37.

Recast the first two sentences beginning with "The reduction" and ending with "liquidation" as follows:

"The reduction in the membership is not alarming from the point of organisational liquidation."

Page 156, Col. I, Line 45

Delete the word "serious" occurring between "deserve" and "notice".

Page 156, Col. I Lines 45-49.

Recast the sentence "The open...of the Conference" as follows:

"Bihar Circle Branch advised the members to approach the administration and Government by way of various campaigns to stop implementation of the Report of the RMS Committee even after the decision of the Central Working Committee on this question.

This extra-organisational effort to revise a decision of the higher body deserves the notice of the Conference."

Page 156, Col. II, Line 39

Replace "dislikes" by "disliked".

Page 155, Col. II, Line 40

Replace "regrets" by "regretted".

Pages 156-157

Delete from "They have not only criticised" in col. I, line 41 of page 156 to "goes to Race Course and 'Y' smokes Gold Flake" in col. I, lines 15-16 of page 157.

(Continued from page 251)

PAY COMMISSION REPORT

of overtime, saying that in no case it should be less than time rate. The present rates in M. M. S does not even reach the time rate. Therefore, we demand for all operative and other categories, that the rate of Over Time should in no case be less than $1\frac{1}{2}$ times the time-rate, calculated on weekly basis. Other beneficial recommendations with regard to O. T. A. should also be extended to Mail Motor Service Staff.

Holidays:

They Pay Commission recommendation of 16 holidays should be extended to all classes of Mail Motor staff.

(Continued from page 256)

CHIQ NOTES

membership. A nominal price of Rs. 1.25 nP. per copy has been fixed for this valuable publication. It is in great demand and a complete sell out is expected shortly.

We strongly recommend to the Branch Unions and membership for the purchase of a copy of it. Those who have not as yet secured a copy, are advised to remit the cost immediately to the NFPTE and book their orders. Any further lapse of time may result in big disappointment.

C.H.Q. NOTES

Mehtab Singh—First P&T employee recipient of Ashoka Chakra

We are extremely glad to know of the President's approval to the award of Ashoka Chakra (class III) to Com. Mehtab Singh. We congratulate him on this grand occasion.

Comrade Mehtab Singh entered the P&T department as a driver in the year 1947. On the 24.12.56, while he was on duty in New Delhi GPO with his car, an arm bandit tried to escape with a large sum of treasury money. He gave a hot pursuit to the bandit ignoring the shots fired at him. The bandit committed a suicide when he saw no hope of escaping. Comrade Singh was thus able to recover the large sum of public money also.



On recognition of his services, Com. Singh was promoted as a selection grade Driver by creating a supernumerary post almost immediately after the incident. The award of Ashoka Chakra is a recognition of his steadfast devotion to duty.

*

7th January—Protest Rallies

Impressive processions and huge meetings of the P&T employees were held all over the country on the 7th January, 1960 to protest against the meagre recommendations of the second Pay Commission. Resolutions were adopted in these meetings urging improvement of the report and conveyed telegraphically to the Government, DG P&T and the NFPE. Reports are still pouring in from all corners giving details of the meetings. We have so far received reports from the following stations.

Dhubri, Nellore, Hazaribagh, Bangalore, Burdwan, Jamnagar, Nowgong, Hasan, Shilong, Ambala, Anantapur, Srinagar, Jullundur, Meerut, Agra, Bhavanagar, Purnea, Jalgaon, Madurai, Villupuram, Tenali, Agartala, Mysore, Gwalior, Krishnagar, Udaipur, Mehsana, Gaya, Akola, Mussorie, Shimoga, Adoni, Belgaum, Vishakapatnam, Ujjain, Chhattarpur, Suri, Asansol, Raipur, Jaipur, Junagadh, Bijapur, Gulbarga, Samastipur, Amritsar, Arsikere, Lansdown, Ahmednagar, Jodhpur, Varanasi, Dhanbad, Barrackpore, Gauhati, Trivandrum, Mangalore, Tellicherry, Bikaner, Quilon, Ratlam, Durg, Saugor, Surendranagar, Patna, Pattukottai, Dibrugarh, Chhindwara, Belgaum, Nadia, Ballia, Azamgarh, Kurnool, Coonoor, Raigarh, Chandigarh, Tuticorin, Jalpaiguri, Jabbalpur, Vijayavada, Cuttack, Bellary, Rewa, Midnapore, Ernakulam, Simla, Jammu, Malda, Tinsukia, Baroda, Tirupur, Bankura, Jorhat, Monghyr, Trichur, Saharanpur, Bikaner, Shoranur, Rohtak, Ranchi, Guntur, Nagpur, Madras, & Delhi. The P&T staff at Calcutta, Bombay & Lucknow held meetings separately. The RMS employees at Ajmer, Meerut, Nizamabad, Ambala & Bhatinda held separate meetings of their own.

The meeting at Bangalore was organised by the P&T co-ordinating Committee in collaboration with other Central Government Employee's Unions and Comrade S. Guruswamy, President, of All India Railwaymen's Federation was among many other notable speakers to address the gathering.

Let Seventh January be the starting point in our struggle for definite improvement of the report.

*

Memorandum within the frame-work of CPC Report.

The time-scale clerical cadres are identical in all the four arms of the P&T services. So also is the case with the LSG supervisory

cadre. With a view to arrive at a common understanding on the improvement to be sought for in those two scales of pay, a meeting of the concerned General Secretaries, viz., Postal III, RMS III, Traffic III, and Engineering III was held on the 14th & 15th February in the office of the Postal III Union. We are glad to say that a unanimity has been arrived at and an identical note on the above two points has been agreed to be submitted by all.

The memorandum submitted to the Directorate as per the decision of the Working Committee appears elsewhere.

*

Restore Check Supervisor's Posts.

Order was passed by the Directorate for abolition of the posts of Check Supervisor from 1.1.60. and the same was carried out with meticulous carefulness by all lower bosses reverting the existing incumbents. This brings to the fore the double standard applied in the matter of sanction of a post and its filling up and abolition of a post and consequent reversion or retrenchment.

Order for the abolition of the posts was issued at the first instance from 1.11.59. But after discussion with us the D.G.P&T agreed to keep in abeyance the implementation of the order and, in fact, granted a lease of life to the posts for 2 months in spells of one month each. It was reasonably hoped that the final orders for the abolition, if it was to come, would be issued after consulting the union.

The Working Committee which met at Nagpur from the 5th to 8th January, 60 took serious notice of the curtailment of betterment prospects of the R.M.S. employees. A telegram under the joint signatures of Comrades Nawab Singh Chauhan, M.P. and S.M. Banerjee, M.P., Presidents of our union and AITEEU — class III respectively was issued urging restoration of the posts and their upgrading to L.S.G.

Comrade Chauhan, our President met the D.G.P&T on the 21st January to discuss this and some other cases. Comrades Chatterjee, Sant Lal and Labh Singh were also present in the discussion. The D.G.P&T did not agree

to restore the posts and said that the decision or their abolition was taken after careful consideration of all aspects of the case. He, however, added that percentage of promotional posts in all arms of the department was being worked out with a view to bring about a uniformity in this regard. He extended an assurance saying that the case of R.M.S. would be favourably considered in view of its lowest percentage of promotional posts.

In response to the call of the Working Committee Members, the Branch Unions have launched a telegram campaign protesting against the abolition of the posts of Check Supervisor and urging their restoration. The telegrams are addressed to the (1) H.M., (2) D.G.P&T., (3) NFPT and (4) CHQ. We have received telegrams from the following Branches on the 22nd January — the date of starting of the campaign: "F" Dn. Khandwa; Surendranagar; Ernakulam; Secundrabad; Gonda; Belgaum; "P" Dn. Howrah; Jaipur; Sholapur; Tatanagar; Katpadi; Mayuram; Vishakapatnam; Poona; Itarsi; Arkonam; Baroda; Kazipet; Raipur; "Y" Dn. Madras; Asansol; Guntur; Meerut; Muzaffarpur; Agra; Mehsana; Coimbatore; Indore; Nagpur; Bangalore; Cuttack; Begumpet; Jullundur; Dhanbad.

The Federation has, in a communication addressed to the Minister, forwarded all the telegrams received by it and has drawn his attention to the depth of feelings of the R.M.S. staff at the abolition of the posts. The federation has further urged for the restoration of the posts and their upgrading to L.S.G.

It is hoped that better counsel will now prevail and the posts will not only be restored but will be upgraded to LSG. The A. I. C. is meeting in about a fortnight's time. It will certainly decide upon a course of action that will convince the Directorate on the necessity of taking an early favourable decision.

*

All India Conference

To accommodate the wishes of the Reception Committee, the All India Conference has been postponed to 11th, 12th, 13th, 14th and 15th February, 60. and not from 10th to 14th

as announced in the Mail Bag. Subjects Committee will commence at 9 A.M. sharp on the 11th February and the Open Session of the Conference will be held in the same evening. Shri Vidya Shankar, our Director-General, has consented to attend the Open Session. The Conference will be inaugurated by Shri T. Mariappa, Hon'ble Finance Minister of Mysore. The H.M. Transport and Communications is being requested to attend our Conference as the Chief Guest.

The Conference will consider some of the most vital questions that confront us and will be required to take many an important decision of far-reaching significance. We, therefore, call upon all our Branches to depute at least one delegate to make the conference a complete success.

We take this opportunity to express our grateful thanks to the entire membership and Branch and Circle executives for their best co-operation in the functioning of the CHQ and in the publication of the Journal regularly.

*

Rate of subscription

The financial position of the CHQ has been precarious during the financial year 1957-58 and it has worsened still further thereafter. This compelled the General Secretary to cancel the Foreign Service from Sept. 59 and to be on leave for about 2½ months at Delhi. Thereafter he resumed his duties at Calcutta. In between he attended meetings of the different managing bodies on casual and special casual leave. He has again joined the CHQ on the 13th of this month on half-pay leave. These measures also have not helped in improving the financial position but have gone to meet the deficit only. But such a situation cannot be allowed to continue for all times to come at the cost of functioning of the CHQ. The following extract from the Draft Report on the Activities of the Union for the period from October, 58, to September, 59 will reveal the actual state of affairs. This also indicates the measure required to be adopted to improve upon the position.

"The real reason for the deficit is due to fall in collection of quota of subscription. A comparative statement of collection towards quota of subscription and cost of RMS Worker

as well as expenses on account of publication of RMS Worker during the years 1957-58 and 1958-59, as below, will reveal the actual position :—

	1957-58	1958-59
quota of subscription	13, 536.01	11, 658.50
Cost of RMS Worker	5, 358.59	7, 670.91
	<hr/>	<hr/>
	13, 394.70	19,329.41
Publication of RMS	7, 022.69	9, 560.70
Worker Balance for	11, 872.01	9, 768.71
other expenses		

This works out to a deficit of Rs. 2, 103.30 in the general fund account of 1958-59 than that of 1957-58.

This may be accounted for two main reasons, viz. (a) fall in membership and (b) reduction in the rate of quota of subscription for CHQ. The alternatives are : either to increase the membership to 10,000 or to raise the rate of subscription. To attain the membership figure of 10,000 is an almost fantastic proposal. During the peak period of our movement, we could increase the membership to approximately, 7,500. The Conference should consider the proposal of raising the rate of subscription in view of the various improvements in the working and service conditions as well as a number of upward revision in the wages secured through the Union."

The Central Working Committee which met at Nagpur from the 5th to 8th January, 60 discussed the question in all its details. The working committee has RECOMMENDED to the conference for RAISING the rate of subscription to RUPEE ONE. The ratio of allocation shall be : NFPTE—5 nP., CHQ—45 nP., Circle—20 nP., Divl Branch—6 nP., Branch Union—24 nP. The CHQ shall supply a copy of "P&T LABOUR" also alongwith a copy of "RMS WORKER" to all members, free of cost.

All Branch Unions will please discuss this MOST IMPORTANT question in their respective general body meetings and send their delegates with appropriate MANDATE.

It should, however, be remembered that unless the rate of subscription is increased, the CHQ will have to be kept closed for 6 months in a year.

*

Result of IRM Examination

Anxious enquiries are being received at the CHQ for the result of the IRM examination held in September. According to the standing order on the subject, the results of the examination should have been out by now. Enquiries made at the Directorate, however, reveal that there is no prospect of the results being out before 10th February. No precise date can be forecast at this stage. A representation has been made to the Directorate, urging early publication of the results of the examination.

An urgent communication will be addressed to all Circle Unions as soon as the results are known.

*

Increase in Saturday working hours and curtailment of administrative Holidays

The Central Working Committee considered the situation arising out of hurried implementation of the Pay Commission's Report in respect of curtailment of Holidays as also the modification made by the Government to the Pay Commission's Recommendations to the disadvantage of the employees in respect of Saturday working hours. Our Divisional Offices and HROs observe the administrative working hours and enjoy the administrative holidays. We do not have a separate cadre for divisional office and HRO. The posting of RMS sorters in those offices takes place only on a tenure basis. Thus, the entire RMS staff are, directly or indirectly, affected by the retrograde steps initiated by the Government.

The Committee after long deliberations, was unanimous in its opinion that those directly affected in the matter should, at the first instance, put up a resistance duly supported by all others. The resolution adopted by the CWC is reproduced below :

"This meeting calls upon the RMS sorters in the Divisional Offices and HROs to fall in line, as far as possible, with the programme that may be observed by the office staff of various administrative offices in the fight for resistance of curtailment of holidays and increasing the working hours on Saturdays."

The Branch Unions and the membership will carry out the decision in true spirit. Reports of various programmes followed in this regard should be intimated to the CHQ for publication in "RMS WORKER".

*

Membership List

In pursuance with the successful negotiations carried on by the NFPE, the Branch Unions have now been absolved of supplying the lists of members to the heads of offices. It has been decided that the respective All India Unions will forward the list of members to the Directorate. The CHQ is required to submit, to the Directorate, the list of membership for the financial year 1958-59 (April, 1958 to March, 1959) by the 31st March, 1960.

The Branch Unions are accordingly directed to send, in duplicate, the list of members for the above period before the 15th February, 60. This instruction should receive the personal attention of the Branch Secretaries and Treasurers and complied within the specified date.

*

Summary Report of Pay Commission

The full Report of the Second Pay Commission has been priced at Rs. 10/-—beyond the reach of many of our Branch Unions and the vast cross-section of the membership. It is, however, essential that our members should have a thorough understanding of some of the important chapters, which are common, as well as the P&T chapter in full.

The Federation has brought out an abridged edition of the Report which fully satisfies the need of the Branch Unions and the general

(Continued on page 252)

BUILD UP A UNITED FRONT

FOR CONSOLIDATION OF THE GAINS
FOR RESISTANCE OF THE LOSSES
FOR IMPROVEMENT OF THE REPORT

[Resolution adopted in the joint session of the meeting of the Central Working Committee of the All India Telegraph Engineering Employees Union—Class III and All India RMS Employees Union Class III held at Nagpur from the 5th to 7th January, 1960.]

The Joint Session of the Central Working Committee of All India Telegraph Engineering Employees Union-class III and All India RMS Employees Union-class III after careful consideration of the recommendations of the Pay Commission is of the opinion that the Report is very unsatisfactory in nature.

We, while welcoming the call given by the NFPFE and the Confederation for consolidation of gains, resistance of the losses and improvement of the Report, assure our support to the same.

We congratulate the workers for their splendid response to the calls given by the Confederation and the NFPFE which has been expressed in unmistakable terms by holding mass rallies, processions etc. thus exhibiting their great dis-contentment and deep disappointment and also their urge for a united movement by all Central Government Organisations.

We also welcome the timely call for 'Unity' given by the Confederation, NFPFE, and Defence and Railwaymen's Federations and request the leaders to seize the opportunity to build a broadbased 'United Front' of all Government employees for an effective movement to resist the attack on the existing benefits and to improve upon the recommendations of the Pay Commission.

We feel greatly concerned at the unilateral and hurried implementation of the retrograde recommendations by the Government such as, reduction of holidays and casual leave and also modification of the Pay Commission's recommendations to the disadvantage of the employees in respect of Saturday working hours. We, therefore, urge upon the Central Government employees to rally behind the United Front to bring pressure on the Government for resisting the retrograde steps initiated by the Government.

We take note of the beneficial recommendations of the Pay Commission, such as

(i) pensionary benefits (ii) confirmation and

benefits of temporary service, (iii) formation of Whitley Council, (iv) grant of ~~extra~~ increment on promotion (v) extending the age of superannuation to 58 years for post-38 employees and demand for their immediate implementation.

We feel that the Pay Commission's recommendations in respect of the following require immediate improvement.

- (1) Contribution to the GPF should be voluntary as at present.
- (2) The date of effect of the recommendations should be from 1-7-57 in respect of pay fixation and pensionary benefits. The arrears accruing on account of fixation of pay and allowances may be granted from 1-7-59.
- (3) Point to point fixation of pay on the basis of years of service, removal of the ceiling and protection of pay drawn in the lower grades.
- (4) Immediate upgrading of cities without waiting for the 1961 census: extension of the benefit of 'C' class station to all towns with a population of 50,000 and more, upgrading of all cities with a population of 10,00,000 or more into 'A', upgrading of all State Capitals to 'B' Class stations. All nongazetted staff in 'B' and 'C' class stations should be made eligible to draw HRA. No nongazetted staff be made to produce rent receipt and be made to suffer by reduction of C. A. on account of introduction of percentage basis.
- (5) The existing leave rules should continue to operate.
- (6) Grant of D. A. commensurate with the cost of living index at least at the rate recommended by Varadachariar Commission.

(Continued on next page)

- (7) Improvement of the scales of pay and increase in the rate of increment.
- (8) A day's rest in a week to all Central Govt. Employees.
- (9) 1 set of free pass to all Central Govt. Employees. etc., etc.

We urge upon the United Front to take all possible steps for the realisation of the general issues referred above.

We consider that demands in respect of common issues of the P&T employees, such as, improvement of the time-scale pay and other scales of pay, retention of the present ratio of night coefficient and its extension to other categories and grant of sixteen holidays to all operative staff as agreed upon in 1957 etc. be formulated by the NFPTE for their realisation. We request the NFPTE to take all necessary steps to start immediate negotiations on all problems common to the P&T employees and also on problems concerning different arms or cadres as may be mutually agreed upon.

In regard to the remaining demands which concern a particular cadre or arm of P&T Service, we are of the opinion that the respective all India Unions should take steps for their settlement.

We consider that the main task lies in complete mobilisation of the entire Central Government employees for winning the minimum common demands under the leadership of the United Front. However, the aspiration of the employees and satisfaction of their sectional demands cannot be ignored. But the fact remains that achievement of even these sectional problems depends upon the extent of pressure that may be brought on the Government by the United Front. We caution against the growth of sectional and sectarian tendencies based on cadre or class interests raising up at this juncture and thus jeopardising the functioning of the United Front. This has, therefore, to

be resolutely fought. We, therefore, urge upon the P&T employees in particular and the Central Government employees in general to rally round behind the United Front like one man.

We appeal to the leaders of the Confederation, Railways, Defence and P&T to meet together immediately and arrange for an interview with the Prime Minister for starting the negotiations and also with a view to lead the Central Government employees for securing the common minimum demands. We like to extend our unqualified support to the United Front in this great task that lies ahead.

We call upon all Circle and Branch Unions to discuss thoroughly the Report of the Pay Commission. We request the co-ordinating committees of the P&T and also the Central Government employees Unions to take note of this resolution. We direct our Circle and Branch Secretaries to communicate their views and those of Co-ordinating Committees on the improvements sought for in the various items of the resolution immediately and at any rate before the ensuing All India Conferences.

We are confident that our members and Branch Unions will maintain the solidarity and fraternity of the organisation and will be the spear-head of the coming struggle.

(Continued from 2nd cover page)

INTERVIEW WITH D.G.

they were not convenient with the working of the Engineering Division. Therefore, they desired their repatriation to parent units. The D. G. felt that though prima facie the demand of the Union did not appear correct on account of the fact that their absorption in the Engineering Division was quite consistent with the instructions then existing, he agreed to have the case further looked into after obtaining the statistics regarding the officials affected by Union's proposal from the P. M. G., Madras.

ADMINISTRATIVE WORKER

Vol. II]

January, 1960

[No. 10



Shri V. Shankar, I.C.S., D.G. P&T
delivering his inaugural speech
at the Open Session of
Jabalpur Conference.

C. H. Q. Notes

Charge of the CHQ.

Com. D.G. Nanotkar, our newly elected General Secretary is expected at Delhi on the 8th February '60 and will take over charge from Com. S.K. Pakrasi from 9th February '60. Com. Pakrasi will leave for Calcutta on the 10th February and will report for duty in the Office of the C.A.O. S&W., on the 16th February. Henceforth all letters should be addressed to the General Secretary at 9, Pusa Road, New Delhi-5 and all money orders should be remitted to Shri. S.K. Mitra, Financial Secretary, Office of the A.O. F.R. (Baroda), Old Secretariat, Delhi-8.

Comments on the recommendations of the Pay Commission.

The D.G. P&T invited our suggestions within the framework of the recommendations of the Pay Commission and gave us only one week's time. As the three-men Committee could not meet with such a short notice we had to submit a very brief note within the scheduled period. The same is published elsewhere for information of the members. The three-men Committee will, however, meet at Delhi in the last week of February on the eve of Federal Council Session and prepare an elaborate note on the Sectional issues. All Circle Secretaries are requested to communicate their comments on Sectional problems arising out of the recommendations of the Pay Commission so that the same may reach the C.H.Q. by 21st February at the latest.

Arrangements are also being made for discussion on the subject with the Special Officer and the H.M.

Important resolutions.

C.H.Q. have already taken action on some of the very important resolutions of the All India Conference. Action on other resolutions will be taken next month and they will be gradually published in the journals.

Finance of the C.H.Q.

After the All India Conference most of the Branches did not send any amount in the month of January '60 and as such we had to withdraw heavy amount from the Savings Bank account. Due to relinquishing charge by Com. Pakrasi and taking over charge by Com. Nanotkar we are to spend heavy amount towards their travelling expenses. Thus while our expenditure is heavy the receipt is very poor. Circle Secretaries are requested not only to remit their quota of subscription in time but also to pay the heavy arrears on

account of journals within February and March so that the account may be closed with a better picture at the end of the financial year.

Class III and Class IV membership.

Attention of all Circle Secretaries is invited to the request made by the Federation through the P&T Labour for furnishing separately on the M.O. coupons the quota of subscription pertaining to Class III and Class IV membership each month. This information furnished by the branches will help the Federation in calculating exact average paid Class III and Class IV membership of unions/associations having mixed membership. Ultimately this information will make it possible for us to claim an additional seat in the Federal Council if we can establish membership over 5,500. Branch Secretaries are requested to furnish the information on M.O. Coupons while remitting quota each month to the Federation.

Progress in certain cases.

(i) The Directorate is reviewing the staff position in each Circle Office on the basis of the new standards fixed by the Govt. as per recommendation of the E.S.C. Pending further liberalisation of the standards for Life Insurance Sections additional hands will be sanctioned for offices which are already in heavy shortage.

(ii) The question of grant of necessary sanction for upgrading requisite number of L.D. Posts to refix the ratio as 2:1 is being delayed due to the general ban imposed by the Home Ministry. It is, however, expected that orders on creation of U.D. posts and the procedure to fill them up will be issued simultaneously within a month or so.

(iii) The proposal of our Association to extend the benefit of 2:1 ratio between U.D. and L.D. posts to all other Administrative Offices which were kept out of the purview of the E.S.C. has been receiving attention of the Directorate. The CHQ have already pressed for an expeditious action.

(iv) Necessary orders have already been issued making a good number of temporary posts of P&T Accountants permanent in the P&T Directorate and confirming the senior incumbents against the same.

(v) CHQ have taken up the question of granting 7 marks as grace for Paper 1 of the merit-rating test held on 24-10-59 due to the unusual stiffness of the passage prescribed for precis-writing.

The Administrative Worker

JOURNAL OF THE ALL INDIA (P&T) ADMINISTRATIVE OFFICES
EMPLOYEES ASSOCIATION-CLASS III & IV.

CENTRAL HEADQUARTERS,

Editor :—S.K. Pakrasi, 9, Pusa Road, NEW DELHI—5

Vol. II |

JANUARY, 1960

| No. 10

WHITHER SOCIALISM ?

"With the improvements in the minimum remuneration and in retirement benefits, Government are confident that public opinion will support these small increases in working hours and join with Government in calling upon workers in all Government services for the maximum and uninterrupted output and increased production". This was the appeal of Shri Morarji Desai, Minister of Finance made on 30.11.59 while placing recommendations of the Pay Commission with Government decisions on some of them on the floor of the Parliament.

Perhaps the Finance Minister himself was not very confident about the blind obedience of Government employees to his arbitrary and whimsical order on increase in total working hours and so he felt the urgency of making such a public appeal from the highest forum of the country. He himself knew well that the increase in working hours was neither "small" as described by him nor the workers could be made to work extra hours unless there was an emergency in the country or the total remuneration of the workers was considerably improved. If he was confident about the success of his subtle scheme of rationisation he would not have felt the necessity of such an appeal to the people of this country.

Government employees all over India realised the danger of such an appeal from a top leader of the country which aimed at alienating public support from the struggles of the workers that might be launched against the imposition of such heavy work-load. Workers

were cautious enough to take calculated steps against the Government order on full working hours for Saturdays. While spontaneous protest movements came out from various unions and Associations it did not take time for the workers to realise the dangers of such isolated and sporadic movements. They immediately realised the supreme necessity of co-ordinating the movement and mobilising the sympathy of the public at large. Instead of resorting to precipitate actions they canalised the movement on the right track by changing the form to mass mobilisation. The leadership also negotiated effectively to bring home to the authorities the high pitch of discontentment on the account.

There is a strong rumour in the capital that the Home Ministry is seriously considering the question of modifying the order with one hour increase either on each Saturday or other working days. If there is any truth in the rumour, workers will not take it lying down. It will be clear to them that the same is only a face saving device just to maintain the prestige of the authorities and at the same time force the workers to do extra hours work without compensation. This attitude of the Government cannot keep the workers satisfied.

While on the one hand Government have denied the need-based minimum wage to the workers they cannot expect that the workers will perform efficiently extra hours work with their present health standards and the unfavourable climatic condition of the country. At one stroke the Government propose to reduce the rate of earned leave, casual leave, holidays

(See page 8)

Inaugural speech of Shri V. Shankar, I.C.S., Director-General, Posts and Telegraphs, New Delhi,

In the Open Session of the 5th All India Conference of the
All India (P&T) Administrative Offices Employees' Association

held at Jabalpur on 26th December, 1959.

Mr. Chairman, Your Worship and Friends,

It is a privilege for me to be amidst you on this day of your annual function. I have always maintained that a closer association between officers and staff is indispensable to efficiency and participation in annual events like this when we come together in a mutual endeavour to understand and appreciate each other is really a part of one's duty. Even though I was suffering from an attack of cold and was advised by my physician not to go out of Delhi I could not subject myself to his advice as I had already accepted the invitation of your General Secretary for inauguration of this Conference. I am happy that I could reach here today.

The efficiency and ability of the staff of the P & T services inspite of various economic and administrative limitations have been a subject of appreciation and praise even from foreigners. It is true that there are irregularities and delays here and there. There are express letters reaching after ordinary letters and telegrams intimating arrival of persons reaching after the persons have actually reached but such irregularities or delays are not even one percent of the total workload the P & T staff and officers are carrying with efficiency and competence. I personally regard this as a tribute to my staff and officers. The P & T services are not the responsibility of any individual or group of individuals, these are a joint enterprise of efficient workers and expert engineers. In comparison to efficiency the delays and irregularities are negligible and the Indian P & T Department is comparable to P & T services of any advanced country of the world. But this should not be a cause for complacency on our part and it should be our endeavour to eradicate even the smallest deficiency in our services. Since my association with P & T it has been my privilege to meet Union representatives from month to month and to know the general condition of the em-

ployees. We discuss about the welfare of the workers and also how to promote efficiency of the Department. It is unfortunately a fact that we are working under certain limitations. P & T is not its own master. It has to be guided by the general policy of the Govt. of India. It is regulated by Finance Ministry in some matters and Home Ministry in some others. With regard to pay scales and general service conditions we cannot isolate the P & T staff but have to fall in line with other Central Government Departments. You and I have also to be quite cognisant of the fact that India is a poor country with limited resources. We should not judge our working from Western Standard. It should be borne in mind that their present state of efficiency has developed through centuries of experience and prosperity. So with a view to have true perspective of functioning of any organisation we will have to take all the factors into account which affect the social structure of our part of the world.

This Fifth Annual Conference is meeting at a critical stage in the history of P & T. Only a few days back the institution P & T Board has been set up. It will enable us to take quick decisions and to some extent our administrative difficulties will also be solved. We will be able to introduce desired changes with much lesser formalities than before. The other important event refers to Second Pay Commission. The recommendations of the Second Pay Commission have been published with Government decisions thereon. There are a few recommendations still under consideration of the Government. The question of scales is under study. I fully realize that Pay Commission recommendations are below your expectations, but it is possible to see things with a little more detachment. It is natural that we view a thing from the angle it affects us but then it will only be a partial view. The Commission composed as it was had to see things in a broader perspective and

the Government had to see its recommendations in a much broader perspective. It is true that a great deal has to be done to ameliorate our working conditions. It is undisputed that our standard of living is much below than that of many others. A Commission is not required to pronounce on that. It is self-evident. We are fighting this battle of poverty at the national level. The country is, however under a plan and we have to travel on long and arduous journeys before we reach the goal. Ours is a dynamic and developing economy. During the planning stage the present generation has to sacrifice in order that their children and grand children may achieve better living standard. Our country is passing through a period when every body has to sacrifice. I do not propose to discuss the main recommendations of the Pay Commission, as the solution to that problem is not to be found in them. Cash alone is not the criterion. If there is 20% increase in Pay and 30% increase in prices our problem remains inspite of implementation of the recommendations. If we view the recommendations in the light of all the above points, our problems will be much more comprehensible than appears to be the case today. There are also other recommendations of the Pay Commission which will ultimately achieve in a large measure, welfare of the employees on a much wider basis than mere enhancement of salaries.

Mr. Nair in his address has referred to two problems of local importance. It affects a few employees stationed at Jabalpur. First is regarding upgrading of Jabalpur to 'B' Grade and the other is regarding constituting a separate Circle for Madhya Pradesh with a P.M.G. at Jabalpur. Well, so far, the routine reply for such demands was that "This is under the consideration of the Pay Commission" but this reply by me now will not convince you. The question of upgrading cities is linked with a general policy and as I have already pointed out we have to be guided by such a policy. Apart from P & T there many other Central Government Departments in the picture in this regard and as such P & T cannot take an isolated decision. However, I can assure you that at the appropriate moment when the question of upgrading of cities is considered Jabalpur will not be lost sight of.

Regarding separate Circle for Madhya Pradesh, we are already confronted with two major problems of reorganisation. One is the

constitution of Mysore Circle and the other is amalgamation of Kurnool and Hyderabad Circles into Andhra Circle. I personally feel that P & T services are country-wide services and they should not be subjected to territorial reorganisations. For a nation-wide utility service like P & T, it is unnecessary to reorganise every time a territorial change takes place. Otherwise, we will be in a perpetual state of reorganisation and our very purpose of serving the people will be defeated. However, this question will be considered at an appropriate time when conditions have consolidated and settled down.

There are one or two important points relating to your arm which I may like to bring to your notice. One is regarding reorganisation of Telephone Revenue Accounts Offices and the other is regarding proportion of U.D.Cs. and L.D.Cs. in Circle and Administrative Offices. Due to rapid expansion in the Tele-Communication Service, we cannot ignore the need of the people of this country. What was possible twenty years back may not be possible to-day. We cannot remain static when the country is on a forward march. We must render efficient service at the door of the subscribers and with this background, the T.R.A.Os. are being reorganised. I know there would be some inconvenience to the staff working in these offices but I assure you that the interest of the existing staff would, as far as possible, be protected and they would be put to minimum hardship. It is proposed to treat the T.R.A.Os. as an integral part of the Telephone system and as such T.R.A.Os. attached to Districts will be kept as parts of District Organisations. We are considering a scheme to provide a safety valve for the affected employees.

There are practically no promotional avenues for the L.D.Cs. of the Administrative Offices. The Pay Commission have made certain recommendations to improve their lot. The recommendations of the Pay Commission cannot easily be disregarded and the long outstanding grievances of L.D.Cs. should be removed considerably. In respect of the claim of the L.D. Clerks for promotion to the U.D. Posts arising out of relaxation of ratio as 2:1 you are aware that the matter is under active consideration. All that I can say at this stage is that their experience will not go unrewarded.

(See page 8)

Brief Observations on the Report of the Pay Commission

The P&T Circle and Administrative Offices form a Controlling link between the P&T Directorate and the vast network of operative offices spread extensively throughout the country. The Ministry of Communications having no separate Secretariat Office of its own the Office of the D.G. P&T, which was formerly classified as an "Attached Office" was upgraded to that of "Secretariat" Office in 1947 and as such the Circle and Administrative Offices function as "Regional Secretariats" of the Ministry. In fact in other foreign countries where the pattern of P&T Structure is more or less the same as it is in India, these Zonal Controlling Offices are called "Regional Directorates" and the staff working there are treated on par with their "Central Directorates" so far as scales of pay and other service conditions are concerned. In our memorandum before the Pay Commission we tried to establish this fact and requested them to approximate the pay scales and prospects of promotion for the staff of Circle and Administrative Offices with those of the Central Secretariat.

It appears from the report of the Pay Commission that they have not examined the above issue in real perspective and detail. In fact the functions of Circle and Administrative Offices and the nature of duties devolving upon the staff of these offices compare favourably with the criterion (i) under para 3, Chapter XII, Part I (General) of the Pay Commission's report. But while recommending scales of pay etc. the Commission have not given due weightage to the higher nature of duties obtaining in the Circle and Administrative Offices and have put them along with all other "Offices outside the Secretariat". Thus the very approach of the Pay Commission was not sound and as a result thereof the scales of pay and avenues of promotion recommended by them have failed to satisfy the employees working in these offices.

Pending submission of a separate memorandum by the National Federation of Posts and Telegraphs Employees on general issues we are furnishing below a few cases where we feel that they demand urgent attention of the Government.

General.

1. The need-based minimum wage as fixed by the 15th Indian Labour Conference has not been taken as a basis for determining the wage structure. This should be taken as basis.

2. The recent Government orders on reduction of casual leave, holidays and the increase in working hours by converting all but the last Saturday of each month into full working days are not justified. The Govt. has taken a provocative step by going beyond the recommendation of the Pay Commission on the issue of Saturdays and this order should be revoked without further loss of time in view of the intense feelings of the workers against it.

3. The proposal for compulsory deduction for G.P.F. has come as a rude shock to the employees who were expecting some cash relief to meet the ever-increasing prices of essential commodities. The question of savings comes in only when one can meet his minimum needs of life. As the fixed income group is already hard hit due to the soaring prices, it will rather be too cruel to make compulsory deductions from their pay towards G.P.F. Moreover in the case of low-paid employees such deductions will result in a fall in their total emoluments. Hence this proposal should be dropped.

4. The benefits of the new scales of pay should be given effect to from 1.1.57 as demanded in the original memorandum submitted by the N.F.P.T.E. and the arrears should be paid in cash.

5. The proposal of the Pay Commission for applying a ceiling on the benefits arising out of fixation of pay on point-to-point basis should be suitably modified so that the lower pay group may derive some monetary benefit out of relaxation of pay.

6. The grant of Dearness Allowance should not be restricted to those drawing pay upto Rs. 300/- and it should be paid to all members of the non-gazetted staff. Moreover it should have a link with the cost of living index and the formula suggested by the Varadachari Commission should be applied in future for an increase in the Dearness Allowance.

7. The question of upgrading certain cities should not be put off till the next census as there is already justification for declaring certain cities either as "A", "B" or "C" according to the enumerations conducted by the Municipal Corporations.

Sectional.

1. Scales of Pay.

(a) Class IV Staff.

In conformity with the minimum wage fixed on the basis suggested at para-1 above, the pay scales of Class IV employees working in Circle and Administrative Offices should be improved. Due consideration should be given to the distinguishing feature of higher academic qualification prescribed for recruitment of Class IV officials in this arm. This aspect signifies the higher and responsible nature of duties required of them.

(b) L.D. Clerks.

The suggestion of the Pay Commission for a Selection Grade within the L.D.C. Cadre will not materially benefit them as an upward revision of their scale of pay will do. This is also justified as the L.D.Cs of the Circle and Administrative Offices perform duties of higher responsibility as compared to their counterparts in the Secretariat. It is, therefore, suggested that the minimum and maximum of their pay should be revised suitably so that all L.D.Cs may derive benefit out of the same.

(c) U.D. Clerks.

The Commission have miserably failed to evaluate the high nature of duties performed by the U.D.Cs. in these offices. Instead of equating their pay with the pay of the Assistants in the Secretariat they have recommended the same scale of pay as suggested for the U.D.Cs. in the Secretariat with an increase of Rs. 20/- at the maximum. The Commission has admitted that the U.D.Cs. in the Secretariat are required to deal with cases of **simple nature**, the important cases being entrusted to Assistants (Vide para 19 of Ch. XI, page 114). There being no cadre of Assistants in the Circle and Administrative Offices, all the important cases are dealt with by the U.D. Clerks. It is, therefore, demanded that the U.D.Cs. should be given a fairly comparable scale of pay as is granted to the "Assistants".

(d) Stenographers.

While an weightage of Rs.20/- has been granted by the Commission in fixing the minimum of pay scales of certain equivalent cadres because of their technical qualification, no such consideration has been made in the case of stenographers and their minimum has been suggested as Rs. 130/- as against Rs.150/- suggested for others. This discrimination is unjust and as such they should be given higher starting pay in recognition of their technical qualification in short-hand.

(e) Head Clerks (L. S. G.)

As this class of employees are required to supervise the work of higher qualitative nature, they are to equip themselves with all sided knowledge of rules and regulations of the department. Keeping in view the improvement suggested in the scale of U. D. Clerks, the scale of pay for the Head Clerks should also be correspondingly improved.

(f) H. S. G. & Office Superintendents.

The rate of increment in the three Supervisory Cadres as suggested by the Pay Commission being more or less same there is virtually no substantial improvement even after promotion from one cadre to another. Moreover, the scale of pay of Rs. 350—475 for Office Superintendents will result in a fall in total emoluments for those who are presently in the scale of Rs. 350—450/-. We would, therefore, suggest that the higher supervisory scale (level-1) as suggested by the Pay Commission should at least be given to this category of staff though the same is also not at all adequate. It may be pointed out that as per para 29 of page 134 of the report, the Head of the Department is quite competent to fix the number of particular supervisory grades for any office. The Commission has only given a broad outline as to how the existing scales can be fitted into the new scales.

2. Avenues of promotion.

[a] Stenographers.

The Commission have suggested that the stenographers should be allowed to appear in the examination for recruitment to the lowest grade of stenographers in the Secretariat. The difference of pay at the minimum between the two grades being only Rs. 20/- it can neither be considered as an avenue of promotion nor it will attract qualified stenographers from out-stations. In all fairness they should, therefore,

(See page 6)

References Made to the D.G. P&T

Irregularities in question papers of P&T Accountants' Service Examination—part II held in November '59.

(AC-5/Acctt/2 dated 6-1-60)

Gazetted posts in Bombay Telephone District for ex-Bombay Telephone Company staff.

(AC-11/BT/17 dated 17-1-60)

Merit rating test for promotion to the Upper Division clerical cadre—Proposal for liberal valuation or grant of grace marks in paper I of the test held on 24-10-59.

(AC-5/MT/43 dated 18-1-60)

Grant of Special Causal leave to the staff working in the office of the G.M. P&T Workshops.

(AC-24/SCL/71 dated 18-1-60)

Extension of the benefit of 2 : 1 ratio between U.D. and L.D. posts in all Administrative offices.

(AC-4/UP/2 dated 18-1-60)

Provision of leave reserve in the U.D. cadre in Circle Offices.

(AC-24/LR/31 dated 18-1-60)

Allotment of Government quarters to the P&T Accountants.

(AC-9/Acctt/14 dated 19-1-60)

Promotion of qualified L.D. clerks in U.D. cadre.

(AC-11/LI/47 dated 21-1-60)

Merit rating test for promotion to U.D. clerical cadre—proposal for liberal valuation of or grant of grace marks in Paper—I of the test held on 24-10-59.

(AC-5/MT/45 dated 21-1-60)

Lower division clerical cadre—removal of ban on promotion of Class-IV officials.

(AC-5/LD/44 dated 25-1-60)

Reorganisation of T.R.A.Os.

(AC-23/TR/4 dated 25-1-60)

Abolition of a permanent post of H.S.G. in T.D. circle, Jabalpur.

(AC-22/RE/18 dated 25-1-60)

(From page 5)

be allowed an opportunity for promotion to the next higher grade of stenographers in the Secretariat. It is a matter to be appreciated that by virtue of their experience of work they will prove more useful in comparison to raw outsiders.

The benefit of creation of 26% posts in the higher grade on the analogy of the Railways should be extended to the P. & T. Circle and Administrative Offices. The D. G. P & T took up this issue on our representation last year, but the Ministry of Finance rejected it on the ground of a final decision on the report of the Pay Commission. Now that the Commission has not removed this glaring discrimination in the matter of prospects for Stenographers, the Department should do justice to them.

[b] L. D. Cs.

In respect of promotional avenue for L. D. Cs. the Commission have suggested stoppage of direct recruitment in the U. D. Cadre. While we welcome this suggestion we would like to invite your attention to another suggestion of the Commission to the effect that the promotion at the lower level should be on the basis of seniority-cum-fitness and the system of examination should be insisted upon only at the higher level [Vide para 15 of

page 505]. We would, therefore, suggest at least 25% posts in the U. D. Cadre should be filled in by promotion of the Senior L. D. Clerks on the basis of seniority-cum-fitness.

[c] Promotion to Class II and Class I Services.

The Commission's recommendation for filling up 10% of posts in Class II and Class I Services by a limited competitive examination from among the Class III officials is a welcome move. It would meet our demand in case the said reserved quota is raised to 25% and the age-limit is fixed at 45 instead of 30 recommended by the Commission.

In respect of other cadres our demands have been elaborately dealt with in the original memorandum submitted before the Pay Commission. In enclosing a copy of the same we would request you that the suggestions put forth therein may please be given sympathetic consideration before issue of final orders. It is observed that the Commission have not given full consideration to all of them due to the limited scope of their enquiry and it would be too much to have expected from them a thorough study of the peculiarities in the case of various cadres. We trust that the Department will look to the other suggestions and do justice to the remaining cadres by providing them with suitable avenues of promotion.

Supplementary Memorandum

I. Junior P & T Accountants :

In Pay Commission report, the P & T Junior Accountants have been compared with Junior Divisional Accountants of the Audit Department working only in the Engineering Divisions. The comparison is not on all fours and is to the detriment of P & T Accountants. Obviously for entering into S. A. S. Cadre, the Junior Divisional Accountants have to pass Parts I and II of the syllabus of S. A. S. The nature of his work is also far too limited. On the other hand, P & T Junior Accountants pass a very stiff examination consisting of seven papers more on a par with Part I of the S. A. S. with particular emphasis on budgetary control. His duties on appointment, after intensive training in the several wings of the P & T, are very varied from Budget Work to Administration which are all of purely executive and original functions.

The scale of Pay recommended by the Pay Commission for the Junior Accountants of P & T is far less than for the selection grade where promotion is obtained generally in the same office or unit and is fairly a supervisory nature. The P & T Junior Accountant has obviously greater responsibility, wider scope in work and organisation of the P & T and above all 'All India liability' which is almost a certainty. In some cases, they are called to supervise even the staff in the supervisory grade. It is, therefore, necessary that the initial pay for the Junior P & T Accountant should be increased adequately by grant of atleast 4 advance increments in the scale recommended by the Commission.

II. Senior P & T Accountants :

P & T Senior Accountants have been classed or grouped with S. A. S. of the Audit Department, although qualifications, conditions of service, duties and responsibilities vary very widely. Normally, the S. A. S. Accountant on the Audit side are concerned with audit of accounts of the P & T while on the other hand, the P & T Senior Accountant, so far as his qualification is concerned, has to pass a very stiff examination consisting of all Manuals of the P & T Department, all their Financial handbooks, and has to be in readiness to take up his duty whether in Telephone Revenue, Stores & Workshops Organisation, Budgetary Control at all levels, and the P. L. I. Organisation of the Department. His duties are of original, supervisory, administrative and

coupled with ultimate monetary responsibilities according to the post in which he is posted. Besides, all the work relating to the compilation, printing and presentation of Demand for Grants of P & T is done by the P & T Accountants Cadre which work is unique in the P & T for this work relating to all other Departments/Ministries is done only by the Ministry of Finance. Duties relating to the collection of considerable amount of Telephone Revenue, as well as heavy responsibility in payment of wages bills, loans and final payments relating to P. L. I. policies, and inspection of various accounts offices devolve on them. It would, therefore, be agreed that it is unfair to compare the Senior P & T Accountant with S. A. S. Accountant of the Audit side who has to observe the set rules already formulated for the audit of accounts, as has been pointed out by the Pay Commission. Any laxity of the duties by P & T Accountants would result in loss of revenue to the Department. In view of such variance in their duties and higher responsibilities involved, it would be unfair to couple the S. A. S. with P & T Senior Accountants whose duties as already stated are if any thing more akin to the duties of the Section Officer of the Central Secretariat with added monetary responsibilities. The initial pay for Senior Accountants, who are the only non-gazetted staff with de-facto All India Liability, should as such be given by way of atleast four advance increments in the new scale recommended by the Pay Commission.

III. All India Liability :

The Pay Commission has by taking statistics of the entire Class III staff in the P & T came to the conclusion that only 0.56% of the Class III staff are liable for transfer. The facts are otherwise so far as P & T Accountants Cadre is concerned and they are most hard hit in this respect. Out of the total strength of about 200 Accountants as on 1-7-1959, the number of officials working outside their home province exceed more than 100. The hardships felt by the bulk of such low paid staff when they are called upon to work outside their home province are far too high for every individual in the Cadre and as such, should not be turned down on the ground of negligible percentage which has been arrived at by adopting a too wide a base for comparison. It may be pointed out that this cadre occupies

a peculiar position, in that it is the only non-gazetted cadre whose prime condition of service is 'All India transfer liability'. It may be mentioned significantly in this connection that whenever a S. A. S. Accountant of the Audit Department is transferred outside his home province, he is given a special pay of Rs. 40/- p. m., even though such transfers are far too negligible. When the interests of such negligible staff are so well protected of by the Audit,

there is very strong case to grant such special pay to the P & T Accountants who in reality are transferred all over India, and have mostly to work outside their home province. A Minimum of Rs. 30/- p.m. for Junior P & T Accountants and Rs. 40/- p. m. for Senior Accountants would appear to meet the ends of justice for the untold hardships caused on account of the peculiar condition of service attached to this particular cadre in the P & T.

(From page 1)

and increase working hours on Saturdays. The net result of this is 34 days additional work in a year for an employee with 5 years service. No one can expect that such scheme can be put through without stiff resistance from the workers.

The Pay Commission has propounded a funny theory in stating "increased leisure becomes particularly valuable when the worker has the means to seek the more refined pleasures and to pursue cultural activities; when the rewards of leisure become more important than the fruits of additional labour." In other words the Commission has tried to tell the workers — "when you are not provided with any means to seek more refined pleasures with your low wages, you should work more and forget about rest and recreation." To be more plain the Commission should have asked the workers to do 34 days additional work considering them to be slaves who should not think of rest and recreation. But the workers are not prepared to consider them as slaves and accept the proposition of the Commission to perform 34 days additional work in a year, when the Government have accepted establishment of a socialistic pattern of society as its aim. It is specially so when the Government should act as a model

employer. We find that when the trend of thought in the country is to ensure a minimum wage satisfying "certain social and ethical standards as well," the Commission has based its calculation of minimum wage on the basis of demand and supply theory discarded by all democratic Governments all over the world. Moreover, having accepted the social obligation of regulating wages and conditions of employment in the private sector, the Government have necessarily to be guided, in their capacity as employer, by the objectives, principles and standards which they prescribe or even commend to other employers. But we are surprised to see that even the unanimous decisions arrived at in the 15th India Labour Conference have not been paid due respect and the Ministry of Finance have told the Pay Commission that Government had no commitment in it.

If things are allowed to drift in this way, the day is not far off when the workers will have no faith on Government's declaration of establishing socialistic pattern of society. And once the confidence of the workers is shaken on the policy of the Government it may take them to a way wherefrom it will be difficult for the Government to bring them round and restore their morale.

(From page 3)

I am afraid I have taken much more than my fair share of the time but you will not mind if once in a year I do so. The invitation given to me by the Reception Committee of your 5th Annual Conference is before me. I value the sentiments expressed by this

invitation. I have much pleasure in declaring open the Fifth Annual Conference of the All India Administrative Offices Employees Association, Class III and IV and wish it all success.

Single Copy 40 n.P

Annual Subscription Rs. 4.50

Letters from the D.G. P. & T.

Seniority of Time Scale Clerks in the P&T Forms and Seals Office at Aligarh

(No. 45/11/59-SPB-II, dated the 10th Dec. '59.)

With reference to your letter No. AC.7/ALG/2 dated the 25th Nov. 1959, I am directed to say that the Time-Scale clerks in the scale of Rs. 60/170 were originally of the Postal Seals office. In 1955 the control of the Forms Stores was transferred along with certain staff. As it has been decided to recruit clerks in the forms and Seals office in one scale only in future, a single gradation list of all clerks had to be prepared for regulating promotion to the Lower Selection Grade. The duties performed by the different categories of clerks in that office were compared. As the duties performed by the Time-Scale Clerks in the scale of Rs. 60/170 in the Seals branch and those of the lower division clerks in the scale of Rs. 60/130 in the Forms branch were found to be more or less similar, it has been decided that their *inter se* seniority should be fixed according to the length of their continuous service in the clerical grade. The case of clerks of Telegraph Store Depots is different. The Lower Division Clerks therein were already junior to the other categories of clerks before the reorganisation of the office and the same position was maintained after reorganisation.

2. It is hoped that the position would be clear to you now.

Merit-rating test for promotion of lower division clerks to the upper division clerical cadre— calculation of vacancies for—proposal that leave reserve posts should also be taken into account.

(No. 58/5/59-SPB-I dated 11-12-59)

With reference to your letter No. AC/4/LR dated the 14th November, 1959, I am directed to state that posts of lower division clerks, which are going to be upgraded to those of upper division for the purpose of providing leave reserve in the upper division clerical cadre, cannot be taken into account while calculating vacancies for the merit-rating test held on the 24th October 1959 because orders for upgrading the required number of leave reserve posts have not yet been issued.

Removal of discrimination in the matter of promotional avenue for clerks attached to T.R.A Os. and the office of C.A.O. Calcutta.

(No. 203/32/59-STB dated 19 December, 1959)

I am directed to refer to item No. 10 of the minutes of the interview granted to your Union b. the Director General on 19-8-59, forwarded to you under this office memo No. 3-9/59-SR dated 31-8-59 and to say that the case has since been examined further. The Director General is satisfied that the present avenues of promotion available to the clerical staff in T.R.A.Os. and the office of C.A.O. S&W. Calcutta, are quite satisfactory.

Implementation of the recommendation of the Uniforms Committee.

(No. 33-88/58/A.-II dated 23rd December 1959)

With reference to your letter No. AC-15/UC/8 dated 8-11-59 on the above subject, I am directed to say that the report of the Uniform Committee is still under consideration of the Govt. Pending decision of the report of the Committee, it is regretted that your proposal to supply winter uniform to the P&T staff who are not entitled to their supply under the rules cannot be accepted.

Promotional avenues for directly recruited W.L.Is.

(No. 14/6/59-SPB-II dated 24th Dec. '59)

With reference to your letter No. AC.II/WI./42 dated 28-11-59, I am directed to say that the matter is still under consideration.

Regional language for recruitment of Lower Division Clerks in the Madras Telephone District.

(No. 213/54/59-STB dated 28th December '59)

I am directed to refer to your letter No. AC-5/DE dated the 24th August, 1959 on the above subject and to say that after careful examination the Director-General regrets that it is not possible to agree to your proposal.

Selection of clerks from Circle and Administrative Offices for appointment in the P&T Directorate.

(No. 7-5/58-Admn. Col. VIII dt. 29th Dec. '59)

I am directed to refer to your letter No. AC-10/WS-Board/13 dated 27-3-59, sent along

with your letter No. AC-10/WS-Board/24 dated 21-12-1959 and to say that the eligible clerks of the office of the General Manager, P&T Workshops Calcutta, are also being considered for selection for appointment against the reserved posts of clerks in this Directorate.

Pay Fixation of Calcutta (Auto) Staff on their absorption in Cal Tele. Dist. in regular estt.

(No. 4 67/58/P.A/Pt) dated 2-1-60)

I am directed to acknowledge receipt of your letter No. AC-6/Ex-Auto/4 dated the 21-12-59 on the above mentioned subject, and to say that the matter is already under consideration. A further communication will follow as soon as a final decision is taken in the matter.

Selection of Senior Accountants for promotion to the Grade of Accounts Officers.

(No. 33/26/59 SPA dated 4th January '59)

With reference to your letter No. AC-4/A.Os., dated the 12th December, 1959, on the above subject, I am directed to state that promotion to the grade of Accounts Officers is made by selection from among the Senior Accountants in accordance with the general instructions issued by the Ministry of Home Affairs. The select list is treated as confidential and a copy thereof cannot, therefore, be furnished.

Permanency of temporary posts of P&T Accountants.

(No. 22/101/58-PE dated 8th January, 1960)

With reference to your letter No. AC-14/P/7 dated the 9-1-59 I am directed to state that the justified number of Junior and Senior Accountants have been made permanent in the P&T Directorate.

Proposal from service Associations regarding stoppage of direct recruitment to the upper division clerical cadre consequent on the recommendation of the Second Pay Commission.

(No. 56/2/60-SPB-I dated 16th January, 1960)

With reference to your letter No. AC-4/UD/52 dated the 21st December 1959 on the above subject. I am directed to state that orders of Government on the recommendations of the Second Pay Commission regarding recruitment to the upper division clerical cadre are still awaited. Decision, if any, taken to discontinue direct recruitment to the upper division clerical cadre will apply

to future recruitments only and any recruitment made in the meantime will not be affected. I am, therefore, to inform you that it is not possible to issue any orders to the General Manager, Telephones, Calcutta, to discontinue direct recruitment to the upper division clerical cadre which is being made in his office.

Sanction for justified staff for the P.M.G's Office, Madras before the formation of Karnataka Circle.

[No. 7/60/59-PE dated 11-1-60]

I am directed to refer to your letter No. AC-4 /CI. III/74 dated the 17th November, 1959 on the above subject, and to state that as you are aware, orders of Government on the Establishment Standards Committee's Report have since issued, the strength of staff of the Circle Office, Madras is being calculated, strictly on the Standards of the E.S.C.'s Report. Whatever additional staff is found justified will be sanctioned. It is hoped that the additional staff will be sanctioned before the formation of the Karnataka Circle.

Transfer - Absorption of PLI Staff in the Office of the Director of Telegraphs, Electrification Circle, Calcutta.

[No. 69/3/59-SPB-I dated 6-1-60]

With reference to your letter No. AC-3/P/34 dated the 25th November 1959, I am directed to state that no post of lower selection grade clerk has been sanctioned for the office of the Director of Telegraphs, Electrification Circle, Calcutta. However, some posts of upper and lower division clerks have been sanctioned for that office and orders have already been issued to the Director of Telegraphs, Electrification Circle, Calcutta, to consider for appointment in the posts of upper division clerks sanctioned for his office the qualified lower division clerks of the Postal Life Insurance, along with upper division clerks of the Circle Office, Calcutta.

As regards your suggestion for filling up posts of lower division clerks sanctioned for the office of the Director of Telegraphs, Electrification Circle, Calcutta, by Class IV Officials of the Postal Life Insurance, I am directed to invite a reference to this office letter No. 57/18/59-SPB dated the 22nd July 1959, in which it was already intimated that the Class IV Officials of the Postal Life Insurance cannot be considered for promotion to the lower division clerical cadre in the Circle and other Administrative Offices at Calcutta.

We welcome the deputationists

We congratulate the 30 deputationists (20 U.D. Cs and 10 L.D.Cs) who have been recently selected for appointment in the P & T Directorate against the reserved quota of vacancies for Subordinate offices. It may be remembered that a ban was imposed in 1946 on selection of deputationists on the ground of reorganisation of Central Secretariat Service and Central Secretariat Clerical Service. It took long 10 years to get that ban removed. Even after removal of ban in November '56 it took another 3 years for the Central union to get the first batch of deputationists selected by the D.P.C.

The C.H.Q. have arranged an "At Home" for the 30 officials on 8th February in the Recreation club room of the Eastern Court, New Delhi. While welcoming our friends to New Delhi we hope that they will continue to take interest in the welfare of their friends working in various Circle and Administrative offices and render efficient service to the Department in their capacity as Assistants and U.D. clerks of the Central Secretariat.

The names of the selected candidates are given below for information of our members

For posts reserved in Grade I of C.S.C.S.

- Region I**
- A.O.T.R., U.P.**
1. Shri G.L. Marwaha
- P.M.G., U.P.**
1. Shri N.P. Srivastava
 2. Shri D.N. Kanojia(SC)
- P.M.G. AMBALA**
1. Shri Bakshi Ram Khurana
 2. Shri Ranjit Singh
- Region II**
- G.M.T., CALCUTTA**
1. Shri Sital Pd. Mullick
- D.P.L.I., CALCUTTA**
1. Shri Ranjit K. Chatterjee
 - 2. Shri Devoprasad De
 3. Shri Nikhil Ranjan Roy
- C.C.T.S., CALCUTTA**
1. Shri D.N. Bose

P.M.G. CALCUTTA

1. Shri S.N. Banerjee
2. Shri P.K. Mitra

Region III D.M.T., MADRAS

1. Shri R. Ramachandran
2. Shri B.S. Nageswaran

D.P.T., HYDERABAD

Region IV ADCHEN., JABALPUR

1. Shri Haradhone Bhattacharya

Deputationists—

- Assistant**
1. Shri Karam Singh
(D.M.T., New Delhi—Region I)
 2. Shri Bakshish Singh
(A.O.T.R., Delhi—Region I)
 3. Shri R.D. Kundani
(P.M.G., Bombay—Region IV)
 4. Shri A.B. Mathur
(P.M.G., U.P.—Region I)

For Posts reserved in Grade II C.S.C.S

- Region I**
- A.O.T.R., U.P.**
1. Shri P.B. Bhatt
 2. Shri Kaushal Chander
- D.M.T., DELHI**
1. Shri R.L. Puri
- Region II**
- D.P.T., CUTTACK**
1. Shri M.K. Patnaik
- D.P.L.I., CALCUTTA**
1. Shri Murari Mohan Pal
- Region IV**
- A.O.T.R., Nagpur**
1. Shri Dharamchand Sethi
- G.M.T., BOMBAY**
1. Shri P.K. Sahani
 2. Shri P. Ravindaran

[Two more are yet to be selected from Region—III]

Details of remittances received during December '59

(a) Quota from branches.	
C.A.O. Office Branch Calcutta	27.90
P.M.G. Office Branch, Ambala	28.00
T.R.O. (Raj) Branch, Delhi	7.20
Telephone Distt. Branch, Bombay	236.35
T.R.O. Office Branch, Shillong	26.77
T.R.O. Office Branch, Nagpur	30.00
D.P.T. Office Branch, Jaipur	26.00
D.P.T. Office Branch, Hyderabad	26.10
P.M.G. Office Branch, Madras	222.98
P.M.G. Office Branch, Nagpur	60.00
C.C.T.S. Office Branch, Calcutta	18.67
D.P.T. Office Branch, Kurnool	28.00
Forms Store Office Branch, Calcutta	12.60
Postal Stock Depot Branch, Vijayawada	6.50
P.&T. Accountants group, Delhi	45.00
P.M.G. Office Branch, Lucknow	7.00
P.M.G. Office Branch, Patna	21.00
D.P.T. Office Branch, Cuttack	18.00
	848.07
(b) Pay Commission Report	
P.M.G. Office Branch, Bombay	10.00
Telephone Distt Branch, Bombay	10.00
T.R.O. Branch, Patna	10.00
	30.00
(c) Admn Worker	
T.R. Office Branch, Rajasthan, Delhi	5.60
T.R.O. Branch, Patna	30.00
Telephone Distt. Branch, Bombay	75.00
Telephone Distt. Branch, Madras	112.00
D.P.T. Office Branch, Hyderabad	12.00
T.R.O. Branch, Shillong	16.00
Telephone Distt. Branch, Calcutta.	100.00
P.M.G. Office Branch, Nagpur	17.20
Annual Subscription	9.00
D.P.T. Office Branch, Kurnool	69.00
P.M.G. Office Branch, Madras	32.00
C.C.T.S. Office Branch, Calcutta	6.00
Forms Store Branch, Calcutta	2.00
Postal Stock Depot Branch, Vijayawada	5.60
P.M.G. Office Branch, Lucknow	4.00
P.M.G. Office Branch, Patna	12.00
	507.40

Statements of receipts and payments for December '59

Opening balance	2430.11
By amount received on account of quota	848.07
By amount received on account of Admn. Worker'	507.40
By amount received on account of Pay Commission Report.	30.00
	3815.58

Payments

General	
To H.Q. allowance	50.00
To Local conveyance	40.68
To Sumptuaries	10.00
To Honorarium to Typist	30.00
To Honorarium to Office Asstt. including arrear	75.00
To Honorarium to Financial Secy. including arrear	85.00
To House Rent and electricity etc.	105.50
To postage and telegram etc.	26.92
To T.A. & D.A. to Central Office bearer	305.48
To H.Q. allowance (arrears)	264.00
To Medical Expences	236.00
To Pay Commission Report	101.25
To group photo	35.00
To Printing and Stationeries	176.12
	1534.95

Admn. Worker

To Conveyance charges	2.50
To cost of Printing	106.50
To Postage for despatch of journals	17.28
To cost of News print	23.82
To P&T Labour	222.98
	372.08

Total	1908.03
Closing Balance	1907.55
	3815.58

Details of closing balance

In P.O. & S/B accounts	1687.20
Suspense with Com. D.N. Zutshi	20.00
" " " M. Kantiah	100.00
" " " D. Das	15.00
" " Smti. Subhadra Joshi	25.00
Cash in Hand	60.35
	1907.55

MEETINGS

The monthly meeting with the D.G. P&T took place on 12th January. Our items published in the December issue have been carried over to February as they were received in the Directorate late. We, however, at the end of the meeting discussed the case of Shri Khristerwell Diengdoh of the D.P.T. Office, Shillong who has been discharged under Rule 5. The question of granting a general grace mark for Paper I of the merit-rating test held on 24-10-59 was also discussed.

The Standing Committee meeting took place on 18-1-60 wherein the outstanding items relating to the meetings with the H.M. on 14-10-58, 9-12-58 and 26-6-59 and D.G. P&T on 19-8-59 were reviewed.

The bi-monthly meeting with the Minister took place on 8-1-60. Before discussion on the notified items we discussed in general the adverse recommendations of the Pay Commission and the resultant deep feeling of the workers. It was ultimately decided that an exclusive discussion on Pay Commission recommendations will take place in February.

MINUTES OF THE MONTHLY MEETING

Held with the D.G. P&T on 22-12-59.

Item 17. Refixation of strength of Circle Offices.

The Union's grievance was that the favourable recommendation of the E.S.C. regarding raising of the ratio of U.D.C. to the L.D.C. from 50 : 50 to 2 : 1 still remained to be implemented. They were informed that orders of Government on the standards and the raising of the ratio of U.D.C. to L.D.C., so far as the 13 Circle Offices were concerned, had been held back pending a decision about their applicability to the Telephone Districts. This matter was expected to be discussed in the P&T Board shortly and the D.G. hoped that the whole case might be finalised in the course of three to four months' time.

Item 18. Reorganisation of T.R.A.Os.

D.G. informed the Association that this matter had lately been discussed by the P&T Board and action is now being taken in accordance with their decision. The D.G. added that as far as possible the prospects of the permanent L.D.Cs. recruited before the ban for promotion to the U.D.C. grade would be safeguarded.

Letters to the Editor.

PAY COMMITTEE

Dear Sir,

After the publication of the recommendations of the Pay Commission a Committee consisting of three officials has been entrusted by the P&T Board to examine the implications of the various recommendations. It is learnt that they may propose certain changes in the scales of pay, recruitment procedures and promotional avenues etc. and after obtaining a final seal of approval by the P&T Board they will approach the Ministry of Finance for acceptance of the same.

While we welcome the move for prior examination we cannot help but express our anxiety that such a departmental Committee may suggest certain changes according to their own narrow view of things. The Pay Commission took a very comprehensive view and as

such their recommendations should receive the same amount of appreciation. There may be certain glaring omissions in their recommendations which may be rectified by the Committee. But any major change for a particular cadre or even a few of them will disturb the wage-differentials fixed by the Commission and will create further complications and dissatisfaction. The Committee should view things not from their narrow angle of sectional outlook, but give due consideration to the observations and findings of the Pay Commission which sat on judgement over the issue for over two years. I would be thankful if you kindly publish this letter in your journal or invite the attention of the authorities to this particular aspect.

Yours sincerely,
"A sufferer"

Branch News.

P&T Forms and Seals Branch, Aligarh.

In a General Body meeting held on 29-12-59, the following office-bearers have been elected for the year 1959-60.

President	Shri Nawab Singh Chawhan, M.P.
Vice Presidents	1. ,, Data Ram. 2. ,, Sanaehi Lal.
Circle Secretary	,, Ramen Chandra Tiwari.
Asstt. Circle Secretary	1. ,, Lauha Mal. 2. ,, Bas Deo.
Treasurer	,, Tara Shankar.

Postal Stock Depot. Vijayawada.

Shri P. Robert has been elected as the Assistant Circle Secretary, Postal Stock Depot Branch, Bijayawada in a General Body Meeting held on 9-1-60 consequent on the transfer of Shri K. V. Krishnamachary to Circle Office, Kurnool.

P.M.G. Office Branch, Calcutta.

The elections to the Branch Union were held in a General Body meeting held on 26-9-59 and the following office-bearers have been elected for the year 1959-60.

President	Shri Tridib Kumar Choudhury, M.P.
Vice President	,, Satya Ranjan Ganguly.
Circle Secretary	,, D.N. Ganguly.
Asstt. Circle Secretary	1. ,, N. Chakravarty. 2. ,, D. Chatterjee.
Treasurer	,, Sunil Kumar Kar.
Organising Secretary	,, P.K. Dutta Roy.

G.M. P&T Workshops and C.C.T.S. Branches, Calcutta.

The following resolution was passed in a joint meeting of the above two branches held on 7-1-1960.

"This Joint Extra-ordinary General Meeting of the A.I.A O.E.A. Class III & IV, G.M. P&T. Workshops and C.C.T.S. Circle Branches, Calcutta view with great resentment the move of the Government of West Bengal to propose a Bill imposing restrictions on processions and meetings in the state of West Bengal. This meeting consider this Bill as a shameless attack on the Trade Union movements curtailing the freedom guaranteed by the sacred constitution of the land and therefore urges on all concerned to withdraw this bill forthwith."

*Please send local bulletins for information
of the C.H.Q. and publication of
Hindi News.*

Protest against full working hours on Saturdays.

The orders converting Saturdays into full working days in Circle and Administrative Offices were received on the eve of the 5th All India Conference. The issue was discussed thoroughly in the conference and a suitable resolution was adopted which empowered the Circle Unions to protest against the order in various forms according to the local conditions and in co-ordination with other Central Govt. Employees.

In pursuance of the above resolution the workers of Administrative Offices all over the country have been agitating in different forms in conformity with the local conditions. While mass meetings and demonstrations were held by most of the branches in Calcutta, Bombay, Patna, Madras, Shillong, Jaipur, Delhi, Nagpur and Cuttack, certain branches also resorted to pen-down strikes.

It is most gratifying to note that the Confederation has moved in the matter and a meeting of the National Executive was held in Bombay on 23rd and 24th January, 1960. It has been decided in the said meeting that the workers of the Administrative Offices should abstain from work on the 13th February, 1960 if the order on full working Saturdays is not withdrawn by that time. It is hoped that the workers of the P&T Administrative Offices will cooperate with the employees of other Central Government Offices and respond to the call of the Confederation most enthusiastically.

The resolution of the National Executive of the Confederation is reproduced below :—

"This National Executive of the Confederation of Central Government Employees and

Workers resolves to call upon all the Central Government Employees affected by the new orders to abstain from work on the second Saturday of February, that is 13th February, 1960. The Executive is compelled to recommend this course of action as all the efforts it made to have negotiations with the Government on this issue have produced no tangible results. This course of action is also necessary to resist the imposition of additional hours of work without any kind of compensation to the employees. The confederation had hoped that its appeal to the Government which was reiterated by the employees throughout the country requesting the Government not to enforce orders regarding additional working hours would be heard. Unfortunately all these appeals and the peaceful demonstrations have been completely ignored by the Government. The Confederation therefore, has no other course but to recommend abstention from work in defence of the legitimate rights of the Government employees. In this course of action we are strengthened by the knowledge that the All India Defence Employees' Federation stands united with us, and we have also the support of the Railwaymen as is evidenced by their rallies and demonstrations throughout the country. The Confederation reaffirms its readiness to negotiate on this as on the other demands with the Government. The Confederation assures the Public that it will do everything in its power to avoid any inconveniences to the public and pleads for their sympathy and support in this legitimate step it is taking."

"The National Executive calls upon all the Unions and Associations of Central Government Employees to take all preparatory steps to ensure complete success."

Observe Protest Strike on 13th Feb. 1960

CHARTER OF DEMANDS

Framed by the National Executive of the Confederation of Central Government Employees Unions held in Bombay on 23rd and 24th January, 1960.

(1) The National Executive welcomes the recommendations of the Pay Commission regarding the Constitution of *WHITLEY COUNCILS* and demands that Government should take steps forthwith to constitute them.

(2) The National Executive thinks that the principle of *compulsory arbitration* as recommended by the Pay Commission is a healthy one and the Government should declare its acceptance immediately.

(3) The National Executive feels that what is euphemistically called *compulsory G.P.F.* is nothing but arbitrary curtailment of the employees salary in the name of saving. If Government were serious about Provident Fund they would have made it a contributory one. We are opposed to this compulsory Provident Fund in its present form.

(4) Regarding the retrospective *effect* be given from 1-7-1959, the National Executive is of the view that the whole amount due should be paid in cash.

(5) On the question of D.A. the National Executive feels that the suggestions of the Pay Commission are totally inadequate. They do not provide a firm basis for adjusting D.A. with the cost of living index. The question of the revision of D.A. is left at the discretion of the Government. In other industries in India there is a definite criterion and a firm formula which are applied. The National Executive holds that the Varadachariar Commission formula on D.A. is better calculated to help employees to meet the rise in the cost of living index and therefore demands that the Varadachariar formula be accepted with suitable adjustment.

(6) Regarding the whole question of working days of Government employees, the National Executive wishes to point out that by restricting casual leave, earned leave and public holidays and the additional working hours on Saturdays, the number of actual working days has been substantially increased without any compensation for the employees. On the matter of earned leave and casual leave non-industrial employees in all Government Departments have been deprived of the existing benefits. The National Executive demands the restoration of the *Status quo* in their case and bringing the industrial workers on a par with the restored status of the non-industrials.

The operative staff who are not benefited by the recommendation of the Pay Commission in respect of public holidays, should be made eligible for all public holidays; in case any public holidays are not granted, compensation, either in cash or as increase in leave should be done.

(7) The recommendation of the Pay Commission regarding basic minimum wage, is wholly inadequate measured by the standard of minimum requirements of life laid down by Dr Aikroid, or recommended by the Fair Wage Committee or as laid down by the 15th Indian Labour Conference. The inadequacy is further emphasised if a comparison is made with the basic wages paid by several industries. The raw deal given by the Commission to Government employees becomes all the more obvious when contrasted with the recent recommendations of the Textile Wage Board. The National Executive demands that the minimum wage should be on the basis of recommendations of the 15th Indian Labour Conference, a basis that the Commission itself finds difficult to reject.

(8) The ceiling on the increase in emoluments on refixation of pay in the new scales, in the manner suggested by the Pay Commission, has deprived a sizeable section of the Govt. employees of the benefits which otherwise would have been due to them. The National Executive, therefore, demands that the ceilings be lifted.

(9) The National Executive demands that the reclassification of cities should be done taking into account the actual increase of the population in the cities. Basing the classification of cities on 1951 census, is ignoring realities of life and depriving the employees of the benefits which they otherwise would have been entitled.

The National Executive is of the view that all State capitals irrespective of population, barring those exceeding one million, should be classified as 'B'. In the case of certain areas and cities where the cost of living is very high, whatever be the population special attention should be given to provide adequate compensation.

(10) The National Executive is of the opinion that the existing system of *Efficiency-Bar* serves no purpose in promoting efficient service. It has no bearing on increased incentives, being purely discriminatory and more often than not, degenerates into an instrument of favouritism. The National Executive, therefore, demands its abolition.

(11) The National Executive demands that 'weekly-off' must be extended to those sections who have been denied; where, however, weekly off is not feasible compensatory leave in proportion should be granted.

(12) Confirmation in service should be obligatory after one year's service.



A view of the
Subjects Committee
Meeting.



General Secretary
addressing the
delegates.

The National Council of the Confederation will meet at Delhi on the 6th and 7th February 1960 to decide further course of concerted action against the adverse recommendations of the Pay Commission.

* * * * *
The Federal Council Session will be held in Assam in the second half of April and not in the last week of February at Delhi as announced earlier.

Delegates assembled at Jabalpur Conference



RESOLUTIONS

passed at

THE BIENNIAL CONFERENCE OF 5th & 6th YEARS

of the

ALL INDIA DEFENCE EMPLOYEES' FEDERATION



held at BANGALORE

From 31-12-1959 To 2-1-1960

Issued by:-

AIDF Liaison Office
No. 113, North Avenue
NEW DELHI

PAY COMMISSION REPORT

1. This conference of the All-India Defence Employees' Federation views with great concern the general trend of the recommendations of the Central Pay Commission especially in regard to minimum wages and pay scales, dearness allowance, holidays, security of service, working hours and Trade Union rights. The long outstanding problems of Defence workers which were not considered by Varadachariar Commission, anomalies that could not be rectified even by the Kalyanwala Committee and removal of disparities between the service conditions of Non-Industrial and Industrial employees remain unattended to and unsolved in this report too. In fact the Commission's recommendations do not reach anywhere near the reasonable expectations of the Defence employees and Central Government employees.

2. The Commission has failed to recommend uniformity in the basic wages in different departments and directorates for same types of work.

3. The Pay Commission's observations that they cannot usefully comment on the very high proportion of temporary employees under the Ministry of Defence is surprising. It is true that the permanent strength has to be related to peace-time defence requirements, but to suggest that the peace-time strength is not decided even thirteen years after the end of war after heavy retrenchment (from 6 lakhs to 2,50,000 civilians) from 1946 to 1958 is not convincing. The fact that defence employees with more than a decade's continuous service to their credit have to be described as temporary is a serious reflection on the administration. Apart from this, considering the declared objective of self-sufficiency in the matter of Defence needs and consequent expansion of Defence industries, the Commission

could have legitimately recommended the abolition of the temporary character of the majority of the defence employees so as to make them permanent.

4. This Conference notes with alarm the statement of Government of India in not binding itself to the Tripartite Indian Labour Conference decision when it comes to apply the same to their own employees and the manner in which the Commission has thrown over-board the decisions of the Indian Labour Conference regarding norms for fixation of minimum wages is reprehensible.

Attempts to reduce the requirements of calorific value for an Indian worker are also reprehensible.

5. Employees had asked for in their submission before the Pay Commission for effective steps to check the rise of prices by the Government and in unforeseen circumstances to provide necessities of life at controlled prices. While this has been rejected by the Commission, the Commission has recommended a scheme for increase in D. A. without linking it to cost of living index. Similarly giving up the time honoured principle which was recommended by the Vardachariar Commission and accepted by the Government of linking D. A. to the cost of living index is very serious and cannot be accepted by the Central Government employees in particular and the trade union movement in general.

6. The net result of these recommendations regarding Pay and dearness allowance when taken along with other recommendations concerning leave, holidays, compulsory G. P. Fund and House Rents is that substantial number of employees will now take-back smaller pay packets home ; others are denied long overdue and most needed monetary increase in emoluments

and some others will get paltry increase in wages which if looked upon from the point of view of increase of dearness allowance not only does not compensate it but is too meagre.

7. Recommendations in respect of retirement benefits, creating more permanent posts, compulsory arbitration and association of representative staff relations, reduction in difference between temporary and permanent employees in leave entitlements, extension of P. T. O. to Industrial employees are the gains from the report.

8. But better retirement benefits though welcome cannot be substituted for meeting the present day high cost of living.

9. This conference notes and shares the views expressed by the trade union movement in this country in general and trade unions of Central Government employees in particular in describing the report as disappointing through the observance of 22nd Dec. 1959 by the Confederation of the Central Government employees, 7th January by National Federation of Postal and Telegraph Employees and 15th January 1960 by the All-India Railwaymen's Federation as days of protest all over India. It would have been better and effective if this solidarity could have been expressed by all Central Government employees unitedly.

10. This conference maintains at this hour of our movement for suitably modifying the recommendations of C. P. C. and Government's decisions, a united and determined voice and stand is very imperative. It, therefore, suggests that a Committee of representatives of Central Government Employees' Confederation, the NFPTE, AIDEF, AIRF and such other

Central Government Employees' Federations/Unions who wish to join it should be formed to guide this movement. The Executive Committee is authorised to move accordingly into the matter.

11. This conference suggests the following points on which an united movement is to be built. Additions/alternations to these points can be made by the Committee of representatives.

- i) In fixing the grades and trades at the departmental levels, representatives of the TU should be associated and consulted.
- ii) Government should modify the recommendations on D.A. and link it with the cost of living index as against the present recommendations.
- iii) Recommendations should not be applied in such a manner as to deprive the full advantages and also not to deprive the existing advantages.
- iv) The recommendations of the Commission re: Pay scales and allowances should have been made applicable from 1-7-57, the date from which the interim relief was given; for the delay in the submission of the report of the Commission, employees should not be made to suffer. Moreover the arrears should all be paid in cash and not credited to P.F.
- v) In social conditions of India, 23 holidays and 15 days casual leave for all Government employees should be maintained. Change in social conditions and outlook should take place before any reduction

in the number of holidays and casual leave (which was being availed of for the past many years) is enforced and then too, with compensation for the increase in the hours worked. Comparison with foreign countries only in respect of leave and holidays is not valid when the Commission was satisfied with a lower calorific value of food for Indian people because of "Small body size" and Indian "Climate". Holidays and leave should also be according to Indian conditions.

- vi) For the classification of cities, there is no need to wait for the Census of 1961, the final figures of which will be available only in 1963. Cities should be classified on the basis of latest figures of Corporations or Municipalities including Cantonments. In classifying cities, the population of contiguous or nearby Cantonments and Military areas should also be included.
- vii) Efforts to be made to bring uniformity in pay scales and uniformity of trade names for the same type of work in different departments. A Nomenclature Committee and classification Tribunal should be appointed for this purpose.
- viii) Recommendations of the Pay Commission to work only on alternate Saturdays in offices to be accepted and the modification made by the Government be withdrawn.
- ix) All those employees who have completed 3 years of service should be made permanent, right now

and in future, after one year of service, employees should be made permanent.

- x) It is incorrect to reduce P. T. O. Passes of Railway workers, when uniformity in the service conditions and pay scales of all Government employees is not recommended and when no improvement is suggested in PTO concession to other Central Government Employees.
- xi) Principle of compulsory arbitration in regard to disputes between the Trade Unions of the Government employees and the Government be accepted forthwith, as also the association of Labour Ministry in staff relations.
- xii) The ceiling fixed in point to point fixation of pay in the new scales should be removed.
- xiii) Efficiency Bars are not necessary in view of the fact that the proposed pay scales are not for a long span of years—specially these are ridiculous in the case of unskilled and semi skilled workers. This should be done away with.
- xiv) In laying down pay scales, at least 25% in the maximum of each of the existing scales should be increased in view of the fact that most of the employees have already reached the maximum of their scales.
- xv) In the matter of recognition and settlement of Industrial Disputes, rules and tripartite agreements applicable to workers in private sector should be

equally applied in principle and practice to workers of public sector including Central Government employees.

12. This conference resolves that in consultation with the Confederation of Central Government Employees and AIRF, all Central Government Employees should express their disappointment over these recommendations and Government decisions specially the policy to implement disadvantageous recommendations—immediately by holding meetings, demonstrations, and direct action, if necessary, all over India on the day the report is discussed in the Lok Sabha in the Budget Session.

This Conference appeals to the Defence Workers to strengthen their unions and organisations and be prepared to get the above demands conceded unitedly along with other Central Government employees.

On Expansion/Self Sufficiency in Defence Industry

1. This conference of the All-India Defence Employees' Federation whole-heartedly welcomes the expansion programme and the efforts of self-sufficiency of the Defence Ministry particularly in production of Trucks and Tractors in the Ordnance Factories, Establishment of Aircraft Factory (Avro 748) at Air Force Station Kanpur and increased production of Steel by installing another furnace at Ishapore, and congratulates the Hon'ble Defence Minister Shri V. K. KRISHNA MENON and the workers for this step towards attainment of self-sufficiency in the matter of essential requirements in Defence Industry. This conference further notes with satisfaction that the production in Ordnance Factories has gone up by 25% to 40% and appreciable effort is being made to utilise

every man and machinery for stepping up production. It is heartening to note that the slogan raised by this Federation since its inception is being translated into action by the Government in spite of stiff opposition from the big capitalists and monopolists.

2. This Conference views with concern the recent violation of the Indian frontiers by China and pledges to contribute its mite in the defence and honour of our motherland.

3. This conference, however, notes with concern, that while the production in ordnance factories has gone up by 25% to 40%, adequate effort is not being made by the Ministry to utilise every man and machine for stepping up production. In this connection this Conference wants to point out that a number of skilled workers in the Ammunition Factory, Kirkee and several other factories are still being declared surplus. The conference therefore urges upon the Ministry of Defence to take immediate steps to usefully employ all such workers.

4. This conference, while appreciating the efforts of the Government towards expansion of the defence industries so far, suggests to further expedite the process and pledges that the Defence workers will spare no pains in fulfilling the task allotted to them any time. In this respect this Conference also hails the assurance of the Hon'ble Prime Minister given in the Lok Sabha in December 1959 regarding the expansion of Defence industry during the 3rd Five Year Plan. In the opinion of this conference it is extremely essential that the workers should remain firmly united under the banner of one organisation and defeat the forces of disruption and reaction who are weakening the hands of the Government at this crucial period when the Defence of the country, National reconstruction and more employment is the paramount need of the hour.

Resolution on Trade Union Rights.

1. This Conference notes with dissatisfaction the curtailment of trade Union rights and non-application of labour laws to those employees working in the IAF installations, training institutions and installations located in Jammu and Kashmir and to the employees known as non-combatants unenrolled. Most of the trade Unions functioning in such establishments are not recognised though they are in existence for a long time now and conducting themselves in the correct direction. Factories Act, Workmen's Compensation Act, Trade Disputes Act and such other labour laws are not applied to these establishments and therefore it can be aptly stated that the workmen employed there are no better than primitive serfs and they are entirely at the mercy of the local officers who rule by their whims and caprices. Trade Union right is the fundamental right of any workman and labour legislation is a sign of human culture and advancement. This Conference feels that it is shame to our National prestige that a large number of workers are compelled to work under primitive working conditions. This Conference therefore calls upon the Govt. to grant unfettered Trade Union rights to every civilian workman irrespective of their category or place of work and apply labour laws enacted by the Govt. to all installations alike.

2. This conference notes with concern that practice of harassment and unfair Labour Practice still continuing at local installation level in the defence department. With the progressive labour policy of the Govt. we hope that the Ministry will ensure that this is stopped.

Resolution on Negotiating Machinery.

1. This Conference views with great concern the functioning of the standing Negotiating Machinery in the Defence Installations all over India. To maintain good and harmonious industrial relations, it is necessary that Negotiating Machinery at all levels functions to the letter and spirit in which it was accepted by both parties.

2. The Defence department has refused to honour the obligations regarding maintenance of Status quo in a dispute from the moment it is referred to the Negotiating Machinery. The Ministry has also not implemented the provisions of referring the dispute to a tribunal when no agreement is arrived at on issues at the top level meetings.

3. At middle level, specially in Eastern and Southern Commands, no meetings have been held. In other middle levels, meetings are held at very long intervals.

4. In the Indian Air Force, Negotiating Machinery has not yet started functioning at lowest and middle levels.

5. At the lowest levels also, in a number of cases, even after the submission of the agenda, the Administration's effort is to delay or if possible, not to hold the meetings at all.

6. At all levels, the cases kept under consideration in these meetings take too long to be finally decided.

7. The decisions taken in these meetings are not implemented in many cases.

8. This conference urges the Defence Ministry to review the functioning of the Negotiating Machinery and remedy the

defects, in order to maintain better industrial relations in all the vital sectors of the defence industry and avoid unrest and discontentment.

9. This conference directs the Executive to prepare a memorandum on the subject for submission to the Defence Ministry within a month.

Resolution on Works Committees.

1. This Conference is of the opinion that the functioning of Works Committees in the defence establishment is most unsatisfactory.

2. In a large number of establishments such as Air Force Training Establishments etc., Works Committees have not been constituted and attempts are made to replace Works Committees by Welfare Committees. Even where Works Committees are functioning, they are not functioning as they should. Recommendations of the Works Committees have not been properly implemented. Over-riding powers given to the Chairman to delete any point from the agenda leaves the employees' representatives at the mercy of the administration. Moreover the provisions of the Industrial Disputes (Central) Rules to have the chairman of the Committee alternatively from the workmen's and administration side has been violated by a directive of the Army HQ. The provision that the meeting of the Works Committees shall be compulsory only once in three months has given a handle to the administration to avoid meetings. There is also a tendency on the part of the administration to use Works Committees to by-pass the trade Unions and ignore them.

3. Free elections to the Works Committees without interference in any way by the administration, its democratic

functioning and implementation of agreed decisions are the key note of the success of this institution.

4. This conference demands of the Govt. to reassess the utility of Works Committee if they function in the way in which they function now, by appointing a Committee with representatives of the Federation and devise suitable methods to make the Works Committees useful machinery to solve the problems of workers and aid better production.

Resolution on Unity of Defence Workers.

1. This Conference views with alarm and concern the steps taken to form a rival Federation of Defence Workers leading to rival unions in the various installations. This action is neither in the interest of the country nor unity of workers.

2. Defence workers from their own experience and that of the Trade Union movement all over have learnt that disunity among the workers may be beneficial to anybody else but in no case to the workers.

3. The hard won unity of Defence workers achieved in the year 1953 won for us a model status in the Indian Trade Union movement and many gains for the defence workers.

4. At the moment, we are faced with solving a number of our intricate problems including pay structure and revision of service conditions by the Central Pay Commission including removal of disparity between Industrial and Non-Industrial workers. On the national plane, we have supported and have to make a success of the expansion programme of

defence industries to make the country self sufficient in defence requirements in order to enable us to defend our national independence.

5. This Conference hopes that the Govt. realising the risks involved in the formation of a rival Federation and the consequent disruption, will not do anything that might encourage fissiparous tendencies amongst its homogenous team of defence workers. Further it urges upon Govt. to take suitable steps to have only one Federation of the Defence Workers.

6. Unity of purpose, organisation and action is the only guarantee for our success.

7. This Conference congratulates the Defence Workers who have maintained unity of the organisation against heavy odds of disruption.

8. In this Conference, therefore, we reiterate our resolve to maintain unity of the Defence Workers in our establishments at any cost and fight disruption from whatever quarters it may come.

Resolution on National Tribunal for Cantonment Board Employees

This Conference after careful examination of the scope and the present functioning of the National Tribunal appointed to settle the disputes of Cantonment workers, comes to the conclusion that the present system is ineffective because the Cantonment Boards which are the employers are treated as autonomous bodies and the service conditions and wage structure varies from Cantonment to Cantonment in keeping with the

paying capacity and social outlook. The demand of the Federation was all along to treat the Cantt. employees as Central Govt. servants. Then and then alone the National Tribunal can be of some use by making the Defence Ministry as a Party representing the employer. This conference urges the Govt. to review the Constitution of the National Tribunal and modify its terms of reference suitably pending acceptance of the Federation's demand to consider all Cantonment employees as Central Govt. employees with uniform pay scales and service conditions.

Resolution on Amendment to the Constitution of India-Article 311

1. This Conference is of the opinion that the civilian workers in Defence Department are debarred to enjoy their fundamental rights under Article 311 of the Constitution whereas other employees of civil services are allowed.

2. Therefore, this Conference requests the President of India that the necessary amendment to Article 311 should be made to protect that fundamental right of the civilian employees in Defence Department to bring them in line with other civilian employees of Govt. of India who are covered by Article 310 of the Constitution.

Resolution on Ambedkar Jayanti Holiday

This Conference resolves to request the Government of India to declare 14th April as a public holiday for Ambedkar Jayanti. It should be left to the Works Committees in Defence Installations to select it or not.

Resolution on Organisation

In view of the efforts being made for having a united Federation of Defence Workers, this Conference resolves to continue the present Executive Committee for a further period of three months with the following changes :

Joint Secretary: Com. V. THAMBUSWAMY in place of Com. P. L. Mankar resigned.

Joint Secretary: Com. BANNERJEE (Ichapur) in place of Com. S. BISWAS resigned.

Com. UMALAL, President, Ichapur Mazdoor Union will be a regular invitee to the Executive Committee Meeting.

The Conference resolves that a special convention should be held after a period of three months for chalking out our policy. Elections of office-bearers and the Executive Committee will be held in that convention.

On increase in Rent on Houses constructed under Industrial Housing scheme in U.P.

This fourth Conference of the AIDEF expresses its deep concern over the decision of the Government to increase the rent of the houses built under Subsidised Industrial Housing Scheme at Kanpur, Agra, Allahabad and other places in U. P. from Rs. 10 and 15 to Rs. 17 and 25 per month on the ground that Central Government employees are not Industrial workers according to the definition of U. P. Government and as such they were to pay economic rent. This decision is going to affect the budget of nearly 7,000 defence employees and this Conference therefore appeals to the Government to withdraw these orders to avoid any labour unrest which is not in the interest of the country.

NEWS LETTER



A FORTNIGHTLY

BULLETIN FOR

RAIL-USERS

VOL. V

CALCUTTA, JANUARY 22, 1960

No. 10

NEW STATION BUILDING AT ROURKELA

Additional Facilities for Rail-users

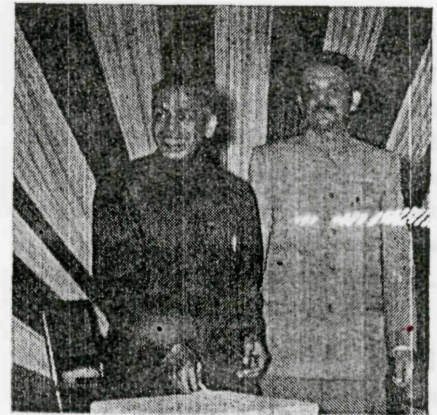
The rapid industrial development in and around Rourkela arising out of the location of the Steel Plant here necessitated the expansion of the existing yard layout to create sufficient handling capacity for goods trains. It also became imperative at the same time to provide more platform faces to handle passenger trains, as the existing single platform could no longer meet the requirements. While considering the possibility of providing these additional facilities for rail-users, it was found that the station building and concourse should be shifted to a new site.

Thus a new and commodious Rourkela station has been built at a cost of about rupees two lakhs at a site adjacent to the old station. Declared open at a small but impressive ceremony on January 7 by Shri M. Ganapati, Resident Director of the Rourkela Steel Plant, the new station has three platforms of 1,150 ft. length each in place of the single platform

at the old station and a floor area of 7,200 sq. ft. against 1,000 sq. ft. of the old building.

Amenities

Rourkela station has now separate waiting rooms for ladies and gentlemen, all fitted with lights, fans and sanitised latrines. For the comfort of III class passengers, a waiting hall



Shri Ganapati pressing the button.

adjoins the main concourse. Booking and luggage offices and lavatories are adjacent. Two booking offices—one for the upper classes and one for III class—with two dealing counters in each have been provided. In the concourse, an Enquiry Office has

(Contd. on page 4)

New Year Greetings from Railway Board Chairman

[Shri K. B. Mathur, Chairman, Railway Board, in a letter addressed to Shri G. P. Shahani, General Manager of S. E. Railway, has conveyed his greetings and good wishes for the new year. Following is the text of the letter.]

My dear Shahani,

I wish to convey to you and to all your workers and their families our greetings and good wishes for the New Year.

The year that has elapsed had been a crucial year to some extent from

our point of view because we had to build up capacity for transport on several key sections in order to meet the increased transport requirements due to the growing industrial development planned during the Second Plan period.

Most of these works have either been completed or are in the course of completion. In any case, the requisite capacity has become available in time.

The production at Chittaranjan and

(Continued on page 2)

Special Train for Bangalore Session of Indian National Congress

For the convenience of passengers intending to participate in the Bangalore Session of the Indian National Congress, the South Eastern Railway ran a special train from Howrah to Bangalore via Walfair with III class accommodation only. The special left Howrah in the morning of January 11 reaching Waltair on the following morning and Bangalore on January 13. The special carried passengers only with tickets for Madras and beyond.

ALARM CHAIN RESTORED

The alarm chain apparatus which was blanked off on 301 Up and 302 Dn. Howrah-Puri Express and also on 9 Up and 10 Dn. Janata Express trains, were restored from January 1, 1960.

BOBBILI-SALUR SHUTTLES

In the October 1959 Time Table the South Eastern Railway provided five passenger trains each way for the Bobbili-Salur branch on the Vizianagram-Raipur Section. It has since been found that there are not sufficient passengers for all these trains. The Railway has therefore withdrawn with effect from January 1, 1960 two of the five shuttles. In retaining the three their timings have been slightly changed but suitable connections have been maintained at Bobbili with the passenger trains running between Waltair and Raipur.

The new timings of the three shuttles are :

Up			Down		
1 BS	3 BS	5 BS	2 BS	5 BS	6 BS
6-10	9-30	17-30	d. Bobbili	a. 8-25	14-55 20-00
6-40	9-58	17-58	a. Rompalli	d. 8-04	14-34 19-40
6-42	10-00	18-00	d. Salur	a. 8-02	14-32 19-38
7-10	10-20	18-30	a. Salur	d. 7-35	14-10 19-10

NEW CROSSING STATION BETWEEN PALASA AND PUNDI

In order to increase the section capacity, a new crossing station, Bendikonda, is being constructed between Palasa and Pundi stations on the East Coast Section of the South Eastern Railway. Bendikonda (Code BKV) is situated about 423 miles from Howrah.

Two loops of 1,980 ft. each isolated from the main line at both the ends have been provided in addition to other facilities. A platform siding 120 ft. long has also been provided on the Up loop.

Chairman's Greetings

(Contd. from page 1)

Perambur Workshops has proceeded satisfactorily and we certainly deserve to be complimented for what we have achieved in these workshops.

The work of electrification is also getting on and it was indeed creditable that a small patch of four miles was brought into use with A.C. electrification while the representatives from foreign countries who came to attend the International Railway Congress meetings visited the site. The arrangements made indicate considerable resourcefulness and effort. Our Consulting engineers also deserve thanks for their co-operation and assistance in implementing this arrangement.

Diesel traction, which has been introduced on certain sections, has proved extremely useful in helping

NEW MATERNITY BLOCK FOR KHARGPUR RAILWAY HOSPITAL

A new maternity block with 20 beds was opened some time ago at Khargpur by the South Eastern Railway. The block has been put up as an extension to the existing Railway Hospital there. Provision of these additional beds has gone a long way in meeting the need for maternity beds at Khargpur.

us move additional traffic on sections which had reached saturation with the steam traction.

Operating conditions generally with the improved trend of traffic which came into evidence from February last have been fairly satisfactory and the demands for traffic have been met fairly well.

In the net, we can say that we have had a fairly successful year. The new year, however, is likely to be even more crowded with new developments in the industrial sphere and the call on Railwaymen will definitely be greater. The three new steel factories have been brought into commission and by the time the current year is out they will have attained bulk of their targeted production. Other industries also will gather momentum and the demand for transport, therefore, is likely to be much greater. In fact, we are already feeling some strain and it is necessary for us to intensify our effort to speed up the movement of wagons in order that we may meet all the outstanding demands.

I feel sure, Railwaymen will meet the challenge boldly and see that the country's needs of transport are met in full so that our economy may advance to the maximum extent practicable for the good of us all.

Once again, please accept our best wishes and convey them to all workers on your railway.

Yours sincerely,
Sd/- K. B. Mathur.

NORTHERN & WESTERN RLYS. JT. WINNERS

Inter-Railway Hockey Tournament Ends

Northern and Western Railways—last year's finalists—featured in the finals of the Inter-Railway Hockey Tournament 1959-60 played at the SERAA Stadium, Khargpur, on Thursday, January 14. As despite extra time the match remained undecided, the competing teams were declared joint winners. Winning a toss of the coin, Northern Railway earned the right to keep the trophy—the Khanna Memorial Cup—for the first six months, the trophy going afterwards to the Western Railway.

Eleven Teams

The Inter-Railway Hockey Tournament this year began on January 3 at Khargpur, South Eastern Railway defeating Calcutta Port Commissioners by four goals to nil. Altogether 11 teams from seven Railway systems (excepting Northeast Frontier Railway), Railway Board, Integral Coach Factory, Chittaranjan Locomotive Works and Calcutta Port Commissioners competed in this Tournament. Both Northern Railway and Western Railway, last year's champions and runners-up respectively, were given byes to the second round.

PREVIOUS WINNERS

Year	Winner
1953	Eastern Railway
1954	Central Railway
1955	Western Railway
1956	Western Railway
1957	Western Railway
	North Eastern Railway
1958	Northern Railway

Railway's Contribution to Indian Hockey

The Indian Railways have a proud record of useful contribution to Hockey—the only game which gave India gold medals in the Olympics.



Shri Shahani, General Manager, declaring the tournament open.

The names of E. Pennigar, L. C. Hammond, C. Tapsell, A. C. Hind, Miche, R. J. Carr and J. Gallibardy rake up welcome memories of railway stalwarts helping the Indian team to win victory after victory in international hockey. And the performances of L. Claudius, G. Glacken, Charles Stephen, Kishen Lal, Raghbir Lal and Balkishen Singh are recent history.

National Champions

In 1930 the Indian Railways' team won the national hockey championship and has been the champion for the last three years. The BNR Hockey team—the forbears of the S.E.R.—have a very proud record in this game having been the finalists in the Beighton Cup—the P. B. Riband of Indian Hockey—on as many as 11 occasions during the 1931—1946 period and winning the trophy five times.

Khargpur and Indian Hockey

The proud privilege of running this year's Inter-Railway Hockey Tournament naturally brings back to the South Eastern Railway Athletic Association the happy recollections of their stalwarts who were nurtured on this very ground at Khargpur where this year's Inter-Railway Tournament was staged.



Sarpal Singh (in turban) and Antic, Captains of the Northern and Western Railways respectively, receiving the Khanna Memorial Cup.

S. E. RAILWAY'S STAFF BENEFIT FUND Over Rs. 5 Lakhs for 1959-60

The South Eastern Railway's Staff Benefit Fund Committee has allotted Rs. 4,76,700/- for various items of assistance to staff in 1959-60. Besides this, Rs. 1,12,286 were already spent during the current financial year from the balance of allotment for 1958-59.

It may be mentioned in this connection that the Railway Administration makes a special contribution from the railway revenue every year for rendering financial assistance to the staff in need and in distress. This year's contribution was Rs. 4/- per head.

Educational grants and schemes for sickness relief claimed 30% and 28% respectively of this year's Staff Benefit Fund Budget. Again, 25% of the allotment is for recreation and amusement, and 15% for aid in distress.

WORDS OF CHEER

International Railway
Congress Association,
Brussels

Shri G. P. Shahani,
General Manager,
South Eastern Railway,
Calcutta (India).

Dear Sir,

It is for me a very pleasant duty to express to you and to your staff responsible for the so successful arrangements made in Calcutta, the warmest thanks and the sincerest

congratulations of all the participants to the meeting held by the Permanent Commission of our Association in India.

All have requested me to let you know their gratitude for the wonderful welcome and the kindness shown towards them.

Allow me to add also my personal congratulations and please accept my heartfelt gratitude.

Yours very sincerely,
Sd/- M. De.Vos.
President.

Dec. 31, 1959.

GOODS SHED SIDING AT NAWAPARA ROAD TO BE EXTENDED

In order to cope with the increased demand of traffic requirements at Nawapara Road station, 73 miles from Raipur on the Raipur-Vizianagram Section of the South Eastern Railway, the capacity of the existing six-wagon length goods-shed siding is being extended by another 13-wagon length.

ROURKELA STATION BUILDING

(Continued from page 1)

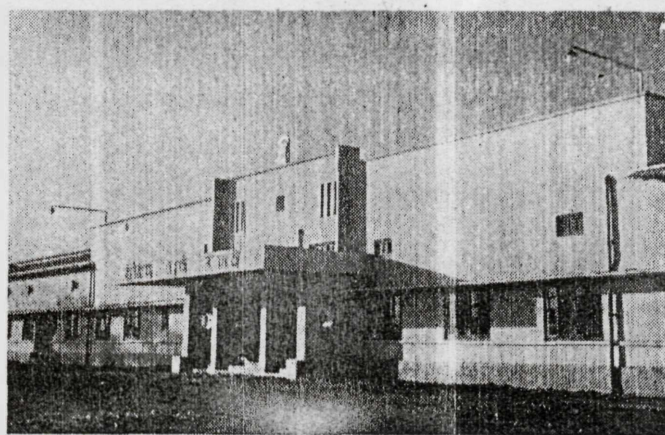
been installed with facilities for reservations. Two parcel offices with cloak room facilities have been provided for main and branch lines.

Besides a tea-stall, there are at the station two refreshment rooms—one for vegetarians and the other for non-vegetarians. Adequate taps have been provided on the platforms for supply of filtered water day-in and day-out.

Other facilities provided at the new station include public telegram service and Railway Mail Service.



Old Station Building,
Rourkela.



New Station Building,
Rourkela.

CJ
GG-5

(Shri Sampath - Contd.)

at least recognises the decision arrived at the 15th Indian Labour Conference regarding the fixation of minimum wages.

(ends)

16.08 Shri Tangamani (Madurai): Madan Chairman, previous speakers have already stressed upon the various aspects of the Pay Commission's Report and they have characterised the Report as disappointing. When the Report was submitted to this House on the 30th of November, 1959, much was expected of that Report. After the Report was published and when the details were made known, comments have come from different quarters, not only from the employees but also from those who are not interested generally about the employees.

I would take this Report and deal with it in the following three or four aspects. Why was this Report eagerly awaited? Why was this Report expected by a large section of the employees? It is true that this Report deals mainly with the Central Government employees. But certainly, basic questions about wages, dearness allowance and other things were raised at the time of enquiry. Naturally, people thought that those basic points will be dealt with and final decisions will be given on these basic points.

16.10.

(Shri Tangamani--contd.)

836

One such question was the question of wages. Many hon. Members have referred to the question of wages, and pointed out how a state is found where the Commission have gone back on the unanimous decision of the tripartite conference of 1957, where certain compromises were accepted not only by the employers and the employees but also by Government. Having accepted this, now the commission go a step further and accept the recommendation of some other expert.

In this connection, I would like to mention that a special tribunal was set up for going into the question of the wages and other working conditions of the plantation workers in the Madras State. Generally, the employees were relying more upon Dr Aykroyd's formula. It was the employers who brought Shri Patwardhan as an expert on their behalf. It is surprising that the recommendation of the expert who was invited on behalf of the employers has now been accepted in this Pay Commission's report. So, we would like to have a categorical answer from the Minister as to whether they still stand by the tripartite decision of 1957 or whether they are going to accept the recommendations of Shri Patwardhan whose recommendation has been followed in the report of this Pay Commission.

The second point is this. The First Pay Commission accepted the principle of linking the dearness allowance with the cost of living index, although Government did not follow it in spirit. It was said that for every 20 points increase in the index; there should be an increase of the dearness allowance by Rs.5. This recommendation also was not followed by Government. But the fact remains that this recommendation was made as early as 1947, and several tribunals have followed this. So, we find that a principle

(Shri Tangamani--contd.)

which had once been accepted in 1957 and subsequently followed by the various tribunals is now sought to be taken away by this Pay Commission. On this also, we would like to know the views of Government.

I can very well understand a position like the one taken in the First Pay Commission's report. The First Pay Commission said that if all these factors were taken into consideration, then the employees might be entitled to more, but because of certain other extraneous considerations, they were fixing the minimum wages at Rs.30 and the dearness allowance at some other figure. Now, the Second Pay Commission have gone into the decisions arrived at at the Fifteenth Indian Labour Conference and stated that the minimum wages to be paid according to that would be Rs.125. Having accepted that, instead of saying that under the present conditions, in view of the terms of reference, it can only be Rs.80, they want to buttress their arguments by resorting to Shri Patwardhan's recommendation. That is what I would like to point out.

Another point that I would like to mention in this connection is that although the commission's award has been disappointing, even those recommendations which are beneficial to the employees are sought to be taken away by the Central Government. I would briefly mention certain beneficial recommendations, for instance, the recommendation regarding retirement benefits is something which is beneficial to the employees. Again, the recommendation regarding the conversion of the temporary and casual employees into permanent employees is also a beneficial one. I remember that in reply to one of the questions last year, it

(Shri Tangamani--contd.)

was stated that there were 17 lakhs Central Government employees, 9 lakhs industrial and 8 lakhs non-industrial. Out of these, only 3 lakhs received more than Rs.100 by way of remuneration or wages; and 14 lakhs were getting less than Rs.100. Out of these 14 lakhs, slightly less than 50 per cent were either temporary or casual. It may now be one-third. Yesterday, in reply to one of the questions, the Railway Minister stated that there were 110,000 class III and class IV employees who would still come under the category of temporary. Therefore, we would like to know what time Government are going to take to convert all these temporary hands into permanent ones.

There is another recommendation about compulsory arbitration. When the two parties, namely Government and the employees, do not agree on a particular issue or issues, then the matter is to be referred to arbitration; that arbitration will be at the highest level. There will also be arbitration at different other levels, namely by the creation of Whitley Councils. This particular recommendation of the Commission has not been accepted by Government, to this day.

There is again the recommendation about the age of retirement. A reference was made to this particular aspect by one of the previous speakers. According to the commission, the retirement age is to be 58, instead of 55. Even this recommendation has not been accepted by Government.

Yet another recommendation is that instead of making the employees work half a day on every Saturday, they may be made to work for a full Saturday, for 8 hours or 6 hours, as the case may be

(Shri Tangamani--contd.)

839

on the first Saturday of the month, have a holiday on the second Saturday, again work for a full Saturday on the third Saturday and have a holiday on the fourth Saturday. That was the recommendation of the commission. But now Government come forward and say that they do not accept this recommendation. And they would like all these employees to work for three Saturdays continuously and have the fourth Saturday as a holiday. Simple arithmetic will show that an employee who was working for two days in a month on the Saturdays is now made to work three days in a month; in other words, he has to work for 12 full days in a year. And what is the emolument that Government are giving to him? Whatever emoluments that Government are giving to him by the right hand, they are taking away by the left. So, even the very paltry emolument increase sought to be given by the pay commission is taken away by Government's refusal to accept these recommendations.

It is true that PTO is now extended to the industrial employees. That is a welcome feature. But what is already being enjoyed by the railway employees is sought to be taken away. I do not know whether orders have been passed in this regard; if those orders are going to be passed, then there is likely to be resistance from the railway employees. Now, I think, the railway employees are getting one free pass and 6 PTO's. Now, Government are seeking to reduce it.

Shri Rajendra Singh (Chapra): Two free passes.

Shri Tangamani: Now, they are going to reduce it to one free pass and two PTO's. What the railway

(Shri Tangamani--contd.)

employees have been enjoying all along is much more than what is now sought to be given to the Central Government employees. I would suggest here that whatever is being enjoyed by them all along should not be taken away. Many of the organisations of the Central Government employees have brought to the notice of Government the various facilities that they have been enjoying.

Take, for instance, the question of casual leave and holidays. They were enjoying 23 holidays and 15 days casual leave. Now, that is sought to be reduced to 16 and 12. Even here, what they have been enjoying so far is now sought to be taken away. I read in one of the journals a calculation which shows how as a result of these recommendations, an ordinary Central Government employee would get one month's wage less. To find that, there is a demand by the various central trade union organisations like the All India Trade Union Congress, that if a person works for 12 months in a year, he must get 13 months' wages; in other words, one month's wage should be paid in terms of bonus. Here, the Central Government employees were formerly working for about eleven months odd and they were getting 12 months' wages. But, today, they have to work nearly for 12 months for getting 11 months' wages; in other words, to put it in popular terms, the person will have to work for 13 months for getting 12 months' wages. So, the calculation that the additional emoluments would come to Rs.31 crores or Rs.41 crores is really misleading.

(contd. by JJ)

(Shri Tangamani - Contd.)

844

I am just giving a reply to the point raised by Shri Harish Chandra Mathur. If you pay the employees an amount of Rs. 5 extra and take away the existing benefits, it will not enthruse them.

The 1st Pay Commission said that certain facilities should be given to those persons who are employed in big cities. Big cities like Bombay and Calcutta were notified as 'A' class cities. When these cities were categorised as 'A' class cities, it was based on consideration of population. The population of these cities is much more than 2 1/2 millions. There were big cities like Madras, Delhi and Kanpur, but their population was not 15 lakhs then. Ever since 1947, the demand has been that those cities whose population is 15 lakhs or more should be classed as 'A' class cities. It is common knowledge that in respect of cities like Madras, Kanpur, Delhi and Hyderabad, the population exceeds 15 lakhs. The demand of the employees from these cities requesting that those cities may be treated as 'A' class cities is a just demand.

In the same way, the population of 'B' Class cities were fixed as 5 lakhs. Those cities which were having population of less than 5 lakhs according to 1951 census are now having population exceeding 5 lakhs. I can mention the case of a city like Madura. Even in the municipal area, the population is nearly 5 lakhs. It does not extend to Greater Madura. If you take Greater Madura and Madura District, certainly the population will be nearly 7 lakhs. Here is an important city which is a big industrial city. It is a city full of ^{business} ~~business~~. The demand of the employees of the Posts and Telegraphs Department

(Shri Tangamani - Contd.)

842

and the other Central Government employees to treat this city as a class 'B' city is a just demand. What does the Pay Commission say in this matter? The Commission says that they will have to wait for the census of 1961. Even after the census of 1961, they will have to wait for 2 more months or 2 more years even. But there is a proviso saying that these cities, wherever necessary, may be made into class 'B' cities. Here, there is a demand from the employees of this city to treat it as class 'B' city. There are similar cities all over India which are under class 'C' where the employees demand that they may be treated as class 'B' cities. 'C' class cities are those cities whose population is 1 lakh or more. In Madurai, the population has exceeded 1 lakh. Even in 1955, the population has exceeded 1 lakh. If we wait for the census of 1961, many of the benefits which are at least indicated in the Pay Commission's Report will be denied to these employees. So, I request the hon. Minister to look into this matter. I request him not to restrict the condition to cities like Bombay and Calcutta, but to extend it to other big cities.

Sir, the previous speaker referred to class IV employees. I would like to mention only one point relating to class IV employees. If we take the postmen, what we find is this. The Razaitine Committee of 1920 stated as follows:

"The Postman is drawn from a class distinctly superior to that of the ordinary menial. To be qualified for his work he must have some knowledge of script of at least 3 languages one being English; in his duty is involved considerable pecuniary responsibilities; he is in fact a small way cashier; he has to render a daily account to furnish security and to make good losses. The efficiency in the postal service very largely depends upon the

sv
JJ-3

Debates (11-2-60) / Magha 22, 131 (Saka)

Uncorrected - Not for publication

(Shri Tandanani - Contd.)

543
✓

"Postmen. The Standing Finance Committee in one of the Report stated 'the Postmen really are a sort of inferior clerks having regard to the qualifications and other monetary responsibilities'."

Some of the Class IV employees of the Central Government have got to bear these responsibilities. They are as good as Class III employees. Does the Government feel that an amount of Rs.80 which they have fixed would be a proper emolument for them? Certain Wage Boards have been set up in respect of certain industries and they have made certain recommendations. In respect of the cement industry the Wage Board has recommended Rs.102 for Class IV employees. If the industrial worker in the private sector could be paid Rs.102, I do not see any reason why the same principle cannot be extended to the employees of the Central Government also. I have indicated that 3 lakhs employees of the Central Government are drawing more than Rs.100. 14 lakhs of Central Government employees are drawing less than Rs.100, of which 50 per cent are still temporary. The emoluments that some of them are now getting by way of the recommendation of the Second Pay Commission are Rs.45. Certain employees like the RMS employees are doing very arduous work, and some of the welfare facilities have not been extended to them. I can give details. I would like the hon. Minister to go into this question and at least give us an assurance that whatever benefits have been enjoyed by the Central Government employees before the Second Pay Commission was set up, would not be denied to them.

SV
JJ-4

Debates (11-2-60)/Magha 22,1881(Saka)
Uncorrected - Not for publication.

844

(Shri Tangamani - Contd.)

Another point which I would like to mention here is this. In all cases where a Commission is set up for fixation of wage scales, the wages are always fixed and paid with retrospective effect. They will be perfectly justified if they demand that wages may be paid from 1st August, 1957. Some of these organisations are demanding it not from 1st August, 1957 but from the date from which the interim relief was paid to them. At least, the payment should be made from 1st July, 1957. The Commission says that even in respect of those earlier months the amounts would be credited to the provident fund accounts of the employees. Since some Members have already referred to provident fund, I would not go into that. But what I would like to say in this connection is that at least the existing facilities which have been enjoyed by the Central Government employees should not be taken away from them; otherwise, it will be not only a disappointing report but it will be a very distressing report. (Ends)

Mr Chairman: Shri D.C.Sharma .. He is absent. Shri Vajpayee.

HIND MAZDOOR

VOL VII

JANUARY 1960

NO. 1

Coal Arbitration Award Disappointing

Gratuity, Other Major Demands Rejected

By an agreement dated 9th June 1959 between HMS, INTUC and the AITUC representing coal-miners and the various associations of coal-mining companies, 31 issues in dispute were referred to the sole arbitration of Mr. A. Das Gupta, former member of the Labour Appellate Tribunal of India. The arbitrator gave his award which was published on December 30, 1959.

Out of the 31 issues referred, the arbitrator rejected the demands of the worker on 14 issues. Among the demands which were rejected are: 150 per cent D.A. for piece-rated workers, increase of 12½ per cent in the rate per tub for C.P. miners and machine-cut loaders, 8½ per cent increase in rates for piece-rated trammers, 75 per cent increase in the pre-award rates for Sardars, consideration of total service from the date of appointment for purposes of increments, re-categorisation of certain workers like fitters, electricians, etc. Among the concessions which have been awarded by the arbitrator are: 132 per cent D.A. on lead and lift wages, revised piece rates for wagon loading and truck loading, revised formula for calculating bonus for working sirdars, time-scales for Chapharis, peons, night watchmen, ayahs etc. The arbitrator has also fixed grades and scales for Doctors, overmen, teachers etc. All benefits of the Mazumdar Award and the present award have been made applicable to contract labour also.

Workers' demand for gratuity has been rejected.

The Arbitrator has awarded for the various Categories of workmen, annual increments ranging from 3 naye Paise per day to 14 naye Paise per day. The number of increments has been limited to 6.

The arbitrator has directed that casual workers be given the minimum wages and other benefits as are available to regular workers.

Taken as a whole, the award has been considered unsatisfactory by the organisations of coal-miners. Shri Mahesh Desai, General Secretary, Koyala Mazdoor Panchayat, Jharia, commenting on the award, says:

"An adjudication which proceeds on the mythical assumption of employers' generosity cannot be expected to come to grips with the many-sided problems issuing from the experience of trade unions. In the event, the award of Mr. A. Das Gupta, the sole arbitrator in the colliery disputes will, at best, get tepid, but very tepid, reception from the workers and their organisations. The major grievances of the workers remain unredressed. These grievances will now be crystallised as a fresh set of urgent demands. The satisfaction of these demands will, henceforth, be the precondition of continued industrial peace necessary for the great expansion earmarked for the coal industry. When an adjudication, against the background of periodical price-increases of the past fifteen years and the widening chasm of inequality, is seriously obsessed with the financial capacity of the industry it shows all the symptoms of petty bourgeois sentimentality. We hope the Government, in its turn, will not be bamboozled into further muleting the consumers in the name

(Continued on page 2, col. 3)

ANNUAL CONVENTION OF
HIND MAZDOOR SABHA
8th Annual Convention of the
Hind Mazdoor Sabha will be held at
Delhi on February 18-22, 1960.

Standing Labour Committee

18th Session

The 18th Session of the Standing Labour Committee was held in New Delhi on January 5 and 6, 1960. HMS was represented at the session by Shri S. C. C. Anthoni Pillai, President while Shri Mahesh Desai was present as adviser. The Union Labour Minister, Shri Nanda, presided over the session.

There were several items on the agenda, but the principal one was 'Labour Policy in the Third Plan'. The operation of the Code of Discipline in Industry was also one of the items.

At the outset the representative of the AITUC declared that they would walk out from the session in protest against the repudiation by the Government of India of the unanimous resolution Minimum Wages passed at the 15th session of the Indian Labour Conference. He read out a lengthy statement explaining the stand of his organisation. However, he not only did not carry out his intention of walking out, but had to take a rebuke from the Union Labour Minister and had to withdraw certain words in his statement which were held to be unparliamentary.

HMS President Anthoni Pillai launched a strong attack against the attitude of indifference and even hostility displayed by some State Governments towards the Code of Discipline. He declared that it was being felt by the Unions that the Code was becoming a unilateral bond on the workers. He also commented at some length at the shortcomings of the Government labour policy in other respects.

A fairly regular feature of recent bipartite meetings has been a heated skirmish between the Labour Minister and

(Continued on page 8, col. 3)

Workers' Participation In Management

Seminar In ICFTU-Asian T. U. College, Calcutta

Participation Meaningful Only if T. U. Organisation Strong

A Seminar on Workers' Participation in Management and Industrial Relations Law was held in the ICFTU-Asian Trade Union College from January 4-16, 1960. Twenty-four participants from five countries of Asia viz. Ceylon, Malaya, India, Indonesia and Singapore attended the Seminar. Four more delegates from Indonesia arrived on the last day and two each from Vietnam and Nationalist China were not able to come due to the visa difficulties. The participants included one Assistant General Secretary, one Financial Secretary and a few members of the Executive Board of the National Unions of their respective countries. The UNESCO co-operated with the College in granting Travel Grants to a number of participants.

The Seminar considered the aims and objectives which workers and employers may seek to achieve through workers' participation in management and came to the conclusions that while there may be variety of motives, the uppermost in the minds of the workers has been achieving status and a measure of control over their industrial destinies. In the case of employers, the chief motive has been greater efficiency and increased productivity. The Seminar considered rival approaches of direct participation in management and collective bargaining for achieving the above. It was felt that the trade union movements of the world were not unanimous in their choice. While countries like Great Britain, United States and some continental countries, like Scandinavian countries favoured collective bargaining approach, some others, like Germany, were great enthusiasts of workers direct participation in management approach. Though workers have been advocating participation in management since the time of Robert Owen over a century back, it was also noted that in countries where trade union movement has grown stronger the enthusiasm has waned. The question for consideration of the Seminar was under what conditions should determine the adoption of one or the other approach of direct participation in management and collective bargaining. The Seminar was most unanimous in its view that a strong and democratic trade

union movement participation was hardly likely to be effective and fruitful. It was, however, divided on the question whether participation could enable a weak trade union movement to grow stronger.

Co-determination and Auto-Management

The Seminar considered in some detail the experiments in workers' participation in management in Germany, which is well known under the name of "Co-determination" and that of "Auto-management" in Yugoslavia. While stating the conditions for the success of an experiment in workers' participation in management, the Seminar in addition to a strong trade union movement laid great stress on another factor viz. a free and democratic political set up of the country. Some strongly felt that an authoritarian political set up was hardly conducive for real participation or for the success of any experiment in industrial democracy.

There was considerable difficulty in defining the scope of workers' participation. It was generally agreed that collective bargaining subjects should be excluded, though difficulty was experienced in defining what precisely those subjects are, as practices in different parts of the world differ widely. Regarding the representation of workers in the organs of workers' participation in management, the view of the Seminar was—so as to assure closest relations between the work of such organs and the trade union movement—workers representatives should be nominated by the most representative trade union enjoying the confidence of the majority of workers. The Seminar felt that if participation was to have any meaning for the workers it should be not only on the top but at all levels of hierarchy of an undertaking or industry. With regard to selection of industries it was emphasised that publicly owned industries should invariably have a proper scheme of workers' participation in management and in the case of other industries, a beginning should be made first with the organised industries having a strong trade union movement.

The Seminar did not favour legal enactments for the introduction of workers participation in management. It felt

that it was best to create a climate for such participation and leave it for collective bargaining to settle its detailed machinery according to the needs and requirements of each industry or undertaking.

The Seminar concluded with a validictory address by the W. Bengal Labour Minister, Shri Abdus Sattar. The Minister in his address appreciated the effort of the ICFTU Asian Trade Union College in arranging such a Seminar and emphasised the importance of free and democratic trade unions for the success of any scheme of workers' participation in management. He exhorted the trade unionists assembled to ensure that there was full internal democracy in the functioning of their unions and that their members had the fullest opportunity of participation in their trade union work and in deciding their policy and programme. He went on to say that to be able to successfully participate workers require to be educated not only in the art and technique of participation but in all aspects that pertain to the social and economic background in which participation takes place. Participation to be fruitful should be working on some common objectives to mutual advantage. Continuing he said that a good number of employers far from being convinced of workers' new role in sharing managerial rights and responsibilities through participation in management create obstacles and hindrances for genuine trade unionists in their normal trade union work. So they have also to be educated enough to be convinced of the social purpose of workers' participation in management.

COAL AWARD

(Continued from page 1)

of the miners' growing pay packets. The truth the official statistics show is this: There is a very great rise in the production and productivity in the coal industry. There are also more deaths and more injuries. Real wages have fallen; industrial profits have gone up. Who, even in the high noon of private enterprise, will call this a prescription for a better life? Certainly not the miners, who are still to be initiated in the mystique of higher mathematics."

RAILWAYMEN MEET

Pay Commission's Report Debated

A meeting of the Working Committee of the All India Railwaymen's Federation was convened to consider the report of the Pay Commission. Over ten lac of railwaymen have been eagerly awaiting the publication of the report, and great disappointment prevailed amongst the employees at the recommendations. The revised scales of pay have not only added anything to the total emoluments of the worker, but railwaymen in particular have lost number of privileges of Free Passes, P.T.O.'s, free medical aid, etc.. Owing to the frustration on account of the likely loss of gains achieved after prolonged struggle, number of railwaymen flocked to Delhi to attend the meeting of the Working Committee, to get some lead, advice and guidance for the future step. The meeting was attended by 37 members representing Northern Southern Eastern Central Western South Eastern North Eastern and North Frontier Railway. Com. S. Guruswami, the President of the All India Railwaymen's Federation was in the Chair. Nearly one hundred railwaymen attended the meeting as visitors and listened with great interest the proceedings of the meeting. They had taken their own passes and leave for the meeting and their presence was indeed a great help to the members of the Working Committee to consider the implications of every detail of the recommendations. Discussion took place over each item and the Committee decided that a detailed rejoinder to the recommendations be prepared by the AIRF and submitted to the Railway Board. Com. Guruswami and Com. Peter Alvares were entrusted to prepare the memorandum and further more insist on relaxation of all the privileges enjoyed by railwaymen so far. After a full days discussion the following resolution was unanimously adopted.

Another subject of heated discussion was the resolution on Chinese aggression. Members sympathising with Communist Parties strongly debated on the wisdom of Railwaymen expressing any opinion on a 'political issue' which in the present case happened to be the invasion of the country. Their second point of objection was that there was no aggression by Chinese but some minor friction was going on the Border. The third,

but not the least, was to name 'China' as Communist China and not as Chinese Republic. The last objection was to the Communist Party of India being branded traitors to the country. Those who raised these objections in their enthusiasm to be loyal to their Party, or for their Communist Party sympathies came in for good deal of harsh criticism and ridicule by all railwaymen. All those so called loyal railwaymen stand exposed before the country and their brother railwaymen. These fellow travellers had the audacity to preach that workers should not get involved in politics, even when that Politics meant defence of the country. Being unsuccessful in their attempt to obstruct the meeting in their determination to pass the resolution on Chinese Aggression, the fellow travellers neither supported or opposed the resolution. They did not even dare to register themselves as neutrals for the fear of being exposed as anti-nationals. The following resolution was unanimously passed.

The Committee decided to call the meeting of the General Council in February 1959.

CHINESE AGGRESSION

"This meeting of the Working Committee of the AIRF held on 15th December 1959 strongly condemns the aggression of Communist China on Indian territories and pledges its unconditional support to the Government of India in the event of national emergency for the defence of the Country".

RESOLUTION NO. 2 PAY COMMISSION

"This meeting of the Working Committee of the All India Railwaymen's Federation held at Delhi on the 16th December 1959; after carefully considering the report of the Central Pay Enquiry Commission (1957) together with the decision of the Government of India, regrets to note that the principle enunciated by the Vardhachariar Commission (Pay Commission—1947) that "State must now take steps forward in the direction of giving effect to Living Wage principle in dealing with its employees; and as a matter of Social Policy, the lowest rate of remuneration should not be lower than a Living-Wage

and that the highest salary should also a matter of Social Policy be kept down as far as possible, consistent with essential requirements of recruitment and efficiency" has been discarded, and the 1st formulated by the Islington Commission is being interpreted in a conservative manner contrary to the accepted—Social economic policy proclaimed from time to time in the Five Year plans and in the Tripartite Conferences.

The Commission advocates restriction in consumption for enabling Capital formation in the development Plans. While it is necessary that the principle of marginal productivity has to be applied for augmenting the Plan-Outlay; the A.I.F. asserts that it is necessary during the process of economic development that labour has to be paid adequately to enable it to meet its minimum requirements. The Commission has questioned propriety of the decisions of the 15th Labour Conference fixing the minimum wages on the basis of the minimum requirements of worker's family. The Commission has proceeded even so far as to challenge Dr. Aykroyd's formula which has been universally accepted in regard to minimum requirement of calories nutrition values, and has based its minimum scales on the poverty line.

The Federation deplors the virtual repudiation of the unanimous decisions arrived at the 15th Indian Labour Conference. By communicating to the 2nd Pay Commission that they (Government) are not committed to the decisions of the said Indian Labour Conference, Government have acted in a manner which is tantamount to a breach of faith to the working class. The attitude of the Government of India is an insult to organised labour in the country who have reciprocated by abiding with all the obligations accepted by them.

The Wages Policy of the Government should be an indicator of the country's progress towards the Socialist Pattern Society, and instead of narrowing down the gap between the minimum and maximum emoluments, the 2nd Pay Commission has ruled out reduction in maximum salaries on the plea of higher standards of efficiency and recruitment should be the criterion, rather than the satisfaction of accepted Social

and ethical standards. On the other hand the Commission has adopted double standards in respect of low-salaried groups by linking their wage structure to the per capita National Income. When advocating that the sacrifices can be asked reasonably from the lower salaried staff the Commission has not realised that the erosion of real income has occurred more in lower grades.

The A.I.R.F. strongly condemns this retrograde and reactionary view point, and demands adherence to the Wage Policy formulated by the 15th Indian Labour Conference. That Wage Policy alone provides the incentive for productivity of labour during the period of economic development.

The continuous reduction in the real wages due to the abnormal rise in the prices, and the Government's inability to bring down the price level lower, had resulted in the adoption of the principle of automatic adjustment of wages with the cost of living index. The above principle has been arbitrarily rejected by the 2nd Pay Commission to the detriment of the wage earners and without any provision to protect the real wage, and has left it to the mercy of the Government. The Government that this is not desirable results in a large number of employees being compelled to live on sub-human standards of life as the price policy of the Government is such that the rise in prices cannot be checked in the near future.

The terms of reference is to recommend, in particular, the extent to which benefits to the Central Government employees can be given in the shape of "amenities and facilities", and the Commission in suggesting and/or recommending curtailment of the existing wages and privileges, has gone beyond its terms of reference.

The recommendations in regard to casual labour are another evidence of bringing this class of labour to the mercy line. Through the efforts of the A.I.R.F. casual labour were de-causalised in accordance with fair practice and standards on the C.P.C. scales of pay. The recommendations do not take into account the requirements of the situation of casual labour employed in the various categories of workers, Fitters etc. A Government does not always have the right to fix wages for these categories, and, therefore, to reduce highly skilled staff in this class of employment

to the minimum wages of an unspecified category would deprive them of the benefit enjoyed by railwaymen for doing similar jobs.

In its memorandum to the Pay Commission the A.I.R.F. had pointed out that the railway undertaking had a surplus of revenues to meet the legitimate demands of labour, and also suggested measures to increase the surplus to the extent of 165 crores of rupees. The A.I.R.F. deplors that there is no reference in the Report that the Pay Commission has examined these measures with a view to find possible sources of extra resources for the national economy. Further, the railways are contributing to the Central and States revenues about 52 crores of rupees annually to help build up their budget resources. The A.I.R.F. agrees that in a development economy certain surplus revenues should be created and diverted towards development expenditure for the entire economy, yet the satisfaction of labour is the first charge on its revenues. In other countries the Governments are subsidising the railways to meet labour liabilities.

The Government's decision on the Pay Commission's recommendations affect the railwaymen adversely in as much as:—

(a) it nullifies the policy relating to avenues of promotion evolved by the Joint Advisory Committee (1950), "New Deal (1957)", Justice Shankarsaran's Tribunal Award (1958), Class IV staff Promotion Enquiry Committee (1958) and lays down a principle inimical to the interests of the railwaymen.

(b) differentials have not been worked out on a scientific basis and by taking into consideration the nature of duties etc.

(c) reduction in the minimum and maximum of scales of pays, introduction of low rates of annual increments, and unwarranted imposition of efficiency bar examinations even for the unskilled staff, and at more than one stage for others, result in substantial reduction of emoluments.

(d) increase in the hours of employment and curtailment of leave and holidays is contrary to the provisions of the Adjudicator's Award and will result in loss to the tune of Rs. 23 crores to the railwaymen alone, and to greater unemployment to others.

(e) Curtailment in the Pass and P.T.O. facilities granted to the railwaymen since the very inception of the Indian Railways.

(f) curtailment in the medical benefits available to the railwaymen at present.

(g) increase in the house-rent by the calculation of the rent on the basis of 6% of the capital cost instead of 4% at present, and adding with it the cost of site.

(h) reduction in the Overtime-allowance.

(i) adverse recommendation on promotion and character rolls, service conduct rules, disciplinary and other departmental rules including the provision of Rules 148 and 1708 (para 2) of the Establishment Code, Volume I, whereby a railwayman can be removed from service without assigning any reason, a provision which is uncommon to other departments of the Central Government.

(j) denial of Civic, Political and Trade Union rights to the railwaymen, and rendering them as second class citizens of the country.

Therefore, the Federation urges upon the Government and the Ministry of Railways:—

(a) to reject in toto the adverse recommendations of the Pay Commission.

(b) to associate the A.I.R.F. while framing the rules and implementing the recommendations which are acceptable to the Federation.

(c) to appoint immediately a Permanent Wage Board for Railwaymen consisting of equal representatives of the Railway Ministry and this Federation, with a neutral Chairman, to determine the scales of pay and service conditions for the Railwaymen, commensurate with the risk, responsibility and hazards connected with the duties of railwaymen which are peculiar to the railway service and uncommon to other Government services.

The A.I.R.F. calls upon all the railwaymen to mobilise under the banner of this Federation to resist the onslaughts and to be prepared for the struggle to secure improvements in scales of pay and service conditions.

The A.I.R.F. directs all its affiliated unions to observe an All India Protest Day on the 15th of January, 1960, and educate the public about the implications of Pay Commission's recommendations so as to create public opinion in favour of the demands.

The A.I.R.F. further directs its affiliated unions to hold their respective Central Executive Council meetings to apprise the General Council of the Federation to be convened by February, 1960, for deciding the future course to be taken to realise the objectives.

I. C. F. T. U. Congress Statement

After having examined the problems of foreign investment in economically underdeveloped countries, the Congress

have already been making noteworthy contributions to meeting the needs of economically underdeveloped countries for foreign investment, the World Economic Conference of Free Trade Unions has found, and the study undertaken by the ICFTU Secretariat has confirmed, that an annual contribution for this purpose from public funds of one per cent of the national incomes of industrially advanced countries should be considered an indispensable minimum.

1. states with dismay that the gap between the extremely low living standards in economically underdeveloped countries and the standards in industrial-ly advanced countries is still widening;

2. insists, as an essential prerequisite of any substantial improvement in living standards, upon rapid economic and social development in the underdeveloped countries, which in turn requires large investments of capital funds;

3. observes that, due to the low living standards of the populations, domestic savings and investment expected to be sufficiently large to meet the requirements of rapid development, and

4. is of the opinion that an immediate substantial increase in domestic savings would in the present circumstances require sacrifices from the working population of a magnitude which it could not bear and that, therefore, and in order to promote a democratic development, a very considerable influx of foreign capital funds for investment purposes is indispensable.

5. The Congress notes that the needs for foreign investment, as reflected in the development plans of various underdeveloped countries and as they can be estimated in a general way, can be met to a very limited extent only by the present influx of capital funds from abroad and that a considerable increase in foreign investments is required to meet these needs more adequately.

6. For these reasons and in view of the fact that public investment — from governments and intergovernmental organisations — constitutes the bulk of foreign capital funds which flow into underdeveloped countries and that, contrary to private investment, their supply depends on political decisions, the Congress appeals to all governments in industrially advanced countries to increase to a very substantial degree, be it through contributions to international institutions or directly, the flow of public capital funds into economically underdeveloped countries.

7. While it should be recognised that certain industrially advanced countries

8. Although foreign investment from private sources can by its very nature be expected to benefit only a limited number of industries, its contribution to economic development can be valuable and should be encouraged by various methods; it must, however, be understood that foreign investors should be fully aware of their social and economic obligations.

9. In view of the huge development tasks which economically underdeveloped countries have to face, foreign investors must be expected to reinvest reasonable proportions of net revenues from their capital invested in these countries.

10. Whereas all employers of labour, domestic or foreign, should be made to abide by fair labour standards and working conditions and to recognise the workers' collective bargaining rights, foreign investors must be expected to give a lead in establishing improved working and living conditions.

11. The Congress holds that financial aid from intergovernmental sources constitutes the most desirable form of development assistance and expresses its regret at the fact that these sources have not yet been adequate for the purpose.

12. The Congress welcomes the fact that the International Bank for Reconstruction and Development, the chief instrument for international financial assistance for economic development, has increased the scope of its operations and decided to widen its capital basis; that the United Nations has established a Special Fund to assist underdeveloped countries in preparatory measures for development projects; and that under the sponsorship of the International Bank, an International Development Association will be founded, designed to give financial assistance for basic development projects on the most favourable terms.

13. The Congress expresses the hope that the governments of the economically advanced countries will endeavour to give sufficient financial support to these institutions in order to enable them to meet the needs of the underdeveloped countries for adequate international assistance in their economic development efforts.

14. The Congress notes with satisfaction that a beginning has been made with supplementing the existing international development institutions by regional organisations and hopes that further institutions of this kind will be created and that governments of economically advanced countries will associate themselves with them and make substantial contributions of their capital funds.

15. The Congress is aware that even in the wealthiest countries neither the labour movement nor the co-operative movement disposes of considerable funds available for investment abroad, but it expresses the hope that as far as possible

(Continued on page D)

ENTERTAINMENT WORKERS' CONFERENCE

The conference, which was held on 11-12 December, was attended by representatives of 472,000 artists and technicians in North America and Europe. This was the first time that the major entertainment unions of North America, covering television, music, variety, theatre, opera, ballet and technicians employed in the entertainment industry, had met their opposite numbers in Europe to discuss mutual problems and consider the formation of an international trade secretariat.

Following intensive discussion the conference appointed a liaison committee to go into the whole matter more deeply and to report their findings to the unions represented at the meeting, with a view to the early establishment of an ITS associated with the ICFTU. The provisional membership of the committee is as follows: H. Kenin (USA), Sir Tom O'Brien and possibly another British representative, G. Montelius (Sweden), Rocchi (Italy), J. Freitag (Germany), R. Tainon (France), R. Oertel and J. Jenge (European Union of Film and Television Technicians) and J. H. Oldenbroek, A. Heyer and T. Wilhelm for the ICFTU.

The French actor Fernandel paid the conference a short visit and wished it every success in its work.

I. C. F. T. U. CONGRESS STATEMENT

(Continued from page C)

These organisations will also make contributions to development plans in those fields on which their activities are concentrated and in which their contributions be most desirable and effective.

16. The Congress states that the influx of foreign capital into economically underdeveloped countries can be of lasting benefit to these countries only if they make all efforts themselves to create favourable conditions for economic and social progress, particularly by developing and securing democratic institutions, promote economic and social legislation, full trade union rights, and adequate educational and public health institutions.

17. The Congress also holds that in order to narrow and ultimately close the gap between the need for and the domestic supply of capital funds, the underdeveloped countries will have to make all efforts to increase domestic savings and investments, particularly by rational and equitable tax systems and by the development of appropriate savings institutions.

18. The Congress further emphasises the imperative need for balanced economic development, especially for a proper balance between economic and social investments, between investments for the development of the infrastructure and of industry, between agriculture and all other industries, as well as between particular industries, and in this connection points particularly to the urgent need for rationalisation of industries in all those areas in which the economy of a country at present depends on one or very few industries.

The Congress declares that the concept of democracy requires that the population, particularly through trade unions, be given the opportunity to participate actively in the planning and execution of all development work and the work of all public development institutions; and

expresses an urgent appeal to all national and regional organisations to the governments and parliaments of all economically advanced and underdeveloped countries, and to all free peoples to make the most serious efforts to help effectively in the implementation of this programme of action for economic development and social pro-

INTERNATIONAL LABOUR ORGANISATION (ILO)

Governing Body Session

Trade union rights again figured prominently at the 143rd session of the ILO Governing Body, held in Geneva from 17 to 20 November.

The Workers' Group proposed that the Governing Body should revert to the procedure applied until November 1958 instead of the present rule whereby the reports of the Committee on Freedom of Association are discussed only at the session following the one at which they are submitted. They also proposed that complaints should be examined even if there are no complete observations from the government concerned on every detail in the complaint.

The Committee is to examine these proposals and will report to the next meeting of the Governing Body.

In the case of Algeria, with particular reference to the fate of Aissat Idir, the committee deplored the fact that the French government had failed to submit its observations. It was further recommended that the French government should not detain certain persons in prison without giving them a fair trial. It was also said that the decisions of tribunals should be respected and that, in the case of Aissat Idir, consideration should be given to paying compensation to his family.

During the Governing Body session the reply of the French government arrived; the committee decided to continue to treat the case as one of urgency and recommended the Governing Body to consider it further at its next meeting.

The committee deplored the refusal of the Hungarian government to give information and, inter alia, recommended the Governing Body to appeal to the Hungarian government to give urgent consideration to commuting the death sentences alleged to have been passed on trade unionists.

The Governing Body also fixed the agenda of a study conference on labour-management relations in the American region, to which all member States in the western hemisphere will be invited to send delegations. The conference, which

will take place in November 1960, will deal with: the parts played by legislation and collective bargaining in determining working conditions and settling labour disputes; dismissal and lay-off procedures and job-security; measures which can be taken within undertakings to promote good relations between management and staff; and the contribution of universities and research and training institutions to the improvement of labour-management relations.

In view of the participation of some of the Republics of the French Community, the employers' and workers' representation on the African Advisory Committee had to be increased by three members respectively. The Workers' Group appointed three representatives of the Christian trade union movement in Africa to fill the vacancies.

A. Thili of Tunisia, a vice-president of the ICFTU, is one of three trade union experts appointed to the Committee of Experts on Social Policy in North African countries. The committee is to meet in Tunis in February 1960.

Other points discussed by the Governing Body included the agenda of the 1961 International Labour Conference, follow-up action on resolutions adopted at the 1959 conference, and the problems of women workers. The next session of the Governing Body will be held in Geneva from 22 February to 4 March 1960.

ILO SURVEY INTO FREEDOM OF ASSOCIATION IN SWEDEN

Sweden has invited the International Labour Office to send a survey mission to that country to make a study of the conditions relating to freedom of association.

The Governing Body of the ILO has decided that the Director-General should undertake a continuing factual survey into conditions relating to freedom of association in all ILO member States. This survey is to include studies to be made on the spot in member countries at the invitation of their governments.

The United States, followed by the U.S.S.R., were the first countries to invite the ILO to undertake such a survey. A mission from the ILO was in the United States from March to June this year and in the U.S.S.R. from the end of August to the end of October.

The mission will undertake the survey in Sweden in 1960.

TRIUMPH OF AMERICAN STEEL WORKERS

Successful Result of 116-day Strike

The historic strike of over half a million steel workers of the United States of America was temporarily called off a few weeks ago as a result of an 80-day injunction by the Court. The United Steel Workers, the union which called and led the strike had announced its determination to resume the strike as soon as the injunction period was over if no agreement was reached with the steel industry within that period.

Negotiations continued during the period of injunction and U.S. Vice President Richard Nixon took personal initiative in inducing the two sides to reach an agreement. Eventually, an agreement was reached between the USW and the Steel industry which amounts to a notable victory for the workers.

The strike itself had lasted for 116 days before being ended by the Court injunction. The following summary of the new agreement has been circulated by the International Metal Workers Federation:

The United Steel workers of America scored a notable victory on almost every important point, both with respect to the things it demanded from the industry, and with respect to the changes desired by industry but opposed by the union. The gains and major provisions under the new contract are:

1. The company now alone pays the full share of the insurance, hospitalisation, and sickness and accident programme. Formerly, the workers had to pay half of it. This, of course, is equivalent to a wage increase, for there now will be no such deductions in the workers' pay. Incidentally, this also means that workers with families, whose insurance costs were therefore higher, would get a greater benefit.

2. Insurance benefits, insurance hospitalisation, sickness, and accident benefits, were increased, all at the company's expense. Insurance was raised some \$500 per man up to a range of \$4,000-\$6,500; sickness and accident weekly benefits were raised by \$11 to a range of from \$53-\$68 per week; insurance, hospitalisation, sickness and accident benefits continue to be paid by the company during lay-offs up to 6 months.

3. Pensions were increased from a minimum of \$72 per month after 30 years' service to a minimum of \$87.50 for 35 years' service. This, of course, is in addition to the \$116 paid by governmental social security, and this company pension is like insurance paid exclusively by the employer. Also, pensions of workers who had already retired will be increased by \$5 per month.

4. Every worker will when he retires receive 13 weeks' pay less any vacation he might have coming. This on the average will be about \$1400 or \$1500. The money will serve as a sort of transition allowance from worker to retiree.

5. Supplemental unemployment benefits are improved so that most workers will receive larger amounts over longer periods of time.

Wage Increase

6. Beginning December 1, 1960, there will be a wage increase of from 7 cents to approximately 13 cents an hour on the standard hourly rates. Because of the impact of incentives and other benefits, the average earnings will be raised by approximately 9 cents per hour. A practically identical wage increase becomes effective in October 1, 1961.

7. The cost-of-living adjustment which the companies had so bitterly opposed will continue, although on a limited basis. It can now not exceed 3 cents per hour, and may be reduced to less than that amount if the insurance programme proves expensive. The cost of living only goes up; it does not go down.

Basic T.U. Rights Preserved

Of no less importance than these material and social gains is the fact that the United Steel Workers succeeded in preserving basic trade union rights, which the employers wanted to abolish as a condition of their minor offers in the latter stages of bargaining. Indeed, the companies who charged the American steelworkers with featherbedding had put forward an 8 point programme which would have virtually turned the United Steelworkers into a kind of company union. This 8 point programme, designed to change local work rules, would have eliminated any contract protection which stands in the way of speeding up opera-

BRITISH T. U. LEADERS IN INDIA

Two distinguished trade union leaders from Great Britain are at present visiting India. They are Mr. Frank Cousins, General Secretary of the Transport and General Workers Union, one of the largest trade unions in the whole world, and Mr. Harry Douglass who leads the union of the steel workers in the U.K., is a member of the General Council of the British TUC and also the President of the International Metal-workers Federation.

The two leaders will meet trade unionists from the HMS and the INTU at the various centres and get acquainted with the trade union situation and conditions of work and life of labor in India.

According to present arrangements, Mr. Cousins who will visit Bombay on February 3, 1960, will pay a visit to HM Headquarters that afternoon. The organisations of Dock and Port Trust workers in Bombay along with the Bombay State IIMS will give him a public reception, a mass rally of workers that evening.

Mr. Douglass will meet HMS trade unionists in Calcutta and is also expected to visit Rourkela and Bhilai where HMS affiliated unions may have benefit of meeting him.

... of wringing the utmost productive effort from the employees. By giving its liberty for any changes which would produce greater efficiency and economy, management wanted unilateral determination of elimination of jobs; abolishment of establishment work practices and surrender of other benefits protecting workers on the job.

All these company demands now have been dropped. The local work rules which were the major object of this dispute remain in full force and effect. As the American steel union suggested, a joint committee of employers and the union will look into the matter to see whether any alteration in either direction should be made. But nothing can be done without the full agreement of both parties and there is no arbitration.

By any measurement, therefore, the new agreement represents a major victory for the American steelworkers. Although the economic package alone was not as great as that which was won in 1957 after a much shorter strike, yet, when one considers what the companies tried to do to the steelworkers and failed to do, the net victory is easily of equal importance.

The new contract is in effect for the next 2½ years.

Wage Board For Plantations Industry

Important Conclusions of Ninth Session of Plantations Industrial Committee

The Committee unanimously accepted the need for the appointment of a National Wage Board for the Plantations Industry and set up a Sub-Committee to finalise the structure of the Wage Board and its terms of reference. The Sub-Committee recommended that the Board should consist of:—

- (i) A Chairman to be appointed by Central Government;
- (ii) Not more than two independent members, nominated by the Central Government from amongst economists or other persons;
- (iii) Three representatives each of plantation owners and plantation workers from the South nominated by their respective organisations;
- (iv) Three representatives each of the plantation owners and plantation workers from the Northern and North-eastern Region nominated by their respective organisations.

The Board may function in two Sections each consisting of the Chairman, or both of the independent persons, and the representatives of employers and workers belonging to the South or the North and North-eastern Region as the case may be. It was also recognised that Sections might be occasions on which the Board will decide its own procedure.

The terms of reference of the proposed Wage Board may be as follows:—

To work out a wage structure based on the principles of fair wages as set forth in the Report of the Committee on Fair Wages as far as practicable.

Points to be borne in mind

"In evolving a wage structure, the Board should, in addition to the considerations relating to fair wages, also take into account:

- (i) the needs of the industry in a developing economy;
- (ii) the system of payment by results;
- (iii) special characteristics of the industry in various regions and areas and of the various products;
- (iv) categories of workers to be covered (This may be according to the definition of workmen in the In-

dustrial Disputes Act);

(v) working hours in the industry.

Explanation

"Whenever applying the system of payment by results, the Board shall keep in view the need for fixing a minimum (fall-back) wage and also to safeguard against over-work and undue speed."

The headquarters of the Board shall be left to be decided by Government.

The recommendations of the Sub-Committee were agreed to by the Committee. It was also agreed, on a suggestion made by the Chairman of the Committee, that pending the completion of the work of the Wage Board, the atmosphere should not be spoiled by agitation, raising of new issues, or indiscriminate appeals to the law courts. It was further recognised that existing agreements relating to wages would continue to be operative till the decision of the Wage Board becomes effective.

The Committee also noted that the Wage Board would not deal with the question of Bonus.

Item 3: Housing for Plantation Workers.

It was decided that:—

- (1) A Central agency, consisting of representatives of the State Housing Boards set up under the Plantations Labour Act, should be constituted to examine the difficulties faced by plantation owners in implementing the housing programme and to suggest measures that would facilitate construction of houses by them.
- (2) The difficulties encountered by employers in the matter of furnishing security for obtaining loans for house construction should be examined by the Government of India at a high level.
- (3) Where particular gardens sought exemption from the statutory provisions relating to the phased programme of housing, in view of their economic position, each such case should be examined and decided on its merits. There should be no general relaxation applicable to all, irrespective of their economic position.

Union Labour Minister Enquires Into Premier Auto Dispute

Shri Gulzarilal Nanda, Union Labour Minister, held meetings with representatives of the Premier Automobiles, the HMS and the Engineering Mazdoor Sabha on January 10 and 19, 1960, in Bombay. The purpose of these meetings was to pursue the enquiry held last year by Shri R. L. Mehta, chief of the Central Implementation and Evaluation Committee, into the prolonged industrial dispute in this concern which has continued in some form or other for about a year and three quarters. The Report of Shri Mehta had been placed before the second meeting of the Central E & I Committee in August last year. The General Secretary of the HMS, in his comments on the report had contended that certain parts of the report and some of the conclusions were not correct. The Labour Minister had then undertaken to pursue the enquiry personally further on.

At the meetings in Bombay, both parties placed before the Minister their views not only on the report of Shri Mehta but on the developments following the end of the strike in the year 1958 and the state of industrial relations in the plant at present. In reply to a query from the Minister both parties stated that they would welcome the good offices of the Minister in restoring sound industrial relations and ensuring industrial peace and uninterrupted production in the plant.

The Minister, it is expected, will continue his efforts in that direction.

Standing Labour Committee

(Continued from page 1)

the Union Government and the Bombay Government over the implementation of the Code. The present session was no exception. The Union Labour Minister made no secret of his strong disapproval of the failure of the Bombay Government to take steps to implement the Code with due promptness.

While considerable discussion took place in a general way, the Committee could not undertake a full discussion of the various aspects of Labour policy in the Third Plan. The session adjourned on January 6 to meet again on February 12, 1960. In the meanwhile different participating organisations have been asked to submit to the Government their respective views on the subject.



PUBLISHED BY AUTHORITY

SIMLA, SATURDAY, JANUARY 30, 1960 (MAGH 10, 1881)

Separate paging is given to this Part in order that it may be filed as a separate compilation

PART III—SECTION 1

Notifications issued by the High Courts, the Comptroller and Auditor General, the Union Public Service Commission, the Indian Government Railways and by Attached and Subordinate Offices of the Government of India

UNION PUBLIC SERVICE COMMISSION

NOTIFICATIONS

New Delhi 11, the 20th January 1960

No. P/31—Shri Madan Lal, a permanent officer of Grade II of the Central Secretariat Service and Section Officer in the office of the Union Public Service Commission has been granted earned leave for 75 days with effect from the 17th January 1960 to the 31st March 1960 (both days inclusive).

2. It is certified that Shri Madan Lal is likely, on the expiry of his leave, to return to the station from which he proceeded on leave.

No. P/271—On the expiry of 56 days earned leave granted to him vide this office Notification of even number, dated the 9th January 1960, Shri S. P. Chakravarty, a permanent officer of Grade III of the Central Secretariat Service resumed charge as Section Officer in the office of the Union Public Service Commission with effect from the 16th January 1960 (F.N.).

E. N. RAMAMURTI
Under Secretary (Admn.)
Union Public Service Commission

MINISTRY OF HOME AFFAIRS

Intelligence Bureau

NOTIFICATIONS

New Delhi 2, the 15th January 1960

No. 16/Est(SB)/59(21)—On the expiry of his leave, Shri P. L. Kalia resumed charge of the post of the Section Officer, Grade III, Subsidiary Intelligence Bureau, Amritsar with effect from the forenoon of the 21st December 1959 as was expected.

No. 18/Est(SB)/59(59)—On the expiry of his leave, Shri A. G. Pardeshi resumed charge of the post of the Deputy Central Intelligence Officer, Subsidiary Intelligence Bureau, Bombay with effect from the forenoon of the 22nd December 1959.

No. 19/Est(SB)/59(9)—Major B. C. Roy Chowdhury, Officer on Special Duty, Subsidiary Intelligence Bureau, Calcutta has been granted annual leave for 60 days from the 14th December 1959 to the 11th February 1960.

No. 20/EST(SB)/59(21)—Sqd. Ldr. H. S. Gill, Assistant Director, Intelligence Bureau, Government of India, (Ministry of Home Affairs), Patiala has been granted annual leave for 45 days from the 31st December 1959 to the 13th February 1960.

The 16th January 1960

No. 20/Est(SB)/59(24)—On the expiry of his leave, Shri S. E. Joshi, I.P.S. resumed charge of the post of the Central Intelligence Officer at Amraoti, with effect from the forenoon of the 28th December 1959, as was expected.

The 19th January 1960

No. 22/EST(SB)/59(6)—Shri A. B. Prasad, I.P.S., Deputy Director, Subsidiary Intelligence Bureau, Lucknow has been granted earned leave for 60 days with effect from the forenoon of the 7th November 1959.

D. L. KULKARNI
for Director

Special Police Establishment

New Delhi 3, the 15th January 1960

No. 17/1(2)/60-Estt—The Deputy Inspector-General of Police, S.P.E. hereby appoints the following officers as Inspectors of Police in the Ahmedabad branch of Special Police Establishment in an officiating capacity with effect from the date noted against each until further orders:—

- (1) Sri Abdus Shakur with effect from 1st January 1960 (F.N.).
- (2) Sri N. P. Rege with effect from 1st January 1960 (F.N.).
- (3) Sri C. V. Majumdar with effect from 2nd January 1960 (F.N.).

No. 17/1(6)/60-Estt—The Deputy Inspector General of Police, Special Police Establishment hereby appoints the following officers of Special Police Establishment as temporary Inspectors in the Calcutta Branch in an officiating capacity with effect from the forenoon of 2nd January 1960 until further orders:—

- 1 Shri D. C. Banerjee.
- 2 Shri Nenumal.

S. D. S. JAIN
Administrative Officer
for Deputy Inspector General of Police, S.P.E.

New Delhi 3, the 21st January 1960

No. 28/1/60-Estt—Shri S. D. S. Jain, Administrative Officer, Special Police Establishment, has been granted 2 months leave on average pay with effect from the afternoon of 16th January 1960.

Certified that on the expiry of the leave Shri S. D. S. Jain is likely to be posted to the same post and station from where he proceeded on leave.

Certified also that Shri S. D. S. Jain, would have continued as Administrative Officer but for his proceeding on leave.

K. P. SINGH
Administrative Officer
for Inspector General of Police, S.P.E.

MINISTRY OF REHABILITATION

Dandakaranya Project

NOTIFICATIONS

Jagdalpur, M.P., the 13th January 1960

No. 29E(P)/472(4)—On deputation from the Orissa State P.W.D., Orissa, Shri S. K. Dhal assumed the charge of the Assistant Engineer, Dandakaranya Project at Koraput on 7th August 1959.

No. 18E(P)/474(3)—Shri D. L. Gupta, Surveyor of Works under the Chief Engineer, Dandakaranya Project was granted earned leave for 6 days with effect from 30th November 1959.

No. 7E/2-521—The following Section Officers under the Engineering Department, Dandakaranya Project, Ministry of Rehabilitation are, subject to the approval of the U.P.S.C., appointed temporarily and until further orders, as Assistant Engineers, (Class II) with effect from the date of their joining the Sub-divisions noted against each:

	Name of Sub. Dn.	Name of Dn.
1. Shri A. S. K. Nair	Umarkote Subdivision IV.	Umarkote Division II, Umarkote.
2. Shri K.V. Seshan	Koraput Subdivision	Koraput Division, Koraput.
3. Shri C. Jebganam	Malkangiri Sub-Divn. IV, Baipariguda.	Malkangiri Division, Jeyapore.
4. Shri N. Mehdi	Narainpur Subdivision I.	Paralkote Division, Narainpur.
5. Shri K. Koteswra Rao.	Kondagaon Subdivision I.	Kondagaon Division II, Kondagaon.
6. Shri C.S. Venkatara.	Mechanical Subdivision I, Jagdalpur	Mechanical & Electrical Divn., Jagdalpur.

S. BANDOPADHYAYA
Chief Engineer
Dandakaranya Project

The 13th January 1960

No. 2(16)C-MA/60-339—Shri R. C. Menon, Divisional Engineer (Reclamation) was granted 7 days earned leave from 7th August 1959 to 13th August 1959 (both days inclusive). He joined the same post at the same station in Dandakaranya Project after the expiry of leave.

H. S. SANDHU
Chief Director
Agriculture and Development

Office of the Chief Settlement Commissioner
New Delhi, the 19th January 1960

No. 8/90/Comp-I/56-Admn(R)—Shri J. M. Banerjee, Assistant Settlement Officer under the Regional Settlement Commissioner, Indore was granted earned leave for 18 days from the 30th November 1959 to 17th December 1959 with permission to prefix the 29th November 1959 being Sunday.

He assumed charge of his office at Indore on the forenoon of the 18th December 1959.

No. 8/113/Comp-I/56-Admn(R)—Shri Ranbir Singh, Ex-Assistant Settlement Officer, Rohtak under the Regional Settlement Commissioner, Patiala was granted earned leave as under:—

1. Earned leave for 2 days from the 26th December 1958 to 27th December 1958.

2. Earned leave for 20 days from 15th June 1959 to 4th July 1959.

On expiry of the above leave, he assumed charge at Rohtak on the afternoon of the 27th December 1958 and 4th July 1959 respectively.

No. 8/176/Comp-I/57-Admn(R)—Shri N. V. R. Panicker, Assistant Settlement Officer under the Regional Settlement Commissioner, Indore was granted earned leave for 32 days from the 30th November 1959 to 31st December 1959 with permission to prefix the 29th November 1959 being Sunday.

He assumed charge of his office at Indore on the forenoon of the 1st January 1960.

KANWAR BAHADUR
Settlement Commissioner (A)

MINISTRY OF DEFENCE

Directorate General, Ordnance Factories

NOTIFICATIONS

Calcutta, the 14th January 1960

No. 8/60/M—Dr. L. M. Tripathi, officiating Assistant Surgeon, Class I (Subs. Assistant Surgeon, Class II) was granted leave for 17 days and half pay leave for 4 days, 10th September 1959.

DAYA SHANKAR
Director General, Ordnance Factories

Calcutta, the 18th January 1960

No. 9/60/E1—Shri P. K. Hazari, officiating D.A.D.G.O.F., was granted earned leave for 27 days, 19th October 1959.

No. 10/60/E1—Shri S. N. Sharda, officiating O.S., was granted earned leave for 34 days, 9th November 1959.

No. 11/60/E1—Shri G. C. Paul, officiating T.S.O., reverted to Permanent Foreman/Staff Assistant, 29th November 1959.

The 19th January 1960

No. 12/60/G—Shri J. N. Simlote, temporary Labour Officer was granted earned leave for 24 days, 1st December 1959.

No. 13/60/G—Shri K. L. Bajaj, officiating Sr. W.M. (Permanent A.W.M.) was granted earned leave for 46 days, 16th November 1959, with permission to prefix Sunday, 15th November 1959.

No. 14/60/G—Shri M. P. Contractor, officiating A.W.M. was granted earned leave for 114 days, 20th August 1959.

No. 15/60/G—Shri N. S. Raghavan, temporary A.W.M. was granted earned leave for 83 days, 5th October 1959, with permission to prefix and affix Sundays, 4th October 1959 and 27th December 1959.

No. 16/60/G—The President is pleased to appoint Shri Meleveedu Narayanan Kutty Menon, officiating Foreman (Permanent Assistant Foreman) as officiating A.W.M. from 4th November 1959 to 26th December 1959 (A.N.).

No. 17/60/G—The President is pleased to appoint Shri B. R. Sethi, officiating Sr. A.W.M. as officiating W.M. from 16th November 1959 to 31st December 1959.

No. 18/60/G—Shri R. G. Choudhari, temporary T.S.O., is appointed as temporary A.W.M., until further orders, 2nd December 1959.

No. 19/60/G—Shri E. A. Truter, officiating A.W.M. (Permanent Foreman), was granted earned leave for 60 days, 21st September 1959, with permission to prefix Sunday 20th September 1959.

No. 20/60/E1—Shri C. N. Chandrasekharan, temporary A.W.M. is appointed as temporary T.S.O., in the Directorate General Ordnance Factories, 19th October 1959.

S. J. SHAHANEY
Deputy Director General, Ordnance Factories

Military Engineer Services

Kanpur, the 3rd December 1959

No. 1025/14/138/EIB—The undermentioned officers have been granted leave:—

MES No.	Name	Designation	Nature of leave	Period of leave	Date leave granted
MES/580/AE	Shri SS Chopra	BSO Pt SBO Ty	EL	13 days	9-11-59
MES/483/AE	Shri Bhagwan Dass	AEE PT & EE Ty	PL	One month fifteen days	30-11-59

GL NASWA
CAO II
for CWE, Kanpur

Ahmedabad, the 22nd December 1959

No. 1192-A/72/EIB—The undermentioned officer has been granted leave:—

MES-30200 Shri HD BHOSEKAR, EE Ty, GE, AHMED-ABAD.

Earned Leave—for 18 days wef 4 Dec 59 FN.

KPK NAIR
CAO
for Commander Works Engineers

Ambala Cantt., the 16th January 1960

No. 12—The undermentioned officers have been granted leave:—

(1) MES-2034 Shri KL MALHOTRA, BSO TEMP.

Earned leave 4 days, 18/11/59 to 21/11/59.

(2) MES-25229 Shri SD CHAWLA, AEE Temp (Supdt B/R, Gde II Perml).

Privilege leave 3 days, 15/12/59 to 17/12/59.

(3) MES-624/AE Shri TD GANDA, SBSO temp (BSO permt).

Privilege leave on month, 26/12/59 to 25/1/60.

ATMA RAM SHARMA
CAO
for CWE, Ambala

Kankinara, the 16th January 1960

No. 18—The undermentioned officer has been granted following extension of leave:—

MES/15896 Shri HL KAKAR, AEE.

Earned leave for 10 days wef 27 Dec 59.

WTM THOMPSON
Major Engrs
for Officer Commanding
ESD (M) Kankinara

56 APO, the 12th January 1960

No. 1155/14/EIA—MES-307 Shri CL KOHLI, EE, Pt; SO 2 (W) of HQ DCE J & K was granted and availed of earned leave as under:—

"22 days EL from 8 Dec 59 to 29 Dec 59"

(both days inclusive).

SOM NATH
Capt
for Dy Chief Engineer J&K

(Regular Army)

Army Ordnance Corps

Chhcooki, the 5th January 1960

No. 107166/3253—The following Officer is granted leave:—

Shri BR MARWAHA, Temporary OO(Civ), COD, CHHCOOKI.

Earned Leave for 6 days, 16 Nov to 21 Nov 1959.

No. 107166/3253—The following Officer is granted leave:—

Shri NN SHARMA, Permanent Civ Labour Officer, COD, CHHCOOKI.

Earned Leave for 4 days, 14 Nov to 17 Nov 1959.

PL KHANNA
OOCIV
for Commandant, COD, Chhcooki

Mathura, the 19th January 1960

No. 7022/159/HQ—The undermentioned officer is granted leave:—

Shri JAGDISH CHANDRA SAXENA, Quasi-permanent OO(Civ), Ordnance Depot, Mathura.

6 days earned leave—23 Nov 59.

GOVERDHAN LALL
for Officer Commanding

Defence Research and Development Organisation

Kirkee, the 14th January 1960

No. 3688/3—Shri KS Varadachar, Permanent Senior Scientific Officer, Grade I, Technical Development Establishment Military Explosives, Kirkee is granted earned leave for 20 days from 21 December 1959 to 9 January 1960 both days inclusive for rest and recreation.

The 18th January 1960

No. 3902/1—Shri Banshi Dhar Kapoor, officiating Administrative Officer (Permanent Upper Division Clerk), Technical Development Establishment, Military Explosives is granted earned leave for forty seven days from 6th October 1959 to 21st November 1959 (both days inclusive) for rest and recreation.

B. D. KAPOOR
AO
for Superintendent of Development
TDE (M7)

Controller General of Defence Production
Chief Inspectorate of Textiles and Clothing, Kanpur

Kanpur, the 15th January 1960

No. G/17263/AD3—Shri P Chakravarti, permanent Senior Scientific Officer, Gr I, Chief Inspectorate of Textiles and Clothing, Kanpur, 2 days Privilege Leave, 22-12-59.

CNK MURTHY
Supdt
Otg Chief Inspector

Army Base Workshop

Delhi Cantt. 10, the 19th January 1960

No. 21103-EST—Shri MT CHANDNANI, Quasi Permanent Workshop Officer, Class II of 505 Army Base Workshop, Delhi Cantt 10 was granted 6 days Earned Leave for the period from 28 Dec 59 to 2 Jan 60 (with permission to prefix Sunday the 27 Dec 59 and Suffix Sunday the 3 Jan 60).

DA MEHTA
Colonel
Commandant

Ammunition Depot

Dehu Sidng the 14th January 1960

No. 6516/ORS—The following officer is granted leave:—
OOC (S) Shri JN KAPOOR, Quasi Permanent AMMUNITION DEPOT, DEHU SIDING.

Earned leave for 11 days, wef 28 Dec 59.

No. 6516/ORS—The following officer is granted leave:—
CGO Shri AK DUBE, CASO, Quasi Permanent AMMUNITION DEPOT, DEHU SIDING.

Earned leave for 8 days, wef 5 Nov 59.

No. 6516/ORS—The following officer is granted leave:—
OOC (S) Shri SR ROY CHOUDHURY, Permanent AMMUNITION DEPOT, DEHU SIDING.

Earned leave for 6 days, wef 7 Dec 59.

No. 6516/ORS—The following officer is granted leave:—
OOC (Adm) Shri SOM DEV NAYAR, Temporary AMMUNITION DEPOT, DEHU SIDING.

Privilege leave for 3 weeks, wef 26 Oct 59.

ML MITTAL
Maj
for Chief Ordnance Officer

Kanpur, the 14th January 1960

No. 1726/116/HQ—The following officer is granted leave:—

Shri MUNSHI RAM VAID—Tempy OO Civ (ADM), COD, KANPUR.

Privilege leave for 12 days—2 Jan 1959.

Furlough on Half Pay for 2 months—14 Jan 1959.

No. 1726/116/HQ—The following officer is granted leave:—

Shri RN KITCHLEW—QP OO Civ (S), (Direct), COD, KANPUR.

Earned leave for 6 days—17 Dec 1959.

Earned leave for 2 days—29 Dec 1959.

Earned leave for 7 days—1 Jan 1960.

No. 1726/116/HQ—The following officer is granted leave:—

Shri JASWANT SINGH—Tempy OO Civ (S), (Deptl), COD, KANPUR.

Earned leave for 34 days—7 Dec 1959.

K AJIT SINGH
Lt Col
offg Commandant

Navy Office, Bombay

Bombay, the 24th December 1959

No. CS/2302—Shri M. G. Rane, Officer-in-Charge, Pension and Statistics, (Drafting Office), Naval Barracks, Bombay has been granted 16 days Earned Leave from 14 October 1959.

SJ LALKAKA
Captain
for Rear Admiral

MINISTRY OF LABOUR AND EMPLOYMENT

Office of the Chief Labour Commissioner (C)

NOTIFICATIONS

New Delhi, the 18th January 1960

No. Adm.52(9)/59—Shri G. S. Verma, Labour Inspector (Central), Pakur, was granted earned leave for 29 days, with effect from the 8th September 1959 to the 6th October 1959 (both days inclusive) with permission to suffix the 7th to 12th October 1959, being Sunday holidays, thereto.

On expiry of leave, Shri G. S. Verma, Labour Inspector (Central), resumed charge of the Office of the Labour Inspector (Central), Pakur with effect from the forenoon of the 13th October 1959.

The 19th January 1960

No. Adm.1(5)/60—Consequent on his appointment as an officiating Conciliation Officer (C.), Shri J. N. Gupta, Labour Inspector (Central), relinquished charge of the Office of the Labour Inspector (Central), Delhi (for Verification work), with effect from the 12th January 1960.

The 20th January 1960

No. Adm.14(9)/59—Consequent on his deputation to the short-term social work course of the Calcutta University, January 1960 Session, Shri Inderjit Singh, Labour Inspector (C.), relinquished charge of the Office of the Labour Inspector (C.), in the Office of the Chief Labour Commissioner (Central), New Delhi with effect from the afternoon of the 4th January 1960.

S. P. MUKHERJEE
Chief Labour Commissioner (C)

Coal Mines Labour Welfare Organisation

Office of the Coal Mines Welfare Commissioner

Jagjivan Nagar, the 9th December 1959

No. E.5(21)56—On being transferred, Shri Shyam Chandra, Welfare Inspector (Mines) attached to the Welfare Inspector (Mines), Bihar Coalfields relinquished charge of his office on 5th November 1959 (A.N.) and took over charge of the office of the Welfare Inspector (Mines), Andhra Pradesh Coalfields, Kothagudium on 19th November 1959 in the afternoon.

N. M. KHAN NARSI
Coal Mines Welfare Commissioner
Dhanbad

Jagjivan Nagar, the 18th January 1960

No. E.5(21)56—Dr. Miss N. M. Oak, Lady Doctor, Maternity and Child Welfare Centre, Katras, under the Coal Mines Labour Welfare Fund, has been granted 83 (Eighty-three) days earned leave with effect from 21st December 1959, with permission to pre-fix Sunday, dated 20th December 1959, to the leave.

It is certified that Dr. Miss Oak, on the expiry of leave, is likely to return to a post carrying non-practising allowance

The 19th January 1960

No. E.5(27)60—In continuation of leave already granted to him vide this office Notification No. E.5(21)56, dated 29th August 1959, Dr. T. D. V. Krishnan, Superintendent, Central Hospital, Dhanbad under the Coal Mines Labour Welfare Fund has been granted an extension of earned leave for 3 (three) days from 18th September 1959 to 20th September 1959 followed by half pay leave for 102 (one hundred and two) days from 21st September 1959 to 31st December 1959 and extraordinary leave without pay and allowances for 1 (one) day on 1st January 1960.

K. BAG SINGH
Coal Mines Welfare Commissioner
Dhanbad

Office of the Chief Adviser Factories

New Delhi, the 16th January 1960

No. DS/103(2)59/CAF-1-1—On return from 61 days earned leave granted to him, Shri J. R. Ovadekar, resumed charge of his duties as Inspector, Dock Safety, Bombay on the forenoon of the 4th January 1960.

No. DS/103(2)59/CAF-1-2—Shri P. J. Makhjani, Inspector Dock Safety after handing over charge of the post of Inspector Dock Safety, Bombay, on the forenoon of the 4th January 1960, resumed charge of his duties as Inspector, Dock Safety (Headquarters), New Delhi, on the forenoon of the 14th January 1960.

N. S. MANKIKER
Chief Adviser Factories

Directorate General of Resettlement and Employment

Office of the Principal, Central Training Institute for Instrs. Aundh Camp, Poona

Poona, the 14th January 1960

No. EST-6(1)/273—In this office Notification No. EST/6/1/6100, dated 16th November 1959, the words "Privilege Leave (Under the Travancore Service Rules)" should be substituted for "Earned Leave".

G. D. TAWNEY
Principal

MINISTRY OF COMMERCE AND INDUSTRY

NOTIFICATIONS

New Delhi 2, the 20th January 1960

No. 6—Shri M. L. Kappor, Section Officer, officiating in Grade III of C.S.S. in the Development Wing of the Ministry of Commerce and Industry, New Delhi was granted earned leave for 6 days from 14th December 1959 to 19th December 1959 with permission to suffix Sunday the 20th December 1959 to the leave.

2. On the expiry of leave Shri M. L. Kappor resumed duty in the same post and in the same office at New Delhi on the forenoon of the 21st December 1959.

The 21st January 1960

No. 7—Shri P. R. Latey, Deputy Development Officer in the Development Wing of the Ministry of Commerce and Industry, New Delhi was granted earned leave for 15 days from 21st December 1959 to 4th January 1960.

2. On the expiry of leave Shri Latey resumed duty in the same post and in the same office at New Delhi on the afternoon of the 4th January 1960.

B. D. KALELKAR
Senior Industrial Adviser (Engg.)

Office of the Development Commissioner

Small Scale Industries

New Delhi, the 16th January, 1960

No. 34(187)/59-A.11—Shri T. S. Balasubramanyan, Assistant Director in Small Industries Service Institute, Madras was granted earned leave for 3 days with effect from 26th November 1959 to 28th November 1959 with permission to suffix Sunday the 29th November 1959 to the leave.

2. On return from leave Shri T. S. Balasubramanyan assumed charge of the post of Assistant Director in Small Industries Service Institute, Madras on the forenoon of 30th November 1959.

The 18th January 1960

No. 31(172)/59-A-II—Shri N. N. Singh, Assistant Director in Small Industries Service Institute, Bombay was granted earned leave for 15 days with effect from 7th December 1959 to 21st December 1959 with permission to prefix Sunday the 6th December 1959 to the leave.

On return from leave Shri N. N. Singh assumed charge of the post of Assistant Director in Small Industries Service Institute, Bombay on the forenoon of 22nd December 1959.

K. P. BISWAS
Deputy Director (Administration)
for Development Commissioner

Office of the Chief Controller of Imports and Exports

New Delhi, the 15th January 1960

No. 6/(336)/56/Admn(G)/194—Shri A. M. A. S. Saldanha, officiating Assistant Controller in the office of the Joint Chief Controller of Imports and Exports, Bombay, was granted earned leave for 20 days with effect from the 19th May 1958 (forenoon), with permission to prefix and suffix thereto the 18th May 1958, and the 8th June 1958, being Sundays.

On the expiry of leave, Shri A. M. A. S. Saldanha resumed charge of the post of Assistant Controller in the same office on the 9th June 1958 (forenoon).

The 19th January 1960

No. 6/492/58/Admn(G)/216—Shri R. Chandra Sekar Menon, officiating Assistant Controller in the office of the Joint Chief Controller of Imports and Exports, Calcutta, was granted earned leave for 18 days with effect from the forenoon of the 7th December 1959, with permission to prefix and suffix thereto the 6th December 1959 and 25th December 1959, being Sunday and closed holiday respectively.

This office Notification No. 6/492/58/Admn(G)/4447, dated the 21st December 1959 is hereby cancelled.

A. S. SETHI
Deputy Chief Controller of Imports and Exports
for Chief Controller of Imports and Exports

**DIRECTORATE GENERAL OF SUPPLIES AND
DISPOSALS
NOTIFICATIONS**

New Delhi I, the 16th January 1960

No. A-6/247(112)/58—Shri A. L. Bansal, officiating Assistant Inspecting Officer in the office of the Director of Inspection, Calcutta has been granted earned leave for 6 days from the 30th November 1959 to the 5th December 1959, with permission to prefix and suffix Sundays the 30th November 1959, and the 6th December 1959, respectively to the leave.

On the expiry of this leave Shri Bansal resumed charge of the same post at Calcutta on the 7th December 1959.

No. A-6/247(131)/58—On return from earned leave granted to him vide this Directorate General Notification No. A-6/247(131)/58, dated the 10th December 1959, Shri R. S. Godbole, Assistant Inspecting Officer (Tex) at Ludhiana in the office of the Deputy Director of Inspection, N.W.I. Inspection Circle, New Delhi, resumed charge of the post of Assistant Inspecting Officer at Ludhiana under the same office on the 28th December 1959.

The 18th January 1960

No. A-6/247(171)/59—Shri Y. P. Gham, officiating Assistant Inspecting Officer in the office of the Director of Inspection, Calcutta has been granted extension of earned leave for 15 days from the 17th December 1959 to the 1st January 1960.

On the expiry of this leave Shri Gham resumed charge of the same post at Calcutta on the 2nd January 1960.

No. A-6/247(190)/59—Shri C. Pattappan, officiating Assistant Inspecting Officer in the office of the Deputy Director of Inspection, Madras has been granted earned leave for 20 days from the 16th November 1959 to the 5th December 1959.

The 19th January 1960

No. A-6/247(23)/57—Shri B. C. Mukherjee, officiating Assistant Director of Inspection (Met.) in the office of the Deputy Director of Inspection, Burnpur has been transferred from Burnpur to Bauria (West Bengal) under the

Metallurgical Directorate, Tatanagar. He relinquished charge of the post of Assistant Director of Inspection (Met.) at Burnpur on the afternoon of the 14th December 1959 and assumed charge of the same post at Bauria on the forenoon of the 17th December 1959.

No. A-6/247(148)/58—The Director General, Supplies and Disposals hereby appoints Shri S. N. Roy, Examiner of Stores in the office of the Director of Inspection, Calcutta as an Assistant Inspecting Officer in the same office with effect from the afternoon of the 31st December 1959 in an officiating capacity and until further orders.

No. A-6/247(157)/58—Shri Kartar Singh, Assistant Director of Inspection in the Headquarters Office of the Directorate General of Supplies and Disposals has been transferred to the Office of the Deputy Director of Inspection, N.W.I. Inspection Circle, New Delhi.

Shri Kartar Singh relinquished charge of his post at the Headquarters office on the afternoon of the 14th January 1960 and assumed charge of the post of Inspecting Officer (Engg.) in the N.W.I. Inspection Circle, New Delhi on the forenoon of the 15th January 1960.

No. A-6/247(165)/58—Shri S. Krishnan, Inspecting Officer in the office of the Deputy Director of Inspection, N.W.I. Inspection Circle, New Delhi, has been transferred to the Headquarters office of the Directorate General of Supplies and Disposals.

Shri Krishnan relinquished charge of his post in N.W.I. Inspection Circle, New Delhi on the 14th January 1960 (Afternoon) and assumed charge of the post of Assistant Director of Inspection at Headquarters office on the forenoon of the 15th January 1960.

No. A-1/1(335)—Shri N. K. Saha, Assistant Director of Supplies, (Grade II) in the Directorate General of Supplies and Disposals, New Delhi was granted earned leave for 5 days from the 29th December 1959 to the 2nd January 1960, with permission to suffix Sunday the 3rd January 1960 to the leave.

On return from leave, Shri Saha resumed charge of his duties as Assistant Director of Supplies, (Grade II) in this Directorate General with effect from the 4th January 1960.

The 20th January 1960

No. A-1/1(69)—Shri S. C. Agarwal, Deputy Director of Supplies in the Directorate General of Supplies and Disposals, New Delhi has been granted earned leave for 12 days from the 18th January 1960 to the 29th January 1960 with permission to prefix Sunday the 17th January 1960 and to suffix Saturday and Sunday the 30th and 31st January 1960 respectively to the leave.

No. A-1/1(320)—Shri K. R. Rajagopalan, Assistant Director of Supplies, (Grade II) in the Directorate General of Supplies and Disposals, New Delhi has been granted earned leave for 24 days from the 18th January 1960 to the 10th February 1960, with permission to prefix Sunday on the 17th January 1960 to the leave.

The 21st January 1960

No. A-6/247(19)/57—Dr. G. T. Athavale, permanent Deputy Director of Inspection in the office of the Director of Inspection (Met.), Tatanagar has been granted extension of leave on average pay for 1 day for the 2nd December 1959.

On the expiry of this leave Dr. Athavale resumed charge of the same post at Tatanagar on the 3rd January 1960.

No. A-6/247(237)/59—Shri A. S. Mamoojee officiating Assistant Inspecting Officer in the office of the Director of Inspection, Bombay, has been granted earned leave for 48 days from the 13th January 1960 to the 29th February 1960.

No. A-1/1(361)—Shri P. B. Brahma, Deputy Director (Statistics) in the Directorate General of Supplies and Disposals, New Delhi, was granted earned leave for 7 days from the 8th January 1960 to the 14th January 1960.

On return from leave, Shri Brahma resumed charge of his duties as Deputy Director (Statistics) in this Directorate General at New Delhi with effect from the 15th January 1960.

T. GONSALVES
Director of Administration
for Director General of Supplies and Disposals

SURVEY OF INDIA

Surveyor General's Office
NOTIFICATIONS

Dehra Dun, the 16th January 1960

No. P-2679/P.F.(SNS)—Shri S. N. Sen, Assistant Manager, Photo Litho Office, Survey of India, Calcutta, is granted under the Revised Leave Rules, 1933, earned leave for 30 days with effect from 11th December 1959 to 9th January 1960 with permission to suffix Sunday on 10th January 1960, to the leave.

The Officer is likely on the expiry of leave, to return to duty at Calcutta from where he proceeded on leave.

The 20th January 1960

No. PL-2680/P.F.(J.S.)—Dr. J. Sain, Medical Officer, G.C.S., Class II, Survey of India, Dehra Dun, is granted under the Revised Leave Rules, 1933, earned leave for 15 days from 2nd January 1960 to 16th January 1960 with permission to suffix Sunday the 17th January 1960 to the leave.

R. S. KALHA

Colonel

Surveyor General of India

Geodetic and Research Branch

Dehra Dun, the 16th January 1960

No. 866/2-A-52—Shri B. P. Rudev, Officer Surveyor (Re-employed), Survey of India, attached to Geodetic and Research Branch, is granted under the Revised Leave Rules, 1933, earned leave for 15 days from 28th November 1959 to 12th December 1959 with permission to suffix Sunday on 13th December 1959.

S. K. S. MUDALIAR

Lt. Col. Engrs.

Deputy Director

Geodetic and Research Branch

CABINET SECRETARIAT

Directorate of National Sample Survey

NOTIFICATION

New Delhi, the 15th January 1960

No. PFG(24)-Estt/58—Shri D. S. Ramaratnam, an officiating Regional Officer in the Headquarters Office of the Directorate of National Sample Survey, Cabinet Secretariat, New Delhi, was granted earned leave for 30 days with effect from the 16th November 1959 to the 24th December 1959 (both days inclusive) with permission to prefix Sunday the 15th November 1959 and to suffix holiday the 25th December 1959 to the leave.

On return from leave, Shri Ramaratnam resumed charge of his duties as Regional Officer, National Sample Survey on the forenoon of the 26th December 1959.

RAJESHWARI PRASAD

Chief Director

GEOLOGICAL SURVEY OF INDIA

NOTIFICATIONS

Calcutta 13, the 14th January 1960

No. 375A/2222(2-DC)AII/C—The Director, Geological Survey of India, is pleased to grant to Mr. D. Chatterjee, Well Logging Technician, Geological Survey of India, earned leave for 17 days, with effect from the forenoon of the 21st September 1959 with the permission to prefix the 20th September 1959 being Sunday and to affix the 8th October to 12th October 1959 being Puja holidays.

He was likely to resume his duties at Calcutta, whence he had proceeded on leave.

No. 389A/2222(2-RNB)AII/B—The Director, Geological Survey of India, is pleased to grant to Mr. R. N. Bose, Assistant Adm. Officer, Geological Survey of India, earned leave for 31 days, with effect from the forenoon of the 1st December 1959.

He is likely to resume his duties at Northern Regional Office, Lucknow, whence he has proceeded on leave.

The 19th January 1960

No. 540T/2222(BBN/2)AI—Director, Geological Survey of India, is pleased to grant to Mr. B. B. Nadgir, Geologist, (Junior Scale), Geological Survey of India, earned leave for 24 days with effect from the forenoon of the 26th November 1959 with the permission to affix the 20th December 1959 (Sunday).

He was likely to resume his duties at Calcutta (Hd. Qrs.), whence he had proceeded on leave.

A. K. ROY

Deputy Director (Admn.)
Geological Survey of India

Calcutta 13, the 14th January 1960

No. 387T/2251(NKS)/C—Shri Narendra Kumar Seth, Drilling Assistant, Geological Survey of India, is appointed as a Driller in the Geological Survey of India on an initial pay of Rs. 275 per month in the scale of Rs. 275-25-500-EB-30-650 in a temporary capacity with effect from the forenoon of the 26th December 1959, until further orders.

No. 399T/2222(RLG)C—Shri Raghunath Lall Gera, Drilling Assistant, Geological Survey of India, is appointed as a Driller in the Geological Survey of India on an initial pay of Rs. 275 per month in the scale of Rs. 275-25-500-EB-30-650 in a temporary capacity with effect from the forenoon of the 14th December 1959 until further orders.

The 19th January 1960

No. 526T/264(23)/D)C—The following officers are appointed as Drillers in the Geological Survey of India in the scale of Rs. 275-25-500-EB-30-650 in temporary capacities with effect from the dates mentioned against their names, until further orders.

Serial No.	Name of the officers	Date of receiving charge
1	Shri Harbans Lal Mohla, Head Mechanic, G.S.I.	16th December, 1959
2	Shri Potor Androw Antonis, Sr. Drilling Asstt. G.S.I.	16th December, 1959
3	Shri Dwijendra Pathak, Drilling Asstt., G.S.I.	9th December, 1959

B. C. ROY

Director

Geological Survey of India

DEFENCE ACCOUNTS DEPARTMENT

NOTIFICATIONS

New Delhi, the 19th January 1960

No. 3958/AN—Shri K. S. Menon, I.D.A.S., Joint Controller of Defence Accounts in the office of the Controller of Defence Accounts, Eastern Command, Meerut, has been granted earned leave for 10 days from the 14th January 1960 to the 23rd January 1960 with permission to suffix thereto Sunday the 24th January 1960.

No. 10013/AN—Shri Jiwan Dass Chugh, Assistant Controller of Defence Accounts in the office of the Controller of Defence Accounts, (Other Ranks), Mysore, has been granted privilege leave for 20 days from the 4th January 1960 to the 23rd January 1960 with permission to prefix and suffix thereto the Sundays on the 3rd and 24th January 1960, respectively.

PHUL CHAND

Controller General of Defence Accounts

DIRECTORATE GENERAL, ALL INDIA RADIO

NOTIFICATIONS

New Delhi, the 19th January 1960

No. 4(16)/59-SI—On return from leave, Shri Romesh Chander resumed charge as officiating Station Director, All India Radio, Jaipur on the forenoon of the 11th January 1960.

The 20th January 1960

No. 12(23)/59-SI—In supersession of this Directorate Notification No. 12(23)/59-SI, dated the 23rd October 1959, Shri R. N. Chatterjee, officiating Assistant News Editor, News Services Division, All India Radio, New Delhi, was granted earned leave for 82 days with effect from the 12th October 1959, with permission to affix Holidays on the 9th to 11th October 1959 to the leave.

2. On return from leave Shri R. N. Chatterjee resumed charge as officiating Assistant News Editor, News Services Division, All India Radio, New Delhi on the 2nd January 1960 (F.N.).

No. 24(4)/59-SI—Shri M. A. Amin, officiating Deputy Director, External Services Division, All India Radio, New Delhi, is granted earned leave for 11 days with effect from the 11th January 1960 with permission to prefix Sunday the 10th January 1960 to the leave.

B. N. CHAUDHURI
Deputy Director of Administration
for Director General

New Delhi, the 18th January 1960

No. 7(40)/59-SIII—On return from leave granted to him vide this Directorate Notification of even number, dated the 15th December 1959, Shri K. Ramaswamy resumed duty as officiating Assistant Station Engineer, High Power Transmitters, All India Radio, Avadi, Madras on the 11th January 1960.

No. 7(13)/59-SIII—On return from leave granted to him vide this Directorate Notification of even number, dated the 4th January 1960, Shri N. N. Khanna, resumed duty as officiating Assistant Transcription Officer, Transcription and Programme Exchange Service, All India Radio, New Delhi on the 11th January 1960.

K. L. DHUPAR
Deputy Director of Administration
for Director General

Planning and Development Unit

New Delhi, the 16th January 1960

No. 2(36)D3/58—Shri R. S. Bhavnani, Assistant Installation Engineer, Central Project Circle, All India Radio, New Delhi has been granted earned leave for 22 days with effect from 12th December 1959 to 2nd January 1960 with permission to suffix Sunday the 3rd January 1960 to the leave. On the expiry of the leave Shri Bhavnani resumed charge of his post on 4th January 1960.

SANGRAM SINGH
Deputy Development Officer (Admin.)
for Director General

PRESS INFORMATION BUREAU

NOTIFICATIONS

New Delhi 2, the 14th January 1960

No. F.19/49/59-S.I.—Shri J. N. Sinha, officiating Assistant Information Officer in the Press Information Bureau at New Delhi has been granted earned leave for 39 days from the 16th December 1959 to 23rd January 1960, with permission to suffix Sunday the 24th January 1960 to the leave.

S. N. MITAL
Assistant Principal Information Officer
for Principal Information Officer

New Delhi 2, the 18th January 1960

No. F.19/30/59-SI—Shri S. N. Mital a permanent officer of Grade II of the Central Secretariat Service officiating as Assistant Principal Information Officer, (Grade I of the C.S.S.) in the Press Information Bureau at New Delhi has been granted earned leave for 15 days from the 15th January to 29th January 1960, with permission to suffix closed Saturday, the 30th January 1960 and Sunday the 31st January 1960 to the leave.

T. R. V. CHARI
Principal Information Officer

MINISTRY OF STEEL, MINES AND FUEL

Department of Iron and Steel

Iron and Steel Control

NOTIFICATION

Calcutta 1, the 14th January 1960

No. EI-(15)/56—Shri A. N. Subbaraman, assumed charge of the post of Deputy Assistant Iron and Steel Controller in the Regional Office of the Iron and Steel Controller, Bombay, on the forenoon of 1st January 1960, on return from leave.

C. B. MATHUR
Deputy Director (Administration)
for Iron and Steel Controller

DIRECTORATE GENERAL OF HEALTH SERVICES NOTIFICATIONS

New Delhi, the 19th January 1960

No. 1-168/59-PIII—The Director General of Health Services is pleased to grant earned leave to Dr. A. R. Sundarajan, Professor of Biochemistry and Nutrition, All India Institute of Hygiene and Public Health, Calcutta for 22 days with effect from 9th December 1959 to 30th December 1959.

On expiry of leave, Dr. Sundarajan resumed charge of his duties at the Institute on the forenoon of 31st December 1959.

No. 1-4/58-PIII—On return from deputation abroad, Dr. P. K. Dutta, Assistant Professor of Biochemistry and Nutrition, All India Institute of Hygiene and Public Health, Calcutta resumed charge of his duties at the Institute on the forenoon of 24th December 1959.

No. 1-164/59-PIII—The Director General of Health Services is pleased to grant terminal leave to Dr. S. E. D. Misra, Deputy Director, All India Institute of Hygiene and Public Health, Calcutta for 48 days with effect from the forenoon of 2nd January 1960.

P. R. DUTT
Assistant Director General of Health Services

New Delhi, the 16th January 1960

No. 1-4/60-M.E.—Dr. M. K. Ramanathan, officiating Professor of Biochemistry, Medical College, Pondicherry was granted earned leave for 4 days with effect from the 28th December 1959.

On the expiry of his leave Dr. Ramanathan resumed charge of his duties at the College on the forenoon of the 1st January, 1960.

No. 10-A-5/59-MII—On return from leave Dr. B. Bhattacharjee resumed charge of his duties as Senior Anaesthetist, Safdarjang Hospital, New Delhi on the forenoon of the 1st January 1960.

No. 10-A-21/59-MII—Dr. Vidya Bhushan, Physicist, Safdarjang Hospital, New Delhi is granted earned leave for nine days with effect from the 10th December 1959.

On return from leave Dr. Vidya Bhushan resumed charge of his duties as Physicist in the Safdarjang Hospital, New Delhi on the forenoon of the 19th December 1959.

The 18th January 1960

No. 11-A-19/59-MII—The Director General of Health Services hereby appoints Dr. S. Datta to the temporary post of Assistant Surgeon, Grade I, Willingdon Hospital, New Delhi with effect from the 22nd December 1959.

V. SRINIVASAN
Deputy Director General of Health Services (M.)

New Delhi, the 15th January 1960

No. 13-23/59-EstI—On the expiry of his earned leave Shri M. Ganguli, resumed charge of the post of Section Officer, Grade III of the Central Secretariat Service, in this Directorate on the forenoon of the 11th January 1960.

The 18th January 1960

No. 13-50/59-P—Surgeon Commander R. Singh Rao, Officer on Special Duty, in the Directorate General of Health Services, was granted privilege leave for 20 days with effect from the 21st December 1959, with permission to prefix Sunday the 20th December 1959 and suffix Sunday the 10th January 1960 to the leave.

2. On return from leave, Surgeon Commander R. Singh Rao resumed charge of his duties as Officer on Special Duty in the Directorate General of Health Services on the forenoon of the 11th January 1960.

M. S. CHADHA
Additional Deputy Director General of Health Services
for Director General of Health Services

New Delhi, the 15th January 1960

No. 1-139/59-N—Miss E. Gomez, Ward Teaching Sister-in-Charge, College of Nursing, New Delhi, has been granted earned leave for 43 days with effect from 2nd January to 13th February 1960, with permission to suffix Sunday the 14th February 1960 to her leave.

T. K. ADRAVALA
for Director General of Health Services

New Delhi, the 21st January 1960

No. 6-79/59-CHS.I—On return from leave sanctioned vide this Directorate Notification No. 6-79/59-CHS.I, dated 22nd December 1959, Dr. D. Mukherjee resumed charge of the post of Assistant Surgeon, Grade I, under the Contributory Health Service Scheme, New Delhi, on the forenoon of 6th January 1960.

No. 6-98/59-CHS.I—Dr. (Mrs.) Surjeet Kaur Sachdev, Lady Assistant Surgeon, Grade I, under the Contributory Health Service Scheme, is granted earned leave for 115 days combined with half pay leave for 66 days from 2nd January 1960 to 30th June 1960.

KAUSHAL KUMAR
P.C.S.
Deputy Director (Adm.)

New Delhi, the 20th January 1960

No. 1-21/59-D/DC—Shri S. Ramaswamy, Associate Biochemist, Central Drugs Laboratory, Calcutta, is granted an extension of leave for one day for the 9th January 1960 with permission to suffix Sunday the 10th January 1960 to the leave granted to him with this Directorate's Notification No. 1-21/59-D/DC, dated the 17th December 1959.

On expiry of the earned leave, Shri S. Ramaswamy, Associate Biochemist, resumed charge of his duties at the Central Drugs Laboratory, Calcutta, on the forenoon of the 11th January 1960.

S. K. BORKAR
Drugs Controller, India
for Director General of Health Services

MINISTRY OF FOOD AND AGRICULTURE

Directorate of Marketing and Inspection

NOTIFICATIONS

Nagpur, the 16th January 1960

No. F.3/93/59-Adm.(A)—On transfer from the Office of the Commissioner for Naga Hills, Tuensang Area, Kohima, Shri T. Hangshing, a permanent Grade IV Officer of the C.S.S. and officiating in Grade III of C.S.S., joined this Directorate on the forenoon of the 17th September 1959 as Section Officer, (Grade III, C.S.S.) and was relieved of his duties in this Directorate with effect from the 10th November 1959 (A.N.), consequent to his appointment as Assistant Secretary, Manipur Administration.

The 18th January 1960

No. F.3/48/58-Adm'B'—Shri A. C. Khare, officiating Accounts Officer was granted leave from 9th October 1959 to 13th January 1960 subject to the admissibility of leave to be certified by the Senior Deputy Accountant General, (Bombay State), Nagpur. He resumed duty on the 13th of January 1960 (Afternoon).

R. T. MIRCHANDANI
Deputy Agricultural Marketing Adviser
to the Government of India

(Department of Agriculture)
Directorate of Extension

New Delhi, the 14th January 1960

No. F.2(1)/60-Estt.(P)—On the recommendations of the U.P.S.C., Shri Brajesh Bahadur Singh Bhatia, Sub-Editor of this Directorate is appointed as Assistant Editor (Hindi) in the scale of Rs. 350—30—620, in the Directorate of Extension, Ministry of Food and Agriculture, (Department of Agriculture), in an officiating capacity with effect from the 4th January 1960 until further orders.

K. N. SUBBANNA
Director of Administration

Directorate of Economics and Statistics

New Delhi, the 20th January 1960.

No. F.10-32/56-Estt(I)-Es—Shri J. S. Sarma, Director and Deputy Economic and Statistical Adviser in the Directorate of Economics and Statistics, (Ministry of Food and Agriculture), New Delhi was granted earned leave for 18 days from 16th December 1959 to 2nd January 1960 (A.N.).

2. On the expiry of his leave, Shri J. S. Sarma resumed charge of the post of Director and Deputy Economic and Statistical Adviser in the Directorate of Economics and Statistics, (Ministry of Food and Agriculture) at New Delhi on the afternoon of the 2nd January 1960.

R. N. PODUVAL
Economic and Statistical Adviser

OFFICE OF THE SUPERINTENDING ENGINEER, GOVERNMENT OF INDIA, DEEP SEA FISHING STATION

NOTIFICATIONS

Bombay, the 18th January 1960

No. F.1-2/59—Shri A. I. George, Deputy Director, Government of India, Deep Sea Fishing Station, Bombay is hereby granted 20 days earned leave with effect from 2nd November 1959 to 21st November 1959 with permission to prefix 30th, 31st October and 1st November 1959, and to suffix 22nd November 1959 being holidays and Sundays respectively.

No. F.1-2/59—Further to this office Notification No. 1-2/59, dated 18th January 1960, Shri A. I. George resumed his duties as Deputy Director after the expiry of 20 days earned leave on 23rd November 1959 forenoon.

S. MISKEPTN
Superintending Engineer

CENTRAL TRACTOR ORGANISATION

NOTIFICATION

New Delhi 12, the 21st January, 1960

No. F.135/59-EI—Shri S. P. Nakra, Office Superintendent, was appointed to officiate as Assistant Administrative Officer in the Central Tractor Organisation, New Delhi 12, with effect from the afternoon of December 17, 1959, upto February 29, 1960.

F. C. GERA
Chairman

INDIAN AGRICULTURAL RESEARCH INSTITUTE

NOTIFICATION

New Delhi, the 15th January 1960

No. ACS/3/1/1583—Dr. P. C. Raheja, Head of the Division of Agronomy is granted earned leave for 90 days with effect from 5th November 1959 to 2nd February 1960.

On return from leave he is reposted to the same post.

B. P. PAL
Director

CENTRAL MARINE FISHERIES, RESEARCH STATION

NOTIFICATIONS

Mandapam Camp, the 15th January 1960

No. Comp/816—Shri B. T. Antony Raja, Assistant Research Officer (Pelagic Fisheries) of this Department at Kozhikode is granted earned leave for 11 days from 23rd December 1959 to 2nd January 1960 (both days inclusive) with permission to suffix Sunday the 3rd January 1960. On expiry of the leave he took over charge of the same post at the same station from where he proceeded on leave.

No. Comp/885—In modification of this office Notification No. Comp.19740, dated 26th December 1959, Shri N. Radhakrishnan, Assistant Research Officer (Sardines) of this department at Karwar is granted earned leave for 22 days from 2nd January 1960 to 23rd January 1960 with permission to suffix Sunday the 24th January 1960. On the expiry of the leave, the officer is likely to take charge of the same post at the same station from where he proceeded on leave.

Dr. S. JONES
Chief Research Officer

CENTRAL INLAND FISHERIES RESEARCH STATION

NOTIFICATION

Barrackpore, the 13th January 1960

No. 31P/694—On expiry of leave granted vide Notification No. 31P/6, dated 2nd January 1960, Shri S. K. Karamchandani, Assistant Research Officer, (Zoology), Central Inland Fisheries Research Unit, Hoshangabad assumed charge of his duties on the forenoon of 2nd January 1960 at Hoshangabad.

B. S. BHIMACHAR
Chief Research Officer

NATIONAL ARCHIVES OF INDIA

NOTIFICATION

New Delhi 2, the 16th January 1960

No. F.20(A-8)/57-AI—On return from leave granted to him vide this Department Notification of even number, dated the 23rd December 1959, Shri Yashpal Kathpalia, resumed charge of the post of Technical Officer at New Delhi on the forenoon of the 11th January 1960.

K. D. BHARGAVA
Director of Archives
Government of India

DELHI POLYTECHNIC

NOTIFICATIONS

Delhi, the 11th January 1960

No. E.220A/60—Shri Dina Nath, temporary Demonstrator in Physics, Delhi Polytechnic, Delhi has been appointed as temporary Lecturer (Ordinary Scale) in Physics, Delhi Polytechnic, Delhi with effect from the forenoon of the 28th October 1959 and until further orders.

No. E-537A/60—Shri Harbilas Midha, permanent Demonstrator in Physics, Delhi Polytechnic, Delhi has been appointed as temporary Lecturer (Ordinary Scale) in Physics, Delhi Polytechnic with effect from the forenoon of the 28th October 1959 and until further orders.

The 13th January 1960

No. E.856A/59—Shri Narain Das has been appointed as a temporary Lecturer (Ordinary Scale) in Electrical Engineering, Delhi Polytechnic, Delhi with effect from the forenoon of 1st December 1959 and until further orders.

The 19th January 1960

No. E.155/58—Consequent on sanctioning of the Staff Re-organisation Scheme of the Delhi Polytechnic, Delhi, by the Government of India, the undersigned is pleased to appoint Shri Kishori Lal in an officiating capacity in the temporary post of Deputy Administrative Officer, Delhi Polytechnic, Delhi, scale Rs. 500—30—800, with effect from the 25th April 1958 and until further orders.

This office Notification No. E.155/58, dated the 12th November 1959, is hereby cancelled.

No. E-853A/60—On return from leave, Shri Tehseen Ahmed resumed charge of his duties as temporary Lecturer, (Senior Scale) in Civil Engineering, Delhi Polytechnic, Delhi on the forenoon of the 11th January 1960.

Shri Tehseen Ahmed was likely to return to the same post on resumption of duty.

S. C. SEN
Principal

CENTRAL RICE RESEARCH INSTITUTE

NOTIFICATION -

Cuttack 4, the 16th January 1960

No. F.2-12/59-PR 400—Shri A. K. Ghosh is appointed as Statistician, Class II in the scale of Rs. 275—25—500—EB—30—650—EB—30—800 at the Central Rice Research Institute, Cuttack 4, with effect from the forenoon of the 5th December 1959, in an officiating capacity, until further orders.

R. H. RICHHARIA
Director

MINISTRY OF HEALTH

Town Planning Organization

NOTIFICATION

New Delhi 1, the 16th January 1960

No. F-3-13/57-TPO—Shri G. R. Khurana, Assistant Planner having resigned his post, was relieved of his duties in the Town Planning Organization with effect from the 11th January 1960 (A.N.).

G. MUKHARJI
Vice Chairman
Delhi Development Authority

TARIFF COMMISSION

NOTIFICATION

Bombay 1, the 15th January 1960

No. Ad/2(22)/60—Consequent on his appointment as Director (Reviews and Research) in the Tariff Commission, Dr. P. V. Gunishastri relinquished charge of the post of Assistant Director (Reviews) in the Commission with effect from the 14th November 1959 (A.N.).

K. R. P. AIYANGAR
Chairman

DIRECTORATE OF ESTATES

NOTIFICATION

New Delhi 2, the 15th January 1960

No. 1177/Adm-II/60—Shri P. Subbiah, Section Officer (a permanent Grade III officer of the C.S.S.) in this Directorate is granted earned leave for 10 days with effect from 11th January 1960, half pay leave for 4 days in continuation thereof followed by "leave not due" for 33 days with permission to prefix Sunday the 10th January 1960 and suffix holiday and Sunday the 27th and 28th February 1960 respectively to the leave.

On expiry of leave, Shri Subbiah is likely to return to the same post and station.

C. BALASUBRAMANIAM
Director

DEPARTMENT OF ATOMIC ENERGY

Architecture and Civil Engg. Div.

NOTIFICATIONS

Bombay 1, the 7th January 1960

No. DAE/CE/GO-59—Chief Engineer, Architecture and Civil Engineering is pleased to appoint Shri R. G. Narayanaswamy as Assistant Engineer, (Grade II) in the Architecture and Civil Engineering Division of the Department of Atomic Energy, Bombay in a temporary capacity with effect from the forenoon of September 30, 1959 and until further orders.

No. DAE/CE/GO-53—Chief Engineer Architecture and Civil Engineering is pleased to appoint Shri G. R. Joshi as Assistant Engineer, (Grade II) in the Architecture and Civil Engineering Division of the Department of Atomic Energy, Bombay, in a temporary capacity with effect from the forenoon of September 5, 1959 and until further orders.

D. P. NAYAR
Chief Engineer

ATOMIC ENERGY ESTABLISHMENT TROMBAY

NOTIFICATION

Bombay 1, the 14th January 1960

No. PA/0254-R—The Director, Atomic Energy Establishment Trombay, hereby appoints Shri V. V. Kothare a temporary Junior Scientific Officer as a Junior Research Officer in a temporary capacity in the Atomic Energy Establishment Trombay with effect from August 12, 1959 and until further orders.

S. V. KULKARNI
Assistant Controller (P)
for Director

MINISTRY OF WORKS, HOUSING AND SUPPLY

National Buildings Organisation

NOTIFICATION

New Delhi 1, the 16th January 1960

No. NBO/GPS/24(.)—In supersession of the National Buildings Organisation Notification of even Number, dated the 28th October 1959, Shri J. Fredric Dawson, a temporary Assistant Director, National Buildings Organisation is granted earned leave for 21 days with effect from 12th October 1959 to 1st November 1959 with permission to prefix holidays from 9th October 1959 to 11th October 1959.

After expiry of his leave, Shri Dawson would be considered to have been relieved from the N.B.O. with effect from the afternoon of 1st November 1959, to join his new post in the Railway Department.

C. P. MALIK
Director
National Buildings Organisation

OFFICE OF THE DIRECTOR, SUGARCANE BREEDING INSTITUTE

NOTIFICATION

Coimbatore 7, the 12th January, 1960

No. 182/60—The undermentioned officers have been appointed in a substantive capacity and confirmed in the posts as noted against each.

Name of officer	Designation	Scale of pay	Date of confirmation
Ra.			
1. K. S. Subba Rao	Assistant Botanist	275-25-500 —EB-30— 050-EB— 30-800.	1-4-1958
2. K. V. Srinivasan	Mycologist	Do.	1-4-1958
3. K. V. Gopala Aiyar	Chemist	Do.	1-4-1958
4. Dr. M. Vijayaradhya	Sugarcane Physiologist	Do.	1-4-1958
5. R. A. Agarwal	Entomologist	Do.	1-4-1959

N. R. BHAT
Director

INDIAN VETERINARY RESEARCH INSTITUTE

NOTIFICATION

Izatnagar, the 19th January 1960

No. F.35-10/59-E.I.—The Director, Indian Veterinary Research Institute, hereby appoints Shri S. L. Mukherjee, a permanent Research Assistant who was officiating as Assistant Research Officer (Bacterial Vaccine), Biological Products Division, as Assistant Research Officer (Disease Investigation), Pathology and Bacteriology Division, Indian Veterinary Research Institute, Izatnagar, in a temporary capacity with effect from the forenoon of 23rd November 1959, until further orders.

R. N. SAXENA
Registrar
for Director

CENTRAL SILK BOARD

NOTIFICATION

Bombay 2, the 13th January 1960

No. CSB/59/920(1)—In exercise of the powers conferred under Rule 28 of the Central Silk Board Rules, 1955, the Board has been pleased to appoint on 'Foreign Service Terms', Shri N. K. Gurnurajan, Special Officer, Government Silk Farm, Coonoor as Principal of the All India Sericultural Training Institute, Mysore attached to the Central Silk Board with effect from the forenoon of the 11th September 1958.

D. S. JOSHI
Chairman, Central Silk Board and Textile Commissioner
to the Government of India

INDIAN POSTS AND TELEGRAPHS DEPARTMENT

Office of the Director General of Posts and Telegraphs

NOTIFICATIONS

New Delhi 1, the 15th January 1960

No. 34/17/59-STA—The Director General is pleased to appoint Shri V. M. Sundaram, Engineering Supervisor, Bombay Circle to officiate in Telegraph Engineering and Wireless Service, Class II, with effect from the 28th July 1959 as a local arrangement.

The 16th January 1960

No. 3/16/59-SPA—On the expiry of his leave, Shri A. Swaminathan resumed duty as Director, Posts and Telegraphs, Andhra Circle with effect from the 10th January 1960.

The 18th January 1960

No. 34/18/59-STA—Shri Harbans Lal, Assistant Engineer, T.P. Section, Posts and Telegraphs Directorate, is granted earned leave for 75 days with effect from the forenoon of the 28th December 1959.

2. The Director General is pleased to appoint Shri K. R. Sharma, Seniormost Engineering Supervisor, Delhi Telephone District, to officiate in Telegraph Engineering and Wireless Service, Class II with effect from the 28th December 1959 vice Shri Harbans Lal purely in local arrangements.

No. 58/1/59-STA—On attaining the age of superannuation, Shri M. M. Mazumdar, an officer of Grade II of Telegraph Traffic Service, Class II, retired from service with effect from the 1st January 1960.

The 19th January 1960

No. 8/1/59-SPA—The Director General is pleased to appoint Shri M. L. Gupta to officiate in Postal Superintendents' Service, Class II temporarily with effect from the afternoon of the 21st May 1959 and until further orders. Shri Gupta has been posted as officiating Superintendent of Post Offices, Chindwara.

No. 18/2/59-SPA—The Director General is pleased to appoint the following officials in the Postmasters' Service, Class II as a purely temporary arrangement with effect from the dates and in the posts noted against their names and until further orders:—

Name	Post	Date
1. Shri Z. I. Naganiya, Sub Postmaster, Ahmedabad Railway-pura.	Deputy Postmaster, Presidency, Bombay.	8-8-59
2. Shri K. Venkataraman, Postmaster, Salem.	(i) Postmaster, Bangalore. (ii) Deputy Presidency Postmaster, Madras.	16-9-59 24-11-59

No. 33/7/59-STA—The Director General is pleased to appoint Shri D. D. Pathak, Engineering Supervisor, Bombay Circle to officiate in Telegraph Engineering and Wireless Service, Class II, with effect from the 29th August 1959 temporarily, as a local arrangement.

The 21st January 1960

No. 4/12/59-SPA—On the expiry of her leave, Shrimati S. Chaurasia resumed duty as officiating Assistant Director General, Posts and Telegraphs with effect from the 4th January 1960. She is permitted to affix Sunday, the 3rd January 1960 to her leave granted in this Directorate Notification of even number, dated the 28th December 1959

D. K. AGARWAL
Assistant Director General
Posts and Telegraphs

TECHNICAL AND DEVELOPMENT CIRCLE

NOTIFICATIONS

Jabalpur, the 14th January 1960

No. TD/SQ-3059—Shri S. J. Louis, officiating Assistant Engineer in the office of the Senior Electrical Engineer, Calcutta, is granted earned leave for 30 days from 5th January 1960 to 3rd February 1960.

The 18th January 1960

No. TD/SQ-3093—On expiry of 35 days earned leave, Shri S. Banerjee, Assistant Engineer, has resumed duty in the Circle Office, Jabalpur, with effect from the forenoon of 14th January 1960.

C. J. CLEMENT
for Additional Chief Engineer

Jabalpur, the 15th January 1960

No. TD/SQ-2623—On expiry of 54 days earned leave from 1st November 1959 to 24th December 1959 and availing of joining time from 25th December 1959 to 5th January 1960, on transfer to Bombay, Shri S. A. Jayarathnam, Engineering Supervisor, is re-appointed to officiate in T.E. & W.S., Class II with effect from the afternoon of 5th January 1960, on which date he resumed duty as officiating Assistant Engineer, In-charge, Acceptance Testing, Bombay

C. S. S. RAO
for Additional Chief Engineer

OFFICE OF THE POSTMASTER GENERAL, PUNJAB CIRCLE

NOTIFICATIONS

Ambala, the 20th January 1960

No. STA/TP-118—Shri Ulfat Rai Saini, Telegraph Master In-charge, D.T.O., Hoshiarpur is posted as officiating Assistant Chief Superintendent, Central Telegraph

Office, New Delhi with effect from the date Shri S. K. Beri, officiating Assistant Chief Superintendent, Central Telegraph Office, New Delhi granted leave i.e., 10th December 1959 F.N.

No. SA/P-792/49—On the expiry of his leave, Shri Ram Sarup Verma has been posted as officiating Superintendent of Post Offices, Ludhiana with effect from the 3rd December 1959.

S. R. BHASHYAM
Postmaster General
Punjab Circle

OFFICE OF THE POSTMASTER GENERAL, U.P. CIRCLE

NOTIFICATION

Lucknow, the 19th January 1960

No. Staff-A49LV/1—Shri V. B. Lal, officiating Superintendent of Post Offices, Rohilkhand Division, Bareilly is granted earned leave for 15 (fifteen) days with effect from the forenoon of the 12th January 1960.

Shri T. N. Saxena, Head Clerk to the S.P.O.'s, Rohilkhand Division, Bareilly will look after the current duties of the Superintendent of Post Offices, Bareilly in addition to his own without any additional remuneration during the period.

M. KISHORE
Director of Postal Services
U.P. Circle

OFFICE OF THE POSTMASTER GENERAL, BOMBAY

NOTIFICATION

Bombay, the 19th January 1960

No. AQ 2825/II/71—Shri M. V. Korath, Sub-Divisional Officer Telegraphs, Solapur is granted extension of commuted leave on medical certificate for sixty days with effect from 29th December 1959.

K. V. SRINIVASAN
for Postmaster General, Bombay

OFFICE OF THE DIRECTOR OF TELEGRAPHS

NOTIFICATIONS

Bombay, the 13th January 1960

No. ATP.2863/III—Shri M. A. R. Smith, Superintendent in Charge, Government Telegraph Office, Ahmedabad took charge as Personal Assistant Telegraph (Traffic) to Postmaster General, Bombay with effect from the forenoon of 6th January 1960, Vice Shri M. C. Smith, granted two months leave with effect from 28th December 1959.

K. V. SRINIVASAN
Director of Telegraphs
Bombay

Bombay, the 20th January 1960

No. ATE.410/X—Shri R. C. Kinkhabwala, C/S Telegraph Master took charge as officiating Assistant Superintendent, Ahmedabad C.T.O. with effect from the F/N of 6th January 1960 from Shri M. S. Godbole.

Shri M. S. Godbole is allowed to continue as Superintendent I/C C.T.O., Ahmedabad.

K. R. D. IYENGAR
Director of Telegraphs
Bombay

OFFICE OF THE DIRECTOR, POSTS AND TELEGRAPHS, ANDHRA

NOTIFICATION

The 12th January 1960

No. ST/51/GO—Shri K. R. Murthy, officiating Deputy Director of Posts and Telegraphs, Andhra Circle, Kurnool is granted earned leave for 23 days from 15th January 1960 with permission to affix holidays on the 13th and 14th.

A. SWAMINATHAN
Director, Posts and Telegraphs
Andhra Circle

OFFICE OF THE DISTRICT MANAGER TELEPHONES, MADRAS DISTRICT

NOTIFICATION

Madras 1, the 19th January 1960

No. E.128/V-103—Sri R. Seshadri, Engineering Supervisor, Phones, is appointed to officiate as Assistant Engineer in the Madras Telephone District, with effect from the forenoon of 19th December 1959, purely as a local arrangement.

RAMA KANT
District Manager
Telephones, Madras District

OFFICE OF THE DIRECTOR POSTS AND TELEGRAPHS, HYDERABAD CIRCLE

NOTIFICATIONS

Hyderabad, the 5th January 1960

No. St. 7-658—In continuation of the leave granted in this office Notification of even No., dated 17th November 1959, Sri Ramchandra, officiating A.E. (Cables), Hyderabad is granted extension of earned leave without Medical Certificate for 15 days with effect from 1st January 1960.

Shri T. V. Ramamurthy, A.E.P., Saifabad will continue to look after the work of A.E. (Cables), Hyderabad for the above period without any extra remuneration.

The 19th January 1960

No. St-7-650—Sri N. C. Wade, Deputy Divisional Engineer Telegraphs, Hyderabad was granted leave on average pay for one month with effect from 14th December 1959 with permission to prefix Sunday the 13th December 1959.

On expiry of his leave, Sri Wade resumed charge as Deputy D.E.T., Hyderabad on the F/N of 14th January 1960.

No. St-7-658—On expiry of the leave granted in this office Notification of even No., dated 5th January 1960, Sri Ramchandra has rejoined duty on 16th January 1960 as A.E. (Cables), Hyderabad relieving Sri T. V. Ramamurti.

P. M. KAUL
Deputy Director Posts and Telegraphs
Hyderabad Circle

OFFICE OF THE GENERAL MANAGER, P. & T. WORKSHOPS

NOTIFICATION

Calcutta, the 18th January 1960

No. GMW/SPS-82—On expiry of the leave granted in this office Notification of even No., dated 5th December 1959, Shri P. Subrahmanyam is reposted to officiate as Assistant General Manager (A) with effect from 6th January 1960.

B. D. SUD
General Manager, P. & T. Workshops

OFFICE OF THE POSTMASTER GENERAL, WEST BENGAL CIRCLE

NOTIFICATIONS

Calcutta, the 19th January 1960

No. SFA/A-257—The Postmaster General is pleased to grant leave on average pay under F.R. 81(b)(ii) for nine weeks with effect from the 30th December 1959 to Sri R. M. D'Costa, Supdt. I/C., Calcutta, Barabazar, D.T.O.

The Postmaster General is also pleased to appoint Sri S. De, Telegraph Master, C.T.O., Calcutta to officiate in the leave vacancy.

The 20th January 1960

No. SFA/A-103—The Postmaster General has been pleased to grant Shri K. C. Ghosh, officiating Assistant Engineer in Telegraph Engineering and Wireless Service, Class II, earned leave for fourteen days with effect from the 23rd December 1959 in extension of the leave granted under this office Notification No. SFA/A-103, dated the 17th December 1959.

K. V. RAMAN
Director of Telegraphs
West Bengal Circle

**OFFICE OF THE CHIEF CONTROLLER OF
TELEGRAPH STORES**

NOTICE

Calcutta, the 18th January 1960

No. Q-271/105—Shri R. Lakshmanan, Assistant Engineer Telegraph Stores Depot, Bangalore is granted earned leave on average pay for 14 days with effect from 11th January 1960 with permission to prefix Sunday the 10th January 1960 to the leave.

S. V. A. NARAIN

*for Chief Controller of Telegraph Stores
Calcutta*

**OFFICE OF THE DIRECTOR GENERAL OF CIVIL
AVIATION**

NOTIFICATIONS

New Delhi, the 16th January 1960

No. 15/81/59-EC—Shri S. P. Chari, Assistant Technical Officer, Aeronautical Communication Station, Dum Dum, was granted earned leave for 20 days with effect from the 10th November 1959.

On the expiry of the leave, Shri S. P. Chari was likely to be reposted to Dum Dum.

On the expiry of the leave, Shri S. P. Chari resumed charge of his duties as Assistant Technical Officer, Aeronautical Communication Station, Dum Dum, in the forenoon of the 30th November 1959.

The 18th January 1960

No. 15/43/59-EII—On expiry of leave granted to him in this office Notification No. 15/43/59-EII, dated the 19th November 1959 Shri M. L. Patti resumed charge of the office of Section Officer, Civil Aviation Department, New Delhi in Grade III of the Central Secretariat Service, on 2nd January 1960 (Forenoon).

K. M. RAHA

Director General Civil Aviation

INDIA METEOROLOGICAL DEPARTMENT

NOTIFICATIONS

New Delhi, the 16th January 1960

No. E(1)03381—Dr. R. C. Banerji, Assistant Meteorologist, Regional Meteorological Centre, Bombay, has been granted earned leave for ninety days with effect from the forenoon of 4th January 1960, with permission to prefix Sunday on 3rd January 1960 to his leave.

No. E(1)03514—Shri K. M. Easwaraswami, officiating Assistant Meteorologist, Regional Meteorological Centre, Madras, was granted extension of earned leave for four days followed by half pay leave for 4 days with effect from the forenoon of 25th December 1959, in continuation of the leave granted to him in this Department Notification No. E(1)03514 dated 28th December 1959.

On expiry of the leave Shri K. M. Easwaraswami resumed duty as officiating Assistant Meteorologist in the Regional Meteorological Centre, Madras, on the forenoon of 2nd January 1960.

No. E(1)05201—On expiry of the leave granted to him in this Department Notification No. E(1)05201 dated 1st January 1960, Shri N. Seshadri resumed duty as temporary Assistant Meteorologist in the Regional Meteorological Centre, Nagpur, on the forenoon of 11th January 1960.

No. E(1)05322—On expiry of the leave granted to him in this department Notification No. E(1)05322 dated 8th December 1959, Shri Nootandas resumed duty as temporary Assistant Meteorologist in the Regional Meteorological Centre, Bombay, on the forenoon of 26th December 1959.

The 19th January 1960

No. E(1)00705—Dr. P. S. Pant, temporary Meteorologist, Grade II, Office of the Deputy Director General of Observatories (Climatology and Geophysics), Poona, has been granted earned leave for thirty-one days with effect from the forenoon of 11th January 1960, with permission to prefix Sunday on 10th January 1960 to his leave.

No. E(1)03648—Shri A. R. Ramakrishnan, officiating Assistant Meteorologist, Office of the Deputy Director General of Observatories (Forecasting), Poona, was granted earned leave for sixteen days with effect from the forenoon of 16th December 1959.

On the expiry of the leave, Shri A. R. Ramakrishnan resumed duty as officiating Assistant Meteorologist in the Office of the Deputy Director General of Observatories (Forecasting), Poona, on the forenoon of 1st January 1960.

P. R. KRISHNA RAO

Director General of Observatories

FOREST RESEARCH INSTITUTE AND COLLEGES

NOTIFICATION

Dehra Dun, the 16th January 1960

No. 449/60-Ests-II(54)Pt. II—Dr. B. K. Bakshi, Senior Research Officer, Forest Research Institute and Colleges, Dehra Dun, was granted earned leave for 32 days with effect from the forenoon of 2nd December 1959 with permission to suffix Sunday the 3rd January 1960, to his leave.

I. J. MALHAN

Registrar

for President

CENTRAL EXCISE COLLECTORATE

NOTIFICATIONS

Calcutta, the 15th January 1960

No. 1—Shri E. M. Dalal, officiating Assistant Collector, Central Excise (Class I) is granted further extension of half pay leave for 55 days from 21st December 1958 to 13th February 1959 combined with extraordinary leave for 95 days from 14th February 1959 to 19th May 1959.

The 16th January 1960

No. 2—Shri D. K. Goswami, confirmed Assistant Collector of Central Excise (Class I) is granted earned leave for 22 days from 5th December 1959 to 26th December 1959 with permission to suffix Sunday the 27th December 1959.

On return from leave he was likely to return to the duty to the station from which he proceeded on leave.

S. P. KAMPANI

Collector of Central Excise

Baroda, the 18th January 1960

No. 3—In partial modification of this Collectorate Notification No. 74 of 1959 dated 8th December 1959, Shri K. S. Narsinh, permanent Superintendent of Central Excise, Class II, Broach Circle is granted earned leave for thirty-seven days from 23rd October 1959 to 28th November 1959 with permission to suffix 29th November 1959 being Sunday.

No. 6—On return from leave sanctioned in this Collectorate Notification No. 2, dated 2nd January 1960, Shri P. P. Pandya, officiating Superintendent of Central Excise, Class II, Borsad Circle, is reposted to his original place of posting at Borsad. He resumed his duties in the forenoon of 11th January 1960.

R. PRASAD

Collector

Allahabad, the 19th December 1960

No. 86/1959—Shri M. P. Agrawal, a permanent Deputy Superintendent (E.) of Central Excise Collectorate, Allahabad has been appointed to officiate as Superintendent of Central Excise, Class II in the Central Excise Collectorate, Allahabad with effect from 4th December 1959 forenoon and until further orders in the scale of Rs. 275-25-500-EB-30-650-EB-30-800. On promotion he has been posted as Superintendent (Central Preventive) of Central Excise, Allahabad vice Shri D. D. Kaushik, Superintendent proceeded on leave from 4th December 1959 Forenoon.

The 18th January 1960

No. 4/1960—Shri S. P. Chawla, Superintendent of Central Excise working as Assistant Chief Accounts Officer of Central Excise, Allahabad has been transferred and posted to Mainpuri Circle against the post of Superintendent of Central Excise, Class II transferred to Mainpuri Circle under this office Establishment Order No. 32/1960 issued under endorsement C. No. II-541-ET/59/1677-84, dated 13th January 1960. On transfer he relinquished charge of the post of Assistant Chief Accounts Officer on 11th November 1959 afternoon and joined at Mainpuri on 14th November 1959 afternoon and relieved Shri D. N. Gaur, Superintendent of Central Excise, Mainpuri deputed for training in the training School at New Delhi.

No. 5/1960—Shri S. P. Chawla, Superintendent of Central Excise on transfer from Kannauj Circle to Allahabad as Assistant Chief Accounts Officer of Central Excise, has been sanctioned 10 days earned leave from 1st September 1959 to 10th September 1959. The dates of relinquishing and taking over charge have been notified under this office Notification No. 73/1959.

S. C. MATHUR
Collector

Bangalore, the 13th January 1960

No. 48—Shri R. M. Rajadurai, officiating Superintendent of Central Excise, Class II, Tumkur Circle has been granted earned leave for 34 days from 16th November 1959 to 19th December 1959, with permission to avail of the holidays on Sundays the 15th November 1959 and 20th December 1959.

On the expiry of leave, Shri Rajadurai has rejoined the same post and station on the forenoon of 21st December 1959 relieving Shri E. V. Mahmood, Superintendent of Central Excise, Bangalore Rural Circle of the additional charge

A. R. SHANMUGAM
Collector

COLLECTORATE OF CUSTOMS NOTIFICATIONS

Madras 1, the 15th January 1960

No. 2—Shri G. W. E. Bower, officiating Chief Inspector, Visakhapatnam Custom House has been granted leave on average pay for 15 days from 29th December 1959 to 12th January 1960 both days inclusive.

S. K. BHATTACHARJEE
Collector of Customs

Calcutta, the 18th January 1960

No. 1/60—Shri N. N. Moitra, an Appraiser has been appointed to officiate as a Principal Appraiser, Calcutta Customs with effect from the 11th January 1960 (forenoon) and until further orders.

No. 2/60—Shri B. N. Banerjee, officiating Principal Appraiser, Calcutta Customs was granted earned leave for 38 days with effect from the 12th November 1959 to the 19th December 1959 with permission to suffix Sunday, the 20th December 1959. He resumed charge in the same capacity in this Custom House on the 21st December 1959 (forenoon).

No. 3/60—Shri B. Lewis, officiating Principal Appraiser, Calcutta Customs was granted earned leave for 48 days with effect from the 23rd November 1959 to the 9th January 1960 with permission to prefix Sunday, the 22nd November 1959 and suffix Sunday the 10th January 1960. He resumed charge in the same capacity in this Custom House on the 11th January 1960 (forenoon).

K. NARASIMHAN
Collector of Customs

Bombay, the 14th January 1960

No. 2—Shri S. N. Nadkarni, officiating Appraiser, Bombay Custom House, has been granted earned leave for 60 days with effect from 23rd December 1959 with permission to suffix Sunday the 21st February 1960 to his leave.

No. 3—Shri V. G. Pradhan, officiating Principal Appraiser, Bombay Custom House has been granted earned leave for 29 days with effect from 28th November 1959 with permission to suffix Sunday, the 27th December 1959 to his leave.

The 15th January 1960

No. 4—On return from leave Shri G. J. Makhijani, Permanent Appraiser, resumed charge of his duties in the same capacity in Bombay Custom House with effect from 19th December 1959 (F.N.).

No. 5—Shri Y. K. M. Nadariya, Officiating Appraiser, Bombay Custom House has been granted earned leave for 22 days with effect from 31st October 1959 with permission to suffix Sunday the 22nd November 1959 as an extension of the leave previously sanctioned to him vide that office Estt. Notification No. 196 dated the 19th September 1959.

No. 6—On return from leave, Shri Y. K. M. Nadariya officiating Appraiser resumed charge of his duties in the same capacity in the Bombay Custom House with effect from 23rd November 1959 (F.N.).

The 18th January 1960

No. 7—Shri N. K. Kapur Officiating Appraiser, Bombay Custom House has been granted earned leave for 10 days with effect from 6th December 1959 as an extension of the leave previously sanctioned to him vide Estt. Notification No. 236 of 17th November 1960.

No. 8—On return from leave, Shri N. K. Kapur, Offg. Appraiser, resumed charge of his duties in the same capacity in Bombay Custom House with effect from 16th December 1959 (F.N.).

CORRIGENDA

The 12th January 1960

In Notification No. 194, dated 11-9-1959 for "Earned leave for 87 days with effect from 19th May 1959".

Read: "Earned leave for 59 days from 19th May 1959 followed by Earned leave on $\frac{1}{2}$ average pay for 28 days".

The 18th January 1960

In Notification No. 236 of 17-11-1959 for earned leave for 32 days, with effect from 26th October 1959, followed by half-pay leave for 9 days.

Read "Earned leave for 41 days with effect from 26th October, 1959".

JASJIT SINGH
Collector of Customs

DIRECTORATE OF INSPECTION, CUSTOMS AND CENTRAL EXCISE

NOTIFICATION

No. 1/60—Shri N. K. Dev lately posted as Inspecting Officer Customs and Central Excise in this Directorate is granted 58 days earned leave from 29th November 1959 with permission to suffix the Gazetted holiday on 26th January 1960.

R. N. MISRA
Director of Inspection
Customs and Central Excise

CENTRAL PUBLIC WORKS DEPARTMENT NOTIFICATIONS

New Delhi, the 12th January 1960

No. 33/214/58-E(E)III—The following Section Officers (Electrical) were appointed to officiate until further orders as Assistant Engineers (Electrical) in the Central Electrical Engineering Service Class II from the dates noted against each, and were posted to the Divisions shown against their names:—

Serial No.	Name	Date	Division to which posted
1	Shri J. M. Sanyal	10-12-59 A.N.	Aviation Electrical Sub-Division No. 111, Central P.W.D., Gwalhati, under the Calcutta Aviation Electrical Division, Central P.W.D., Calcutta.
2	Shri Jagdish Mitter	9-11-59 A.N.	Aviation Electrical Division, Central P.W.D., Bombay.

The 15th January 1960

No. 33/20/59-E(E)III—Shri Brij Bhushan Lal, Assistant Engineer, who was attached to the Exhibition Building Division, New Delhi, and was appointed to officiate Principal, Building Trades Training Centre, New Delhi, with effect from the 16th February 1959, A.N. in addition to his duties as Assistant Engineer, vide this Department Notification No. 33/20/59-E(E)III dated 4th August 1959, will draw his grade pay and allowances as Assistant Engineer plus a special pay of Rs. 100 p.m. attached to the post of Principal, Building Trades Training Centre, New Delhi, for the period for which he held charge of that post.

No. 24/162/59-E(E)III—Shri B. Sadharam, Executive Engineer previously on deputation to the All India Institute of Medical Sciences, New Delhi was granted earned leave for 70 days from 6th October 1959 to 14th December 1959.

The 16th January 1960

No. 24/42/59-E(E)III—Shri D. S. Paul, (Executive Engineer) Surveyor of Works in the office of the Superintending Surveyor of Works (Northern Zone) was granted earned leave as follows:—

(i) 2 days	28-9-1959 to 29-9-1959	With permission to prefix Sunday the 27-9-1959.
(ii) 4 days	16-10-1959 to 19-10-1959	..
(iii) 4 days	2-11-1959 to 5-11-1959	With permission to prefix the closed holidays on 31st October 1959 and 1st November 1959.

On the expiry of leave on these occasions mentioned above Shri Paul resumed duty as Surveyor of Works in the office of the Superintending Surveyor of Works (Northern Zone) on the undermentioned dates:—

- (i) 30th September 1959 F.N.
- (ii) 20th October 1959 F.N.
- (iii) 6th November 1959 F.N.

No. 24/165/59-E(E)III—Shri Ram Prakash, Asstt. Engineer (Elect.) attached to the Air Conditioning Division No. II, CPWD, New Delhi, is granted earned leave for 65 days with effect from 11th November 1959 to 14th January 1960.

No. 24/168/59-E(E)III—Shri M. K. Koundinya, Surveyor of Works in the office of the Superintending Surveyor of Works (Central Zone), Central P.W.D., New Delhi is granted earned leave for 29 days from 14th December 1959 to 11th January 1960 with permission to prefix 13th December 1959 (Sunday) to his leave.

No. 24/268/59-E(E)III—Shri D. B. Roy, Assistant Engineer, Tuensang Building Sub-Division, Central P.W.D., Tuensang was granted earned leave for 33 days from 20th November 1957 to 22nd December 1957.

The 18th January 1960

No. 24/8/60-E(E)III—Shri G. Kuppaswamy, Assistant Engineer, on deputation to All India Institute of Medical Sciences, New Delhi, was granted earned leave for 23 days from 26th October 1959 to 17th November 1959 with permission to prefix 25th October 1959 (Sunday). On expiry of leave he resumed duty as Assistant Engineer in All India Institute of Medical Sciences, New Delhi, on the forenoon of 18th November 1959.

No. 24/94/59-E(E)III—In supersession of this office notification No. 24/94/59-E(E)III dated 24th July 1959 and corrigendum No. 24/94/59-E(E)III dated 14th August 1959, Shri Inder Singh, Asstt. Engineer, on relief from U.P. Central P.W. Division, C.P.W.D., Dehra Dun, was granted leave on average pay for three months and 28 days from 25th June 1959 to 22nd October 1959 on the expiry of leave he resumed duty as Asstt. Engineer in Delhi Aviation Divn., New Delhi, on 22nd October 1959 afternoon.

No. 24/110/59-E(E)III—On the expiry of leave sanctioned in this Department Notification No. 24/110/59-E(E)III dated the 1st November 1959, Shri K. D. Bhatia, resumed duty as Surveyor of Works in the office of the Superintending Surveyor of Works (Aviation), on the forenoon of 26th December 1959.

No. 24/201/59-E(E)III—Shri S. Ramaswamy, Assistant Engineer attached to Circle IV, Central P.W.D., New Delhi is granted earned leave for 61 days from 7th September 1959 to 6th November 1959 followed by half pay leave for one day i.e. 7th November 1959 with permission to affix 6th September 1959 and 8th November 1959 (Sundays).

On return from leave Shri Ramaswamy resumed duty as Assistant Engineer in Circle IV, Central P.W.D., New Delhi on the afternoon of 9th November 1959.

No. 24/204/59-E(E)III—Shri J. P. Jain, P.A. to Chief Resident Engineer, Jawahar Tunnel Project, Srinagar, was granted earned leave for 89 days from 2nd December 1959 to 28th February 1960.

The 19th January 1960

No. 24/114/59-E(E)III—Shri L. S. Chainani, Executive Engineer previously attached to Kameng C.P.W. Division, Central P.W.D. Charduar was granted earned leave for 60 days from 7th August 1959 to 5th October 1959.

No. 24/172/59-E(E)III—Shri Shanti Sarup, Assistant Engineer attached to the Calcutta Central Division No. III, Central P.W.D., Calcutta is granted earned leave for 54 days with effect from 9th January 1960 to 2nd March 1960 in continuation of earned leave for 65 days from 5th November 1959 to 8th January 1960 sanctioned vide this Department Notification No. 24/172/59-E(E)III dated 15th December 1959.

The 20th January 1960

No. 24/173/59-E(E)III—Shri S. L. Saha, Executive Engineer, previously attached to Planning Division, N.E.F.A. Circle, Shilong, was granted extension of earned leave for 6 days from 29th October 1959 to 3rd November 1959 combined with commuted leave for 30 days from 4th November 1959 to 3rd December 1959 and extraordinary leave for 6 days from 4th December 1959 to 9th December 1959 in continuation of 84 days' earned leave sanctioned vide this office notification No. 24/173/59-E(E)III dated 6th November 1959.

The 21st January 1960

No. 24/170/59-E(E)III—Shri B. S. Ralhan, Assistant Engineer attached to the 'I' Division, New Delhi was granted earned leave preparatory to retirement for 38 days from 4th November 1959 to 11th December 1959.

N. G. DEWAN
Chief Engineer

New Delhi, the 16th January 1960

No. E-3/7(IX)/2088—93—Shri A. C. Bhatia, Assistant Engineer, 3/F Sub-Divn. is hereby transferred and posted to the Republic Day Celebration Sub-Division—6/F Sub-Divn.—created under Chief Engineer C.P.W.D., New Delhi office order No. 34/62/59-E(E)III dated 23rd October 1959, with effect from 3rd November 1959 in the public interest. Shri J. K. Ghatte Assistant Executive Engineer posted to 'F' Division, vide Chief Engineer office order No. 33/65/59-E(E)III dated 29th October 1959, took over charge from Shri A. C. Bhatia, Assistant Engineer.

N. N. KHANNA
Superintending Engineer
First Circle

New Delhi, the 16th January 1960

No. SECC/EC-145/271-76—Shri L. N. Khanduri, offg. Asstt. Engineer, attached to Construction Division No. 1 C.P.W.D., New Delhi was granted earned leave from 12th June 1959 to 17th June 1959 with permission to suffix 18th June 1959 gazetted holiday.

On the expiry of the leave, Shri Khanduri was likely to return and in fact returned to the same post from which he proceeded on leave.

The 20th January 1960

No. SECC/EC-170/327-31—Shri S. S. R. Potty, Asstt. Surveyor of Works, attached to Central Circle, C.P.W.D., New Delhi was granted earned leave for 32 days with effect from 7th August 1959.

On the expiry of the leave Shri Potty was likely to return and in fact returned to the same post from which he proceeded on leave.

K. RAMA VARMAN
Superintending Engineer
Central Circle

New Delhi 2, the 18th January 1960

No. SSW/C/EI/PF-104/1030-35—Shri S. Venkataramani, Assistant Surveyor of Works, (under training) attached to this Circle was granted earned leave for 6 days from 23rd July 1959 to 28th July 1959 combined with extra ordinary leave for 3 days from 29th July 1959 to 31st July 1959. On return from leave he resumed charge on 1st August 1959 of the same post of Assistant Surveyor of Works from which he proceeded on leave. It is, in supersession to this office notification No. SSW/C/EI/PF-104/20761-66 dated the 24th October 1959.

P. D. CHAWLA
Superintending Surveyor of Works
Central Zone

**OVERSEAS COMMUNICATIONS SERVICE
NOTIFICATIONS**

Bombay, the 16th January 1960

No. GG-6/518—Shri V. D. Bahulikar, Permanent Assistant Engineer, B.W.S., Dhond was granted earned leave of 21 days from the 5th December 1959 to the 25th December 1959 (both days inclusive). On the expiry of leave, Shri Bahulikar was reposted to the same post B.W.S., Dhond.

P. J. RODGERS
Director General

Bombay, the 16th January 1960

No. GG-6/519—Shri K. M. Balchandani, officiating Director, New Delhi, has been transferred, in the capacity of officiating Director (Administration), to Head Office, Bombay with effect from the forenoon of the 15th January 1960.

P. J. RODGERS
*Chairman
Board of Management*

MINISTRY OF TRANSPORT AND COMMUNICATIONS

Office of the Development Commissioner, Kandla

NOTIFICATIONS

Gandhidham (Kutch), the 15th January 1960

No. 12-GA(I)-123/57(E)—Shri C. A. Ramaseshan, Pilot, Kandla, was granted earned leave for 45 days from the 17th October 1959 to the 30th December 1959.

2. On return from leave Shri C. A. Ramaseshan resumed charge of the post of Pilot, Kandla Port on the forenoon of the 1st December 1959.

By order

R. P. BHARGAVA
*Secretary to the Development
Commissioner, Kandla*

Department of Lighthouses and Lightships

New Delhi, the 14th January 1960

No. 13-Admn(31)/56—Shri O. P. Trehan, Assistant Engineer (Mechanical), on transfer handed over the charge of the post of Assistant Engineer (Mechanical) in the office of the Director of Lighthouses and Lightships, Bombay, on the afternoon of 26th December 1959 and resumed charge of the post of Assistant Engineer (Mechanical) on the forenoon of 30th December 1959, in office of the Director of Lighthouses and Lightships, Calcutta.

M. L. CHOPRA
for Director General

DEPARTMENT OF ANTHROPOLOGY

NOTIFICATION

Calcutta 13, the 20th January 1960

No. 792—Shri S. N. Ray, Assistant Statistician Central India Station of this Department is granted earned leave for 13 days with effect from 18th December 1959 to 30th December 1959.

N. K. BOSE
Director

INCOME-TAX APPELLATE TRIBUNAL

NOTIFICATION

Bombay, the 13th January 1960

No. F. 87-Ad(AT)59—Sri V. R. Srinivasan, Judicial Member, Income-tax Appellate Tribunal Hyderabad Bench is granted earned leave for 17 days from 8th February 1960 to 24th February 1960 with permission to prefix Sunday the 7th February 1960 and to suffix holiday the 25th February 1960 to the leave.

He is expected to report for duty at the same post and the same station from which he proceeds on leave.

P. C. MALHOTRA
President

MINISTRY OF FINANCE (DEPARTMENT OF REVENUE)

Directorate of Inspection (Investigation)

NOTIFICATIONS

New Delhi, the 18th January 1960

No. 1—On his transfer to the Ministry of Finance (Department of Revenue), Shri M. B. Palekar relinquished the charge of the office of the Deputy Director of Inspection (Investigation), New Delhi on the afternoon of 31st December 1959.

No. 2—On expiry of leave, Shri M. Balakrishna Menon, resumed charge of the office of the Assistant Director of Inspection (Investigation), New Delhi on the forenoon of 4th January 1960.

JAMUNAA PRASAD SINGH
*Director of Inspection
(Investigation)*

**OFFICE OF THE COMMISSIONER OF INCOME-TAX
NOTIFICATIONS**

Bombay, the 12th January 1960

No. 491—On return from leave, Shri V. Chandramowli I. R. S. has been reposted as 4th Income-tax Officer C. Ward Section I, Bombay with effect from the forenoon of 6th January 1960 relieving Shri C. Perianayagam of the additional charge.

No. 492—On return from leave, Shri G. H. Keswani has been reposted as 8th Income-tax Officer C. Ward Section III Bombay with effect from the forenoon of 7th January 1960 relieving Shri H. H. Sobhani of the additional charge.

R. N. JAIN
*Commissioner of Income-tax
Bombay City II*

Bombay, the 12th January 1960

No. 493—Shri D. S. Raju, I.R.S. Income-tax Officer, Bombay (on leave) is granted extension of earned leave for 60 days with effect from the 4th December 1959 in continuation of the leave granted to him in this office Notification No. 402 dated the 23rd October 1959. It is the intention to repost him to the same station on the expiry of his leave.

No. 494—Shri H. M. Jhala I.R.S. Inspecting Assistant Commissioner of Income-tax, M-Range, Bombay is posted to perform the functions of Inspecting Assistant Commissioner of Income-tax Estate Duty Range, Bombay in addition to his own duties, with effect from the after noon of 7th January 1960, relieving Shri V. S. Narayanan I.R.S. of the additional charge.

The 15th January 1960

No. 495—Shri S. R. Nadkarni, I.R.S., 5th Income-tax Officer, A. Ward, Section I, Bombay was granted earned leave for 15 days with effect from the 22nd December 1959. It was the intention to repost him to the same station on the expiry of his leave and he has accordingly been posted thereto.

2. Shri S. K. Chander I.R.S. 6th Income-tax Officer, A. Ward Section I Bombay, was posted to perform the functions of the 5th Income-tax Officer of the same Ward in addition to his own duties during Shri S. R. Nadkarni's absence on leave.

S. A. L. NARAYANA ROW
*Commissioner of Income-tax
Bombay City I*

Bombay, the 15th January 1960

No. 42—Shri N. M. Pandya, Income-tax Officer, Central Circle I-A, Bombay, has been appointed to hold charge of Income-tax Officer, Central Circle III, Ahmedabad, in addition to his own, with effect from 12th January 1960 forenoon, relieving Shri M. P. Argikar, Income-tax Officer, Central Circles I, II and III, Ahmedabad of his charge of Income-tax Officer, Central Circle III, Ahmedabad.

G. S. SRIVASTAVA
*Commissioner of Income-tax
(Central), Bombay*

Nagpur, the 11th January 1960

No. 8—In continuation to this office Notification No. 181 dated the 29th December 1959, Shri S. P. Rao, 1st Income-tax Officer, Salary Circle, Nagpur has been granted an extension of earned leave for 5 days with effect from 1st January 1960 to 5th January 1960.

On return from leave he has been reposted to the same charge.

No. 9—Shri G. Vimalchand, Jhabakh, Prob. Income-tax Officer (Under Training) at Nagpur held charge of the office of the 1st I.T.O., Salary Circle, Nagpur, in addition to his own duties during the above period.

No. 10—Shri T. S. Balaraman, Prob. Income-tax Officer (Under Training) at Nagpur has been granted earned leave for 26 days with effect from the 7th December 1959 to 1st January 1960, with permission to prefix Sunday the 6th December 1959, to the leave.

On return from leave he has been reposted as Probationary Income-tax Officer (Under Training) at Nagpur.

The 12th January 1960

No. 11—Shri V. S. Rastogi, Probationary Income-tax Officer (Under Training) at Nagpur has been granted earned leave for 16 days with effect from the 30th November 1959 to 15th December 1959.

On return from leave he has been reposted as Probationary Income-tax Officer (Under Training) at Nagpur.

No. 12—Shri N. T. Deshmukh, Income-tax Officer, G-Ward, Nagpur has been granted earned leave for 9 days with effect from the 7th December 1959 to 15th December 1959 with permission to prefix Sunday the 6th December 1959, to the leave.

On return from leave he has been reposted to the same charge.

No. 13—Shri K. Agnihotri, I.T.O., C-Ward, Nagpur held charge of the office of the Income-tax Officer, G-Ward, Nagpur, in addition to his own duties vice Shri N. T. Deshmukh proceeded on leave.

No. 14—On return from leave vide this office Notification No. 180, dated the 19th December 1959, Shri R. D. Shah, I.R.S., Inspecting Assistant Commissioner of Income-tax (Training) Nagpur has been reposted to the same office with effect from the forenoon of the 11th January 1960.

The post remained vacant during the leave period.

P. T. RANADIVE

Commissioner of Income-tax
M.P., Nagpur and Bhandura

New Delhi, the 15th January 1960

No. 203—Shri M. M. Shukla ITO F-Ward, Jaipur was posted in addition to his own duties at ITO C-Ward, Jaipur with effect from 2nd January 1960 A.N. vice Shri Jeewan Lal ITO transferred.

No. 204—On relief, Shri Jeewan Lal, ITO was transferred and posted as ITO D-Ward, Jaipur with effect from 2nd January 1960 AN vice Shri C. B. Govil ITO, proceeded on leave preparatory to retirement.

No. 205—Shri Rajeshwar Tyagi Addl. ITO A-Ward, Jaipur was posted in addition to his own duties as Addl. ITO E-Ward, Jaipur with effect from 2nd January 1960 AN.

No. 206—Shri Jai Behari Lal Srivastava Addl. ITO Alwar was posted in addition to his own duties as ITO Alwar with effect from 2nd January 1960 AN vice Shri J. N. Sharma IRS granted leave.

No. 207—Shri Anand Sarup ITO A-Ward, Sriganganagar was posted in addition to his own duties as ITO B-Ward, Sriganganagar with effect from 9th January 1960 AN vice Shri R. M. Malhotra ITO granted leave.

The 18th January 1960

Shri R. M. Malhotra, I.T.O., is granted earned leave for 19 days from 11th January 1960 to 29th January 1960 with permission to prefix 10th January 1960 and suffix 30th, 31st January 1960 being holidays.

Shri D. N. Chaudhuri I.R.S. is granted earned leave for 20 days from 10th January 1960 to 29th January 1960 with permission to suffix 30th, 31st January 1960 being holidays.

Certified that Shri D. N. Chaudhuri is likely to be reposted at Delhi on the expiry of the above leave.

Shri C. B. Govil I.T.O., is granted earned leave preparatory to retirement for 59 days from 1st January 1960 to 2nd March 1960 with permission to prefix 3rd January 1960.

He will retire with effect from 3rd March 1960 subject to confirmation by the A.G., Rajasthan.

P. MADHAVA RAU
Commissioner of Income-tax
Delhi and Rajasthan

Lucknow, the 13th January 1960

No. 14—The undermentioned officers are confirmed as Income-tax Officers Class II in the U.P. cadre of the Income-tax Department with effect from the dates noted against each:—

Serial No.	Name of Officer	Date of Confirmation
1	2	3
1	Dr. Kamla Kant (Direct recruit)	4-11-58
2	Shri L.P. Kalshrestha (Direct recruit)	18-0-59
3	Shri B.D.R. Pandey (Direct recruit)	1-7-59
4	Shri G.A. Garg (Direct recruit)	5-8-59
5	Shri K. L. Saxena (Departmental promotee)	7-8-58
6	Shri N. R. Basantani	28-8-59
7	Shri K.P. Roy	28-8-59
8	Shri B.B.L. Singhal	28-8-59

No. 15—The dates of confirmation of the following Class II Income-tax Officers has been changed as noted against each due to availability of permanent vacancies from a date earlier than the one from which they were confirmed:—

Serial No.	Name of Officer	Date from which already confirmed	Date from which now confirmed
1	2	3	4
1	Shri R.C. Pandey, (Direct recruit)	27-3-58	1-3-57
2	Shri B.S. Gupta (Direct recruit)	1-7-59	27-3-58
3	Shri Satya Deo Prasad (Departmental promotee)	17-10-57	1-3-57
4	Shri J. S. Agarwal, (Departmental promotee)	27-3-58	17-10-57
5	Shri Gumbhir Singh	2-5-58	7-8-58

The dates of confirmation of all the above officers are, however, liable to be changed later on, if, found necessary.

T. GOPALA MENON
Commissioner of Income-tax
Uttar Pradesh, Lucknow

ORDERS

Shillong, the 15th January 1960

Shri S. P. Chaliha 1st additional Income-tax Officer, Gauhati is transferred and posted as Income-tax Officer, Dhubri vice Shri S. K. Roy.

2. Shri S. K. Roy Choudhury, Income-tax Officer, Gauhati will hold the charge of 1st Additional, Income-tax Officer, Gauhati in addition to his own until further orders.

H. C. BAIHRI
Commissioner of Income-tax
Assam, Tripura and Manipur

Bangalore, the 16th January 1960

C.No. 304/Estt/60—The Commissioner of Income-tax, Mysore, Bangalore, orders the following transfers and postings of Income-tax Officers with immediate effect:

- (1) Shri C. G. Nowli, Income-tax Officer, C-Ward, Belgaum, is transferred and posted as Income-tax Officer, Karwar, vice Shri V. B. Deshpande transferred. Sri Nowli will hand over charge to Shri R. Venkitarama Iyer, Income-tax Officer, D-Ward, Belgaum, who will hold additional charge in addition to his own until further orders.
- (2) Shri V. B. Deshpande, Income-tax Officer, Karwar, on relief, is transferred and posted as Income-tax Officer, E-Ward, Dharwar, vice Shri S. V. Ambekar.

- (3) Shri S. V. Ambekar, Income-tax Officer, E-Ward, Dharwar, who is also holding additional charge of C-Ward, Dharwar, is posted as Income-tax Officer, C-Ward, Dharwar.

B. M. MITRA
Commissioner of Income-tax
Mysore

Calcutta, the 16th January 1960

No. 22618-CTC/2E-9/55-56—Shri George Cheriyian, Income-tax Officer, Grade I, is appointed to hold the charge of Income-tax Officer, Central Circle—VIII, Calcutta, with effect from the afternoon of 18th January 1960, vice Shri K. K. Sen, Income-tax Officer, promoted as Assistant Commissioner of Income-tax and transferred.

2. In addition Shri Cheriyian will hold the charge of Income-tax Officer, Central Circle-XXIV, Calcutta, until further orders.

P. C. GOYAL
Commissioner of Income-tax
(Central), Calcutta

Calcutta, the 12th January 1960

No. A/Cs. 31882-CT/2E/160/59-60—Shri D. N. Malhotra, Income-tax Officer, 'K' Ward, Distt.-I(1) Calcutta is allowed, under the Revised Leave Rules, 1933, earned leave for 17 days with effect from 14th October 1959 to 30th October 1959, with permission to prefix holidays with effect from 30th October 1959 to 13th October 1959 and affix holiday and Sunday on 31st October 1959 to 1st November 1959 respectively to the leave.

It is certified that the officer was likely to return, on the expiry of his leave, to the post from which he proceeded on leave or to a post carrying similar rates of allowances.

H. P. SHARMA
Commissioner of Income-tax
Calcutta

Calcutta, the 11th January 1960

No. A/c. 31752-CT/2E/24/59-60—Shri B. N. Bhattacharjee, Income-tax Officer, 'B' Ward, Central Salaries Circle, Calcutta is allowed, under the Revised Leave Rules, 1933, earned leave for 60 days with effect from 7th December 1959 to 4th February 1960, with permission to prefix Sunday on 6th December 1959, to the leave.

It is further certified that the Officer would have continued to officiate in the post of the Income-tax Officer, Class II, but for his proceeding on earned leave from 7th December 1959 to 4th February 1960.

The 15th January 1960

No. F/113322-CT/2E/7/59-60 (P. II)—Shri H. N. Banerjee, Income-tax Officer 'C' Ward, Refund Circle who is also holding the charge of 'B' Ward of the same circle in addition to his own duties, is with effect from 16th January, 1960 appointed to hold the charge of the Income-tax Officer 'B' Ward, Refund Circle.

2. With effect from the 16th January 1960, the charge of 'C' Ward Refund Circle is abolished.

The 16th January 1960

No. A/c. 32492-CT/2E/89/59-60—In continuation of this office order No. 16800-CT/2E/151/55-56 dated 7th September 1959, Shri U. S. Dhusia, Income-tax Officer, 'H' Ward, Companies District I, Calcutta is allowed, under the Revised Leave Rules, 1933, an extension of earned leave for 1 day on 12th September 1959, with permission to affix Sunday on 13th September 1959, to the leave.

It is certified that the officer was likely to return, on the expiry of his leave, to the post from which he proceeded on leave or to a post carrying similar rates of allowances.

No. A/Cs. 32496-CT/2E/261/55-56—Shri N. N. Das, Income-tax Officer, 'B' Ward, Distt. III(1), Calcutta is allowed, under the Revised Leave Rules, 1933, earned leave for 60 days with effect from 2nd January 1960 to 1st March 1960, with permission to prefix Holiday on 1st January 1960, to the leave.

It is certified that the officer is likely to return, on the expiry of his leave, to the post from which he proceeded on leave or to a post carrying similar rates of allowances.

S. P. JAIN
Commissioner of Income-tax
West Bengal and the Andaman and
Nicobar Islands

CENTRAL WATER AND POWER COMMISSION

(Water Wing)

NOTIFICATIONS

New Delhi, the 16th January 1960

No. 21/1/59-Adm.I—Iddikki Hydro-Electric Investigation Sub-division of Krishna Basin Division, Central India and Deccan Rivers Circle, is placed under the administrative control of Periyar Investigation, Central India and Deccan Rivers Circle, with effect from the afternoon of the 12th March 1959.

2. This sub-division is re-named as Periyar Investigation sub-division No. I with effect from the same date and time.

No. 38/48/57-Adm.I—Shri V. J. Patil, Extra Assistant Director, Central Water and Power Commission, was granted earned leave for 48 days from the 11th May 1959, to the 27th June 1959, with permission to prefix Sunday, the 10th May 1959, and suffix Sunday, the 28th June 1959, to the leave.

No. 38/109/58-Adm.I—Consequent upon his transfer to the Assam Investigation Circle, Shri P. L. Gianchandani, took over charge of the office of Assistant Engineer, Tinsukhia Sub-Division, Tinsukhia, of River Investigation Division, Dibrugarh, with effect from the forenoon of the 21st December 1959, relieving Shri A. K. Hungund, Assistant Engineer, North Lakhimpur Sub-Division, of additional charge, with effect from the same date and time.

No. 38/196/59-Adm.I—The Chairman, Central Water and Power Commission, is pleased to appoint Shri M. R. Malhotra to officiate as Assistant Research Officer in the scale of Rs. 275—25—500—EB—30—650—EB—30—800 in the Central Water and Power Commission with effect from the afternoon of the 2nd December 1959, until further orders.

2. Consequent upon his appointment as Assistant Research Officer, Shri M. R. Malhotra took over charge of the office of Assistant Research Officer in the Assam Investigation Circle with effect from the afternoon of the 2nd December 1959, relieving Shri Tara Singh Sidhu, with effect from the same date and time.

The 18th January 1960

No. 38/49/57-Adm.I—Shri M. G. Bhatia, Extra Assistant Director, Central Water and Power Commission, is granted special leave on half average pay for 183 days from the 5th October 1959 to the 4th April 1960.

The 19th January 1960

No. 49-1/59-Adm.I—The Krishna Basin Division of Central India and Deccan Rivers Circle, Central Water and Power Commission, was closed at Hyderabad on the 31st December 1959 (afternoon).

Consequent on the closure of the Krishna Basin Division of Central India and Deccan Rivers Circle, Central Water and Power Commission, Shri G. S. Mani relinquished charge of the post of Executive Engineer with effect from the 31st December 1959 (afternoon), and proceeded on leave.

The 20th January 1960

No. 47-6/57-Adm.I—In continuation of this Commission Notification No. 17-6/57-Adm.I dated the 31st December 1959, Dr. A. S. Apte, Research Officer, Central Water and Power Research Station, Poona, is granted an extension of 20 days earned leave from the 17th January 1960 to 5th February 1960.

The 21st January 1960

No. 38/160/59-Adm.I—Shri G. F. Lulla relinquished charge of the office of Assistant Engineer in the Central India and Deccan Rivers Circle, Hyderabad, with effect from the afternoon of the 31st December 1959.

No. 51/46/59-Adm.I—Shri P. P. Yaiurvedi, Assistant Engineer, Kalong Sub-Division (now Barapeta Road Sub-Division), River Investigation Division, Assam Investigation Circle, was granted earned leave for 15 days, from the 25th July 1957 to the 12th August 1957.

2. He was granted leave for 15 days from the 3rd August 1959 to the 17th August 1959, with permission to prefix Sunday, the 2nd August 1959. After expiry of this leave, he resumed charge of the office of Assistant Engineer, Barapeta Road Sub-Division, Barapeta Road, with effect from the forenoon of the 18th August 1959.

3. He was again granted earned leave for 32 days from the 12th October 1959 to the 12th November 1959, with permission to prefix closed holidays and Sunday from the 8th October 1959 to the 11th October 1959. After

expiry of this leave, he resumed charge of the office of Assistant Engineer, Barapeta Road Sub-Division, Barapeta Road, with effect from the forenoon of the 13th November 1959.

P. S. VISVANATHAN
Administrative Officer
for Chairman, C.W. & P. Commission

New Delhi, the 19th January 1960

No. 30/6/59-Adm.I—Consequent on his transfer, Shri R. C. Shenoy handed over charge of the office of Superintending Engineer, Assam Investigation Circle, Central Water and Power Commission, Gauhati (Assam), on 7th January 1960 (F.N.) and took over charge of the office of Superintending Engineer, H. & S. Directorate Central Water and Power Commission, on 15th January 1960 (F.N.), relieving Shri B. R. Shori, Superintending Engineer, Flood Control Design Directorate, Central Water and Power Commission, of the dual charge with effect from the same date and time.

K. C. KHATRI
Director (A and C)
for Chairman, C. W. and P. C.

RAILWAY ELECTRIFICATION NOTIFICATIONS

Sri M. P. Srivastava, offg. Secretary to GM & CE/RE was granted leave on average pay for 27 days from 9th November 1959 to 5th December 1959 (both days inclusive). He resumed duty on 6th December 1959 (FN) on the same post and place.

This cancels the previous Notification issued under this office endorsement No. RE/E/GAZ/1/98 dated 2nd January 1960.

Sri T. K. A. S. Iyer, AEE/OHE/RE/ASN was granted 20 days leave on average pay (under CPC Leave Rules) with effect from 16th November 1959 to 5th December 1959 with permission to suffix Sunday the 6th December 1959. He resumed duty on 7th December 1959 (FN) on the same post and place.

R. E. NISSEN
for General Manager and Chief Engineer
Railway Electrification

MINISTRY OF RAILWAYS (Railway Board) NOTIFICATION

New Delhi, the 20th January 1960

No. 58/W4/CNL/N/1/Estimate—It is hereby notified for general information that the Ministry of Railways (Railway Board) have sanctioned a Final Location Survey for the extension of the Broad Gauge Railway line from Madhopur to Kathua and fixing a site for the bridge across the river Ravi.

The Survey will be known as Madhopur-Kathua Final Location Survey.

R. E. DE SA
Secretary, Railway Board

EASTERN RAILWAY NOTIFICATIONS

Calcutta, the 15th January 1960

No. G/Staff/461—Sri P. K. Das Sharma, officiating Assistant Engineer (Class II) was granted leave of the following:—

- (1) Leave on average pay for 12 days from 18th September 1956 to 29th September 1956.
- (2) Leave on average pay for 120 days from 23rd July 1959 to 19th November 1959.
- (3) Leave on half average pay for 24 days from 20th November 1959 to 13th December 1959.

No. G/Staff/475—Sri K. N. Sharma, temporary Assistant Engineer (Construction) was granted leave on average pay for 46 days from 16th May 1959 to 30th June 1959 (both days inclusive).

No. AC. 190/AC-I—The following Probationary Junior Scale Officers (I.R.A.S.) of the Accounts Department of the Eastern Railway are confirmed in the Junior Scale

of that Department with effect from the date noted below against each:—

Name	Date from which confirmed
1. Shri V.P. Dang	19th July 1959
2. Shri G.V. Subrahmaniam	19th July 1959.

No. AC. 190/AC-II—The undermentioned officiating Senior Scale Officer of the Accounts Department of the Eastern Railway is confirmed in the Class II Service of that Department with effect from the date noted below:—

Name	Date from which confirmed
1. Shri S. Ramalingam	14th October 1959

No. AE. 2134/Prom/7/3—The following are confirmed in the Senior Scale of the Transportation (Power) and Mechanical Engineering Department of this Railway with effect from the date noted against each:—

Name	Date of confirmation in Sr. Scale
1. Shri D.R. Kochar	23rd April 1959.
2. Shri B. B. Lal	29th July 1959.
3. Shri A.R. Jaitla	30th July, 1959

The 18th January 1960

No. G/Staff/K.K. Dutta—Sri K. K. Dutta, Permanent Way Inspector, Dhanbad has been appointed to officiate in Class II as officiating Assistant Engineer from the afternoon of 30th November 1959.

The 20th January 1960

No. ME. 130/N—Sri A. K. Mullick, Chief Mechanical Engineer, Calcutta has been granted an extension of 30 days' leave on average pay, on medical grounds with effect from 10th January 1960 to 8th February 1960 in continuation of 60 days' leave on average pay from 11th November 1959.

M. M. KHAN
General Manager

NORTHERN RAILWAY NOTIFICATIONS

New Delhi, the 8th January 1960

No. 8—Sri S. S. Mahant, officiating Superintendent Delhi Area, Northern Railway, was granted leave on average pay for a period of 6 days, with effect from 16th November 1959 to 21st November 1959, with permission to affix Sundays on 15th and 22nd November 1959.

The 9th January 1960

No. 13—Sri K. A. Motwani, Assistant Operating Superintendent, Northern Railway, was granted leave on average pay for a period of 16 days with effect from 1st December 1959 to 16th December 1959.

No. 14—Sri Manickam Vaithilingam, Proby. Officer of Transportation (Traffic) and Commercial Department, Northern Railway, was granted leave on average pay for a period of 13 days with effect from 30th October 1959 to 11th November 1959.

No. 15—Sri E. M. Charles, Assistant Mechanical Engineer, Northern Railway, was granted leave on average pay for a period of 12 days with effect from 1st December 1959 to 12th December 1959 with permission to suffix Sunday the 13th December 1959.

The 15th January 1960

No. 17—Sri Gyan Singh, Assistant Engineer, Northern Railway, was granted leave on average pay for a period of 90 days with effect from 20th August 1959 to 17th November 1959.

The 16th January 1960

No. 19—The dates of confirmation of the following Assistant Personnel Officers Class II service, Northern Railway are revised as under:—

Serial No.	Name	Date from which previously confirmed	Date from which now confirmed
1	Shri R. D. Gupta ..	12-2-59 (Final)	2-10-58 (Provl.)
			12-2-59 (Final)
2	Shri N.K. Banerjee	1-7-59 (Final)	12-2-59 (Provl.)
			1-7-59 (Final)

The following officiating Assistant Personnel Officers Class II service, Northern Railway, are confirmed in their appointment on this Railway with effect from the dates noted against each:—

Serial No.	Name	Date from which confirmed
1	Shri R. H. Keswani ..	1-7-59 (Provl.)/10-10-59 (Final).
2	Shri Om Prakash ..	20-9-59 (Provl.).
3	Shri P. K. Mathur ..	10-10-59 (Provl.)

M. K. KAUL
General Manager

CENTRAL RAILWAY

NOTIFICATION

Bombay, the 18th January 1960

No. 21620-R—Shri M. S. Sonalkar, officiating Assistant Engineer (Class II) was granted 243 days' combined leave (viz. 120 days on average pay and the balance on half average pay) from 30th January 1959, on medical certificate.

Shri L. W. Clarke, officiating Assistant Engineer (Class II) was granted 16 days' leave on average pay from 18th May 1959.

Shri N. G. Bhusari, officiating Shift Charge Engineer (Class II) was granted 8 days' leave on average pay from 5th October 1959 on Medical Certificate.

Shri D. R. Khanna, Chief Operating Superintendent was granted 3 days' leave on average pay from 6th October 1959 on medical certificate.

Shri S. Rodrigues, Divisional Engineer (Senior Scale) was granted 31 days' leave on average pay from 23rd October 1959.

Shri Y. S. Rao, officiating Assistant Welfare Officer (Class II) was granted leave on average pay as under:

(i) 4 days from 8th September 1959.

(ii) 22 days from 1st November 1959.

Shri B. P. Mathur, Temporary Assistant Signal and Telecommunication Engineer was granted 6 days' leave on average pay from 2nd November 1959.

Shri T. D. Khanna, officiating Assistant Engineer (Class II) was granted 13 days' leave on average pay from 9th November 1959.

Shri S. P. Sharma, Assistant Operating Superintendent (Junior Scale) (On probation) was granted 12 days' leave on average pay from 13th November 1959.

Shri V. U. Shenai, Divisional Signal and Telecommunication Engineer (Senior Scale) was granted 13 days' leave on average pay from 16th November 1959.

Shri V. D. Chadha, Assistant Executive Engineer (Junior Scale) (on probation) was granted 8 days' leave on average pay from 16th November 1959.

Shri R. T. Shahani, Divisional Operating Superintendent (Senior Scale) was granted 4 days' leave on average pay from 18th November 1959.

Shri S. Moinuddin, Assistant Executive Engineer (Junior Scale) was granted 28 days' leave on average pay from 22nd October 1959 and on return from leave has been appointed to officiate as Divisional Engineer (Senior Scale) from 19th November 1959.

Shri J. D. Manek, officiating Assistant Personnel Officer (Class II) was granted leave on average pay as under:—

(i) 1 day on 9th November 1959.

(ii) 2 days from 30th November 1959.

Shri J. Daniels, officiating Assistant Mechanical Engineer (Class II) was granted 4 days' leave on average pay from 8th December 1959.

R. B. LAL
General Manager

SOUTH EASTERN RAILWAY

NOTIFICATIONS

Garden Reach, the 13th January 1960

No. E/494/01405—Sri P. N. Pillai, Temporary Assistant Signal and Telecom. Engineer, was granted leave on average pay for 30 days from 24th June 1959 to 23rd July 1959.

The 15th January 1960

No. GAZ/S/31 (Pt. II)—Shri Sudershan Lall, a Junior Scale Officer of the Stores Department is confirmed in the Senior Scale of that Department of this Railway with effect from the 22nd September 1958.

The 18th January 1960

No. GAZ/T/289—Sri R. G. Khanna, Temporary Assistant Commercial Superintendent was granted leave on average pay for 16 days from 21st April 1959 to 6th May 1959.

G. P. SHAHANI
General Manager

CHITTARANJAN LOCOMOTIVE WORKS

NOTIFICATION

Chittaranjan, the 15th January 1960

No. GMA/GS/196—Sri A. K. Chatterjee, officiating office Superintendent, General Manager's office, Chittaranjan Locomotive Works, is appointed to officiate as Assistant Personnel Officer in Class II service with effect from 30th December 1959 (FN).

K. C. LALL
General Manager

OFFICE OF THE REGISTRAR OF COMPANIES

NOTIFICATIONS

Kanpur, the 8th January 1960

In the matter of the Companies Act, 1956, and of The Ghaziabad Chamber of Commerce

No. 298—Notice is hereby given pursuant to sub-section (3) of Section 560 of the Companies Act, 1956, that at the expiration of three months from the date hereof the name of the Ghaziabad Chamber of Commerce, unless cause is shown to the contrary, will be struck off the Register and the said company will be dissolved.

A. R. KHARE
Registrar of Companies
Uttar Pradesh

Kanpur, the 8th January 1960

In the matter of the Companies Act, 1956, and of Hira Bus Service Limited

No. 1283—Notice is hereby given pursuant to sub-section (3) of Section 560 of the Companies Act, 1956, that at the expiration of three months from the date hereof the name of the Hira Bus Service Limited, unless cause is shown to the contrary, will be struck off the Register and the said company will be dissolved.

A. R. KHARE
Registrar of Companies
Uttar Pradesh

Kanpur, the 8th January 1960

In the matter of the Companies Act, 1956, and of Saraswati Press Limited

No. 1796—Notice is hereby given pursuant to sub-section (3) of Section 560 of the Companies Act, 1956, that at the expiration of three months from the date

hereof the name of the Saraswati Press Limited, unless cause is shown to the contrary, will be struck off the Register and the said company will be dissolved.

A. R. KHARE
Registrar of Companies
Uttar Pradesh

Kanpur, the 8th January 1960

In the matter of the Companies Act, 1956, and of
Bani Bichitra Films Limited

No. 2318—Notice is hereby given pursuant to sub-section (3) of Section 560 of the Companies Act, 1956, that at the expiration of three months from the date hereof the name of the Bani Bichitra Films Limited, unless cause is shown to the contrary, will be struck off the Register and the said company will be dissolved.

A. R. KHARE
Registrar of Companies
Uttar Pradesh

Kanpur, the 8th January 1960

In the matter of the Companies Act, 1956, and of
The Continental Trading and Service Company Private Limited

No. 2539—Notice is hereby given pursuant to sub-section (3) of Section 560 of the Companies Act, 1956, that at the expiration of three months from the date hereof the name of the Continental Trading and Service Company Private Limited, unless cause is shown to the contrary, will be struck off the Register and the said company will be dissolved.

A. R. KHARE
Registrar of Companies
Uttar Pradesh

Madras, the 12th January 1960

In the matter of the Companies Act, 1956, and of
Daxan Hind Private Limited

No. 598/S/60—Notice is hereby given pursuant to sub-section (3) of Section 560 of the Companies Act, 1956, that at the expiration of three months from the date hereof the name of the "Daxan Hind Private Limited", unless cause is shown to the contrary, will be struck off the Register and the said company will be dissolved.

T. J. GONDHALEKAR
Registrar of Companies
Madras

Madras, the 15th January 1960

In the matter of the Companies Act, 1956, and of
Rajan & Co. Private Limited, Palayam House, Thallakulam P.O., Madurai District

No. 2282/560/5/59—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of Rajan & Co. Private Limited, has this day been struck off the Register and the said company is dissolved.

T. J. GONDHALEKAR
Registrar of Companies
Madras

Madras, the 19th January 1960

In the matter of the Companies Act, 1956, and of
V. K. Sons and Bharat Industrial, Works Private Limited

No. nil/3244/59—Notice is hereby given pursuant to sub-section (3) of Section 560 of the Companies Act, 1956, that at the expiration of three months from the date hereof the name of the V. K. Sons and Bharat Industrial Works Private Limited, unless cause is shown to the contrary,

will be struck off the Register and the said company will be dissolved.

T. J. GONDHALEKAR
Registrar of Companies
Madras

Madras, the 19th January 1960

In the matter of the Companies Act, 1956, and of
South India Waterproof Works Private Limited

No. nil/3440/59—Notice is hereby given pursuant to sub-section (3) of Section 560 of the Companies Act, 1956, that at the expiration of three months from the date hereof the name of the South India Waterproof Works Private Limited, unless cause is shown to the contrary, will be struck off the Register and the said company will be dissolved.

T. J. GONDHALEKAR
Registrar of Companies
Madras

Jaipur, the 18th January 1960

In the matter of the Companies Act, 1956, and of
Hari Om Commercial Company Private Ltd., Grain Market, Shri-Karanpur

No. 9550—Notice is hereby given pursuant to sub-section (3) of section 560 of the Companies Act, 1956, that at the expiration of three months from the date hereof the name of the Hari Om Commercial Company Private Ltd., Grain Market, Shri Karanpur unless cause is shown to the contrary, will be struck off the Register and the said company will be dissolved.

B. K. CHATTERJEE
Registrar of Companies
Rajasthan, Jaipur

Gwalior, the 19th January 1960

In the matter of the Companies Act, 1956, and of
Bangani Transport Company Private Limited, Pendra Distt. Bilaspur.

No. 6583—Notice is hereby given pursuant to sub-section (3) of Section 560 of the Companies Act, 1956, that at the expiration of three months from the date hereof the name of the Bangani Transport Company Private Limited, unless cause is shown to the contrary, will be struck off the Register and the said company will be dissolved.

H. N. DALIA
Registrar of Companies
Madhya Pradesh

Gwalior, the 19th January 1960

In the matter of the Companies Act, 1956, and of
Gwalior Agencies Limited, Morar, Gwalior

No. 6586—Notice is hereby given pursuant to sub-section (3) of Section 560 of the Companies Act, 1956, that at the expiration of three months from the date hereof the name of the Gwalior Agencies Limited, unless cause is shown to the contrary, will be struck off the Register and the said company will be dissolved.

H. N. DALIA
Registrar of Companies
Madhya Pradesh

Bombay, the 16th January 1960

In the matter of the Companies Act, 1956, and of
Khandesh United Motor Service Private Limited

No. 3180/560—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of Khandesh United Motor Service Private Ltd. has this day been struck off the Register and the said company is dissolved.

S. VENKATARAMAN
Registrar of Companies
Bombay

Bombay, the 16th January 1960

In the matter of the Companies Act, 1956, and of
Ratnagiri Kolhapur Motor Service Private Limited

No. 3821/560—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that

the name of Ratnagiri Kolhapur Motor Service Private Limited has this day been struck off the Register and the said company is dissolved.

S. VENKATARAMAN
Registrar of Companies
Bombay

Bombay, the 16th January 1960

In the matter of the Companies Act, 1956, and of New Vijaya Engineers Private Limited.

No. 6029/560—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of New Vijaya Engineer Private Limited has this day been struck off the Register and the said company is dissolved.

S. VENKATARAMAN
Registrar of Companies
Bombay

Bombay, the 16th January 1960

In the matter of the Companies Act, 1956, and of Ramnord Private Limited

No. 6160/560—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of Ramnord Private Limited has this day been struck off the Register and the said company is dissolved.

S. VENKATARAMAN
Registrar of Companies
Bombay

Bombay, the 16th January 1960

In the matter of the Companies Act, 1956, and of Mobed Bastani and Company Private Limited

No. 6382/560—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of Mobed Bastani and Company Private Limited has this day been struck off the Register and the said company is dissolved.

S. VENKATARAMAN
Registrar of Companies
Bombay

Bombay, the 16th January 1960

In the matter of the Companies Act, 1956, and of Ritz Caterers Private Limited

No. 6497/560—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Company Act, 1956, that the name of Ritz Caterers Private Limited has this day been struck off the Register and the said company is dissolved.

S. VENKATARAMAN
Registrar of Companies
Bombay

Bombay, the 16th January 1960

In the matter of the Companies Act, 1956, and of Phadke Products Private Limited

No. 8199/560—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of Phadke Products Private Limited has this day been struck off the Register and the said company is dissolved.

S. VENKATARAMAN
Registrar of Companies
Bombay

Bombay, the 16th January 1960

In the matter of the Companies Act, 1956, and of Film Nagar Private Limited

No. 8548/560—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that

the name of Film Nagar Private Limited has this day been struck off the Register and the said company is dissolved.

S. VENKATARAMAN
Registrar of Companies
Bombay

Bombay, the 16th January 1960

In the matter of the Companies Act, 1956, and of Film Asia Private Limited

No. 8850/560—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of Film Asia Private Limited has this day been struck off the Register and the said company is dissolved.

S. VENKATARAMAN
Registrar of Companies
Bombay

Bombay, the 16th January 1960

In the matter of the Companies Act, 1956, and of Vishwa Kalyan Kala Mandir Limited

No. 8898/560—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of Vishwa Kalyan Kala Mandir Limited has this day been struck off the Register and the said company is dissolved.

S. VENKATARAMAN
Registrar of Companies
Bombay

Bombay, the 16th January 1960

In the matter of the Companies Act, 1956, and of Auto Road Carriers Private Limited

No. 8953/560—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of Auto Road Carriers Private Limited has this day been struck off the Register and the said company is dissolved.

S. VENKATARAMAN
Registrar of Companies
Bombay

Bombay, the 16th January 1960

In the matter of the Companies Act, 1956, and of United Bombay Traders Private Limited

No. 9192/560—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of United Bombay Traders Private Limited has this day been struck off the Register and the said company is dissolved.

S. VENKATARAMAN
Registrar of Companies
Bombay

Bombay, the 16th January 1960

In the matter of the Companies Act, 1956, and of Grand Suppliers Company Private Limited

No. 9216/560—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of Grand Suppliers Company Private Limited has this day been struck off the Register and the said company is dissolved.

S. VENKATARAMAN
Registrar of Companies
Bombay

Bombay, the 16th January 1960

In the matter of the Companies Act, 1956, and of Cine Investment Corporation Private Limited

No. 9277/560—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of Cine Investment Corporation Private Limited

has this day been struck off the Register and the said company is dissolved.

S. VENKATARAMAN
Registrar of Companies
Bombay

Bombay, the 16th January 1960

In the matter of the Companies Act, 1956, and of
Cinema Limited

No. 9319/560—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of Cinema Limited has this day been struck off the Register and the said company is dissolved.

S. VENKATARAMAN
Registrar of Companies
Bombay

Bombay, the 16th January 1960

In the matter of the Companies Act, 1956, and of
Blue Star Agency Private Limited

No. 9685/560—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of Blue Star Agency Private Limited has this day been struck off the Register and the said company is dissolved.

S. VENKATARAMAN
Registrar of Companies
Bombay

Bombay, the 16th January 1960

In the matter of the Companies Act, 1956, and of
Tanguy (India) Private Limited

No. 9721/560—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of Tanguy (India) Private Limited has this day been struck off the Register and the said company is dissolved.

S. VENKATARAMAN
Registrar of Companies
Bombay

Bombay, the 16th January 1960

In the matter of the Companies Act, 1956, and of
Pin and Penmakers Private Limited

No. 9812/560—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of Pin and Penmakers Private Limited has this day been struck off the Register and the said company is dissolved.

S. VENKATARAMAN
Registrar of Companies
Bombay

Bombay, the 16th January 1960

In the matter of the Companies Act, 1956, and of
Providence Company Private Limited

No. 5334/560—Notice is hereby given pursuant to sub-section (3) of Section 560 of the Companies Act, 1956, that at the expiration of three months from the date hereof the name of the Providence Company Private Limited, unless cause is shown to the contrary, will be struck off the Register and the said company will be dissolved.

S. VENKATARAMAN
Registrar of Companies
Bombay

Bombay, the 16th January 1960

In the matter of the Companies Act, 1956, and of
Vinayak and Company Private Limited

No. 6342/560—Notice is hereby given pursuant to sub-section (3) of Section 560 of the Companies Act, 1956, that at the expiration of three months from the date hereof the name of the Vinayak and Company Private Limited, unless

cause is shown to the contrary, will be struck off the Register and the said company will be dissolved.

S. VENKATARAMAN
Registrar of Companies
Bombay

Bombay, the 16th January 1960

In the matter of the Companies Act, 1956, and of
Sharad Agencies Private Limited

No. 7520/560—Notice is hereby given pursuant to sub-section (3) of Section 560 of the Companies Act, 1956, that at the expiration of three months from the date hereof the name of the Sharad Agencies Private Limited, unless cause is shown to the contrary, will be struck off the Register and the said company will be dissolved.

S. VENKATARAMAN
Registrar of Companies
Bombay

Bombay, the 16th January 1960

In the matter of the Companies Act, 1956, and of
R. P. Shah and Company Limited

No. 8172/560—Notice is hereby given pursuant to sub-section (3) of Section 560 of the Companies Act, 1956, that at the expiration of three months from the date hereof the name of the R. P. Shah and Company Limited, unless cause is shown to the contrary, will be struck off the Register and the said company will be dissolved.

S. VENKATARAMAN
Registrar of Companies
Bombay

Bombay, the 16th January 1960

In the matter of the Companies Act, 1956, and of
Triveni Films Limited

No. 9130/560—Notice is hereby given pursuant to sub-section (3) of Section 560 of the Companies Act, 1956, that at the expiration of three months from the date hereof the name of the Triveni Films Limited, unless cause is shown to the contrary, will be struck off the Register and the said company will be dissolved.

S. VENKATARAMAN
Registrar of Companies
Bombay

Bombay, the 16th January 1960

In the matter of the Companies Act, 1956, and of
Nayan Bharat Construction Private Limited

No. 9226/560—Notice is hereby given pursuant to sub-section (3) of Section 560 of the Companies Act, 1956, that at the expiration of three months from the date hereof the name of the Nayan Bharat Construction Private Limited, unless cause is shown to the contrary, will be struck off the Register and the said company will be dissolved.

S. VENKATARAMAN
Registrar of Companies
Bombay

Bombay, the 16th January 1960

In the matter of the Companies Act, 1956, and of
Peoples Health Benefit Company Private Limited

No. 9535/560—Notice is hereby given pursuant to sub-section (3) of Section 560 of the Companies Act, 1956, that at the expiration of three months from the date hereof the name of the Peoples Health Benefit Company Private Limited, unless cause is shown to the contrary will be struck off the Register and the said company will be dissolved.

S. VENKATARAMAN
Registrar of Companies
Bombay

Bombay, the 16th January 1960

In the matter of the Companies Act, 1956, and of
Fairdeal Motors Private Ltd.

No. 8839/11q.—Notice is hereby given pursuant to Section 445(2) of Companies Act, 1956 that the Fairdeal Motors Private Ltd. has been ordered to be wound up by an order

of High Court of Bombay dated the 27th April 1959, and that Official Liquidator has been appointed as the Official Liquidator of the Company.

S. VENKATARAMAN
Registrar of Companies
Bombay

Calcutta, the 8th January 1960

In the matter of the Companies Act, 1956, and of M/s. United Dacca Traders Ltd.

No. 12900/560(3)—Notice is hereby given pursuant to sub-section (3) of Section 560 of the Companies Act, 1956, that at the expiration of three months from the date hereof the name of the M/s. United Dacca Traders Limited, unless cause is shown to the contrary, will be struck off the Register and the said company will be dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 12th January 1960

In the matter of the Companies Act, 1956, and of Bengal Assam Chemical and Pharmaceutical Works Private Limited

No. 13776/560(3)—Notice is hereby given pursuant to sub-section (3) of Section 560 of the Companies Act, 1956, that at the expiration of three months from the date hereof the name of the Bengal Assam Chemical and Pharmaceutical Works Private Limited, unless cause is shown to the contrary, will be struck off the Register and the said company will be dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 12th January 1960

In the matter of the Companies Act, 1956, and of Prokash Production Private Limited

No. 13788/560(3)—Notice is hereby given pursuant to sub-section (3) of Section 560 of the Companies Act, 1956, that at the expiration of three months from the date hereof the name of the Prokash Production Private Limited, unless cause is shown to the contrary, will be struck off the Register and the said company will be dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 12th January 1960

In the matter of the Companies Act, 1956, and of Orient Club Limited

No. 13974/560(3)—Notice is hereby given pursuant to sub-section (3) of Section 560 of the Companies Act, 1956, that at the expiration of three months from the date hereof the name of the Orient Club Limited, unless cause is shown to the contrary, will be struck off the Register and the said company will be dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 13th January 1960

In the matter of the Companies Act, 1956, and of Medical Aid Society Private Limited

No. 12792-560(3)—Notice is hereby given pursuant to sub-section (3) of Section 560 of the Companies Act, 1956, that at the expiration of three months from the date hereof the name of the Medical Aid Society Private Limited, unless cause is shown to the contrary, will be struck off the Register and the said company will be dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 13th January 1960

In the matter of the Companies Act, 1956, and of M/s. K. Verna and Company Private Limited

No. 21890-560(3)—Notice is hereby given pursuant to sub-section (3) of Section 560 of the Companies Act, 1956, that

at the expiration of three months from the date hereof the name of the K. Verna and Co. Private Limited, unless cause is shown to the contrary, will be struck off the Register and the said company will be dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 13th January 1960

In the matter of the Companies Act, 1956, and of Korah Varki Private Limited

No. 22498-560(3)—Notice is hereby given pursuant to sub-section (3) of Section 560 of the Companies Act, 1956, that at the expiration of three months from the date hereof the name of the Korah Varki Private Limited, unless cause is shown to the contrary, will be struck off the Register and the said company will be dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 15th January 1960

In the matter of the Companies Act, 1956, and of Rajput Publishing House Private Limited

No. 16614/560(3)—Notice is hereby given pursuant to sub-section (3) of Section 560 of the Companies Act, 1956, that at the expiration of three months from the date hereof the name of the Rajput Publishing House Private Limited, unless cause is shown to the contrary, will be struck off the Register and the said company will be dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 15th January 1960

In the matter of the Companies Act, 1956, and of Hindusthan General Publishers Private Limited

No. 14833/560(5)—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of Hindusthan General Publishers Private Limited has this day been struck off the Register and the said company is dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 15th January 1960

In the matter of the Companies Act, 1956, and of International Pharmaceuticals and Agencies Private Limited

No. 15103/560(5)—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of International Pharmaceuticals and Agencies Private Limited has this day been struck off the Register and the said company is dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 15th January 1960

In the matter of the Companies Act, 1956, and of Jagaran Press Ltd.

No. 15126/560(5)—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of Jagaran Press Limited has this day been struck off the Register and the said company is dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 15th January 1960

In the matter of the Companies Act, 1956, and of Karim Brothers Private Limited

No. 15133/560(5)—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that

the name of Karim Brothers Private Limited has this day been struck off the Register and the said company is dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 15th January 1960

In the matter of the Companies Act, 1956, and of Hindusthan Dominion Corporation Private Limited

No. 15737/560(5)—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of Hindusthan Dominion Corporation Private Limited has this day been struck off the Register and the said company is dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 15th January 1960

In the matter of the Companies Act, 1956, and of International Gramophone Limited

No. 16277/560(5)—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of International Gramophone Limited has this day been struck off the Register and the said company is dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 16th January 1960

In the matter of the Companies Act, 1956, and of Bangasree Industries Private Limited

No. 17543/560(5)—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of Bangasree Industries Private Limited has this day been struck off the Register and the said company is dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 16th January 1960

In the matter of the Companies Act, 1956, and of Broadway Corporation Private Limited

No. 17559/560(5)—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of Broadway Corporation Private Limited has this day been struck off the Register and the said company is dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 16th January 1960

In the matter of the Companies Act, 1956, and of India Sons Private Limited

No. 17585/560(5)—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of India Sons Private Limited has this day been struck off the Register and the said company is dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 16th January 1960

In the matter of the Companies Act, 1956, and of The Chitrayan Productions Private Limited

No. 17589/560(5)—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of The Chitrayan Productions Private Limited

has this day been struck off the Register and the said company is dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 16th January 1960

In the matter of the Companies Act, 1956, and of Ranjan Rubber Works Limited

No. 17599/560(5)—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of Ranjan Rubber Works Limited has this day been struck off the Register and the said company is dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 16th January 1960

In the matter of the Companies Act, 1956, and of Sree Luxmi Silk and Cotton Industries Private Ltd.

No. 17473/560(5)—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of Sree Luxmi Silk and Cotton Industries Private Limited has this day been struck off the Register and the said company is dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 16th January 1960

In the matter of the Companies Act, 1956, and of Union Distributors and Agency Private Limited

No. 17466/560(5)—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of Union Distributors and Agency Private Limited has this day been struck off the Register and the said company is dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 16th January 1960

In the matter of the Companies Act, 1956, and of Indian Commercial Agencies Co. Limited

No. 17483/560(5)—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of Indian Commercial Agencies Co. Limited has this day been struck off the Register and the said company is dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 16th January 1960

In the matter of the Companies Act, 1956, and of Hindusthan Book Depot Private Limited

No. 17491/560(5)—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of Hindusthan Book Depot Private Limited has this day been struck off the Register and the said company is dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 16th January 1960

In the matter of the Companies Act, 1956, and of The Hindusthan Type Foundry Private Limited

No. 17686/560(5)—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of The Hindusthan Type Foundry Private Limited

ed has this day been struck off the Register and the said company is dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 16th January 1960

In the matter of the Companies Act, 1956, and of Mercature Syndicate Private Limited

No. 18618/560(5)—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of Mercature Syndicate Private Limited has this day been struck off the Register and the said company is dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 16th January 1960

In the matter of the Companies Act, 1956, and of The Associated Planners and Co. Private Limited

No. 18638/560—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of The Associated Planners and Co. Private Limited has this day been struck off the Register and the said company is dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 18th January 1960

In the matter of the Companies Act, 1956, and of British India Properties Private Ltd.

No. 3887-560(5)—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of British India Properties Private Limited has this days been struck off the Register and the said company is dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 18th January 1960

In the matter of the Companies Act, 1956, and of Sikdar Nephews & Co. Private Ltd.

No. 4133/560(5)—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of Sikdar Nephews & Co. Private Limited has this day been struck off the Register and the said company is dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 18th January 1960

In the matter of the Companies Act, 1956, and of D. M. Das & Sons Private Ltd.

No. 4666-560(5)—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of D. M. Das & Sons Private Ltd. has this day been struck off the Register and the said company is dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 18th January 1960

In the matter of the Companies Act, 1956, and of Rajbandh Potteries Private Ltd.

No. 4991-560(5)—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of Rajbandh Potteries Private Limited has this

day been struck off the Register and the said company is dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 18th January 1960

In the matter of the Companies Act, 1956, and of Brindabanpur Zemindary Co. Private Ltd.

No. 4992-560(5)—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of Brindabanpur Zemindary Co. Private Limited has this day been struck off the Register and the said company is dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 18th January 1960

In the matter of the Companies Act, 1956, and of The United Bengal Publishing Co., Jessore, Private Ltd.

No. 5355-560(5)—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of The United Bengal Publishing Co., Jessore, Private Limited has this day been struck off the Register and the said company is dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 18th January 1960

In the matter of the Companies Act, 1956, and of M/s. Hindusthan Specie Bank Ltd.

No. 5906-560(5)—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of Hindusthan Specie Bank Ltd. has this day been struck off the Register and the said company is dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 18th January 1960

In the matter of the Companies Act, 1956, and of Asia Union Bank Limited

No. 6529-560(5)—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of Asia Union Bank Limited has this day been struck off the Register and the said company is dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 19th January 1960

In the matter of the Companies Act, 1956, and of M/s. National Glass Works Private Ltd.

No. 7058/560(5)—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of M/s. National Glass Works Private Limited has this day been struck off the Register and the said company is dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 19th January 1960

In the matter of the Companies Act, 1956, and of M/s. Burdwan Cinema Co. Private Ltd.

No. 7397/560(5)—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of M/s. Burdwan Cinema Co. Private Limited has this day been struck off the Register and the said company is dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 19th January 1960

In the matter of the Companies Act, 1956, and of M/s. Indian Forge & Press Works Private Ltd.

No. 7856/560(5)—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of Indian Forge and Press Works Private Limited has this day been struck off the Register and the said company is dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 19th January 1960

In the matter of the Companies Act, 1956, and of M/s. Calcutta Tanneries Private Ltd.

No. 8785/560(5)—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of Calcutta Tanneries Private Limited has this day been struck off the Register and the said company is dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 19th January 1960

In the matter of the Companies Act, 1956, and of M/s. United Workers' Trading Co. Ltd.

No. 9038/560(5)—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of United Workers' Trading Company Limited has this day been struck off the Register and the said company is dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

Calcutta, the 19th January 1960

In the matter of the Companies Act, 1956, and of M/s. Cotton Industries Private Ltd.

No. 9571/560(5)—Notice is hereby given pursuant to sub-section (5) of Section 560 of the Companies Act, 1956, that the name of M/s. Cotton Industries Private Limited has this day been struck off the Register and the said company is dissolved.

R. N. CHANDRA
Asstt. Registrar of Companies
West Bengal

UNION PUBLIC SERVICE COMMISSION

Advertisement No. 5

Applications are invited for undermentioned posts from Indian citizens and persons migrated from Pakistan with intention of permanently settling in India or subjects of Nepal, Sikkim or Portuguese or former French possessions in India. Age limits relaxable for Government servants except where otherwise specified. Upper age limits relaxable by 5 years for scheduled castes and scheduled tribes candidates and upto 45 years for displaced persons from Pakistan and non-liberated areas of Jammu and Kashmir. No relaxation for others, save in exceptional circumstances and will in no case be relaxed beyond three years. Qualifications relaxable at Commission's discretion in case of candidates otherwise well qualified. Particulars and application forms from Secretary, Union Public Service Commission, Post Box No. 186, New Delhi. Requests for forms must specify name of post and should be accompanied by self addressed unstamped envelope for each post at least of size 9" x 4" indicating thereon name of posts for which forms are required. Closing date for receipt of application with treasury receipt or Crossed Indian Postal Order for Rs. 7.50 nP (Rs. 1.87 nP for scheduled castes and tribes) 29th February 1960 (14th March 1960 for applicants from abroad). Commission may remit genuinely indigent and bonafide displaced persons' fee. Separate application with separate fee required for each post. Candidates abroad may apply on plain paper if forms not available and deposit fee with local Indian Embassy. If required candidates must appear for personal interview.

1. One Assistant Director of Estates (Litigation) in the Directorate of Estates, Ministry of Works, Housing and Supply. Post temporary but likely to continue. Reserved for Scheduled Castes/Scheduled Tribes candidate; if no

such suitable candidate available, will be treated unreserved. Pay—Rs. 530—30—800. Higher initial pay to specially qualified and experienced candidate. Age—Below 45 years. Qualifications—Essential—(i) Degree in Law of a recognised University. (ii) About seven years' practice as an Advocate with experience of original court cases in respect of arbitration and other litigation pertaining to Estates.

2. One Assistant Director of Shipping (Grade II), Department of Iron and Steel, Ministry of Steel, Mines and Fuel. Post temporary but likely to continue. Pay—Rs. 325—25—500—30—590. Higher initial pay to specially qualified and experienced candidate, Age—Below 35 years. Qualifications—Essential—(i) Degree of a recognised University. (ii) About three years' experience in a position of responsibility in a Commercial House or Travel Agency or Government Department doing clearing and forwarding business connected with imports/exports.

3. One Lecturer in English, D.M. College, Imphal, Manipur Administration. Post permanent. Pay—Rs. 225—15—360—EB—20—500. Higher initial pay to specially qualified and experienced candidate. Age—Below 30 years. Qualifications—Essential—(i) At least Second Class Master's or equivalent Honour's Degree in English of a recognised University. (ii) About three years' experience of teaching English in Colleges.

4. Senior Investigator (Hindi), Industrial Statistics Wing, Central Statistical Organisation. Post reserved for scheduled castes/tribes candidate if such suitable candidate available otherwise treated unreserved. Pay—Rs. 275—25—500. Higher initial pay to specially qualified and experienced candidate. Age—Below 30 years. Qualifications—Essential—(i) At least 2nd Class degree with Hindi as main subject, and Mathematics/Statistics/Commerce/Economics and English as other subjects of study, of recognised University. (ii) About 2 years' experience in translating original English texts into Hindi, either in a technical office or in a Journal of repute.

5. One Senior Inspecting Officer (Aircraft and Components), D.T.D. and P(Air), Ministry of Defence. Post temporary but likely to become permanent. Pay—Rs. 600—40—1,000—1,000—1,050—1,050—1,100—1,100—1,150. Higher initial pay to specially qualified and experienced candidate. Age—Below 35 years. Qualifications—Essential—(i) At least second class degree in Mechanical/Aeronautical Engineering or Metallurgy or, at least second class Master's degree in Applied Physics of recognised University or equivalent. (ii) High degree of technical knowledge of airworthiness standards and requirements, modern methods of aircraft detailed design and construction and production techniques, test equipment and test procedures and aircraft materials and processes. (iii) About five years' experience in responsible capacity as an Inspecting Officer concerned with inspection of aircraft.

6. Publicity Officer, All India Handicrafts Board, Ministry of Commerce and Industry. Post temporary but likely to continue. Reserved for scheduled castes candidate if such suitable candidate available otherwise treated unreserved. Pay—Rs. 600—40—1,000—1,000—1,050—1,050—1,100—1,100—1,150. Higher initial pay to specially qualified and experienced candidate. Age—Below 45 years. Qualifications—Essential—(i) Degree of recognised University. (ii) Adequate experience of journalistic/publicity work under Government or in a news agency or publicity organisation of standing, including experience of publicity for handicrafts.

7. Statistical Research Officer in the Office of the Economic Adviser, Ministry of Commerce and Industry. Post permanent but appointment will be made on temporary basis in lien vacancy. Pay—Rs. 350—350—380—380—30—590—EB—30—770—40—850. Higher initial pay to specially qualified and experienced candidate. Age—Below 35 years. Qualifications—Essential—(i) 2nd Class Master's or equivalent Honours degree in Statistics or Mathematics (with Statistics as a special subject) of recognised University. (ii) About 2 years' research experience preferably in the field of application of statistical methods to economic problems.

8. One Assistant Director of Education, Delhi Administration. Post temporary but likely to continue and eventually be made permanent. Other things being equal, preference to scheduled castes candidate. Pay—Rs. 400—25—500—30—800. Higher initial pay to specially qualified and experienced candidate. Age—Below 45 years. Qualifications—Essential—(i) At least Second Class Master's or equivalent Honours degree of recognised University. (ii) Degree/Diploma in Teaching/Education of recognised University/Institution. (iii) About 5 years' experience of teaching and educational administration including about 3 years in a responsible administrative capacity. (iv) Knowledge of Hindi.

9. (a) One Irrigation-cum-Hydrologist and (b) two Assistant Hydrologists (1 for Surface Water and 1 for Ground Water) for Central Arid Zone Research Institute, Jodhpur, Ministry of Food and Agriculture. Posts temporary but likely to continue indefinitely. Other things being equal Scheduled Castes/Tribes candidates preferred. Pay—for (a) Rs. 600-40-1,000-1,000-1,050-1,050-1,100-1,100-1,150. for (b): Rs. 275-25-500-EB-30-650-EB-30-800. Higher initial pay to specially qualified and experienced candidates. Age—Below 40 years for (a) and 30 years for (b). Qualifications—Essential—(i) Degree in Civil Engineering of recognised University or equivalent. (ii) about five years for (a) and two years for (b) experience, in irrigation and/or Hydrology.

10. Marketing Officer, Directorate of Economics and Statistics, Ministry of Food and Agriculture. Post temporary but likely to continue indefinitely. Other things being equal, preference given to scheduled castes/tribes candidate. Pay—Rs. 275-25-500-EB-30-710. Higher initial pay to specially qualified and experienced candidate. Age—Below 35 years. Qualifications—Essential—(i) At least 2nd Class Master's Degree in Economics, Agricultural Economics, Commerce Statistics or Mathematics of recognised University or equivalent qualifications. (ii) About 3 years' experience of collection, compilation and analysis of data regarding prices and other marketing intelligence in an economic or marketing organisation.

11. One Educationist, National Institute of Basic Education, Ministry of Education. Post temporary but likely to continue. Reserved for a Scheduled Castes candidate; if no such suitable candidate available, will be treated unreserved. Pay—Rs. 350-350-380-380-30-590. Higher initial pay to specially qualified and experienced candidate. Age—Below 35 years. Qualifications—Essential—(i) A Second Class Master's or equivalent Honour's Degree in Arts or Science. (ii) A Second class Master's Degree in Education. (iii) About three years' experience in teaching or educational research.

12. 2 Technical Assistants, Publications Division, Ministry of Information and Broadcasting. Posts temporary but likely to continue. Posts reserved for scheduled castes/tribes candidates if such suitable candidates available otherwise treated unreserved. Pay—Rs. 250-10-300-15-450-25/2-500. Higher initial pay to specially qualified and experienced candidates. Age—Below 35 years. Qualifications—Essential—(i) A Licentiate in Printing Technology or a Graduate of recognised University. (ii) About three years' practical experience in a Press of repute, and good acquaintance with production of all types of books, magazines, folders, etc. of which evidence should be furnished.

13. 45 Civil Assistant Surgeons Grade I (24 male Doctors and 21 female Doctors) under the Delhi Administration, Ministry of Health. Posts temporary but likely to continue and be made permanent eventually. Six posts reserved for Scheduled Castes candidates and three for Scheduled Tribes candidates; if no such suitable candidates available

all posts will be treated unreserved. Pay—Rs. 260-15-440-20-500 plus non-practising allowance of 25 per cent of pay. (Private practice of any kind including laboratory and consultant practice not allowed). Higher initial pay to specially qualified and experienced candidates. Age—Below 30 years. Qualifications—Essential—(i) A medical qualification included in the First or Second Schedule or Part II of Third Schedule to the Indian Medical Council Act, 1956. (ii) About two years' professional experience in a hospital and/or general practice including about one year in a resident hospital appointment. (iii) Knowledge of Hindi and Urdu.

14. Two Investigators, Directorate General of Health Services, Ministry of Health. Post temporary but likely to continue. Pay—Rs. 275-25-500. Higher initial pay to specially qualified and experienced candidates. Age—Below 35 years. Qualifications—Essential—(i) A Second Class Master's Degree in one of the social Sciences. (ii) Knowledge of interviewing techniques and experience of working with Social Groups for about three years. (iii) Good knowledge of Hindi.

15. Deputy Registrar, Cooperative Societies, Tripura Administration. Post temporary but likely to be made permanent. Pay—Rs. 250-25-850 plus special pay Rs. 150 p.m. Higher initial pay to specially qualified and experienced candidate. Age—Below 45 years. Qualifications—Essential—(i) Degree of recognised University. (ii) Training at recognised Cooperative Training Institution. (iii) About 5 years' experience in a responsible post in Co-operative Department under Government. (iv) Knowledge of Bengali.

CORRIGENDUM

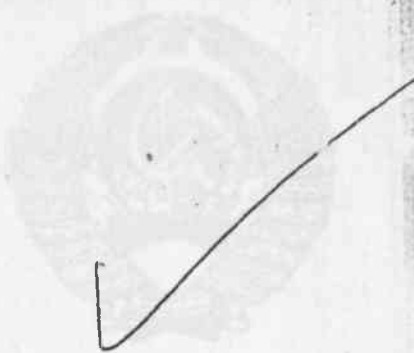
Recruitment of (I) four Lady Doctors under the Coal Mines Labour Welfare Fund and (II) one Lady Doctor under the Mica Mines Labour Welfare Fund, Ministry of Labour and Employment. In partial modification of item No. 4 of Commission's advertisement No. 1 which appeared on 2-1-1960, it is notified for general information that the scale of pay for the post is Rs. 260-15-440-20-500 and not Rs. 260-15-440-20-550 as previously advertised. Other conditions remain unchanged. Closing date for receipt of applications extended to 15-2-1960.

CORRIGENDUM

One Soil Chemist, Central Arid Zone Research Institute, Ministry of Food and Agriculture. In partial modification of item No. 12 of Commission's advertisement No. 3 which appeared on 16-1-1960, it is notified for general information that the designation of the post is "Soil Scientist" and not "Soil Chemist" as previously advertised. Other conditions remain unchanged.

C. GANESA AIYAR
Secretary
Union Public Service Commission

23



COMPULSORY PROVIDENT FUND

After a "careful consideration" of the representations made by the Central Government employees against the scheme of compulsory provident fund, the Union Government has decided that the scheme should be retained "in the interests of the employees themselves."

This was stated by the Finance Minister in a written reply to a question by Mr. S. M. Banerjee who had asked what was the Government's reaction to the opinion expressed by Government employees against the scheme.

Mr. Desai added that the additional amount of subscription to the general provident fund was estimated approximately at Rs. 3.5 crores annually.

In reply to a question by Mr. H. C. Mathur (Cong.) whether the Andhra Government had made a representation to the Centre that the functioning of the Central Social Welfare Board was not consistent with decentralisation that had taken place in the State, the Education Minister said that some problems had arisen after decentralisation and "at present we are having discussions with the Planning Commission and we propose to discuss with the Andhra Government also."

Earlier, the Minister said that the Kurve Committee report on the working of the Central Social Welfare Board had already been considered and such constructive recommendations as had been found in the report had been commended to the Board.



NEWS AND VIEWS FROM THE SOVIET UNION

Issued by the Information Department of the USSR Embassy in India
25, BARAKHAMBA ROAD, NEW DELHI. P. BOX. 241 - PHONE 40585

ADVANCE COPY

Friday, February 5, 1960.

Vol. XIX. No. 29.

C O N T E N T S

	<u>Page</u>
I. THERE IS NO TASK NOBLER THAN ENSURING STABLE PEACE Declaration of Warsaw Treaty Member-States	2
II. KHRUSHCHOV RECEIVES POLISH LEADERS	4
III. RECEPTION IN HONOUR OF LEADERS FROM SOCIALIST COUNTRIES	4
IV. SOVIET LEADERS IN NEPAL King Mahendra Gives Banquet.	5
Civic Reception in Kathmandu	6
V. SPEECH BY M.A.SUSLOV AT THE 9TH CONGRESS OF THE ITALIAN COMMUNIST PARTY, JANUARY 31, 1960	7
VI. SOVIET YOUTH INCREASE INTERNATIONAL CONTACTS	10
VII. WORLD YOUTH URGED TO JOIN HANDS FOR DISARMAMENT	10
VIII. FRENCH SCIENTIST PRAISES SOVIET SCHOOL OF MECHANICS	11
IX. RESEARCH INSTITUTE FOR MECHANISATION OF AGRICULTURE IN LATVIA	11
X. TAJIK COLLECTIVE FARM BUILDS ITS OWN COTTON GINNERY	12
XI. KAZAKHSTAN'S LONGEST CANAL TO WATER STEPPELAND	12
XII. FROM PRIMITIVE LIFE TO CIVILIZATION The Story of the Udege People	13



NEWS AND VIEWS FROM THE SOVIET UNION

Issued by the Information Department of the USSR Embassy in India
25 BARAKHAMBA ROAD NEW DELHI. P. BOX 241. PHONE : 40585

Saturday, January 9, 1960.

Vol. XIX, No. 7.

C O N T E N T S

	<u>Page</u>
I. WORLD COMMENTS ON PROJECTED TESTS OF SOVIET ROCKETS	2
II. NEHRU RECEIVES SOVIET JURISTS	3
III. KHRUSHCHOV'S U.S. VISIT AND SPACE FLIGHTS TOP GALLUP POLL	3
IV. BELGIAN PARLIAMENT SPEAKER PETED	4
V. SOVIET ATOMIC EXPERTS IN BELGRADE	4
VI. 'PRAVDA' DENOUNCES FASCIST PROVOCATIONS IN WESTERN EUROPE	4
VII. RADIORELAY LINE TO LINK THREE TRANSCAUCASIAN CAPITALS	5
VIII. PRODUCTION IN FULL SWING AT CENTRAL ASIA'S BIGGEST COAL FIELDS	5
IX. ANOTHER OIL PIPELINE ACROSS THE URALS	5
X. CHEAP METHOD OF OIL EXTRACTION	6
XI. CHANGING SOIL STRUCTURE TO FACILITATE IRRIGATION	6
XII. NEW PRECISION COTTON SEEDER	6
XIII. PROPORTION OF PHYSICIANS IN USSR LARGEST IN THE WORLD	7
XIV. EXHIBITION OF BOOKS AND ALBUMS ON RENAISSANCE ART OF ITALY	7
XV. SOVIET ATHLETES GET READY FOR WINTER UNIVERSITY GAMES	8
XVI. FOREIGN BOOKS ON SPORTS APPEAR IN RUSSIAN	8
XVII. ARTISTS OF SOVIET CENTRAL ASIA TO PERFORM IN INDIA By V. Demidova	9

Talks With Employees On Pay Scales

FINANCE MINISTER TURNS DOWN SUGGESTION

THE Finance Minister, Mr. Morarji Desai, on Thursday strongly refuted a charge that the Government had been unreasonable in taking action on the Pay Commission's recommendations and said that it had actually been liberal in whatever it had done.

Intervening in a five-hour discussion on the Pay Commission's report, Mr. Desai said that the Government was aware that it should look after the administrative personnel in a satisfactory manner but at the same time it could not give up its responsibility to the people for whom the administration was functioning.

Mr. Desai rejected a suggestion that the Government should confer with employees and their representatives in regard to the implementation of the Commission's recommendations. He pointed out that the Commission was itself appointed to take into consideration all views as fully as possible and it had taken two years in doing that. "After all that, to sit down again and to talk would not be a practicable proposition. It is for the Government to take decisions in this matter and then consider what further steps are to be taken."

ADDITIONAL EXPENDITURE

Mr. Desai said that the additional expenditure on account of the implementation of the recommendations already accepted and likely to be accepted would come to Rs. 44 crores and in course of time this would rise to Rs. 55 crores. This was not a small figure. The treatment given to the two million public servants should also be seen in relation to the living standards of the bulk of the people in the country. It was true that the Government should be a model employer but that could not be done in a vacuum.

Mr. Desai contended that Rs. 80 which would now be the minimum wage of a Government employee (the corresponding figures in 'A', 'B' and 'C' centres would be Rs. 97, 92 and 85 respectively inclusive of compensatory allowances) was fully justified if the 'per capita' income in the country was taken into consideration. After all, the minimum wage in any country was relative. He would be happy if the figure in India was Rs. 200. But could that be done now? It was said that Rs. 80 meant the poverty line. It might be but when the bulk of the people in the country were on the poverty line what could be done? Efforts were now being made to raise the level of prosperity through the Plans. The standard of living was being raised all round.

RED LEADER'S VIEW

Mr. Desai said that when the Communist Government was in power in Kerala, the minimum remuneration fixed for Government employees in that State was Rs. 67, including dearness allowance. Mr. Achuta Menon, the then Finance Minister of Kerala, had told the Pay Commission that he personally thought that the lowest Government employee in Kerala should be satisfied with this remuneration.

State Government employees did not get house rent or any other compensatory allowance in any city, which the Central Government employee got. If Rs. 67 was considered satisfactory by Communists in Kerala, how was he unreasonable in fixing Rs. 80 for Central Government employees?

Replying to Communist and Praja Socialist criticism that he had not accepted the norms of wage fixation suggested by the Indian Labour Conference, Mr. Desai said that this was because the Government had not taken any decision on the recommendations of the conference. So the Government was not bound by them.

CUT IN HOLIDAYS

On the question of holidays, Mr. Desai said that in Punjab the number of working hours per year had been raised from 1,398 to 1,709 but the Central Government had raised them from 1,417 to 1,547. Could this increase for the Central employees be said to be too great?

Mr. Desai said that at present there was not much of a case for extending the retirement age to 58. For one thing, such a step would reduce the employment opportunities available to young men and women and secondly retention of persons beyond 55 who were inefficient would have adverse consequences. It might also block promotions. Of course in the case of technical and scientific personnel, their retirement age would automatically go up to 58 as there was a scarcity of such skill.

Some members had suggested the setting up of Whitley Councils consisting of representatives of the Government and the employees with independent men as chairmen at all levels of the administration as obtained in England. Mr. Desai said that some arrangements about staff councils had been made here. This provided members of the staff a machinery for making their views known to the Government on matters affecting their conditions of service and a means of personal contact between officers and the staff.

STATE GOVT. PAY

Earlier, Dr. H. N. Kunzru (Ind.) said that the State Governments were careful about improving the conditions of employees in the private sector undertakings and so it was up to the State Governments themselves to see that their own employees were not remunerated at a lower scale than the workers in the private sector. He did not agree that the Central Government should accept any part of the responsibility for raising the salaries of employees of the State Governments.

Mr. Bhupesh Gupta (Com.) said that all over the country there was deep resentment among Government employees over the recommendations and the Government's decisions. It would be wrong if the Government were to think that there was politics behind this for most of them were supporters of the Government.

The mover of a motion for the consideration of the report, Mr. M. P. Bhargava (Cong.), replied to the discussion.

Four Communist amendments to the motion were pressed to a division.

No Talks On Pay Body Report

The Times of India News Service NEW DELHI, February 18: The Finance Minister, Mr. Morarji Desai, today turned down a suggestion by Opposition members of the Rajya Sabha that Government should hold negotiations with representatives of Government employees on the recommendations of the Pay Commission.

The Sabha later endorsed the Government's action on the Commission's recommendations.

Details on Page 8

Bank Award On D.A. Modified

The Government of India has modified the formula recommended by the Bank Award Commission for adjustment of bank employees' dearness allowance.

Under the revised formula, dearness allowance will be raised or lowered quarterly for each variation of five points in the all-India cost of living index as compared with the index level of 144 (1944:100). The formula of the Bank Award Commission provided for half-yearly adjustment for each variation of 10 points.

The Government's decision to modify the formula has been notified in a "Gazette of India Extraordinary".

The notification says: "If the average all-India cost of living index for any quarter after March 31, 1959, should rise or fall by more than five points as compared to 144 (1944:100), the dearness allowance payable for the succeeding quarter shall be raised or lowered, in the case of clerical staff by one-fourteenth, and in the case of subordinate staff by one-twentieth, of the dearness allowance admissible at the index level of 144 for each variation of five points."

The dearness allowance formula, suggested by the Bank Award Commission, was modified in December 1957 by agreement between the State Bank of India and its employees to provide for adjustments in the dearness allowance if the average all-India cost of living rose or fell by five points during any quarter as against 10 points during a half-year period under the formula.

It was represented by the employees of other banks that the interval of half year under the formula was too long a period, and considerable hardship was caused to the employees when the average cost of living index rose considerably but did not actually reach 10 points.

The Industrial Disputes (Banking Companies) Decision Act, 1955, by which the Bank Award Commission's recommendations were implemented, was, therefore, amended in 1958, empowering the Government to make necessary adjustments in the dearness allowance formula for any period subsequent to December 31, 1957, within the ratio laid down in the Bank Award Commission formula—P.T.I.

80 Per Cent. To Get Houses

3RD PLAN TARGET FOR GOVT. STAFF

"The Times of India" News Service

NEW DELHI, January 28: Nearly 80 per cent. of the Central Government employees belonging to various categories in the capital can hope to get Government accommodation by the end of the Third Plan, according to tentative proposals formulated by the Ministry of Works, Housing and Supply.

The proposals, which are now being discussed with the Planning Commission, envisage the construction of 12,000 residential units in Delhi by the end of 1966.

Houses for Central Government employees are also proposed to be constructed in Bombay, Calcutta, Bangalore and Hyderabad where at least 50 per cent. of Class I officers drawing above Rs. 500 a month, may be allotted accommodation during the period.

According to tentative targets fixed by the Ministry, 25 per cent. of the Class III employees and 10 per cent. of the Class IV employees of the Central Government staying in other towns may be provided with Government accommodation.

The Ministry proposes to spend Rs. 30 crores on the construction of office and residential accommodation during the Third Plan. Of this, Rs. 15 crores are proposed to be spent in Delhi.

Strike Threat

"The Times of India" News Service
BOMBAY, January 29: The All-India State Bank of India Staff Federation will serve a 14-day strike notice on February 1 as the authorities had failed to accept voluntary arbitration to settle the disputes.

Mr. S. M. Joshi, President of the Federation, said at a press conference here today that the employees wanted at least an interim settlement. But "owing to the inordinate delay in settling the trade dispute through bipartite negotiations or by any other method acceptable to both the parties," the Federation was compelled to give the strike notice.

Bank Staff's Protest

"The Times of India" News Service

AMRITSAR, January 29: Five hundred local bank employees yesterday held a demonstration in the city shouting slogans demanding the settlement of their bonus dispute and appointment of an industrial tribunal.

Insurance employees also joined them in the demonstration.

The Northern Zone Insurance Employees' Association at a meeting yesterday decided to boycott the proposed promotion test for record clerks as a protest against the unilateral implementation of promotion rules by the Life Insurance Corporation.

Employees To Get Arrears In New Fiscal Year

PAY COMMISSION REPORT IMPLEMENTATION

"The Times of India" News Service

NEW DELHI, January 29.

BENEFITS accruing to Central Government employees following the acceptance of the Pay Commission's report by the Government of India, will now be paid in the new financial year.

Earlier, it was hoped to finalise the pay-scales in the manner indicated by the Commission, and fix the staff suitably in those by the end of January, so that payment could be made with the February pay.

Owing to the complexity of the task, this will not be possible for another couple of months.

ADDITIONAL PAYMENTS

The result is that the additional payments in respect of the period July 1, 1959 to February 1, 1961 will have to be provided for in the new budget. At the rate of Rs. 18 crores a year, including pensionary and provident fund benefits, this will roughly work out to Rs. 28 crores.

The Commission's recommendations are now being processed by the Ministries, and once the results of these are available, the Finance Ministry will have to review these with a view to co-ordinating and ensuring that a minimum of integration of the respective pay scales is effected.

MAIN TASK

The main task of the ministries is to reduce the number of pay-scales now prevalent. The Commission has suggested some 46 scales instead of the existing 170 odd.

One difficulty anticipated here is the possibility of some of the ministries recommending in the interest of rationalisation slight reductions in the remunerations suggested by the Commission. Fixing the staff in the new scales will be another ticklish problem.

With regard to the question of proper remuneration for scientific and technical personnel — an issue reportedly highlighted by the President himself — it is explained that the report of the Commission has made this task easier. While it has rejected the suggestion for a time-scale for this category of staff, it has recommended a scale of Rs. 700—Rs. 1,250 for the senior grade and Rs. 400—Rs. 950 for the junior grade.

These recommendations are likely to be accepted by the ministries concerned, and generally speaking, will help the employing departments to offer a higher start in suitable cases.

GOVT. EMPLOYEES' PRIVILEGES

Curtailment Opposed

The Working Committee of the Indian National Defence Workers' Federation, in a resolution on the Pay Commission's recommendations, suggested that where the Commission had recommended curtailment of the existing privileges, "such recommendations should be suitably amended."

The committee, who has concluded a three-day session in New Delhi, said that where the Commission had made recommendations benefiting the employees and the Government had not accepted them, "such recommendations should be agreed to by Government and implemented."

Mr. G. I. Melkote, M.P., presided over the meeting which was attended, among others, by Mr. G. Ramanujam, President of the Indian National Trade Union Congress.—P.T.I.

surpassed the United States in the per capita production of butter (4 kilograms in the USSR and 3.9 kilograms in the United States).

The share of the collective and state farms in the state purchases of the products of animal husbandry was: For cattle and poultry - 83 per cent, for milk - 92 per cent.

The reorganisation of the machine and tractor stations has been completed. Since the reorganisation began in 1958, the collective farms have purchased 32 milliard roubles worth of machinery and equipment. Altogether, the collective farms bought in the past two years a total of 660,000 tractors, about 300,000 grain harvesters and large numbers of other machines and mechanisms.

In the past year, agriculture received 234,000 tractors (in terms of 15 h.p. units), 77,000 lorries, 52,000 grain combines and other farm machinery.

The total volume of capital investments made by state and co-operative organisations (not counting the capital investments of collective farms) amounted to 275 billion roubles and exceeded the capital investments of 1958 by 12 per cent.

Over 1,000 new large-scale state industrial undertakings and a large number of shops at the operating establishments have been commissioned during the past year.

Three blast furnaces, ten open-hearth furnaces, three electric furnaces, two bessemer converters, seven rolling mills, and five coking batteries were put into operation in the iron.....

- 1 FEB 1960

CO-ORDINATION COMMITTEE
OF
CENTRAL GOVT. EMPLOYEES' & WORKERS' UNIONS & ASSOCIATIONS,
WEST BENGAL.

CRITICAL REVIEW ON THE RECOMMENDATIONS OF THE PAY COMMISSION.

The circumstances that led to the appointment of the Second Pay Commission brought into focus the desirability of ensuring a generally acceptable wage-policy for public employment, as well as, in other fields and the principles on the basis of which conditions of service were to be formulated in regulated employments in the context of India's becoming a Republic pledged to socialism and having adopted a democratic constitution with specified social objectives. The fundamental changes that have occurred since the first Pay Commission appointed in 1946, are part of history and set in motion vast transformation - social and political in the Indian body politic. The second one, appointed for the Central Government employees after a declinism had obviously had to take into account these vast changes and no wonder that its appointment had inspired high ideals and hopes even among people far outside the Central Government service.

Minimum Remuneration :

1. One of the major tasks incumbent on the Second Pay Commission was to evolve a formula for determining the minimum remuneration in the sphere of public service. The idea of a minimum wage to be statutorily enforced is not of very old origin in India. In the field of public employment, however, this question some how or other engaged the attention of the Royal Commission on the public service in India, (1912-15) presided over by Lord Islington, The Commission considered that "the only safe criterion is that Government should pay so much and so much only to their employees as is necessary to obtain recruits of the right stamp and to maintain them in such a degree of comfort and dignity as will shield them from temptation and keep them efficient for the term of their service." The first Pay Commission, presided over by Justice Varadachariar, while acknowledging the criterion set by its predecessor came some what closer to the concept of a 'living wage' and said in no unambiguous terms that the considerations laid down by the Islington Commission needed to be qualified by the conditions that in no case should a man's pay be less than a 'living wage'. In actually determining specific norms for setting a criterion of living wage the Commission's idea was, however, circumspect with the considerations that 'a fair relativity should be maintained between the rates of pay of certain classes of civil service and comparable outside rates, the parity being judged only with reference to long term trends in wage level in the country.'

2. Fixing at Rs 55/- (Rs 30 + Rs 25) the minimum wage on the cost of living index 260-285 (1939 = 100) the Varadachariar Commission described the level of wage as just above 'the poverty line' which admittedly kept

a gap to close so as to reach the level of 'living wage'. And it went on to say further that with the progressive development of the economy and in view of the very fundamental and salutary changes in the Indian body politic that were to follow the employees could legitimately aspire to approach a level of fair wage past one of living wage and an all-round lifting of the standard of life. That there should be a progressive social policy and some tests of social ethics in giving, not only to the employees paid by Government but to the entire body of citizens in employment, a ~~vision~~ ~~ideal~~ on the basis of which the distributive system of the Indian economy had to be built continually, gained ground and was finally embodied in the 'Directive Principles of State Policy' in the Constitution of India.

3. It will be necessary for us, therefore, to assess how far the recommendations of the Second Pay Commission have followed the aspirations of its predecessors. The Second Pay Commission has besides dealing with the question of living wage sought to circumvent its essential implications by bringing in certain other factors, viz, the level of current national income, fair comparison, level of productivity, etc.... With varying degrees of emphasis all these questions have been weighed and the Commission finally comes to the conclusions that "the social and ethical as well as economic considerations are relevant to the determination of minimum and maximum salaries and the internal relativities should be determined with care

we have, in effect, formulated not one but a number of principles. The principles supplement one another; but there is no fixed order in which they are to be applied. There may, in fact, be cases in which the principles, if applied independently, would lead to divergent conclusions but they are not intended to be so applied." Thus although, according to the Commission, all these principles should be looked upon as a statement of basic considerations which have to be taken into account together and harmonized to the utmost extent possible this idea of harmonizations has, in effect, clouded the substantive issue of a living wage which has so long been subscribed by other preceding bodies, viz, First Pay Commission, The Fair Wage Committee and finally the 15th Indian Labour Conference.

4.4. We are apt to conclude that what the Commission has actually employed its labour to achieve, is fundamentally to detract from the concrete postulates arrived at by the 15th Indian Labour Conference with regard to fixing of a national minimum remuneration on the basis of an actual average pattern of expenditure of an Indian working class family. This Conference being in nature of a tripartite assembly of the Government, employers and workers marked a definite stage in the history of Indian trade union movement and towards the evolution of a national wage policy. First of all this Conference more than anything else led the basis for a mutual understanding between the parties, of the various social and economical objectives and of the requirements of developmental planning that posed a challenge to an emancipated nation. With the increased obligations on labour a rational

wage policy should essentially go together and it is no wonder that the Union Labour Minister should have felt moral compunctions over any suggestions of going back upon the agreements reached at the Conference. To the observations made by the Secretary to the Government of India, Department of Expenditure, Ministry of Finance, that "Government have at no time committed themselves to taking executive action to enforce the recommendation" the Union Labour Minister, Mr. Guljarilal Nanda has reportedly replied that "those were morally binding on Government" and consequently felt very much let down by the Ministry of Finance. The minimum remuneration for a worker as recommended by the Conference was 'need-based' and founded on the dietary pattern suggested by Dr. Aykroyd for the Nutrition Advisory Council. It should be remembered that the dietetic chart did not provide anything beyond what an Indian worker of an average size with his family, composed of three consumption units, should have in order to derive a minimum daily net average of 2,700 calories. Adding to it the expenditure on clothing, housing and fuel and other minimal household requirements as per recommendation of the said Conference the total amount required works out to Rs 125/- at average prices prevailing towards the end of 1957. It can not be made a matter of argument that this minimum is a very conservative estimate of an worker's need in money terms and is a fact of daily experience. The Commission while accepting, in theory, the pattern of need-based budget has, instead of the per capita calorific requirements of 2,700, satisfied itself with about 2,600 calories by putting forward the authority of Dr. Patawardhan. They have recommended a different diet for the workers which, needless to say, did not leave any scope for any protective food and variation in food habits and the difference between the two can be seen from the table below :—

	<u>Dr. Aykroyd's</u> <u>Recommendations.</u>		<u>Pay Commission's</u> <u>Recommendations.</u>
	(OZ.)		(OZ.)
Cereals	14	...	15
Pulses	3	...	3
Vegetables..	10	...	6
Milk	10	...	4
Sugar	2	1.5
Oil & Ghee..	2	...	1.25
Fruits	2	...	-
Fish & Meat.	3	...	-
Eggs	1	...	-
Ground nuts.	-	...	1
	<u>47</u>		<u>31.75</u>

The cost of these food items has been estimated by the Commission at 56 nP. at the supposed prices obtaining in Delhi in December 1958 and the onerous job of procuring them is left to the workers while that of estimating the price has been reserved by the Commission to itself.

5. Forming this as the hard core of their recommendations the Commission has prescribed Rs. 80/- (Rs. 70 + 10) as the minimum wage related to the cost of living index of 115 (1949 = 100). The Commission has evidently clung to the theory of supply and demand and gone back to the recommendations

of the Islington Commission, saying incidentally, that since the minimum wage of a total of Rs.75/- existing at present has found its supply of men, a rise of Rs.5/- would be justified in setting the minimum in the public service, supporting the contention with the observations that there was no evidence that the employees' suffering had increased, their indebtedness mounted or mortality rose. Even if the first Pay Commission's recommendations were implemented the lowest paid employees would be getting Rs. 90/- in June 1959 at 431 (1939 = 100) as cost of living index. (It has awarded a basic pay of Rs.30/- and dearness allowance of Rs. 25/- with the cost of living index at 285 and Rs. 5/- increase for every 20 point rise in the cost of living index). However, the Commission thought it best to reverse even the First Pay Commission's recommendation and has said that Rs. 3.86 instead of Rs. 5/- would be enough for cent percent neutralisation in the lowest category of staff. In disputing the quantum of compensation recommended by the First Pay Commission for the lowest income group the Commission perhaps overlooked the background in which dearness allowance Rs. 5/- for every 20 point rise in the cost of living index was suggested. It was apprehended by the First Pay Commission that since there will perhaps be considerable time lag between a rise in the cost of living and the grant of dearness allowance therefor - a fear which has been amply corroborated by the experience of the employees for the last several years the First Pay Commission recommended the so called higher rate of compensation for the lowest income group by way of protecting from economic hardship due to fall in the real wage for a considerable length of time. What is worse, in trying to justify the distinct gap between the highest salary brackets and the minimum wage recommended, the Commission has asked for an amount of 'reasonable sacrifice' from the lowest paid employees while expressing its anxiety over the possible flight of 'talent' in the highest income group from the field of the public employment due to the 'erosion' of their real income. Thus, that the Commission has set at naught all the significant recommendations of the First Pay Commission and the 15th Indian Labour Conference and has destroyed the legitimate hopes and aspirations not only among Central Government employees but also in other fields of employments aroused since the appointment of the Commission in 1957. It has also not done justice to the high objectives of social and economic policy embodied in the 'Directive Principles' of the Constitution of India.

Dearness Allowance :

6. Learning perhaps from the experience of previous Commission which cherished the fond hope that the prices of consumer goods would in the course of time come to stabilise at a much lower level than existing then, the present Commission has gone clear of making any such assumption. While, however, criticising the First Pay Commission for the supposed inaccuracy in calculating the rate of increase in dearness allowance for full neutralisation in the rise of cost of living, this Commission has

advisedly broken loose of all specific commitments and has instead suggested very arbitrarily an ad-hoc dearness allowance at the following rates :-

For pay below Rs. 150/- Rs. 10/-

For pay above Rs. 150/-
but below Rs. 300/-: Rs. 20/-

Marginal adjustment allowed between Rs. 300/- to Rs. 320/-.

For the purpose of dearness allowance the rates should be related to the consumer price index 115 and should continue unless the index falls below 100 (base 1949 by multiplying the current series by 3.56)

If during the period of 12 months the index remain 10 points above 115 the Government should review the position and consider whether an increase should be allowed; and if so, at what rate.

If thereafter the index falls by the same margin the position may similarly be reviewed. The benefit of dearness allowance should, for in such a way that the total of pay and dearness allowance in the pay range of Rs. 300/- to Rs. 400/- does not exceed Rs. 400/-.

7. With regard to keeping a correspondence between wages and prices by means of neutralisation by additional dearness allowance proportionate to the rise in prices, the First Pay Commission observed, "the familiar argument that an increase in salaries and wages may itself lead to an increase in prices and thus start the vicious spiral of increase in prices and increasing wages can not be allowed to support a claim to keep a large section of people below the minimum level of subsistence. If even small measure of improvement in their position will itself tend to produce the effect of inflation, the State must find other ways of counter-acting such effects." In trying to counter this, the Commission although suffered a prick of conscience in fully agreeing to the view, that inflation diverts expenditure from current consumption to forced saving and consequently to capital formation, has observed all the same that full compensation need not be given to the fixed income earners to protect a fall in their real wages, without going into the causes that led to price rise. For instance, the Commission arbitrates that in doing so the Government would be protecting a particular section of population from the supposedly universal sufferings caused by a particular phenomenon. The worker must, as the Commission says, share in the common sufferings. One would like to invite either the Commission or any body else to point out a single case of price rise by whatever phenomenon in which a particular section of the community has not enormously gained at the expense of the majority. To ask the workers to share in the sufferings caused by inflation necessarily carries with it the assumption that the benefits equally from the 'harvest' that inflation brings on. There are other phenomena, the Commission says, such as, rise in indirect taxation, crop failure in wide scale, adverse trade trends etc., causing inflation

which should not be taken account of in deciding of compensation for price rise. But the Commission admits, nevertheless that a substantial and persistent rise makes a case for compensation. The Government has accordingly been left with the decision to allow compensation only when the price rise occurs from the cause and of magnitude of its own choice. The common man, however, does not have to look hither and thither for the cause of price inflation. It has been a very familiar assumption not of this Commission alone, in considering the question of compensation to the worker for price increase, to start from the supposition that it was the increase in the volume of money supply in the hands of the workers that has set off the spiral of price inflation. To start with such a premise, is obviously tendentious and possible only by grossly ignoring the realities, the evidence of which has given the Indian market an inevitable characteristic. Can any body deny with any honesty that the phenomenon of continued and unmitigated price rise has been in each and every case caused by such factors considered even mysterious by Ministers and public men, as hoarding, market manipulation, speculative activity, market cornering, and racketeering and so forth. These are a singular testimony to the utter inability of the Government to stabilise prices and to protect the fixed income earners from being systematically fleeced. The Commission has nowhere pointed to the necessity of holding down the price line, on the contrary, anxiety has been expressed over the possible aggravation of the price inflation due to any wage rise.

Pay Scales :

8. Coming to the question of pay scales prescribed by the Commission for different categories of employees under the Central set up we may restrict ourselves to the employees of non-gazetted cadres only. The Commission while dealing elaborately with the scales of pay of different grades of employees has recommended as many as 140 scales and fixed rates of pay even though the demand was to limit those to the minimum.

9. As regards the principle of wage differential to be granted to the employees belonging to cadres other than the unskilled, the Commission has fixed the co-efficient at 53% instead of a demand for 60% from the employees and has not favoured any relativity of wages between them as, according to their opinion, they are incompatible with the principles of wage determination.

10. With the object of providing incentive to employees who have very limited/or no outlets for promotion the Commission has recommended 10% of usual number of posts as 'Selection posts'. But Class IV staff have been precluded from any such benefit even though the Commission was aware that promotional avenues in that grade, outside P & T and Railway, affecting about 3 lakhs employees, are almost nil.

11. In regard to the question of "efficiency bars" the Commission has sought to uphold the patent arguments, very often put forward by the Government, that however careful may the system of recruitment be there is no warrant for presuming that an employee in every case would maintain his efficiency; and, as such, the Commission thought it advisable not only to retain these bars but also to add to them in certain cases, inspite of the experience that these bars may be unfairly used against the employees.

12. We contended in our memorandum that the periodicity of a time scale of pay should be so designed and extended as to enable the employees to securing maximum benefit. But the Commission did not find it advisable to accept our views. On the contrary, they have prescribed a scale of pay made up of the existing pay with the merger of dearness allowance for the lowest paid employees (Unskilled) for sixteen years only, even though it was stated by the Commission that those posts carried very little opportunity for promotion. Thus, apart from providing no incentive to work after a certain period of service, the Commission has also failed to consider the question of at least providing a living wage, if not a saving wage, towards the later stages of an employee's career.

13. The Commission has not considered the question of giving adequate incremental values in different grades to compensate loss of opportunities for advancement or on the question of giving fair wage by the 10th year of service as proposed by the staff. Cases are not infrequent where minimum and maximum pay in the time scale prescribed by the Commission in certain grades have been brought down arbitrarily resulting in serious loss in many cases.

14. The Commission has failed to make a fair application of the principle of "equal pay for equal work" as in the case of steno-typists who have always been subjected to a step-brotherly treatment as against those of stenographers, even though the nature of work is identical. Such cases of differential treatment to many categories of staff are also not uncommon in the Railway and the P & T Departments.

15. The Commission did not make any recommendation for the abolition of the existing differentiation made between the employees of the Secretariat and the subordinate offices. An attempt has, however, been made to merge the existing differences between the Secretariat and Attached Offices on a functional basis.

16. Broadly speaking, the Commission while prescribing pay scales of different employees has sought to maintain status quo without suggesting any major changes as was warranted in conformity with the principles of wage determination on the specious plea that they will adversely affect the Government's exchequer.

17. While agreeing to the demand that the fixation of pay in the proposed scales should be made on 'point to point' basis the Commission has

imposed certain arbitrary ceilings on the additional emoluments accruing as a result of refixation on grounds of economy - a standpoint which is highly unjustified in view of the small quantum of such increase.

18. The Commission has recommended the setting up of an "expert committee" of two with a neutral Chairman for fixation of pay of the Workshop staff in the scales recommended and also advocated for an ad-hoc committee, probably a departmental one, for the Marine staff. And thus the fate of more than six lakh of workers have been left in a vacuum ad-infinitum.

19. While the Commission has reduced the minimum wage and brought down the co-efficient to 53% it dares not touch the top officials belonging to Class I. The rates between the lowest and highest salaries will continue to remain as high as 1:24 when that in Japan 1:4; in U.S.A. 1:5, and in the U.K. 1:15, according to the Commission itself.

20. The Commission came into being in July 1957 and employees naturally expected that the recommendations should be given effect from 1st July 1957. As the monetary benefits, to be derived out of the recommendations after patient waiting for two and half years, are not much it would not put an undue burden on the State exchequer if the recommendations are given effect to from 1st July 1957. As against the expectation of the employees the Commission ^{recommended} the grant of effect of only revised scales of pay and dearness allowance from 1st July 1959 while remaining silent on other recommendations. Even this none too generous offer has been further curtailed by Government in deciding on giving the date of effect of pay, dearness, house-rent and compensatory allowances from 1st November 1959 while withholding the amount due from 1st July 1959 to 31st October 1959 on the basis of pay and allowances as a compulsory contribution to the General Provident Fund vaulting the same as an ex-gratia payment. The employees will feel little enamoured by this show of benevolence.

House Rent and Compensatory City Allowances :

21. For the purpose of House rent allowance and Compensatory City allowance the Commission has classified cities into "A", "B" and "C" Classes on the basis of population, which precludes "C" Class cities from the grant of compensatory city allowance while denying either of the allowances to employees of other un-classified towns. These recommendations are neither proper nor justified in view of the fact that there are towns not falling under the aforesaid categories which will be deprived of compensatory city allowance and house rent allowance irrespective of the fact whether the cost of living is actually lower or the housing problem less acute in these towns than the so called "A", "B" and "C" Classes of cities. Taking for instance the case of Burdwan or Asansol where the cost of living and the housing problem are as high and as acute as that of Calcutta, yet Central Govt. employees stationed at those places will not be getting

compensatory city and house rent allowances. The employees demanded that these two allowances should be extended to all towns and population should not be made the only criterion for granting the same, since population is not the only contributing factor for increase in the cost of living in a particular place. With the present day tempo of industrial and other developmental activities most towns are assuming more and more commercial importance and as a natural consequence the conditions of living are becoming dearer in those areas. On these considerations the Central Govt. employees demanded the grant of House rent allowance and compensatory city allowance to all towns which have been arbitrarily turned down by the Commission.

22. It is pertinent to point out here that due to the growth of population upgradation of many towns has long been overdue and Govt. seemed to be waiting for the Recommendations of the Pay Commission who have in their turn, asked the employees to wait few years more for the outcome of the 1961 census, for any future upgradation of towns.

23. The reason for the apparent benevolence of the Govt. in prescribing the rate of house rent payable to the employees of Calcutta and Bombay slightly higher than the Commission has recommended is not far to seek. Since the receipts to the Govt. on account of house rent to be paid by Govt. servants provided with the accommodation, will also increase in proportion, the Govt. will get more by the same means as it gives. The net effect of this increase in house rent allowance which is expected to be subject to numerous reservations as before, will hardly be an addition to the expenses of the Govt.

24. Last but not the least the Commission's recommendation for abolition of rent free accommodation to the Railway staff (including Class IV Railway staff not enjoying the said concession on the date of submission of the report) will hard hit a vast number of employees. The Commission has perhaps gone out of its way in recommending abolition of the facility so long extended to the railway staff, forgetting the background in which the same was granted. Railway staff as a rule, are required to stay in remote localities or in areas where accommodation is scarce and as such the continuance of the above facility was what was most appropriate in the circumstances.

Medical Aid :

25. In regard to medical aid, the Commission's recommendations fall far short of the employees' expectation. The Commission has not removed the anomalies in the existing medical rules. The employees demanded change in the definition of "family" so far as medical rules are concerned and suggested inclusion of dependent members specially aged parents and minor brothers and sisters in the definition of family. The Commission has not only rejected this suggestion but they have recommended

27. The Commission has recommended to increase the working hours of the Administrative offices and to maintain status quo in regard to the hours of duty of industrial and operative staff, the working hours being 48 hours a week at present. Mention may be made of the fact that the recent I. L. O. Convention on weekly working hours called for reduction to 40 hours a week. In deciding the working hours the Commission did not give any consideration to the low health standards in India and to the tropical climate of the country. On the contrary, it has tried to reverse the recommendations of even the International Labour Organisation.

28. It is most unfortunate that in regard to working hours the recommendations of the Commission have hard hit the entire Central Govt. employees and workers. For instance in the case of call duty staff in P. & T. who have no fixed working hours and who demanded to have it fixed. But even this most modest demand has been turned down. The office staff in industrial establishments on the other hand have been asked to put in increased working hours. The case of persons on night duty is still worse. In view of their arduous nature of duty it was demanded that due weightage should be given to all persons on night duty making 6 hours of duty as equivalent to 8 hours. In most cases the employees have become loser due to Commission's recommendation in this respect.

29. Even the universally accepted principle of one day off a week has not been extended to nearly 20,000 workers namely, chowkidars, telegraph night staff, night watchman etc. who had eagerly awaited the Commission to make specific recommendations in this respect.

30. As regards Public Holidays the position was as follows before

the Commission's report was out :

	No. of Public Holidays.	Industrial Staff.	No. of Public Holidays.
Administrative Offices Post & Telegraph Dept.	23	Railway(Workshop) Defence(Factories)	15 14
Postal Staff	16	Press, Mint etc, (do)	23
Telegraph Staff	12	Post & Telegraph (Workshop)	16
Medical Staff	11 to 15		

Many employees in the Railway, Post & Telegraph and Civil Aviation Departments do not enjoy any holiday at all at present.

31. It is regrettable that the Commission while reducing the number of holidays in cases of the staff in the Administrative offices has not recommended increase in case of others who are getting reduced number of holidays. The operative staff, however, in Railway, Post & Telegraph and Civil Aviation Departments who were previously getting no holidays will now be slightly benefitted by the Commission's recommendation for 3 national holidays in a year. It is worth mentioning here that even many of the regular staff are required to attend office for a short period on gazetted holidays also.

32. At present the Central Government employees are entitled to have 33 days' earned leave in a year after one year service. As per recommendations of the Commission an employee will now have earned leave of 21 days in a year during the first five years' of service, 27 days a year during the next 10 years of service and 30 days a year only after 15 years of service. This will result in serious loss of leave with pay to the entire Central Government employees and workers, the loss being further aggravated by the Commission's recommendations to reduce the extent of accumulation of earned leave from 180 days to 120 days at a time.

33. It may be recalled in this connexion that some years back holidays for Central Government employees had already been reduced to 23 days. It seems that the Commission has in recommending still more reduction, ignored two basic factors that in the country like India holidays provide the people with opportunity to observe occasions of festivals of social, religious and cultural importance which are a part of social heritage and mark the links to the main stream of social life. These can not be slashed off at will without making the social life liable to very adverse and even injurious repercussions. Secondly, the fact that very large army of unemployed people ~~xxx~~ hover around for whom immediate employment should have been an imperative necessity has also been ignored in a bid to raise output from the existing number employed. How far this measure will be able to add to the total output is of course a matter of opinion. But it has been admitted by the Finance Minister that rationalisation of the system of work and procedure will result in a surplus of the Central Government staff. Increase in the number of working days by means of reducing holidays, casual leave and earned leave entitlements, as well as, by introducing full working Saturdays (as per decision of Government) will necessarily add to this estimated surplus. The very basic target of expansion of employment in the country under planned economy will perhaps thus be defeated initially.

Confirmation:

34. In answering to the employees' demand that no Central Government employee should be kept on a temporary basis beyond one ~~of~~ year of approved service the Commission while acknowledging the distressing situation of majority of the employees being retained on a temporary basis for indefinite period has not gone beyond recommending to Government the need for setting up two official committees for examining the permanent requirements of the

different Departments nor has it categorically committing itself with regard to various types and cadres of employees, viz. work charged staff, casual labour in unscheduled employment etc. etc.

Promotion :

35. In regard to promotion the Commission's recommendations to stop direct recruitment in the cadre of upper division clerk and promotion on the basis of seniority-cum-fitness are beneficial to the interest of the employees. But in regard to Class IV staff the Commission has not recommended any promotional channel. In this respect the principle "once a cobbler ever a cobbler" will continue to operate. Although the Commission has visualised that in respect of Class III and Class II posts an University degree may not be insisted in the near future, the question of relaxation of educational qualification which at present operates as a bar to promotion or appointment of the Class IV staff (outside P. & T. and Railway) to the Class III posts, has not been considered at all.

Compulsory Contribution to the General Provident Fund:-

36. The Commission has recommended a scheme of compulsory contribution to the General Provident Fund at the rate of 6½% (Govt.'s decision for 6 nP. per rupee). As it has been shown earlier that the minimum wage recommended by this Commission has been fixed below the rate determined by the First Pay Commission just above the 'poverty line.' The present Pay Commission has not been content only with pushing down the minimum wage level but also makes a further cut on the current available wage by way of suggesting a compulsory contribution to the G.P. Fund. The Commission has invoked the argument that this measure would reduce the amount that would otherwise be available for additional current consumption. This amounts to deliberately shutting eyes to obvious realities and no less cruel indeed to prescribe a formula for compulsory saving in order to put a distinctive to current consumption by the workers who hardly know how to make both ends meet in a period of continued rise in prices. The Prime Minister of India himself could not however set his face against the obvious facts when he said some time ago at one of his monthly Press Conferences that "Every one talked of investments and savings." But, one had to consider how far and how much they could ask the great majority of the population, whose standards of life were very low, to save. When they talked about austerity, it would mean that obvious waste should be avoided - one saw plenty of it in Delhi. Also those who could save, should save. But it is ridiculous to talk of austerity to people who for generations and ages have been living on nothing but austerity." A note also need be taken of the fact that to the extent the worker is made to contribute towards G.P. Fund the Government will effect a saving out of its current liabilities.

Travel Concession :

37. The Commission has not considered favourably the demand of the employees outside Railway for free travel concession once a year nor has it recommended any modification of the present concession available once in two years for visiting home towns only to make it available to all classes of employees and for visiting any place in India once in a year. The latter step would have restored the concession enjoyed by the employees for sometime past on the basis of the Varadachariar Commission's recommendation. That travelling facility comes within the range of labour welfare and is a measure of relief to enable an employee to have rest for recuperation of health once a year away from the place of work and that apart from other considerations that net effect of the concession would not be an addition to Govt.'s liability since it will mean transfer of funds to the Railway Deptt. from other Deptts. of the Govt., has been conceded by the Commission. In the Chapter On Leave the Commission has even suggested that Govt. Deptts. should arrange their function in such a way that an employee may enjoy some period of leave at least once in a year.

38. The actual recommendations, however, do not go beyond extending the present travel facility to industrial or work-charged staff outside Railway, numbering about two lakhs and to the employees who for want of Govt. allotted residences have to leave their families in their home town or village. In the latter case the Commission has recommended the grant of the existing concession once in a year to the employee himself instead of once in two for the employee and his family.

39. But all these fringe benefits have been overshadowed by the recommendation for drastic curtailment of the travel concession so long enjoyed by the railway staff making ^{the same} uniformly of one set of free pass and two sets of Privilege Ticket Order in a year. It is regrettable that the Commission in trying to justify this drastic curtailment has gone out of its way ^{to base} that the existing concession to the Railway staff is causing a great deal of heart-burning among other employees and have brought the demand for travel concession in an accentuated form and that curtailment of the existing concession to the Railway staff with a view to enlarge the same to others formed one of the suggestion of the employees of other Deptts. while presenting their claim for the grant of the concession. The observations of the Commission were rather uncalled for and are not borne out by any supporting evidence.

Retirement Benefits :

40. In regard to the scale of retirement benefits the main demands of the employees were :-

- (1) Counting of entire period of service, temporary or otherwise including work-charged service as well as leave without pay

- spent on diseases like T.B. and Cancer etc. fully for pension.
- (2) Raising of the scale of pension to the level in force before the introduction of liberalised Pension Rules '50.
 - (3) Raising of minimum pension to the level of the minimum of the scale from which an employee retires from service. Minimum of the family pension being correspondingly fixed at 2/3rd. of the minimum pay in the scales on the basis that the minimum wage is calculated on 3 consumption units.
 - (4) Reduction of qualifying service for eligibility of full pension and death-cum-retirement gratuity from 30 years and 34 years respectively to 25 years for both.
 - (5) Enhancement of the age of superannuation to 60.
 - (6) Grant of family pension to all category of staff permanent or temporary irrespective of their length of service.
 - (7) Counting of all kinds of pay as well as dearness allowance in full for calculation of pension.

41. The Commission have recommended counting of temporary service only when it is followed by confirmation, but have overlooked the cases of large number of employees who have to retire without being made permanent and in cases of work-charged employees only half of such service followed by permanency will count while no recommendation has been made for counting of leave without pay which an employee may be forced to take for diseases like T.B. and Cancer. In regard to temporary employees who retire as such, the Commission has in effect asked them to provide for their own retirement benefits by suggesting compulsory G.P. Fund deduction out of their meagre income. The amount of gratuity suggested for such category of staff is too small the rate being 1/3rd. of the monthly emoluments for every completed year of service subject also to certain limitations although the rate for permanent employees is half. The discrimination is without any justification.

42. The Commission has remained silent on the question of raising the scale of pension to 30/60th after 25 years of qualifying service, a demand which intended to secure for the employees a reasonable standard of living free from want for the rest of their life which they otherwise would be unable to do in these days of high prices. The position has been made worse by the Govt.'s decision to enforce retirement after 55.

43. The claim for minimum pension being raised to the minimum wage in the scale of retirement has been rejected by the Commission on the grounds that the minimum of the scales recommended is composed of the minimum pay and dearness allowance admissible to an employee in the existing scale which will have the effect of raising the minimum pension slightly higher. Although this improvement which was long overdue is

welcome the rejection of the claim for minimum pension as stated above will adversely affect the vast number of Grade IV staff and Grade III in the lowest scale of pay since the difference between the minimum and maximum of the scales applicable to them is either negligible or not very appreciable resulting in the pension becoming less than the minimum of the scale from which the majority of the employees may have to retire.

44. The demand for the reduction of maximum period of qualifying service for eligibility of full pension was consistent with the anxiety to ensure full pension to all employees entering service at the age of 25 and putting in a maximum period of service. Since the age of superannuation has been kept unchanged at 55 by the decision of the Govt. of India, against the recommendation by the Commission of 58 therefore this will have the effect of unduly depriving a large number of employees from earning full pensionary benefits unless they complete 30 years' qualifying service and which they may never hope to ~~regret that while~~ unless they have entered service quite early in age. It is a matter of regret that while the claim for enhancement of the age of superannuation has been rejected by the Govt. on grounds of the prevailing unemployment (although the acceptance of the same would have resulted in much savings in public exchequer as well as in deriving the advantage of the services of experienced hands) the total effect of the Commission's recommendations on the other hand due to increase in working hours, curtailment of all kinds of leaves and holidays etc. would be rendering of large number of the existing staff as surplus.

45. The claim for family pension to all category of employees irrespective of their length of service and status was made in order to point out the obligation of Govt. to the persons who choose Govt. service as career and whose families may be rendered indigent. The Commission has not recommended any change in the existing family pension scheme in so far as the same is made eligible to permanent staff with 20 years qualifying service. The restriction both in respect of status of employees and length of service is unduly regressive and calls for urgent revision for the better. The Commission has suggested however, a contributory scheme for family pension in place of the existing one to cover the cases of all category of employees but unless the contribution from the Govt. is liberalised substantially (the total cost to Govt. from the suggested scheme would be only rupees one crore for the entire Central Govt. employees annually) the help that may accrue to the beneficiaries will not be very appreciable.

46. The claim for dearness allowance as and when granted being made eligible for full pension was based on the sad experience of the past two decades when in spite of Govt.'s assurance the prices continued to rule high and the pensioners were subject to untold hardship. The

Commission has, however, not accepted the views of the employees.

47. In regard to the counting of officiating pay, special pay, personal pay and any other kinds of emoluments ~~known~~ termed as pay under the fundamental rule in full for calculation of average emoluments as demanded by the employees, the recommendation of the Commission are below the expectation of the employees. The position as it stands now after the decision of the Government thereon will not make any change in the existing procedure.

Rules of Conduct and Trade Union Rights :

48. "The community expects from the public servants particular standards of ~~integrity~~ integrity, general behavior and efficiency; and the Conduct Rules in effect seek embody the standard". Starting with this view the Commission has upheld the provisions of the Conduct Rules imposing restriction on individual employee. Suitable modification may, however, be made in the Rules so that "there should be no restriction on the freedom of intellectual expression". Secondly, it has held that "It is not that in a democracy the condition of the service of the civil servant have necessarily to be governed by laws made by legislature". Lastly, they have observed that - "It appear to us that such dissatisfaction with the Conduct Rules as exists is made up of a number of elements: These include a desire to have a voice in the determination of service condition, a dislike of traditional methods of enforcing discipline, and a grievance about the absence of a joint consultative machinery"

49. The Commission has upheld the curtailment of political rights as provided in the Service Conduct Rules on the ground that "it is necessary for the proper working of the system of government adopted in this country that Civil servants who influence the policies of Government, or have administrative or executive powers or are otherwise in a position, because of their public office, to influence the citizen or who are concerned with conduct of elections to legislative bodies, should remain aloof from current politics, they must be required to so conduct themselves that the community can have the confidence that whatever party is in power, they would serve the Government of the day with loyalty and devotion; further it would not be desirable for a civil servant to have freedom for any kind of political activity that would make it difficult for him to refuse the function as a political instrument of the party in power or of one expected to get into power, or which would expose him to victimisation for political reasons, at the time, or in future".

Clauses 2 and 3 of Rule 4 relating to subversive activities which require a Government servant to endeavour to prevent any member of his family for assisting directly or indirectly in subversive activities and to make a report to the Government have been upheld by the commission on the

presumption that this obligation has been imposed to facilitate transfer of an officer from sensitive post. Thus the Commission has come to the conclusion that "change of relaxation in the existing restrictions on the political rights of civil servants would not be in the public interest, or the interest of the employees themselves".

50. In dealing with the Right of Association and in so far as the same is curbed or curtailed by the Commission, without going into the merits of the rules as they are, has ~~conduct or other rules~~ held that it is only "Staffs who are free to have their Associations registered under the Indian Trades Union Act or to whom the provisions of the Industrial Disputes Act apply, " who can have grievances if their rights and privileges under these laws are restricted by conduct and other rules made by Government, whereas other employees can not have a grievance at all on this score. Secondly, it has recommended that "it is necessary that the rules of recognition should be conceived and recognition granted, in a liberal spirit; " and has observed that the present Recognition rules are rather stringent. The Commission has also observed that "there may be cases in which recognition is refused.....because another association.....with a large membership exists while refusal of recognition would be perfectly reasonable in such cases it does not appear to be necessary or reasonable that the those who continue to be members of such association should be considered guilty of a disciplinary offence", but that an association taking recourse to or assisting in activities, which, if resorted to by individual Government Servants would constitute a breach of Rules 4,5,6,8,9,13 or 17 of the Central Civil Services (Conduct) Rules 1955 should be refused recognition or its recognition withdrawn and in such cases the Government, may reasonably require the civil servants concerned to withdraw their membership or pain of disciplinary action. Thirdly, they have expressed the view that it is wrong that public servants should threaten or resort to strike and recommended the setting up of an adequate machinery for negotiations, redressal of grievances and settlement of disputes and arbitration on questions of remuneration and important conditions of service. Lastly, they have recommended special casual leave and reasonable facilities for trade union activities.

51. About the machinery for negotiation and settlement of disputes the Commission has recommended setting up of "Whitely type of machinery" i.e; "the official side has to discuss matters fully and to justify its standpoint and the differences with staff points of view has to be based on grounds which would have to be stated at a meeting of two sides and rationally justified.....The position would be comparable to that in industry where manager negotiates, and enters into agreement with employees, even though

he acts under the authority of and in the matters of importance with the explicit approval of the directors;" and to provide for compulsory arbitration in disputes relating to pay and allowances weeky hours of work and leave.

52. It can be said the Commission's recommendations on conduct Rules, Trade Union and political rights have not met the contentions of the employees. In regard to the restrictions under service conduct rules it is unfortunate that the Commission has not been able to distinguish between civil servants guided by All India Services (Conduct) Rules and other civil servants guided by Central Civil Services (Conduct) Rules and Railway (Service) Conduct Rules. The persons of the first category are top ranking officers who formulate, guide and advise in all policy matters with which however, the vast majority of the other category are not concerned. The Pay Commission in a broad sweep has put all civil servants on the same footing in matters of granting full trade union and political rights and liberalisation of the conduct rules, on the fallacious standpoint that since the three sets of conduct rules " contain more or less parallel and, in fact, substantially identical provisions", all the civil servants governed by these three sets of rules, irrespective of their status and function, are on the same footing.

53. The British rulers found justification in such a body of rules as kept the whole machinery of administration carefully insulated, disabled and parasitical with regard to the entire community they had to govern, not in terms of responsibility but of force. But the maintenance of the same set of service rules impels one to think that the role of civil service in a democracy has not properly been understood. In a democracy the civil service is one of the bulwark against any onslaught on the state and is one of the main institutions on which democracy thrives. It is essential that in order to play such a role civil servants should be given full scope for organising themselves on basic Trade Union principles.

54. The Commission has thus failed to realise the new important and distinct part that the Government servants, conscious of the changed set up in the country and its aspirations, are called upon to play in a welfare state with the objective of establishment of socialist society, and for which he must deeply be in the cross currents of ideas in the country to understand his role.

55. The Report provides certain comparisons conveniently made by the Commission with the situations obtaining in U.K. and U.S.A. On the demand of framing service conditions by the Parliament as provided under Article 309 of the Constitution they have been drawn analogy of U.K where such conditions are laid down by the Treasury and other Departments under the authority of Orders in Council made by the Crown upon the

advice of the Ministers, forgetting that in India the authority is derived from the Constitution and not King in Parliament. Coming to the conditions in U.S.A. which has a written Constitution like ours the Commission has overlooked the fact that the Congress exercises close control over civil service matters; it determines rates of pay, decides other important things, and legislates to regulate the conditions of service, and the employees and their organisations have ample opportunities to have their views considered by the Congress.

56. But on question of strike by the civil servants they have referred to President Roosevelt's letter in 1937 to the President of the National Federation of Federal employees of U.S.A. applauding that organisation for incorporating in their Constitution that "under no circumstances shall this Federation engage in or support strikes against the United States Government" and further recalls that not only the National Federation of Federal employees of U.S.A. but other organisations of Federal employees also have unreservedly renounced the strike as a means for achieving their objectives and have suggested the civil servants of India to follow.

57. On the question of political rights the Commission has remained silent of the fact that in U.S.A. a Federal employee can be a member of a political party and by membership and otherwise reveal his political affiliations or in U.K. 84% of civil servants are completely free to belong to any political party, to participate in political activities, to publicly express opinions and to be eligible to contest elections and even to the other 16% unrestricted freedom is given to the utmost extent possible to take part in Local Government and political activities in the local field. The Commission has held such freedom of political activities cannot be extended to civil servants in India, which is also wedded to democracy, on the ground that the same will not be suitable to Indian conditions. These are only a few examples of how the Commission has made convenient comparisons.

58. We are led to the conclusion that the recommendations of the Commission have failed altogether in focusing the attention of the country on the vital changes needed in the service conduct rules, on the restrictions curtailing or negating trade union rights and on the absence of any freedom of political expression in all category of civil servants. The Commission has on the other hand sought to justify them sometimes with contradictory arguments and at times with pious wishes or assumptions which are not borne out by actual experience. A probe into the dismissals and removals that have taken place in the last two years when the Commission was engaged in its work would have revealed how unsound the assumptions of the Commission's were in this respect and to what extent ^{the} employees were justified in their contention put forward in the memorandum for full trade union and political rights. In disapproving, however, of the wielding of the strike weapon by the civil servants the Commission could not but concede that it is not but by imposition but by persuasion that the Government servants may give up this mighty weapon of the workers but for that also necessary conditions have to be created if the Government servants have a duty to the nation, the Govt. has also an obligation to the employees.

COORDINATING COMMITTEE OF GENERAL GOVT. EMPLOYEES
& WORKERS, JAIPUR.

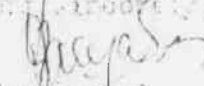
Jaipur : February, 1960.

My Dear Shri

We are grateful that you have shown keen interest in the problems of employees while discussing the retrograde recommendations of the Pay Commission in the Parliament. We are thus encouraged to forward a copy of the memorandum submitted by us to Shri Morarji Deasai, the Finance Minister of India on the issue of upgradation of Jaipur as 'D' Class Town for your kind perusal. I am sure that after going through it, you will find that this demand of employees of Jaipur is fully covered under the relevant recommendations of the Pay Commission and is quite just and legitimate demand of theirs remaining undecided since 1952 by the Government. The Government, who have been so far avoiding it have now got to decide the issue once for all. It is at this stage that I have to request, if you will kindly take during this budget session, some such steps whereby you can expedite the final decision of the Govt. on the issue urgently and thus help to settle this overdue as well as the most genuine claim of employees of Jaipur.

May I expect a favourable response from you and a reply too?

With greetings.

Yours sincerely,

(S. K. Gupta)
SECRETARY

Shri

To,

Shri Morarji Desai,
Finance Minister of India,
New Delhi.

Sub:- Grant of House Rent & City Compensatory Allowances at the rates admissible at B Class Towns to the Central Government Employees stationed at Jaipur.

Ref:- The letter No.F.21(8)-EGI/58 dated 14.10.58 from the Government of India, Ministry of Finance to the Comptroller & Auditor General of India.

Sir,

We were informed that the Government had decided that the consideration over the above subject were to be "deferred till such time as the recommendations of Pay Commission are received and considered by the Government." It was on 24.8.59 that the Pay Commission submitted its Report which was published by the Government on 30.11.59 when you, while placing a copy of this Report in both the House of Parliament, also announced decisions of the Government thereon inter alia stating that relevant recommendations on the above issue have been accepted.

In this connection we regret to point out that so far Govt. orders granting the House Rent and City Compensatory allowances at the rates admissible at 'B' Class Towns to the Central Government Employees working at Jaipur have not so far been issued. We, therefore, while submitting a detailed memorandum on the above subject, request for urgent steps may very kindly be taken by you personally to get the matters expedited.

Thanks.

Yours faithfully,

Memorandum.

Introduction

No one who peruses the pursuance so far made in connection with the grant of the House Rent and City Compensatory allowances at the rates admissible at 'B' class towns to the Central Government employees stationed at Jaipur, a brief summary of which is being enclosed, will escape to note that Government and its authorities never took the case up seriously and it yet remains, therefore, to be scrutinized on its own merits. Vague assurances were at certain times held out, without, at the same time being meant, while many a times the Heads of Department even refused to send the matter to the Government mainly on the plea that the population of Jaipur city was not estimated to have exceeded 5 lakh limit despite the fact that the local authorities did, on other relevant considerations, viz., prevalence of exorbitant high rates of rents and dearness of locality which compared well with the existing 'B' class towns, recommend very favourably on the question on several occasions. It was then on 2-2-58 i.e., exactly before 2 years, that in the Welcome Address presented to Shri Jawahar Lal Nehru, the Prime Minister of India by the Municipal Council of Jaipur, it was, for the first time, mentioned that the population of the city was above 5 lakhs. Again representations were made and local departmental authorities too, after certain necessary verifications, strongly recommended that Jaipur be also declared a 'B' class town. To this the Government replied that the question would be considered while taking decisions upon the Pay Commission's Report.

2. The Central Government employees at Jaipur thus have waited since the year 1952 and now their patience has reached at such an edge that any further delay in the final decision over the question is bound to generate in them an immense amount of discontent and frustration. It is with this realisation, that we propose to examine this issue, in the following lines, in all its relevant aspects exhaustively and particularly in light of duly accepted recommendations of the Pay Commission on the topic.

PART I

General Comments on the Report

3. Relevant extracts from the Pay Commission's Report are reproduced in the annexure.

4. (a) The following facts are clearly borne out from the observations and recommendations made in this regard-

(i) That the population of or exceeding five lakhs has been recommended as the only available sound general criterion for grant of both the allowances in any city.

(ii) That while accepting an overwhelming possibility of a few cities with population less than 5 lakhs yet having sufficient evidence of prevalence of exorbitant rates

of house rent and specially expensiveness of the place, it has been very strongly recommended that the above general criterion of 5 lakhs population should not operate to exclude those cities for purposes of grant of these allowances to Central Government employees serving there and Government should, as the Pay Commission trusts them, look into such special cases where they exist.

(iii) That in towns where state Government have sanctioned House rent allowance, the Government have been asked to look into whether to extend the allowance also to the Central Government employees of that place, provided they are sufficient in number there.

(iv) That while the 1st Pay Commission had required that Government should make a review of conditions prevailing in other (i. e. other than Bombay and Calcutta) specially costly cities and decide to what extent similar benefits (i.e. City compensatory allowance) must be extended to staff serving in those cities; Government had not undertaken any such review but decided that the allowance might be granted at 'B' class cities as well.

It is in the above background that one can see the indirect hint by the last Pay Commission that review on the lines of 1st Pay Commission would be cumbersome rather not feasible and worthwhile had then understand why "for the present" they have confirmed the practice decided by the Government to grant it also where population is or over 5 lacks. But in so doing they have definitely guarded against the exceptional cases not being jeopardized.

(b) We, however, refrain from observing how far the arguments advanced by the Pay Commission before arriving at above conclusion can succeed at the altar of logic and factual conditions and whether even the elaborate alternative procedure for comparing costlier conditions is at all necessary. Suffice it would to say that standard basket of goods and services would be useless in view of wide varieties of dietary habits prevalent in the different parts of the country and instead of really cumbersome procedure suggested by them, costlier conditions of a place can best be judged if its cost of living index compares well with the average of those numbers of all the existing 'B' class towns.

PART II

5 Permit us now to place briefly before you, Sir, the facts and arguments in light of which Jaipur City has sound case for immediate upgradation of its status to 'B' class town.

(1) **House Rent Allowance:** (A) The survey and Annual Administrative Reports of Ministry of Works Housing and Supply Ministry of the Government may be perused on the basis of which Government have already agreed to—

(i) Construct Government Quarters for the Central Govt. employees serving in the offices of the Divisional Superintendent, Western Railway, the Salt Commissioner, the Accountant General and the P. & T. Deptt. stationed at Jaipur. Lands have been allotted to the Central Public Works Deptt. and construction works also taken in hand.

& (ii) For the staff of Accountant General's office at Jodhpur and Salt Commissioner's at Delhi, when shifted to Jaipur in the year 1958, the Government very kindly hired private accommodations till quarters are allotted to them.

These steps, the Government should have taken only when they were fully convinced of the acute scarcity of adequate housing accommodation at Jaipur and of prevalence of exorbitant rates of house rents.

(B) Next as evidence of high rates of rents, we produce the Government's own experience in providing hired accommodation to the staff aforementioned. The Government have hired less than prescribed standard of accommodations in these cases at an average rate of Rs. 45/- in the Accountant General Office and Rs. 60/- for Salt Commissioner's office staff. On an average, these amounts represent about 23% to 30% of the average monthly salary of low paid employees, Thus Government after recovering from them 10% of their emoluments have to foot the bill for remaining 13 to 20%.

(C) The Employees are pressing for more and more quarters to be completed in less and less amount of time for obviously enough, when they are allotted quarters, they shall be getting relief to the extent of at least 10% of the salary which at present, they have to pay for the hired accommodation over and above the usual 10% as the average prevalent rate of House Rent is only more than even 20% of their average salary. Those who would not be given the said allotment, in their case, there will be a clear case of discrimination. As a matter of fact Government should universally extend at Jaipur the same housing arrangements that they have made for persons shifted till quarters are allotted to them. For even the request for grant of house rent allowance at 'B' class rates will, when conceded, only partially compensate them towards extra burden on their low purse falling since 1952. The natural result of this drain has even coerced many of them to move into and live in very inadequate, unhealthy and congested but cheaper accommodations which situation is becoming quite detrimental to the health of the family—a fact contributing towards lowering of their efficiency as Government servant.

(D) Now lastly on the other hand, as precedent we quote the example of the State Govt. who have not only constructed for their staff huge number of quarters in the colony known as Gandhinagar but also have sanctioned house rent allowance Rules under which, in effect, they receive the compensation at 'B' class rates. Reference in this connection is invited to para 14 page 376 of the chapter XXIV of the Pay Commission's Report, on basis of which an early decision should be taken by the Government.

In light of these facts the Govt., as we fervently hope, will definitely agree that the house rent allowance at the rates admissible at 'B' class towns, should immediately be sanctioned to the Central Government employees stationed at Jaipur who are quite substantial in number, say 5,000

(2) CITY COMPENSATORY ALLOWANCE—

The costlier living at Jaipur is a fact which has been several times accepted

by many a departmental authorities since 1952. When the price lists of essential commodities like food, cloth etc. of Jaipur are compared with those obtainable at any of the existing 'B' class towns, for any period of time since 1952, it will be found that they not only compare well with them but not unfrequently show even higher trends. This statement, the Government may verify from their own official statistics. In past representations charts of these prices have been compiled and submitted and we would request the Government to examine them. They even go to establish that Jaipur is costlier than Delhi, which at present is representing for further upgradation as 'A' town. It is hoped that claim for grant of this allowance will be examined by the Government on its own merits.

Population of Jaipur-Turning to the population of Jaipur we have following to offer-

(i) The Municipal Commissioner of Jaipur and State Government when contacted departmentally had intimated that the plea that population of Jaipur exceeds has sufficient force.

The Director of Economics & Statistics had estimated the population of Jaipur to be 4,19,000 for mid yr. 1958 & 4,43,000 for mid yr. 1959 while giving these figures at one time he has stated that the formula applied being one which is used to determine the normal increase in population of any town did not take into account influx due to shifting of offices since 1951 & other abnormal factor, later contradicted himself. It thus appears that implications of that formula, are not certain. On the other hand the Govt. of Rajasthan have, stated that "It is true that consequent upon capital of Rajasthan having been located at Jaipur, abnormal increase in population since the last census has taken place", thus by implication indicating the inadequacy of the formula. Not only have more than 40 Central Govt. offices been moved here involving an influx of about 50,000 but the state offices too have immensely been expended in wake of developmental undertakings. New industries and huge constructional activities have drawn labour from all the adjoining rural areas. The effect of this abnormal growth has been assessed to be about 1,70,000 which when added to normal growth give a figure of 7 lakhs, a fact verified during B. C. G. campaign.

Lastly we give a definite evidence of the population. The Collector (Supplies) Jaipur has intimated that according to new census done in connection with issue of Ration Cards, the population of Jaipur comes to 5,21,528 souls, which figure does not include non-sugar consumers estimated to be about 1,50,000 roughly & as such confirmed the figure of 7,00,000.

While concluding we have to emphasize that the question may be taken up at an earliest opportunity and should be examined from all angles. We also join with the Pay Commission in reposing the trust in the Government and you as the concerned representative of them and hope that justice will be meted out to us in no remote future by conceding this deeply felt demand of employees.

Ideal Printers, Jhalanion-ka-Rasta, JAIPUR.

Coordinating Committee of Central Government Employees & Workers,
J A I P U R.

Resolution
On Upgradation of Jaipur as 'B' Class Town.

This Joint Meeting of the Central Government Employees of Jaipur city held this the 3rd day of the 'Demands Week' being observed by them on the call given by their Coordinating Committee i.e. the 4th February, 1960.

(i) Reiterating the demand repeatedly placed before the Govt. of India since the year, 1952 for issuing orders granting the House Rent and City Compensatory Allowances at the rates admissible at 'B' Class Towns to the Central Govt. Employees working at Jaipur;

(ii) Considering the conditions as indicated from the statistics prepared by the Govt. of Jaipur since the year, 1952 such as are a clear evidence of exorbitant rates of House Rents at Jaipur and go to establish it beyond any doubt that Jaipur has been always costlier than all the existing 'B' Class Towns which facts justify the upgradation of Jaipur as 'B' Class Town as per the duly accepted relevant recommendations of both the Pay Commissions.

(iii) Asserting that the population of Jaipur city is about 7 lacs as assessed during the last B.C.G. Campaign and confirmed by the declarations of the State Government made from time to time;

(iv) Supporting whole heartedly the demand made by all the All India Organizations of the Central Govt. Employees viz. the Conf. Federation, A.I.R.P. etc that all the State Capitals should be classified as 'B' Towns;

I. Resolves to demand of the Govt. of India: immediate to take the question of upgradation of Jaipur as 'B' class town up for consideration and urgently to decide it.

II. Further Resolves to declare that the Central Govt. employees of Jaipur who have waited since the year 1952; now expects the announcement of the above decision by the Govt. much before the budget for the next year is presented in the Parliament as to enable it to make necessary allotment of funds therefore; which expectation, if belied, would bring a very sad realisation on their part and the Government is not prepared to meet this most genuine and pressing demand of their employees, and will thus constrain them to adopt all such measures, including direct actions; their Coordinating Committee recommends to them, as appropriate to bring their collective pressure to bear upon the Govt. and compel them to concede it.

III. Also Resolves to direct the Coordinating Committee to convene as soon as possible a convention of the representatives of all the Central Govt. Employees Organizations functioning at Jaipur with a view to devising all such ways and means whereby to get this demand conceded by the Govt. without any further & unreasonable delay.

IV Lastly Resolves that the substance of this Resolution be communicated to the Finance Minister of India and all the Heads of Department telegraphically and a copies of this Resolution endorsed to 1) The Finance Minister of India 2) All Head of Deptt., 3) Prominent M.P.S. and eminent Trade Union Leaders and Head Quarters of the confederation and all the All India Organizations.

True copy

Carried unanimously
Sd/: Satish Chandra Agarwal,
Chairman.

केन्द्रीय कर्मचारी संघों की समन्वय (Co-ordinating) समिति, जयपुर ।

जयपुर को 'ब' श्रेणी नगर शीघ्रातिशीघ्र घोषित कराने के लिए दिनांक २ से ८ फरवरी ६० तक

मांग-सप्ताह

हर केन्द्रीय कर्मचारी के नाम अपील

साथियो,

यह तो हम सबको भलीभांति याद ही होगा कि दिनांक २ फरवरी सन् १९५८ को जब यहां की नगरपालिका ने हमारे प्रधान मन्त्री श्री नेहरू को अभिनन्दन-पत्र भेंट किया तब उसमें शहर की आबादी को ५ लाख से अधिक होने का उल्लेख किया। यद्यपि सरकारी आंकड़े भी सन् १९५२ से लगातार यह बताते हैं कि जयपुर शहर में घर किरायों की व खाने पीने आदि वस्तुओं की दरें अन्य 'ब' श्रेणी के नगरों (यानी दिल्ली, नागपुर आदि) के मुकाबिले में अधिक ही रही हैं परन्तु आबादी को ५ लाख से अधिक आंके जाने की घोषणा हो जाने के पश्चात् सरकार ने अपनी नीति बदल दी है। इसके पहले १९५२ से लगाकर १९५७ तक कई बार विभिन्न सङ्घों द्वारा यह मांग रखी गई व स्थानीय विभागीय अधिकारियों द्वारा भी बार २ सिफारिशों की गईं परन्तु सरकार उन्हें ठुकराती गई। १९५८ में प्रस्तुत मांग पर टालमटोल नीति का सहारा लेकर अक्टूबर माह में सरकार ने कहा कि वेतन आयोग की सिफारिशों पर गौर करते समय इस मांग पर भी विचार किया जावेगा। वेतन आयोग ने अपनी रिपोर्ट गत अगस्त ५६ में दे दी व उसमें स्पष्ट उल्लेख किया कि जहां ५ लाख आबादी का होना एक साधारण अपितु ठोस आधार रहे परन्तु सरकार को चाहिये कि जिन २ शहरों के आंकड़े यह साबित करें कि वहां पर मकान किराये की दरों व मँहगाई में 'ब' श्रेणी नगरों से मुकाबिला हो व कर्मचारियों ने मांग प्रस्तुत की हो उन नगरों को सरकार 'ब' श्रेणी नगर घोषित कर किराया व नगर [मँहगाई] भत्ता दिलाने की आज्ञायें जारी कर दे। आज ६ माह पश्चात् हमारे बारम्बार तकाजों के बावजूद सरकार ने कोई भी निर्णय अब तक नहीं भेजा। हमें इस स्थिति का डट कर मुकाबिला कर सरकार को इस प्रश्न पर निर्णय लेने के लिये बाध्य करना पड़ेगा।

साथियो ! अपनी एकता को सुदृढ़ बनाने एवं जनता को हमारी मांग का औचित्य बताने के लिये समस्त केन्द्रीय कर्मचारियों के एक सुनियोजित आंदोलन की भूमिका के रूप में समन्वय समिति ने मांग-सप्ताह मनाने का आह्वान किया है। इस सप्ताह की सफलता हमारा एक सुदृढ़ कदम होगा। स्मरण रहे गत २२-१२-५६ को हम सबने माणकचौक चौपड़ की संयुक्त आम-सभा में यह प्रतिज्ञा ली थी कि जब तक जयपुर 'ब' श्रेणी नगर नहीं कर दिया जावेगा, हम चैन नहीं लेंगे। हमें इस पुनीत कर्तव्य को पूरा २ निभाना है।

मांग सप्ताह का प्रोग्राम निम्नलिखित है :—

- दिनांक २-२-६० हर विभाग में आम सभा (मांग पर दिये जाने वाले ज्ञापन को पारित करने हेतु)
३-२-६० हर विभाग के कर्मचारियों का सामुहिक डेपुटेशन विभागीय अधिकार से मिल कर ज्ञापन
४-२-६० विशाल जुलूस व संयुक्त आम सभा। की प्रति देंगे।
५-२-६० से ७-२-६० सामुहिक हस्ताक्षर अभियान एवं प्रेस कान्फ्रेंस का आयोजन।
८-२-६० सामुहिक हस्ताक्षरित ज्ञापन की प्रतियां केन्द्रीय सरकार M.P.S. आदि को भेजना।

सप्ताह के सफलता की कुंजी—आपका सहयोग!

जयपुर 'ब' श्रेणी नगर अविलम्ब घोषित हो !! हमें मँहगाई से राहत दी जाय !!!

हमारी एकता जिन्दाबाद !

आपका—

आइडियल प्रिंटेर्स, भालानियों का रास्ता, जयपुर।

श्रीकृष्ण व्यास, संयोजक

जयपुर शहर के समस्त केन्द्रीय कर्मचारियों द्वारा

(दिनांक २ फरवरी १९६० से ८ फरवरी १९६० तक)

केन्द्रीय कर्मचारी संघों की समन्वय (Coordinating) समिति के आह्वान पर—

★ जयपुर को अविलम्ब 'ब' श्रेणी नगर घोषित करवाने हेतु ★

मांग-सप्ताह

ता० २ को हर केन्द्रीय विभाग में कर्मचारियों की आम सभा होगी ।

ता० ३ को ,, ,, ,, में कर्मचारियों के सामूहिक डेपूटेशन विभागीय (स्थानीय)

अध्यक्षों से मिलेंगे ।

ता० २ को हर केन्द्रीय विभाग में कर्मचारियों की आम सभा होगी ।

ता० ३ को ,, ,, ,, में कर्मचारियों के सामूहिक डेपूटेशन विभागीय (स्थानीय)
अध्यक्षों से मिलेंगे ।

ता० ४ को शहर के समस्त केन्द्रीय कर्मचारियों का विशाल जुलूस एवं वाईजी के मन्दिर
[मानक चौक खन्दा] में संयुक्त आम सभा ।

ता० ५ से ७ तक सामूहिक हस्ताक्षर अभियान व प्रेस कांफ्रेंस का आयोजन ।

ता० ८ को सामूहिक हस्ताक्षरित ज्ञापन (MEMORANDUM) की प्रतियां केन्द्रीय सरकार, M. P.'s आदि
को भेजी जावेगी ।

हमारी माँग - (१) केन्द्रीय सरकार अपने वादे को निभाये और जयपुर को 'ब' श्रेणी नगर घोषित करने की माँग को अविलम्ब मंजूर करें ।

(२) जयपुर स्थित केन्द्रीय कर्मचारियों को 'ब' श्रेणी नगरों में मिलने वाली दरों पर मकान किगया भत्ता व नगर (मंहगाई)
भत्ता दिलाने की सरकार आज्ञा निकाले ।

केन्द्रीय कर्मचारियों की एकता जिंदाबाद ।

RETIREMENT AGE 55 or 58 ✓

The Hon. Finance Minister while rejecting the recommendation of Pay Commission regarding superannation age has stated that in taking this decision, the Government has been influenced by two considerations as

1. the adverse effect which the raising of retirement age would have on the employment opportunities available to the educated young men and women in the immediate future on account of the continuance in service for three more years of persons who will otherwise be retired from their services.
- (11) the adverse consequences due to retention of inefficient persons beyond the age of 55.

The decision of Govt. of India, as announced by Hon. Finance Minister, lays down that extension is to be given freely to scientific and technical personnel but extension for the rest would be an exception rather than rule and would have to be justified strictly on grounds of public interest.

But one wonders as to what is the aim of Hon. Finance Minister when /he says "Strictly on public Grounds" as when we read the announcement in paper we console ourselves with the idea that after all discrimination has disappeared and everyone will have to retire at the age of 55 but in practice the case is otherwise. The extensions to ministerial staff are given freely and without any justification particularly in Railway and P.&T Departments. This causes frustration among the young staff.

We, therefore, through your ^{good self} ~~estimated paper~~ request the authorities that they may either raise the age of retirement to 58 for all or if they want to stick to 55, the so called if and buts may not be imposed as these are the only root cause of favouritism.

~~XXXXXXXXXXXXXXXXXXXX~~
~~XXXXXXXXXXXXXXXXXXXX~~
~~XXXXXXXXXXXXXXXXXXXX~~

According to the Pay Commission report, the extensions above 55 should be given only to technical staff. The Accounts clerks in the Railway Department do not come under the category of Technical staff, but, the extensions are being given to every one. Kindly, ask the Railway Minister about the same, as Ry. Railway Minister Shri Shah Nivaz has recently announced in the Parliament on 11-2-60 in reply to Shri Peroze X Gandhi's question that "the extensions were only given to Technical Personnel, as there was a shortage".

CENTRAL EMPLOYEES.

2913

The Secretary,
Govt. of India, Ministry of Finance, (Department of Revenue),
New Delhi.

(Through proper channel).

Sir,

PLIGHT OF MINISTERIAL STAFF IN THE CENTRAL EXCISE
DEPARTMENT-VIS-A-VIS-THE SECOND PAY COMMISSION'S
RECOMMENDATIONS.

+The report of the Second Pay Commission and the decisions of the Govt. of India thereon have appeared in the Press. The proverbial Mountain had been in labour for a considerable time and produced the proverbial mouse. Nay, in so far as the Central Excise Deptt., it has produced a White Mouse- a high caste mouse- and blackened the already black Ministerial Mouse. Such blatant partiality towards one wing of the service to the exclusion of the other wing has not been seen anywhere in any other department.

2. Every department has its own Executive Wings. In no other department is the Executive Wing so pampered as in the Central Excise deptt. Not even in the Police Deptt., the Ministerial Officers are treated with such scant courtesy, such calculated discourtesy, as in the Central Excise Department. The Feeling of Caste which was all along present over since the Salt Deptt. prior to 1937, has daily grown with every revision in the scales of pay till at last it has assumed Monstrous Proportions with the publication of the Report of the Second Pay Commission.

3. In the Old Madras Salt Deptt, prior to 1937, the staff in the Ministerial Wing were treated on a par with the staff in the Executive Wing. In fact, every Ministerial officer had a chance of bettering his prospects in the Executive Wing if he had no prospects in the Ministerial line and vice versa. No hurdles were placed in the way of Ministerial Officers bettering their lot merely on the ground that they were Ministerial Officers. Slowly, Ministerial Officers were denied promotion in the Executive line. A small reservation was, however, made (small mercies) in favour of clerks for promotion to the lowest grade in the Executive, namely, Inspector. Subsequently, even this small reservation was whittled down. Again, the reservation was provided between Upper and Lower Division Clerks. And recently, Lower Division Clerks have totally been denied promotion to the grade of Inspector. The prospects of any Ministerial Officer, however, brilliant he might be, of rising to his full stature have been totally blotted out unless he is able to (after getting a Pass Chit from the appropriate Departmental Promotion Committee) go out as an Inspector sufficiently early in his service. In other words, the Ministerial Officers have only to slog day-in and day-out without any recognition whatsoever.

In all Govt. Departments, there can only be four distinct categories of staff, namely, (1) Technical, (2) Non-Technical, (3) Skilled, & (4) unskilled. Particularly, in the Central Excise Deptt. Technical staff (for example, Engineering, Scientific, staff, Medical & the like) do not come into play. So far as the non-Gazetted staff are concerned--barring the class IV staff-- they belong to the Category "non-Technical-Skilled". There is, therefore, absolutely no justification for categorizing the staff as Executive and Ministerial. While one set is attending to desk work, the other set is doing field work. But it always remains that both the sets are attending to non-Technical skilled work only. The distinction is therefore artificial if not invidious.

4. In the old days, the Inspector was paid only as much as an Upper Division Clerk. The Dy. Supdt was paid more or less the same wage as a Dy. Supdt. in the Ministerial line and so on.

In the old Madras Salt, Akkavi and Customs Deptt. the Post of Executive and Ministerial Ranks were almost inter-changeable. A Dy. Supdt. (Ministerial) could go out as a Dy. Supdt. (Executive) and receive preliminary training in the Executive with a view to appointment to the Gazetted grade. This was religiously preserved as a Healthy convention in the interests of efficiency and for fostering a sense of contentment among all the staff. Now all these have been cast away. It is now impossible for any Ministerial Officer to get into the general Gazetted Ranks (e.g. Superintendent) except through the post of Inspector of Central Excise. He could hope to become an Inspector of Central Excise only if he is an Upper Division Clerk, or if he chooses to be appointed as a Sub Inspector foregoing all the service rendered by him. Time was when no Upper Division Clerk would look at the post of Inspector; now every U.D.C. hankers after it. Each U.D.C. wants to become a Sub Inspector. Why? Because, in successive doses, the pay scales of every post in the Executive services had been increased. The first Pay Commission recommended the same scale of pay for Upper Division Clerks and Inspectors, as both possessed the same educational qualification and as recruits to both the posts were drawn from the same class. The only difference was that a period of probation was prescribed for Inspectors at the end of which they were allowed to draw pay at Rs. 100/- slowly, this scale was given an upward revision--thanks to Shri Mahavir Tyagi, who felt that unless the Officers in the Executive line are paid more, the temptation to resort to corrupt practices would be overwhelming. (Surely, this cannot mean that ~~xx~~ corruption could prevail among the Ministerial Officers. What is sauce for the Goose should be sauce for the Gander. All Govt. servants, whether they do desk work or are detailed for field work, should be paid decently so that they may be above temptation.) So, the scale of Rs. 80-Prob-100-5-120-8-200-10/2-220 was converted into Rs. 100-Prob-120-8-200-10/2-220. A declaration under F.R. 30 was also issued that the post of Inspector of Central Excise involves the assumption of greater responsibilities than those of Upper Division Clerks. It is not be out of place to make a passing observation here. As all are aware, the work of an Upper Division Clerk and the work of an Inspector did not undergo any change from the time these posts were designated as such. The justification for a declaration as above is not therefore apparent, unless this was a deliberate attempt to invoke the provision of F.R. 22 (a) (1) to Inspectors promoted from U.D.C.'s cadre. The degradation of the Upper Division Clerk and the exaltation of the Inspector was, thus, made complete. As if this was not enough inducement to be honest, the Second Pay Commission has prescribed a scale of Rs. 210-10-290-15-320-25-330 with a net increase of Rs. ₹ 60/- per month. Such is the faith of the Govt. in the incorruptibility of its Executive Officers. On the other hand, the time scale of the Upper Division Clerk on the findings fixed of the first pay Commission has continued to be static through all the vicissitudes of life in Socialistic India. Not even the Second Pay Commission would recommend any thing better than the five ruppees increase in the dearness allowance. Why? Is he inferior by birth? Is his service no essential? Is it that his work has no effect on the revenues etc?

5. In the case of Dy. Supdt. of Central Excise, in the erstwhile Madras Collectorate, prior to the 1st Pay Commission, the post carried a scale of Rs. 100-5-150-10-250. The 1st Pay Commission recommended a scale of Rs. 160-300. The Govt. actually prescribed a scale of Rs. 200-300. This was further revised in the upward direction under the Tyagi dispensation at Rs. 260-360. The Second Pay Commission has recommended a scale of Rs. 350-20-450-25-575. Now compare the lot of his compeer on the Ministerial line. ~~XXXXXXXXXXXXXXXXXXXX~~ The Dy. Supdt. (Ministerial) was given Rs. 250-15-325 by the First Pay Commission. This scale was not revised in the intervening period though the scale of Dy. Supdt. (Executive) was revised with increases both in the Minimum and the Maximum. The Second Pay Commission has not thought it fit to recommend any thing more because the post is a career in itself, whereas the post of Dy. Supdt. Central Excise, Executive is not a career.

several other posts like Superintendent of Central Excise, Class II, Class I, Assistant Collector, Collector etc, and should certainly carry a higher scale of pay for otherwise he will be exposed to the temptations of Executive line and become unfit for further prospects. The one who has no prospects and who has no temptations or scope for gratifying them need not be given anything more. But who is constantly exposed to temptations, who has to look forward to a whole range of higher posts should be given greater inducements, even in his present post. Is this just and equitable? At all times, a Dy. Supdt. Ministerial was recognised as having had to shoulder higher responsibilities and perform more onerous duties than those of the Dy Supdt. (Executive)

6. Now turning to the post of Supervisor (Central Excise) and Power Division Clerk, the same partiality is witnessed. Recruits to both the classes of posts are required to possess the same educational ~~qualifications~~ qualifications. The posts which recently carried the same scale of pay. Only persons who were not able to express themselves well or who were no good either in understanding but never the less possessed the physique, were selected as Sub Inspectors till recently. Suddenly this post has assumed a great importance and it has been given by the Second Pay Commission a higher rate of increment. Why? It is again a post in the Executive Wing where physical endurance alone is all important, where any one can pass muster even if he commits irregularities, where any one can be ignorant even as to how to prepare one's own pay or T.A. bill, but still could demand and be granted increased pay scales as the price of their honesty - Alas! they give their money's worth? There are clerks to correct all their errors, to study the law and the orders, to interpret them and guide them. If their pay is not drawn and paid on the first, it is safely alleged that the poor clerks are sitting over the papers. If any inadmissible claims are disallowed, Executive Officers and their superiors would say 'it is the mischief of the clerks or it is mis-interpretations by the Clerks'. If the claims as preferred by the Executive Officers are passed and if there is an audit objection, again the clerks get the blame. If any incorrect disposal is given, the clerks are taken to task that they have omitted to scrutinise properly or failed to put up the correct order or the clerks misguided the officers as if the Poor clerks are the deciding judges and the Superiors have no part to play in it. For all delays the clerks can be blamed, for all lapses the clerks can be blamed, but the clerks need not also be given any better wage. If a case involving contravention of the Act is detected, responsibility of the Executive Officer ceases, the moment he reports the case. It is for the clerks to see whether the seizure is correct, the rule is appropriate and the action is defensible. It is for the clerks again to put up rough orders of adjudication. Though theoretically the orders of adjudication is passed by the Adjudicating Officer, who has to apply his mind, in practice every adjudication order is actually prepared by the clerk leaving blank the space for penalty and fine in view of Confiscation etc. If there is any doubt as to the appropriateness of one or other of two rules, it is the clerk who has to rack his brains and clarify the position indicating the appropriate rule. In short, Ministerial officers in every cadre are doing higher standard of work and turn out greater volume of work than their opposite numbers in the Executive Cadre. Yet, they should get something very much lower than what their Executive Officers get.

7. Now what is this wonderful Executive Wing and Executive Wing? Has not the Revenue department got Executive functions? Do our Inspectors and Dy. Superintendents exercise greater powers than the Tehsildars and Deputy Tehsildar or for that matter of the Revenue Inspectors in the Revenue department. Still clerks are promoted as Revenue Inspectors, Deputy Tehsildars. There is no administrative or statutory ban on such promotions as is found in the Central Excise department. In fact whenever our Inspectors and Dy. Supdt.s find themselves in difficulties in regard to realization of revenue, it is the clerk promoted Deputy Tehsildar and Tehsildars who has to come to the rescue of these Heaven born Executive Officers.

Who after all are these most pampered Executive Officers? They are former clerks of the Revenue department, sales tax depp, or other Central & State Govt. departments who have migrated to the Central Excise department as Inspectors. Only the clerk in the Central Excise department is inferior being, not so the clerk in the other departments. The migration of the clerk to the Executive should be prevented, discouraged- Is this fair? Is it not against the recommendations of the first Pay Commission (page 162 of the printed report)?

8. In the Income Tax Deptt. there is no such cleavage as in the Central Excise Deptt., as between Executive and Ministerial. Every Clerk has the right to become an Inspector and an I.T.O. provided he passes the prescribed tests. Are they not collecting revenue and administering a revenue Law? Should not the clerks of this deptt. have the same rights as those in the Income Tax which is a Sister department under the Central Board of Revenue?

9. It is no use saying that if lower Division Clerks, Head Clerks and Dy-Supt. (Ministerial) are placed on a par in the matter of emoluments and prospects with the corresponding Executive Cadres, L.D.Cs, U.D.Cs etc. in all other Central Govt. departments will have to be given the same salary and prospects. Are the scales, in reality, the same in all the Central Govt. departments? In the Accountant-General's office, an Upper Division Clerk, as soon as he passes certain tests, he is automatically granted pay at Rs. 100 or Rs. 120- But in the Central Excise department, the clerks must pass a complicated examination consisting of three papers for the mere existence. But a Sub Inspector need pass only one simple theory paper in Central Excise and get promoted as Inspector. But a clerk cannot get it even if he passes all the papers. Why is this? It is because the administration, as such from the highest to the lowest practices discrimination as between Executive and Ministerial. How has this miserable position arisen? First and foremost, we have joined the Executive Officers in a common association and placed our brains and labour at the disposal of Executive Officers to agitate for better conditions for them. If there had been a separate association for Ministerial officers and if our grievances had been represented through a separate association, neither the administration nor the Pay Commission would have perpetrated this injustice on us.

10- In the Central Excise department either the Executive Wing should be brought on to the same position as the Executive Wing in the Income Tax, land revenue etc. departments and thrown open to Clerks in the same way as in those departments or the offices should be staffed with sub Inspectors (doing duty as L.D.Cs), Inspectors (doing duty as U.D.Cs), Selection Grade Inspectors (functioning as Head Clerks) and Dy.Supts. of Central Excise (functioning as Deputy Superintendent (Ministerial)). The step motherly treatment meted out to the Ministerial officers will continue as long as the two Wings are kept as air tight compartments. In the alternative, lower Ex Division Clerks should be given the same pay scales as sub Inspectors, Upper Division Clerks the same as for Inspectors, Head Clerks, the same for Selection Grade Inspectors, and Deputy Superintendents (Ministerial) the same as for Dy.+Supts. Executive with the same prospects for betterment. Failing this the Ministerial Officers will have to devise means to agitate constitutionally and forge constitutional and legitimate sanctions for obtaining their demands.

ANNEXURE

Name of Cadre	Scale of pay on introduction of Prescribed Pay scales from 1-1-47.	Charges made from 1.1.47 to the date of announcement of Pay Commission's Report.	Scales of pay now recommended by the Pay-Commission including D.A. Merger	Resultant Increase or Loss. (+ or -)
1	2	3	4	5
Office Supdt.	Rs. 370-500	No change	Rs. 450-25-575	+ Rs. 10
S updt. (M)	310-400	No change	350-20-450-25-475	- " 30
Dy. Supdt. (M)	250-15-325	No change	335-15-425	+ " 20
Dy. Supdt. (B)	200-10-260-15-350	The scale was revised to Rs. 260-15-350 w.e.f. 1.8.52	350-20-450-25-575	+ " 25 in minimum & + Rs. 155 in maximum
Head Clerk	160-10-250-15-280	No change	210-15-290-15-380	- Rs. 10
U.D.C.	80-5-120-EB-8-200/10/2-220	*	130-5-160-8-200 EB-8-256 EB 8-280-10-300	No increase or decrease.
Inspector	80-Prob-100-5-120-EB-8-200-10/2-220	The scale was revised to Rs. 100-Prob-120-8-200-10/2-220 w.e.f. 1.8.52	Rs. 210-10-290-15-320-EB 15-380-	+ Rs. 60-0 in minimum & + 95 in the maximum
" (S.G.C.)	1-0	15% of the permanent posts of Inspectors were also made selection grade in the scale of Rs. 200-10-300 w.e.f. 1.8.52	Rs. 320-15-485 25%	posts of Inspectors + Rs. 60 in the have been recommended minimum and as Selection grade + Rs. 120 in the maximum.
L.D.C.	55-3-85-EB-4-125-5-130-	It was revised to Rs. 60-3-81-EB-4-125-5-130 w.e.f. 1.8.56.	Rs. 110-3-131-4-155-EB-4-175-5-180	No change in the minimum but a loss of Rs. 5/ in the maximum.
Sub Inspectors	55-3-85 upto 1950; same as for L.D.C. after 1950	do	Rs. 110-4-150-EB-4-170-5-180-	Rate of increment Rs. 4/- as against only Rs. for LDC
Steno typist	Rs. 55-3-85-EB-4-125-5-130 + Rs. 20 special Pay	-	110-3-131-4-175-5-180 plus 20 sp. pay	No increase or decrease.

RAILWAYMEN AND THE PAY COMMISSION

Nearly a Million railwaymen along with other sections of Central Government employees agitated for wage increases and finally they got a Pay Commission. The Commission took over two years to submit its report but despite all the laborious work, the net result is that the railwaymen instead of getting adequate satisfaction in the matter of their legitimate demands, got the shock of their lives when the report of the Commission was published.

Quite a large number of them will get less in cash than before and that is said to be in return for better retirement benefits.

For example gangmen and patrolmen and other class IV staff will get only Rs.68.25 as against Rs.68.42 which they got in cash earlier. Because they have to pay at the rate of 8½ per cent of the Provident Fund on the increased basic salary. This increase is largely illusory since in the wage calculations the share of basic wage has been increased and share of dearness allowance reduced.

Thus the nominal increase of Rs.5 in wages which the Pay Commission has given will be actually paid as retirement benefits. But that is no consolation for the poor workers, because according to Government statistic, the average life of an employee after retirement is just 2½ years. Of course it will be quite another thing if Morarji Desai has credit arrangements with God so that the final settlements of accounts are rendered in heaven.

Other gifts from the Pay Commission intended for the railwaymen include:

- Kit pass enjoyed by a section of employees will no longer be available.
- At present the officers get 6 passes and 6 ~~passes~~ PTOs and others have three passes and 3 PTOs. All these goes and every one now will get only one kit pass and two PTOs.
- The travel facility enjoyed by the employees has been reduced to only the employee concerned going once in a year to his native places.

- And then there is overall increase in work due to reduction in holidays and leave facilities.

No doubt, the railwaymen are angry. And so are other Central Government employees. And they are determined to win what is legitimately due to them.

To
The Chairman,
Railway Board, New Delhi.

Station _____

Dated _____

Respected Sir,

Sub :- Revision of pay Scales, Central Pay Commission recommendations -
Report of 1957-59 - Medical Services - Asst. - Surgeons.
Railways.

Attention is invited to para 11 & 12 of Chapter XVII - Medical and Public Health Staff of the Commission's report, reproduced hereunder for ready reference.

It does not seem to us desirable that Doctors who are in the whole time employment of Central Govt: for providing medical attendance and treatment to Government servants, should be permitted private practice, and we recommend stoppage of private practice where it is allowed at present. In cases in which the scale of pay has been fixed, making allowance for private practice and this is usually the case-the loss of income resulting from prohibition of private practice should be compensated by a suitable non-practicing allowance, or by replacing the present scale by a higher consolidated scale of pay. For each grade we accordingly propose two alternative rates of remuneration: 1) A scale of pay with a nonpracticing allowance attached to it, 2) a consolidated scale of pay. We consider the rate of non-practicing allowance 25% of pay subject to a minimum of Rs. 150/- and a maximum of Rs. 400/- to be suitable and we have adopted those rates in our proposals.

Grade I Assistant Surgeons provides the base for the pay structure of the Medical officers. On comparison of the qualifications, duties, responsibilities etc., of an Assistant Surgeon with those of Class II officers generally, we see no justification for allowing a lower remuneration to the Assistant Surgeon, and we consider that the total value of the Assistant Surgeon's scale should be more or less, equal to the standard Class II scale. At present the Assistant Surgeon's scale has been fixed low on the ground that he is allowed either private practice or non-practicing allowance. The question of private practice does not arise in the case of Central Health Service, for no member of the service will be allowed private practice. And we have found on examination that even after taking non-practicing allowance into account the total emoluments of Assistant Surgeons Grade I. during his service are considerably smaller than those of the Class II officer on the standard scale. This is not all. He gets a smaller pension and gratuity for non-practicing allowance is not taken into account for calculating pension or gratuity. The difference is further increased by the difference on an average of 4 years in the age at the time of entering into service. In the relevant chapter we have recommended that in the case of Medical Officers non-practicing allowance should be taken into account in calculating the pension and gratuity. But we find that this alone will not be sufficient to bring the Assistant surgeons remuneration more or less on par with the standard rate of remuneration for Class II; improvement in the pay scale will also be necessary. Proceeding on this basis we recommend Asst. Surgeon Gr. I. the scale of Rs. 325-25-500-30-590 E. B 30-800 plus the non-practicing allowance at the rate indicated earlier. or in the alternative the consolidated scale Rs. 475-25-650-30-740 E. B. 30-950.

But in case the Government decide to withdraw permission for private practice, the pay structure recommended for the Central Health Service should be adopted in the Railways also.

From the above recommendations it is obvious that the Doctors employed under Railways should not be allowed to have private practice. As embodied in para 11 of the recommendations quoted above, the Pay Commission report is emphatic in their views on page 585, para 60 which reads as "Doctors who are in the whole-time employment of the Central Govt. for providing medical attendance and treatment to Government servants should not be permitted private practice"

Even though permission to undertake private practice is granted, in the majority of the cases, subject to the condition that it does not interfere with the official duties, it is causing an embarrassing situation to the Asst. Surgeons employed on the Railways. On account of this there are instances where Doctors are put to humiliating situations and on account of which some of the Asst. Surgeons are quitting service from the Railways.

In this context it is also relevant to note as pointed out on page 90 of the Railway Corruption Enquiry Committee report of 1953-55, which states as.

"We also recommend that the Railway Doctors should be debarred from private practice and their emoluments may be suitably increased to compensate them for the loss of income from this source".

Experience teaches us that we should once for all abandon the idea of private practice on the Railways and in view of the specific recommendation of the Pay Commission as stated in para 12 quoted above, I request you to kindly implement the consolidated scale of Rs. 475-25-650-30-740-EB-30-950, for Asst. Surgeons on the Railways.

Yours faithfully,

SECRETARY INDIAN MEDICAL ASSOCIATION EXPRESS TELEGRAM NEW DELHI

Copy Parliamentary leaders Congress, PSP. Jansangh Communist
Ganathanra Farshid New Delhi.

Unjustified Disparity Pay scales between Railway Assistant Surgeons
and other Central Medical services by second pay commission.
Chapter seventeen para eleven and twelve and para seventeen of
page 193. Please intervene. Appeal Follow

Assistant Surgeons of Central
Railway Secunderabad Division.

Not to be telegraphed ; -

Assistant Surgeon Railway Hospital
Lalaguda.

Lallaguda hospital,
Dated, 14-12-1959.

From,

Dr. S.V. Krishnappa MBBS
Assistant Surgeon, Gr I
C.Rly

To

The ... Parliamentary Leader (Communist Party) P. Subramanian
New Delhi

Respected Sir,

Enclosed herewith please find the copy of the Express Telegram addressed to you on 14-12-59 and a copy of our appeal to you for necessary action.

In this connection I am also reproducing below the recommendations of the Second Pay Commission appearing on Page 193 for your ready reference. The details of which may be obtained from the above 'Commission's report'.

"Para - 17 :- The recommendations made in the preceding paragraphs (Paras 11 and 12 as shown in the printed appeal) do not apply to Medical Officers in the Railways. In the Railways doctors are generally permitted to have private practice. We are of the view that if the present arrangement continues and also in the case of similar arrangements elsewhere there is no justification for any improvement of the pay scales of the staff concerned. We, accordingly recommend for medical officers in the Railways the following rates of pay: -

Chief Medical Officer	... Rs. 1800-100-2000
Divl. Medical Officers	.. Rs. 700-40-1100-50/2-1300. Rs. 375-25-500-20-590/EB-30- 800/EB-30-830-35-900.
Asst. Surgeons, Gr. I	Rs 340-15-475-20-575.

But in case the Govt. decide to withdraw permission for private practice, the pay structure recommended for the Central Health Services should be adopted in the Railways also i.e.

the consolidated scale of Rs. 475-25-650-30-740/EB-30-950)"

H earnestly looking forward for your active and full cooperation.

Yours faithfully,

S.V. Krishnappa

(On behalf of Asst. Surgeon
of C.Rly. Secunderabad Divn.)

RAILWAYMEN'S
REJOINDER
TO
THE PAY COMMISSION



ALL INDIA RAILWAYMEN'S FEDERATION
(AIRF)

SEVA SADAN
G/242 Suparibaug Road,
Parel, Bombay 12.
22nd February, 1960

PRICE : 80 nP.

When the employees of the Central Government made a demand for a new Pay Commission, they were only asking for a share in the higher national income and a higher standard of life. The Central Government employees total to about 20 lakhs, including about two and a half lakhs of casual labour in the Railway. This is a formidable force for the administrative tasks of building a socialist pattern of society, and also one that shares in the productive process in the country. The future of these employees therefore calls for the nation's concern.

The recommendations of the Second Pay Commission (1957-59) were both disappointing and confusing. An attempt has been made to bring public pressure against these employees working in Public Utility Services. In order, therefore, that the public may have a true and fair assessment of its recommendations, the AIRF has decided to place before it this "REJOINDER".

The "REJOINDER" is divided into Ten parts. The first juxtaposes the terms of reference, the second discusses some of the principles adopted as a basis, as well as those principles and policies of the first from which the Second Commission has departed, the third deals with the issue of Dearness allowance, the fourth with the fixation of pay, the fifth with Pay scales, the sixth with Travelling, Compensatory, House rent and other allowances, the seventh with Hours of Employment, leave and holidays, the eighth with Disciplinary Rules, the ninth with conduct of Trade Unions and the tenth with efficiency.

22nd January, 1960.

Peter Alvares,
General Secretary.

SECTION I

The Terms of Reference

The first contrast between the two Pay Commissions is at once noticeable in the difference between their respective Terms of Reference.

The First Commission

To enquire into and report on :—

(a) The conditions of the service for the Class I and Class II and Subordinate Central Services as well as Establishments now designated as inferior who are subject to the Civil Services (Classification, Control and Appeal) Rules and Railway servants, as defined in para 101, State Railway Establishment Code Vol. I with particular reference to :—

(1) The structure of their pay scales and standards of remuneration, with object of rationalisation, simplification and uniformity to the fullest degree possible ;

(2) The extent to which the present leave terms should be altered and simplified ; and

(3) Conditions of retirement and the extent to which the existing regulations in regard to pensions and contributory provident funds require simplification ;

(b) the machinery for negotiations and settling questions relating to conditions of service which may arise out of difference between Government and its employees.

(c) The principles on which the remuneration of industrial workers and and daily rated employees of Government should be based.

The Second Commission

(i) Examine the principles which should govern the structure of emoluments and conditions of service of the Central Government employess.

(ii) Consider and recommend what changes in the structure of emoluments and conditions of service of different classes of Central Government employees are desirable and feasible keeping in mind the considerations mentioned below :

(iii) Recommend, in particular, the extent to which benefits to Central Government employees can be given in the shape of amenities and facilities ; and

(iv) in making their recommendations, the Commission will take into account the historical background, the economic conditions in the country and the implications and requirements of development planning, and also the disparities in the standard of remuneration and conditions of service of the Central Government employees on the one hand and the employees of the State Governments, Local Bodies and aided institutions on the other, and all other relevant factors.

The very terms of reference of the Second Pay Commission restricts the scope for any radical changes in the Wage Structure of Government servants. The Second Commission has further deviated from the principles enunciated by the First Commission—nay, the Second Commission has gone beyond its terms of reference by recommending curtailment of time honoured and hard won privileges.

SECTION II

Principles

First Commission

1. This is what the Islington Commission had to say in 1915 in regard to the principles that should underline the basic structure of salaries :—

“The only safe criterion is that Government should pay so much and so much only to their employees as is necessary to obtain recruits of the right type and to maintain them in such a degree of comfort and dignity as will shield them from temptation and keep them efficient for the term of their service. Whilst, therefore, we have noted the rise in prices which has taken place, we have not based on this any general recommendation. Where we have advised changes of salary it has been to meet inequalities of remuneration prejudicial to efficiency, to fulfil expectations reasonably founded on formal announcements (for the Government of India’s announcements please see para 4 below) made by Government, and to improve recruitment, where the existing terms have been shown to be insufficient to obtain a satisfactory personnel.”

2. The First Pay Commission made the following observations on the citation quoted above (para 44) :—

“We are thus led to think that the test formulated by the Islington Commission has only to be liberally interpreted to suit the conditions of the present day

and to be qualified by the condition that in no case should a man's pay be less than a living wage. In its practical application, the general principle enunciated by them has to be amplified or supplemented by other ways of stating the test. The general educational qualification expected of candidates as well as special qualifications and training required of the holders of particular offices are of course important considerations. Even more important is the nature of duty and responsibility of the office. Great stress has been laid on the necessity of enabling the holder of an office to maintain its status and dignity. Though this cannot be made a fetish in this democratic age, it cannot be wholly ignored. Some officers have insisted on the need for keeping public servants beyond temptation; this is true if it means keeping them reasonably above want. But it will be too much to assert that high salaries are by themselves absolute safeguards against corruption. While it may be generally agreed that the market value test may not always be available and it may not even be the proper test if exclusively applied it is only reasonable that so far as practicable, a "fair relativity" should be maintained between the rates of pay of certain classes of civil servants and comparable outside rates, the parity being judged only with reference to long term trends in wage levels in the country."

Amplifying their view (1st Commission) that an employee's pay should in no case be less than a "Living Wage", the Commission said "we are nevertheless convinced that the State must now take some steps forward in the direction of giving effect to the "Living Wage" principle in dealing with its employees.

(para 49)

. Basis of a Social Policy

"The 1st Commission introduced the principle that as a *matter of social policy, the lowest rate of remuneration should not be lower than a "living wage" and that the highest salary should also, as a matter of social policy, be kept down as far as possible.*

And the First Commission concluded with the observation : "We nevertheless think that the time has arrived when the problem of high salaries calls for a new approach quite as much as the problem of low salaries." (para 54)

4. Government's pronouncements on the Wage Policy are expressly stated in the Five Year Plan Reports :—

"Wages in public Undertakings should not be less favourable than those in the neighbouring private enterprises" (Plan Report page 580)

This was emphasised in the Second Five Year Plan Report where it was stated that "conditions of work in Public Undertakings are expected to set the pace for the private sector" and "any attempt on the part of public employer to avoid the responsibility of an employer on the ground that he is not working for profit has to be discouraged." ... "In the last analysis employees in the public sector should on the whole be at least on par with their counterparts in private employment and should feel a legitimate pride in what they produce and in their position as employees in the public sector." (pages 572 & 577)

5. A "Need-Based" Principle

The 15th Indian Labour Conference, 1957 (representing the Central Labour organisations, Government of India and

3. The Commission has analysed various factors such as the recruitment, efficiency and social factors but have come to the conclusion that "there must be a curb on consumption and that Government servants including those in receipt of low wages or salaries, as well as other sections of the community, should be prepared to live in hardships in the present so that the future might be secure." (page 34)

Thus the only concern that has guided the Commission is that of budgetary consideration which has received greater emphasis than all other factors.

Government's reply to this accepted policy adopted by its own conference, was :—

"Government desires to make it clear

employers) while accepting that the minimum wage should be "need-based" recommended certain norms to be followed by wage fixing authorities. According to these norms *the minimum wage* at the present cost of living works out to Rs. 135/- p.m.

6. "Fair Wages Committee"

"We have all along held the view that an industry which is incapable of paying the minimum wage has no right to exist. But an industry may be such that its continued existence is imperative in the larger interests of the country, whether or not it is in a position to pay the minimum wage. In such a case we feel that it is the responsibility of the State to take steps to enable that industry to pay at least that minimum wage."

7. Nutritional Standards

A nutritional standard of 3000 calories as recommended by Dr. Aykroyd formed one of the norms for fixing the minimum wage by the 15th Labour Conference.

that the recommendations of the Labour Conference should not be regarded as decisions of Government and have not been formally ratified by the Central Government. They should be regarded as what they are, namely the recommendations of the Indian Labour Conference which is tripartite in character. Government have, at no time, committed themselves to taking executive action to enforce the recommendations." (Page 63 of the Second Commission).

In considering whether a minimum remuneration of this size is at all feasible at the present level of our economic development, the Second Commission has argued as follows:—

(a) That since the per capita national income is about Rs. 28, the minimum wage cannot be of the order of Rs. 125. A minimum wage pitched above the level of per capita national income and intended for very wide application is obviously one beyond the country's capacity.

(b) If the test of sufficiency (attraction of the Pay Scales) to attract recruits of the right type is applied, this rate of remuneration (Rs. 70) will undoubtedly, be considered reasonable.

The Second Commission has used two arguments for rejecting this view. The first is "they (the views of Dr. Mehta and Dr. Patwardhan) appear to us to confirm that the minimum nutritional requirements may reasonably be taken to be somewhat lower than even the revised figures of the Nutrition Advisory Committee.

"That while the standards set in the particular balanced diet formula (Dr. Aykrod's) may be feasible in

respect of cereals or pulses, they are impracticable in the case of other foodstuffs such as fruits, milk, meat, fish and eggs. . .” In any case since it cannot be the object of any rational social policy to ensure a balanced diet to a particular section of the community at the cost of vast numbers whose diet is even more unbalanced and deficient than that of the particular section, determination of minimum wage on the basis of such a balanced diet is clearly unjustifiable. (page 66)

The arguments put forth by the Second Pay Commission against “need based” minimum as recommended by the 15th Indian Labour Conference are devoid of logic and principles which ought to govern government as a model employer.

The Second Pay Commission has said that the general level of wages and salaries at any time is limited by the country’s productive capacity and any substantial rise in that level will depend on the increase in the total national output. It has also argued that for rapid economic development there has to be restraint in consumption.

From a study of the principles formulated by the Commission it would appear that it has been guided manly by one consideration, namely, that there should be curb on consumption and that Government servants including those in receipt of low wages or salaries as well as other sections of the community should be prepared to bear hardships so that the future may be secure. This shift in emphasis, more on the side of the budgetary considerations, has led the Commission to adopt a line of reasoning on the basis of outdated conventional theory to problems of economic development. The latest studies in the problems of labour in economic development conducted by the Ford Foundation, have revealed that the process of development must be sufficiently rapid to satisfy swiftly the aspirations of people suddenly released from a Malthusian world and endowed with political power. Therefore, a certain amount of diversion of resources to consumption is necessary in underdeveloped countries even during the process of development so that a favourable climate can be created so as to overcome the institutional barriers to rising productivity. If we hope to see the completion of successful programmes of economic development under the auspices of democracy, increases in skill, organisational innovations or improvements in health, energy, discipline of the labour force, have to be taken into

account. Instead the Commission has chosen to preach the good old doctrine that everything must be sacrificed, specially by the poor, in order to make our nation strong.

Again, on page 65, the Commission has based its policy on the forced poverty line. If the low basic can be kept down because of "relativity", then railwaymen can argue that the per capita national income of Rs. 28 should also be taken into consideration when determining the salaries of the Ministers and Members of the various Commissions. After all these also are Indians, and governed, we hope, by the same considerations of national productivity and the needs to maintain "relativity" in wages and national income.

When compared with the private sector, whose salaries and wages had a sharp rise in wage bills in recent years, there has not been commensurate rise in the wage bill of Government employees. The Reserve Bank's study says that the increase which was shown by almost all the industrial groups was significant. In cases of Coffee and Rubber Plantations, Shipping, Engineering, Electricity and Chemicals, rise exceeded 15% in each case. The study relates to 333 private limited Companies. Thus, it is evident that the railwaymen who are performing much more hazardous nature of duties have continued to work with less wages.

And if it is relevant to protect the salaries of the superior services on the grounds that an erosion has taken place (a lowering of the real wages in terms of salaries drawn) then it is all the more relevant that the erosion has taken place *more* in the salaries of the lower paid staff.

It is a novel argument to advance that HIGHER salaries are not justified because the country cannot supply those constituents of a balanced diet as prescribed by the Nutrition Committee. By deducting from the minimum salary (Rs. 125) that amount which could have been spent on milk, eggs, etc., because of their non-availability at present in sufficient quantities, the Commission has felt justified in keeping the wages to that level in which it is possible to buy foodstuffs of the coarsest and un-nutritious variety. The poor working class can never hope in this manner to enjoy the benefits of nutritious foods because the Commission has denied them the money for it.

While the AIRF accepts that the Railway Undertaking must contribute from its surplus towards the development of the country's economy, it submits that the whole surplus cannot be mortgaged to the Central and State budgets at the cost of Railwaymen. The Railways are a Public Utility Service, and in Western countries, where the Railways are run at a loss, the National Government pay a subsidy to the Railways to help them meet their Labour responsibilities.

The AIRF has always advocated that the Railways being both a Public Utility and Commercial Undertaking it should be treated separately from Government spending Ministries.

Huge amounts of Railway revenue are lost due to various concessions given to the public, let alone the loss of revenues as a result of the Railways carrying coal at cheaper rates, and in addition paying steamer freight of about Rs. 3 crores for the conveyance of coal for its own use. The Pay Commission has failed to examine these and other concrete suggestions made by the AIRF for further augmenting Railway earnings.

As regards the financial resources available, the AIRF would like to submit that the Railway Undertaking pays about Rs. 52 crores to the Central and State Exchequers to help the respective Governments to meet their budget gaps. Railwaymen assert that they have the first claim, on this surplus for the satisfaction of their demands.

SECTION III

Dearness Allowance

In this chapter a comparison is made between the Dearness Allowance granted by the First Pay Commission and that permitted by the Second. Dearness Allowance is a medium of neutralising the high cost of living. What the Second Pay Commission has done is to merge the existing Dearness Allowance with basic pay and has thus arbitrarily denied the full neutralisation.

First Pay Commission

The following is the table showing Dearness Allowance on the Slab System when the cost of living index was 260.

Pay Range Rs.	D.A. Rs.
50 and below	25
51-100	35
101-150	40
151-200	45
201-250	50
251-300	60
301-500	70
501-750	85
751-1000	100

Government accordingly sanctioned Dearness Allowance on the basis of the Commission's recommendations from August, 16th 1947.

2. It recommended adjustments of Dearness Allowance at the rate of Rs. 5 for every 20 points by which the cost of living index rise or fall below 260.

3. Dearness allowance should be examined every 6 months for the purpose of deciding any revision and a change should be made only if the index number for three previous months stood

Second Pay Commission

1. Employees drawing pay below Rs. 300 may be granted Dearness Allowance at the following rates :—

Basic pay below Rs. 150	Rs. 10 p.m.
Or above but below Rs. 300	Rs. 20 p.m.

There should be marginal adjustments for employees drawing a basic pay of Rs. 300 or above but below Rs. 320.

2. These rates of Dearness Allowance should be taken as related to the consumer price index of 100 points. (Base 1949 = 100)

3. If during a period of 12 months the index remains on an average 10 points above 115, the Government should review the position and consider whether an increase in Dear Allowance should be allowed.

4. If thereafter, the index falls by the margin and for the period (i.e., average of 10 points during a period of 12 months) the position may be similarly reviewed and appropriate adjustments made.

5. The benefit of Dearness Allowance should in future upward adjustments be

above or fell below the index figures for the next slab.

extended to all employees drawing a basic pay below Rs. 400 p.m. in such a way that the total basic and Dearness Allowance paid to an employee does not exceed Rs. 400 to those who are in the pay range of Rs. 300-400. The reference in this recommendation relates to rates of pay that will come into force on the Government's decision on our recommendation. For 15% rise on the cost of living, the rates of Dearness Allowance recommended above will compensate an employee on a pay of Rs. 70 per month by 14.3%, an employee at Rs. 110 p.m. by 9.1%, an employee at Rs. 225 p.m. by 8.9% and an employee on Rs. 300 p.m. by 6.7%.

From the above it could be seen that the Second Pay Commission has not laid down any positive formula for protecting the real wages of the employees.

SECTION III (a)

NEUTRALISATION

First Pay Commission

Although the First Pay Commission recommended the adjustment of D. A. in proportion to the rise of cost of living, the Government of India did not give any increase in Dearness Allowance till January 1949 when the cost of living rose to 365, i.e., 80 points more; in January 1949 the Dearness Allowance rates were increased by Rs. 10 for salary upto Rs. 250 a month, and on 12th June 1951, a further increase of Rs. 5 was given on the salaries below Rs. 251. The following table will indicate the amount of Dearness Allowance an employee was entitled to in keeping with the formula of the First Pay Commission :—

Second Pay Commission

The Second Pay Commission has worked out the minimum remuneration including D.A. required for full neutralisation by the following formula :—
Rs. $\frac{55 \times \text{index of real remuneration,}}{285}$

and has mentioned that the amounts of Dearness Allowance recommended by the Vardachariar recommendations were in excess of those called for full neutralisation of the rise on the cost of living. Accordingly they hold an opinion that in the year 1947, the index was as presumed on the basis of the limited information then available. Now more reliable information is available and as

Pay Range	Index No.	D. A. Due as on June 1959
Below Rs. 50	430	68
51-100	—	78
101-150	—	85
151-200	—	95
201-250	—	100
251-300	—	115
301-500	—	125
501-750	—	145
751-1,000	—	165

Comparable Dearness allowance as per Bombay Textile and other industries :—

A Class IV employee gets minimum of Rs. 90 as Dearness Allowance on the present index and a textile worker at Ahmedabad gets Rs. 110 Dearness Allowance.

such the index for January 1947 was at 289 with August 1939 as basis. The contention of the Commission is that on the rise of index number 305, an employee on a total remuneration of Rs. 55 became entitled to Dearness Allowance required for full neutralisation to Rs. 3.86, whereas, he was compensated at Rs. 5. for every 20 points of cost of living. Thus, he earns the additional benefits. Even assuming the amount of minimum remuneration including Dearness Allowance required for full neutralisation as worked out by the Commission an employee had a total deduction of Rs. 425 during the years 1947 to 1958.

Thus, the Commission's contention that by fixing the minimum wage at Rs. 80 they have fully neutralised rise in the cost of living, is not tenable.

Comparative Table of Loss to the Employee

1957 Pre-interim Relief			Integrated Second Pay Commission Emoluments		
Basic Pay	D. A. (Actual)	D. A. as per Pay Commission Formula	Total one should get (Total of 1 & 3)	Integrated emoluments as per Second Pay Commission	Loss
(1)	(2)	(3)			
30	40	65	95	80	15
60	50	75	135	120	15
150	55	85	235	225	10
300	75	115	415	320	95

1957 Pre-Interim Relief

First Pay Commission

By not granting Dearness Allowance to those who are above the salary range of Rs. 300 and above an average middle class family has been considerably affected.

The Second Pay Commission has observed "if the minimum remuneration is just enough for subsistence at a particular level, full neutralisation is obviously an essential social requirement

when the prices rise, otherwise the employee will be pushed below the subsistence level". They have not laid down a positive method of neutralising the cost of living, but left it to the Government to see if they can compensate. The Commission has stated that they do not favour the rigid approach.

From the Table 'A' it could be seen that the Rf railwaymen are getting Rs. 40 only as D.A. resulting in monthly loss of Rs. 28 by way of D.A. The effect of such loss can well be understood, when reviewed in the context of the recommendations of the First Pay Commission. Even the First Pay Commission left out 60 points for the purpose of compensation while fixing wage which they claim to be above the poverty level.

From the table it will be observed that full neutralisation by the Second Pay Commission falls short of the First Pay Commission's recommendation by Rs. 28 (the basic minimum wage has been taken as the standard for purposes of calculation.) Incidentally, it has to be mentioned here that since the publication of the Pay Commission Recommendations, the cost of living index has registered a further rise of 25 points. Additional Dearness Allowance to compensate this extra rise in the cost of living has to be provided for by the Government.

SECTION IV

FIXATION OF PAY

First Pay Commission

The First Pay Commission suggested the following formula of fixing existing employees into the proposed scales :—

“When persons on the existing scales of pay are brought on to the corresponding scales that we have recommended, their initial pay may be fixed at the stage in the proposed scales next above the pay they are drawing in the present scales. To this should be added special increment at the rate of one increment in the proposed scales for every 3 completed years of service.”

Some ceiling should however be fixed on the increases to be thus allowed, to suggest that the ceiling should be next stage above the amount that may be arrived at after adding to the present pay the sum stated below :—

For a person drawing salary of :

251-400	30
401-500	40
500 and above	50

The pay to be fixed on the above basis should not exceed what he would draw if his entire service in the existing scales had been on the corresponding proposed scales of pay.

Second Pay Commission

The Second Pay Commission have recommended that the initial pay of an employee who had been brought over to revised scales of pay assigned to the posts, may be fixed at ‘point to point’ basis, subject to the following :— (page No. 368).

(a) that the re-fixation should not result in the reduction in emoluments ;

(b) If in any case the level indicated by the present emoluments falls above the maximum of the revised scale the difference may be allowed as personal pay.

(c) If the pay fixed as officiating scale is equal to or lower than the pay fixed in the substantive scale, the former should be refixed at the stage next above the point.

The additional emoluments should be subject to the following the specified limits :—

that resulting benefit may be allowed to go upto Rs. 7.50 in respect of persons who have served more than 10 years in the same scale.

(ii) Rs. 10 in the case of revised scales ending at Rs. 200 or less but above Rs. 100.

(iii) Rs. 20 in case of revised scales ending at Rs. 300 or less but above Rs. 200.

Besides the above, protection was granted to those pre-1931 staff who stood to lose by the above formula by adding interim relief to the existing pay and next stage higher in the C.P.C. Scale.

(iv) Rs. 30 in case of revised scales ending at Rs. 600 or less but above Rs. 300.

(v) In no case should the basic pay in a revised scale be fixed at a point above the level arrived at on the point to point basis. If in any case the present emoluments exceed the emoluments payable at the level arrived at on the point to point basis, the difference may be allowed as personal pay to be absorbed in future increments. (Page 368)

Point to point implies comparison of the pay admissible at the present stage of an employee's service in the grade at fixation of pay on the revised scales at a stage corresponding to the one reached on the present scale.

The point to point fixation formula suggested by the Commission is misleading and does not reflect the seniority of an employee in service. What the AIRF had demanded was consideration of total length of service and not service in the grade for fixation.

The most objectionable part about these rules of fixation of pay is that it results in loss in pay in more than 75% of cases. The least that can be expected is that Government should accept the formula of protection of pay, i.e., present pay + D.A.P. + D.A. plus interim relief of Rs. 5 and next stage higher in the new scales and there should be no ceiling limit.

SECTION V
PAY SCALES

First Pay Commission

The First Pay Commission recommended the Time Scales taking into consideration their length, the proportion between the minimum and maximum of the scales, the amounts of interval between increments and having more than one time scale of the same grade and the desirability of providing efficiency bars. One of the objectives of increment being the provision of means to enable an employee to meet his increasing responsibilities and expenditures as he grows in age. They had provided short scales for posts to be filled in by promotions as an employee would reach the scales only after he had served several years in a lower grade. In recommending the Time Scales they coupled it with efficiency bars as an indispensable part of the Time Scale System."

The entry scales have been longer although they happen to be promotions scales in case of class IV staff.

Staff in class IV scales may become skilled workers and be promoted to the scales in class III. It is our intention that Class III should comprise not merely people of literacy qualifications, but also skilled artisans, no difference being made between training in letters and training in crafts. The Provision of Differential should be so construed as to provide incentives to the employees.

The Joint Advisory Committee and the New Deal and Shankar Saran Tribunal liberalised the scales of Pay

Second Pay Commission

The Second Pay Commission claimed that 'they have re-examined the existing position of relativities in determining the intermediate salaries in the context of present day conditions and where ever there is recognisable difference in qualifications for recruitment or level of duties and the responsibilities, the rate of remuneration must be higher, but at the same time they have not attempted to define the position and have recommended different rates of remuneration, with insignificant differences.'

At the unskilled level, large number of employees have been banded together. Within the same hierarchy a supervisor has essentially to be paid more than those supervised, however small the difference in qualifications and responsibilities.

We are giving (Appendix A) the typical scales of pay recommended by the 2nd Pay Commission and a comparative study will reveal that there has not been any change in the minimum and maximum after absorbing the full Dearness Allowance. In a number of cases there is loss in the minimum and maximum. The incremental stages for the employees on Rs. 300 and above has practically remained the same, with very few exceptions, and the claim that the increments will neutralise the rise in the cost of living in case of those employees is not correct.

and provided some avenues of promotions by fixing a positive percentage of upgradation.

The Pay Commission has accepted in principle that a Supervisor should not be paid less than those supervised. But while recommending to integrate common scales of pay this aspect has been ignored. For example, in the Mechanical Engineering category a chargeman in the scale of Rs. 260-15-350 and a Foreman in the Rs. 300-20-400 have been merged together in one single scale of Rs. 335-15-485. The differential between the duties and responsibilities of the two categories have not been taken into consideration. The rates of increment have also been reduced in the case of the Foreman who has to supervise and get work from the Chargeman.

Shri Rajadhyaksh in his Award while laying down the principle of determining the hours of employment of Running Staff had suggested that the pay scales of this staff should be constructed in such a way as to compensate the extra hours of work inherent in this category. The Pay Commission has not taken this important factor into consideration in fixing the pay scales of even this category, or as a matter of fact for any other category in the Railways.

The Railway Minister speaking at the inaugural meeting of Class IV staff promotion committee had observed "I honestly am of the opinion that every person should have the opportunity of advancement provided that he is fit for such promotion. I feel that if appropriate test of fitness can be evolved, every person who passes such tests should be able to go up and there should be no limit to the heights to which he can rise".

The laudable objective of providing better avenues of promotion enunciated by the Railway Minister, percentage of higher grades secured through the Joint Advisory Committee, the implementation of "Fair Deal", Recommendations of Shri Shanker Saran Tribunal and Class IV staff Promotion Committee have been given a 'go-by' by the Second Commission by recommending that no post in higher grade be created for the mere purpose of providing an avenue of promotion.

SECTION VI

ALLOWANCES

First Pay Commission

(1) House Rent Allowance: Two aspects of the Housing problems pressing before us are :

(i) provision of free quarters for certain grades and categories of public servants

(ii) award of house rent allowance to other categories of public servants in places where it may not be possible to secure reasonable accommodation within the 10% of the salary which is supposed to represent house rent. We suggest that some accommodation might be built by Government. At places, where there are no quarters available the practice has been to grant house rent allowance to subordinates who are entitled to rent free quarters but for whom quarters could not be provided. We do not favour any general change in the policy (page 49).

(2) In such cases, the Government recovers from their employees a rent which is generally concessional as it is limited to the standard rent or 10% of the employee's pay whichever is less. In this respect too we do not consider any general change (page 50).

Second Pay Commission

(1) House Rent Allowance: In practice the concession of a rent free house or a house rent allowance in lieu thereof has continued to be allowed to considerable number of staff who are not eligible for the same in accordance with the accepted principles of their duties necessitating their residence on the premises where they work ; and this calls for scrutiny. We have considered as to what extent the principle itself is a valid one and have come to the conclusion that where, for efficient discharge of duties it is necessary that an employee should live on or near the premises where he works it is desirable that he should be provided with residence. But we think that the residence should be rent-free only if the nature of his duties and conditions under which they have to be performed are such that a higher scale of pay or special pay etc. would be granted but for the concession of rent-free house." (page 370).

(2) "We recommend that (a) Class IV Railway staff who are in enjoyment of the concessions of rent free quarters on the date we submit our report should also continue to enjoy it. (b) but an employee should not be admitted to the concession thereafter and railway employees who enter into occupation of Government residences in future should pay rent on the same basis as comparable classes of employees in other departments of Government". (Page 371).

(3) In place where house rents are very high and the Governments are not themselves in a position to provide accommodation for their staff it has been the policy to grant the house rent allowance. We feel that uniform scales of pay should be prescribed on the assumption that in costlier cities and special areas the basic scales will be supplemented by the grant of suitable house rent and other allowances. On this ground the allowances may be granted on the lines indicated in following table.

Class of Cities

	A	B	C		A	B	C
	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.
Below Rs. 55	5	7	10	Below Rs. 75	10	7.50	5
Rs. 55 to 100	7	10*	15	Rs. 75 & above but below Rs. 100	15	10	7.50
Rs. 101 to 250	—	15	20	Rs. 100 & above but below Rs. 200	20	15	*7.50
Over Rs. 250	—	7½% of pay*	10% of pay*	Rs. 200 and above	10% of pay	7½% of pay	—

*The matter may be reviewed as soon as Government think that the situation has substantially changed.

(3) "In the circumstances we consider that the present classification on the basis of population though a sound general criterion should not however exclude grant of house rent allowance in very exceptional cases where there is evidence of prevalence of specially high rents but as things stand it would not be advisable to make a general review until 1961 when the next decennial census is due". (page 374).

* For those drawing below Rs. 150.

Where the application of these rates results in reduction of House rent allowance being drawn at present, the reduction may be spread over three years or so (paragraph 11, page 375).

Government's Decision

[The rate of house rent allowance will be 15% of pay subject to a minimum of Rs. 20 for the pay range of Rs. 100-499 and 12½% of pay for the range of Rs. 500 to 999.—'A' class cities.]

COMPENSATORY ALLOWANCE

1. Compensatory allowances are to be granted for the following purposes :—

(a) Local allowance to meet the high cost of living in certain costly cities or areas.

(b) Local allowance to compensate for the hardship of service in certain areas, e.g. areas with notoriously bad climate.

(c) Local allowance to compensate for the hardship incidental to service in certain difficult or remote areas e.g. the Frontier tracts or places which are declared as non-family stations.

(d) Hill allowance to compensate for the higher cost of living and special requirements such as additional warm clothings, fuel etc. for the winter.

(e) Field service allowances granted on the analogy of the allowances given to enrolled personnel when serving with the Army or in areas declared to be Field Service areas.

The present basis and general scheme of the City Compensatory allowance themselves do not appear to us to call for any revision and subject to some modifications in the rates etc., discussed hereafter we recommend their continuance. Some of the Railway Zones, for instance extend over parts in two or more States; the fact that the allowances are payable only in 11 cities over the whole country makes its linking it with the compensatory allowance arrangements in the State particularly unsuitable or at any rate not worth while. We, therefore, recommend that the allowance should not be regulated in accordance with the rules or practice followed by the respective States Governments in regard to their own employees. Keeping this in view, as also, the new scales of pay and changes in the Dearness Allowance slabs some readjustments of the slabs for the Compensatory allowances are necessary. The following rates are accordingly recommended. (p. 379)

Class 'A' cities (Bombay & Calcutta)

Non-gazetted	Rs.
Below Rs. 35	5.00
From Rs. 35 to 54	7.00
" " 55 to 60	7.50
" " 61 to 80	10.00
" " 81 to 100	12.50
" " 101 to 140	12.50
" " 201 to 300	17.50
above Rs. 300	20.00

Class 'B' cities

Ahmedabad, Bangalore, Delhi, Hyderabad, Kanpur, Lucknow, Madras, Nagpur and Poona.

Class 'A' cities

Below Rs. 150—10% of pay subject to a minimum of Rs. 7.50 and a maximum of Rs. 12.50.

Above Rs. 150 but below Rs. 300—8% of pay subject to a minimum of Rs. 12.50 and a maximum of Rs. 17.50.

Rs. 300 and above—6% of pay subject to a maximum of Rs. 75.

Class 'B' cities

Below Rs. 150—5% of pay subject to a minimum of Rs. 5 and a maximum of Rs. 10 for all persons drawing pay below Rs. 500 per mensem.

Non-gazetted	Rs.	
Below Rs. 35	3.00	<i>Government's Decision</i>
From Rs. 35 to 54	3.00	
„ „ 55 to 60	5.00	[The rate of compensatory allowance for the pay range Rs. 150 and above will be 8% of pay subject to a minimum of Rs. 12.50 and a maximum of Rs. 75. 'A' class cities.]
„ „ 61 to 80	5.00	
„ „ 81 to 100	5.00	
„ „ 101 to 140	7.00	
„ „ 141 to 200	10.00	
„ „ 201 to 300	10.00	<i>Class 'C' cities</i>
above Rs. 300	10.00	Below Rs. 50 Nil

COMPENSATORY ALLOWANCE

Since the last Pay Commission considerable developments have taken place and consequent upon the programme of industrialisation rural population has been migrating to places where industries have been located and there has been considerable increase in the population. As per the recommendations of First Pay Commission the Government should have reviewed the position on the basis of 1951 Census figure. In fact the Labour Bureau has published All-India Index Figures of House Rent, as well as, the expensiveness of certain localities in the Family Budget Surveys published in the Labour Gazette. The Commission has stated that the City Compensatory Allowance is intended to compensate only that element of expensiveness of cities which is not covered by the Dearness Allowance, or, where a House Rent Allowance is payable by that allowance, it would be necessary to work All-India Norms with which the level of costs in different cities could be compared. Volume of Data such as Population, Expensiveness, and consideration of the areas as expensive by the local authorities submitted by the employees' Organisations was dismissed on the plea that they cannot treat it as a criterion since the data is fragmentary. The principles, hitherto accepted by the Government and recommended by Shri Vardachariar Commission that the places considered by the local governments as expensive need be paid House Rent and Compensatory Allowance, have been discarded by this Commission. It is important to note that even the claims of the cities where the population has increased and reliable information could be secured, the Commission has asked them to wait for review till the 1961 Census is completed. It tantamounts to an indirect cut in wages of employees who are stationed in such cities and are not compensated for the element of expensiveness. The cost of living index does not include the full element of expenditure incurred by the working class for their housing accommodation. In recent years due to the increase in the cost of materials for construction and repairs there has been enhancement in the house rent in all places.

The Commission themselves have recommended to the Government on page 476 that the standard rent of a residence and that of the ceiling of the rent that can be recovered, is calculated at 6% of the capital cost generally. And in the case of residences meant for Class III and Class IV staff in the Railways, it is 4%. It recommends that the standard rent should be calculated at 6% of the capital cost uniformly. This implies that there will be a fresh assessment of the cost on the present price level and recoveries will be effected accordingly. If so to that extent the cost of houses which is not covered by the wages should be compensated. The argument that the cost of houses and market rates of rents are usually high and that the Government housing will thus continue to carry an element of subsidy is not tenable, as the same standard and consideration is not applied while compiling the cost of living index on which the wage structure has been evolved.

The concession hitherto enjoyed at the time of transfer such as Kit Wagon for transporting their personal effects has been recommended to be withdrawn. The Commission says, while taking away this special privilege of Railway staff, they should be paid incidental charges at the same rates as admissible to other Government employees. The demand of the Railway staff to consider the engineering staff on par with other Government employees in respect of Travelling Allowance has not been considered to the extent it is necessary. The withdrawal of the concession, and the recommendations that the Railway servants also should be treated as on par with other Government servants for transport to the place of work, is another curtailment of the concession. The issue of calculating overtime, which is very controversial, has been referred to a committee. The leave travel concession enjoyed by the staff engaged in the Rail/Road Transport Industries all over the world has been curtailed on the plea that similar concessions are not enjoyed by the other Government servants, as well as, that the employees do not avail themselves in considerable proportions. It is surprising that the Commission while recommending the withdrawal of the concession has justified it on the pretext that it is causing a great deal of heart-burning among other employees, but conveniently they have ignored a number of factors that have caused discontent and heart-burning to the lower strata of society, whereas, no reduction in the maximum salaries is effected on the plea of erosion of income and in the interest of the efficiency of the service. The fact that the Railway industry is unlike other industries, and has to be considered in the context of world standards applicable to the employees working in a similar industry, has been ignored. At a time when it is necessary to create conditions for augmenting the transport capacities of the Indian Railways the withdrawal of the concession universally enjoyed will affect the morale of the Railwaymen which will be detrimental to the interests of the country as a whole.

SECTION VII

Hours of Employment, Rest, Holidays and Leave

(1) The Health, Survey and Development Committee, presided over by Shri Joseph Bhole in its report has expressed the opinion that "purely from the point of view of health of the workers the maximum of hours of work, prescribed in Factories Act and other Acts are too long and should be reduced." In view of the exhausting climatic conditions of the country, the frequent difficulties of transport to and from the worker's home, his poor physique and nutritional deficiencies, the necessity of the mid-day rest and his general, social and economical environments, the Committee recommends that the maximum should be reduced to 45 hours a week i.e. 8 hours day for five days and five hours a day for one day and that the Factory Act and other Acts be amended accordingly. For all these reasons and as a result of local inspection and examination of the evidence collected, I am of the opinion that the time has come for a reasonable reduction in the existing hours of work of Railway servants as prescribed under the Hours of Employment Regulation (Para 153, 154 of Rajadhyaksha Award).

(2) On the other hand, a comparative inefficiency of the Indian worker is used as an argument against reduction in working hours. Reference was also made to the fact that many more men are employed per mile of Railway in India than in America. No effort was made to analyse what the inefficiency was due to; unhappily the Indian

SECOND PAY COMMISSION

(1) Having regard to all the relevant circumstances including climatic conditions and social environments, we have come to the conclusion that there is no case for reduction of weekly hours at present for various categories of staff. We have, on the contrary, reason to think that the weekly hours of office staff are on the low side; that the claims made about heavier strain of office work are usually exaggerated, and that an increase of the office hours would be justified (page 400).

(2) Increased leisure becomes particularly valuable when the worker has the means to seek the more refined pleasures, and to pursue cultural activities, when the rewards of leisure become more important than the fruits of additional labour. The stage of struggle for a minimum wage needed for a living just above the subsistence level is

worker lives in a vicious world of illiteracy, apathy, inefficiency, poor wages and lower standard of living. This must be changed both in his interest and in that of the country as a whole and the argument of inefficiency is a poor answer, in my opinion to any well conceived and integrated plan for improving his conditions.

Apart from such long term plan, however, some reduction in working hours is necessary on humanitarian grounds, both in the interest of the health of the worker and to afford him reasonable leisure to discharge his essential obligations. (para 160-161 of Award)

(3) The 1st Pay Commission suggested that if holidays are foregone in the interests of the service, the employees concerned should get compensatory leave.

perhaps not the one at which provision of increased leisure, beyond the requirements of health sufficiency should be the ground or the justification for reduction of working hours. (page 399)

(3) It will be fair to pay for work on public holiday to which an employee is entitled at $1\frac{1}{2}$ of the time rate but we consider that, to office staff and other employees for whom a compensatory holiday is not obligatory under the Law, compensatory 'OFF' need not be allowed for occasional work on Sundays. (page 405 and 410)

Casual Leave

(4) At present all employees except Railway workshop staff are entitled to 15 days casual leave.

(4) "... and we have not reached the stage of economic development and plenty at which provision of increased leisure rather than increased labour is the greater necessity". On these considerations we recommend that casual leave should be curtailed to 12 days in the year, except for the classes of Employees, who, because of the nature of their duties cannot be allowed public holidays at all. (page 416)

"... considering all the circumstances, we recommend 7 days causal leave for all workshop and other industrial staffs

under the Central Government." "For instance the Workshop staff in the Railway who have no casual leave at present but much higher regular leave entitlements than other industrial staff, may not have any casual leave, if their leave entitlements continue to be the same as those of non-industrial staff or there may be a readjustment between their regular leave entitlements and casual leave allowance". (page 417)

(5) "One would like to see in the general interest that the workers did not waste much of their time on religious ceremonies and other non-essential affairs. But this is a consummation which will require years of education to achieve. For the next decade or two, it is necessary therefore, having regard to the existing pay structure and even allowing improvements in pay as a result of the Pay Commission's recommendations, to provide reasonable leave privileges for daily rated and inferior staff including certain amount of leave on full pay in the event of sickness and on half pay to attend to what may be regarded as their essential obligations". (page 126 Rajadhyaksha Award).

(6) Leave applicable to Railway staff at present.

(a) Leave on full pay : 1-11 of duty

Limit of accumulation : 180 days.

(b) Leave on half pay : 20-days in a year. Without any limit of accumulation and in case of sickness, this leave can be commuted to "leave on full pay" subject to a limit of 240-days.

(5) As against differences in climatic and social conditions which may justify more generous leave allowances in India, there are equally or even more glaring differences in the levels of economic development, which call for greater industry. In the net result, there is, we think, a case for reduction of leave. (page 423)

(6) Earned leave should be admissible to non-industrial staff at the following rates :—

During the first 5-years of service :—

1.75 days for each month of service.

During the next ten years of service :
2.25 days for each month of service.

After 15 years :—

2.5 days for each month of service.

(c) Leave not due :

360 days out of which not more than 90-days at a time, and 180 days in all, may be availed of otherwise than on Medical grounds.

If however casual leave is to be allowed to the workshop staff, there should be proportionate reduction in the rate of earned leave.

To Industrial staff :—

(d) Sick leave on full pay : Nil.

During the first 5-years of service.

For each month of service : 1 day
Annual : 12 days.

6th to 15th years of service. For each month of service 1-1/4 day. Annual : 15 days.

Above 15-years : For each month of service 1 3/4 days. Annual : 21-days.

Maximum accumulation : 30-days but if leave applied for in accordance with the prescribed procedure is refused 45 days.

Leave on half pay : 10-days for each completed year of service, subject to a maximum of 30-days at a time and 180 days during the entire service. To be granted on production of medical certificate.

Sick leave on full pay : 10-days in a calendar year (non-cumulative). (page 425).

SECTION VII

HOURS OF EMPLOYMENT, REST, HOLIDAYS AND LEAVE

In para 24 of Chapter XXXV of the Commission's Report All-India Railwaymen's Federation's demand for 5-day week and two off days in a week has been branded as a most ambitious demand and the same has been dismissed on the plea that it is a highly expensive arrangement and wasteful of man power, where uninterrupted service has to be provided. It is evident from the above, that the Commission did not apply its mind sufficiently to the issue and neglected the demand casually.

The demand of the Federation for accepting the principle of the 40-hour week in the Railway Industry is consistent with its demand presented before the Adjudicator, Justice Rajadhyaksha. It is the contention of the AIRF that hours of work and holidays with pay in the Railway industry should be governed by special regulations. They are justified by the infinite variety of work on the Railways by the multiplicity of occupations, by the diversity of the services demanded from the Railway staff, and by the nature of the work itself which is generally continuous in character. The other consideration that prompted the Federation was the fact that the protection of the safety, health and welfare of Transport workers is bound up with the public safety. In recent years, the Railwaymen, have carried a record volume of traffic under great stress, and the continuous rise in the cost of living has put a great strain on the high efficiency standards of Railway workers. Longer hours of work at a stretch cause fatigue which is detrimental to output. In a recent study of accidents on Indian Railways conducted by the Ministry of Railways, it has been revealed that a large number of accidents are caused due to failure of the human element. (Fatigue is one of the prime factors in the cause of accidents.) Therefore, the Federation's demand is for 40-hours week, which is an accepted principle for employees engaged in Rail-Road Transport Industry. Proper periods of rest are absolutely needed for recuperation. AIRF is of the considered opinion that longer hours of work do not result in greater productivity ; on the contrary it will retard production. In a country where man-power is abundant, it will help to provide employment opportunities too.

SECTION VIII

RETIREMENT BENEFITS AND OTHER MATTERS

The All-India Railwaymen's Federation had demanded that the Railwaymen's retirement benefits scheme should be based on "actuarial equivalent" of Chaudhari's Report regarding provident fund, bonus and gratuity. This Second Pay Commission, however, has recommended that the "rate of gratuity should be changed so as to make the maximum amount available on completion of 30 years qualifying service" (page 448).

The demand of the Federation for allowing an interest at 4% per annum (as the Government charges all Railway capital at 4% per annum) has not been complied with. [the Second Pay Commission has recommended to charge 6% for the purpose of calculating standard rent (para 21, Chapter XI)]. There are minor improvements for gratuity to the temporary employees, etc. As the Government has not accepted the Commission's recommendation about superannuation, the extent of benefit envisaged by the Commission is reduced.

MEDICAL FACILITIES

Railwaymen and their families are entitled to free medical facilities. The Commission has recommended that medical facilities should be placed on a contributory basis as per Delhi Health Service Scheme. The Commission estimates that the employees' contribution range from Rs. 0.50 to Rs. 12 per mensem. Having calculated the maximum wage on the arbitrary formula and without a provision of a definite proposal for compensatory rise on the cost of living, it is amazing that it should recommend to bring the employees on contributory medical scheme.

STAFF BENEFIT FUND

The Staff Benefit Fund on the Railways is at present financed by the following :—

- (a) All receipts from fines.
- (b) All receipts from forfeited Provident Fund, Bonus, except forfeited bonus of gazetted officers.
- (c) All other classes of receipt, which were previously credited to the Fine Fund.

(d) A contribution from the Railway revenue.

The Commission has suggested that such funds should be set up by the departments on contributory basis.

PROMOTION AND CHARACTER ROLLS

The Commission, by enunciating a principle that Revision of grade, structure and compliments may not be made merely for the purpose of increasing promotion opportunities, has narrowed down the avenue of promotion laid down by the Joint Advisory Committee, Sankar Saran Tribunal and Class IV Staff Promotion Committee. This will have an adverse effect on the morale of the Railwaymen. Similarly, some of the deficiencies and drawbacks in respect of Character Rolls have not been rectified.

SECTION IX

DISCIPLINARY RULES AND CONDUCT OF TRADE UNIONS

"Discipline, speaking generally, cannot be really imposed by Rules and Regulations. It has to be imposed by the person upon himself because he is driven to do a thing by his own desire." The above is an extract from the evidence given by Shri K. C. Bakhle on the subject of discipline amongst the Railway staff, before the Estimate Committee.

Ever since, the enforcement of some of the outdated provisions of the rules framed in the context of the above rule, the staff lost confidence in the efficacy of these rules, for being useful to promote healthy atmosphere and in creating conditions for developing harmonious relations between the administration and the employees. The Commission has thought it best to uphold all the provisions of unnecessary restrictions on Railway workers who are treated on par with the Civil servants (limited to very few persons in foreign countries). It was expected that the Commission would distinguish between the Governmental and commercial activities of the State; some of the obsolete black provisions, like section 148, etc., have continued to remain.

Above all, it was emphasised before the Commission that a system should be evolved to guarantee protection to a Railway worker who is an officer or member of an organisation. Such provisions do exist in other countries; while they have quoted conveniently the examples of some of the advanced countries in denying some of their rights and privileges, they have not recommended important provisions for the effective exercise of the right of organisation, seeking better industrial relations. The Railway unions are conscious of their role in the developing economy and will always endeavour to ensure good relations between the workers and the administration. It would have been appreciated had the Commission suggested a general code of behaviour for the employees and the administration with a view to encourage a healthy and responsible trade union movement in the country.

SECTION X

EFFICIENCY

All-India Railwaymen's Federation has always emphasised the need for a worker to give full day's work efficiently. In fact the Federation and its constituent units have been launching educational campaigns for educating the workers to increase the productivity with a view to complete the economic development programmes successfully. For, as a responsible Trade Union organisation in the country it is as much the concern of the organisation as that of the Administration to make increased efforts to bring efficiency in the public utility service, so that a better service is given to the public. Because any improvement in the service conditions of the Railway employees can be possible only with the goodwill of the public. There has been an increasing realisation that the Railwaymen should behave in a manner so as to gain goodwill of the people.

A study of the increased number of staff in comparison with the increased volume of traffic as well as the amount of investment in Five-Year Plans of Railway will convince that the Railwaymen have been exerting their level best to meet the requirement of the development plans.

The problem of emolument and retirement benefit has been exercising the mind of public employees and they have been feeling that their emoluments are inadequate to enable them to have even the necessaries of life.

Inadequacy of public finances is no doubt a big limiting factor in regard to the improvement and rationalisation of salary scales. While this factor cannot be ignored altogether much stress should not be laid upon it in the interest of morale. Higher morale will result in better efficiency of work and this will more than compensate for the extra cost to the management. The time has come when progressive people should realise that production can increase only when the working people are given the wages sufficient to meet their necessities of life. From the rejoinder it is evident that the Commission has withdrawn a number of concessions hitherto enjoyed by the Railwaymen in the name of equity. This has created great heart burning in the Central Government employees and the Railwaymen in particular. Such an atmosphere will not be conducive for tackling the problem of efficiency. In spite of such adverse circumstances the AIRF exhorts Railwaymen to do their best and at the same time AIRF will not leave any stone unturned to secure better living conditions.

JUDGE FOR YOURSELF

The rejoinder presented by the AIRF will enable the public, politicians, administrators, businessmen, Trade Union officials and the millions of industrial workers, to evaluate and correctly assess as to whether the recommendations of the Commission of Enquiry on emoluments and conditions of service of Central Government employees bring about change for the better or for worse.

It shows as to how in effect, the recommendations of the Commission impose cut in the standard of living of Railwaymen. The Commission's claim that "our general approach is that for the lowest grades of Government servants, developmental planning should not involve a depression of their existing living standard, and while thinking of investments and development, it is well to remember that our plan has social as well as economic objectives and that investment in human beings is not the one that is least important or one that brings no return, etc., is a mere verbosity.

Therefore, it is submitted that no Trade Union can possibly accept a cut in the present standards, particularly the AIRF, because it believes that lowering the service conditions of Railway employees, will not reduce the existing inequality, on the contrary, it will be made worse.

The Planning Commission itself also formulated a number of guiding principles such as that wage adjustments should conform to the broad principles of social policy, and disparities of income should be reduced to the utmost extent. It also recommended that wage increases should be granted to restore the pre-war real wage. Even these principles have been discarded and the Commission has justified the minimum of Rs. 80 on the plea of uniformity to all workers. The argument that the condition of Government employees is better than others and hence they should wait till such time there is substantial increase in national wealth cannot be accepted because the objective of ensuring the same minimum to all workers should become the terminal rather than the starting point.

Railwaymen alone lose about Rs. 10 crores by way of reduction in leave entitlements, by increase in Working Hours (Saturdays) of staff in Administrative Offices and curtailment in Holidays and casual leave. It has not been possible to estimate the loss on account of reduction in the existing privilege of free passes and privilege Ticket orders, withdrawal of other travel concessions, such as Kit Pass on transfer and retirement. It has also not been possible to assess the enhancement to be borne by Railwaymen in the matter of payment of rent (the rate of return on capital cost having been raised from 4% to 6% and rent chargeable on the total land area instead of the floor area of the structure as at present), and the extra recovery that is proposed to be made after converting the free medical service into a contributory one.

Thus, the overall effect of the Second Pay Commission's Report is cut in standards of living, reduction in employment opportunities and creation of a condition not conducive to co-operative effort for the successful completion of the economic development programme.

Such a state of affairs will retard our progress and therefore AIRF requests all concerned to create public opinion so as to force the Government to realise that a keen, loyal and contented staff is still the most valuable asset and that the successful fulfilment of the development plans, on which all our hopes are based, depends principally on the co-operation they receive from staff.

AN APPEAL

The AIRF has already expressed its opinion against the recommendations of the Pay Commission through its Resolution passed at the Working Committee Meeting on 16-12-1959 at Delhi. (Appendix B)

One million Railwaymen strongly demonstrated their resentment against Pay Body's Recommendations on 15th January 1960 all over the country. There is great discontent and unrest amongst Railwaymen. A.I.R.F. has been trying to exercise restraint. A.I.R.F. has made its position clear and has warned the Government that A.I.R.F. will not tolerate *any* curtailment of existing privileges. Regarding application of scales of pay and fixation rules, A.I.R.F. is willing to sit across the table to arrive at an honourable settlement.

It is earnestly desired at this critical time that the Government will rescind their decisions on Pay Body's Report adversely affecting Railwaymen and pave the way for a negotiated settlement.

APPENDX 'A'

COMPARATIVE SCALES OF SOME
TYPICAL CATAGORIES

	Numbers	Present Pay	Proposed	Mileage
<i>Drivers :</i>				
'A'	675	260-15-350	335-15-425	4.50
'B'	1,892	160-10-300	210-10-290-15-EB-15-280	4.25
'C'	10,130	80-5-125-10-185	150-5-160-8-240	3.75
<i>Shunters :</i>				
'A'	2,280	60-4-120-5-150	130-4-170-EB-5-200	2.50 (Shrs.)
'B'	6,861	75-3-105	130-4-155	2.50 (Shrs.)
<i>Firemen :</i>				
'A'	2,280	75-3-105	125-3-121-4-155	2
'B'	9,320	50-5/2-80	100-3-130	1.75
2nd Fireman	17,961	40-1-50	80-1-65-2-95	1.37
<i>Guards :</i>				
'A'	844	150-7-185-8-225	205-7-240-8-280	2.50
'B'	2,262	100-5-125-185	150-5-175-175-6-205-EB-7-240	2.25
'C'	8,363	80-4-120-5-170	130-4-170-EB-5-200-EB-5-225	2.12
Brakemen	2,182	50-2-60-5/2-80	100-3-130	1.25
Motorman	110	150-225	205-7-240-8-280	4.25

(Incentive for punctuality at 30% of mileage if 90%, and 15% if 80% punctuality, and a bonus at the rate for goods train merely suggested.)

		260-20-500	450-25-575	} 450-25-575
Loco Fuel Ins :		300-20-400	370-20-450-25-475	
	(272)	250-15-350	335-15-425	} 375-15-485
Power Controllers		300-20-400	370-20-450-25-475	
			335-15-425	} 375-15-485

	Numbers	Present Pay	Proposed
<i>Signallers (Traffic) :</i>			
Hd. Signallers	9	200-10-300	250-10-290-15-380
255	67	150-7-185-8-225	235-7-240-8-280
2,040	369	100-5-125-6-225	150-5-175-6-205-EB-7-240
2,805			
Signallers	4,655	60-4-120-5-150	110-4-150-EB-4-170-5-180-5-200
(5,100) *			
<i>Station Masters :</i>			
1,110		360-20-500	VT. DLI. & CAL. : 590-30-830-35-900
		200-20-400	450-25-575
		260-15-350	370-20-450-25-475
		200-10-300	335-15-425
1,110		150-7-185-8-225	250-10-290-15-380
6,663		100-5-125-6-185	205-7-240-8-280
13,208-22,208		80-4-120-5-170	150-5-175-6-205-EB-7-240
			130-4-170-EB-5-200-EB-225
<i>Wireless Operators :</i>			
Chief Wireless Ins. ..	8	260-15-350	335-15-425
Wireless Ins.	32	150-7-185-8-225	205-7-240-8-280
WOPS	738	80-5-120-EB-8-200-10/2-220	130-5-260-8-200-EB-8-256-EB-8-280
<i>Train Clerks :</i>			
Hd. TNC	289	200-10-300	250-10-290-15-380
		150-7-185-8-225	205-7-240-8-280
	1,877	100-5-125-6-185	150-5-175-6-205-EB-7-240
(7,219)	5,053	60-3-81-125-5-130	110-3-131-4-155-EB-4-175-5-18
<i>Operating Staff :</i>			
Yard Master	1	260-20-500	450-25-575
	13	200-20-400	370-20-25-475
	57	260-15-350	335-15-425

	Numbers	Present Pay	Proposed
Asst. Yard Master ..	229	200-10-302	250-10-290-15-380
.. ..	163	150-7-185-8-225	205-7-240-8-280
.. ..	352	100-5-125-6-185	150-5-175-6-205-EB-5-200-EB-5-225
.. ..	607	64-4-120-5-170	130-4-170-EB-5-200--225
Sh. Jamadar ..	138	75-3-105	125-3-121-4-156
Sh. Jamadar/Cabinmen. ABC ..	4,443	65-5 2-75	110-3-125
Control Staff :			
Chief Controllers ..	48	60-20-500	450-25-575
Dy. Controllers ..	240	300-20-400	370-20-450-25-475
Sec. Controller ..	145	250-15-350	335-15-425
Gr. II ..	843	200-10-300	270-10-290-15-280 270-10-290-15-425
Ticket Checking Staff :			
Conductors			
TTE	983	80-5-120-8-160	130-5-175-212
T.C.S.		60-2-81-4-125-5-130	110-3-131-4-155-EB-4-175-5-180
Hd. Com. Clerks ..	1,179	200-10-300	250-10-290-15-380
.. ..		150-7-185-8-225	205-7-240-8-280
.. ..	7,664	100-5-125-6-185	150-5-175-6-205-EB-7-240
.. ..	14,737	60-4-120-5-150	110-4-150-EB-4-170-5-180-EB-5-200
Inspectoral Staff :			
.. ..	10	60-20-500	450-25-575
.. ..	27	300-20-400	370-20-450-25-475
(825)	62	260-15-350	335-15-425
.. ..		200-10-300	250-10-280-15-380
Asst. Ins.	453	150-225	205-7-240-8-280

	Numbers	Present Pay	Proposed
<i>Inspectorial—Transportation :</i>			
Inspectors	57	360-20-500	450-25-575
.. ..	74	360-20-400	370-25-475
(373)	112	260-15-350	335-15-425
.. ..	96	200-10-300	250-10-290-15-380
Asst. Ins.	33	150-7-185-8-225	205-7-240-8-280
<i>Class IV Staff :</i>			
Livermen and Cabinman	16,521	40-1-50-2-60	80-1-85-95-EB-3-110
Porters	15,642	30-1-35	70-1-80-EB-1-85
Yd. Porters—P/man	36,735	40-1-50-2-60	75-1-85-EB-2-95-80-110
Engine Cleaners ..	18,151	20-1-35	70-1-80-EB-1-85
Second Fireman ..	17,961	40-1-50	80-1-85-2-95
Hd. Trollymen ..	2,234	35-1-40	75-1-85-EB-2-95
Trollymen	8,134	30-1-35	70-1-80-EB-1-85
Gatemen	16,912	20-1-35	70-1-80-EB-1-85
Mates	11,101	40-60	70-1-85-EB-95-3-110
Keyman and Patrolmen	22,125	35-1-50	70-1-80-EB-1-85
Khalasis	45,787	30-1-35	70-1-80-EB-1-85
Tool-keepers	40-60	80-110
Ferro-printers	40-60	80-110
<i>Workshops :</i>			
		35-1-40	
		35-1-50	75-1-85-EB-2-95
		35-60	
		40-60	
		25-60	75-1-85-EB-2-95-3-101-EB-3-110
		40-60	85-2-95-3-110
		60-130	110-3-131-4-143-EB-4-171-EB-4-175-5-180
		80-160	130-5-175-EB-205-7-212
		126-185	150-5-175-6-205-EB-7-240

ENGINEERING AND MECHANICAL DEPARTMENTS

<i>Post</i>	<i>Existing Scale Rs.</i>	<i>Proposed Scale Rs.</i>
Inspectors, Foremen, etc. ..	360-20-500	450-25-575.
Inspectors, Foremen ..	300-20-400	} 335-15-485
Chargemen, etc. ..	260-15-350	
Inspectors, Chargemen, etc. ..	200-10-300	250-10-290-15-380
Assistant Inspectors, Assistant Chargemen, etc. (excepting Assistant Permanent Way Inspectors) }	150-7-185-8-225	205-7-240-8-280
Assistant Permanent Way Inspectors. ..	150-7-185-8-225	180-180-205-7-240-8-280

APPENDIX B

RESOLUTION ON PAY COMMISSION (1957-59)

"This meeting of the Working Committee of the All-India Railway-men's Federation held at Delhi on the 16th December, 1959, after carefully considering the report of the Central Pay Enquiry Commission (1957) together with the decision of the Government of India, regrets to note that the principle enunciated by the Vardhachariar Commission (Pay Commission 1947) that "*State must now take steps forward in the direction of giving effect to Living Wage principles in dealing with its employees; and as a matter of Social Policy, the lowest rate of remuneration should not be lower than a Living Wage and that the highest salary should also as a matter of Social Policy be kept down as far as possible, consistent with essential requirements of recruitment and efficiency*" has been discarded, and the test formulated by the Islington Commission is being interpreted in a conservative manner contrary to the expected socio-economic policy proclaimed from time to time in the Five-Year Plans and in the Tripartite Conferences.

The Commission advocates restraints in consumption for enabling Capital Formation in the development plans. While it is necessary that the principle of marginal productivity has to be applied for augmenting the Plan Outlay; the A.I.R.F. asserts that it is necessary during the process of economic development that Labour has to be paid adequately to enable it to meet its minimum requirements. The Commission has questioned the propriety of the decisions of the 15th Labour Conference fixing the minimum wages on the basis of the minimum requirements of a worker's family. The Commission has proceeded even so far as to challenge Dr. Aykroyd's formula which has been universally accepted in regard to the minimum requirement of calories for nutrition values, and has based its minimum scales on the poverty line.

The Federation deplores the virtual repudiation of the unanimous decisions arrived at the 15th Indian Labour Conference. By communicating to the Second Pay Commission that they (Government) are not committed to the decisions of the said Indian Labour Conference, Government have acted in a manner which is tantamount to a breach of faith to the working class. The attitude of the Government of India is an insult to organised labour in the country who have reciprocated by abiding with all the obligations accepted by them.

The Wage Policy of the Government should be an indicator of the country's progress towards the Socialist Pattern of Society, and instead of narrowing down the gap between the minimum and the maximum

emoluments, the Second Pay Commission has ruled out reduction in the maximum salaries on the pleas that higher standards of efficiency and recruitment should be the criterion rather than the satisfaction of accepted social and ethical standards. On the other hand the Commission has adopted double standards in respect of low-salaried groups by linking their wage structure to the per capita national income. When advocating that the sacrifices can be asked reasonably from the lower salaried staff the Commission has not realised that the erosion of real income has occurred more in lower grades.

The A.I.R.F. strongly condemns this retrograde and reactionary viewpoint, and demands adherence to the wage policy as formulated by the 15th Indian Labour Conference. That Wage Policy alone provides the incentive for productivity of the labour during the period of economic development.

The continuous reduction in the real wages due to the abnormal rise in the prices and the Government's inability to bring down the price level lower had resulted in the adoption of the principle of automatic adjustment of wages with the cost of living index. The above principle, has been arbitrarily rejected by the Second Pay Commission to the detriment of the wage earners and without any provision to protect the real wage left it to the mercy of the Government. The argument that this is not desirable, results in a large number of employees being compelled to live on sub-human standards of life as the price policy of the Government is such that the rise in essential commodities cannot be checked in the near future.

One of the terms of reference is to "recommend, in particular, the extent to which benefits to the Central Government employees can be given in the shape of amenities and facilities", and the Commission in suggesting and/or recommending curtailment of the existing rights and privileges, has gone beyond its terms of reference.

The recommendations in regard to Casual Labour are another evidence of confining this class of labour to the poverty line. Through the efforts of the A.I.R.F. casual labour were decausalised in accordance with fair practice and brought on the C.P.C. scales of pay. Further, the recommendations do not meet the requirements of the situation fully. Casual labour employed in the railway comprise of various categories, e.g., Carpenters, Welders, Fitters, etc. A State Government does not always have minimum wages fixed for these categories and, therefore, to reduce highly skilled staff in this class of employment to the minimum wages of an unspecified category would deprive them of the benefit enjoyed by railwaymen for doing similar jobs.

In its memorandum to the Pay Commission the A.I.R.F. had pointed out that the railway undertaking had a surplus of revenues to meet the legitimate demands of labour, and also suggested measures to increase the surplus to the extent of 165 crores of rupees. The A.I.R.F. deplors that there is no reference in the Report that the Pay Commission has examined these measures with a view to find possible sources of extra resources for the national economy. Further the Railways are contributing to the Central and States revenues about 52 crores of rupees annually to help build up their budget resources. The A.I.R.F. agrees that in a development economy certain surplus revenues should be created and diverted towards development expenditure for the entire economy, yet the satisfaction of labour is the first charge on its revenues. In other countries the Governments are subsidising the railways to meet labour liabilities.

The Government's decision on the Pay Commission's recommendations affect railwaymen adversely in as much as :—

- (a) it nullifies the policy relating to avenues of promotion evolved by the J.A.C. (1950), "New Deal (1957)", Justice Shankarsaran's Tribunal Award (1958), Class IV Staff Promotion Enquiry Committee (1958) and lays down a principle inimical to the interests of the railwaymen ;
- (b) differentials have not been worked out on a scientific basis and taking into consideration the nature of duties, etc. ;
- (c) reduction in the minimum and maximum of scales of pays, introduction of low rates of annual increments and unwarranted imposition of efficiency bar examinations even for the unskilled staff, and at more than one stage for others, results in substantial reduction of emoluments ;
- (d) increase in the hours of employment and curtailment of leave and holidays is contrary to the provisions of the Adjudicator's Award and will result in loss to the tune of 23 crores of rupees to the railwaymen alone and to greater unemployment to others ;
- (e) curtailment in the Pass and P.T.O. facilities granted to the railwaymen since the very inception of the Indian Railways ;
- (f) curtailment in the medical benefits available to the railwaymen at present ;
- (g) increase in the house rent by the calculation of the rent on the basis of 6 per cent of the Capital Cost instead of 4 per cent at present and adding with it the cost of site ;

- (h) reduction in the overtime allowance ;
- (i) adverse recommendation on promotion and character rolls, service conduct rules, disciplinary and other departmental rules including the provision of Rules 148 and 1708 (para 2) of the Establishment Code, Volume I, whereby a railwayman can be removed from service without assigning any reason, a provision which is uncommon to other departments of the Central Government ;
- (j) denial of Civic, Political and Trade Union rights to the railwaymen and rendering them as second class citizens of the country.

Therefore, the Federation urges upon the Government and the Ministry of Railways :—

- (a) to reject in toto the adverse recommendations of the Pay Commission,
- (b) to associate the A.I.R.F. while framing the rules and implementing the recommendations which are acceptable to the Federation,
- (c) to appoint immediately a Permanent Wage Board for Railwaymen consisting of equal representatives of the Railway Ministry and this Federation, with a neutral Chairman, to determine the Scales of Pay and Service Conditions for the Railwaymen, commensurate with the risk, responsibility and hazards connected with the duties of railwaymen which are peculiar to the railway service and uncommon to other Government services.

The A.I.R.F. calls upon all the railwaymen to mobilise under the banner of this Federation to resist the onslaughts and to be prepared for the struggle to secure improvements in scales of pay and service conditions.

The A.I.R.F. directs all its affiliated unions to observe an All-India Protest Day on the 15th of January 1960 and educate the public about the implications of Pay Commission's recommendations and create public opinion in favour of the demands.

The A.I.R.F. further directs its affiliated unions to hold their respective Central Executive Council meetings to apprise the General Council of the Federation to be convened by February, 1960, for deciding the future course to be taken to realise the objectives.

20 FEB 1960

~~27/3~~

COORDINATING COMMITTEE OF CENTRAL GOVT. EMPLOYEES
& WORKERS, JAIPUR.

Jaipur : 19/2 February, 1960.

My Dear Shri. Dange,

We are grateful that you have shown keen interest in the problems of employees while discussing the retrograde recommendations of the Pay Commission in the Parliament. We are thus encouraged to forward a copy of the memorandum submitted by us to Shri Morarji Desai, the Finance Minister of India on the issue of upgradation of Jaipur as 'B' Class Town for your kind perusal. I am sure that after going through it, you will find that this demand of employees of Jaipur is fully covered under the relevant recommendations of the Pay Commission and is quite just and legitimate demand of theirs remaining undecided since 1952 by the Government. The Government, who have been so far avoiding it have now got to decide the issue once for all. It is at this stage that I have to request, if you will kindly take during this budget session, some such steps whereby you can extract the final decision of the Govt. on the issue urgently and thus help to settle this overdue as well as the most genuine claim of employees stationed at Jaipur.

May I expect a favourable response from you and a reply too?

With greetings.

Yours sincerely,

S.K. Vyas

(S.K. VYAS)
CONVENER

Book Post

To

Shri. Shripad Amrit Dange, M.P.,
4, Asoka Road,
NEW DELHI.

S.K. Vyas
c-38 Bapunagar
Jaipur.

