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NOTIFICATION

No.A. 12011/3/89-F.Est/Part, the 10th December, 1994. In pursuance of the decision taken by the Council of Ministers in its meeting held on the 18th April, 1994, a Cabinet Sub-Committee was constituted to look into the claims of Government employees for upgradation of pay scales or posts. The Sub-Committee submitted its report and recommendations to the Government on 8th December, 1994.

The reports and recommendations of the Cabinet Sub-Committee have been carefully considered and examined by the Government. The Governor of Mizoram, in exercise of the powers conferred under Act 309 of the Constitution of India, is pleased to accept the reports and recommendations of the Cabinet Sub-Committee for changes of pay scales as shown in the Schedules 'A' and 'B' of the recommendations attached herewith.

The revised pay scales shall come into force with effect 1994. Initial pay in the enhanced pay scale shall be fixed under the provisions of FR 23 read with FR 22 (1) (a) (2).

Lalfak Zuala,
Chief Secretary to the Govt. of Mizoram.

REPORT OF THE CABINET SUB-COMMITTEE

1. The Government of Mizoram while accepting the recommendations of the Pay Anomaly Committee (PAC) 1988 and the recommendations of the Pay Review Committee (1990) is aware that there are still some cases of pay anomaly which have not been covered by those Committees. Realising the seriousness and the magnitude of the problem, the Government constituted the Mizoram

Pay Commission to examine the present structure of pay and conditions of service and to examine pay anomalies, etc. vide Notification No. P. 11014/1/90-F. Est dated 16th April, 1990. The Report of the Commission was examined thoroughly. Considering the recommendations of the Mizoram Pay Commission would be disadvantageous for most of the categories of Government servants, the Council of Ministers in its meeting held on the 18th April, 1994 constituted a Sub-Committee, to look into the claims for upgradation of post. or upgradation of pay scales, consisting of the following Ministers and Officers ;—

- | | |
|-------------------------|---------------------|
| 1. Finance Minister | — Chairman |
| 2. Minister, G.A.D. | — Member |
| 3. Finance Commissioner | — Member |
| 4. Secretary, DP & AR | — Member Secretary. |

2. In pursuance of the above decision all the Commissioners Secretaries were requested to submit a proposal regarding claims for upgradation of posts or pay scales under their respective control, to the Member Secretary on or before 16th May, '94.

3. The Sub-Committee met a number of times. The claims of various departments and various categories of Government servants so received were examined with reference to the pay scales of the comparable posts in the department and also to the relevant Recruitment Rules under the Government. Recommendations of the Pay Anomaly Committee and the Pay Review Committee were also taken into consideration.

4. The Sub-Committee has attempted to strike a balance between meeting the genuine demands of various categories of Government employees and causing as little burden to the State's exchequer as possible. Every effort has been made to redress the genuine grievances of different categories of Government employees. However, the Sub-Committee does not lay claim to the inclusion of all the posts under the Govt. of Mizoram in its recommendations.

5. On the basis of the foregoing paras the Sub-Committee makes its recommendations which are shown in the Schedule 'A' and 'B' annexed to the Report.

Sd/- J.Lalsangzuala
Chairman

Sd/- J. K. Sanglura
Member

Sd/- Liansuama
Member

Sd/- Lalmalsawma
Member Secretary

SCHEDULE—A

The Sub-Committee has worked out a standard conversion of pay scales which will cover those demands for increase in pay scale which are not specifically covered in the following paragraphs.

1. AGRICULTURE

The pay structure of the Assistant Agriculture Inspector (A.A.I.) was examined with reference to the pay scale of the feeder post and that of the education and technical qualification required. As per the Recruitment Rules, the post is to be filled up by promotion from Agriculture Demonstrator with not less than 5(five) years service. The existing pay scale as recommended by the Pay Review Committee was Rs. 1400-2600/-. The Sub-Committee recommended a scale of Rs. 1640-2900/- for this post in the case of Degree holders i. e. B.Sc (Agri.)

2. ANIMAL HUSBANDRY & VETERINARY DEPARTMENT

The pay scale of Field Assistant and equivalent posts had already been brought to the scale of Rs. 1200-2040/- from Rs. 975-1540/- by the Pay Anomaly Committee. The Sub-Committee does not find any justification for enhancing the pay scale at this stage.

SUPERVISORY FIELD ASSISTANTS AND EQUIVALENT POSTS

The pay scale of this category of posts had already been brought to Rs. 1400-2040/- by the Pay Review Committee. The Sub-Committee, therefore, does not find any justification for enhancing the pay scale at this stage.

JUNIOR EXTENSION OFFICER/POULTRY INSPECTOR AND EQUIVALENT POSTS

The scale of this category of posts had already been enhanced to Rs. 1640-2900/- from Rs. 1200-2040/- by the Pay Anomaly Committee. The Sub-Committee, therefore, does not find any justification for enhancing the scale at this stage.

LIVESTOCK SUPERINTENDENT

The pay scale of Livestock Superintendent had been brought up to Rs. 2000-3200/- by the Pay Anomaly Committee. However, the post being the topmost post which a Diploma Holder can hold, the scale of Rs. 2375-3500/- for the post of Livestock Superintendent.

3. CO-OPERATION DEPARTMENT

The Sub-Committee does not find the demand of the Department for upgradation of the posts of Assistant Registrar of Co-operative Societies. Aizawl East/ Aizawl West/Lunglei/Saiha and Chief Audit Officer to Deputy Registrar of Co-operative Societies justified.

4. ECONOMICS AND STATISTICS DEPARTMENT

(a) The demand of the Department for amalgamation of the posts of Assistant Research Officer/Statistic Officer in the scale of Rs. 2000-3200/- with the post of Senior Research Officer in the pay scale of Rs. 2200-4000/- is considered by the Sub-Committee as untenable.

(b) The Sub-Committee feels that the application of the standard conversion of pay scales shall be able to take more of the demands of the Economics and Statistical Service Association.

5. EDUCATION & HUMAN RESOURCES DAPARTMENT

(a) COLLEGE LIBRARIAN : In view of the fact that the Government of Mizoram had already approved implementation of the revision of pay scales of Teachers, etc. including Librarian in Universities and Colleges as per norms of UGC vide Government Notification No. G.12012/1/87-EDN dated 3rd April, 1991, the Sub-Committee feels that there is no reason to deny the same pay scale to Librarians who possess the requisite qualification as per the norms of the UGC on the analogy of teachers, lecturers etc.

The Sub-Committee further notes that there are some Librarians in the Colleges who do not possess the prescribed qualification as per the UGC norms. It is felt that the department concerned should take steps and work out modalities so as to bring them to the qualified standard.

(b) There is a lone post of Carpentry Teacher in the Government Higher Secondary School, Aizawl, in the pay scale of Rs. 950-1500/- while all other corresponding posts had been designated as work Experience Teacher in the pay scale of Rs. 1200-2040/-. In order to do away with the disparity, the Sub-Committee recommends redesignation of Carpentry Teacher as Work Experience Teacher in the enhanced pay scale of Rs. 1200-2040/-.

(c) SPECIAL EDUCATOR II (SCERT)

The proposal for upgradation of the pay scale of the isolated two posts of Special Educator II from Rs. 1640-2900/- to Rs. 2000-3500/- is examined in the light of the pay scale of Rs. 2000-3500/- enjoyed by the Trained Graduate Teachers in schools and Assistant Project Coordinator, etc. under SCERT, the Sub-Committee recommends the pay of Rs. 2000-3500/- as the educational qualification for recruitment to these posts are the same.

(d) ART AND CULTURE:

The Sub-Committee has carefully considered the demand for upgradation of pay scales of different categories of posts. The appropriate scales as per standard conversion of pay scales worked out by the Sub-Committee will take care of the demands.

(e) MIZORAM HINDI TRAINING INSTITUTE (MHTI) :

(i) The Mizoram Hindi Training Institute is affiliated to the Central Institute of Hindi, Agra. The Sub-Committee has been informed that the UGC scales of pay had been made applicable to the teaching staff of Central Institute of Hindi (CIH). The MHTI imparts training of Hindi Teachers for Parangat (B.Ed.) and the Hindi Shikshak (Post Matric) Diploma. The Lecturers in the College of Teachers Education also enjoy the UGC pay scales. On this analogy, the Sub-Committee recommends that the UGC pay scales be made applicable to those

qualified teachers/lecturers subject to proper screening by the Mizoram Public Service Commission.

(ii) The remaining demands of the Institute will be well taken care of by the standard conversion of pay scales.

(f) ADULT EDUCATION/PHYSICAL EDUCATION WING/DISTRICT INSTITUTE OF EDUCATION & TRAINING (DIET)

The Sub-Committee feels that the claim for upgradation of pay scales of different categories of posts under these wings and DIET will be taken care of by the proposed standard conversion of pay scales.

6. EXCISE & TAXATION DEPARTMENT

The Sub-Committee does not find justification for grant of Ration Money, Clothing Allowance, Kit Maintenance Allowance, Washing Allowance and Risk Allowance to the Excise & Taxation personnel.

7. FOOD & CIVIL SUPPLIES DEPARTMENT

The Department submitted a number of demands for upgradation of pay scales of different categories of employees and retrospective effect for upgradation of the pay scales of Superintendent vide Notification No. A. 11013/17/ 88-SPY dated 15th October, 1993.

(i) The demand that the date of upgradation of the pay scale of the Superintendent should take retrospective effect is found unjustified.

(ii) The Sub-Committee finds the demand for upgradation of pay scale of Assistant Controller of Legal Metrology from Rs. 2000-3500/- to Rs. 2200-4000/- is justified and recommends the scale.

(iii) The other demands of the Department had already been approved by the Government earlier and hence no recommendation is made by the Sub-Committee.

8. HEALTH & FAMILY WELFARE DEPARTMENT

The demand of Mizoram Government Doctors' Association is examined in depth with reference to the pay scales enjoyed by Doctors with that of the officers in other Departments under the Government of Mizoram before implementation of the CCS (Revised Pay) Rules, 1986 and the present pay scale. In order to maintain parity in the administration, upgradation of the pay scale of the Director of Health Services to Rs. 5900-6700/- is found to be untenable. However, it is suggested that the following pay scales shall be adopted by upgrading one post of Joint Director as Additional Director of Health Services and enhancing the pay scale of Medical Superintendent.

1. PROPOSED/RECOMMENDED PAY SCALES GENERAL

1) Director of Health Services	Rs. 4500-5700/-
2) Addl. Director of Health Services	Rs. 4100-5300/-
3) Joint Director of Health Services	Rs. 3700-5000/-
4) Dy. DHS/DCM & HO/Dy. Director (Malaria)/ Dy. Director (Nursing)	Rs. 3000-5000/-
5) SDM & H O/Assistant DHS	Rs. 3000-4500/-
6) Medical Officer/Asstt. DHS (Nursing)	Rs. 2200-4000/-

SPECIALIST

1) Medical Superintendent	Rs. 4100-5300/-
2) Specialist Grade I (by redesignating Sr. Specialist)	Rs. 3700-5000/-
3) Specialist Grade II (by redesignating Sr. Specialist)	Rs. 3450-5000/-
4) Specialist Grade III (by redesignating Specialist)	Rs. 3000-4500/-
5) Specialist Grade IV/Medical Officer	Rs. 2200-4000/-

Note : The nomenclatures of the officers as they are existing now are to be redesignated as above.

2. It is also recommended that 3 (three) advance increments for Post-Graduate Degree Holders, 1 (one) advance increments for Post Graduate Diploma Holders will be granted to Medical Officers/Specialists in the entry grade on first appointment.

3. Demand for upgradation of post/pay scale of Senior Laboratory Technician and other equivalent posts or pay scales have been examined and the Sub-Committee is of the opinion that the application of the standard conversion of pay scales will take care of the demands.

4. The demand for upgradation/correction of the pay scales of Sister Tutor to Rs. 2000-3500/- has already been approved by the Government vide Notification No. 12011/3'89-F.Est/Pt.5 dated 3rd August, 1990, which was kept in abeyance pending the report of the Pay Commission. On the rejection of the Report of Pay Commission by the Government, the Sub-Committee recommends the automatic revival of the Government Notification dated 3rd August, 1990. The scale of Rs. 2000-3500/- shall be applicable to the post of District Nursing Supervisor also.

5. NATIONAL MALARIA ERADICATION PROGRAMME (NMEP)

The posts under the NMEP, which existed so long in isolation, become more isolated after the implementation of the Multipurpose Workers Scheme. In view of this, the Sub-Committee feels that the posts under the NMEP shall be amalgamated to the corresponding posts under the Multipurpose Workers Scheme, as below :—

- 1) Deputy Director (Malaria) shall be given the pay scale of Rs.3000-5000/- as enjoyed by other DDHS and the same shall be treated as a withering cadre and shall be redesignated as Deputy Director of Health Services from the date the present incumbent vacates the post.
- 2) District Malaria Officer shall be redesignated as Community Health Officer in the pay scale of Rs. 2000-3500/-.
- 3) Assistant Malaria Officer in the pay scale of Rs. 1400-2600/- shall be upgraded and redesignated as Health Supervisor in the pay scale of Rs. 1600-2660/-.
- 4) Senior Malaria Inspector and Malaria Inspector shall be upgraded and redesignated as Health Worker in the pay scale of Rs. 1350-2200/-.
- 5) Magic Lantern Operator shall be redesignated as Mechanic II in the pay scale of Rs 1200-2040/-. The nomenclature is obsolete and outdated and hence the redesignation.
- 6) Malaria Mechanic shall be redesignated as Mechanic II (lowest grade of Mechanic) in the pay scale of Rs. 1200-2040/-.
- 7) Entomologist : The post of Entomologist, being an isolated one, and in view of the requisite qualification being M.Sc. (Zoology) the post shall be encadred to the Pathological Wing in the pay scale of Rs 2200-4000/-.

GENERAL : The Sub-Committee recommends the formation of Service Rules for the Health Service Personnel as in other organised services.

9 HOME DEPARTMENT

The Sub-Committee feels that the demand for upgradation of the post of Mechanics, Fire Service in line with other Mechanics in other administrative divisions under the Police organisation is justified.

10. INDUSTRIES DEPARTMENT

(1) In line with the proposal for creation of Sub-Divisions under the Department, the Sub-Committee recommends that the post of Industrial Promotion Officer in charge of a Sub-Division shall be redesignated as Sub-Divisional Industries Officer in the pay scale of Rs. 2000-3500/-. The posts will be Group 'B' Gazetted.

(2) The Sub-Committee further recommends that this scale of Rs. 2000-3500/- will also be admissible to all other posts of I.P.O. posted in the headquarters.

(3) The Sub-Committee is also of the opinion that the application of the standard conversion of pay scales will take care of the demand for all the remaining posts.

(4) The Sub-Committee is also of the view that it is no longer appropriate that posts under the Handloom and Handicrafts, Beekeeping and KVI Sectors remain under the Department since Corporations like MAHCO and KVIC are already in operation. It is, therefore, recommended that the Department may work out the modalities for transfer of posts under the above sectors to such appropriate Corporations/Autonomous Bodies.

- (5) (a) **SALES EMPORIUM** : The Sub-Committee feels that maintaining of a sales counter by the Department while Corporations also run such counters is superfluous and uneconomic and accordingly recommends that the Sales Emporium may be wound up.
- (b) As a consequence to the winding up of the sales counter, the Sub-Committee recommends that the posts of Manager and Salesman/Salesgirl of the Emporium be adjusted against other equivalent posts.
- (c) **GEOLOGY AND MINING WING** : The Sub-Committee feels that the demand for upgradation of pay scales of Depot Manager and Driller, etc. under the Wing will be taken care of by the standard conversion of pay scales.

11. INFORMATION AND PUBLIC RELATIONS

- (a) The Pay Anomaly Committee had upgraded the pay scale of the Deputy Director, I&PR to Rs. 3000-4500/- and in the fitness of things and for maintenance of official hierarchy, the Sub-Committee recommends the pay scale of Rs. 3700-5000/- for Joint Director.
- (b) The Sub-Committee recommends the pay scale of Rs. 2200-4000/- for PRO/PIO/Editor taking into consideration the nature of duties and responsibilities attached to the post.
- (c) The pay scales of AlPRO, Translator, Journalist, Librarian, Technician Grade I, II and III, Cameraman, Photographer, Recorder, Dark-room Assistant and Artist can be modified by the standard conversion of pay scales.

12. LABOUR AND EMPLOYMENT DEPARTMENT

The Sub-Committee, after having detailed study of the demands of the Department recommends as follows :—

- (a) Proposal for upgradation and redesignation of the post of Assistant Director (Rs. 2200-4000/-) as Deputy Director in the pay scale of Rs. 3000-4500/- is found justified and recommended.
- (b) Proposal for upgradation and redesignation of the post of Employment Officer (Rs. 2200-4000/-) as District Employment Officer in the pay scale of Rs. 3000-4500/- is found justified and recommended on the analogy of other officers of district level.

- (c) Proposal for the upgradation and redesignation of the post of Assistant Employment Officer (Rs. 1640-2900-) as Employment Officer in the pay scale of Rs. 2000-3500/- is found justified and recommended.
- (d) Against the proposal of the Department for creation of four grades of Instructor/Instructress under I.T.I. and upgradation of the pay scale the Sub-Committee recommends the creation of three grades as follows :—
 - (i) Entry/Junior Grade - Rs. 1600-2660/-
 - (ii) Senior Grade - Rs. 1640-2900/- after 15 years
 - (iii) Selection Grade - Rs. 2000-3500/- after 25 years

13. LAND REVENUE AND SETTLEMENT

The Sub-Committee is of the opinion that the demands of different categories of the employees of the Department will be taken care of by the standard conversion of pay scales.

14. LAW, JUDICIAL & PARLIAMENTARY AFFAIRS

- (i) The pay scale of Despatch Rider had already been recommended by the Sub-Committee and no further recommendation is made.
- (ii) The Sub-Committee does not find justification for upgradation of the pay scale of the President, District Council Court, as the post is borne on the Judicial Service Grade III post.

15. LOCAL ADMINISTRATION DEPARTMENT

- (i) The demand of the Department for upgradation of posts under the Department had been taken care of by the PAC and PRC. The Sub-Committee, therefore, does not recommend upgradation of the pay scales.
- (ii) The post of District Local Administration Officer in the pay scale of Rs. 2200-4000/- is a Departmental post while the posts of Circle Officers are shared by the Departmental and MCS officers. The pay scale of Rs. 2200-4000/- is applicable to MCS officers while the Departmental officers enjoy the scale of Rs. 2000-3500/-. The upgradation of pay scales of DLAO and CO will adversely affect the normal administrative set up and hence the Sub-Committee does not recommend the upgradation of the pay scale.

16. MIZORAM LEGISLATIVE ASSEMBLY SECRETARIAT

- (a) The Sub-Committee recommends the pay scale of Rs. 2200-4000/- for the Committee Officer considering the nature of duties and responsibilities attached to the post.
- (b) The other demands of the Department for upgradation of various pay scales was looked into in detail and the Sub-Committee feels that the standard conversion of pay scales will be able to take care of the demands.

17. POWER AND ELECTRICITY DEPARTMENT

The demands of the Department for upgradation of pay scales of different categories of posts have been examined with care and the Sub-Committee recommends that the standard conversion of pay scales be applied to meet the demands.

18. PUBLIC HEALTH ENGINEERING DEPARTMENT

- (a) The demands for upgradation of pay scale of Chief Engineer from Rs. 5100-5700/- to Rs. 5900-6700/-, Addl. Chief Engineer from Rs. 4100-5300/- to Rs. 5100-5700/-, Superintending Engineer from Rs. 3700-5000/- to Rs. 4500-5700/-, Executive Engineer from Rs. 3000-4500/- to Rs. 3700-5000/- is found unjustified.
- (b) The rest of the demands be governed by the standard conversion of pay scales.

19. PUBLIC WORKS DEPARTMENT

The Sub-Committee recommends the pay scale of Rs. 1200-2040/- for Tracers under the Department which shall be admissible to all other Tracers in other Departments as well.

20. SECRETARIAT ADMINISTRATION DEPARTMENT

The demand of creation of 3 (three) grades of Telephone Operators, for whom there is no promotion avenue, is examined closely and the Sub-Committee recommends the creation of 3 grades of operators as below —

- (i) Telephone Operator Gr. III Rs. 1200-2040/- (entry grade)
- (ii) Telephone Operator Gr. II Rs. 1350-2200/-
(after 10 years service)
- (iii) Telephone Operator Gr. I Rs. 1640-2900/-
(after 15 years service)

The Sub-Committee recommends the creation of Mizoram Secretariat Service on the line of other organised service particularly for the Secretariat.

The Department of P & A.R. may work out the modalities for formation of the Service.

21. SERICULTURE DEPARTMENT

The demands for upgradation of pay scales of different category of posts have been looked into by the Sub-Committee from all angles. The Sub-Committee recommends:—

- (a) The pay scale of Rs. 2000–3500/- without Special Pay be given to the Sericulture Promotion Officer.
- (b) That the standard conversion of pay shall govern the other demands of the Department.

22. SOCIAL WELFARE DEPARTMENT

On examination of the demands for upgradation of pay scales of various categories of posts in the Department, the Sub-Committee makes the following recommendations :—

- (a) SPECIAL OFFICER (NUTRITION)/DISTRICT SOCIAL WELFARE OFFICER :

Pay scale of Rs. 2200–4000/- for these two posts is recommended since this pay scale has been enjoyed by other posts of equivalent ranks.

The holders of these posts shall be inter-transferable and, therefore, the Sub-Committee recommends that the Recruitment Rules should be suitably amended to provide for inter-transferability.

- (b) PROGRAMME OFFICER (STATE) :

The pay scale of Rs. 2200–4000/- is recommended by the Sub-Committee without Special Pay (against the existing pay scale of Rs. 2000–3200/- with a Special Pay of Rs. 250/-) p.m. as the post is a state level administrative post.

- (c) PROGRAMME OFFICER (DISTRICT) :

The Sub-Committee feels that the pay scale of Rs. 2375–3500/- with Special Pay of Rs. 150/- p.m. is justified since post of Child Development Project Officer will be in the scale of Rs. 2375–3500/- p.m. as per the standard conversion.

- (d) CHILD DEVELOPMENT PROJECT OFFICER/PRINCIPAL, ANGANWADI TRAINING CENTRE, ETC.

The standard conversion of pay scales shall govern the demands for upgradation of these posts and other equivalent posts.

23. SOIL & WATER CONSERVATION DEPARTMENT

- (a) The Sub-Committee feels that the application of standard conversion of pay scales shall do justice to the demand for upgradation of pay scales of ASCO/ASCE and the Ranger.

(b) There is a lot of duplicity of works of the Department with those of Agriculture, Forests and Industries Departments and the existence of the Department separately is superfluous. The Sub-Committee recommends that the posts under the Soil & Water Conservation Department shall be amalgamated with appropriate posts in the corresponding Departments.

24. TRANSPORT DEPARTMENT

(a) The Sub-Committee recommends that the pay scales admissible to the Drivers vide Notification No, G. 11012/1/90-F.Est. dated 3rd May, 1994 shall be admissible to the Bus Conductors also.

(b) Demands for other category of posts will be governed by the standard conversion of pay scales.

(c) The Sub-Committee feels that maintaining of a fleet of buses is not economical and untenable. In conformity with the policy of the Government of India, a Corporation may be formed to which the fleet of buses of the Department should be handed over which will operate on a commercial basis.

SCHEDULE—A (CONTD.)

I. GROUP 'D' POSTS

The pay scales of Group 'D' posts had already been brought to the highest scale of the three different scales prescribed for Group 'D' employees under the Central Civil Services (Revised Pay) Rules, 1986, i.e. 800-15-1010-EB-20-1150/- 10% of the posts of L.D.C. are reserved for promotion of Group 'D' employees who are educationally qualified. In view of the limited scope of promotion, most of the Group 'D' employees have to remain in the same post. The Sub-Committee feels it necessary to give one at least one time promotion in one's service career and recommends a new pay scale of Rs. 900-20-1000-EB-25-1150/- for those who completed twenty years of regular service in the grade.

II. DUFTRY/ GESTETNER OPERATOR

Posts of Duftry/Gestetner Operator had been promotion posts of peons but when all the Group 'D' employees were brought to the scale of Rs. 800-1150/-, they were in the same scale of pay with that of the feeder post. Considering the duties and responsibilities, the status it had earlier enjoyed and to do away with the anomaly, the Sub-Committee recommends a scale of Rs. 950-20-1150-EB-25-1400/-.

III. GOVERNMENT DESPATCH RIDERS ASSOCIATION

The demand of the Association for upgradation of the posts of Despatch Riders in line with the posts of Drivers is studied in depth. The requisite qualification for recruitment and nature of duties being more or less the same, the Sub-Committee recommends that the pay scale of the Drivers shall be admissible to them.

IV. JAIL EMPLOYEES ASSOCIATION

The demand of the Association for equation of Jail personnel with their counterparts in the Police organisation on an upgraded scales of pay is found unjustified and untenable.

V. MINISTERIAL SERVICE ASSOCIATION

(i) The demand of the Association for upgraded pay scales of Joint Secretary from Rs. 4500-5700/- to Rs. 5900-6700/-, Deputy Secretary from Rs. 3700-5000/- to Rs. 4500-5700/- and Under Secretary from Rs. 3000-4500/- to Rs. 3700-5000/-, in line with the demands of the Govt. Doctors' Association, is found untenable.

(ii) The Sub-Committee recommends the pay scale of Rs. 2375-3500/- for future recruits, including promotees, for Office Superintendents. Service Rules and Recruitment Rules for the post should be suitably amended. The existing pay scale will be personal to the existing incumbents only.

(iii) Necessary training requirements for filling up of posts in the Work Study Unit in the respective categories should be incorporated in the Mizoram Ministerial Service Rules.

VI. MIZORAM CIVIL SERVICE ASSOCIATION

The Association submitted a demand for upgradation of pay scales of the cadre as follows :—

- | | |
|----------------------|---|
| (i) Junior Gr. (Pro) | from Rs. 2200-4000/- to Rs. 2200-4000/- |
| (ii) Junior Gr. | from Rs. 2200-4000/- to Rs. 3000-4500/- |
| (iii) Senior Grade | from Rs. 3000-4500/- to Rs. 3700-5000/- |
| (iv) J.A. Grade | from Rs. 3700-5000/- to Rs. 4500-5700/- |
| (v) Selection Gr. | from Rs. 4500-5700/- to Rs. 5100-6300/- |
| (vi) Supertime | from Rs. 5100-6150/- to Rs. 5900-6700/- |

After detailed study of the demands, the Sub-Committee does not find justification for upgradation of the pay scales as demanded.

VII. MIZORAM ELECTRICAL OPERATORS ASSOCIATION

The Sub-Committee feels that the application of the standard conversion of pay scales will take care of the demand of the Association for upgradation of pay scales of Engine Operator Grade I and II satisfactorily.

VIII. MIZORAM GRAM SEVIKA ASSOCIATION

The demand of the Association for creation of 4 different grades and upgradation of pay scale from Rs. 950-1050 in the entry grade was studied in depth and the Sub-Committee is of the opinion since, the post of Mukhya Sevika has been created for the promotion of the Gram Sevikas, that the demand for creation of 4 tier grades of Gram Sevikas is not called for at this stage. The standard conversion will be applicable to the cases of Gram Sevika and Mukhya Sevika.

IX. MIZORAM NON-GAZETTED FOREST SERVICE ASSOCIATION

The demand of the Association for upgradation of different Non-Gazetted cadre was fully examined by the Sub-Committee and it considers that the standard conversion of pay scales would do justice for their demands.

X. MIZORAM SUPPLY EXECUTIVE UNION

The Association demanded the upgradation of the pay scales of Inspector/Sub-Inspector of Supplies from Rs. 1640-2900/- to Rs. 2200-4000/- and Rs. 1400-2600/- to Rs. 1640-2900/- respectively with Gazetted status to the Inspector and Store-Keeper from Rs. 1200-2040/- to Rs. 1400-2600/-. The Sub-Committee feels that the standard conversion of pay scales can take care of these demands.

XI. NON-GAZETTED STAFF OF MIZORAM POLYTECHNIC, LUNGLEI

The Sub-Committee, after having studied the demands of the Association, recommends that the standard conversion of the pay scales may be applied.

XII. CONFERMENT OF GAZETTED STATUS

The various demands for conferment of Gazetted status to the following posts are found by the Sub-Committee as unjustified :-

- | | |
|------------------------------|-------------------------|
| 1. Project Foreman | — Industries Deptt. |
| 2. Treasury Accountant | — Accounts & Treasuries |
| 3. Auditor/Divisional Acttc. | — -do- |
| 4. Agri. Extension Officer | — Agriculture Deptt. |
| 5. Forest Ranger - II | — Forest & Environment. |

XIII. FUTURE PAY REVISION

In order to avoid anomaly and dissatisfaction the Sub-Committee recommends that further revision of pay scales under the Government of Mizoram be made keeping in view the decision taken by the Government of India on the recommendation of the Fifth Central Pay Commission. Such a revision may also take into account the scales of pay of the respective posts prescribed in the CCS (RP) Rules, 1986.

XIV. PAY RESEARCH UNIT

A Pay Research Unit was created by the Government of Assam to look after all pay revision matters consisting of Officer-on-Special-Duty, assisted by Asstt. Research Officer, Research Assistant and other supporting staff under the overall control of the Financial Commissioner.

The Sub-Committee recommends the creation of a similar organisation under the Finance Department to look after pay revision matters.

XV. DATE OF EFFECT

All the upgraded pay scales recommended by the Sub-Committee shall take effect

XVI. FIXATION OF PAY

The initial pay of the Government servant in the upgraded scale shall be fixed in accordance with the provisions of FR 23 read with FR 22 (I) (a) (2).

SCHEDULE - B (SUMMARY ABSTRACT)

Name of posts		Pay Scale	Recommended Pay Scale
1	2	3	4
I. GROUP 'D' etc.			
1)	Peons and equivalent posts	Rs. 800-1150/-	Rs. 900-20-1000-EB-25-1150/-after 20 years of service.
2)	Duftry/Gestetner Operator and equivalent posts.	Rs. 800-1150/-	Rs. 920-20-1150-EB 25-1400/-
II. AGRICULTURE DEPTT.			
1)	Asst. Agri. Inspector.	Rs. 1400-2600/-	Rs. 1640-60-2600-EB-75-2900/-
III. A.H. & VETY DEPTT.			
1)	Livestock Supdt.	Rs. 2000-3000/-	Rs. 2375-75-3200-EB-100-3500/-
IV. EDUCATION & H.R. DEVELOPMENT DEPTT.			
1)	Work Experience Teacher, G.H. & Secondary School.	Rs. 950-1500/-	Rs. 1200-30-1560-EB-40-2040/-
2)	Special Educator II(SCERT)	Rs. 1640-2900/-	Rs. 2000-60-2300-EB-75-3200-100-3500/-
V. FOOD & CIVIL SUPPLIES DEPTT.			
1)	Asst. Controller, Legal Metrology.	Rs. 2000-3500/-	Rs. 2200-75-2800-EB-100-4000/-

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VI. HEALTH & FAMILY WELFARE DEPTT.

(a) GENERAL DOCTORS

1. Director, Health Services	Rs. 4500-5700/-	Rs. 4500-150-5700/-
2. Addl. DHS	-	Rs. 4100-125-4850-150-5300/-
3. Joint DHS	Rs. 3700-5000/-	Rs. 3700-125-4700-150-5000/-
4. DOHS/DCM & HO/DD (Malaria)/DD (Nursing)	Rs. 3000-5000/-	Rs. 3000-100-3500-125-5000/-
5. SDM & HO/Asstt. DHS	Rs. 2200-4000/-	Rs. 2200-75-2800-EB-100-4000/-

(b) SPECIALIST

1. Medical Supdt.	Rs. 3700-5000/-	Rs. 4100-125-4850-150-5300/-
2. Specialist Gde I	Rs. 3700-5000/-	Rs. 3700-125-4700-150-5000/-
3. Specialist Gde II	-	Rs. 3450-125-4700-150-5000/-
4. Specialist Gde III	Rs. 3000-5000/-	Rs. 3000-100-3500-125-5000/-
5. Specialist Gde IV/M.O.	Rs. 2200-4000/-	Rs. 2200-75-2800-EB-100-4000/-

(c) OTHERS

6. Sister Tutor	Rs. 2000-3200/-	Rs. 2000-60-2300-EB-75-3200-100-3500/-
7. Dist. Nursing Supervisor	Rs. 2000-3200/-	Rs. 2000-60-2300-EB-75-3200-100-3500/-
8. Dist. Malaria Officer(CHO)	Rs. 2000-3200/-	Rs. 2000-60-2300-EB-75-3200-100-3500/-
9. Asst. Malaria Officer (H.S.)	Rs. 1400-2600/-	Rs. 1600-50-2300-EB-60-2600/-
10. Sr. Malaria Inspector/ Jr. Malaria Inspector	Rs. 1200-2040/-	Rs. 1350-30-1440-40-1800-EB-50-2200/-
11. Magic Lantern Operator (Mechanic II)	Rs. 950-1400/-	Rs. 1200-30-1560-EB-40-2040/-
12. Malaria Mechanic (Mechanic II)	Rs. 950-1500/-	Rs. 1200-30-1560-EB-40-2040/-

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13. Entomologist	Rs. 2000-3500/-	Rs. 2200-75-2800-EB-100-4000/-	
VII. INDUSTRIES DEPTT.			
1) I.P.O/SDIO	Rs. 1640-2900/-	Rs. 2000-60-2300-EB-75-3200-100-3500/-	
VIII. INFORMATION & PUBLIC RELATIONS DEPTT.			
1) Joint Director	Rs. 3000-5000/-	Rs. 3700-125-4700-150-5000/-	
2) PRO/PIO/Editor	Rs. 2000-3500/-	Rs. 2200-75-2800-EB-100-4000/-	
IX. LABOUR & EMPLOYMENT DEPTT.			
1) Dy. Director	Rs. 2200-4000/-	Rs. 3000-100-3500-125-5000/-	
2) Dist. Employment Officer	Rs. 2200-4000/-	Rs. 3000-100-3500-125-5000/-	
3) Employment Officer	Rs. 1640-2900/-	Rs. 2000-60-2300-EB-75-3200-100-3500/-	
X. PUBLIC WORKS DEPTT.			
1. Tracer	Rs. 950-1500/-	Rs. 1200-30-1560-EB-40-2040/-	
This pay scale shall be applicable to Tracers under various Departments.			
XI. SERICULTURE DEPTT.			
1) Sericulture Promotion Officer	Rs. 1640-2900/- S.P. Rs. 200/-	Rs. 2000-60-2300-EB-75-3200-100-3500/-	
XII. SOCIAL WELFARE DEPTT.			
1) Special Officer (Nutrition)/DSWO	Rs. 2000-3500/-	Rs. 2200-75-2800-EB-100-4000/-	
2) Programme Officer (State)	Rs. 2000-3500/-	Rs. 2200-75-2800-EB-100-4000/-	
3) Programme Officer (Dist)	Rs. 2000-3500/-	Rs. 2375-75-3200-EB-100-3500/- with Special Pay @ Rs. 150/- P.M.	

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XIII. SECTT. ADMINISTRATION DEPTT.

1. (a) Telephone Operator Rs. 1200-2040/- Rs. 1200-30-1560-EB-40-2040/-
Gde III
- (b) Telephone Operator Rs. 1350-30-1440-40-1800-
Gde II EB-50-2200/-
- (c) Telephone Operator Rs. 1640-60-2600-EB-75-
Gde I 2900/-

XIV. MIZORAM LEGISLATIVE ASSEMBLY SECTT.

1. Committee Officer Rs. 2000-3200/- Rs. 2200-75-2800-EB-100-4000/-

SCHEDULE 'B' (CONTD.)

STANDARD CONVERSION OF PAY SCALES GROUP D,C AND B

Sl. No.	All posts carrying the pay scale as per		Recommended Pay Scale, 1994
	ROP 1973	ROP 1986	
1	2	3	4
1.	Rs. 200-250 Rs. 210-250	Rs. 775-1025/-	Rs. 825-15-900-EB-20-1200/-
	Rs. 210-270 Rs. 210-290	Rs. 800-1150/-	
2.	Rs. 225-308	Rs. 825-1200/-	Rs. 950-20-1150-EB-25-1500/-
3.	Rs. 260-350 Rs. 225-350	Rs. 950-1400/-	
	Rs. 260-400 Rs. 290-350	Rs. 950-1500/-	Rs. 1200-30-1560-EB-40-2040/-
	Rs. 260-430 Rs. 290-400	Rs. 975-1540/-	

4.	Rs. 260-480 Rs. 320-400	Rs. 975-1600/- Rs. 1150-1500/-	Rs. 1320-30-1560-EB-40-2040/-
5.	Rs. 330-400 Rs. 330-450 Rs. 330-480	Rs. 1200-1800/-	Rs. 1350-30-1440-40-1800-EB-50-2200/-
	Rs. 330-560	Rs. 1200-2040/-	
6.	Rs. 380-560 Rs. 380-640 Rs. 425-600	Rs. 1320-2040/- Rs. 1350-2200/-	Rs. 1400-40-1800-EB-50-2300/-
7.	Rs. 425-700 Rs. 425-640 Rs. 455-700	Rs. 1400-2300/-	Rs. 1400-40-1600-50-2300-EB-60-2600/-
8.	Rs. 425-750 Rs. 425-800 Rs. 440-750	Rs. 1400-2600/-	Rs. 1600-50-2300-EB-60-2660/-
9.	Rs. 550-750 Rs. 550-800	Rs. 1600-2660/-	Rs. 1640-60-2600-EB-75-2300/-
10.	Rs. 500-900 Rs. 550-900	Rs. 1640-2900/-	Rs. 2000-60-2300-EB-75-3200-100-3500/-
	Rs. 650-960 Rs. 700-900	Rs. 2000-3200/-	
11.	Rs. 650-1200 Rs. 775-1200	Rs. 2000-3500/-	Rs. 2375-75-3200-EB-100-3500/-

Note :— (i) The Standard Conversion shall not affect the pay scale of the posts which had been revised earlier by the Government. However, the Standard Conversion may be used to rectify certain pay scales which are lower than the comparable scale indicated in the Conversion.

Example : The pay scale of Case Worker under Social Welfare Department was fixed at Rs. 2000-3200/- p.m. on the recommendation of PRC. This post was in the scale of Rs. 1640-2900/- p.m. Since the revised scale of Rs. 1640-2900/- according to the Standard Conversion is Rs. 2000-3500/- p.m., the scale of pay of Case Worker may be refixed at Rs. 2000-3500/- p.m.

- (ii) The above scales shall come into effect from the date of notification.
- (iii) The conversion indicated at Sl. No. 3, i.e. in respect of the existing scale of Rs. 825-1200/- p.m. shall not apply to Police Constables.
- (iv) The pay in the new scale of pay shall be fixed under the provisions of FR 23 read with FR 22(I)-(a) (2).
- (v) The fixation of new scale of pay may be done in consultation with the Pay Research Unit under Finance Department.

ILLUSTRATION FOR FIXATION OF PAY

- A.
- (i) Existing Pay Scale : Rs. 800-15-1010-EB-20-1150/-
 - (ii) Recommended Pay Scale : Rs. 900-20-1000-EB-25-1150/-
 - (iii) Existing Basic Pay : Rs. 1110.00
 - (iv) Pay to be fixed in the recommended scale : Rs. 1125.00 (i.e. a stage next above Rs. 1110.00) FR 22(i) (a) (2)
- B.
- (i) Existing Pay Scale : Rs. 1200-30-1560-EB-40-2040/-
 - (ii) Recommended Pay Scale : Rs. 1350-30-1440-40-1800-EB-50-2200/-
 - (iii) Existing Basic Pay : Rs. 1440.00
 - (iv) Pay to be fixed in the recommended pay : Rs. 1440.00 (a stage which is equal to his pay in the old scale) FR. (a)(2),