

P.—EXTERNAL AFFAIRS DEPARTMENT

in these offices, it would be reasonable to apply our general recommendations in the case of subordinate departmental offices. Special conditions of service in some of these places may require the grant of local compensatory allowances unless the policy is to recruit personnel for service in these agencies from adjoining areas only.

6. Besides the ministerial posts, there are in the subordinate services a number of technical posts such as those of—

	Rs.
Sub-Assistant Surgeon, Gyantse Agency	90—275
Compounders, Gyantse Agency	60
Sub-Assistant Surgeon, Gilgit Agency	350
Tahsildar, Gilgit Agency	200—10—300
Naib Tahsildar, Gilgit Agency	80—150
Headmaster, Gilgit Agency	120—160
Teachers, Gilgit Agency	Various scales ranging from 20—1½—35 to 70—3—100.
Forest Ranger, Gilgit Agency	80—100
Sub-Inspector Police, Gilgit Agency	75—100
Jailer, Gilgit Agency	75—100
Overseers, Gilgit Agency	80—135

There are also certain gazetted posts of Civil Surgeon (Rs. 500—900) and Resident Engineer (Rs. 250—750). For these technical posts whether gazetted or non-gazetted a suitable guide may be found in the scales we have suggested for comparable posts in other Central departments.

Q.—LABOUR DEPARTMENT

The main subjects which are handled by the Labour Department are:—

International Labour Organisations; International Labour Conventions; Labour relations and Welfare of Labour, Labour Legislation with particular reference to safety measures in Factories and Mines, Labour Statistics, Technical Training Schemes and Resettlement of Demobilised Personnel.

Besides the regular Secretariat posts, the Labour Department headquarters at present includes the heads of certain executive or advisory branches like the Chief Advisor of Factories and Chief Labour Commissioner and the Director General of Resettlement.

2. As regards the Secretariat proper, our recommendations about different grades of Secretariat staff would apply here also. We would, in particular, invite a reference to our comments suggesting that there should be a clean cut between the Secretariat offices proper and Headquarters Executive offices and that ministerial staff in the latter offices should draw pay in accordance with our recommendations relating to the offices of heads of departments working directly under Government or other subordinate offices as the case may be.

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3. *Chief Labour Commissioner's Organisation.*—This organisation includes the following non-ministerial posts:—

Category of post	Present scales	Commission's recommendations
	Rs.	Rs.
<i>Class I—</i>		
Chief Labour Commissioner	1800—50—2000	1,600—1,800
Regional Labour Commissioner.	1000—50—1400	800—1,150
<i>Class II—</i>		
Cconciliation Officers . . .	400—600	500—850— (Class I Junior scale).
<i>Class III—</i>		
Labour Inspectors . . .	180—340	180 (Prob.)—200—10—300—15—450

Consistent with the ceiling figures which we have prescribed for civil servants' salaries generally and in view of the fact that the above scales had been fixed during the war period, we have thought it proper to modify these salaries on the lines indicated above; the Chief Labour Commissioner being placed on the same level as the head of a smaller department and the Regional Labour Commissioner on the senior scale of Class I. In view of the nature of the duties to be discharged by Conciliation Officers, we feel that they should have sufficient status as well as considerable experience of Labour conditions. Direct recruitment of young men to the post may not be expedient. It would be preferable to promote experienced Labour Welfare Officers or Inspectors. At present the scales of pay for Labour Welfare Officers in each department varies. The Labour Welfare Officer has an important function to perform under rather difficult circumstances. His status cannot well be lower than that of a Class II Officer.*

4. *Office of the Chief Adviser, Factories.*—The main posts in this organisation are:—

Category of post	Present Scales.	Commission's recommendations.
	Rs.	Rs.
<i>Class I—</i>		
Chief Adviser of Factories	Not fixed, last incumbent being allowed Rs. 2,600.	1,600—1,800
Dy. Chief Adviser . . .	1,300—50—1,700	1,000—1,400
<i>Class II—</i>		
Mechanical Assistants . . .	250—10—400	} 250—10—300—15—450
Architectural Assistants . . .	250—25—450	
Draftsmen . . .	150—250		As in C. P. W. D.

These scales were also fixed during the period of the war and for the reasons which we have indicated in Part II, we consider that they require modification on the lines mentioned above.

* Mr. Joshi is even prepared to suggest that some of the Labour Officers who hold difficult charges should be given Class I grade and scale and that even those officers in Class II should run up to the maximum of Class II scale.

Q.—LABOUR DEPARTMENT

5. *The Coal Mines Welfare Fund* is administered by an organisation at whose head is the Coal Mines Welfare Commissioner. The post of Commissioner is borne on Central Service Class I and at present carries a pay of Rs. 2000 + 400 special allowances. While his pay is borne by the Central Government, the salaries of the staff under the Coal Mines Welfare Commissioner are paid from the Coal Mines Welfare Fund though their conditions are governed by Government Rules and Regulations. The other main posts are:—

Class I—

	Rs.
Chief Welfare Officer	750—1,000
Secretary	450—700

Class II—

Inspector of Labour Welfare	400—600
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We recommend that the Commissioner may be placed on a scale of Rs. 1,300—1,600 or 1,600—1,800 according as Government may decide to treat the post as ranking with a junior administrative post or a post of a head of a department. As regards the other officers their posts may, without any material change in the classification or the range of pay, be fitted into the scales we have recommended for Class I and Class II posts. For ministerial and subordinate posts, our recommendations in regard to staff of subordinate departmental offices would furnish a suitable guide.

6. *The Office of the Director of Unskilled Labour (Coal)*.—This office which still functions under the Labour Department is a vestige of the larger organisation which was built up during the war period to speed up recruitment of labour for the needs of the army as well as the augmentation of labour force for coal mines generally. We are not making any special comments in regard to the posts borne on the cadre of this organisation as presumably its duration is likely to be temporary.

7. *The Director General of Resettlement and Employment*.—This organisation is at present by far the largest under the Labour Department. The Directorate General was established when it became necessary towards the end of 1945 for the Government to assume responsibility for the resettlement and employment in civil life of demobilised personnel and discharged workers. The Labour Department was placed in administrative charge of the scheme for setting up a co-ordinated resettlement and employment organisation. A 5-year scheme was prepared though the staff for the various organisations under the scheme was sanctioned on a 3-year basis. The scheme includes a Resettlement Advisory Service whose duties are to contact demobilised personnel at release centres and explain to them the procedure to be adopted for contacting the appropriate employment bureau or employment exchanges or training centres where vocational or technical training facilities will be provided. There are trade testing bodies whose function it is to test demobilised technicians with a view to determining their skill and suitability for various technical appointments or further training. One of the schemes included in the plan is the training of *ex-Service* personnel for whom it was proposed to provide 30,000 seats in over 100 training centres, utilising as far as possible the machinery set up during war time. Special machinery was also set up for vocational training of demobilised service

PART III

personnel including *ex-service* women and for the rehabilitation of disabled service personnel. An organisation of resettlement employment exchanges with branch exchanges and sub-exchanges is also administered by the D.G.'s organisation. The main categories of staff are as below:—

Headquarters staff

	Rs.
<i>Class I—</i>	
Director General	3,000
Deputy Secretary, Under Secretary, Assistant Secretary.	Usual scales for Secretariat offices.
Regional Director	ICS grade pay + 300 or 1750—2000 (non-ICS).
Deputy Director	Grade Pay + 200 or 1,000/1,250.
<i>Class II—</i>	
Assistant Director	600—800
Superintendents	On Secretariat or Attached Office scales.
<i>Class III and Class IV Services</i>	Do.

Training Branch

<i>Class I—</i>	
Director	2,000—2,400
Senior Deputy Director	1,500
Deputy Director	1,000—1,400
Regional Inspectors	760
<i>Class II—</i>	
Supply Officers	250—400
Specialist Instructors	750—900
<i>Ministerial and Lower Staff</i>	On various local scales.

Resettlement & Employment Services

<i>Class I—</i>	
Chief Resettlement Advice Officer	1,500
Dy. Chief Resettlement Advice Officer	1,100
Resettlement Advice Officers	650
Director of Employment Exchanges and Director of Publicity.	1,750—2,000
Deputy Director, Employment Exchanges	1,000—1,250
Manager, Central Employment Exchange	900—1,100
Manager, Regional Employment Exchanges	800—950
Director of Employment	2,000—2,400
Senior Dy. Director of Employment	1,500—1,750
Junior Dy. Director of Employment	1,000—1,250
Assistant Director of Employment	850—1,000
Assistant Director of Publicity	725—900
Deputy Statistical Officer	600—1,000
Managers, Sub-Regional Exchanges	600—750
Card Index Officers	500—750
Assistant Statistical Officer	350—750
<i>Non-gazetted—</i>	
Assistant Resettlement Advice Officers— I	250
II	200
III	150
Asstt. Managers, Sub-Regional Exchanges— I	300—450
II	200—300
Investigators	200—400
Technical Assistant	150—300

Publicity.

<i>Class I—</i>	
Regional Publicity Officers	600—700
Assistant Publicity Officers	450—600
Assistant Publicity Officers	200—300

Q.—LABOUR DEPARTMENT

Rs.

Disabled Personnel Organisation |

Deputy Director of Training (Disabled)	. . . . .	1,000—1,250
Dy. Chief Rehabilitation Officer	. . . . .	750—850
Assistant Director, Training	. . . . .	600—800
Regional Inspectors of Training	. . . . .	300—400
Senior Rehabilitation Officer	. . . . .	500—550
Junior Rehabilitation Officer	. . . . .	200—240
Managers of Training Centres	. . . . .	650—700
Dy. Managers of Training Centres	. . . . .	400—450
Director of Vocational Training	. . . . .	1,750—2,000
Dy. Director of Vocational Training	. . . . .	1,000—1,250
Asstt. Director of Vocational Training	. . . . .	725—900
Regional Inspectors of Training	. . . . .	500—600
Vocational Trade Testing Officer	. . . . .	450—550
Foreman Instructors	. . . . .	200—300
Supervisory Instructors	. . . . .	135—195
Instructors	. . . . .	70—120

All the above scales of pay were fixed during the war period mainly on *ad hoc* considerations and on the basis that the greater part of the personnel would be recruited from among service men in the process of demobilisation. They accordingly bear no relation to the normal scales and much less to the post-1931 scales. We understand that the Central Government have undertaken the responsibility for maintaining this organisation only for a maximum period of 5 years, after which it is open to the provincial governments to take them up, particularly the Employment Exchanges, as going concerns. In this view we refrain from making any recommendation about permanent scales of pay for these posts. Any future recruitment for them even on a temporary basis will we expect be not on the present abnormal terms but on scales approximating to those we have recommended for posts of similar responsibility in other departments.

In regard to ministerial and lower grade staff, our general recommendations in the case of non-secretariat departmental and subordinate offices should apply.

R.—LEGISLATIVE DEPARTMENT

The Legislative Department deals with the following subjects:—

Advice to Departments on legal matters including interpretation of laws, scrutiny of Statutory Rules and Orders, legal proceedings and conveyancing. Drafting of Central Legislation and Conduct of business in the Indian Legislature. It also controls the Secretariat of the Council of State. In its charge are the Advocate General of India and other Law Officers, the Federal Court and all special Tribunals like the Income-tax Appellate Tribunal, the War Pensions Appellate Tribunal and the special tribunals set up under the Criminal Law Amendment Ordinance 1943.

In regard to the Secretariat Staff proper including higher officers, ministerial staff and categories now designated as 'inferior', our general recommendations can suitably be applied.