

TABLE OF CONTENTS

	Paragraph No.	Page No.
PART I.—INTRODUCTORY		
Reference and its scope	1	1—2
Scheme of the Report	2	2
Procedure	3—5	2—4
Historical background	6—14	4—9
Wartime measures	15	9—11
Circumstances leading to the appointment of the Commission	16	11
PART II.—GENERAL CONSIDERATIONS AND RECOMMENDATIONS		
The economic situation to-day	17	12—13
Course proposed	18	13
A.—Classification of the Services	19—33	14—21
B.—Pay structure	34—40	21—23
Central Service scales and Provincial scales	41	23—24
C.—Pay rates and Pay scales—		
Case for increase of salaries	42	25—26
Principle of salary determination	43—45	26—29
Living wage	46—51	29—34
Maximum salary	52—54	34—36
The time-scale system	55—60	36—40
Some typical scales—Class I Services	61	40
The All India Administrative Service	62	40—41
The All India Police Service	63	41
The Indian Foreign Service	64	41—42
Class II scales	65	42
Class III scales	66	42—43
Class IV scales	67	43
Fitting existing employees into proposed scales	68—70	44—45
D.—Allowances—		
Dearness allowance	71—75	45—48
Housing or house-rent allowance	76—78	48—50
Children and Education allowance	79—81	50—52
Compensatory allowance	82—88	52—54
Field Service allowance	89	54—55
Conveyance allowance	90	55
Medical Aid	91—92	55—56
Travelling allowance.	93	56—57
E.—Hours of Work ; Overtime ; Holidays—		
Hours of work	94—97	58—59
Overtime.	98—100	59—60
Holidays	101—102	60—61
Casual leave	103	61
F.—Race and sex—Differentiation on grounds of	104—105	61—62

	Paragraph No.	Page No.
PART II.—GENERAL CONSIDERATIONS AND RECOMMENDATIONS—contd.		
G.—Conditions of service—		
Promotion	106—117	62—67
Security of tenure	118—134	67—74
Education and training	135	74—75
H.—Leave—		
Variety of existing rules	136—142	76—79
Earned leave	143	79
Commuted leave	144	79—80
Half-pay leave	145—146	80
Calculation of leave salary	147	80—81
Accumulation of leave	148	81—82
Temporary employees	149	82
Affixing of holidays	150	82
Study leave	151	82—83
Leave salary maxima	152	83
Increments during leave	153	83
Ban on short period officiating arrangements	154	83—84
Compensatory allowance during leave	156	84
Vacation departments	157	84
Quarantine leave	158	84
Miscellaneous points	155, 159	84, 85
J.—Retirement Benefits—		
Introductory and general—present systems	160—167	85—89
Pension <i>vs.</i> Provident Fund	168, 189	90, 103
Age of retirement	169	91—92
Minimum qualifying service for retirement	170	92
Counting of temporary service	171	92—93
Minimum age qualifying for pension	172	93
Additions to qualifying service—Art. 404A, C. S. D.	173	93
Scale of pensions	174	94—95
Scale of gratuity or special contributions (Railways)	175	95
Calculation of average emoluments	176	95—96
Compensatory allowance	177	96
Railway Provident Fund Rules	179—182	96—99
Contributory Provident Fund Rules	183—184	99—101
Industrial <i>vs.</i> Non-industrial employees	185	101
Suggestions for improvement	186—187	101—102
Surrender of a portion of pension to secure lump sum benefit	188	102—103
Family pension	190	105
Commutation of pension	191	105
Compulsory insurance	192—193	105—107
Insurance <i>vs.</i> Provident Fund	194	107—108
Allocation of pension	195	108
Some insurance schemes	193, 196, 197	106, 108, 109
Recommendations	199	110—111

PART II.—GENERAL CONSIDERATIONS AND RECOMMENDATIONS—*concl'd.*

K.—Prevention and settlement of disputes—

The Whitley Council system	200—210	112—119
Proposed organisations for staff relationship	211—214	119—121
Staff associations <i>vis-a-vis</i> trade unions	215—217	121—122
Recommendations for settlement of disputes	218	122—123

L.—Labour—

Principles of wage determination	221, 222, 225, 226	123, 124 125, 126
Efficiency bonus system	225	125—126
Classification	223—224	124—125
Daily rated system	227	126—127
Piece-work system	227	

PART III

A.—HEADQUARTERS OFFICES OF THE GOVERNMENT OF INDIA

Present classification and organisation	1—6	128—130
Civil Secretariat	7—8	130—132
Proposed pay scales	9—12	132—134
Abolition of distinction between Attached Offices, Subordinate Offices, etc.	13—17	134—136
Non-Secretariat scales of pay	18	136—137
Defence Headquarters	19	137—138
Class IV Services	20	138—139
Superior posts in the Secretariat	21—22	139—140
Railway Board	23	140

B.—FINANCE DEPARTMENT

(1) *Indian Audit Department*

Organisation, etc.	1—9	141—144
Proposed scales—I. A. & A. S.	10	144
Class II Service	11	144
Ministerial staff	12—16	144—147
Class IV Services	17	147—148

(2) *Military Accounts Department*

Introductory and general	1—3	148—150
Recommendations	4	150

(3) *Income-tax Department*

Introductory	1—4	150—152
Gazetted Officers—scales	5	152—153
Subordinate Executive Grades	6	153—154
Ministerial and lower grades	7—13	154—156

(4) *Customs Department*

Superior Service Posts	1—3	156—157
Appraising Staff	4	157—158
Preventive service	5	158—159
Miscellaneous staff	6, 8	159, 160
Laboratory staff	7	160

PART III—*contd.*B.—FINANCE DEPARTMENT—*contd.*(5) *Central Excise*

Present organisation and demand for uniformity	1—3	100—102
Class I posts	4	102
Other Executive posts	5	102
Ministerial and outdoor staff	6	102
Staff in salt sources	7	103

(6) *Central Revenues*

Chemical Service	1—3	104
----------------------------	-----	-----

(7) *Security Press, Nasik*

Introductory	1—2	104—105
Present scales	3	105—106
Pay scales recommended	4—5	106—107

(8) *Mints*

Introductory	1—2	107—108
Pay scales	3—4	108—110
Mint Workers	5—6	110

C.—TRANSPORT DEPARTMENT

(1) *Railways*

Introductory and general	1—11	111—115
Gazetted staff	12—13	116—117
Scientific services	14—15	117—118
Railway Medical Service and staff of the Medical Department	16	118—119
Railway Rates Advisory Committee	17	119
Clerical services	18	119
Accounts Department	19	119—121
Station Masters, Asstt. Station Masters	20—24	121—124
Signallers	25	124
Ticket Examining staff	26	124—125
Train Examiners	27	125
Engineering subordinates	28	} 126—127
Sanitary staff	28	
Stores staff	28	
Running Staff	29—30	127—130
Guards, Brakesmen, etc.	31	130—131
Transportation (Power), Mechanical (Loco, Carriage and Wagon and Electrical) and Workshop staff	32	131
Traffic and Commercial staff	33	131—132
Miscellaneous claims	34	132—135

(2) *Other charges of the Transport Department*

Roads organisation	2—4	136
Ports	5—6	136—137
Bengal Pilot Service	7—11	137—138

PART III—*contd.*

D.—COMMUNICATIONS DEPARTMENT

(1) *P. & T. Department*

Introductory and general	1—13	199—209
Claims for preferential treatment	14	210
Classification of services	15—17	210—212
Claims for amalgamation of Class I and Class II.	16—17	210—212
Telegraph Engineering Service, Class I	18—19	212
P. & T. Class I service	20	212—213
Postmasters' Service, Class I	21	213
Postmasters' Service, Class II	21	213
Superintendent of Post Offices & R. M. S.	22—23	213—214
Deputy Postmasters General	24	214—215
Staff of D. G.'s Office	25	215—216
Staff in offices of heads of Circles	26—27	216—217
Clerical and allied services in P. & T.	28—29	217—218
Town Inspectors	29	218
Inspectors of Post Offices	30	218—219
P. & T. Accountants Service	31	219—220
Telephone Revenue Staff	32	220
Subordinate Telegraph Engineering Traffic and Supervisory Work- shop staff	33—38	220—222
Intermediate grades	39	222—223
Class IV services	40	223
Boy Peons, Taskwork messengers	41	224
Miscellaneous demands	42—47, 50—56	224—227 228—229
Application of time test	48	227
Hours of work, etc.	49, 57	228, 230— 232
Extra Departmental staff	58	232—233

(2) *Railway Inspectorate*(3) *Meteorological Department*

Director General's proposals	1—3	234—235
Claims for special treatment for scientific services	3—4	235
Pay scales	6	236

(4) *Civil Aviation Directorate*

Introductory	1—2	236—237
Engineering staff (electrical and mechanical).	3	237
Radio Operators	4	237—238
Ministerial staff	5	238

PART III—*contd.*

E.—EDUCATION DEPARTMENT

Introductory and general	}	1—8	238—241
Representations from staff			
Central Advisory Board's proposals		9	241
Recommendations for collegiate grades	}	10	241—242
Arts Colleges			
Polytechnic		11	242
Central Training Colleges		12	242—243
Staff of Superintendent of Education		13—14	243
Pay of non-collegiate teachers		14—17	243—246
Lawrence Military School		18	247
Railway schools		19	247
Libraries		20	248
Archives Department		21	248—249
Anthropological Survey		22	250
Imperial Library		23	250
Archaeological Survey including Epigraphical Survey		24—25	250—251

F.—HEALTH DEPARTMENT

Office of the D. G. I. M. S.	1—2	251—252
Medical Store Depot	3	252—253
Malaria Institute of India	4	254
Biochemical Standardisation Laboratory	5	254
All India Institute of Hygiene & Public Health	6	254—255
Other Institutions	7	255
Port Health Department	8	255—256

G.—AGRICULTURE DEPARTMENT

Organisation	1—2	256
Secretariat and Headquarters posts	3—5	256—258
Zoological Survey	6 }	258
Botanical Survey		
Central Agricultural Marketing Department	7	259
Directorate of Dairy Research	}	259—260
Imperial Dairy Research Institute		
Imperial Council of Agricultural Research	9	260
Imperial Agricultural Research Institute	10 }	261—262
Imperial Veterinary Research Institute		
Forest Research Institute and College	11	262—263
Special demands of scientific workers	12—13	263—264
Recommendations	14—15	264
Survey of India	16—31	264—272

H.—DEPARTMENT OF FOOD

Present organisation	1—3	272—273
Recommendations	4	273

PART III—*contd.*

J.—HOME DEPARTMENT

Secretariat	2	} 274
Employment Selection Bureau	2	
Intelligence Bureau	3	274

K.—INFORMATION & BROADCASTING DEPARTMENT

General	1—2	274—275
Bureau of Information	3—4	275—276
All India Radio	5—10	276—280
Publications Division	10	280
Miscellaneous	11—12	280

L.—COMMERCE DEPARTMENT

General and Secretariat	1—2	280—282
Office of the Economic Adviser	3	282—283
Chief Controller of Imports	} 4	283—284
Chief Controller of Exports		
Tariff Board	5	284
Controller of Indian Shipping	6	284
Registrar of Trade Marks	7	285
Lighthouses Department	8	285—286
Mercantile Marine Department	9	286—287
Directorate of Seamen's Welfare	10	} 287
Indian Mercantile Marine Training Ship "Dufferin"	10	
Superintendent of Insurance	11	287—288
High Commissioner for India, London	12	288—289
Trade Commissioners	13	289

M.—INDUSTRIES & SUPPLIES DEPARTMENT

General & Secretariat	1—2	289—290
Directorates General of I. & S. & Disposals	3	290—291
Indian Ordnance Services (Inspection Wing—Civil)	4	291—292
State Railway Coal Department	5	292—293
Coal Commissioner	6	293—294
Iron & Steel Controller	7	294
Patent Office	8	294
Textile Commissioner	9	294
Government Test House, Calcutta	10	295
Council of Scientific & Industrial Research	11—12	295—296

PART III—*contd.*

N.—WORKS, MINES & POWER DEPARTMENT

General	1—2	296—297
Geological Survey	3—7	297—299
Electrical Commissioner, Central Technical Power Board	8—11	299—301
Consulting Engineer, Waterways and Irrigation Central Waterways Irrigation & Navigation Committee }	12—14	301—304
Department of Mines ; Indian School of Mines	13	302—303
Inspectorate of Explosives	15	304
Central Public Works Department	16—26	304—311
Estate Office	27	312
Controller of Printing & Stationery	28—36	312—318

O.—COMMONWEALTH RELATIONS DEPARTMENT

Headquarters Offices	} 1—2	318—319
Haj Office		
Protector of Emigrants		

P.—EXTERNAL AFFAIRS DEPARTMENT

General and Secretariat	1—2	319
Trade & Diplomatic Posts	3—4	319—320
Ministerial Posts	5—6	320—321

Q.—LABOUR DEPARTMENT

Secretariat	1—2	321
Chief Labour Commissioner's organisation	3	322
Chief Adviser, Factories	4	322
Coal Mines Welfare Fund	5	323
Director of Unskilled Labour Corps	6	323
Directorate General of Resettlement & Employment	7	323—325

R.—LEGISLATIVE DEPARTMENT

General and Secretariat	1—2	325—326
Income-tax Tribunal & Special Tribunals	3	326—327

S.—MISCELLANEOUS SECRETARIAT DEPARTMENTS

Cabinet Secretariat, S. G. G. (Reforms), S. G. G. (Public), F. P. S. C.	1	327—328
Viceregal Establishments	2—4	328

T.—LEGISLATIVE ASSEMBLY DEPARTMENT 1—3 329—330

U.—POLITICAL DEPARTMENT 1—4 330—333

W.—DEFENCE DEPARTMENT

Introductory and general	1—6	333—336
General Headquarters	7—8	336—337
Lower Formations	9	337
Army Schools	10	337—338
Engineer-in-Chief's Branch	12—13	338—339
Other Directorates & Branches ²	14—15	339—340
Naval Headquarters	16	340—341

	Paragraph No.	Page No.
PART III—concl'd.		
W.—DEFENCE DEPARTMENT—concl'd.		
Air Headquarters	17	341—342
Civilian Services under the M. G. O.	18—19	342—345
Wilmot Committee Report	20—22 and 24	345—347 347—348
Commission's recommendations	23	347
Cantonments Executive Officers Service	25	348—349
Y.—CHIEF COMMISSIONERS' PROVINCES		
General	1—4	349—352
Staff of Chief Commissioners' Offices	5	352
Executive Service—General	6	352
Subordinate cadres	7	352—353
Baluchistan	8	353
Andamans	9	353—354
A NOTE BY THE HONOURABLE MR. HOSSAIN IMAM		355—358
SUMMARY OF RECOMMENDATIONS		359—378