

APPENDIX F
FINANCE DEPARTMENT
RESOLUTION

New Delhi, the 10th May 1946

No. F. 11(11)-EII/46.—The question of instituting an enquiry into the conditions of service of Central Government servants with particular reference to the adequacy of their pay scales and standards of remuneration has been engaging the attention of the Government of India for some time. The revised scales of pay prescribed for Government servants since the retrenchment campaign in 1931, have, in particular, come up for considerable criticism in recent years. While the war was on, it was not possible to embark on any large scale investigation but in order to alleviate the hardships suffered by all grades of Government employees from the rise in the cost of living, grants of Dearness Allowance or War Allowance were authorised. The adequacy of these Allowances has been criticised in the Indian Legislature and by Unions and Associations of Government employees and representations have also been made for the restoration of the old scales of pay and for the improvement of pensionary rights.

2. The intention of the Government of India to institute an enquiry into the range of Government salaries was announced in the Legislative Assembly on the 7th February, 1946, when certain grievances of P. & T. employees were discussed. Although the ideal course would be to wait till a degree of price stabilisation is attained and to include in a comprehensive enquiry all Government employees, including the services under the Provincial Governments, the Government of India have considered it desirable to appoint a Pay Commission immediately in order to assure their employees that appropriate action will be taken in regard to these grievances.

3. The Honourable Mr. Justice Srinivasa Varadachariar, Kt., Judge of the Federal Court has agreed to act as Chairman of the Pay Commission. The following gentlemen have also consented to serve as members on the Commission:—

Hon'ble Mr. Hossain Imam, Member, Council of State.
Mr. N. V. Gadgil, B.A., LL.B., M.L.A.
Mr. Frank Anthony, M.L.A.
Lt.-Col. Dr. J. C. Chatterjee, M.L.A.
Sardar Mangal Singh, M.L.A.
Mr. N. M. Joshi.
Mr. C. V. Srinivasa Rao, C.I.E.

It is also proposed to appoint one more member to the Commission.

Mr. K. R. P. Aiyangar, M.B.E., Deputy Secretary, Finance Department will act as Secretary.

4. The following will be the terms of reference to the Commission:—

“To enquire into and report on—

(a) the conditions of service for the Class I, 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)

*Mr. Vadilal Lallubhai was appointed *vide* Finance Department Resolution No. F 11(11)-EII/46, dated 21st May 1946.

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Rules or the Railway Services (Classification, Control and Appeal) Rules and Railway servants, as defined in para. 101, State Railway Establishment Code, Vol. I with particular reference to:—

- (i) the structure of their pay scales and standards of remuneration with the object of achieving rationalisation, simplification and uniformity to the fullest degree possible;
- (ii) the extent to which the present leave terms should be altered and simplified; and
- (iii) 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 negotiating and settling questions relating to conditions of service which may arise out of differences between Government and its employees;

(c) the principles on which the remuneration of industrial workers and daily rated employees of Government should be based.’

5. While it has not been possible to consult all Provincial Governments on the subject, the Government of India observe that some Provincial Governments have already taken action to revise the scales of pay of services under their administrative control. Though it will be no part of the terms of reference to the Commission to consider the conditions of service including terms of pay etc., of services functioning in the provincial field, the Central Government hope that the present enquiry will be of value to the Provinces also and trust that the full co-operation of all Provincial Governments and administrations will be afforded to the Commission. It will be within the terms of reference of the Commission to call for information in writing and to take evidence from any department or officers of Government; and the Government of India will welcome the co-operation of Service Associations and non-official bodies and agencies and hope that they will afford the Commission the fullest assistance on the subject of the enquiry.

E. E. C. PRICE, Addl. Secy.

ORDERED that the Resolution may be published in the *Gazette of India* and communicated to the Departments of the Government of India; the Political Department; the Secretariats of the Governor General; the Secretariat of the Executive Council.

Copy forwarded to all Chief Commissioners.

G. SWAMINATHAN, Dy. Secy.

No. F. 11(11)-EII/46

Copy also forwarded to the Finance Department (Revenue Division); the Auditor General; the Financial Adviser, War and Supply; the Additional Financial Adviser, Supply; Financial Adviser, Communications; the Master, Security Printing, India; the Mint Masters, Bombay, Calcutta and Lahore; the National Savings Central Bureau; and the Secretary, Central Pay Commission.

By order etc.,

G. SWAMINATHAN,

Deputy Secretary to the Government of India.

Copy to all Branches of Finance Department (O. B.).

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No. F. 11(15)-EII/46

GOVERNMENT OF INDIA

FINANCE DEPARTMENT

New Delhi, the 17th June 1946

From

G. Swaminathan, Esq., O.B.E.,
Deputy Secretary to the Government of India.

To

The Chairman, Central Pay Commission, "Goverdhanam"
MYLAPORE POST, Madras.

Sir,

I am directed to enclose for your information a copy of a Press Communique dated the 17th June 1946 announcing the decision of the Government of India that all changes in scales of pay which may be decided upon in the light of the Central Pay Commission's recommendations will be given effect to from the 1st January 1947.

2. I am to suggest in this connection that, if the Pay Commission see no objection, their recommendations in regard to the revision of pay scales may kindly be made available to the Government of India as early as possible in advance of their recommendations on the other points included in their terms of reference.

I have the honour to be,

Sir,

Your most obedient servant,

G. SWAMINATHAN,

Deputy Secretary to the Government of India.

COPY OF GOVERNMENT OF INDIA, FINANCE DEPARTMENT, RESOLUTION No. F. 11(11)-E.II/46, DATED THE 3RD JULY 1946

With reference to paragraph 4 of Finance Department Resolution No. F. 11(11)-E.II/46, dated the 10th May, 1946 containing the terms of reference to the Central Pay Commission, the Governor General in Council has been pleased to decide that the words

"and also civilian Government servants whose pay is charged to the Defence Services estimates,"

shall be added immediately after the words

"and Railway servants as defined in paragraph 101, State Railway Establishment Code, Volume I"

occurring in that paragraph.

No. D. 293-Est.(Spl.)/46

GOVERNMENT OF INDIA

FINANCE DEPARTMENT

New Delhi, the 6th November 1946

From

M. Hashim, Esq.,

Deputy Secretary to the Government of India.

To

The Secretary, Central Pay Commission, New Delhi.

SUBJECT:—*Scales of pay for the All-India Administrative Service and All-India Police Service*

Sir,

I am directed to state that, at the Premiers' Conference convened last week by the Government of India, it was decided that—

- (a) A new all-India Administrative Service and an all-India Police Service should be formed to obtain officers required by the Central Government and participating Provincial Governments, consequent on the stoppage of recruitment by the Secretary of State to the Indian Civil Service and the Indian Police;
- (b) For the first five years officers belonging to these two new services should be paid salaries respectively in the time-scales of Rs. 350—400—450—450—500 and of Rs. 300—300—325—350—350;
- (c) The pay scales for later years should be decided after the recommendations of the Central Pay Commission are received.

The Home Department desire that the Central Pay Commission should, in submitting their report, make recommendations regarding the pay scales for the new services proposed to be created with reference to (c) above. The Finance Department would therefore be grateful if the Commission could be moved to take necessary action in this matter. Any further information, which the Commission may desire to be made available to them, will be called for from the Home Department.

I have the honour to be,

Sir,

Your most obedient servant,

Sd. M. Hashim,

Deputy Secretary to the Government of India.

No. D. 293-Est.(Spl.)/46.

Copy forwarded to the Home Department for information with reference to their office memorandum No. 58/46-PA(RAM), dated the 28th October 1946.

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COPY OF D. O. No. F. 42-48/45-E.I., DATED THE 23RD NOVEMBER 1946 FROM
DR. D. M. SEN, O.B.E., M.A., PH.D., EDUCATION DEPARTMENT TO
MR. K. R. P. Aiyangar, M.B.E., SECRETARY, CENTRAL PAY COMMISSION.

I shall be glad to have the advice of the Pay Commission in regard to the fixation of scales of pay for the following posts:—

- (1) Principal and Vice-Principal for the Central Training Colleges that are going to be set up in connection with the Post-War Educational Development Plan. A Teachers' Training College (B.T. Course) of the type recommended by the Central Advisory Board of Education, for men and women, with 300 seats, have already been sanctioned. Besides the above, it is also proposed to take in hand, in the near future, the following:—
- (2) A Training College for Physical Education (men and women).
- (3) A Training College for Teachers in Technology.

Finance Department have already agreed to sanction an initial start up to Rs. 1,000 for the Principal, and up to Rs. 800 for the Vice-Principal of the Teachers Training College.

These colleges will be affiliated to the Delhi University and the Principal will also be Professors of Education or Physical Education, as the case may be in the Delhi University.

On account of high academic qualifications and administrative duties involved, this Department has recommended the scale of Rs. 1,000—50—1,250 for the Principal and Rs. 750—50—1,000 for the Vice-Principals. I shall be glad to have the advice of the Commission in regard to these scales. Should you require any further information, kindly let me know.

EXTERNAL AFFAIRS DEPARTMENT

It has become a matter of urgent public importance to implement forthwith the decision of the present Government of India to create a Foreign Service for India. Already India has two Embassies established in foreign countries, new consulates are in the process of being established, while new diplomatic missions and consular establishments will be required very early in the spring of 1947. For the staffing of these missions, etc., it is necessary to recruit men of various age groups to the Indian Foreign Service, for in this instance India is faced with the necessity of creating an entirely new Service from scratch and not merely of substituting a new Indian Service for a pre-existing Secretary of State's Service. It follows that it is insufficient merely to lay down a provisional scale of pay for the first five years of service, as has been contemplated in other quarters. The Hon'ble Member in charge of External Affairs is therefore anxious to elicit from the Pay Commission proposals for a basic scale of pay for the new Indian Foreign Service before the end of the present calendar year if possible. It is suggested that the attached scale might be taken as a basis for consideration, the proposition being roughly that scale (A) would be appropriate for Vice-Consuls, Third Secretaries and Attaches, scale (B) for First and Second Secretaries and Consuls, scale (C) for Counsellors and officers holding smaller Consulates-General and scale (D) for heads of missions ranking as Legations and for officers holding major Consulates-General. Appointments of equivalent status in Commonwealth countries, though temporarily given a somewhat different nomenclature, would qualify for equivalent emoluments in the four parts of the scale; and this

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would hold true for appointments of Commercial Counsellor or Secretary. Finally, the scales would apply equally well to appointments of equivalent status in headquarters at New Delhi.

2. It will be necessary also to provide for a certain number of appointments on special rates of pay, e.g., Ambassadorships or equivalent appointments of the first and second class. For these possibly fixed rates of pay of Rs. 3,500 and Rs. 2,750 p.m. would be appropriate.

3. One copy of this note is being sent direct to the Secretary of the Pay Commission and a second copy to the Finance Department of the Government of India for any comments they may wish to make.

Sd. H. WEIGHTMAN,—30-11-46.

Secretary, Pay Commission.

E.A.D. u.o. No. D. 6705-E/46, dated the 30th November 1946.

	350—30— 650—40— 850	640—40— 1,000—50— 1,350.	1,200—50— 1,300—75— 1,600—50— 1,800.	1,800—100— 2,000—50— 2,250. ¶
	(A)	(B)	(C)	(D)
1st year	350			
2nd year	400			
3rd year	450			
4th year	450			
5th year	500			
6th year	500			
7th year	530			
8th year	560			
9th year	590	640		
10th year	620	680		
11th year	650	720		
12th year	690	760		
13th year	730	800		
14th year	770	840		
15th year	810	880	1,200	
16th year	850	920	1,250	
17th year		960	1,300	
18th year		1,000	1,375	
19th year		1,050	1,450	
20th year		1,100	1,525	
21st year		1,150	1,600	1,800
22nd year		1,200	1,650	1,900
23rd year		1,250	1,700	2,000
24th year		1,300	1,750	2,050
25th year		1,350	1,800	2,100
26th year				2,150
27th year				2,200
28th year				2,250

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No. D. 316-Est.(Spl.)/46

GOVERNMENT OF INDIA

FINANCE DEPARTMENT

New Delhi, the 29th November, 1946

From

G. Swaminathan, Esquire, O.B.E.,
Deputy Secretary to the Government of India,

To

The Secretary, Central Pay Commission, New Delhi.

SUBJECT:—*Terms of reference to the Central Pay Commission*

Sir,

With reference to the question recently raised by the Chairman, Central Pay Commission, as to the nature of the report, which the Commission are expected to make, regarding the scales of pay of Government servants and classification of posts, I am directed to state that the Finance Department have in consultation with the Home Department, decided that it would suffice if the Commission were to fix the scales of pay for the various services and for particular classes or categories of posts, leaving to Government the classification of posts and their allocation to the particular categories for which pay scales have been suggested by the Commission.

I have the honour to be,

Sir,

Your most obedient servant,

G. SWAMINATHAN,

Deputy Secretary to the Government of India.