

**AMENITIES, FACILITIES  
SPECIAL ALLOWANCES ETC.**

**FOR**

**OFFICERS AND STAFF**

**OF**

**RAJYA SABHA AND  
LOK SABHA SECRETARIATS**

**SECOND REPORT  
OF THE PAY COMMITTEE**

**1988**

Second Report of the Committee of  
Parliament appointed to report on the  
Structure of Pay, Allowances, Leave and  
Pensionary Benefits for the Officers and  
Staff of the Rajya Sabha and Lok Sabha  
Secretariats

(Amenities, Facilities, Special Allowances  
and other General Matters)

SECOND REPORT OF THE  
COMMITTEE OF PARLIAMENT  
APPOINTED TO REPORT  
ON THE  
STRUCTURE OF PAY, ALLOWANCES, LEAVE  
AND PENSIONARY BENEFITS  
FOR THE OFFICERS AND STAFF  
OF THE  
RAJYA SABHA AND LOK SABHA SECRETARIATS  
(AMENITIES, FACILITIES, SPECIAL  
ALLOWANCES AND OTHER GENERAL  
MATTERS)

*Presented to*  
THE CHAIRMAN, RAJYA SABHA  
AND  
THE SPEAKER, LOK SABHA

on  
February 18, 1988

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Magha 29, 1909 (Saka)



LOK SABHA SECRETARIAT  
NEW DELHI

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# THE COMMITTEE

## CHAIRMAN

- \* Shrimati Chandra Tripathi, M.P.  
*Chairman, Estimates Committee*

## MEMBERS

- \*\* Shri Amal Datta, M.P.  
*Chairman, Public Accounts Committee*
- Shri H.K.L. Bhagat,  
*Minister of Parliamentary Affairs*
- Shri B.K. Gadhvi,  
*Minister of State in the Ministry of Finance*
- Shri Pawan Kumar Bansal, M.P.  
(Rajya Sabha)
- Shri Dipen Ghosh, M.P.  
(Rajya Sabha)

### **Rajya Sabha Secretariat**

Shri Sudarshan Agarwal,  
*Secretary-General, Rajya Sabha.*

### **Lok Sabha Secretariat**

Dr. Subhash C. Kashyap,  
*Secretary-General, Lok Sabha.*

- \* Appointed as Chairman with effect from 20th November, 1986 *vice* Shri Chintamani Panigrahi appointed as Minister of State in the Ministry of Home Affairs. Re-appointed on 7th May, 1987.
- \*\* Appointed as Member of the Committee w.e.f. 3.6.87 *vice* Shri Erasu Ayyapu Reddy ceased to be member of the Committee on the expiry of the term of P.A.C. on the 30th April, 1987.
- Appointed as Member of the Committee w.e.f. 11th February, 1987 *vice* Shri Vishwanath Pratap Singh ceased to be member of the Committee on appointment as Minister of Defence.
- Ceased to be member on 10th July, 1987 on expiry of his term in Rajya Sabha. Re-appointed on 23rd July, 1987.

## PREFACE

1. I, the Chairman of the Committee of Parliament appointed to advise the Chairman of Rajya Sabha and the Speaker of Lok Sabha on the changes that are considered desirable in the structure of pay and allowances, leave and pensionary benefits to the officers and all categories of staff of Rajya Sabha and Lok Sabha Secretariats in the context of decisions of the Government on the recommendations of the Fourth Pay Commission, having been authorised by the Committee to present the Second Report on their behalf hereby present this Report.

2. In their First Report presented on 18 June, 1987, the Committee had dealt with the structure of pay and allowances applicable to officers and staff of Rajya Sabha and Lok Sabha Secretariats. The Committee thereafter took up the remaining matters and concluded their deliberations in regard to amenities, facilities, special allowances and some other general matters relating to officers and staff of Rajya Sabha and Lok Sabha Secretariats and finalised the Second Report at their sitting held on 28th January, 1988.

3. The Committee will present one more report mainly about matters connected with posts of Secretaries-General of Rajya Sabha and Lok Sabha.

4. The Committee wish to place on record their thanks to all those who helped them in their work.

NEW DELHI;

  
(SMT.) CHANDRA TRIPATHI  
Chairman

January 28, 1988

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Magha 8, 1909 (Saka)

# I

## INTRODUCTION

The Committee after presentation of their First Report on the scales of pay of officers and staff of Rajya Sabha and Lok Sabha Secretariats took up consideration of the special allowances, amenities and facilities etc. to officers and staff of Rajya Sabha and Lok Sabha Secretariats.

1.2 The Committee held their 26th, 27th, 28th, 29th, 30th and 31st sittings on 7th July, 18th August, 11th November and 16th December, 1987 and 7th and 28th January, 1988 respectively. At their 26th sitting held on 7th July, 1987, the Committee considered memoranda regarding the office timings in Rajya Sabha and Lok Sabha Secretariats, age of retirement, grant of special/parliamentary allowance, admission of children of officers and staff of Rajya Sabha and Lok Sabha Secretariats in Kendriya Vidyalayas, residential accommodation for officers and staff of Rajya Sabha and Lok Sabha Secretariats. The last two points were further discussed at the sitting held on 16th December, 1987. At their 27th sitting held on 18th August, 1987, the Committee considered memoranda regarding amendment of scales of pay of Safaiwala, Farash and Messenger redesignated as Attendant Grade-IV, improvement in the scales of non-gazetted lower categories, drop in emoluments of certain categories in the revised scales recommended by the Pay Committee, and winter and summer uniforms to Watch & Ward and other Groups C and D staff. At their 28th sitting held on 11th November, 1987, the Committee considered the amendment of the scale of pay of erstwhile Safaiwala, Farash and Messenger redesignated as Attendant Grade IV, demand for improvement in the scales of non-gazetted employees, increase in washing allowance of Watch & Ward and other Groups C and D staff and age of retirement of some Group C staff.



At their 29th sitting held on the 16th December, 1987 the Committee recommended slight modification in the scale of pay for the staff in the erstwhile categories of Safaiwala, Farash and Messenger since redesignated as Attendant Grade IV. The Committee also considered suggestions made by the employees for increase in the age of retirement; grant of special/Parliamentary allowance; increase in the rate of honorarium and its admissibility for urgent work not connected with the House, Committees or Conferences or other Parliamentary work; grant of conveyance allowance; increase in subsidy to the canteen; holding of examinations after imparting of training to officers, time-bound promotions; staff car for Director, Security; medical facilities to staff at Medical Centre, Parliament House Annexe; provision of staff committees in both the Secretariats; Standing Parliamentary Committee to consider suggestions and representations from the staff; provision of dinner on late stay in office; merger of services in either Secretariat; rent free accommodation for Director, Security; increase of assistance from Staff Benefit Fund; advance increment on attainment of high shorthand speed; employment to children of retired officers; air-conditioning of Parliament House Annexe; Holiday Homes in tourist places; adding the qualification of S.A.S. for appointment as Legislative /Committee Officer etc.; incentive to Hindi Reporters on acquiring proficiency in Urdu Shorthand/Typewriting; increase in rate of honorarium to Reporters and Interpreters for outside assignment; revision of rates of overtime allowance to despatch riders/scooter drivers; removal of anomaly in pay scales of erstwhile Deputy Watch & Ward Officer and suggestion from C.P.W.D. staff operating Sound Equipment in Parliament for being absorbed in the Lok Sabha/Rajya Sabha Secretariats. At their sittings held on the 7th and 28th January, 1988 the Committee further considered the decision taken on the 16th December, 1987 *vis-a-vis* points raised by officers and staff of the two Secretariats in various representations and memoranda placed before the Committee and finalised their Second Report.

1.3 Some of the matters about which recommendations have been made in this Report were considered at the sittings held before presentation of the First Report of the Committee. Since the said First Report was confined to pay scales of officers, decisions, about other matters have been incorporated in the present Report.

1.4 Although the Committee had fixed 6th August, 1986 as the last day for receipt of suggestions from the officers of the staff of the two Secretariats, representations continued to pour in as late as till the end of October, 1987. The Committee have carefully considered the various suggestions made in the written memoranda received from officers and staff of both the Secretariats and during the course of their evidence before the Committee in regard to emoluments, allowances, amenities and facilities etc. They have recorded their opinions and recommendations on various matters in the subsequent paragraphs. Some of the matters raised by the staff in their representations have not been touched in this report as these pertained to administrative matters only which are fit to be considered by the administration of the two Secretariats.

1.5 The Committee concluded their deliberations on matters mentioned in this report on the 28th January, 1988 and adopted this, their Second Report on the special allowances, amenities and facilities etc. to officers and staff of the Rajya Sabha and Lok Sabha Secretariats. The Chairman was authorised to correct any patent errors and submit the Report to the Chairman, Rajya Sabha and the Speaker, Lok Sabha.

## II

# GENERAL RECOMMENDATIONS

### **2.1 Modification of the Scale of Pay of Safaiwala, Farash and Messenger**

The Committee were informed that the staff in the erstwhile categories of Safaiwala, Farash, and Messenger and since designated as Attendant Grade IV stand to lose at the stage of Rs. 870/- in the revised scale of Rs. 775-12-955-EB-14-1025 when they get annual increment of Rs. 12/- as against the increment of Rs. 14/- in the scale of Rs. 750-12-870-EB-14-940 already allowed to them provisionally w.e.f. 1.1.86. The Committee noted that this anomaly could be mitigated by the slight modification of the revised scale of pay to Rs. 775-12-871-EB-14-1025 by providing the increment of Rs. 14/- at the stage of Rs. 871/- instead of the present stage of Rs. 955/- The Committee feel that the financial implications of this modification would be very marginal in view of the total number of persons affected being very small and accordingly recommend that the scale of pay for Attendants Grade IV may be modified to Rs. 775-12-871-EB-14-1025.

### **2.2 Drop in Emoluments of Certain Categories in the Revised Scales**

It was pointed out to the Committee that certain categories of officers and staff e.g. Attendants Grade II, III & IV, Security Assistants Grade I & II and LCOs etc. stand to lose on fixation of pay in the revised scales recommended by the Committee *vis-a-vis* the corresponding scales decided by the Government on the recommendations of the Fourth Pay Commission and allowed to officers and staff of Lok Sabha and Rajya Sabha Secretariats provisionally w.e.f. 1.1.1986. These losses ranged from Re. 1 to Rs. 30 per month. The Committee felt that since it was their

intention to allow improved scales of pay, the concerned officers and staff should not be put to any monetary loss on fixation of pay in the revised scales. The Committee accordingly recommend that —

- (i) there should be no recovery of the amount which would become recoverable on enforcement of the revised scales recommended by the Committee; and
- (ii) there should also not be any drop in the emoluments and the amount being drawn above the stage at which the pay is to be fixed in the revised scale should be protected by treating the difference as personal, pay to be absorbed in future increments.

### **2.3 Improvement in the Scales of Pay of Non-Gazetted Lower Categories**

Committee on Service Matters of the Lok Sabha Secretariat Association had made the following point for consideration of the Pay Committee:

“There is a general feeling among the non-gazetted staff that the pay scales suggested for them are generally the same as those recommended by the Pay Commission. The Pay Committee may be moved to consider improvements in the scales of pay for lower categories of staff keeping in view the strenuous/exacting nature of duties in this Secretariat.”

The Committee wish to point out that due attention has already been paid by them to pay structure of lower categories of the staff. The Committee have already recommended in the case of lower categories of staff improvement in pay scales over the corresponding scales sanctioned by the Government as will be clear from the following:—

- (i) Attendants Grade IV comprising erstwhile Safaiwala, Farash and Messenger have been given the scale of Rs. 775-1025 as against the scale of Rs. 750-940 sanctioned by the Government.

- (ii) Attendants Grade III and Security Guard Grade III comprising erstwhile Jamadar, Daftry, Sanitary Jamadar and Door-Keeper Grade III have been given the scale of Rs. 800-1150 as against the scale of Rs. 775-1025 sanctioned by the Government.
- (iii) Attendants Grade II and Security Guard Grade II comprising erstwhile Chamber Attendant, Door-Keeper Grade II, Warehouseman and Library Attendant Junior have been given the scale of Rs. 825-1200 as against the scale of Rs. 800-1150 sanctioned by the Government.
- (iv) Lower Division Clerks redesignated as Junior Clerks have been given a special allowance of Rs. 25/- at the initial stage of recruitment. They will continue to get the efficiency bonus of Rs. 25/- per month on attaining the speed of 45 words per minute.

Similarly improvements have also been made in the maximum of the scales of pay of erstwhile Senior Watch & Ward Assistant Grade II and Senior Watch & Ward Assistant Grade I since redesignated as Security Assistant Grade I and Senior Security Assistant, respectively.

All these recommendations have already been implemented.

No doubt there are a number of scales recommended by the Pay Committee both in the gazetted and non-gazetted categories where the scales recommended are the same as decided by the Government on recommendations of the Fourth Pay Commission. In those cases the Committee after considering all aspects had decided not to make any changes in those pay scales. The Committee would like to emphasise that in the long run non-gazetted employees presently in these scales would also stand to benefit when they reach the first gazetted post and above when they will get the advantage of better scales given for those posts.

The Committee feel that it would not be proper to reopen for revision various scales of pay recommended by them in their First Report which has already been accepted by the Chairman, Rajya Sabha and Speaker, Lok Sabha and is in the process of implementation.

## **2.4 Supply of Bicycles to Group D Staff**

The Committee considered *inter alia* the suggestion received from the staff in the erstwhile grade of Safaiwala and Farash for the provision of bicycle in view of the nature of their duties which required them to attend office twice a day besides staying in office till very late hours in the night during session periods when public transport was not available. The Committee recommend that Attendants Grade IV and III falling in the erstwhile categories of Safaiwala, Farash and Sanitary Jamadar who have to come to office twice a day may be provided with one bicycle once in every five years and the responsibility for the maintenance of the bicycle will be of the person to whom the bicycle is supplied and he would not be required to return the old bicycle at the end of five years. If the bicycle is lost by any person, it will not be replaced during the remaining period of five years.

The Committee are of the view that in the case of erstwhile Messengers since redesignated as Attendants Grade IV, the existing provision of supply of bicycles only for work in office and not for coming to and going from office may continue.

## **2.5 Winter and Summer Uniforms to Officers and Staff**

At present uniforms are supplied to the following categories of officers and staff in the Lok Sabha and Rajya Sabha Secretariats:—

- (1) Attendants Grade IV, III, II and I
- (2) Security Guards Grade III, II and I
- (3) Painter
- (4) Junior Adrema Operator
- (5) Gestetner Operator
- (6) Scooter Driver
- (7) Despatch Rider
- (8) Chauffeur/Staff Car Driver
- (9) Senior Adrema Operator
- (10) Senior Security Assistant
- (11) Security Officer
- (12) Parliamentary Reporters
- (13) Officers required to sit at the Table
- (14) Director, Security.

The Committee considered the question of revision in the existing monetary ceilings and scale of uniforms supplied to various categories of staff in both the Secretariats in the context of special standard which the staff concerned have to maintain. They feel that it is not feasible to provide the requisite uniforms to the employees concerned in the two Secretariats within the ceiling laid down by the Government considering the constant rise in price of cloth and stitching charges and the prices of other items of uniform. The Committee, therefore, recommend that the Secretaries-General of the Rajya Sabha and the Lok Sabha Secretariats might be authorised to sanction subject to the approval of Chairman, Rajya Sabha and Speaker, Lok Sabha, upward revision in the monetary ceiling for provision of uniforms consistent with the periodical increase in prices of various items of liveries and keeping in view the nature of duties and other special requirements of both the Secretariats.

The Committee also recommend that Group D officers belonging to the erstwhile categories of Safaiwala, Farash, Messenger, Jamadar, Daftry and Sanitary Jamadar who have since been designated as Attendants Grades IV and III may be provided with one pair of shoes after every six months instead of existing provision of once in a year. The Committee further recommend that they may be supplied with three pairs of nylon socks each year against two pairs provided at present as the Committee feel that this increase is necessary because the existing supply of one pair of shoes and two pairs of nylon socks every year was insufficient.

The Committee desire that it should be insisted that employees who are supplied shoes and socks must wear the same when on duty. Similarly in the case of employees who are supplied with uniforms, it should be insisted that they wear the uniform and any employee not coming to office in uniform supplied to him should be asked to go back and come to office in uniform only.

#### **2.6 Grant of Washing Allowance to Watch & Ward and other Groups C and D Staff**

The Committee considered the question of increase in the rate of washing allowance allowed to Watch and Ward and other Groups C and D staff. The Committee feel that the present rates allowed to them were inadequate for the proper maintenance and

upkeep of their uniforms which were supposed to be neat and tidy at all times in both the Secretariats. The Committee accordingly recommend that the Group D staff may be allowed washing allowance at the rate of Rs. 20/- p.m., Group C Rs. 25/- p.m. and Watch & Ward staff Rs. 30/- p.m. The Committee further recommend that the Secretaries-General may be empowered to sanction upward revision in these rates consistent with the price rise from time to time.

## **2.7 Grant of Honorarium**

The Committee considered the suggestion regarding increase in the rates of honorarium at present allowed to employees who are required to stay in office beyond ten hours of duty in connection with the work connected with the House/Committee/Conference and other Parliamentary work. The Committee recommend that the existing rates of honorarium of Rs. 10/-, Rs. 7/- and Rs. 5/-, which were prescribed in the year 1974, may be revised to Rs. 20/-, Rs. 15/- and Rs. 10/- per day respectively.

## **2.8 Special/Parliamentary Allowance**

The Committee considered the suggestion for the grant of Special/Parliamentary Allowance to employees in both the Secretariats. The Committee feel that for various reasons it is not feasible to grant any such allowance to officers and staff of Lok Sabha and Rajya Sabha Secretariats particularly when they are entitled to honorarium for working till late hours.

## **2.9 Conveyance Allowance**

The Committee considered the suggestion for grant of conveyance allowance to officers and staff of the two Secretariats. The Committee observed that an officer is allowed to claim actual conveyance charges when called on duty between 8 P.M. and 6 A.M. or is required to stay late in office beyond 8 P.M. provided he is not in receipt of any other remuneration for prolonged detention in office and is not provided any official transport. The Committee recommend that the officers and staff who are required to work till very late hours might be provided staff car for going home, if available. The question of adequacy of number of staff cars available in the two Secretariats may be taken up with the Ministry of Finance, separately.



## **2.10 Overtime Allowance to Despatch Riders/Scooter Drivers**

The Committee considered the suggestion for increase in the rates of overtime allowance at present granted to despatch riders/scooter drivers bringing it at par with the rates of overtime allowance admissible to staff car drivers. The Committee do not find any special justification for change in the existing rates.

## **2.11 Honorarium to Reporters/Interpreters**

The Committee considered the suggestion for increase in the existing rate of honorarium of Rs. 40/- per day granted to Reporters and Interpreters for outside assignments. The Committee recommend that the existing rate which was fixed in the year 1974 may be increased to Rs. 75/- per day.

## **2.12 Advance Increment to Parliamentary Reporters on Attainment of Higher Speed in Shorthand**

The Committee considered a suggestion made by Parliamentary Reporters for grant of advance increment to them on attainment of higher speed in shorthand. The Committee do not find any justification for the grant of such increment to them after they have already been granted higher scales of pay on the recommendation made in First Report of the Pay Committee.

## **2.13 Incentive for Proficiency in Urdu Shorthand/Typewriting**

The Committee considered the suggestion for grant of special allowance or advance increment to Hindi Reporters on acquiring proficiency in Urdu Shorthand/typewriting. The Committee were informed that under the existing powers given to the heads of Secretariats, persons doing work which is in addition to their normal assignment could be given suitable honorarium. The Committee feel that Hindi Reporters who are required to transcribe the proceedings in Urdu could be given some honorarium under those powers taking into account the actual work done.

## **2.14 Grant of Motor Car/Other Conveyance Allowance or Provision of a Separate Staff Car for Director (Security)**

The Committee considered a proposal for the provision of a Staff Car for Director (Security) who is overall in-charge of security

arrangements in precincts of Parliament House and for supervision of these arrangements and coordinating with various security organisations has to be reasonably mobile and equipped to reach places at short notice. The Committee find that hithertofore no such facility was given to the Watch & Ward Officer who had also to perform similar duties. However, the Ministry of Home Affairs had written to Lok Sabha Secretariat emphasising the need for providing a Staff Car to the Director (Security) in view of special security problems in the prevailing atmosphere.

The Committee recommend that in view of the special security problems in the prevailing atmosphere the Director (Security) may be provided a staff car for official duties. In case he uses his own car throughout and no staff car is provided to him, he may be allowed a conveyance allowance of Rs. 300/- p.m. The conveyance allowance may be Rs. 100/- p.m. in case he uses his own scooter.

### **2.15 Rent free Accommodation to Director, Security**

The Committee considered the suggestion for the provision of rent free accommodation to the Director, Security. The Committee were informed that no rent free accommodation is provided to IPS Officers of the rank of DIG in the various Central Security Organisations. The Committee accordingly feel that there is no special ground for providing rent free accommodation to Director, Security.

### **2.16 Age of Retirement**

A number of suggestions were received by the Committee that the age of retirement of the officers and staff of both the Secretariats may be increased from 58 years to 60 years as the interest of the two institutions demand longer utilisation of the services of highly skilled parliamentary staff.

The Committee considered the matter and felt that the *status quo* in regard to age of retirement *i.e.* 58 years for all the categories of officers and staff except for Group D employees and Secretaries-General for whom it is 60 years may continue. Extension may be given in the interest of Parliamentary work under the special powers of Chairman, Rajya Sabha and Speaker, Lok Sabha.

It was represented to the Committee that certain employees who were earlier in Group D category have since, on provision of a better scale by the Pay Committee, been placed in Group C on account of which they will now retire at the age of 58 years. Had they remained in Group D, they would have retired at the age of 60 years.

The Committee feel that any such existing employee may, if he desires to continue in service upto the age of 60 years, opt for the scale of pay sanctioned by the Government on the recommendations of the Fourth Pay Commission corresponding to the pre-revised scale of pay which he was getting on 31.12.1985.

### **2.17 Cadre Review**

The Committee considered the suggestion that suitable provision may be made in the rules to provide for time-bound promotions in various categories of posts after a fixed period of service in order to avoid stagnation in the various grades for undue long periods. The Committee recommend that cadre reviews may be made by the respective Secretariats after every three years.

### **2.18 Subsidy to Departmental Canteen**

The Committee considered the suggestion for increase in the subsidy to the departmental canteen. The Committee recommend that the decision taken by the Government about increased subsidy on the basis of the recommendations of the Fourth Pay Commission may also be made applicable to the canteen of the Secretariat.

### **2.19 Staff Benefit Fund**

The Committee considered the suggestion for increase in the present maximum limit of Rs. 1000/- given from the Staff Benefit Fund in cases of sickness and untimely death etc. of employees. The Committee recommend that the maximum limit of such benefit may be increased to Rs. 2000/-. The Secretaries-General of Lok Sabha and Rajya Sabha Secretariats may take necessary steps to achieve this objective by raising the grant-in-aid from the Government and contribution by the staff if necessary.

## **2.20 Employment to Children of Retired Officers**

The Committee considered the suggestion for giving employment to children of retired officers in the two Secretariats. The Committee do not recommend any change in the existing practice under which such employment is given only on compassionate grounds on untimely demise of a serving officer.

## **2.21 Office Timings**

The Committee considered the question of change in office timings in the two Secretariats consequent on the change in the working hours in the administrative offices of the Government of India from  $37\frac{1}{2}$  hours to 40 hours a week on the recommendations of the Fourth Pay Commission. On the basis of the information furnished by both the Secretariats and in view of the fact that officers and staff of both the Secretariats are already putting in more than 40 hours of work in a week, the Committee recommend that no change is necessary in the present office hours in the two Secretariats.

## **2.22 Training of Officers**

The Committee considered the proposal for in-service training to the officers and staff of Rajya Sabha and Lok Sabha Secretariats with post-training examinations. The Committee recommend that the existing system of organising in-service training to various categories of staff by the BPST should continue and with a view to imparting seriousness to these training programmes, the post-training examinations may be conducted on the pattern of the instructions issued by the Institute of Secretariat Training and Management under the Department of Personnel and Training for holding of similar examinations after in-service training subject to such variations as may be necessitated in the interest of Parliamentary work.

## **2.23 Air-conditioning of Parliament House Annexe**

The Committee considered the suggestion for the air-conditioning of the 2nd, 3rd, 4th and 5th Floors of the Parliament House Annexe. The Committee observed that in other Government buildings rooms occupied by officers upto the rank of Directors are not air-conditioned. Further, room coolers were already provided

in all the rooms in Parliament House Annexe. In view of this the Committee do not see any justification for air-conditioning of the entire building at a huge cost at this stage.

#### **2.24 Provision of Government Residences**

The Committee considered the suggestion for provision of residential accommodation for officers and staff of the Rajya Sabha and Lok Sabha Secretariats. Based on the recommendations of the previous Committee and also on the suggestions made by the staff of various categories, the Committee noted the progress made in this regard in so far as the release of required quota of quarters for the officers and staff of the Rajya Sabha and Lok Sabha Secretariats since 1974 was concerned. The Committee were informed that till 1984, 407 quarters were released as against the expectation that 750 quarters would be placed at the disposal of Lok Sabha and Rajya Sabha Secretariats. The Committee authorised the Chairman of the Committee to write to the Minister of Urban Development in this regard. The Minister in her reply to the Chairman informed that while it was agreed to provide 75 quarters in the first year it was made clear that it was not possible to place 75 residential units annually. However, since 1977, 526 flats of various types have been released to these two Secretariats. Out of 526 flats, 218 flats of various types were released during the period from December, 1986 to July, 1987. The Minister also informed that more quarters can be released to the Lok Sabha/Rajya Sabha Secretariats only after these are constructed/completed, for the two Secretariats. The Committee recommend that the respective Secretaries-General may pursue the matter with the Ministry of Urban Development to get sufficient number of quarters constructed for allotment to officers and staff of the two Secretariats.

#### **2.25 Medical Facilities to Staff at the Medical Centres**

The Committee considered the suggestions that the officers and staff belonging to both the Secretariats and their families may be allowed to avail of the facilities, which are at present restricted to the Members of the Parliament, at the medical centres located in Parliament House Annexe and Parliament House. The Committee feel that with the limited space and restricted facilities there, it would not be possible for the medical centre to cater to the normal medical needs of over 2000 employees in the two Secretariats. The Committee accordingly recommend that the present

practice of providing medical facilities to the officers and staff of the two Secretariats in emergent cases only may be continued.

## **2.26 Admission to Kendriya Vidyalayas**

A number of suggestions had been received from the officers and staff of both the Secretariats for reservation of seats for the admission of their children in the Kendriya Vidyalayas as in the absence of such reservation, it becomes difficult for them to get the requisite admissions. At the suggestion of the Committee, the Chairman of Pay Committee addressed a letter dated 24th July, 1987 to the Minister of Human Resource Development for consideration of this demand by the Government. In her reply the Minister of State for Education and Culture informed the Chairman that the scheme of Kendriya Vidyalayas was introduced in the early 60s to cater to the educational needs of children of transferable Central Government employees whose education was handicapped due to lack of common syllabus and medium of instruction in the country. Therefore, according to the admission policy followed by Kendriya Vidyalayas, first priority was given to children of transferable employees. The claims of children of other category of employees were considered only thereafter. In view of the objective of the scheme, the Ministry was not in favour of providing any reservation for the children of employees of Lok Sabha and Rajya Sabha Secretariats in the matter of admission to Kendriya Vidyalayas.

In view of the position explained by the Minister, the Committee do not consider that any useful purpose would be served by pursuing this proposal further.

## **2.27 Scale of Pay of erstwhile Deputy Watch & Ward Officer redesignated as Security Officer**

It was represented to the Committee that the erstwhile Deputy Watch & Ward Officer and the Assistant Watch & Ward Officer have been given the same scale of pay viz. Rs. 2200-4000 and redesignated as Security Officer which has adversely affected the status and scale of pay of erstwhile Deputy Watch and Ward Officer. The Assistant Watch and Ward Officer was in the pre-revised scale of pay of Rs. 650-1200 (Class-II Gazetted) whereas Deputy Watch & Ward Officer was in the pre-revised scale of Rs.900-1400 holding a Class-I post. The Assistant Watch & Ward Officer was

on promotion appointed as Deputy Watch & Ward Officer but now both the posts have been merged and designated as Security Officer.

The Committee had considered this matter at length when they recommended the revised scale of pay of Rs.2200-4000 for this post. The Committee had noted that the Fourth Pay Commission had recommended the scale of pay of Rs. 2200-4000 for post in the pre-revised scale of pay of Rs.900-1400. Previously the post above the Deputy Watch & Ward Officer was of Watch and Ward Officer. Under the revised structure recommended by the Committee in the First Report, the Watch & Ward Organisation will have a Director Security who has been given the same scale of pay as Deputy Inspector General of Police in the police organisation. Below that post another post designated as Deputy Director, Security has been recommended carrying the scale of pay of Rs. 3000-4500. In the new hierarchy the Security Officer comes after that post.

The Committee do not see any merit in reopening the issue at this stage when scales of pay recommended by them have already been adopted and were being implemented.

## **2.28 CPWD Staff Operating Sound Equipment in Lok Sabha/Rajya Sabha**

A representation was made to the Committee by the CPWD staff operating Sound Equipment in Lok Sabha/Rajya Sabha for being absorbed in Lok Sabha Secretariat/Rajya Sabha Secretariat. The staff operating sound system in both the Houses of Parliament presently belong to CPWD. However, they are paid overtime/honorary at the same rate as is admissible to officers of Lok Sabha/Rajya Sabha Secretariats. The Committee tried to collect information from various State Legislatures about the position of staff operating the sound system there. The Committee were informed that out of the 13 State Legislatures from where information had been received only in 4 States the sound system was being operated by Legislature Secretariat staff and in the rest of the States it is being operated by PWD staff.

Considering the technical nature of the work involved, the Committee feel that the *status quo* should remain.

### **2.29 Staff Committees**

One of the representations made to the Committee was that there should be Staff Committees in both the Secretariats. The Committee have been informed that there is an association of all employees in the Lok Sabha Secretariat and various categories of staff were represented on its executive which is taking up the cause of the staff quite effectively. In view of this the Committee feel that the present position may continue.

### **2.30 Creation of Indian Parliamentary Service**

Officers of the Lok Sabha Secretariat and Rajya Sabha Secretariat at present do not belong to any specific service. A suggestion was made that an Indian Parliamentary Service may be constituted on the lines of Indian Legal Service and Chairman, Rajya Sabha and Speaker, Lok Sabha may frame necessary rules under article 98 of the Constitution. The Committee feel that this matter might be looked into by the presiding officers of the two Houses.

### **2.31 Holiday Homes in Tourist Places**

The Committee considered the suggestion regarding provision of Holiday Homes in important tourist places in order to enable the staff members to spend their holidays there along with their families. The Committee were informed that there were no separate Holiday Homes for the staff of two Secretariats but they were allowed to have accommodation reserved for them in Holiday Homes run by the Directorate of Estates, Government of India. The Committee decided that the *status quo* may continue.

### **2.32 Standing Parliamentary Committee**

The Committee considered the suggestion made by the staff that there should be a standing Parliamentary Committee to go into the service matters of the staff working in Rajya Sabha and Lok Sabha Secretariats. The Committee were informed that there was already a Standing Board of the Secretaries-General of Rajya Sabha and Lok Sabha Secretariats which considered such matters. The Committee feel that there is no need for setting up any Standing Parliamentary Committee.



**SIGNATURES OF THE MEMBERS IN TOKEN OF  
ADOPTION OF THE SECOND REPORT OF THE  
PAY COMMITTEE ON AMENITIES, FACILITIES,  
SPECIAL ALLOWANCES AND OTHER GENERAL MATTERS.**

*Chandra Tripathi*

**(Smt. Chandra Tripathi)**

*Amal Datta*

**(Amal Datta)**

*H.K.L. Bhagat*

**(H.K.L. Bhagat)**

*B.K. Gadvi*

**(B.K. Gadvi)**

*Pawan Kumar Bansal*

**(Pawan Kumar Bansal)**

*Dipen Ghosh*

**(Dipen Ghosh)**