

S.No. 4 (4)

14

**MOST IMMEDIATE
PARLIAMENTARY COMMITTEE MATTER
BY SPECIAL MESSENGER**



No.27/4/NCST/2009-Admn.
Government of India
National Commission for Scheduled Tribes

6th Floor, 'B' Wing,
Loknayak Bhawan,
Khan Market,
New Delhi-110003

Dated: 21-10-2009

To

The Secretary,
Ministry of Tribal Affairs,
Shastri Bhawan,
New Delhi-110001

(Kind Attention: Dr. N.K. Ghatak, Joint Director)

Subject: Additional manpower and additional Regional Offices for National Commission for Scheduled Tribes- proposals regarding.

Sir,

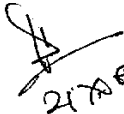
I am directed to refer to the subject mentioned above and to say that the NCST had recommended in its first and second reports that additional manpower and four additional Regional Offices should be sanctioned to the Commission for its smooth and effective functioning. The need of additional manpower and additional Regional Offices was also highlighted in the 33rd Report of the Parliamentary Committee on the Welfare of SCs & STs (14th Lok Sabha).

2. In view of the above, detailed proposals for additional manpower and additional Regional Offices for NCST have been prepared and sent herewith for urgent necessary action.
3. This has the approval of Secretary, NCST.

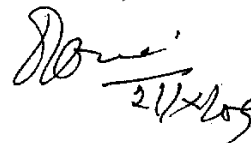
Yours faithfully,


(R.P. Vasishtha)

Deputy Secretary
Tel: 24620638


21/10/09

Letter delivered today.


21/10/09

(15)

**PROPOSALS FOR ADDITIONAL MANPOWER AND ADDITIONAL REGIONAL
OFFICES FOR NCST.**

1.0 Background: Duties and functions of the Commission.

1.1 A new strategy for development of Scheduled Tribes was evolved in the fourth Five Year Plan and made effective from the fifth Five Year Plan. It was envisaged that the Scheduled Tribes, which are weakest of the weaker section of the Society due to isolation from rest of the world, needed special attention. The need of special and focused attention towards the Scheduled Tribes as envisaged in the new strategy resulted in the creation of the Ministry of Tribal Affairs during the year 1999. Subsequently, with a view to give concerted attention towards the needs and problems of the Scheduled Castes and Scheduled Tribes respectively, Article 338 of the Constitution was amended and a new Article 338A was inserted vide the Constitution (89th Amendment) Act, 2003, notified on 23 September, 2003. By this amendment the National Commission for Scheduled Castes and Scheduled Tribes (set up in 1992) ceased to exist from the day the amendment came into force (19-02-2004). The NCSCST was replaced by two separate Commissions. The amended Article 338 provide for setting up National Commission for Scheduled Castes while new Article 338A provide for setting up of National Commission for Scheduled Tribes. Under Clause (5) of the Article 338A of the Constitution, the NCST has been assigned the following duties:-

- (a) to investigate and monitor all matters relating to the safeguards provided for the Scheduled Tribes under the Constitution or under any other law for the time being in force or under any order of the Government and to evaluate the working of such safeguards;
- (b) to inquire into specific complaints with respect to the deprivation of rights and safeguards of the Scheduled Tribes;
- (c) to participate and advise on the planning process of socio-economic development of the Scheduled Tribes and to evaluate the progress of their development under the Union and any State;
- (d) to present to the President, annually and at such other times as the Commission may deem fit, reports upon the working of those safeguards; and
- (e) to make in such reports recommendations as to the measures that should be taken by the Union or any State for the effective implementation of those safeguards and other measures for the protection, welfare and socio-economic development of the Scheduled Tribes; and

1.2 Clause (9) of the Article 338A lays down that the Union and every State Government shall consult the Commission on all major policy matters affecting the Scheduled Tribes.

Additional functions

1.3 Subsequently, the following additional functions in relation to the protection, welfare, development and advancement of the Scheduled Tribes were assigned to the NCST vide Ministry of Tribal Affairs' Notification, dated 23-08-2005:-

- (i) Measures that need to be taken over conferring ownership rights in respect of minor forest produce to STs living in forest areas.
- (ii) Measures to be taken to safeguard rights of the tribal communities over mineral resources, water resources etc. as laid down by law.
- (iii) Measures to be taken for the development of tribal to plug loopholes and to work more viable livelihood strategies.
- (iv) Measures to be taken to improve the efficacy of relief and rehabilitation measures for tribal groups displaced by development projects.
- (v) Measures to be taken to prevent alienation of tribal people from land and to effectively rehabilitate such people in whose case alienation has already been taken place.
- (vi) Measures to be taken to elicit maximum cooperation and involvement of tribal communities for protecting forests and undertaking social afforestation.
- (vii) Measures to be taken to ensure full implementation of the provision of Panchayat (Extension to Scheduled Areas) Act, 1996
- (viii) Measures to be taken to reduce and ultimately eliminate the practice of shifting cultivation by tribal that lead to their continuous disempowerment and degradation of land and the environment.

Key considerations

2 The primary philosophy behind amendment of Article 338 for creation of separate Commission for Scheduled Tribes was that the needs and problems of Scheduled Tribes are much different from those of Scheduled Castes. The Scheduled Tribes are socially, educationally and economically backward due to isolation from rest of the world. In order to bring the development level of the Scheduled Tribes to the level of the general population, it is necessary that the machinery involved in development reaches the tribes and understands their problems and need, as under the existing situation tribal himself is not empowered

enough to approach the machinery. Also, the vast gamut of developmental programmes like setting up of large number of major projects and the Special Economic Zones (SEZs) have caused large scale displacement of tribals and simultaneous increase in the number of atrocities on them. The scope of duties and functions of the Commission is thus getting enlarged day by day. It is therefore imperative that the Commission is provided with adequate manpower and infrastructure to enable it to discharge its functions effectively. But, the present manpower and the number (only six) Regional Offices provided to the Commission are proving to be grossly inadequate for the Commission. Inadequacy of administrative and financial powers given to the Commission has further hampered its functioning. Due to these constraints, presently, the Commission's activities are confined mainly to dealing with grievances of STs received from individuals/ associations on various matters, Review Meetings of States and Central Government Organisations, advising the Govt. on the policy issues referred to the Commission for views and preparation of Annual Reports of the Commission. Functions relating to monitoring and evaluation of various development programmes for STs, participation in planning process for socio-economic development of STs and the research studies involved in dealing with the measures listed in MTA's notification, dated 23-08-2005 largely remain unattended.

Recommendations of NCST

2.2 The inadequacy of manpower and insufficient number of Regional Offices at the disposal of the Commission has been highlighted by the Commission in its First Report for the years 2004-05 & 2005-06 and the Second Report for the year 2006-07. Summary of relevant recommendations made in the above Reports is given below:-

First Report

".....The Commission also requests the Ministry of Tribal Affairs to take necessary steps to provide additional staff to enable the Commission to effectively deal with the expanded terms of reference of the Commission".

[Para:1.9.4]

"There is an urgent need to upgrade the level of Heads of Offices of the four Regional Offices of the Commission at Bhubaneswar, Raipur, Ranchi and Shillong to the level of Director by creating four additional posts of Director".

[Para:1.13.1(i)]

".....There is also an urgent need to augment the existing strength of the supporting staff (other than the Heads of Offices) in the six Regional Offices of the Commission.....".

[Para:1.13.1(ii)]

".....There is, therefore, urgent and genuine need for creation of four additional Regional Offices of the Commission, one each at Hyderabad (Andhra Pradesh), Nagpur (Maharashtra), Shimla (Himachal Pradesh) and Ahmedabad (Gujarat) with a view to ensure the presence of the Commission in the Fifth Schedule Area States with the minimum complement of staff".

[Para:1.13.1(iii)]

Second Report

"The National Commission for Scheduled Tribes has been provided with skeleton staff only due to which it is not able to perform the constitutional obligations assigned to it in an effective manner. There is, therefore, an urgent need for augmentation of its existing strength.

[Para:1.6.7.1(iii)]

Observation of the Parliamentary Committee on manpower requirement

3. The problems being faced by NCST on account of inadequate manpower and lack of financial and administrative autonomy have been highlighted by the Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes (14th Lok Sabha) also in its 33rd Report on the working of the NCST. In this context some of the relevant observations and recommendations made in Para 1.16 1.21 1.38 and 4.4 of its Report are reproduced below:-

Para 1.16 Keeping in view the enormous functions that have been assigned to the National Commission for Scheduled Tribes, the Committee are of the opinion that there is a need for further strengthening the National Commission for Scheduled Tribes and recommend that earnest and credible steps be taken by the Government to make National Commission for Scheduled Tribes more strong and effective.

Para 1.21 It would be naïve to think that merely setting up of a separate Commission without sufficient number of regional offices and staff is good enough to achieve the objective for which it has been

constituted. The Committee, therefore, recommends that the Government should set up more regional offices according to the present need, upgrade the four regional offices and augment the existing staff strength of NCST accordingly on a priority basis.

Para 1.38 Unless the people have a sense of belonging to a particular institution they will never give their best to work for it. While deposing before the Committee, the Secretary had also agreed with the members for NCST to have a separate structure saying that it was a very logical view and had promised to consult the DoPT or to prepare a paper for the Cabinet. **The Committee, therefore, impress upon the Government to initiate action to create a separate cadre for NCST and its all Regional Offices at the earliest in consultation with DoPT so that objective of NCST is achieved through the staff working therein.**

Para 4.4 The Committee would, therefore, recommend that National Commission for Scheduled Tribes should send teams to remote tribal areas not only to monitor and evaluate the working of safeguards physically but also to create an increased level of awareness among STs. The Committee would also like all regional offices to make every effort to see that all tribals living in their regions are aware that National Commission for Scheduled Tribes is the custodian of their rights could be approached for safeguarding their rights and interests. The Committee also recommends that working of National Commission for Scheduled Tribes should also be publicized through Doordarshan and All India Radio.

4. It is therefore, needless to say that, keeping in view the policy of the Government towards development of the weaker sections, particularly the STs and the objective of setting up multi-Member Constitutional Commission for safeguarding the rights for STs., the machinery available with the Constitutional Commission viz; the National Commission for Scheduled Tribes should be strengthened immediately. The requirements of the Commission for additional (new) Regional Offices and additional posts (as detailed in the subsequent paragraphs) have been prepared keeping in view the main activities of the Commission, viz. (i) monitoring of developmental programmes (ii) monitoring of safeguards (iii) complaints from the individuals and associations, and (iv) policy interaction and advice. The following strategies are proposed to be adopted for the discharge of various functions involved in these activities:-

- (a) Local development programmes have to be monitored through local machinery e.g. Regional Offices which indicates need for an office in each major State/cluster of small States with tribal concentration.
- (b) Monitoring of safeguards by the specialized staff at the Headquarters/ Regional level to study specific issues/ problems.
- (c) Handling of grievances through IT-based grievance handling system.

Earlier recommendation of Commission for augmentation

5. The need for opening of four more Regional Offices at Hyderabad (Andhra Pradesh), Nagpur (Maharashtra), Shimla (Himachal Pradesh) and Ahmedabad (Gujarat) was also highlighted by the Commission in its 1st Report for the year 2004-05 and 2005-06. The minimum complement of the staff which was recommended to man these offices have been followed while projecting the demand of manpower in respect of the Regional Offices. In respect of the Hqrs., requirement has been worked out based on the functional requirement and the norms of the Govt. wherever specified for a particular category of officials.

Proposed Organisational structure

6. The Commission's functions at the Hqrs. are proposed to be performed through the following functional Wings:-

A. Administration & Co-ordination Wing

This Wing will handle the entire work relating to establishment, general administration budget, cash & accounts, meetings, tour programmes, Annual Reports, etc. at the Commission's Secretariat.

B. Service Safeguards Wing

This Wing will deal with the grievances of individual employees and also the grievances received through their associations relating to the deprivation of safeguards provided to STs in the matter of recruitment, promotion, training, etc. Policy issues pertaining to service matters and dereservation proposals will also be looked after by this Wing.

C. Economic & Social Development Wing

This Wing will deal with the grievances of STs received from the individuals and their associations relating to the safeguards provided to STs for their economic and social upliftment. The Wing will be concerned with the

grievance relating to housing, education, health, land alienation and other miscellaneous problems. The policy issues pertaining to the field of economic & social development of STs will also be handled by this Wing.

D. Atrocities Wing

The representations/complaints relating to atrocities and social discrimination received from the individual ST persons and their associations will be dealt with by this Wing under the provisions of SCs & STs (Prevention of Atrocities) Act, 1989. Policy issues relating to this field will also be the concern of this Wing.

Ministry of Social Justice and Empowerment have sought amendment to the SC/ ST (PoA) Act, 1989, which, inter-alia, has a provision for reporting of registration of the cases of atrocities to the NCST, which will require investigation as per the mandate of the Commission under Clause (5) of Article 338A of the Constitution. Consequently, the workload relating to the investigation and monitoring of cases of atrocities on STs in the Commission will increase manifold.

The Commission has discussed the matter in its meeting held on 29/07/2008. In pursuance of the discussion held in the Commission, MTA has been requested to approach the Ministry of Social Justice & Empowerment to make a provision for creation of a Special Atrocity Cell/ Unit with requisite composition of staff in the Commission in the financial memorandum enclosed with the draft Bill for amendment of the Act. Subsequently, MTA vide letter No. 16/9/20087-CP&R dated 18/09/2008 have requested the Commission for the details of infrastructure and manpower requirement for the Special Atrocity Cell/Unit.

The proposed amendment will result in a significant number of atrocity cases to be handled by the Commission. A separate and exclusive Wing is, therefore, required to be established in the Commission for processing and monitoring of these cases. It is noted from the NCRB Report for the year 2007 that 5532 cases of incidence of crime against Scheduled Tribes were registered during the year. The number of cases registered during subsequent years is likely to be more than 6000 while many cases remain unreported to police which may also require examination/ investigation by the Commission. On a reasonable basis, it has been assessed to create 6 Units

for this purpose with approximate load of 1000 cases per Unit. A cushion has to be built in for handling the cases which remain pending from the previous years.

Even without proposed amendment to the SC/ ST (PoA) Act, 1989 coming into effect, at present, the Commission requires two Units under Atrocity Wing to have focus on investigation into specific complaints received in the Commission besides, two Units for attending to Monitoring & Field Visits and Policy and Legal Issues related to crimes against STs. However, placement of staff in these two Units as well as in the proposed Units (remaining 4) will be undertaken in phases commensurate with the workload.

E. Research, Evaluation and Monitoring (REM) Wing

This Wing will be entrusted with the work relating to monitoring and evaluation of various developmental schemes/ programmes of the Central and State Governments for the welfare and upliftment of STs. Research Studies as envisaged in the measures assigned to the Commission through MTA' notification, dated 23-08-2005 will also be the concern of this Wing. The policy issues relating to various measures envisaged in the above notification will also be handled by this Wing.

7. The Regional Offices of the Commission function as its eyes and ears to keep it abreast with the various activities and happenings relating to STs throughout the country. They are the primary tools for liaising with the State Governments for furnishing the requisite data and information to the Commission. They will also perform all the functions pertaining to the work (except policy issues) assigned to the various functional Wings of the Commission and also assist the Commission during State Reviews Visits. As mentioned in para 4 above, there is an urgent need for a Regional Office of the Commission in each major State/cluster of small States.

8. The proposals of additional manpower and additional Regional Offices for the Commission is detailed in the enclosed Statements I to VI. It may be seen therefrom that the Commission requires sanction for additional 481 posts at various levels (in addition to the present sanctioned strength of 125 posts) and establishing four new Regional Offices (against the existing six Regional Offices). Out of the additional 481 posts, 33 posts will be filled up in Phase-II after approval of creation of Special Atrocity Cell/Unit, as mentioned in para 6 (D) above.

HEADQUARTER ORGANISATION

Statement-I

SECRETARY							
JOINT SECRETARY							
Administration and Coordination Wing							
D/IDS(CSS)							
(Gen. Admn., Cash & Accounts and Budget)							
D/IDS(CSS) (Estt.)		D/IDS(CSS) (Gen. Admn., Cash & Accounts and Budget)		Dir (Coord. & Protocol)		Director (IT) Sr. System Analyst	Legal Advisor and Registrar
US-EI (Gp A) posts & Vtg.)	US-E-II (Other Gps)	US (GA-I) Hq.	US (GA-II) Regional Offices	Chief Accounts Officer	Deputy Director (Coordination) -2		Asst. Legal Advisor/ Law Officer-2
SO E-2 (Hq. & Reg.) All Estt. matters of Gp A officers	SO-E (Hq.) All estt. matters of Gp. B, C & D staff at Hqrs.	SO (GA-I) Housekeeping jobs, stationery, equipments, etc.	SO (GA-III) Requirement for equipments, vehicles, stationery, medical bills, etc of Rgl. offices	AO (Cash Accounts) Functions of DDO, preparation of all bills, and accounting	AD (Coord) - 4 (Gen. Coord., RTI, Parliament, Annual Report, Workshops, Conferences, Meetings)	AD (Programming) IT-Cell	Legal Cell Furnishing of advice on important legal issues
SO (CM, HRD & Welfare) All matters relating to cadre management, Welfare activities, training etc.	SO-E (Rgl. & Misc.) All estt. matters relating to Gp B, C & D staff of Rgl. offices and other cadre staff	SO (GA-II) Matters relating to staff cars, Accommodation, I-Card, CGHS, medical bills, etc.	SO (GA-IV) incl R&I Record) Misc. matters from Rgl. offices and Hqrs., R&I functions and records of Hqrs.	AO (Budget) Preparation of budget and allocation of funds	Deputy Director (OLY Assistant Director (OL) Matters relating to translation and implementation of OL policy		Court Cases Cell Nomination of Govt. Counsels, drafting of affidavits, briefing of Counsels etc.
SO (Vtg.) Vigilance matter relating to entire Commission			Librarian (Purchasing, issuing of books/magazines/ new spapers, keeping of bound records of hearing/minutes of the meetings, etc.		PRO/Protocol Officer Liaison with Media, Public etc.		Hearings Cell Assisting the Commission in hearings on legal issues

Contd... 2/-

Atrocities		Services		Economic & Social Development			Research, Evaluation & Monitoring (REM)					
III	Complaints (Phase-II)*	Investigation and analysis of complaints, writing investigative summaries and record of hearings	III	Complaints	Investigation and analysis of complaints, writing investigative summaries and record of hearings	III	Infrastructure Development	Infrastructure	Research development, data analysis, qualitative and quantitative research and report development	III	Rehabilitation and Displacement Land alienation	R&R/Social sciences
IV	Complaints (Phase-II)*	Investigation and analysis of complaints, writing investigative summaries and record of hearings	IV	Complaints	Investigation and analysis of complaints, writing investigative summaries and record of hearings	IV	Governance in ST Areas, Planning (State) and State Review	General preferably having background of public administration	Research development, data analysis, qualitative and quantitative research and report development	IV	Forests Rights	Social sciences and forestry management
V	Complaints (Phase-II)*	Investigation and analysis of complaints, writing investigative summaries and record of hearings	V	Complaints	Investigation and analysis of complaints, writing investigative summaries and record of hearings	V	Planning (Central) and Min/Dept/PSU review)	General	Research development, data analysis, qualitative and quantitative research and report development	V	Labour and Employment	Knowledge of labour laws and employment generating schemes
VI	Complaints (Phase-II)*	Investigation and analysis of complaints, writing investigative summaries and record of hearings	VI	Complaints	Investigation and analysis of complaints, writing investigative summaries and record of hearings	VI				VI	Tribal culture and heritage	Culture and heritage, Anthropologist/social sciences
VII	Monitoring & Fields Visits relating to crimes against STs	Subject knowledge about STs and Research Techniques	VII	Policy Issues	General/Service matters							Research development, data analysis, qualitative and quantitative research and report development
VIII	Policy and Legal issues relating to crimes against STs	Knowledge of POA Act and Rules and legal background	VIII	De-reservation	General / Service matters							

* Filling up the posts in Phase-II will be taken up only after amendment of PoA Act, 1989 and actual placement will be commensurate with the workload.

Manpower requirements for the Administration & Coordination Wing at Headquarters.

(A) Establishment & General Administration Units (10 Units)

Assistant	-	20	} Two posts of Assistant, Senior Executive Assistant/ UDC and Junior Executive Assistant/ LDC and one Gr. D post is proposed for each Unit.
Senior Executive Assistant/ UDC	-	20	
Junior Executive Assistant/ LDC	-	20	
Group 'D'	-	10	

(B) Cash, Accounts & Budget Unit

Accountant	-	02
Junior Accountant	-	02
Junior Executive Assistant/ LDC	-	02
Group 'D'	-	01

(C) IT-Cell

AD (Programming)	-	01
Data Entry Operator	-	02
Group 'D'	-	01

(D) Coordination Units (4 Units)

Senior Investigator	-	04	} One post of Sr. Inv., Inv. and Junior Executive Assistant/ LDC and Gr. D staff is proposed for each Unit.
Investigator	-	04	
Junior Executive Assistant/ LDC	-	04	
Group 'D'	-	04	

(E) Official Language Unit

Senior Hindi Translator	-	01
Junior Hindi Translator	-	02
Stenographer (Hindi)	-	01
Junior Executive Assistant/ LDC	-	02
Group 'D'	-	01

(F) Library

- Librarian - 01
- Assistant Librarian - 02
- Junior Executive Assistant/ LDC - 01
- Group 'D' - 02

(G) Protocol Unit

- Protocol Assistant - 01
- Junior Executive Assistant/ LDC - 01
- Group 'D' - 01

(H) Legal, Court Case Cell and Hearings Cell (3 Units)

- Legal Assistant - 04
 - Junior Executive Assistant/ LDC - 04
 - Group 'D' - 03
- Two posts of Legal Assistant for Legal Cell and one post of Legal Assistant for Court Case Cell and Hearing Cell is proposed and one Gr. D post proposed for each Cell.

(I) Supporting Staff for Officers

- Principal Private Secretary - 01
 - Private Secretary - 03
 - Personal Assistant - 03
 - Stenographer - 09
 - Group 'D' - 11
- Strength proposed as per norms of the Government.

Statement-III

Manpower requirements for the Units in the Services & Atrocities, Development, (E&S) and Research & Monitoring Wings at Headquarter

(A) Staff for 27 Units in the four Wings

Senior Investigator	-	27	} One post of Sr. Investigator; two posts each of Investigator; Jr. Executive Assistant/LDC and one post of Gr. 'D' has been proposed for each Unit.
Investigator	-	54	
Junior Executive Assistant/ LDC	-	54	
Group 'D'	-	27	

(B) Supporting Staff for Officers

Private Secretary	-	06	} Strength proposed as per norms of the Government
Personal Assistant	-	07	
Stenographer	-	14	
Group 'D'	-	20	

Statement-IV**LOCATION, JURISDICTION AND LEVEL OF REGIONAL OFFICES**

S.No.	Location	Jurisdiction	Level
1.	Raipur	Chhattisgarh (31.8%)	Director
2.	Ranchi	Jharkhand (26.3%), Bihar	Director
3.	Bhubaneswar	Orissa (22.1%) West Bengal (5.5%), A & N Islands (8.3%), Sikkim (20.6%)	Director
4.	Bhopal	Madhya Pradesh (20.3%)	Director
5.	Ahmedabad	Gujarat (14.8%), Goa, Dadra & Nagar Haveli and Daman & Diu	Director
6.	Jaipur	Rajasthan (12.6%)	Director
7.	Shillong	NE States	Director
8.	Shimla	Himachal Pradesh (4.0%) J&K, Chandigarh, Punjab and Uttarakhand (3%),	Director
9.	Hyderabad	Andhra Pradesh (6.6%) Tamil Nadu (1%), Kerala (1.1%), Lakshadweep, Pondicherry, Karnataka (6.6%)	Director
10.	Nagpur	Maharashtra (8.9%)	Director

Note:

1. Percentage of STs in the State to the total population of State shown in brackets.
2. Uttar Pradesh, Haryana and Delhi will be under the jurisdiction of Hqrs. Office at New Delhi.

Statement-V

STAFF STRENGTH PROPOSED FOR 10 REGIONAL OFFICES OF NCST

S.No.	Designation of Post	No. of posts for each office	Total posts
1.	Director	1	10
2.	Assistant Director	1	10
3.	Senior Investigator	1	10
4.	Investigator	2	20
5.	Personal Assistant	1	10
6.	Office Superintendent	1	10
7.	Sr. Executive Assistant/ UDC	1	10
8.	Jr. Executive Assistant / LDC	2	20
9.	Staff Car Driver	1	10
10.	Group 'D'	4	40
	Total	15	150

ADDITIONAL MAN POWER REQUIREMENTS OF NCST

(A) Phase-I

S.No.	Designation	Pay Scale	Present strength	Proposed strength	Additional requirement
1	2	3	4	5	6
1.	Secretary	Rs.80000 (fixed)	1	1	-
2.	Joint Secretary	PB-4 (Rs.37400-67000) + Rs.10000 (GP)	1	1	-
3.	Principal Director	PB-4 (Rs.37400-67000)+ Rs.8900 (GP)	-	2	2
4.	Sr. Director	PB-4 (Rs.37400-67000)+ Rs.8700 (GP)	-	4	4
5.	Legal Adviser and Registrar	PB-4 (Rs.37400-67000)+ Rs.8700 (GP)	-	1	1
6.	Director	PB-3 (Rs.15600-39100)+ Rs.7600 (GP)	4	17	13
7.	DS/Director (CSS)	PB-4 (Rs.15600-39100)+ Rs.8700 (GP)	1	2	1
		PB-3 (Rs.15600-39100)+ Rs.7600 (GP)			
8.	Director (T)/ Sr. System Analyst	PB-3 (Rs.15600-39100)+ Rs.7600 (GP)	-	1	1
9.	Superintendent of Police	PB-3 (Rs.15600-39100)+ Rs.7600 (GP)	1	1	-
10.	Deputy Director	PB-3 (Rs.15600-39100)+ Rs.6600 (GP)	2	14	12
11.	Under Secretary	PB-3 (Rs.15600-39100)+ Rs.6600 (GP)	1	4	3
12.	PPS	PB-3 (Rs.15600-39100)+ Rs.6600 (GP)	1	1	-
13.	Deputy Director (OL)	PB-3 (Rs.15600-39100)+ Rs.6600 (GP)	-	1	1
14.	Chief Accounts Officer	PB-3 (Rs.15600-39100)+ Rs.6600 (GP)	-	1	1
15.	PRO (Protocol Officer)	PB-3(Rs.15600-39100)+ Rs.6600(GP)	-	1	1
16.	Assistant Director	PB-3 (Rs.15600-39100)+ Rs.5400 (GP)	5	37	32
17.	Assistant Director (OL)	PB-3 (Rs.15600-39100)+ Rs.5400 (GP)	1	1	-
18.	Assistant Director (Programming)	PB-3 (Rs.15600-39100)+ Rs.5400 (GP)	1	1	-
19.	Research Officer	PB-2(Rs.9300-34800)+ Rs.4800(GP)	6	6	-
20.	Law Officer	PB-2(Rs.9300-34800)+ Rs.4800(GP)	1	2	1
21.	Section Officer	PB-2(Rs.9300-34800)+ Rs.4800(GP)	1	10	9

Contd...2/-

22.	Accounts Officer	PB-2(Rs.9300-34800)+ Rs.4800(GP)	-	2	2
23.	Private Secretary	PB-2(Rs.9300-34800)+ Rs.4800(GP)	1	9	8
24.	Senior Investigator	PB-2(Rs.9300-34800)+ Rs.4600(GP)	8	37	29
25.	Senior Hindi Translator	PB-2(Rs.9300-34800)+ Rs.4600(GP)	1	1	-
26.	Assistant	PB-2(Rs.9300-34800)+ Rs.4200(GP)	2	20	18
27.	Librarian-cum- Documentation Assistant	PB-2(Rs.9300-34800)+ Rs.4200(GP)	1	1	-
28.	Accountant	PB-2(Rs.9300-34800)+ Rs.4200(GP)	1	2	1
29.	Investigator	PB-2(Rs.9300-34800)+ Rs.4200(GP)	10	70	60
30.	Personal Assistant	PB-2(Rs.9300-34800)+ Rs.4200(GP)	6	20	14
31.	Office Superintendent	PB-2(Rs.9300-34800)+ Rs.4200(GP)	4	10	6
32.	Stenographer	PB-1(Rs.5200-20200)+ Rs.2400 (GP)	5	21	16
33.	Junior Accountant	PB-1(Rs.5200-20200)+ Rs.2400 (GP)	-	2	2
34.	Junior Hindi Translator	PB-2(Rs.9300-34800)+ Rs.4200 (GP)	-	2	2
35.	Data Entry Operator	PB-1(Rs.5200-20200)+ Rs.1900 (GP)	-	2	2
36.	Protocol Assistant	PB-2(Rs.9300-34800)+ Rs.4200 (GP)	-	1	1
37.	Legal Assistant	PB-2(Rs.9300-34800)+ Rs.4200 (GP)	-	4	4
38.	Sr. Executive Assistant/ UDC	PB-1(Rs.5200-20200)+ Rs.2400 (GP)	8	30	22
39.	Jr. Executive Assistant/ LDC	PB-1(Rs.5200-20200)+ Rs.1900 (GP)	14	100	86
40.	Staff Car Driver	PB-1(Rs.5200- 20200)+Rs.1900 (GP)	7	13	6
41.	Despatch Rider	PB-1(Rs.5200-20200)+ Rs.1900 (GP)	1	1	-
42.	Group 'D' Staff	PB-1(Rs.5200-20200)+ Rs.1800 (GP)	29	116	87
	Total		125	573	448

(B) Phase-II

S.No.	Designation	Pay Scale	Present strength	Proposed strength	Additional requirement
1	2	3	4	5	6
1.	Deputy Director	PB-3 (Rs.15600-39100)+ Rs.6600 (GP)	-	2	2
2.	Assistant Director	PB-3 (Rs.15600-39100)+ Rs.5400 (GP)	-	4	4
3.	Senior Investigator	PB-2(Rs.9300-34800)+ Rs.4600(GP)	-	4	4
4.	Investigator	PB-2(Rs.9300-34800)+ Rs.4200(GP)	-	8	8
5.	Stenographer	PB-1(Rs.5200-20200)+ Rs.2400 (GP)	-	2	2
6.	Jr. Executive Assistant/ LDC	PB-1(Rs.5200-20200)+ Rs.1900 (GP)	-	8	8
7.	Group 'D'	PB-1(Rs.5200-20200)+ Rs.1800 (GP)	-	5	5
	Total		-	33	33
	Grand Total (Phase-I+ Phase-II)		125	606	481