

CADRE RESTRUCTURING IN TEXTILES COMMITTEE

INDEX

Sr.No.	Subject	Pages
1	Introduction	1-10
2	Transformation of Textiles Committee as facilitator and due cadre re-structuring	11-15
3	The cadre re-structuring in Textiles Committee	16
4	Part-A: Re-arrangement of post,	17-20
5	Part-B: Addressing the anomalies	21-24
6	Part-C: Upgradation as per the requirement of present activities	25-44
7	Part-D: Creation of few posts of technical nature essential to manage the office	45-47
8	Part-E: Financial implication	48-49
9	Part-F: Summary	50-50

CADRE RESTRUCTURING IN TEXTILES COMMITTEE

INTRODUCTION

The Textiles Committee was established in August 1964 under the provisions of the Textiles Committee Act, 1963. The Committee is a statutory body under the administrative control of Ministry of Textiles, Government of India. The Committee has established 28 Regional Offices at various places in the Country with Headquarters located at Mumbai. The Textiles Committee is headed by a Chairman from the Industry, the Vice-Chairman (Textile Commissioner – Ex-Officio) and the Member Secretary who is the Chief Executive Officer (CEO) of the organization in league with other officers and staff. In addition to the above three functionaries, there are 12 other ex-officio Members in the Committee representing various textile federations, export promotion councils etc. and 14 other Members representing various other interests of the textile sector. An officer not below the rank of Joint Secretary to the Government of India is also one of the Members in the Committee along with one more representative as Member from the Internal Finance Wing of the Ministry of Textiles.

The Textile Committee's main objective is to ensure the quality of textiles and textile machinery both for internal consumption and export purposes. The Textiles Committee, as corollary to its main objective of ensuring the quality of textiles and textile machinery has been entrusted with the following functions, under Section 4 of the Act.

a. : Mandate for Textiles Committee as per the Act of Parliament

- i) To undertake, assist and encourage, scientific, technological and economic research.
- ii) To establish standard specifications for textiles, textile machinery and the packing materials.
- iii) To establish laboratories for the testing of textiles and textile machinery
- iv) To provide training in the techniques of quality control
- v) To provide for the inspection and examination of textiles and textile machinery

- vi) To promote export of textiles
- vii) To collect statistics and
- viii) To advise the Central Government on all matters relating to textiles and textile machinery, etc.

To effectively deliver the mandated responsibilities, the Committee enacted various Rules and Regulation by exercising the power conferred upon in the Act at Section 22 and 23. The various Rules and Regulations made by Textiles Committee so far are given below :

In exercise of the powers conferred by clause (c) of sub-section (2) of Section 23 of the Textiles Committee Act, 1963, Textiles Committee made a regulation for recruitment of various officers and staff. This Regulation is called "The Textiles Committee's (Recruitment) Regulations 1968". This Regulation, was amended at times and the latest amendment is 29th January, 2000.

As per the Sub-Section 5 A of Section 5 of Textiles Committee Act, 1963, the Committee is empowered to levy and collect as Cess, at such rate, not exceeding 1% ad valorem by Notification on Official Gazette fix as a duty of excise on all textiles and textile machinery manufactured in India for the purpose of the Textiles Committee Act, 1964. Textiles Committee, in exercise of power conferred on Sub-Section 1 of Section 22 of Textiles Committee Act, 1963 (41 of 1963) made Textiles Committee Cess Rule, 1975.

Consequent upon enactment of Textiles Committee Act by parliament in the year 1963, the then Textiles Fund Ordinance was replaced by Textiles Committee as statutory body from 22nd August 1964 for ensuring quality of Textiles and Textile Machinery. Following this, Textiles Committee was undertaking the Central Government Scheme of Compulsory Inspection of Textiles for inspecting the textile meant for exports as per Mill-Made Cotton Cloth and Yarn Inspection Regulation 1963. The Laboratories were set up in Textiles Committee in the year 1969 to facilitate the testing activities required for inspected textile goods. Initially, there was only one Laboratory at Mumbai viz. Central Testing Laboratory (CTL). Following the Relaxation in Compulsory Pre-Shipment Inspection by Textiles Committee in the

year 1992, the compulsory inspection activities were reduced. Thereafter, the Laboratories which were testing sample drawn as part of inspection, were then introduced for commercial testing activities. In the exercise of the power conferred by Sub Section 1 of Section 23 read with Clause (b) (f) and (i) of Sub-section 2 of Section 4 of Textiles Committee 1963 (41 of 1963) and sub-rule (2) of rule 21 of Textiles Committee Rules, 1965 the Textiles Committee with the previous sanction of Central Government made a Regulation called “Commercial Testing of Textiles” during the year 1988. This regulation enabled the Indian textile trade and industry to avail the testing facilities of Textiles Committee. At present there are 16 laboratories across the country at major textile centre catering to the quality and testing need of exporters, importers, traders, Manufacturers and various regulatory bodies of central and state governments. The growth of laboratories is dynamic and in tune with the rapid advancements and requirement of textile trade and industry.

Further, by considering the volume of activities undertaken by Employees of Textiles Committee with regard to assist the spinning, weaving, processing, RMG manufacturing and handloom industry, the Textiles Committee in its 68th meeting held on 26.3.1997 decided to open a separate cell called “ISO Cell” which was later renamed as Total Quality Management Division. This Cell was provided with 1 Director, 1 Dy. Director and 1 Assistant Director apart from Quality Assurance Officers drawn from different Wings of Textiles Committee.

The other Regulations made by the Committee include the following :

- i) Textiles Committee’s Employees (Condition of Service) Regulations, 1971 (latest amendment 7.9.1998)
- ii) The Textiles Committee Employees’ (Conduct, Discipline and Appeal) Regulations, 1998
- iii) Textiles Committee’s Employees (Medical Benefit) Regulations, 1968 (latest amendment 22.4.2000)
- iv) Textiles Committee (Pension & GPF) Regulations, 1985

Upon withdrawal of different regulatory activities particularly compulsory Inspection of textiles, Textiles Committee ventured into various developmental

activities like R & D, training of industrial personnel, assistance in establishment of laboratories, undertaking textiles economical research, accreditation of laboratories, establishment of eco test facilities to facilitate the exporters in fulfilling eco testing needs, consultancy on ISO 9000, ISO 14000, OSHAS 18000, etc management system, Quality Appraisal Scheme, issuance of Certificate of Origin, National Programme for capacity building of textile SMEs through cluster based approach, etc. These developmental works under taken by the Committee were well received by the trade and industry.

In the year 2001, Shri P. K. Gera, Director, Ministry of Textiles, Government of India, New Delhi vide O.M. No.12020/17/2000-A& MMT(TC) dated 31st December, 2001 requested Shri M. K. Bardhan, Director, SASMIRA, Mumbai to conduct a Peer Review of Textiles Committee and furnish a report to the Ministry. In response to the letter, Shri M.K. Bardhan submitted his Peer Review of Textiles Committee report to Director, MoT vide his letter No.SASMIRA/1626/2002 dated 8th February, 2003. With reference to the query regarding adequacy of man power in Textiles Committee, Shri M.K. Bardhan has pointed that the 713 manpower then available with the Committee was adequate and required to discharge the mandated services of Textiles Committee (**Annexure 1**).

In the said report, Shri Bardhan has noted about the activities of Textiles Committee as follows :

After the detailed study of the activities of Textiles Committee “it is observed that the Committee is able to fulfill its chartered duties adequately in respect of assistance to textile industry, export promotion, quality control and assurance, training, establishment of laboratories, testing and evaluation, collection of statistical data, consultancy and advice for development of textile industry, etc.”. Further, “the Committee has come out of the main activity of inspection to the level of Quality Assurance and facilitator as One Stop Service Centre”. Shri Bardhan emphasized that the Textiles Committee in the new role of facilitator has been showing its greater potential to achieve the objective and purpose for which it was originally set up.

From the above, it is emphasized that Textiles Committee has transformed itself from a Regulatory body to a facilitator.

b. : Textiles Committee as facilitator

As a facilitator, the Committee has been taking up the various activities entrusted upon the Central Government from time to time. Various projects currently handled by Textiles Committee are as follows:

- a. Integrated Skill Development Scheme sponsored by Ministry of Textiles, GOI;
- b. Implementation of Handloom Mark Scheme sponsored by DC(Handlooms);
- c. Implementation of Cluster Development activities sponsored by DC(HLs);
- d. Star rating of Ginning and Pressing Factories sponsored by MoT.
- e. IPR protection through GI sponsored by various State Govt. and Central Govt. organizations;
- f. Implications of Non-Tariff Barriers on Textiles and Clothing of India.
- g. Market Intelligence in Textiles (MIT)
- h. Project on ‘Strategies and Preparedness for Trade & Globalisation in T & C Sector’ in collaboration with UNCATD, Geneva
- i. Resource Support Agency for Skill Development in Textiles and Clothing.

Textiles Committee also proposes various developmental projects to cope up with the changing trends of national and international markets and also to enhance the capacity building in the Indian textile industry. Some of the projects proposed recently are as under:

- a. Strategy for approaching zero defects in manufacturing of RMGs.
- b. Universalisation of Handloom Mark Scheme.
- c. Proposed technical collaboration with JICA to enhance the quality in Indian textiles.
- d. Development of specification standards for various textiles
- e. Development of test standards and capacity building to test SVHCs under REACH.

MAN-POWER OF TEXTILES COMMITTEE

The Textiles Committee with its Head Quarters at Mumbai is serving the industry vide its 29 Regional Offices (RO). For the administrative convenience, the activities of Textiles Committee are divided among different wings. The current divisions and cells available with the Committee and available as per the Textiles Committee's Employees (Recruitment) Regulations, 1968 (Read with Latest Amendment 2000) the different Wings/Sections and allotted manpower strength are as given below in table 1.

Table 1: Different division of Textiles Committee:

S. No.	As per Current RR	Currently Existing
1	Inspectorate Division	Export Promotion & Quality Assurance
2	Central Testing Laboratory Division	Laboratory
3	Market Research Wing	Market Research Wing
4	Textile Colour and Design Centre	---
5	Textile Machinery Wing	TQM
6	Training	---
7	Non-Technical Wing	
(a)	Administration Section	Administration Section
(b)	Accounts	Accounts
(c)	Public Relation Officer	Public Relation Officer
(d)	House keeping	House keeping
(e)	Vigilance	Vigilance
(f)	Library	Library

To discharge the duties and responsibilities, Textiles Committee is provided with Scientific/Technical and Administrative manpower. The available manpower as on 18th November 2002 was 713. However, in accordance with the instruction issued from time to time by the Ministry of Textiles for abolishing different posts, 187 sanctioned posts of the Committee were abolished till date. The available cadre in the Committee is distributed among different functional wings and divisions within Textiles Committee to meet the obligations of the Act. The current man power of Textiles Committee is as below in table 2.

Table 2: The current Textiles Committee cadre in Different category.

Sl. No	Category	No of Posts		
		Sanctioned	Current	Vacant
1	GROUP 'A'	79	56	23
2	GROUP 'B'	156	127	29
3	GROUP 'C'	198	144	54
4	GROUP 'D'	82	60	22
	TOTAL:	515	387	129

The total sanctioned post 515 is excluding one post of Secretary. This is because in the case of post of Secretary, as per Sub-Section 1 of Section 9 Textiles Committee Act 1963, the Secretary is appointed by Central Government in consultation with the Committee. The Sub-Section 2 of Section 9 Textiles Committee Act 1963 enables the Committee to appoint the other Officers and staff subject to such rules as may be made by Central Government

The details of the sanctioned technical and administrative manpower in different category along with the pay scale as existing as on 01.03.2015 is given below in table 3,

Table 3: The current staff strength of Textiles Committee in detail

Sr. No.	Category	Sanctioned	Existing	Vacant	Pay Scale (as per 6 th pay)
A	<u>GROUP 'A'</u>				
1	Director (EP &QA)	1	1	0	PB-3 GP-7600
2	Director (MR)	1	1	0	PB-3 GP-7600
3	Director (CDP)	1	0	1	PB-3 GP-7600
4	Director (TQM)	1	1	0	PB-3 GP-7600
5	Director (Laboratory)	1	1	0	PB-3 GP-7600
6	Joint Director (EP & QA)	3	2	1	PB-3 GP-6600
7	Joint Director (Lab)	2	2	0	PB-3 GP-6600
8	Deputy Director (EP & QA)	14	8	6	PB-3 GP-6600
9	Deputy Director (Lab)	4	4	0	PB-3 GP-6600
10	Deputy Director (MR)	1	1	0	PB-3 GP-6600
11	Assistant Director (EP & QA)	26	18	8	PB-3 GP-5400
12	Assistant Director (Lab)	10	8	2	PB-3 GP-5400
13	Market Research Officer	4	2	2	PB-3 GP-5400
14	Statistical Officer	1	0	1	PB-3 GP-5400
15	Assistant Secretary	2	2	0	PB-3 GP-5400

Sr. No.	Category	Sanctioned	Existing	Vacant	Pay Scale (as per 6 th pay)
16	Vigilance Officer	1	0	1	PB-3 GP-5400
17	Chief Accounts Officer	1	1	0	PB-3 GP-6600
18	Accounts Officer	5	3	2	PB-3 GP-5400
	Total of Group A	80	55	25	
B	<u>GROUP 'B'</u>				
1	QAO (EPQA)	83	66	17	PB-2 GP-4200
2	Field Officer	11	7	4	PB-2 GP-4200
3	QAO (Lab)	42	42	0	PB-2 GP-4200
4	Accountant	8	3	5	PB-2 GP-4200
5	Superintendent	9	6	3	PB-2 GP-4200
6	Assistant Director (OL)	1	1	0	PB-2 GP-4200
7	Senior Translator	1	1	0	PB-2 GP-4200
8	Librarian	1	0	1	PB-2 GP-4200
	Total of Group B	156	126	30	
C	<u>GROUP 'C'</u>				
1	Assistant	19	16	3	PB-2 GP-4200
2	Junior Translator	1	0	1	PB-2 GP-4200
3	Senior Stenographer	5	5	0	PB-2 GP-4200
4	JQAO (Lab)	31	27	4	PB-1 GP-2800
5	Junior Investigator	11	9	2	PB-1 GP-2800
6	Senior Statistical Assistant	9	8	1	PB-1 GP-2800
7	Punch Operator	1	0	1	PB-1 GP-2400
8	Junior Statistical Assistant	7	2	5	PB-1 GP-2400
9	Stenographer	8	2	6	PB-1 GP-2400
10	Upper Division Clerk	37	34	3	PB-1 GP-2400
11	Maintenance Mechanic (Elect.)	1	1	0	PB-1 GP-2400
12	LDC/Typist	61	33	28	PB-1 GP-1900
13	a) Staff Car Driver - Grade I	3	3	0	PB-1 GP-2800
14	b) Staff Car Driver - Grade II	2	2	0	PB-1 GP-2400
15	c) Staff Car Driver	2	0	2	PB-1 GP-1900
16	Total of Group C	198	142	56	
D	<u>GROUP 'D'</u>				
1	Senior Attendant	18	16	2	PB-1 GP-1800
2	Attendant	64	43	21	PB-1 GP-1800
	Total of Group D	82	59	23	

Textiles Committee possesses some of the posts as per the existing Recruitment Rules which was last amended on 29th January, 2000 which was duly approved and later published in Gazette of India. The details of such post are given in table 2.

Table 4: Other posts as per the existing Textiles Committee Employees (Recruitment) Regulation 1968 (Last Amendment on 29/01/2000)

Sl. No	Name	No Posts	Pay Scale	Remark
1	Public Relation Officer	1	PB-3 +GP-5400	To be restored/revive
2	Chief Designer	1	PB-3 +GP-7600	Identified for Surrendering
3	Lecturer	1	PB-3 +GP-5400	
4	Asst. Lecturer	1	PB-2 +GP-4200	
5	Receptionist cum telephone Operator	2	PB-1 +GP-2400	

As per Section 10 of The Textiles Committee Employees (Condition of Service) Regulations, 1971, unless in case of disciplinary follows the pay and allowances as admissible to Central Government employees. It has also adopted the Pension Rules as applicable to Central Government Employees. All other Rules and Regulations relating to discipline, conduct and welfare as applicable to Central Government employees are *mutatis mutandis* applied on the employees of the Textiles Committee by the extension of the relevant rules.

Due to the need arise out of on-goings transformation, the Committee has, with due approval of the Ministry re-designated various cadre/post. As per the Sub-Section 4 of Section 33 of the Textiles Committee Rules, 1965, the Committee is empowered to re-designate, after consultation with Central Government, of any sanctioned posts to meet the requirements as the work on hand may require from time to time. Accordingly, the following posts given in table 5 have been re-designated with the due approval of the Ministry of Textiles.

Table 5: List of post which are re-designated

S. No.	Name/Designation	Re-named name/designation	Ministry's approval ref :
A	Inspectorate	Export Promotion & Quality Assurance(EP&QA) Division	No.12020/1/2002-A&MMT(TC) dated30th January, 2002 (Annexure 2)
1	Chief Inspecting Officer	Director(EP&QA)	
2	Dy. Chief Inspecting Officer	Jt. Director(EP&QA)	
3	Inspecting Officer	Dy. Director(EP&QA)	
4	Assistant Inspecting Officer	Asstt. Director(EP&QA)	
5	Inspector	Quality Assurance Officer	
B	Laboratory		No.12020/17/2002-A&MMT(TC) dated 9 th September, 2002 (Annexure 3)
1	Principle Scientific Officer	Jt. Director(Laboratories)	
2	Sr. Scientific Officer-I	Dy. Director(Laboratories)	
3	Sr. Scientific Officer-II	Assistant Director(Laboratories)	
4	Sr.Technical Assistant	Quality Assurance Officer	
5	Jr. Technical Assistant	Jr. Quality Assurance Officer	
III	Other Posts		
1	Daftary	Sr. Attendant	
2	Peon	Attendant	
3	Hamal	Attendant	
4	Chowkidar	Attendant	

TRANSFORMATION OF TEXTILES COMMITTEE AS FACILITATOR AND DUE CADRE RE-STRUCTURING

The immense contribution and selfless service of each employee of Textiles Committee has led to transforming Textiles Committee as an organization of facilitator from its routine regulatory activities. During the course of transforming, different technical and administrative manpower of Textiles Committee were trained to suit and fulfill the requirements to handle different projects, schemes, etc., as mandated by Central Govt. from time to time.

For smooth functioning of various services of an organization, and also to keep up the morale of its employees, it is essential to regularly review the cadre strength and cadre management. An effective cadre restructuring encompasses such operational tasks as actual recruitment, training, placement, etc., and attempts to bring about the congruence between functional needs and legitimate aspirations of the employees. The main thrust of cadre restructure is on manpower projection and recruitment planning on Scientific lines aiming at the same time rationalization of existing cadre structure of a service in accordance with certain pre-defined principles and a given set of objectives like improving the efficiency, morale and effectiveness of the cadre.

The main **objective** of the current cadre re-structuring of Textiles Committee

- i) To re-structure the cadre in such a way to remove the deficiencies existing at the time of constitution of the Textiles Committee.
- ii) Deficiencies arisen during transformation of Textiles Committee as facilitator from regulator.
- iii) To ensure that the cadre restructure satisfies the functional, structural and personnel considerations
- iv) To create such necessary post essential for managing the day-to-day affairs of office.

In case of Textiles Committee, it is essential to make an exercise of cadre re-structuring due to following **reasons/requirements**:

- a. Transformation in the activities of Textiles Committee,
- b. To address the anomalies that arose due to implementation of recommendations of 6th Pay Commission.
- c. Parity in pay scales
- d. Mandatory as DoPT Notification O.M No.35034/9/2010-Estt.(D) dated 10.02.2011 and AB-14017/27/2014-Estt. (RR) 2015 Guidelines for Educational Qualification and Experience for framing/amendment for Recruitment Rules (**Annexure IV and IV-A**)

A. Cadre Re-Structuring inevitable due to Dynamic Growth of Textiles Committee

In the peer review report, Shri M. K. Bardhan, has emphasized that the new initiatives taken up by Textiles Committee has enabled it to transform from merely as an inspection agency into a service provider and has played due role in line with the objectives set by the Act of Parliament. Textiles Committee was undertaking compulsory inspection meant for export. This activity was minimised due to various policies of Central Government. Similarly, the Cess which was mandatorily being collected by Textiles Committee as per the Act has been put at 0% by the Central Government. Therefore there was a need for Textiles Committee to transform from regulator to facilitator. Textiles Committee has achieved the transformation effectively. For the purpose the facilitation the staff of these two departments were re-deployed to other divisions as per the requirement. An important wing of Textiles Committee viz. Machinery Wing was disbanded and the staff were re-deployed to other departments like Laboratory and Inspectorate. An ISO Cell was created and later re-named as TQM Division. The staff from other division like EP&QA, (earlier Inspectorate), Laboratory, were taken to facilitate the industry in implementation Quality Management Systems in TQM Division. The Laboratories of Textiles Committee which were providing testing services, on the textile items drawn through Inspection, have begun to undertake testing on commercial basis. Simultaneously, the number of Laboratories is increased from time to time due to the demand from textile trade and industry. Due to the ban on certain carcinogenic dyes, eco testing facilities were created in the Laboratories for which the laboratories are upgraded by providing state-of-the art equipments and highly skilled technical training to the laboratory staff.

In the recent past, various developmental projects are sanctioned by the Central Government to Textiles Committee. Many of the projects have been proposed to the Government in the interest of uplifting the quality in Indian textiles trade and industry. A proper co-ordination with the Ministry and other stakeholders on pan India basis is essential to effectively implement such projects and schemes. Currently, these projects/schemes are being handled by different Divisions of Textiles Committee and all these projects/schemes are monitored by Secretary, Textiles Committee. As the different projects are being handled by different Directors or officials of different capacity, it has become difficult to manage the progress of these projects. Therefore, it is imperative to create a Wing in Textiles Committee to monitor and manage the projects sanctioned by the Central Government from time to time. This Wing will be named as "Project Management Wing" will be headed by Director (Projects). The existing post of Director (CDP) will be re-designated as Director (Projects). This wing is proposed to be manned by a Deputy Director (Project), two Assistant Director (Projects), and 4 Quality Assurance Officers drawn from other divisions of Textiles Committee.

B. Cadre Re-Structuring inevitable due to Anomaly that arose out of 6th Pay Commission's Recommendation in Textiles Committee

Some anomalies arose in Textiles Committee during implementation of the 6th Pay Commission due to structural change in the salary from Pay Scale system in the 5th Pay Commission to Grade Pay system in the 6th Pay Commission.

The hierarchy of posts in the different functional divisions of Textiles Committee is i) Director ii) Joint Director iii) Deputy Director and iv) Assistant Director. The existence of the post of Joint Director in Textiles Committee is functionally required for proper co-ordination with the Director in one hand and subordinate officers on the other hand. The Deputy Directors and Assistant Directors are mostly Officer-in-charge of the respective Regional Offices and the Joint Directors supervise, control and co-ordinate the work of the Deputy Directors / Assistant Directors in different offices at zonal levels. Hence, the position of Joint

Directors is the link between the Director and the offices located in various places and to the Headquarters of the Committee.

Prior to the 6th CPC the Joint Director in the Textiles Committee had a distinct pay scale with Rs. 10650 – 325 – 15200. The pay scale is higher than the position of Deputy Director, which was placed in Rs.10000 – 325 – 15200. However, the 6th CPC in its recommendation placed both the pay scale i.e. the pay scale of Joint Director & Deputy Director in the same Grade Pay (GP) i.e PB-3 with GP of Rs.6600/-. As such, the Joint Director & Deputy Director in Textiles Committee got merged and placed PB-3 with grade pay of Rs.6600/-.

The merging of the Grade Pay of Joint Director & Deputy Director in Textiles Committee has created anomaly in the position of Joint Director leading to functional difficulties. Due to functional exigency, both the cadres need to be maintained as two different distinct cadres.

After the 6th CPC, by merger of scales, the pay scale for the Superintendent and the Assistants in the Committee is the same namely PB-2 with the grade pay of Rs.4200/-. It will not be in the interest of the smooth functioning of the Sections in the Committee that the Superintendent and the feeder cadre Assistants are having the same pay scale. The Superintendents manage the work pertaining to all administrative matters and it appears this post has not been given the appropriate pay scale applicable for Section Officers.

The work profiles, responsibilities and authority of these two posts of Joint Director and Superintendents are immense and unique. Hence merging their pay structure with the lower ranks has caused a great anomaly undermining their importance and morale.

C. Cadre Re-Structuring mandatory as per DoPT recommendation

Many central pay commissions have been recommending different pay scales, structures and cadre review from time to time, the cadre review in Textiles Committee has not been implemented since its formation i.e., 1963. The employees are simply getting the pay scales as per normal replacement of pay scales as

recommended by different Central Pay Commissions. Even certain specific recommendations of the CPCs in relation to employees of specific categories have not been extended to the employees of the Textiles Committee. **The Department of Personnel and Training, Government of India has impressed upon all cadre authorities vide O.M No.35034/9/2010-Estt.(D) dated 10.02.2011 (Annexure 4)** that MACP scheme is a fall back option in the event of promotions not taking place and cadre structure needs to be reviewed periodically to harmonize the functional needs of the organization and career progression of employees. Accordingly, the Government has advised all concerned to review the cadre structure in a time bound manner to mitigate problem of stagnation. There has been a quantum leap in the activities of the Textiles Committee both in quantitative and qualitative terms.

THE CADRE RE-STRUCTURING IN TEXTILES COMMITTEE

The cadre review for Textiles Committee employees is already overdue in order to relieve acute stagnation and to afford appropriate compensation in terms of upgraded pay scales commensurate with the responsibilities handled. The specific proposals are discussed in the succeeding paragraphs. This proposal relates to cadre restructuring of various posts in the Textiles Committee. This report of cadre restructuring of Textiles Committee is discussed in 4 parts viz.

Sl. No	Part	Detail
1	A	Re-arrangement of post,
2	B	Addressing the anomalies
3	C	Upgradation as per the requirement of present activities
4	D	Creation of few posts of technical nature essential to manage the office.
5	E	Financial Implication
6.	F	Summery

PART A

Re-Organization of post

In the recent past, various developmental projects are sanctioned by the Central Government to Textiles Committee. Many of the projects have been proposed to the government in the interest of uplifting the quality in Indian textiles trade and industry. A proper co-ordination with the Ministry and other stakeholders on pan India basis is essential to effectively implement the projects and schemes. Currently, these projects/schemes are being handled by different Divisions of Textiles Committee and all these projects/schemes are monitored by Secretary, Textiles Committee. As the different projects are being handled by different Directors or officials of different capacity, it has become difficult to manage the progress of these projects.

Therefore, it is imperative to create a Wing in Textiles Committee to monitor and manage the projects sanctioned by the Central Government from time to time. This Wing will be named as “Project Management Wing” headed by Director (Projects), supported by one Deputy Director (Projects), 2 Assistant Director (Projects), and 4 Quality Assurance Officers to be drawn from the existing manpower of different division of Textiles Committee. It may be noted that the sub-section 2 of section 4 of Textiles Committee Act 1963, empowers the Committee to take up various developmental activities entrusted upon by central government from time to time. Also, Sub-Section 4 of Section 33 of the Textiles Committee Rules, 1965, the Committee is empowered to re-designate, after consultation with Central Government, of any sanctioned posts to meet the requirements as the work on hand may require from time to time. The details of post for which re-organization is required in discussed below.

1. DIRECTOR (PROJECTS):

Of the late Textiles Committee has remodeled from regulatory organization into facilitator. Textiles Committee extends various services including testing, inspection, consultancy, client-oriented market research etc. Textiles Committee also handles various sponsored projects. These projects are mainly are sponsored Central Government to facilitate the industry to move forward in the international trade to enhance its quality and share. Various projects currently handled by Textiles Committee are as follows:

- a. Integrated Skill Development Scheme sponsored by Ministry of Textiles, GOI;
- b. Implementation of Handloom Mark Scheme sponsored by DC(Handlooms);
- c. Implementation of Cluster Development activities sponsored by DC(HLs);
- d. Star rating of Ginning and Pressing Factories sponsored by MoT.
- e. IPR protection through GI sponsored by various State Govt. and Central Govt. organizations;
- f. Implications of Non-Tariff Barriers on Textiles and Clothing of India.
- g. Market Intelligence in Textiles (MIT)
- h. Project on 'Strategies and Preparedness for Trade & Globalisation in T & C Sector" in collaboration with UNCATD, Geneva

Textiles Committee also proposes various developmental projects to cope up with the changing trends of national and international markets and also to enhance the capacity building in the Indian textile industry. Some of the projects proposed recently are as under:

- a. Strategy for approaching zero defects in manufacturing of RMGs.
- b. Resource Support Agency for Skill Development in Textiles and Clothing.
- c. Universalisation of Handloom Mark Scheme.
- d. Proposed technical collaboration with JICA to enhance the quality in Indian textiles.

- e. Development of specification standards for various textiles
- f. Development of test standards and capacity building to test SVHCs under REACH.
- g. Project on Resource Support Agency (RSA) for monitoring Government of India flagship project Integrated Skill Development Scheme (ISDS).

The above on-hand and proposed projects are inter-departmental in nature. Resource personnel need to be pooled from different functional divisions within Textiles Committee. Therefore it is imperative to appoint a person in the capacity of Director with full resources at his disposal (as delegated) to coordinate these projects and communicate with the various sponsoring agencies. **Therefore, it is proposed to re-designate the existing position of Director who was in-charge of Cluster Development Program (CDP) in the pay scale of GP 7600 in PB 3 as Director (Projects) and be placed in the PB-4 with Grade Pay of Rs.8700/-**

2. DEPUTY DIRECTOR (PROJECTS) AND ASSISTING DIRECTOR (PROJECTS)

One existing Deputy Director (EPQA) and 2 Assisting Director (EPQA) will be re-designated as Deputy Director (Projects) and Assisting Director (Projects). These post are necessary to assist the Director (Projects) in managing the wing's operations.

3. QUALITY ASSURANCE OFFICER

Four post of existing Quality Assurance Officer of EPQA will be re-deployed in the Project Management Wing to assist the Assistant Director (Projects) and other higher ups.

4: STENOGRAPHER: 8 POSTS

Presently, the Textiles Committee has the following two grades of Stenographers

- a. Senior Stenographers – PB-2 with grade pay of Rs.4200/- (5 posts)
- b. Stenographer – PB-1 with grade pay of Rs.2400/- (8 posts)

As early as 1999 the Department of Personnel and Training, Government of India issued instructions to restructure the cadre of Stenographers in offices not participating in the CSSS etc., which are organized services in the different Ministries. After the 6th CPC, in continuation of the earlier orders, the DoPT has issued OM No.AB-14017/8/2010-Estt (RR) dated 10.03.2010 to apply the model Recruitment Rules for these three grade structure in the subordinate offices. In this OM, a copy of which is enclosed **(Annexure V)**, instructions have been issued to give wide publicity to autonomous bodies and statutory bodies where Central pay scales are operated to implement the three grade structure. As per the DOP&T instructions, the structure of Stenographers shall be in the following pay scales.

- a) Stenographers Grade II – PB-1 with grade pay of Rs.2400/-
- b) Stenographers Grade I – PB-2 with grade pay of Rs.4200/-
- c) Private Secretary – PB-2 with grade pay of Rs.4600/-

Accordingly, the Stenographers grade in Textiles Committee may be restructured as follows:

- a) Stenographers Grade I PB-2 with grade pay of Rs.4200/- → 5 posts
- b) Private Secretary PB-2 with grade pay of Rs.4800/- → 2 posts

It may be noted that only the existing posts are being proposed to be restructured and no additional posts are being sought.

5: CLERICAL STAFF

There are 61 posts of Lower Division Clerk (LDC) and 37 posts of Upper Division Clerk (UDC). The level of stagnation is very acute in the post of LDC. The LDCs appointed in 1987, 1988 & 1989 are still holding the appointment of LDC only. . In order to curtail the level of stagnation to reasonable levels, it is suggested that the ratio of posts between LDC and UDC may be initially structured in the ratio of 60:40, which is the normal grade structure for LDC, UDC in Government sector. Even with this restructuring the stagnation levels will continue to be high. **It is, therefore, further suggested that after the restructuring of the posts of LDC to UDC as 60:40, as a onetime measure, 10 posts of UDCs may be placed to the post of Assistant.**

PART B

Addressing the Anomalies

Consequent upon implementation of recommendations of 6th Pay Commission in Textiles Committee some anomalies arose for the post Joint Director, Superintendent and Accountant. This is due to structural change in the salary from Pay Scale system in the 5th Pay Commission to Grade Pay system in the 6th Pay Commission. The work profiles, responsibilities and authority of these two posts are immense and unique and hence merging their pay structure with the lower ranks have caused a great anomaly undermining their importance. To offset this anomaly and also to uplift the morale of the officers working in that cadre, it is imperative to place this cadre in higher grade pay. The details of individual cases are discussed below.

1: JOINT DIRECTOR: - 5 POSTS (2 IN LABORATORY AND 3 IN EP&QA)

The hierarchy of posts in the different functional divisions of Textiles Committee is i) Director ii) Joint Director iii) Deputy Director and iv) Assistant Director. In the mission to promote the quality culture and enhance the scope and activities of the Textiles Committee by way of up-gradation, strengthening & setting up of more offices for technical and scientific activities for augmenting the skills and capabilities of the technical team to explore, expand and make forays into new areas, the Directors are ably assisted and supported by the Joint Directors. The Joint Directors play a pivotal role in the management of human resources, technical requirements, consultancy capacity building, customer coordination, marketing of services, etc. The existence of the post of Joint Director in Textiles Committee is functionally required for proper co-ordination with the Director in one hand and subordinate officers on the other hand. The Deputy Directors and Assistant Directors are mostly Officer-in-charge of the respective Regional Offices and the Joint Directors supervise, control and co-ordinate the work of the Deputy Directors / Assistant Directors in different offices at zonal levels. Hence, the position of Joint

Directors is the link between the Director and the offices located in various places and to the Headquarters of the Committee.

Prior to the 6th CPC the Joint Director in the Textiles Committee had a distinct pay scale with Rs. 10650 – 325 – 15200. The pay scale is higher than the position of Deputy Director, which was placed in Rs.10000 – 325 – 15200. However, the 6th CPC in its recommendation placed both the pay scale i.e. the pay scale of Joint Director & Deputy Director in the same Grade Pay (GP) i.e PB-3 with GP of Rs.6600/-. As such, the Joint Director & Deputy Director in Textiles Committee got merged and placed PB-3 with grade pay of Rs.6600/-. The difficulties have created in the 6th Pay Commission due to structural change in the salary from Pay Scale system in the 5th Pay Commission to Grade Pay system in the 6th Pay Commission.

The merging of the Grade Pay of Joint Director & Deputy Director in Textiles Committee has created anomaly in the position of Joint Director leading to functional difficulties. Due to functional exigency, both the cadres need to be maintained as two different distinct cadres.

It is further stated that in the Central Silk Board, the Joint Directors have the pay scale of PB-3 with grade pay of Rs.7600/-. In Textiles Committee, there are three posts of Joint Director in the EP&QA Division and two such posts in the Laboratory Division. To remove the anomaly and to give appropriate pay structure to Joint Directors, it is proposed to place the Joint Directors in PB-3 with GP Rs.7600/- and Deputy Directors in GP Rs. 6600/-.

To address the anomaly and to give appropriate pay structure, it is therefore proposed that the existing 5 posts of Joint Director in Textiles Committee may be placed in the PB-3 with GP Rs. 7600/-.

2: SUPERINTENDENT: 9 POSTS

There are nine posts of Superintendents who are functioning as Section Officers in different sections of the Committee. They guide and supervise the work of Assistants, UDC and LDC posted in the respective sections. These functionaries submit the file to the Superintendent who in turn submits the same to their higher

authorities. After the 6th CPC, by merger of scales, the pay scale for the Superintendent (9 posts) and the Assistants (19 posts) in the Committee is the same namely PB-2 with the grade pay of Rs.4200/-. It will not be in the interest of the smooth functioning of the Sections in the Committee that the Superintendent and the feeder category Assistants are having the same pay scale. The Superintendents manage the work pertaining to all administrative matters and it appears this post has not been given the appropriate pay scale applicable for Section Officers. In the Central Silk Board which is another Statutory body under the Ministry of Textiles the post of Superintendent (Administration) carries the pay scale of PB-2 with grade pay of Rs.4600/-. Further, it may also be stated that in the Ministries, the post of Superintendent are placed in the PB-2 with GP Rs.4600/-.

To remove the anomaly and to give appropriate pay structure to Superintendents, it is proposed that the Superintendents in Textiles Committee may be granted the pay scale of PB-2 with the GP Rs.4800

3: ACCOUNTANT – 8 POSTS

The post of Accountant in Textiles Committee is equivalent to the post of Superintendent for which it is proposed to be upgraded to 4800 in PB 2. For both the post of Superintendent and Accountant, the feeder cadre is Assistant which is in PB 2 with GP 4200. In order to bring the parity with the scale of superintendent, the pay scale of Accountants may be given with PB 2 with GB 4800/-

In view of the different key activities handled by the Accountants also to bring parity with the similar post , **it is proposed to place the Post of Accountant in PB 2 with GP Rs. 4800/-.**

PART C

Up-gradation as per the requirement of present activities

1. DIRECTOR (EP&QA):

The Export Promotion & Quality Assurance Division under the Director (EP&QA) carries out the following functions.

- a. Providing for inspection and examination of textiles and packing materials used in packing of textiles
- b. Conducting technical studies in the textile industry.
- c. Promotion of export of textiles
- d. Establishing, adopting and recognizing standard specifications for textiles and packing materials
- e. Providing training on the techniques of quality control to be applied to textiles
- f. Advising on the matters relating to development of textile industry and providing for such other matters as maybe prescribed by the Central Government
- g. Classification of textiles under HTS and HS system including opinion on technical regulations
- h. Formulation and implementation Star Rating of Ginning & Pressing Factories

The Director is assisted by Joint Directors, Deputy Directors, Assistant Directors and Quality Assurance Officers. Apart from carrying out quality inspection in aid of export promotion, the Division also issues the following special certificates:

- a) Certificate of origin under Generalized System of Preferences which enables the importers to claim duty preferences at the importing end.
- b) Certificate of origin (non-preferential) to enable exporters to establish the country of origin of the material exported.
- c) Handloom Certificate to enable to importers to claim duty concessions

- d) Tariff Rate Quota Certificate for monitoring import quota for specific textile items.
- e) Classification of textiles mostly availed by the textile exporters, Importers and Indian customs authorities

This Division also handles various schemes of Government of India assigned from time to time on project mode.

- a) Scheme for “Assessment and Star Rating of G&P factories” in India
- b) Specifying the type of quality control or inspecting need to be apply to Textiles.

The present pay scale for the post of Director is PB-3 with grade pay of Rs.7600/- which is simply the revised pay scale for the corresponding pre-revised scales since 1964. The Director (EP&QA) has to guide, supervise and co-ordinate the various activities of the functionaries in relation to the targets and this division has obtained reputation as an excellent organization to assist and facilitate the various activities of textile industry including technical services and research & development. The Director has to attend various review meetings convened in the Ministry of Textiles and State Government where he has to give appropriate presentations. The minimum pay scale for the post of Director as second in rank, in any organization under Central Government is PB-4 with grade pay of Rs.8700/-. In the Central Silk Board (CSB), a statutory body under the Ministry of Textiles, Secretary is the CEO of the organisation and Directors are in the second in rank and are placed in PB-4 with GP of Rs.8700/-. **Accordingly, it is proposed that the pay scale for Director (EP&QA) may be placed in PB-4 with grade pay of Rs.8700/- as appropriate compensation.**

2. DIRECTOR (LABORATORIES):

The Laboratory Division under Director (Lab) attends to the following functions:

- a. Undertaking, assisting and encouraging scientific and technological research in textiles
- b. Establishing or adopting or recognized standard specification of textiles in textile & Packing materials
- c. Establishing laboratory and test houses for the testing of textiles
- d. Providing for testing textiles and textile machinery in laboratories and test houses.

It may be stated that initially, a laboratory was set up at Head Quarters of Textiles Committee at Mumbai. Presently 16 laboratories are functioning at different places of the country. The Director (Laboratories) is assisted by Joint Director, Deputy Director, Assistant Director and other technical staff. The Director (Lab) is responsible for following activities.

- a. Effective utilization of laboratory facilities and manpower for potential revenue generation.
- b. Implementation of Quality management system as per ISO/IEC 17025
- c. Skill / knowledge development of laboratory personnel.
- d. Consultancy in implementation of Quality Management System
- e. Consultancy on setting up of Laboratories
- f. Client oriented Research Projects
- g. Government sponsored research and developments projects
- h. Strategic planning, monitoring and evaluation of research, training and extension activities.
- i. R&D and project handling,
- j. Purchase of equipments and consumables as per the need
- k. AMC /ARC, accreditation of laboratories, consultancy, training etc.

The Laboratories under the Committee are catering to the testing needs of the exporters, manufacturers, traders and other agencies dealing in textile by testing

textiles for quality evaluation and for improvement of quality of the textiles mainly under the commercial testing scheme by levying scheduled service charges.

It may be noted that the Director (labs) has to monitor the 9 laboratories of Textiles Committee which are notified by Director General of Foreign Trade (DGFT) for testing of imported textile consignments for banned Azo dye to comply with the Environment (Protection) Act 1986 a part of quality compliance activities. In the recent report by 2nd Test Force on Transaction Cost in import & Export, the Task Force has recommended that the laboratories have to take the responsibility to advise the Indian Customs in drawing of samples based on the input information received from imported. Often the Indian custom forward the sample for testing of various test parameter which aid the custom to arrive at exact classification of levying customs duty. The Director (Labs) monitors laboratories commitment quality improvement of Indian textiles by the way of creating awareness.

Laboratories of the Textiles Committee are also conducting various training programmes for the benefit of textile industries providing skilled manpower as per the need of industry. The organisation has largest chain of accredited labs, in the country. The test facility provided have been benefiting the textile trade and industry in upgrading the quality of textile articles, which in turn enable the industry to enhance the export of the country.

Therefore the Director (Labs) is under immense responsibility to deliver the quick and quality services to the government agencies and trade & Industry. The pay scale for Director (Laboratories) has been the same revised pay scale for the corresponding pre-revised pay scales since a single laboratory was set up at Mumbai as mentioned above. Even with the 16 laboratories under his control, the pay scale has remained the same in the absence of any cadre review. In the various laboratories under the Council of Scientific & Industrial Research, Defence Research and Development Organisation and the other laboratories under Ministry of Defence, Ministry of Science and Technology etc., the post of Director carries the minimum pay scale of PB-4 with grade of Rs.8700/- and in some of the laboratories the grade pay of Rs.10000/- is also given to the post of Director. The minimum pay scale for the post of Director in any organization under Central Government is PB-4 with

grade pay of Rs.8700/-. In the Central Silk Board, which is another organization and in which Secretary is the CEO, the pay of Director is PB-4 + GP of Rs.8700/-. **It is accordingly proposed that the pay scale for Director (Labs) may be placed to PB-4 with grade pay of Rs.8700/- to be concordant with the responsibilities shouldered by the official.**

3: DIRECTOR (MR)

The Market Research (MR) division has been mandated to undertake economic research on different facets of the Textiles & Clothing (T&C) Sector and preparing database of different segments of the industry. The mandates as defined in the Textiles Committee Act are as follows:

- a. Undertake, assist and encourage, scientific, technological and economic research in textile industry and textile machinery.
- b. Promote export of textile and textile machinery and carry on propaganda for that purpose
- c. Establish or adopt or recognize standard specifications for:
 - o Textiles and
 - o Packing materials used in the packing of textiles or textile machinery.
- d. Collect statistics for any of the above mentioned purposes from:
 - o Manufacturers of, and dealers in, textiles.
 - o Manufacturers of textile machinery; and
 - o Such other persons as may be prescribed.
- e. Advise on all matters relating to the development of textile industry; and the production of textile machinery.
- f. Provide for such other matters as may be prescribed.

The division has been publishing an annual survey report “National Household Survey: Market for Textiles & Clothing” since 1963. The report estimates the domestic demand of Textiles & Clothing in the household sector on annual basis for fibres, products, and also on other key parameters. This is the only report of its kind published by the Textiles Committee. The division also undertakes extensive research on issues relating to globalisation, international trade, WTO negotiations, Intellectual Property Rights (IPR) Protections of the sector, besides preparing

databases on different segments of the industry like Ginning & Pressing (G&P), Power Processing, Textiles Machinery Industry, etc. on census basis.

Keeping the changed in global trade in textiles and importance of the sector to the Indian Economy in mind, the division has also initiated various new initiatives in the arena of Textile Economic Research (TER) like studying the Market Intelligence in Textiles (MIT), Competitiveness in the Indian Textiles Exports both at sectoral levels and product levels in different export destinations, research on implication of Non-Tariff Barriers (NTBs) on India's exports, Non-Agricultural Market Access (NAMA) Negotiations under the WTO, Trade Facilitation, etc. The division has also been undertaking studies on Free Trade Agreements (FTAs)/Regional Trade Agreements (RTAs)/ Comprehensive Economic Partnership Agreements (CEPA), etc. In addition, the division has also been organising Trade Related Capacity Building (TRCB) of the stakeholders of the trade & industry

In lieu of the new initiatives in the division, the activities and responsibilities of the Director (Market Research) has increased substantially.

The Director (Market Research) has also a member of different Sub-Committees constituted by Ministry of Textiles on issues relating to the international trade and other policy matters like

- a. Sub-Committee on Market Access (SCMA).
- b. Sub-Committee on Non-Tariff Barriers (NTBs)
- c. Member of the Joint Working Groups (JWG) for different countries like EU, etc.
- d. Member of the Consultative Committee of GI Registry constituted by the Controller General of Patents, Trade Mark and GI, Ministry of Commerce & Industry for the contribution of the department on Intellectual Property Rights (IPRs).

Keeping in view the enormous responsibilities entrusted to the position, it is proposed that the Director (Market Research) may also be placed in Pay Band (PB) - 4 with grade pay of Rs.8700/-.

4: DIRECTOR (TQM)

Ensuring the quality in Textiles both for internal consumption and export purpose is one of mandates of Textiles Committee. Textiles Committee implements this by the way of different functions. One of such function is being implemented by Total Quality Management Division of Textiles Committee. The Total Quality Management Division under the Director (TQM) carries out consultancy on management systems. The various functions carried out by this division are as follows.

- a. Division handles consultancy on Multi-management Systems like ISO 9001 QMS, ISO 14000 EMS, SA 8000, OHSAS 18000, Social and Ethical Data Exchange (SEDEX),
- b. Consultancy on Business Social Compliance Initiative (BSCI), Custom Trade Partnership against Terrorism (CT-PAT), Brand codes etc.,
- c. Implementation of Handloom Mark Scheme
- d. Training to textile units on Quality Awareness, Statistical Process Control, Internal Quality audit etc.,

This Division also handles various schemes of Government of India assigned from time to time on project mode.

The present pay scale for the post of Director (TQM) is PB-3 with grade pay of Rs.7600/- which is simply the revised pay scale for the corresponding pre-revised scales since 1964. The Director (TQM) has to guide, supervise and co-ordinate the various consultancy activities and other projects sponsored from time to time by Govt. and others. The Director has to attend various review meetings convened in the Ministry of Textiles and State Government where he has to give appropriate presentations. The minimum pay scale for the post of Director as second in rank, in any organization under Central Government is PB-4 with grade pay of Rs.8700/-. In the Central Silk Board, which is another organization and in which Secretary is the CEO, the pay of Director is PB-4 + GP of Rs.8700/-. **It is accordingly proposed that the pay scale for Director (TQM) may be placed in PB-4 with grade pay of Rs.8700/- as appropriate compensation.**

The duties and responsibilities of the Secretary and Director in Textiles Committee are comparable with those of the Secretary/Directors in the Central Silk Board. A copy of the notification giving the list of sanctioned posts with the pay band and grade pay as on 31.12.2012 downloaded from the website of the Central Silk Board is enclosed (**Annexure VI**). Therefore, the pay scales recommended for the Directors of Textiles Committee are justified to give justice to the responsibilities handled by them.

5: DEPUTY DIRECTOR (MR) AND STATISTICAL OFFICER (SO) POSITIONS IN THE MARKET RESEARCH DIVISION

The hierarchy of posts in functional divisions of Textiles Committee is Director, Joint Director, Deputy Director and Assistant Director in the officer's cadre. However, in the Market Research Division, the Director (Market Research) being supported by the Deputy Director (Market Research) and hence there is an absence of the position of Joint Director. The research activities of the Market Research Division have been enhanced substantially due to new initiatives taken up by the division. The initiatives taken up during last few years are as follows:

- a. Market Intelligence in Textiles (MIT) for providing real time information on domestic demand patterns and T&C exports to the trade & industry and policy makers.
- b. Research on Bilateral and Multilateral Trade Negotiations being taken up by the Government and its impact on Textiles & Clothing sectors.
- c. Issues on WTO Negotiations.
- d. Intellectual Property Rights (IPR) Protection particularly on Geographical Indications (GIs) and Trade Marks.
- e. Competitiveness Analysis
- f. Research on Implication of Tariffs and Non-Tariff Barriers (NTBs), Trade Facilitation, etc.
- g. On domestic policy related issues, the research on fibre neutral policy, Goods & Service Tax (GST), etc.
- h. Support to the State Governments for preparing state specific textile policies.

- i. Study & Documentation of the Traditional Handlooms of the country for preparation of database.
- j. Preparation of the Results Framework Document (RFD) for the organisation as directed by the Ministry of Textiles.
- k. Research & Development of the Standards for the Textiles & Clothing products.

This initiative has been taken up in addition to the regular activities of the division like National Household Survey: Market for Textiles & Clothing, Sector Specific Database Creations, etc. In addition to this, the Wing has been extending research guidance to the Summer Interns of prestigious institutions and universities like IGIDR, SVPTIM, IIM, SNTD University, and Mumbai University and also to foreign universities etc. on textiles & clothing sector.

For the Market for Textiles and Clothing Survey, the wing has been entrusted the duty of the co-ordinating the field operations at all India level with the active participation of the technical officers and staffs of the Regional Offices and the Head Office for data entry, data validation, output table generation and report preparation. The division has been supplying the information on RFD, preparation of the reply to the Parliament Questions etc. The initially the post are sanctioned to undertake the National Household Survey, and preparation of database only. Due to increase in the activities of the division in form of new initiatives, there are lot of pressures on the Head of Department and subordinate officers.

The Director of the division is supported by a Deputy Director, who is supported by four positions of Market Research Officers (MROs) and one Statistical Officers (SO) in the officer cadres. The MROs are looking after the division activities at zonal level like supervising field operation, collection and scrutiny of data, preparation of sectoral databases and off late activities relating to GI registration and international trade.

On the other hand, the position of Statistical Officer (SO) has been entrusted with the activities like development of research methodology, data validation, supervise the development of input-output tables, analyses and report generation. The SO is also develops appropriate methodologies including statistical/econometric

model for data analyses, interpretation of data, presentations etc. The post also undertakes research on international trade, issues on WTO, other research on trade area, issues relating domestic policy, etc. It is pertinent to mention that the development of appropriate methodology and preparation of report are to crucial stages of research. The inclusion of research on international trade, WTO & globalisation and Intellectual Property Rights (IPRs) has enhanced the activities of position like Statistical Officer by manifold times.

Further, the Deputy Director (MR) being the linkage between Director (MR) and all officers down ladder, the responsibility and workload of the position has been increased by manifold times during last few years due to commencement of all these new initiatives. Further, the Deputy Director (MR) has been entrusted with carry forward in the research activities on almost all new initiatives like WTO, NTBs, IPRs, Trade Facilitations, preparation of RFD, domestic policy related issues in addition to the regular activities under the guidance of Director (Market Research). As such, the responsibilities and activities of the position has also enhanced significantly.

In order to support position of the Director (MR), so as to better serve the trade and industry in one hand, support the Ministry in the policy initiatives on the other hand, it is proposed that the Position of Deputy Director (MR) may be placed as Joint Director (MR) in PB-3 with GP-Rs.7600 and the position of Statistical Officer may be placed as Deputy Director in PB-3 with GP Rs.6600.

6: CHIEF ACCOUNTS OFFICER – 1 POST

Presently, the Textiles Committee has the following hierarchy of posts in the account section.

- a) Chief Accounts Officer (1 post) – PB-3 with grade pay of Rs.6600/-
- b) Accounts Officer (5 posts) – PB-3 with grade pay of Rs.5400/-
- c) Accountant (8 posts) – PB-2 with grade pay of Rs.4200/-

In the Textiles Committee, the Accounts Wing is entrusted with both the assignments Pay and Accounts. The Provident Fund Accounts of Textiles Committee are managed by forming a Trust and the collections are invested as per

pattern of investments laid down by the Government and also collection and accounting of the interest part on the investment followed by maintenance of accounts in respect of PF area like that of Provident Fund Commissioner Office. Further, the accounts wing also regulates the disbursement of pension to its retired staff. The accounts wing also performs the work involved in new pension scheme of the Government. In addition, the Accounts Section also maintains the statement of accounts of the various developmental projects managed by different divisions of Textiles Committee.

The Chief Accounts Officer (CAO), as the present Head of Accounts Department guide and co-ordinate the functions of Accounts Department and ensure smooth functioning in respect of (i) Budgeting and Financial Planning, (ii) Disbursement of salary and various other statutory and regular payments on time, (iii) Maintenance of various Books of Accounts and preparation of final Accounts as per Section 13(1) of the Textiles Committee Act, (iv) Coordination with Regulatory CAG Audit as per Section 13(2) & (3) of the Textiles committee Act (v) Managing the Textiles Fund as per the Section 7 of the Act, (vi) Assessment , Levy and Collection of Cess Duty as per Section 5A of the Act, (vii) Dealing with Legal challenges arising in respect of levy and collection of Textiles Committee Cess duty in Supreme Court, High Courts and Tribunal, (viii) Managing Funds and Investments under GPF/CPF Trust and remitted funds under New Pension Scheme to the Trustee Bank through CRA, (ix) Managing Funds under various projects and schemes (x) Compilation and submission of various statements / reports and information to the respective authorities, from time to time and (xi) Payment of Pension to the retired employees of the Textiles Committee. Further, it may be mentioned here that the pay scale of CAO is equivalent to that of Joint Directors of Textiles Committee.

In view of the different key activities handled by the Chief Accounts Officer and also bring parity with the similar post , it is proposed to place the Post of Chief Accounts Officer in the PB-3 with GP Rs. 7600/.

7: QUALITY ASSURANCE OFFICER (EP & QA)

This post is filled up by Direct Recruitment only and the post presently carries a grade pay of Rs.4200/- in PB 2. . The essential requirements are Bachelor Degree in Textile Technology / Manufacture (B. Tex) with at least two years experience in Textile Industry. In Government Departments, except in the case of recruitments by UPSC through competitive examinations, fresh Engineering graduates are normally recruited in the grade pay of Rs.4600/- to Rs.4800/- in PB 2. This cadre officials are expected to discharge technical and qualitative functions such as Quality Inspection, Classification of Textiles, Export Certifications [GSP & Certificate of Origin (CO-NP)], factory assessment for Star rating of Ginning & Pressing units, consultancy on Multi-management Systems like ISO 9001 QMS, ISO 14000 EMS, SA 8000, OHSAS 18000, SEDEX, BSCI, CT-PAT, Brand codes etc., training programme on skill development, organising marketing and promotional events, cluster development programmes, consultancy to Trade & Industry on technical / quality related activities etc., They are also expected to develop adequate managerial skills to directly deal with Trade & Industry. To discharge the above functions, the incumbent need to have a high caliber of knowledge, expertise and have to acquire multi skills. **The level of knowledge, skills and responsibility required for this cadre in Textiles Committee is of high order & also keeping in view the academic qualifications and the minimum experience of two years for engineering graduates, it is proposed that the entry grade may be in the grade pay of Rs.4800/- in PB2.**

8: SCIENTIFIC STAFF IN LABORATORIES: 42 POSTS QUALITY ASSURANCE OFFICER AND 31 POSTS JR QUALITY ASSURANCE OFFICER

The laboratories are provided with scientific staff at 2 different cadre viz., Quality Assurance Officer (QAO) and Junior Quality Assurance Officer (Jr. QAO). The current pay scale of The QAO (Lab) is PB2 with GP 4200 and same for Jr. QAO (Lab) is PB 1 with GP 2800. The work profile QAO and JQAO is techno-scientific and similar in nature.

The work profile of scientific staff at the level of QAO & Jr QAO is

- a. Testing and technical services from regulatory and non regulatory agencies
- b. Research & Development

- c. Method development,
- d. Validation and standardization.
- e. Training & Consultancy
- f. Management of Laboratory Quality System
- g. Marketing of services
- h. Providing and participating in Proficiency testing program

Laboratories receive the samples from various organizations. The testing and other activities are done according to the national and international test method. The QAO and JQAO are responsible for testing the samples received from:

- a. Indian Custom authorities
- b. Textiles trade and industry fraternity including exporter, importer and domestic supplier
- c. Office of the Textiles Commissioner (Regulatory)
- d. State and Central Government departmental agencies

The management and staff of the laboratories are committed to carrying out their duties in an impartial manner and would avoid involvement in any activities that would diminish customer's confidence in the laboratory's competence, impartiality, judgment or operational integrity. The laboratories are also rendering technical services to the textile industry in textiles manufacturing and other related areas to solve the problems in quality and productivity.

The standards developed by Textiles Committee are recognized and published by Bureau of Indian Standards (BIS) as National Standards. Textiles Committee is also represented in the technical committees of national and international standard bodies. The laboratory also involved in collaborative studies in developing international test methods.

The scientific staffs operate sophisticated, state of art instruments which include chromatographic and spectroscopic instruments for testing and R&D. Gas Chromatography with Mass Spectroscopy (GC-MS), Gas Chromatography with Electron Capture Detectors (GC-ECD), Liquid Chromatography with Mass Spectroscopy (LC-MS/MS), High Performance Thin Layer Chromatography

(HPTLC), Rapid Resolution Liquid Chromatography (RRLC), High Performance Liquid Chromatography (HPLC), High Performance Liquid Chromatography with Mass Spectroscopy (HPLC-MS), Atomic Absorption Spectroscopy (AAS), Ultra Violet-visible spectrophotometer (UV-Vis), Fourier Transform – Infra Red Spectroscopy (FT-IR), Optical Fibre Diameter Analyzer (OFDA), High Volume Instrument (HVI), Advanced Fibre Information System (AFIS), Universal Tensile testing Machine (UTM) etc., are a few to mention.

The scientific staffs implement and maintain Quality Management System as per ISO/IEC 17025 which involves Calibration and Maintenance of Analytical and Mechanical Instruments, participating inter-laboratory proficiency testing, internal and external audits in our laboratories.

The scientific staffs are providing end to end consultancy on all aspects of laboratory activities right from setting up labs, hand holding them through quality management systems as per ISO/IEC 17025, auditing, training, accreditations, proficiency testing, need based R&D etc. Also, they conduct Internal/External Quality Audits as per ISO 17025 for the Textile testing and calibration laboratories. They also provide consultancy to industrial units to resolve quality/technical problems related to processing and manufacturing.

The scientific staff conduct lectures/training sessions as resource persons for several fashion institutes and textile institutions. Further, they impart textile testing training to the industry personnel and students. They also provide training in different government & industry sponsored project like Integrated Skill Development Scheme (ISDS), Cluster Development Project (CDP), etc.

The laboratory conducts Inter Laboratory Proficiency Testing (ILPT) for Textile Testing laboratories at international levels. It maintains the management system as per ISO/IEC 17043 as Proficiency Testing Provider.

In Textiles Committee Laboratories, below the Officer level there are two categories of staff namely QAO (Lab) and JQAO (Lab) who do the ground work in textile testing / Research and Development. The qualification for direct recruitment

to the post of QAO (Lab) is a Masters Degree in the Science discipline or Bachelor Degree in Textile Technology with three years experience after the academic qualification. In the case of JQAO (Labs), the qualification for 100% direct recruitment is also Masters Degree in Science or Bachelor Degree in Textile Technology with two years experience after the academic qualification. The 5th CPC had recommended and accepted by government that where B.Sc. qualification / Diploma in Engineering is prescribed for direct recruitment of Scientific staff, the pay scale should be Rs.1600-2660 (4th CPC scale) which was revised to Rs.5500-9000 in the 5th CPC **(Annexure VII)**. The pay scale of Rs.5500-9000 has been revised to PB-2 with grade pay of Rs.4200/- after the 6th CPC. The above recommendation of the 5th CPC had been accepted by the Government and in various departments of the Central Government, the pay scale for such B.Sc. graduates doing technical / scientific / laboratory work was revised to Rs. 5500-9000. The Junior Quality Assurance Officers have to update regularly their scientific knowledge / skill to perform their duties efficiently. They are also involved in giving training to various types of personnel in the textile industry. Therefore, these two categories should have been given the pay scale of Rs. 5500-9000 and Rs. 6500-10500 in the 5th CPC dispensation. Under the 6th CPC, both the above scales have been given the grade pay of Rs.4200/-.

The post of QAO in (Lab is presently having the grade pay Rs.4200/- and the Junior Quality Assurance Officer (Lab) is presently having the grade pay of Rs.2800/-. As mentioned above, the essential qualification for direct recruitment entry to this post is Post graduate Degree in Science. They are inter-alia involved in imparting training on textile testing to personnel from textile trade and industry and offering consultancy services in setting up and accreditation of their laboratories. In many of the training programmes, the participants are students from regular colleges and Industry personnel.

In the National Test House, for Scientific Assistant and Scientific Officer with similar type of qualifications, the pay scales applicable are PB-2 with grade pay of Rs.4600/- & Rs.4800/- respectively. A copy of the letter dated 14.06.13 from the O/o. Director General; National Test House in this regard is at **Annexure VIII**. The levels of responsibility for these two posts in Textiles Committee are of a high order.

Therefore, it is proposed that Quality Assurance Officer (Lab) may be granted the PB-2 with GP of Rs.4800/- and the Jr. Quality Assurance Officer (Lab) may be granted PB-2 with GP of Rs.4200/-.

9: FIELD OFFICER IN MARKET RESEARCH WING – 11 POSTS

The post of Field Officer (FO) has been supporting the division in supervising the data collection, tabulation, activities pertaining to organising different studies. The Market Research division has been collecting information from about 400 urban and rural panel centres across the country pertaining to the National Household Survey. The division has been hiring about 350 Liaison Officers on contractual basis for collecting data from different households across the country. The Field Officers have been assigned to monitor the data collection activities and safeguard the quality of the data from these households. As such, the Field Officers posted at headquarters and Regional Offices have been supporting the division in publishing the National Household Survey with desirable quality.

With the commencement of different new initiatives, the post of Field Office have also been assigned to support the higher officers in preparing the Detailed Project Proposals (DPR), preparing the action plan for implementation, monitoring the data collection, validation and tabulation, developing new research methodologies as per the requirement, etc. They also support the Statistical Officer and Market Research Officers in executing the different project related activities of the regions as well as in headquarters. The post of Field Officer also plays a vital role in preparation of different databases, preparing the reply to the parliament questions, study & documentation of the traditional handloom products, facilitation of GI registration, etc. They also act as a link between the subordinate officials and higher officers.

Further, the essential qualification for the post of Field Officer is minimum 2nd Class Post Graduate Degree in Mathematics/Statistics/Economics/Commerce/Business Management. Hence, Textiles Committee recruit the Post Graduates from the specialised subjects to 50% of the post and rest are promoted from the subordinate posts i.e. Senior Statistical Assistant (SSA). At present, there are 11 posts of Field Officers in the Market Research division.

Since the activities and responsibilities of the post of Field Officer has increased substantially, it is proposed to place the Field Officers in the PB- 2 with Grade Pay of Rs.4800/- .

10: MERGING THE POST OF SENIOR STATISTICAL ASSISTANT (SSA – 9 POSTS), JUNIOR STATISTICAL ASISTANT (JSA - 7) AND JUNIOR INVESTIGATOR (JI - 11 POSTS) TO A SINGLE CADRE – STATISTICAL ASSISTANT.

The Senior Statistical Assistant (SSA) and the Junior Investigators (JI) have been assisting the implementation of the different activities in the Market Research department. While the SSAs are supposed to undertake the data tabulation, analysis, report generation activities, the JIs are supposed to undertake the field activities including data collection and supervision. However, of late, both the cadres are undertaken similar activities keeping the requirements and urgency of the work. It may be noted that the essential qualification for the SSA is at least 2nd Class Graduate in Mathematic/Statistics with two experience in statistical tabulation/data processing. On the other hand, the essential qualification for JIs is at least 2nd Class Graduate in mathematics/statistics/economics/commerce, with preference to Post Graduates Degrees. As such, the qualifications for the both the posts are similar a so also the assigned works.

The level of stagnation in the post and the promotional avenue is very less. The senior most SSA is holding the post from 1993 and the senior most Junior Investigator is in the same post since 1988. In the Market Research Division there are posts of Junior Statistical Assistant and Senior Statistical Assistant in the grade pay of Rs.2400/- and Rs.2800/- respectively. Presently, the post of Junior Statistical Assistant is exclusively by direct recruitment and the essential qualification is Graduate with 50% marks in Mathematics / Statistics / Economics / Commerce. A part of posts of Senior Statistical Assistants (existing grade pay Rs.2800/-) is filled by direct recruitment for which Graduate degree in Mathematics / Statistics etc. is the essential qualification. The 5th CPC (extracts from para 75.23 enclosed) (**Annexure IX**) had recommended the 4th CPC scale of Rs.1600-2660 (revised to Rs.5500-9000 under 5th CPC) for incumbents to the posts of Statistical Assistants where the minimum qualification for direct recruitment include graduation in Mathematics /

Economics / Statistics. Accordingly, in various Government Departments the post of Statistical Assistant which required an essential qualification of graduation in Mathematics / Economics / Statistics were given the pay scale of Rs.5500-9000, revised to PB2 with GP of Rs.4200/- under 6th CPC.

Similarly, the Junior Investigator (11 posts) in the Market Research Division are placed in the PB-1 with grade pay of Rs.2800/-. It may be noted that the post of JI is an isolated post and having no promotional avenues. However, the essential qualification for this post in the recruitment regulations is graduate with 50% marks in Mathematics / Statistics / Economics / Commerce which is prescribed for the Junior Statistical Assistant (existing GP Rs.2400/-). The grade pay for Junior Investigator is Rs.2800/- probably because of one year experience in data collection has been prescribed for this post.

Prior to the computerization in the Market Research Wing, the work assignments of the Junior Statistical Assistants (JSAs) were mainly the verification and coding of the primary data collected for the regular survey, *Market for Textiles and Clothing* and other industry surveys. The work assignments of Senior Statistical Assistants (SSAs) include the verification of the coded data, generation of output tables and also helping the Superiors for preparation of reports. The Junior Investigators were assigned the work of data collection as well as the field verification of the collected data. After the installation of in-house computer system, the work of the JSAs and SSAs are entrusted with the data cleaning/ verification and keying-in the data into the system for the generation of output tables.

Due to the changed role of the Textiles Committee, the assignments of the Junior Statistical Assistants, Senior Statistical Assistants & Junior Investigators have been multi-faceted. These include assisting the superiors in the activities related to Intellectual Property Rights (IPRs) protection, Textile Economic Research and other Sponsored Projects implemented by Market Research Wing. These include the primary data collection from different industrial sectors and also interacting with the officers of the state and central government for execution of the work. In the present scenario, the JSA, JI & SSA are posted at Head Office as well as at Regional offices of the Textiles Committee. Thus in executing the work mentioned above, all the activities are performed by these three categories without any post/ designation differentiation.

As stated above, the Senior Statistical Assistant (9 posts) and Junior Investigator (11 posts) are presently having the grade pay of Rs.2800/- and the Junior Statistical Assistant (2 posts) is having the grade pay of Rs.2400/- in PB-1. The job description and the level of responsibility for all these three posts are more or less same and the educational qualifications also correspond to one another. It is felt that there is no separate need to have three separate categories of posts for discharging the more or less activities. **It is therefore proposed that the three categories of posts may be merged into one category of Statistical Assistant and given the grade pay of Rs.4200/- as per the recommendation of the previous pay commission as explained above. When these three posts are merged, the total number of posts in this category of Statistical Assistant will become 22 posts. In lieu of the proposed changes/upgradation in the market research cadres it is proposed to surrender five post of Junior Statistical Assistant and one post of Punch Operator.**

11: OFFICIAL LANGUAGE POSTS:

Textiles Committee has one post of Assistant Director (OL), one post of Senior Translator and one post of Junior Translator. In the Central Secretariat Official Language Service, the post of Assistant Director carries a Grade pay of Rs.5400/- in PB-3 and the post of Senior Translator and Junior Translator have the grade pay of Rs.4600/- and Rs.4200/- respectively. The posts of Senior Translator and the Assistant Director are promotional posts. In the Textiles Committee, the Assistant Director (OL) post has been sanctioned in the grade pay of Rs.4200/- and the posts of Senior Translator and Junior Translator are also having the same grade pay of Rs.4200/-. The nature and level of Official Language work handled in the Textiles Committee are no less than that of the incumbents in the CSOL Service. In the Central Silk Board also the post of Assistant Director (OL) carries the pay scale of PB-3 with Rs.5400/- and the posts of Senior Translator and Junior Translator have the grade pay of Rs.4600/- and Rs.4200/- respectively. The essential qualifications under the Recruitment Rules for the posts of Hindi Translator and Assistant Director in Textiles Committee are in the same pattern as that of CSOL service. The Department of Expenditure, Ministry of Finance have already clarified as per DOP&T

OM dated 19.09.2013 (**Annexure X**) that similarly designated posts existing outside the CSOLS have been granted the same pay scale as granted to CSOLS.

The educational qualifications and experience for the Junior Translator in Textiles Committee are comparable with those of the Senior Translator in the CSOLS. **It is accordingly proposed that the post of Assistant Director (OL) in the Textiles Committee may be granted the pay scale of PB-3 with grade pay of Rs.5400/- and the Senior Translator with the grade pay of Rs.4600/-.**

PART D

CREATION OF FEW POSTS OF TECHNICAL NATURE ESSENTIAL TO MANAGE THE OFFICE

1: ASSISTANT SECRETARY (ESTATE):

Textiles Committee is headquartered at Mumbai and having 27 Regional Offices in all important textile centers in the country. Out of 27 Regional Offices Textiles Committee owns laboratories at 16 locations. To discharge the day to day services to the trade and industry, Textiles Committee requires to be accommodated with adequate places. Therefore, Textiles Committee is operating on the accommodation taken up on rental basis at 23 places. Textiles Committee also owns accommodation at four major centres including one at HQs. The Committee at present, operates from approximately 72,642 sq.ft. on rental office accommodation and 74,000 sq. ft. on ownership office accommodation. Apart from this, the Committee has also an auditorium having capacity of 200 people, Board Room, Training Hall, Guest House and residential accommodation for few designated officers at HQs. The lease agreement of these rented accommodation need to be renewed / updated in a time-bound manner. The legal formalities like obtaining NOC, Occupation Certificate, Factory Certificate, Environmental Clearance Certificate, etc. are also essential along with other formal legal documents to effectively run the offices at regional centers. It is also required to create working infrastructure for office and laboratories for smooth functioning of Textiles Committee. At present all the activities are being looked after by an Assistant Secretary (Housekeeping). In addition to above, the Assistant Secretary(Housekeeping) also require to look after general maintenance like ergonomics, AC, painting, repairing of furniture and fixtures, statutory payments and other routine housekeeping works. Thus there is an enormous workload on Assistant Secretary (Housekeeping).

To ease the workload currently being managed by one person at Assistant Secretary (Housekeeping) level, one post of Assistant Secretary (Estate) in the PB-3 with GP Rs.5400/- may be granted in the Textiles

Committee by surrendering a sanctioned post of Lecturer in the PB 3 GP 5400. The feeder cadre for this post will be from Superintendent.

2: CARETAKER: 1 POST

1. The Headquarters Office of the Committee at Mumbai comprises of an area of 50,000 sq.ft besides residential accommodation at Poonam Apartments and Priya Apartment on ownership basis. It is very necessary that a Caretaker is appointed to look after the day to day maintenance needs of the buildings and the meetings held in the Committee's office. In the absence of the Caretaker, there is no co-ordination between the various branches for maintenance operations. Generally, even Government buildings having lesser area than the above is sanctioned the post of Caretaker. **It is suggested that a post of UDC with GP 2400 may be re-designated as Caretaker with 10% allowance of Grade Pay of UDC at the Headquarters of the Textiles Committee.**

3:PUBLIC RELATION OFFICER (PRO):

The Textiles Committee in its existing Recruitment Regulation has a sanctioned post of Public Relations Officer in PB 3 with GP 5400/-. This Public Relations Officer discharges his duties from HQs., Mumbai. However, Textiles Committee also need to liaison with various Departments in the Ministry at New Delhi. The continuous co-ordination and follow up of higher officials and other dignitaries to the Textiles Committee offices particularly at HQs and New Delhi is currently being managed by the existing PRO from Mumbai. Textiles Committee intend to take up various sponsored projects of high echelon, therefore expects various dignitaries at higher level including senior officers from Ministry to visit its various offices.

For the better coordination & liaison with the Ministry and other organisations, it is proposed to re-designate the Existing PRO as PRO Grade I in PB 3 with GP 5400/- and a post of PRO Grade II with PB 2 GP 4800 should be sanctioned to Textiles Committee. For this creation of PRO Grade II, a sanctioned post of Assistant Lecturer in PB 2 GP 4200 (existing in the Recruitment Regulations) will be surrendered.

4: PLUMBER: 1 POST

As mentioned above, the Headquarter has more than 50,000 sq ft. built up area. The problems relating to plumbing is a common and regular occurrence. The problem is being got rectified through inviting plumbers from the market but this cannot be a permanent solution. While the Headquarter has one post of Maintenance Mechanic for electrical works, there is no person to look after civil works, especially the plumbing.

It is therefore, suggested that a post of Plumber may be created to look after the plumbing and related activities and may be placed in PB-1 with GP Rs.1900/- by surrendering one post of existing Lower Division Clerk.

PART E

FINANCIAL IMPLICATION OF CADRE RE-STRUCTURING

1. FINANCIAL IMPLICATIONS:

This Cadre restructuring of the Textiles Committee has taken three important components into consideration. It includes (a) addressing anomalies arising out of the implementation of the 6th Pay Commission in certain cadres (b) Up gradation of the certain posts keeping the change in workload in the respective posts in mind and (c) Creation of certain need based posts as per the requirements of the Committee. In order to neutralize the revenue outgo to the government, certain posts have been proposed to be surrendered to neutralize the financial outgo. The numbers of posts along with the designation and salary components to be surrendered are in Table-3.

Table 1: Post to be surrendered & Annual Saving for the organization

Sl.No	Post	No of Post	Pay Scale (PB+GP)	Annual Saving (Rs)
1.	Chief Designer	1	PB-3 + GP- 7600	7,16,400.00
2.	Lecturer	1	PB-3 + GP- 5400	6,56,400.00
3.	Asst Lecturer	1	PB-2 + GP- 4200	4,11,000.00
4.	JSA	5	PB-1 + GP-2400	12,00,000.00
5.	Punch Operator	1	PB-1 + GP-2400	2,28,000.00
6.	Stenographer	6	PB-1 + GP-2400	12,88,800.00
7.	Receptionist cum telephone Operator	2	PB-1 + GP-2400	2,28,000.00
Total				47,28,600.00

On the other hand, the up gradation and creation of the posts will lead to a revenue outgo of about Rs. 25, 26,000, which is about 50 % of the saving to the organization arising out of surrender of the post as in Table-4.

Table-2: Cost Benefit of the Cadre Restructuring of Textiles Committee

Sl. No	Description	Amount (Rs)
1	Revenue Outgoing due to Restructuring of the Cadre (Rs.)	24,69,600.00
2	Revenue Outgoing due to up gradation & Creation of the post (Rs.)	14,50,800.00
3	Saving Out of Surrendering of the Position (Rs)	47,28,600.00
4	Net Saving	86,49,000.00

However, as no cadre review / restructuring have taken place in Textiles Committee since the establishment of the Committee, the financial implications may not be given emphasis. Further, the proposals in this Cadre Review are mostly based on the previous Central Pay Commission recommendations already accepted by the Government but not yet implemented in the Textiles Committee, the standard pay scales for the posts of Director / Joint Director in the Government / Autonomous bodies and the accepted benchmark ratio for Clerks and Stenographers, apart from functional justifications. Thus, the proposals mainly seek to bring the pay scales in the Textiles Committee as are commonly applicable in Statutory Bodies and specifically in Central Silk Board which is under the Ministry of Textiles.

PART F

1 THE SUMMARY OF CADRE REVIEW PROPOSALS IS GIVEN BELOW:

- a. Upgrading the pay scale of five posts of Director in the Committee to PB-4 with grade pay of Rs.8700/- (existing PB-3 with Grade pay of Rs.7600/-)
- b. Giving the pay scale of PB-3 with grade pay of Rs.7600/- to the existing five Joint Directors (existing PB-3 with grade pay of Rs.6600/-).
- c. Giving the pay scale of PB-3 with grade pay of Rs.7600/- to the existing Chief Accounts Officer (existing PB-3 with grade pay of Rs.6600/-).
- d. Upgrading the pay scale of Deputy Director (MR) of PB-3 with Grade Pay of Rs.6600/- to Joint Director (MR) with PB-3 and Grade Pay of Rs.7600/-.
- e. Upgrading the position of Statistical Officer of PB-3 with Grade Pay of Rs. 5400/- to Deputy Director (MR) with PB-3 and Grade Pay of Rs.6600/-
- f. Revising the grade pay of Quality Assurance Officer in the existing EP&QA Division to Rs.4800/- (existing Rs.4200/-).
- g. Revising the grade pay of existing Junior Quality Assurance Officer (Lab) to Rs.4200/- (existing Rs.2800/-) and Rs.4800/- (existing Rs.4200/-) to Quality Assurance Officer (Lab).
- h. Revising the grade pay of Field Officer in Market Research Division to Rs.4800/- (existing Rs.4200/-).
- i. Merging the three posts of Junior Statistical Assistant, Senior Statistical Assistant and Junior Investigator into Statistical Assistant and revising the Grade Pay to Rs.4200/- .
- j. Creation of one post of Assistant Secretary (Estate) with the Grade Pay of Rs.5400/- PB – 3 by surrendering a sanctioned post of Lecturer.
- k. Granting the grade pay of Rs.4800/- to the posts of Superintendents and Accountants in the place of existing grade pay of Rs.4200/-

- l. In order to bring the parity with the scale of superintendent, the pay scale of Accountants may be given with PB 2 with GB 4800/-
- m. Restructuring the Stenographer cadre into two grade structure as per Government instructions.
- n. Granting the pay scale of PB-3 with grade pay of Rs.5400/- to the post of Assistant Director (OL) as in CSOLS and the Central Silk Board (existing grade pay Rs.4200/-).
- o. Granting the post of Senior Translator with grade pay of Rs.4600/- in place grade pay of Rs.4200/-
- p. To re-designate the Existing PRO as PRO Gr-I with GP of Rs.5400/- and creation of a post of PRO Gr-II with GP of Rs.4800 in the Textiles Committee. The PRO Gr-II may be created in lieu of surrendering of the one post of Assistant Lecturer in GP Rs.4200/- (existing).
- q. To restructuring of the posts of LDC to UDC as 60:40, as a onetime measure, 10 posts of UDCs may be placed to the post of Assistant.
- r. One post of Caretaker in the pay scale of PB-1 with grade pay of Rs.2400/- to be appointed from UDC with an allowance of 10% of the Pay Band and Grade Pay as per the norm.
- s. Creating one post of Plumber in the pay scale of PB-1 with grade pay of Rs.1900/- by surrendering one post of LDC.