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NOTE

There is one Extraordinary issue to the Official Gazette, Series I No. 6 dated 6-5-2010, namely, Extraordinary dated 7-5-2010 from pages 183 to 188 regarding Lottery on Paper and Online & Market Borrowing Programme of State Government, 2010-11.

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GOVERNMENT OF GOA

Department of Education, Art and Culture

Directorate of Education

Notification

DE/VOC/IDMI/566/2009/62

The Government of India has notified the scheme for Infrastructure Development Pvt. Aided Unaided Minority Institutes (Elementary, Secondary, Senior Secondary Schools), the same is renotified for the information of citizens of Goa.

Dr. *Celsa Pinto*, Director & ex officio Joint Secretary (Education).

Panaji, 29th April, 2010.

**Scheme for Infrastructure Development
Private Aided/Unaided Minority Institutes
(Elementary, Secondary/Senior
Secondary Schools)**

Introduction:

National Policy on Education (NPE) has adopted the concept of a national system of education, implying that all students irrespective of caste, creed, language or sex have access to education of comparable quality. The Policy lays special emphasis on removal of disparities and equalizing educational opportunities by attending to the specific needs of those who have remained educationally backward so far.

2. In pursuance of NPE stipulations, the scheme of Area Intensive Development for ensuring an area intensive approach to education was launched in the IXth Plan. This scheme was merged with Madrasas Modernisation Scheme during the Xth Plan with two components of Modernisation and Infrastructure remaining separate. No financial assistance for infrastructure development was envisaged for madrasas to whom assistance was restricted to providing honorarium for the teachers teaching modern subjects and assistance under the infrastructure component was provided to Governmental and Non Governmental educational institutions imparting modern education.

3. Two components of infrastructure and modernization are sought to be demerged in the XIth Plan in view of the fact that the target groups for these two components are different. The component of Modernization of Madarasas has been recast and a separate scheme of providing quality education in madarasas drawn up. The infrastructure component is proposed to be incorporated in this Scheme—Infrastructure Development of private aided/unaided Minority Institutes (IDMI) (elementary secondary/senior secondary schools).

Objective:

4. The scheme would facilitate education of minorities by augmenting and strengthening school infrastructure in Minority Institutions (elementary/secondary/senior secondary schools) in order to expand facilities for formal education to children of minority communities. The scheme will *inter alia* encourage educational facilities for girls, children with special needs and those who are most deprived educationally amongst minorities.

Coverage:

5. The scheme will cover the entire country. However, preference will be given to eligible minority institutions (private aided/unaided elementary/secondary/senior secondary schools) located in districts, blocks and towns having a minority population above 20%, based on available census data.

Financial Pattern:

6. An amount of Rs. 125 crore is proposed for the scheme in the XIth Five Year Plan.

7. The scheme will fund infrastructure development of private aided/unaided minority elementary/secondary/senior secondary schools to the extent of 75% and subject to a maximum of Rs. 50 lakhs per school for:

(i) Strengthening of educational infrastructure and physical facilities in the existing elementary/secondary/senior secondary school including additional classrooms, science/computer lab rooms, library rooms, toilets, drinking water facilities, etc.

(ii) Hostel buildings for children in such category of schools, specially for girls.

(iii) Any other educational infrastructure not covered in (i) or (ii) above, but which in view of the State/Central Grant-in-Aid Committee is justified for educational advancement of the minority institution.

Eligibility conditions:

8. Voluntary organizations/societies/trusts running institutes/schools that are recognized by Central or State Governments shall be eligible to apply for assistance under the scheme.

9. Only those voluntary agencies, which have been in existence for a minimum of three years, would be considered for assistance under this scheme.

10. Voluntary organizations eligible under the scheme should:

- have a proper constitution or Articles of Association;

- have a properly constituted managing body with its powers and duties clearly defined in the constitution;

- be in a position to secure the involvement, on voluntary basis, of knowledgeable persons for furtherance of their programmes; not be run for the profit of any individual or a body of individuals;

- not discriminate against any person or group of persons on the ground of language or sex etc.;

- not function for the furtherance of the interests of any political party; nor in any manner incite communal disharmony.

11. The institute/school for which assistance is being sought should have been functioning for at least 3 years and have substantial enrolment of children from the minority communities. The institution/school should not be a commercialized school charging high fees.

12. The application of the voluntary organization will be addressed to the concerned Secretary of the State/UT, who will be the Chairperson of Grant-in-Aid committee in the State/UT.

Implementation and monitoring:

13. The scheme will be implemented through the State Government. All requests for financial assistance entertained by the State Government in the prescribed application form appended at **Annexure** will be considered on merit first by the State level Grant-in-Aid committee. The State Government will draw up and notify criteria for prioritization of applications under this scheme and give it wide publicity. The criterion should consider the specific status of minorities in that State/UT and give priority to (i) direct educational infrastructure requirements by which enrolment and retention of minority children in the school/institution is likely to increase. (ii) encourage education of girls, children with special needs and children from the more educationally backward minorities in the State. (iii) the State level Grant-in-Aid Committee will recommend cases of voluntary organizations and the specific schools/institutions to be assisted, to the Central Government in order of priority. A lower priority should be accorded to institutions/schools/minority organizations that have already received funds under the erstwhile scheme of AIMMP, during the 10th Plan.

14. On receipt of proposals from the State Governments the GIAC of the Central Government will consider them on merit and recommend assistance.

15. A Grants-in-Aid Committee (GIAC) under the Chairmanship of Union Secretary, School Education & Literacy would be constituted for the purpose, with Joint Secretary concerned as Member-Secretary and FA(HRD) as member. It shall have representatives from Ministry of Minority Affairs and State Governments concerned. The Ministry of HRD will nominate two eminent educationists from amongst Minorities to the GIAC. The GIAC will examine and approve the proposals of the State and UT Governments.

16. The financial assistance will be provided on a one time basis. A voluntary organization or educational institution can receive benefit from the scheme only once in five years. Funds

will be released in two installments by GOI through the State Government. The second installment will need to be claimed within one year of the first installment during which period the 25% share of the minority institution, should have been contributed to the infrastructure upgradation.

17. Voluntary Agencies receiving the assistance would be required to furnish audited details of expenditure made in the prescribed proforma duly attested by a chartered accountant/the competent authority.

18. The grant will be admissible to only those organizations/institutions which submit the updated statement of accounts for all the Grant-in-Aid received by them under this scheme in the past, duly certified by a chartered accountant.

19. Monitoring reports regarding the voluntary organizations receiving assistance will indicate, total number of beneficiary students, amount received and utilized by the institutions, shall be furnished to the Ministry of Human Resource Development, Government of India on an annual basis by the State Government, after obtaining the same from voluntary organizations receiving assistance under the scheme.

20. The accounts/records of activities of the voluntary organization shall be available on demand for inspection to Central/State Government/C&AG.

21. The Central & State Governments will widely publicize the scheme.

22. The performance of the scheme will be evaluated by the Central & State Governments as appropriate but definitely once after completion of two years of its operation.

23. No claim will be entertained from any organizations/individual for consideration as a permanent beneficiary since the scheme is to be implemented on purely voluntary basis envisaging one time non-recurring financial assistance.

ANNEXURE

(To be submitted in duplicate)

**Scheme for Development of Infrastructure in Minority Educational Institutions of
Elementary/Secondary and Higher Secondary Level**

Application Form

PART - I

(To be filled by the applicant)

1. Name of Voluntary Organisation/Society managing the school (with complete address):
2. Name with address of the school/institution for which financial assistance is required:
3. Objects and activities (give brief history of the organisation/society managing the school):
4. Specific activities of the school for which financial assistance is sought under the scheme:
5. Whether registered under the Central/State Board? If yes, Registration No. (A copy of the registration certificate to be enclosed):

6. Organizational structure, total staff, their roles and responsibilities, staff turnover of educational institute/school for which assistance is being sought and the voluntary organization/society:
7. Governing Board/Managing Committee-number of members, their role, meeting held and attendance, their involvement in decision making of educational institution/school and the voluntary organization/society concerned (List of members may be enclosed):
8. Name and address of bankers, auditors, legal advisors (including details of accounts) of voluntary organization/society:
9. Details of infrastructural facilities available with educational institution/school for whom assistance is being sought:
 - (a) whether the building is rented or own?
 - (b) number of rooms available for classes and administrative purposes:
 - (c) sufficiency of accommodation for teaching modern subjects:
 - (d) whether separate rooms for science laboratory, library etc., are available:
 - (e) number of teachers subject-wise already working with their name, qualifications, etc. (if needed attach sheets):
 - (f) number of children enrolled in respective classes relevant to the purpose for which assistance is being sought (at least 3 years data be given):
 - (g) number of girl students be given in (f) above:
10. Action Photographs about the school:
11. Success stories/testimonials/awards/recognitions and how the work of school has made difference to the individual, family and for the community:
12. Community/client involvement in the academic affairs of school/educational institution:
13. Future plans and sustainability:
14. Audited balance sheet, income and expenditure statement for the last three years of voluntary agency and educational institution/school for which assistance is sought:
15. Annual Report, if any, of VA/educational institution or school:
16. Information on existing funding sources with break up of grants, loans and corpus received by VA and educational institution/school for which assistance is being sought:
17. Whether the educational institution/school is receiving financial assistance for infrastructure development of any kinds from any other source; if so, the details thereof:
18. Amount required for additional:

Item	Number	Amount required*	No. of children to be benefitted
1	2	3	4
(a) Classrooms			
(b) Science rooms			
(c) Computer lab rooms			
(d) Library rooms			
(e) Toilets (Girls)			
(f) Toilets (Boys)			
(g) Drinking water facilities			

(h) Hostels for girls			
(i) Hostels for boys			
(f) Educational facilities like ramps/labs for children with special needs			
(k) Any other educational infrastructure requirement			
Total:			

**Amount required for physical infrastructure should not be more than State PWD schedule of rates.*

19. Voluntary Organization/Society's share, equal to 25% towards item 18 and commitment of Voluntary Organization/Society to provide the same:

20. Source of investment of voluntary organizations'/society's share given against item 18.

21. Central Government share equal to 75% required against item 18.

It is certified that the information furnished above is true and I am personally liable for any misrepresentation or error.

Date:

Place:

Signature of President/Chairman/Secretary

—————
PART – II

(RECOMMENDATION OF THE STATE GRANT-IN-AID COMMITTEE)

Name of the Organization whose case is being recommended:-

1. Whether State Government has drawn up & disseminated a criteria for prioritization of applications under this scheme?
2. Whether the proposal being recommended for financial assistance, is in accordance with this criteria?
3. Whether proposal has been received in the specified application form as prescribed?
4. Whether proposal has been scrutinized and is in accordance with the eligibility and financial parameters of the scheme?
5. Whether the organization has legal rights to land on which infrastructure is being proposed under this scheme?
6. Whether estimates for the proposed infrastructure are not more than the State PWD schedule of rates?
7. Whether it has been ascertained that the organization being recommended for funding is not duplicating funds received from other State/Central Govt. schemes/ programmes for the same purpose?
8. Whether the organization whose case is being recommended, has furnished the audited accounts, utilization certificates, annual report & any other performance report as specified, which was due till date of forwarding of case?
9. The order of priority in which the case of the organization is being recommended?

[give number in figure & words]

The application has been examined and it is certified that the organization is eligible for assistance and has the capability of taking up a programme applied for.

(Signature of the Member Secretary of State GIAC).

Annual Progress Report of implementation of the scheme of Infrastructure Development in Private aided/unaided schools/Institutions (IDMI)

State: _____ For the year: _____

(Rs. in Lakh)

Sl. No.	Name of School/ Institution for which project sanctioned	Name of the Implementing Agency	Year in which Sanctioned	Total Amount Sanctioned	1st instalment released		2nd instalment released		Institution shar	Total Amount available	Physical progress*		Financial progress/Amount utilized	Remarks
					Amount	Date	Amount	Date			Targets	Achievements		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15

* Attach separate sheet, if the space is not sufficient

Directorate of Higher Education

Order

8/2/2007-DHE/1101

Sanction of the Government of Goa is hereby accorded for revival of the following Group "A" and "C" posts in the Government College of Arts and Commerce, Pernem-Goa:—

- | | |
|--|--|
| 1. Director of Physical Education (Group 'A' Gazetted) | 1 post in the time-scale of pay of Rs. 8,000-275-13,500 (pre-revised). |
| 2. Lecturer in Computer Science (Group 'A' Gazetted) | 1 post in the time-scale of pay of Rs. 8,000-275-13,500 (pre-revised). |
| 3. Lower Division Clerk (Group 'C') | 2 posts in the time-scale of pay of Rs. 3,050-4,590 (pre-revised). |

This issues with the approval of cabinet and concurrence of Finance (R&C) Department vide their U. O. No. 5040-F dated 13-10-2009.

By order and in the name of the Governor of Goa.

R. K. Halarnkar, Under Secretary (Higher Education).

Panaji, 28th April, 2010.

◆◆◆
Department of Forest

Order

4/1/2009/FOR

Sanction of the Government is hereby conveyed for revival of one post of Range Forest Officer in the Forest Department in the scale of Rs. 5,200-20,200+Grade Pay Rs. 2,800/-.

The expenditure is debitable to the Budget Head 2046-Forestry & Wildlife, 02-Environment Forest & Wildlife, 110-Wildlife Preservation, 09-Wildlife Management & Research (NP), 01-Salaries.

This issues with the concurrence of the Finance Department vide their U. O. No. 5855-F dated 17-12-2009 and approval of ARD vide their U. O. No. 1033/F dated 17-9-2009.

By order and in the name of the Governor of Goa.

Maria J. R. Pires, Under Secretary (Forests).
Porvorim, 3rd May, 2010.

◆◆◆
Department of Home
Home – General Division

Notification

11/9/91-HD(G)Vol.I

The Government of Goa is hereby pleased to amend the Freedom Fighters Association (Grant of Assistance) Rules, 1991 (hereinafter called the "said Rules"), as follows:—

In the said Rules, for rule 3, the following rule shall be substituted, namely:—

"Rule 3.— The Government may subject to the availability of funds, sanction Grant-in-aid to the Freedom Fighters Association in Goa not exceeding Rs. 75,000/- per annum. Grant-in-aid of Rs. 25,000/- per annum may be sanctioned to the Goa Freedom Fighters Association Goa, Ponda, Goa and Rs. 50,000/- per annum to the Goa, Daman and Diu Freedom Fighters Association, Panaji, Goa. The Grant-in-aid shall be subject to the conditions laid down in these Rules.

The Grant-in-aid shall be utilized solely for the purpose indicated below:—

(a) to celebrate, organize National days including Goa Liberation Day and Goa Revolution Day.

(b) to create awareness and its aims through public speeches, organizing meetings/seminars/conferences and other social and cultural activities."

By order and in the name of the Governor of Goa.

Rajendra Gawandalkar, Under Secretary (Home-I).

Porvorim, 30th April, 2010.

Department of Labour

Notification

24/21/2009-LAB/(1)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Saw Mills**" was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 39 dated 24-12-2009, under Notification No. 24/21/2009-Lab dated 15-12-2009 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And Whereas, the said Official Gazette was made available to the public on 24-12-2009;

And Whereas, the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in consultation with the State Minimum Wage Advisory Board, the Government of Goa hereby revises, **with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Saw Mills**", as specified in the Schedule below:-

SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	UNSKILLED	
(1)	Helper	Rs. 150/- per day
(2)	Mazdoor Coolie/Labourer	
(3)	Office Boy	
(4)	Peon	
(5)	Cleaner	
(6)	Gardener	
(7)	Chowkidar/Watchman	
(8)	Manai/Hamal	
(9)	Sweeper	
(10)	Weigh man	
(11)	Bullock Cart Driver	
(12)	Water Carrier	
(13)	Attendant	
(14)	Messenger	
(15)	Porter	

Any other categories, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

1	2	3
(II)	SEMI -SKILLED	
(1)	Assistant Cutter	Rs.160/- per day
(2)	Assistant Sharpner	
(3)	Assistant Operator	
(4)	Assistant Bensaw Man	
(5)	Assistant Carpenter	
(6)	Assistant Polisher	
(7)	Assistant Mistri	
(8)	Assistant Dharwala	
(9)	Coalman	
	Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	
(III)	SKILLED	
(1)	Head Mistri	Rs. 166/- per day
(2)	Cutter	
(3)	Supervisory	
(4)	Sharpner/Dharwala	
(5)	Cutter Machine Operator	
(6)	Polisher	
(7)	Artist	
(8)	Driver	
(9)	Painter	
(10)	Carpenter	
(11)	Bensaw Men	
(12)	Upholsterer	
	Any other category, by whatever name called, doing the work of the nature done by the persons falling under foregoing entries	
(IV)	GENERAL STAFF	
A.	(1) Supervisor in Charge	Rs. 177/- per day
B.	(1) Accountant	Rs. 170/- per day
	(2) Office in Charge	
C.	(1) Accounts Clerk	Rs. 169/- per day
	(2) Cashier	
	(3) Clerk	
	(4) Store Keeper	
	Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	

Explanation:

(I) (a) The minimum rates of wages as revised are all inclusive rates including the wages for the weekly day of rest, shall consist of all inclusive rates of wages.

(b) The minimum daily wages payable to an employee employed in any category in respect of which monthly rate of minimum wages is revised shall be computed by dividing the minimum

rates of monthly wages revised for the class of employees to which he/she belongs by 26, the quotient being stepped up to the nearest paise.

(c) The monthly rates of minimum wages payable to an employee employed in any category in respect of which daily rate of minimum wages is revised shall be computed by multiplying the daily rate by 26.

(II) (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.

(b) Semi-skilled work is one which involves skill or competence on the job and which is capable of being performed under the supervision or guidance.

(c) Skilled work is one, which involves skill or competence required through experience on the job or through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.

(III) The minimum rates of wages shall be applicable to employees engaged by the principal employer or contractors or sub-contractors, etc., working in their employment.

(IV) Both male and female workmen shall be paid the same rates of wages revised for the same category and for equal work.

(V) In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates revised under this Notification.

(VI) Where, in any area/establishment of Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by agreement/settlement or contractor's regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(VII) The minimum rates of wages payable to an adolescent shall be the same as payable to an adult and as revised under this Notification.

By order and in the name of the Governor of Goa.

B. S. Kudalkar, Under Secretary (Labour).

Porvorim, 7th May, 2010.

Notification

24/21/2009-LAB/(2)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Breweries and Distilleries**" was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 39 dated 24-12-2009, under Notification No. 24/21/2009-Lab dated

15-12-2009 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And Whereas, the said Official Gazette was made available to the public on 24-12-2009;

And Whereas, the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in consultation with the State Minimum Wage Advisory Board, the Government of Goa hereby revises, **with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Breweries and Distilleries**", as specified in the Schedule below:-

SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of Wages
(1)	(2)	(3)
CATEGORY — I		
(1)	Manager	Rs. 176/- per day
(2)	Head Clerk	
(3)	Accountant	
(4)	Chemist	
(5)	Section Head	
(6)	Sales Supervisor	
(7)	Head Operator	
(8)	Head Air-conditioning Operator	
Any other category, by whatever name called, doing work of the nature done by the persons falling under the foregoing entries.		
CATEGORY — II		
(A)		
(1)	Machine Operator	Rs. 169/- per day
(2)	Air-conditioning Operator	
(3)	Fitter Operator	
Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.		
(B)		
(1)	Mechanic	Rs. 166/- per day
(2)	Refrigeration Mechanic	
(3)	Cashier	
(4)	Steno Typist	
(5)	Accounts Clerk/Driver	

1	2	3
	Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	
	CATEGORY — III	
(1)	Clerk	Rs. 169/- per day
(2)	Electrician	
(3)	Operator	
(4)	Store Keeper	
(5)	Sales Supervisory	
(6)	Car/Van Driver	
(7)	Laboratory Technician	
(8)	Loading Hand	
(9)	Store Clerk	
(10)	Assistant Operator	
(11)	Assistant Air Conditioner	
(12)	Operator	
(13)	Welder	
	Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	
	CATEGORY — IV	
(1)	Laboratory Assistant	Rs. 150/- per day
(2)	Trainee Lab. Chemist	
(3)	Trainee Operator	
(4)	Trainee Charge Hand	
(5)	Gardener	
(6)	Bottle Washer	
(7)	Peon	
(8)	Worker	
(9)	Watchman	
(10)	Labourer/Sweeper	Rs. 150/- per day
(11)	Boiler Attendant	
(12)	Assistant Fitter	
(13)	Assistant Operator	

Explanation:

(1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed by the Central Government by agreement or settlement or contract or contractors' Regulations attached to the conditions of contract, the higher rate would be payable as minimum wages under this Notification.

(2) The minimum rates of wages revised are all inclusive rates including the wages for the weekly day of rest.

(3) The minimum rates of wages are applicable to employees engaged by the principal employer or contractor or sub-contractor.

(4) Both male and female workers shall be paid the same rates of wages as revised for the category and for equal work.

(5) In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates revised under this Notification.

(6) The minimum rates of wages payable to adolescent shall be the same as payable to an adult, revised under this Notification.

(7) Where part-time workers are employed, they shall be paid on pro-rata basis in accordance with the number of hours of work done.

By order and in the name of the Governor of Goa.

B. S. Kudalkar, Under Secretary (Labour).

Porvorim, 7th May, 2010.

Notification

24/21/2009-LAB/(3)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in pharmaceutical industry and units engaged in the manufacture, sale and distribution of medicines and pharmaceutical products**" was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 39 dated 24-12-2009 under Notification No. 24/21/2009-Lab dated 15-12-2009 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And Whereas, the said Official Gazette was made available to the public on 24-12-2009;

And Whereas, the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in consultation with the State Minimum Wage Advisory Board, the Government of Goa hereby revises, **with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in pharmaceutical industry and units engaged in the manufacture sale and distribution of medicines and pharmaceutical products,**" as specified in the Schedule below:-

SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	Unskilled	Rs. 150/- per day
(II)	Semi-skilled	Rs. 164/- per day
(III)	Skilled	Rs. 184/- per day
(IV)	Highly skilled/Supervisory	Rs. 204/- per day
(V)	Clerical	Rs. 182/- per day

Explanation:

(1) (a) The minimum rates of wages revised are all inclusive rates including the wages for the weekly day of rest.

(b) The minimum rates of daily wages payable to an employee employed in any category in respect of which monthly rate of minimum wages is fixed/revised shall be computed by dividing the minimum rates of monthly wages fixed/revised for the class of employees to which he/she belongs by 26, the quotient being stepped up to the nearest paise.

(c) The monthly rate of minimum wages payable to an employee employed in any category in respect of which daily rate of minimum wages is fixed/revised shall be computed by multiplying the daily rate by 26.

(2) (a) Unskilled work is one which involves simple operation requiring no skill or experience of the job.

(b) Semi-skilled work is one, which involves skill or competence acquired through experience on the job or through training as apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.

(3) The minimum rates of wages shall be applicable to employees engaged by the principal employer or contractor or sub-contractor, etc. working in their employment.

(4) Both male and female workmen shall be paid the same rates of wages as revised for the same category and for equal work.

(5) In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates revised under this Notification.

(6) Where, in any area/establishment of Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by agreement/settlement or contractor's regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

By order and in the name of the Governor of Goa.

B. S. Kudalkar, Under Secretary (Labour).

Porvorim, 7th May, 2010.

Notification

24/21/2009-LAB/(4)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **"Employment in units engaged in the manufacture, assembling of electronic goods and components and distribution and sale of electronic products"** was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 39 dated 24-12-2009, under Notification No. 24/21/2009-Lab dated 15-12-2009 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any,

from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And Whereas, the said Official Gazette was made available to the public on 24-12-2009;

And Whereas, the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in consultation with the State Minimum Wage Advisory Board, the Government of Goa hereby revises, **with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **“Employment in units engaged in the manufacture, assembling of electronic goods and components and distribution and sale of electronic products,”** as specified in the Schedule below:—

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	Unskilled	Rs. 150/- per day
(II)	Semi-skilled	Rs. 156/- per day
(III)	Skilled	Rs. 163/- per day
(IV)	Highly Skilled	Rs. 177/- per day
(V)	Clerical	
	(i) Clerk/Typist	Rs. 170/- per day
	(ii) Clerk with graduation	Rs. 185/- per day

Explanation:

(1) Where, in any area/establishment of Scheduled employment the rates of wages revised under this Notification are lower than the rates of wages fixed by agreement/settlement or contract or contractors regulation attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(2) The minimum rates of wages, revised under this Notification are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.

(3) The minimum rates of wages as revised are all inclusive rates including the wages for the weekly day of rest.

(4) Both male and female workers shall be paid the same rates of wages revised for the same category and for equal work.

(5) In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at the rate not less than the minimum rates of wages revised for the class/category to which he/she belongs under this Notification.

By order and in the name of the Governor of Goa.

B. S. Kudalkar, Under Secretary (Labour).

Porvorim, 7th May, 2010.

Notification

24/21/2009-LAB/(5)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **“Employment in Cinema Exhibition Industry”** was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 39 dated 24-12-2009, under Notification No. 24/21/2009 Lab dated 15-12-2009 of the Department of Labour, Government of Goa (hereinafter called the “said draft Notification”), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And Whereas, the said Official Gazette was made available to the public on 24-12-2009;

And Whereas, the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in consultation with the State Minimum Wage Advisory Board, the Government of Goa hereby revises, **with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **“Employment in Cinema Exhibition Industry,”** as specified in the Schedule below:-

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
CATEGORY – I		
(1)	Manager	Rs. 163/- per day
(2)	Head Clerk	
(3)	Auditor	
(4)	Head Operator/Chief Operator/First Operator	
(5)	Head Air-Conditioning Operator.	
Any other employee, by whatever name called, but doing the work of the nature done by persons falling under this category.		
CATEGORY — II		
(1)	Assistant Manager	Rs. 158/- per day
(2)	Supervisor	
(3)	Stenographer	
(4)	Clerk	
(5)	Telephone Operator	
(6)	Typist	
(7)	Wireman	
(8)	Car/Van Driver	
(9)	Operator	

(1)	(2)	(3)
(10)	Electrician	Rs. 158/- per day
(11)	Storekeeper	
(12)	Store Clerk	
Any other employee, by whatever name called, but doing the work of the nature done by persons falling under this category.		
CATEGORY — III		
(1)	Assistant Operator	Rs. 152/- per day
(2)	Assistant Air-Conditioning Operator	
(3)	Carpenter	
(4)	Tinsmith	
(5)	Painter/Artist	
(6)	Winder/Rewinder/Cabin Boy	
(7)	Booking Clerk	
(8)	Assistant Store-keeper	
CATEGORY — IV		
(1)	Door Keeper	Rs. 150/- per day
(2)	Caretaker	
(3)	Reliever	
(4)	Lift-man	
(5)	Watchman	
(6)	Oilman	
(7)	Hamal	
(8)	Helper	
(9)	Battery Boy	
(10)	Posterman	
(11)	Sweeper	
(12)	Cleaner	
(13)	Mali	
(14)	Gardener	
(15)	Peon	
(16)	Office Boy	
(17)	Cycle Stand Boy	
(18)	Handbill Boy	
(19)	Attendant	
(20)	Messenger	
(21)	Announcer	
(22)	Scavenger	
(23)	Manai/Labourer	
(24)	Polishwala	

Explanation:

(1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed/revised by the Central Government or by agreement or settlement or contract or contractors' regulation attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(2) The minimum rates of wages as revised under this notification are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.

(3) The minimum rates of wages as revised are all inclusive rates including the wages for the weekly day of rest.

(4) Both male and female workers shall be paid the same rates of wages revised for the same category and for equal work.

(5) Where part time workers are employed, they should be paid pro-rata wages in accordance with the number of hours of work done.

(6) In case of employees employed on piece-rate basis payable to them shall be at the rate not less than minimum rates of wages revised for the class/category to which he/she belongs under this notification.

By order and in the name of the Governor of Goa.

B. S. Kudalkar, Under Secretary (Labour).

Porvorim, 7th May, 2010.

Notification

24/21/2009-LAB/(6)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Readymade Garments Manufactory**" was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 39 dated 24-12-2009, under Notification No. 24/21/2009-Lab dated 15-12-2009, of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And Whereas, the said Official Gazette was made available to the public on 24-12-2009;

And Whereas, the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in consultation with the State Minimum Wage Advisory Board, the Government of Goa hereby revises, **with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Readymade Garments Manufactory**," as specified in the Schedule below:-

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	UNSKILLED	
(1)	Helper	Rs. 150/- per day
(2)	Thread Cutter	
(3)	Sweeper	
(4)	Peon	
(5)	Labourer	
	Employees with any other designation which falls within the ambit of the foregoing entries and which when compared to their skills, are not considered as semi-skilled workers.	
(II)	SEMI-SKILLED	
(1)	Button Stitcher	Rs. 157/- per day
(2)	Button Holders	
(3)	Patter Tracers	
(4)	Kaj Operators	
(5)	Ironing	
(6)	Asstt. Tailor	
(7)	Asstt. Stitcher	
	Employees with any other designation falling within the ambit of the foregoing entries and shall include such designated employees who in their skill are considered below a skilled person and include those designated as assistants or juniors.	
(III)	SKILLED	
(1)	Master Tailor	Rs. 166/- per day
(2)	Cutter	
(3)	Designer	
(4)	Driver	
(5)	Machine Operator	
(6)	Stitcher	
	Employees with any other designation falling within the ambit of foregoing category and shall include those directly connected with the manufacturing of readymade garments and employed for jobs connected with final finished products.	
(IV)	CLERICAL	
(1)	Typist	Rs. 170/- per day
(2)	Telephone Operator	
(3)	Receptionist	
(4)	Accounts Clerk	
(5)	Store Keeper.	
	Employees with any other designation falling within the ambit of foregoing Category.	

Explanation:

(1) Wherein any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed/revised by the Central Government or by agreement

or settlement or contract or contractors' regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(2) The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractor, etc.

(3) The minimum rates of wages as revised are all inclusive rates including the wages for the weekly day of rest.

(4) Both male and female workers shall be paid the same rates of wages as revised for the same category and for equal work.

(5) Where part-time workers are employed, they should be paid pro-rata wages in accordance with the number of hours of work done.

(6) In case of employees employed on piece-rate basis payable to them shall be at the rate not less than minimum rates of wages revised for the class/category to which he/she belongs under this notification.

By order and in the name of the Governor of Goa.

B. S. Kudalkar, Under Secretary (Labour).

Porvorim, 7th May, 2010.

Notification

24/21/2009-LAB/(7)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in private hospital, nursing homes, dispensaries, medical clinics, radiology, pathology laboratories, surgical clinic including such establishments where medical treatment is given to patients**" was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 39 dated 24-12-2009, under Notification No. 24/21/2009-Lab dated 15-12-2009, of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And Whereas, the said Official Gazette was made available to the public on 24-12-2009;

And Whereas, the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in consultation with the State Minimum Wage Advisory Board, the Government of Goa hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to

various categories of employees employed in various trades in the Scheduled employment, namely, **“Employment in private hospital, nursing homes, dispensaries, medical clinics, radiology, pathology laboratories, surgical clinic including such establishments where medical treatment is given to patients”**, as specified in the Schedule below:-

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	HIGHLY SKILLED	
	(A)	
(1)	Secretary	Rs. 215/- per day
(2)	Lab. Technician	
(3)	X-Ray Technician	
(4)	Senior Physiotherapist	
(5)	Senior Occupational Therapist	
(6)	Medical and Psychiatrist Social Worker	
	(B)	
(1)	Assistant Manager	Rs. 187/- per day
(2)	Head Clerk	
(3)	Supervisor	
(4)	Accountant (Senior)	
(5)	Steward	
(6)	Head Cook	
(7)	Slimming Coach	
(8)	Junior Physician	
(9)	Ayurvedic Physician (Diploma)	
(10)	Homoco Physician (Diploma)	
(11)	Office Superintendent	
(12)	Auditor (Senior)	
(13)	Malaria Inspector (Senior)	
(14)	Senior Surveillance Inspector	
(15)	Treatment Organizer	
(16)	B.C.G. Team Leader	
(II)	SKILLED	
	(A)	
(1)	Home Sister	Rs. 178/- per day
(2)	Theatre Sister	
(3)	Nursing Sister	
(4)	Public Health Nurse	
(5)	Ward Sister	
(6)	Theatre Master	
(7)	Medico Social Worker	
(8)	Staff Nurse	
(9)	Health Visitor	
(10)	Dietician	
(11)	Sr. Technical Asstt.	
(12)	Sr. Technical Asstt. (Resp.)	
(13)	Sr. Technical Asstt. (Nuclear)	
(14)	Sr. Scientific Asstt. (Endocrine)	

1	2	3
(15)	Scientific Asstt. (Dial)	Rs. 178/- per day
(16)	Sr. Scientific Asstt. (Endlos)	
(17)	Sr. Pharmacist	
(18)	Siomicroscopic	
(19)	Tutor Radiology	
(20)	Theatre Supervisor	
(21)	Tech. Supervisor (Lab)	
(22)	Sr. Photographer	
(23)	Physiotherapist	
(24)	Occupation Therapist	
(25)	Chief Hospital Pharmacist	
(26)	Selection Grade Pharmacist	
(27)	Sanitary Inspector	
(28)	Audio Usual Technician	
(29)	Telephone Operator	
(30)	Field Assistant	
(31)	Blacksmith (Class I)	
(32)	Malaria Inspector	
(33)	Surveillance Inspector	
	(B)	
(1)	Asstt. Home Sister	Rs. 164/- per day
(2)	Asstt. Theatre Sister	
(3)	Asstt. Public Health Nurse	
(4)	Asstt. Nursing Sister	
(5)	Asstt. Medico Social Worker	
(6)	Asstt. Chief Hospital Pharmacist	
(7)	Technical Asstt. Radiologist	
(8)	Technical Asstt. (CSSD)	
(9)	Technical (Bio-Chemistry)	
(10)	Technical (Dialysis)	
(11)	Technical (Contechnence)	
(12)	Technical (B.Bank)	
(13)	Technical (Anaesthesia)	
(14)	Technical (Allergy-Clinic)	
(15)	Technical (Life Saving)	
(16)	Statistical Assistant	
(17)	Asstt. Dietician	
(18)	Electrician	
(19)	Workshop Supervisor	
(20)	Radiographer Senior	
(21)	Theatre Technician	
(22)	E.C.G. Technician	
(23)	Technician	
(24)	Pharmacist	
(25)	Lab. Technician	
(26)	Dental Hygienist	
(27)	Dental Mechanic	
(28)	C.C.U. Assistant	
(29)	Urban Leprosy Assistant	
(30)	Telephone Monitor	
(31)	Artist	
(32)	Cook	

1	2	3
(33)	Tailor	Rs. 164/- per day
(34)	Compounder	
(III)	SEMI - SKILLED	
(1)	Dresser	Rs. 155/- per day
(2)	Lab. Attendant	
(3)	C.S.S.D. Attendant	
(4)	Dark Room attendant	
(5)	Sr. Ward Orderlies	
(6)	Animal Attendant	
(7)	Auxiliary Nurse/Midwife	
(8)	Washerman (Dhobi)	
(9)	Barber (Hair Cutter)	
(10)	Optician	
(11)	Lin Operator	
(12)	Blacksmith	
(IV)	UNSKILLED	
(1)	Sweeper	Rs. 150/- per day
(2)	Watchman	
(3)	Ward Boy	
(4)	Peon	
(5)	Ray Boy	
(6)	Laboratory Boy	
(7)	Dental Boy	
(8)	Ayas	
(9)	Mali	
(10)	Helper	
(11)	Laundry Boy	
(12)	Cook Mate	
(13)	Kitchen Mate	
(14)	Kitchen Servant	
(15)	Barber	
(16)	Attendant	
(17)	Table Maid/Ward Supplier	
(18)	Scavenger	
(19)	Gate Keeper	
(20)	Cleaner	
(21)	Woman Labourer	
(22)	Record Lifter	
(23)	Library Attendant	
(24)	Office Attendant	
(25)	Dark Room Attendant	
(26)	Van Cleaner	
(27)	Sampling Helper	
(28)	Night Watchman	
(29)	Helper (In Physiotherapy Section)	
(30)	Stretcher Bearer	
(31)	Female Attendant	
(32)	Utensil Worker	
(33)	Dish-in-action Attendant	
(34)	Mess Servant	
(35)	Caretaker	
(36)	Rice Cleaner (Women)	

(1)	(2)	(3)
(V)	CLERICAL	
(1)	Clerk/Office Attendant	Rs. 172/- per day
(2)	Telephone Attendant	
(3)	Typist	
(4)	Cashier	
(5)	Steno Typist	
(6)	Reception	

Explanation:

(1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed by the Central Government/Central Wages Board in the Scheduled employment, namely "Employment in private hospitals, nursing homes, dispensaries, medical clinics, radiology, pathology laboratories, surgical clinics including such establishments where medical treatment is given to patients" or by agreement/settlement or contract or contractors' regulations attached to the conditions of contract, than the higher rate would be payable as minimum wages under this Notification.

(2) (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.

(b) Semi-skilled work is one, which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employees and includes unskilled supervisory work.

(c) Skilled work is one, which involves skill or competence acquired through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.

(3) The minimum wages revised under this notification are applicable to employees engaged by the principal employer or contractors of sub-contractor, etc.

(4) The minimum rates of wages as revised consists of all-inclusive rate including the wages for the weekly day of rest but does not include daily bhatta/food allowance.

(5) Both male and female shall be paid the same rates of wages as revised for the same category and for equal work.

(6) In case of employee employed on piece-rate basis, the minimum rates payable to them shall be at a rate not less than the minimum rates of wages as revised for the class/category to which he/she belongs under this Notification.

By order and in the name of the Governor of Goa.

B. S. Kudalkar, Under Secretary (Labour).

Porvorim, 7th May, 2010.

Notification

24/21/2009-LAB/(8)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **“Employment in watch and ward”** was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 39 dated 24-12-2009, under Notification No. 24/21/2009-Lab dated 15-12-2009 of the Department of Labour, Government of Goa (hereinafter called the “said draft Notification”), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And Whereas, the said Official Gazette was made available to the public on 24-12-2009;

And Whereas, the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in consultation with the State Minimum Wage Advisory Board, the Government of Goa hereby revises, **with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **“Employment in watch and ward,”** as specified in the Schedule below:-

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	UNSKILLED	
(1)	Chowkidar	Rs. 150/- per day
(2)	Watchman	
	Employees with any other designation which falls within the ambit of the foregoing entries and which when compared to their skill, are not considered as semi-skilled workers.	
(II)	SEMI-SKILLED	
(1)	Security Guard (without arms)	Rs. 162/- per day
	Employees with any other designation which falls within the ambit of the foregoing entries and shall include such designated employees who in their skill are considered below a skilled person.	
(III)	SKILLED	
(1)	Security Guard (with arms);	Rs. 174/- per day
(2)	Head Guards (fire fighting);	
(3)	Supervisory;	
	Any other category, by whatever name called, which are of skilled nature.	

Explanation:

(1) Where, in any area/establishment of Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by agreement/settlement or contractor's regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(2) The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractor etc.

(3) In case of employees employed on part-time basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates revised under this Notification.

(4) The minimum rates of wages as revised consists of all inclusive rates including the wages for the weekly day of rest.

(5) An ex-serviceman employed as security guard (with arms or without arms) shall fall in the respective skilled or semi-skilled category, as the case may be, and a security guard who is a non-ex-serviceman, whether called Chowkidar or Watchman, shall fall in the unskilled category unless he is categorized as skilled or semi-skilled by the concerned employer.

(6) Both male and female workers shall be paid the same rates of wages as revised for the same category and for the equal work.

(7) In case of employee employed on piece-rate basis, the minimum rates payable to them shall be at a rate not less than the minimum rates of wages as revised for the class/category to which he/she belongs under this Notification.

By order and in the name of the Governor of Goa.

B. S. Kudalkar, Under Secretary (Labour).

Porvorim, 7th May, 2010.

Notification

24/21/2009-LAB/(9)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **“Employment in any industry in which any process of printing by letter press, lithography, photogravure or other similar work incidental to such process or book binding is carried on”** was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 39, dated 24-12-2009, under Notification No. 24/21/2009-Lab dated 15-12-2009 of the Department of Labour, Government of Goa (hereinafter called the “said draft Notification”), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And Whereas, the said Official Gazette was made available to the public on 24-12-2009;

And Whereas, the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in consultation with the State Minimum Wage Advisory Board, the Government of Goa hereby revises, **with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **“Employment in any industry in which any process of printing by letter press, lithography, photogravure or other similar work incidental to such process or book binding is carried on”**, as specified in the Schedule below:-

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	UNSKILLED	
(1)	Peon	Rs. 150/- per day
(2)	Mazdoor	
(3)	Cleaner	
(4)	Helper	
(5)	Delivery Bagman	
(6)	Sweeper	
(7)	Head Operator	
(8)	Carpenter-Helper	
(9)	Stone Grinder	
(10)	Rotary Baller	
(11)	Store Baller	
(12)	Labourer (Manai)	
(13)	Cylinder Baller	
	Any other categories, by whatever names called, which are of unskilled nature.	
(II)	SEMI-SKILLED	
(1)	Assistant Camera Operator	Rs. 152/- per day
(2)	Assistant Transfer Printer	
(3)	Assistant Etcher	
(4)	Letter Press Feeder	
(5)	Checker	
(6)	Distributor	
(7)	Packer	
(8)	Embossing Machineman	
(9)	Assistant Toucher	
(10)	Assistant Copy Paster	
(11)	Flat Bed Feeder	
(12)	Varnisher	
(13)	Wax Machineman	
(14)	Cold Powderer	
(15)	Wireman	
(16)	Type-cutter	

1	2	3
(17)	Nine-Baller	Rs. 152/- per day
(18)	Proof Puller	
(19)	Tally Pressman	
(20)	Type Dresser	
(21)	Roller Maker	
(22)	Roller Cutter	
(23)	Plate Grainer	
(24)	Knife Sharpner	
(25)	Ink Grinder	
(26)	Wire Stitcher	
(27)	Perforator	
(28)	Lable Puncher	
(29)	Rulling Machine Feeder	
(30)	Reaming Man	
(31)	Metal Caster	
	Any other categories, by whatever names called, which are of semi-skilled nature.	
(III)	SKILLED-WORKERS	
	(A)	
(1)	Lino Operator	Rs. 163/- per day
(2)	Mono Operator	
(3)	Lino Mechanic	
(4)	Foreman	
(5)	Head Proof Reader	
(6)	Sub Editor	
(7)	Reporter	
(8)	Offset Foreman	
(9)	Camera Operator	
(10)	Rotary Foreman	
(11)	Flatbed Operator	
(12)	Artist	
	(B)	
(1)	Ludio Operator	Rs. 158/- per day
(2)	Proof Reader	
(3)	Printer	
(4)	Hand Pressman	
(5)	Offset Plate Maker	
(6)	Copy Paster	
(7)	Punch Maker	
(8)	Electrician	
(9)	Assistant Foreman	
(10)	Cylinder Pressman	
(11)	Compositor	
(12)	Imposer	
(13)	Mono Caster	
(14)	Binder	
(15)	Cutter	
(16)	Carpenter	
(17)	Box Puncher	
(18)	Mounter	
	Any other categories, by whatever names called, which are of skilled nature.	

1	2	3
(IV) GENERAL		
(A)		
(1) Head Clerk		Rs. 163/- per day
(2) Accountant		
(3) Supervisor		
(B)		
(1) Clerk		Rs. 158/- per day
(2) Typist		
(3) Cashier		
(4) Telephone Operator		
(5) Time Keeper		
(6) Booking Clerks		
(7) Receptionist		
(8) Accounts Assistant		
(9) Steno Typist		
(10) Store Keeper		

Explanation:

(1) The wages for the categories specified in the Schedule are linked with the norms of work at Annexure 'A' hereto and revised accordingly, if any employee fails to complete his norm of work of 8 hours in a day, his wages can be proportionately deducted.

(2) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed/revised by the Central Government/Central Wage Board in the Scheduled employment, namely employment in any industry in which any process of printing by letter press, lithography, photogravure or other similar work incidental to such process or book binding is carried on, or by agreement, settlement or contract or contractors' regulations attached to the conditions of contract, than the higher wages would be payable as minimum wages under this Notification.

(3) (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.

(b) Semi-skilled work is one, which involves skill, or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employees and includes unskilled supervisory work.

(c) Skilled work is one which involves skill or competence acquired through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.

(4) The minimum rates of wages are applicable to employees engaged by the principal employer/s or contractors or sub-contractors, etc.

(5) The minimum rates of wages as revised are an all-inclusive rates including the wages for the weekly day of rest but does not include any bhatta/food allowances.

(6) Both male and female workers shall be paid the same rates of wages as revised for the same category and for equal work.

(7) In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at the rate not less than the minimum rates of wages revised for the class/ /category, to which he/she belongs under this Notification.

ANNEXURE 'A'

Norms of Work

Sr. No.	Category	Mode of Work	Minimum daily Production
(1)	(2)	(3)	(4)
(1)	Mono-Operator	12 points English 12 points Devanagri	40.000 cms. 25.000 cms.
(2)	Mono-Caster	— do —	42.000 cms. 42.000 cms.
(3)	Page Making	20x26 cent 20x30 cent 16 pages	2 Forms
(4)	Imposer	20x30 cent 16 pages	5 Forms
(5)	Lino-Operator	12 points English	30.000 cms.
(6)	Hand Composing (with Distribution)	12 points English 12 points Devanagri (Akand Types) 12 points Devanagri (Degree Types)	3.000 corrected cms. 2.000 corrected cms. 1.600 corrected cms.
(7)	Distributor	12 points English 12 points Devanagri (Akand Types) 12 points Devanagri (Degree Types)	10.200 cms. 08.000 cms. 06.000 cms.
(8)	Type Casting	12 points Super Cast	12 kg. 30 kg.
(9)	Proof Reader	16 pages 9 cent x 13 cent (Two Languages)	
(10)	Printing on Cylinder with make ready Platten (Power) with Ready Printing on Cylinder without make ready Platten (Power) without make ready Printing on Traddle (on foot) with make ready Printing on Traddle (on foot) without make ready	44½ x 57 cent. 25½ x 38 cent. 44½ x 57 cent 25½ x 38 cent 25 ½ x 38 cent	06.000 copies 06.000 copies 7.500 copies 8.500 copies 8.500 copies 6.000 copies
(11)	Machine Folding	Double Fold other Large size paper	20.000 papers 15.000 papers
(12)	Hand Folding	Form of the three folds	3.000 papers
(13)	Collating	44 ½ x 57 cms	15,000 Forms

(1)	(2)	(3)	(4)
(14)	Ruling on hand fed machine	34 cms x 43 cms sheets	11,000 papers
(15)	Stitching by hand	6 quires, 3 stitching Sections	1,600 Forms
(16)	Stitching by machine	- do-	8,000 Forms
	Wire Stitching (Power Driver Machine)		6.000 (Two pins)
	Wire Stitching (Foot Operated Machine)		10,000 (one pin) 6.000 (one pin)
(17)	Hand Numbering Consecutive	10.000 per day	1,20,000 digits per day

By order and in the name of the Governor of Goa.

B. S. Kudalkar, Under Secretary (Labour).

Porvorim, 7th May, 2010.

Notification

No. 24/21/2009-LAB/(10)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **“Employment in Processing and Canning of Food Stuff including Fish and Beverages”** was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 39 dated 24-12-2009, under Notification No. 24/21/2009-Lab dated 15-12-2009, of the Department of Labour, Government of Goa (hereinafter called the “said draft Notification”), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And Whereas, the said Official Gazette was made available to the public on 24-12-2009;

And Whereas, the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in consultation with the State Minimum Wage Advisory Board, the Government of Goa hereby revises, **with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **“Employment in Processing and Canning of Food Stuff including Fish and Beverages”**, as specified in the Schedule below:-

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
CATEGORY — I		
(A)		
(1)	Supervisor-in-charge	Rs. 176/- per day
(2)	Accountant	
(3)	Head Operator	
(4)	Head Conditioning Operator	
(5)	Chemist	
(6)	Sales Supervisor	
(7)	Head Operator	
(8)	Office-in-Charge	
Any other category, by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.		
(B)		
(1)	Storekeeper	Rs.169/- per day
(2)	Clerk	
(3)	Steno Typist	
(4)	Supervisor	
(5)	Driver	
(6)	Salesman Operator	
(7)	Grader	
(8)	Washing Machine Operator	
(9)	Cashier	
(10)	Electrician	
(11)	Carpenter	
(12)	Refrigerator	
(13)	Mechanic/Operator	
Any other categories, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.		
CATEGORY — II		
(1)	Junior Mechanic	Rs. 161/- per day
(2)	Assistant Store Keeper	
(3)	Dealing Boy	
(4)	Mechanic Operator	
(5)	Processor	
(6)	Peeling Mechanic Operator	
(7)	Machine Operator	
Any other category by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.		
CATEGORY — III		
(1)	Grinder	Rs.150/- per day
(2)	Mixer	
(3)	Cleaner/Washer Helper	
(4)	Peeler	

(1)	(2)	(3)
(5)	Labourer	Rs. 150/- per day
(6)	Bottle Loading Operator	
(7)	Gardener	
(8)	Ice Loader	
(9)	Loader	
Any other category by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.		

Explanation:

(1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed by the Central Government or by agreement or settlement or contract or contractor's regulation attached to the conditions of contract, the higher rate would be payable as minimum wages under this Notification.

(2) The minimum rates of wages as revised are all inclusive rates including the wages for the weekly day of rest.

(3) The minimum rates of wages are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.

(4) Both male and female workers shall be paid the same rates of wages as revised for the same category or for equal work.

(5) The minimum rates of wages payable to an adolescent shall be the same as revised under this Notification for an adult.

(6) Where part time workers are employed, they shall be paid on pro-rata basis in accordance with the number of hours of work done.

(7) In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at the rate not less than the minimum rates of wages revised for the class/category, to which he/she belongs under this Notification.

By order and in the name of the Governor of Goa.

B. S. Kudalkar, Under Secretary (Labour).

Porvorim, 7th May, 2010.

Notification

24/21/2009-LAB/(11)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Cashew Factories and Establishments**" was published as required

by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) in the Official Gazette, Series I No. 39 dated 24-12-2009, under Notification No. 24/21/2009-Lab dated 15-12-2009, of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And Whereas, the said Official Gazette was made available to the public on 24-12-2009;

And Whereas, the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in consultation with the State Minimum Wage Advisory Board, the Government of Goa hereby revises, **with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Cashew Factories and Establishments**" as specified in the Schedule below:-

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
I. (1) Grader		Rs. 150/- per day
(2) Roaster		
(3) Packer		
(4) Soldere		
(5) Dryer (bhattiwala)		
(6) Soaker		
(7) Carpenter		
(8) Stencillor		
(9) Bag Carriers		
(10) General Workers		
(11) Peon		
(12) Watchman		
	All other employees, by whatever name called, doing the work analogous to the work done by the category of employee specified from Sr. No. (1) to (12) above.	
(13) Supervisory (Grading)		Rs.156/- per day
	All other employees, by whatever name called, doing the work analogous to the work done by the category of employee specified at Sr. No. (13) above.	
(14) Clerk with qualification (S.S.C.E. and above)		Rs.156/-per day
(15) Typist		
(16) Cashier		
(17) Storekeeper		
	Any other employee doing clerical or any other work analogous to the work done by the categories of employees from Serial Nos.(14) to (17) above.	

(1)	(2)	(3)
(18) Driver		Rs. 163/- per day
(19) Sheller and Peeler		Rs. 12.50 per kgs. with the work load of 12 kgs. of unbroken kernels for 8 hours, subject, however that, only 78% of such wages shall be payable if the said work load is not completed within said eight hours.

Conditions:

(1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed by the Central Government or by agreement or contract or contractor's regulations attached to the conditions of contract, the higher rate would be payable as minimum wages under this Notification.

(2) The minimum rates of wages are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.

(3) The minimum rates of wages as revised are all inclusive rates including the wages for the weekly day of rest.

(4) Both male and female workers shall be paid the same rates of wages as revised for the same category and for equal work.

(5) Where part time workers are employed, they should be paid pro-rata wages in accordance with the number of hours of work done.

(6) In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at the rate not less than the minimum rates of wages revised for the class/ category, to which he/she belongs under this Notification.

By order and in the name of the Governor of Goa.

B. S. Kudalkar, Under Secretary, (Labour).

Porvorim, 7th May, 2010.

Notification

24/21/2009-LAB/(12)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Brick and Tiles manufacture**" was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 39 dated 24-12-2009, under Notification No. 24/21/2009-Lab dated 15-12-2009, of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And Whereas, the said Official Gazette was made available to the public on 24-12-2009;

And Whereas, the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in consultation with the State Minimum Wage Advisory Board, the Government of Goa hereby revises, **with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **“Employment in Brick and Tiles manufacture”** as specified in the Schedule below:-

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
CATEGORY — I		
(1)	Foreman	Rs. 172/- per day
(2)	Mistri	
(3)	Production Superintendent	
(4)	Technician Grade	
(5)	Production In Charge	
(6)	Chief Operator	
Any other employee, by whatever name called, but doing the work of the nature done by persons falling under this category.		
CATEGORY — II		
(1)	Pressman	Rs. 167/- per day
(2)	Mistry	
(3)	Operator	
(4)	Machine Operator	
(5)	Supervisor	
(6)	Moulder	
(7)	Machine Mechanic	
(8)	Mechanic	
(9)	Tiles Salter	
(10)	Colour Mixerer	
(11)	Draftman	
(12)	Electrician	
(13)	Carpenter	
(14)	Fitter	
(15)	Turner	
(16)	Welder	
(17)	Crusher Operator	
(18)	Technician	
Any other employee, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.		
CATEGORY — III		
(1)	Asst. Supervisor	Rs. 156/- per day
(2)	Asst. Electrician	
(3)	Asst. Carpenter	

(1)	(2)	(3)
(4) Asst. Turner		Rs. 156/- per day
(5) Asst. Welder		
(6) Asst. Machine Operator		
(7) Asst. Fitter		
(8) Asst. Fireman		
Any other employee, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.		
CATEGORY — IV		
(1) Clay Slakers		Rs. 150/-per day
(2) Helpers		
(3) Labourer		
(4) Sweeper		
(5) Peon		
(6) Gardener		
(7) Hamal		
(8) Worker		
(9) Coolie		
(10) Office Boy		
Any other employee, by whatever name called, doing the work of the nature done by the persons, falling under the foregoing entries.		
ADMINISTRATION — V		
(1) Manager		Rs. 179/- per day
(2) Head Clerk		
(3) Accountant		
(4) Senior Store Keeper		
(5) Store Superintendent		
(6) Stenographer		
CLERICAL — VI		
(1) Clerk		Rs. 172/- per day
(2) Store Keeper		
(3) Store Clerk		
(4) Accounts Clerk		
(5) Cashier		
(6) Typist		
(7) Telephone Operator		

Explanation:

(1) Where, in any area/establishment of Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by agreement/settlement or contractor's regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(2) The minimum rates of wages are applicable to employees engaged by the principal employer or contractors or sub-contractor, etc.

(3) The minimum rates of wages as revised are all inclusive rates including the wages for the weekly day of rest.

(4) Both male and female workers shall be paid the same rates of wages as revised for the same category and for equal work.

(5) In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at the rate not less than the minimum rates of wages as revised for the class/category to which he/she belongs under this Notification.

By order and in the name of the Governor of Goa.

B. S. Kudalkar, Under Secretary (Labour).

Porvorim, 7th May, 2010.

Notification

24/21/2009-LAB/(13)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in any Commercial or industrial establishment engaged in commercial, manufacturing and service activities, other than that covered under any of the other entries contained in the Schedule**" was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) in the Official Gazette, Series I No. 39 dated 24-12-2009, under Notification No. 24/21/2009-Lab dated 15-12-2009, of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And Whereas, the said Official Gazette was made available to the public on 24-12-2009;

And Whereas, the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in consultation with the State Minimum Wage Advisory Board, the Government of Goa hereby revises, **with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in any Commercial or industrial establishment engaged in commercial, manufacturing and service activities, other than that covered under any of the other entries contained in the Schedule**," as specified in the Schedule below:-

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	Unskilled	Rs. 150/- per day
(II)	Semi-skilled	Rs. 165/- per day

1	2	3
(III)	Skilled	Rs. 186/- per day
(IV)	Highly-Skilled	Rs. 201/- per day
(V)	Clerical	Rs. 179/- per day

Explanation:

Unskilled: Unskilled work is one which involves simple operation requiring no skill and includes workmen such as labourers, helpers, sweepers, hamals/coolies, etc.

Skilled: Skilled workmen shall include all the categories other than unskilled, unless they are declared as semi-skilled.

(1) Where, in any area/establishment of Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by agreement/ settlement or contractor's regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(2) The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractor, etc.

(3) Both male and female workers have to be paid the same rates of wages as revised fixed for the same category and for equal work.

(4) In case of employee employed on piece-rate basis, the minimum rates of wages payable shall be at the rate not less than the minimum rate revised under this Notification.

(5) The minimum rates of wages as revised are all inclusive including for weekly day of rest.

By order and in the name of the Governor of Goa.

B. S. Kudalkar, Under Secretary (Labour).

Porvorim, 7th May, 2010.

Notification

No. 24/21/2009-LAB/(14)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**(i) Employment in construction or maintenance of roads or in building operators (ii) Stone breaking and stone crushing; and (iii) Maintenance of building**" was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) in the Official Gazette, Series I No. 39 dated 24-12-2009, under Notification No. 24/21/2009-Lab dated 15-12-2009, of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And Whereas, the said Official Gazette was made available to the public on 24-12-2009;

And Whereas, the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in consultation with the State Minimum Wage Advisory Board, the Government of Goa hereby revises, **with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **“(i) Employment in construction or maintenance of roads or in building operators (ii) Stone breaking and stone crushing; and (iii) Maintenance of building”** as specified in the Schedule below:-

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
(I) (A) UNSKILLED		
(1)	Belder	Rs. 151/- per day
(2)	Brick moulder	
(3)	Chainman	
(4)	Chowkidar	
(5)	Cleaner	
(6)	Gardener	
(7)	Driver with hand cart	
(8)	Hedge cutter	
(9)	Mali	
(10)	Slinger	
(11)	Peon	
(12)	Sewer man	
(13)	Title Turner	
(II) (B) UNSKILLED		
(1)	Bhisti	Rs. 150/- per day
(2)	Bullock Cart driver	
(3)	Coolie	
(4)	Hamal	
(5)	Khalasi	
(6)	Labourer	
(7)	Manai	
(8)	Mazdoor	
(9)	Sweeper	
(10)	Watchman	
(11)	Water Carrier	
(12)	Bajri Spreader	
(13)	Beatr Woman	
(14)	Bellow Woman	
(15)	Bucker man	
(16)	Carrier (Stone)	

(1)	(2)	(3)
(17)	Cart man	Rs. 150/- per day
(18)	Care taker (Bridge)	
(19)	Cleaner	
(20)	Concrete (hand mixer)	
(21)	Draffadar	
(22)	Driver (bullock)	
(23)	Flag Man	
(24)	Gangman	
(25)	Kamin	
(26)	Gate Man	
(27)	Kamp man	
(28)	Searcher	
(29)	Signal Man	
(30)	Striker	
(31)	Trolley man	
(32)	Valve Controller	
(33)	Wodederman	
(34)	Berryman	
(35)	Mucchers, Jamdars	
(36)	Singers	

Any other category by whatever name called which are of unskilled nature.

(II) SEMI-SKILLED/UNSKILLED SUPERVISORY

(1)	Brick Layer (Class II)	Rs. 158/- per day
(2)	Cook	
(3)	Carpenter	
(4)	Driller (hole rock)	
(5)	Driller	
(6)	Excavator	
(7)	Fitter (Assistant Semi-skilled)	
(8)	Head Surveyor	
(9)	Blacksmith	
(10)	Mason (brick layer, second class)	
(11)	Quarry man	
(12)	Quarry operator	
(13)	Male (Blacksmith Carpenter)	
(14)	Stone breaker	
(15)	Stone man	
(16)	Stone cutter (Higher Grade)	
(17)	Upholstered (Grade II)	
(18)	Sewer Layer (1st Class and Hatcher)	
(19)	Bearer	
(20)	Bhisti (with mask)	
(21)	Belder	
(22)	Artisan Helper	
(23)	Brick/Tile Moulder	
(24)	Cane Weaver	
(25)	Charpoy/Stringer	
(26)	Cleaner (Truck Roller Concrete Mixer etc.)	
(27)	Colour/White Washer	
(28)	Cane Man	

(1)	(2)	(3)
(29)	Daftri	Rs. 158/- per day
(30)	Fireman	
(31)	Glazier	
(32)	Fitter	
(33)	Head Chowkidar	
(34)	Bhandhari	
(35)	Mate	
(36)	Mazdoor	
(37)	Pump Attendant	
(38)	Sprayman (Bitumen, Tar, etc.)	
(39)	Stone Cutter	
(40)	Tinsmith	
(41)	Farrash	
(42)	Mukadam	
(43)	Laboratory Boy	
(44)	Racjam	
(45)	Balshawala	
(46)	Bhisti	
(47)	Cane Weaver	
(48)	Chain Man (Head)	
(49)	Driller	
(50)	Driller (Hole Rock)	
(51)	Fireman	
(52)	Gate Keeper	
(53)	Grinder	
(54)	Garser-cum-Fireman	
(55)	Hammerman	
(56)	Jamadar	
(57)	Oilman	
(58)	Storeman	
(59)	Boilerman	

Any other category, by whatever name called, which are of semi-skilled nature.

(III) (A) SKILLED

(1)	Assistant Artist Painter	Rs. 162/- per day
(2)	Armature Winder (Grade II)	
(3)	Mistry Grade I	
(4)	Oil Painter Class I	
(5)	Plumber Licensed, Class I	
(6)	Mason (Plaster of Paris Wall)	

Any other category, by whatever name called, which are of skilled category.

(III) (B) SKILLED

(1)	Brick Layer Mason (Class I)	Rs. 159/- per day
(2)	Blacksmith (Class I)	
(3)	Carpenter (Class I)	
(4)	Concrete Mixer Maker	
(5)	Concrete Mixer Operator	
(6)	Driver (Road Roller, Concrete Mixer Truck)	
(7)	Driver (Motor Vehicle)	
(8)	Driver (Truck, Diesel Engine)	
(9)	Distemperer	

(1)	(2)	(3)
(10)	Electrician	Rs. 159/- per day
(11)	Head man (Wall sinking)	
(12)	Mason (Stone Work)	
(13)	Mistri	
(14)	Gladier	
(15)	Line man	
(16)	Machinist	
(17)	Mechanic	
(18)	Meter Reader	
(19)	Moulder	
(20)	Head Cook	
(21)	Operator (Cinema Projector Compressor, Crane Dumper, Excavator, Generator, Pump Tractor, Vibrator etc.)	
(22)	Plaster	
(23)	Plumber	
(24)	Driver	
(25)	Pump man	
(26)	Pump Engine Driver	
(27)	Stone Cutter (Class I)	
(28)	Upholsterer	
(29)	Stone Chiseller	
(30)	Painter (Oil painter Class II, letter writer)	
(31)	Fitter	
(32)	Tinsmith	
(33)	Wood Cutter	
(34)	White Washer (Grade I)	
(35)	Trade man	
(36)	Turner	
(37)	Work Assistant	
(38)	Tracer Technical Assistant	
(39)	Tracer	
(40)	Technical Assistant	
(41)	Cabinet maker	
(42)	Moulder (Brick tiles)	
(43)	Road Inspector	
(44)	Panmon	
(45)	Navgani	
(46)	Typrex Vulcaniser	
(IV)	(A) HIGHLY SKILLED	
(1)	Mason (Plaster of Paris ornamental work and ceiling)	Rs. 168/- per day
(2)	Painter (Artist First Class)	
(3)	Foreman	
(IV)	(B) HIGHLY SKILLED	
(1)	Assistant Foreman	Rs. 164/- per day
(2)	Armature (Winder Grade I)	
(3)	Furniture Carpenter	
(4)	Fitter	
(5)	Head Mistri	
(6)	Highly skilled electrician	
(7)	Head Plumber	
(8)	Head Mechanic	

(1)	(2)	(3)
(9)	Mason (Stone work ornamental)	Rs. 164/- per day
(10)	Tinsmith	
(11)	Welder	
(12)	Wireman (Grade I)	
(13)	Welder-cum-fitter	
(14)	Decorator	
(15)	Air-conditioner	
Any other category, by whatever name called involving work of highly skilled nature.		
(V) CLERICAL		
(1)	Clerk	Rs. 162/- per day
(2)	Commuter	
(3)	Store Clerk	
(4)	Store issue	
(5)	Accounts Clerk	
(6)	Store Keeper (Grade I, II, etc.)	
(7)	Tally Clerk	
(8)	Time Keeper	
(9)	Tool Keeper	
(10)	Telephone Operator	
(11)	Typist	
(12)	Computer	
Any other category, by whatever name called, which are of clerical nature.		
(VI) SUPERVISORY		
(1)	Section Officer/Junior Engineers	Rs. 170/- per day
(2)	Supervisor	
(3)	Overseer	
(VII) SPECIAL		
(1)	Bullock-Cart Man with double Bullocks	Rs. 180/- per day
(2)	Bullock-Cart Man with single Bullock.	

Explanation:

(1) Where, in any area/establishment in the Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by agreement/ settlement or contractor's regulation attached to the conditions of contractor, the higher rates would be payable as minimum wages under Notification.

(2) (a) Unskilled work is one which involves simple operation requiring little or no skill or experience on the job;

(b) Semi-skilled work is one, which involves skill, competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work.

(c) Skilled work is one, which involves skill or competence acquired through experience on the job or through training or as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.

(3) The minimum rate of wages are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.

(4) The minimum rates of wages as revised are all inclusive rates including the wages for the weekly day of rest.

(5) Both, male and female workers, shall be paid the same rates of wages as revised for the same category and for equal work.

(6) In case of employee employed on piece-rate basis, the minimum rates of wages payable to him/her shall be at a rate not less than the minimum rates of wages revised for the class/category of which he/she belongs under this Notification.

(7) The monthly rate of minimum wages payable to an employee employed in any category, in respect of which, daily rate of minimum wages is revised, shall be computed by multiplying the daily rate by 26.

By order and in the name of the Governor of Goa.

B. S. Kudalkar, Under Secretary (Labour).

Porvorim, 7th May, 2010.

Notification

24/21/2009-LAB/(15)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Automobile Repairing Workshops and Garages**" was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) in the Official Gazette, Series I No. 39 dated 24-12-2009 under Notification No. 24/21/2009-Lab dated 15-12-2009, of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And Whereas, the said Official Gazette was made available to the public on 24-12-2009;

And Whereas, the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in consultation with the State Minimum Wage Advisory Board, the Government of Goa hereby revises, **with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Automobile Repairing Workshops and Garages**" as specified in the Schedule below:-

SCHEDULE

Sr. No.	Category of work	All inclusive minimum wages
(1)	(2)	(3)
(I)	SUPERVISORY AND HIGHLY SKILLED STAFF	
1.	Manager	Rs. 170/- per day
2.	Engineer	
3.	Foreman	
4.	Head Clerk	
5.	Head Mechanic	
6.	Accountant	
(II)	MECHANIC GRADE	
1.	Engine Mechanic	Rs. 166/- per day
2.	Fitters	
3.	Machinist	
4.	Painter	
5.	Tinsmith	
6.	Carpenter	
7.	Electrician	
8.	Welder	
9.	Blacksmith	
10.	Borer	
11.	Auto-Electrician	
12.	Vulcanizer	
13.	Driller	
(III)	GENERAL STAFF	
1.	Assistant Accountant	Rs. 166/- per day
2.	Clerk	
3.	Typist	
4.	Cashier	
5.	Telephone Operator	
6.	Store Keeper	
7.	Sales Man	
8.	Time Keeper	
9.	Bill Collector	
10.	Driver	
11.	Booking Clerk	
12.	Store Clerk	
13.	Steno-Typist	
14.	Tally Clerk	
15.	Receptionist	
16.	Supervisor	
(IV)	SEMI-SKILLED (GRADE-I)	
1.	Assistant Electrician (Grade-I)	Rs. 160/- per day
2.	Assistant Mechanic (Grade-I)	
3.	Assistant Fitter (Grade-I)	
4.	Assistant Blacksmith (Grade-I)	
5.	Assistant Carpenter (Grade-I)	
6.	Assistant Welder (Grade-I)	
7.	Assistant Turner (Grade-I)	
8.	Assistant Machinist (Grade-I)	

(1)	(2)	(3)
9.	Assistant Cushion Maker (Grade-I)	Rs. 160/- per day
10.	Assistant Vulcanizer (Grade-I)	
11.	Assistant Painter (Grade-I)	
12.	Assistant Boring Barman (Grade-I)	
13.	Assistant Sprayman (Grade-I)	
14.	Assistant Battery man (Grade-I)	
15.	Assistant Tinsmith (Grade-I)	
16.	Office Assistant (Grade-I)	
(V)	SEMI-SKILLED (GRADE-II)	
1.	Assistant Electrician (Grade-II)	Rs. 156/- per day
2.	Assistant Mechanic (Grade-II)	
3.	Assistant Fitter (Grade-II)	
4.	Assistant Blacksmith (Grade-II)	
5.	Assistant Carpenter (Grade-II)	
6.	Assistant Welder (Grade-II)	
7.	Assistant Turner (Grade-II)	
8.	Assistant Machinist (Grade-II)	
9.	Assistant Cushion Maker (Grade-II)	
10.	Assistant Vulcanizer (Grade-II)	
11.	Assistant Painter (Grade-II)	
12.	Assistant Boring Barman (Grade-II)	
13.	Assistant Sprayman (Grade-II)	
14.	Assistant Battery man (Grade-II)	
15.	Assistant Tinsmith (Grade-II)	
16.	Office Assistant (Grade-II)	
(VI)	UNSKILLED	
1.	Cleaner	Rs. 150/- per day
2.	Mazdoor	
3.	Coolie	
4.	Sweeper	
5.	Helper	
6.	Peon	
7.	Chowkidar	
8.	Watchman	
9.	Pump/Service man	
10.	Vehicle Attendant	
11.	Petrol Pump Attendant	
12.	Office Boy	
13.	Attendant	
14.	Messenger	

Explanation:

(1) Where, in any area/establishment in the Scheduled employment, wages revised under this Notification are lower than the wages fixed/revised by the Central Government for Employment in Automobile Repairing Workshops and Garages or by agreement/settlement or contractor's regulations attached to the conditions of contractor, the higher rates would be payable as minimum wages under this Notification.

(2) (a) Unskilled work is one, which involves simple operation requiring little or no skill or experience on the job.

(b) Semi-skilled work is one, which involves skill, competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work.

(3) The minimum rates of wages as revised are all inclusive rates including the wages for the weekly day of rest but does not include daily bhatta/food allowance.

(4) Both male and female workers shall be paid same rates of wages as revised for the same category and for equal work.

(5) In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages revised for the class/category to which they belong under this Notification.

(6) The minimum rates of wages payable to an adolescent, certified to work as an adult, shall be the same as an adult. In case, he or she is certified to work as an adolescent only, the rate of wages shall be the same as revised for adults.

By order and in the name of the Governor of Goa.

B. S. Kudalkar, Under Secretary (Labour).

Porvorim, 7th May, 2010.

Notification

24/21/2009-LAB/(16)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Agriculture**" was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) in the Official Gazette, Series I No. 39 dated 24-12-2009, under Notification No. 24/21/2009-Lab dated 15-12-2009, of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And Whereas, the said Official Gazette was made available to the public on 24-12-2009;

And Whereas, the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in consultation with the State Minimum

Wage Advisory Board, the Government of Goa hereby revises, **with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **“Employment in Agriculture”** as specified in the Schedule below:-

SCHEDULE

Sr. No.	Category of work	All inclusive minimum wages
(1)	(2)	(3)
(I)	FARM SERVANT OR ATTACHED WORKER	
(1)	Adult Farm Servant	Rs. 4394/- per month or (Rs. 169/- per day)
(2)	Adult Cleaner/Sweeper	Rs. 4134/- per month or (Rs. 159/- per day)
(II)	AGRICULTURE OPERATION	
(1)	Ploughing	Rs.166/- per day Rs.187/- per day with bullocks
(2)	Threshing	Rs. 166/- per day
(3)	Sowing	Rs. 165/- per day
(4)	Winnowing	Rs. 166/- per day
(5)	Transplanting	Rs. 165/- per day
(6)	Harvesting	Rs. 165/- per day
(7)	Uprooting	Rs. 157/- per day
(8)	Irrigation	Rs. 157/- per day
(9)	Weeding	Rs. 157/- per day
(10)	Manuring	Rs. 157/- per day
(III)	ALLIED OPERATION SKILLED LABOUR	
(1)	Carpenter	Rs. 172/- per day
(2)	Blacksmith	Rs. 174/- per day
(3)	Cobbler	Rs. 169 /- per day
(IV)	UNSKILLED OPERATOR	
(1)	Mazdoor/Manai	Rs. 157/- per day
(V)	DAIRY FARMING AND RAISING ON LIVESTOCK	
(1)	Shed Attendant	Rs. 157/- per day
(2)	Milkman	Rs. 158/- per day
(3)	Cleaner/Sweeper/Mazdoor	Rs. 157/- per day
(4)	Grazer/Livestock Attendant	Rs. 157/- per day
(VI)	POULTRY AND BEE FARMING	
(1)	Attendant	Rs. 157/- per day
(VII)	HORTICULTURE	
(1)	Gardener	Rs. 158/- per day
(2)	Horticulture Assistant	Rs. 160/- per day
(VIII)	FORESTRY AND TIMBERING	
(1)	Tree Feller	Rs. 160/- per day
(2)	Mazdoor	Rs. 157/- per day

(1)	(2)	(3)
(IX)	GENERAL	
(1)	Digging	Rs. 157/- per day
(2)	Stacking	Rs. 157/- per day
(3)	Pump Operator	Rs. 158/- per day
(4)	Coconut/Arecanut Plucker	Rs. 188/- per day

Explanation:

(1) Where, in any area/establishment of Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by agreement/settlement or contractor's regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(2) The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractor etc.

(3) Both male and female workers shall be paid the same rates of wages as revised for the same category and for equal work.

(4) In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates as revised under this Notification.

(5) The minimum rates of wages as revised are all inclusive including for weekly day of rest.

(6) The existing practice of giving meals, food grains, etc., shall continue in addition to the payment of cash wages as specified in this Notification.

By order and in the name of the Governor of Goa.

B. S. Kudalkar, Under Secretary (Labour).

Porvorim, 7th May, 2010.

Notification

24/21/2009-LAB/(17)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in any shop and commercial establishment other than a residential hotel, restaurant or eating house**" was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) in the Official Gazette, Series I No. 39 dated 24-12-2009, under Notification No. 24/21/2009-Lab dated 15-12-2009 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And Whereas, the said Official Gazette was made available to the public on 24-12-2009;

And Whereas, the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in consultation with the State Minimum Wage Advisory Board, the Government of Goa hereby revises, **with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **“Employment in any shop and commercial establishment other than a residential hotel, restaurant or eating house”** as specified in the Schedule below:-

SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages	
		Zone “A”	Zone “B”
(1)	(2)	(3)	(4)
(I)	SKILLED		
1.	Pharmacist/Chemist	Rs. 161/- per day	Rs. 158/- per day
2.	Driver		
3.	Supervisor		
4.	Shoemaker/Slippermaker		
5.	Watch Repairer		
6.	Cutter/Tailor/Sewing		
7.	Turner		
8.	Fitter		
9.	Utensil maker (Brass and Copper)		
10.	Machinist		
11.	Electrician		
12.	Welder		
13.	Handicraftsman		
14.	Metal Engraver		
15.	Optician		
16.	Glass Polisher (Optician)		
17.	Sales Representative/Travelling Salesman		
18.	Wireman		
19.	Foreman		
20.	Photographer/Retoucher		
21.	Block Maker		
22.	Hair Dresser		
23.	Mill Operator		
24.	Carpenter		
25.	Tinsmith		
26.	Vulcanizer		
27.	Mechanic		
28.	Blacksmith		
29.	Moulder		
30.	Painter		
31.	Weighman		
32.	Metal Sprayman		
33.	Glass Cutter		

(1)	(2)	(3)	(4)
34.	Pastryman	Rs. 161/- per day	Rs. 158/- per day
35.	Compounder (with Diploma)		
36.	Computer Operator		
	Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.		
(II)	SEMI-SKILLED		
1.	Salesman (Counter)	Rs. 153/- per day	Rs. 150/- per day
2.	Assistant Mechanic		
3.	Assistant Fitter		
4.	Assistant Electrician		
5.	Assistant Blacksmith		
6.	Assistant Carpenter		
7.	Assistant Turner		
8.	Assistant Welder		
9.	Assistant Machinist		
10.	Assistant Tinsmith		
11.	Assistant Vulcaniser		
12.	Assistant Sprayman		
13.	Assistant Moulder		
14.	Assistant Painter	Rs. 153/- per day	Rs. 150/- per day
15.	Assistant Trailer		
16.	Assistant Glass Cutter		
17.	Assistant Wireman		
18.	Cushion Maker		
19.	Compounder		
20.	Dhobi/Washerman		
21.	Ironer/Laundryman		
22.	Polisher (Carpenter)		
23.	Baker		
24.	Pressman		
25.	Glazer		
26.	Helper (Hair Dresser)		
27.	Mali Gardener		
28.	Lift Attendant		
29.	Mill Hand		
30.	Frame Maker		
(III)	CLERICAL		
	(A)		
1.	Accountant	Rs. 158/- per day	Rs. 155/- per day
2.	Steno-Typist		
3.	Telephone Operator		
	(B)		
1.	Clerk	Rs. 154/- per day	Rs. 151/- per day
2.	Store Clerk		
3.	Tally Clerk		
4.	Store Clerk		
5.	Typist		
6.	Receptionist		
7.	Godown Keeper		

(1)	(2)	(3)	(4)
(IV)	UNSKILLED		
1.	Chowkidar	Rs. 152/- per day	Rs. 150/- per day
2.	Cleaner		
3.	Labourer		
4.	Loader/Unloader		
5.	Attendant		
6.	Mazdoor		
7.	Sweeper		
8.	Helper		
9.	Peon		
10.	Delivery boy/Messenger		
11.	Packer		
12.	Assistant Salesman		
13.	Watchman		
14.	Office Boy		
15.	Pump Attendant		
16.	Newspaper delivery boy		
	Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.		

Explanation:

(I) (a) Zone 'A' shall comprise the areas within the limits of the Corporation of the City of Panaji and Municipal limits of Margao, Vasco, Mapusa, Ponda, Bicholim, Cuncolim, Quepem, Curchorem, Sanguem, Canacona, Pernem, Valpoi, Sanquelim and the establishments located in the Industrial Estates set up by the Industrial Development Corporation or Economic Development Corporation, Panaji, or any other statutory organization/corporation.

(b) Zone 'B' shall comprise all other places in the State of Goa not covered under Zone 'A'.

(II) (a) The minimum rate of wages shall consist of all inclusive rate including wages for weekly day of rest.

(b) The minimum rates of daily wages payable to an employee employed in any category in respect of which monthly rates of minimum wages is revised shall be computed by dividing the minimum rates of monthly wages revised for the class of employees to which he/she belongs by 26, the quotient stepped up to the nearest paise.

(III) (a) Unskilled work is one, which involves simple operation requiring no skill or experience on the job.

(b) Semi-skilled work is one which involves skill or competence on the job and which is capable of being performed under the supervision or guidance.

(c) Skilled work is one, which involves skill or competence acquired through experience on the job or through training as an apprentice in a technical or vocational institution and the performance of which calls for initiative and judgement.

(IV) The minimum rates of wages shall be applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.

(V) Both male and female workers, shall be paid the same rates of wages as revised for the category and for similar work.

(VI) In case of employees employed on piece rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages as revised for the class/category to which he/she belongs under this Notification.

(VII) The minimum rates of wages payable to adolescent shall be the same as payable to an adult as revised under this Notification.

By order and in the name of the Governor of Goa.

B. S. Kudalkar, Under Secretary (Labour).

Porvorim, 7th May, 2010.

Notification

24/21/2009-LAB/(18)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Public Motor Transport Undertaking and Employment in Private Motor Transport Undertaking**" was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) in the Official Gazette, Series I No. 39 dated 24-12-2009, under Notification No. 24/21/2009-Lab dated 15-12-2009 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And Whereas the said Official Gazette was made available to the public on 24-12-2009;

And Whereas the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in consultation with the State Minimum Wage Advisory Board, the Government of Goa hereby revises, **with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Public Motor Transport Undertaking and Employment in Private Motor Transport Undertaking**" as specified in the Schedule below:-

SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	UNSKILLED	
1.	Peon	Rs. 150/- per day
2.	Chowkidar	

(1)	(2)	(3)
3.	Sweeper	Rs. 150/- per day
4.	Porter	
5.	Cleaner	
6.	Helper	
7.	Mazdoor	
8.	Watchman	
9.	Coolie	
	Any other category by whatever name called which is of unskilled nature.	
(II)	SEMI-SKILLED	
1.	Electrician (Helper)	Rs. 155/- per day
2.	Mechanic (Helper)	
3.	Fitter (Helper)	
4.	Blacksmith (Helper)	
5.	Carpenter (Helper)	
6.	Welder (Helper)	
7.	Turner (Helper)	
8.	Machinist (Helper)	
9.	Cushion Maker (Helper)	
10.	Vulcanizer (Helper)	
11.	Painter (Helper)	
12.	Boring Barman	
13.	Sprayman	
14.	Conductor	
	Any other category by whatever name called which is of semi-skilled nature.	
(III)	SKILLED	
1.	Mechanic	Rs. 160/- per day
2.	Fitter	
3.	Electrician	
4.	Blacksmith	
5.	Carpenter	
6.	Welder	
7.	Turner	
8.	Boring Barman	
9.	Machinist	
10.	Cushion Maker	
11.	Tinsmith	
12.	Vulcanizer	
13.	Painter	
14.	Spray painter	
15.	Re-trader	
16.	Moulder	
17.	Lineman	
	Any other category by whatever name called which is of skilled nature.	
(IV)	HIGHLY SKILLED	
	(A)	
1.	Head Mechanic	Rs. 166/- per day
2.	Garage Supervisor	
3.	Driver (Goods Transport)	

(1)	(2)	(3)
	(B)	
1.	Driver (light vehicle, Passenger Transport and bus)	Rs. 157/- per day
(V)	GENERAL STAFF	
	(A)	
1.	Clerk	Rs. 164/- per day
2.	Typist	
3.	Booking Clerk	
4.	Store Clerk	
5.	Store Keeper	
6.	Ledger Keeper	
7.	Steno Typist	
8.	Receptionist	
9.	Checker	
10.	Cashier	
11.	Account Clerk	
12.	Time Keeper	
13.	Telephone Operator	
14.	Store Issuer	
15.	Tally clerk	
	(B)	
1.	Head Clerk	Rs. 167/- per day
2.	Auditor/Accountant	
3.	Head Cashier	

Explanation:

(1) Where, in any area/establishment of Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by agreement/settlement or contractor's regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(2) (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.

(b) Semi-skilled work is one, which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work.

(c) Skilled work is one, which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.

(3) The minimum rates of wages are applicable to employees engaged by the principal employers or contractor/s or sub-contractor/s etc.

(4) The minimum rates of wages revised are all inclusive rates including the wages for weekly day of rest, but does not include bhatta/food allowance/H.R.A./washing allowance or similar payments.

(5) Both male and female workers shall be paid the same rates of wages for the same category and for equal work.

(6) In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be a rate not less than the minimum rates of wages as revised for the class/ category to which they belong under this Notification.

By order and in the name of the Governor of Goa.

B. S. Kudalkar, Under Secretary (Labour).

Porvorim, 7th May, 2010.

Notification

24/21/2009-LAB/(19)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in any residential hotel, restaurant or eating house**" was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) in the Official Gazette, Series I No. 39 dated 24-12-2009 under Notification No. 24/21/2009-Lab dated 15-12-2009, of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And Whereas, the said Official Gazette was made available to the public on 24-12-2009;

And Whereas, the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in consultation with the State Minimum Wage Advisory Board, the Government of Goa hereby revises, **with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in any residential hotel, restaurant or eating house**" as specified in the Schedule below:-

SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages		
		Zone-A	Zone-B	Zone-C
(1)	(2)	(3)	(4)	(5)
(I) SKILLED				
1.	Cook or Head Cook	Rs. 4472/-	Rs. 4446/-	Rs. 4420/-
2.	Achhari	per month	per month	per month

(1)	(2)	(3)	(4)	(5)
3. Maharaj		Rs. 172/-	Rs. 171/-	Rs. 170/-
4. Basoya		per day	per day	per day
5. Ustad				
6. Bavarchi				
7. Khansama				
8. Manager				
9. Accountant				
10. Sweetmeat maker of Farsan-maker (Malwala)				
11. Clerk				
12. Telephone Operator				
13. Electrician				
14. Tailor				
15. Carpenter				
16. Head Pantry man				
17. Gardener who is doing the work of planting				
18. Receptionist (qualified such as holding S.S.C. or other equivalent examination certificate)				
19. House Keeper				
20. Head Waiter				
21. Butler				
22. Supervisor				
23. Steward				
24. Cashier				
25. Head Baker				
26. Mistry				
27. Store Keeper				
28. Barman				

Employees by whatever names called doing the work of nature done by persons falling under the foregoing entries.

(II) SEMI-SKILLED

1. Assistant Manager		Rs. 4212/- per month	Rs. 4186/- per month	Rs. 4160/- per month
2. Assistant Malwala		Rs. 162/- per day	Rs. 161/- per day	Rs. 160/- per day
3. Samosa-Wala				
4. General Workers (relieved or one attend to two or more duties of semi-skilled categories)				
5. Rotiwala				
6. Chapatiwala				
7. Puriwala				
8. Dosawala				
9. Tandur-Rotiwala				
10. Bhajiwala				
11. Ice-cream wala (Ice cream proper one who takes out ice-cream and aerated waters)				

(1)	(2)	(3)	(4)	(5)
12.	Pantry man (one who prepares sandwiches, toasts, faloodas, omlette etc.)	Rs. 4212/- per month	Rs. 4186/- per month	Rs. 4160/- per month
13.	Mandiwala-cum-coffee/tea maker	Rs. 162/-	Rs. 161/-	Rs. 160/-
14.	Liftman	per day	per day	per day
15.	Handiwala (Asst. Cook)			
16.	Wireman			
17.	Asst. Cook			
18.	Billard Maker			
19.	Standwala (Tek Maker)			
20.	Market Man			
21.	Boiler Man			
22.	Fountain Barman			
23.	Pumpman			
24.	Gas Filler			
25.	Fountainman (who prepares syrups, ice-cream, fruits salad etc.)			
26.	Falooda Maker			
27.	Syrup Maker			
28.	Lassewala-cum-salesman			
29.	Waiter-cum-tablewala			
30.	Vendor (who keeps accounts)			
31.	Orderwala (shouting bill or writing bills)			
32.	Kabab Seelwala			
33.	Bhelpuriwala			
34.	Floor Waiter			

Employees by whatever names called doing the work of the nature done by persons falling under the foregoing entries.

(III) UNSKILLED

1.	Gaze boy	Rs. 3952/-	Rs. 3926/-	Rs. 3900/-
2.	Game boy	per month	per month	per month
3.	Bell boy	Rs. 152/-	Rs. 151/-	Rs. 150/-
4.	Page boy	per day	per day	per day
5.	Room boy			
6.	Tea boy			
7.	Class boy			
8.	Dish boy			
9.	Water boy			
10.	Order boy			
11.	Pantry boy			
12.	Kitchen boy			
13.	Office boy			
14.	Message boy			
15.	Soda Fountain boy			
16.	Sweeper			
17.	Cleaner			
18.	Hamal			
19.	Jamadar			

(1)	(2)	(3)	(4)	(5)
20. Coolie		Rs. 3952/-	Rs. 3926/-	Rs. 3900/-
21. Mazdoor		per month	per month	per month
22. Gadi		Rs. 152/-	Rs. 151/-	Rs. 150/-
23. Chokra		per day	per day	per day
24. Boy				
25. Pantewala Panikachem burwala				
26. Paniwala				
27. Cupwala				
28. Dishwala				
29. Boadiwala				
30. Horiwala				
31. Kholiwala (room boy not doing the work of waiter)				
32. Madaniwala (one who fills the dishes)				
33. Lassiwala				
34. Orderwala				
35. Phatakwala				
36. Vadpi (Service)				
37. Waterman				
38. Laundryman				
39. Chatniwala				
40. Lemonman				
41. Billard Boy				
42. Grain Cleaner (male or female)				
43. Miscellaneous workers (that is to say, workers doing all or some of the job of unskilled nature.				
44. Vendor or Bharwala not working on commission basis and not entrusted with responsibility of accounts.				

Employees by whatever names called doing the work of the nature done by persons falling under the foregoing entries.

Explanation:

Zone A: Comprises the area within the limits of the Corporation of the City of Panaji, and Municipalities, such as, Margao, Vasco, Mapusa, Ponda, Cuncolim, Quepem, Curchorem, Sanguem, Canacona, Pernem, Valpoi, Sanquelim and Bicholim. The rates of wages in respect of Zone A shall apply to workmen employed in any Star hotel irrespective of its Zonal location.

Zone B: Comprises the area within the limits of the places of Cansaulim, Assolna, Colva, Colvale, Baga, Calangute, Anjuna, Vagator, Morjim, Benaullim, Majorda, Mobor, Chopdem, Mandrem, Arambol and Cavelossim.

Zone C : Comprises all other places in the State of Goa not covered under Zone 'A' and Zone 'B'.

The minimum rates of wages shall consist of all inclusive rate allowing for the basis rate, the cost of living allowance and the cash value of the concession.

The amount deductible as food allowance shall be uniformly Rs. 470/-, Rs. 442/- and Rs. 414/- per month in Zone "A", Zone "B" and Zone "C", respectively.

(1) (a) Unskilled work is one which involves simple operation requiring little or no skill or experience on the job.

(b) Semi-skilled work is one, which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision and guidance of skilled employee and includes unskilled supervisory work.

(c) Skilled work is one, which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational institute and performance of which calls for initiative and judgement.

(2) The minimum rates of wages are applicable to employees employed by the principal employer, contractors or sub-contractors, etc.

(3) Both male and female workers shall be paid the same rates of wages as revised for the same category and for equal work.

(4) In case of employees employed on piece rate basis, the minimum rates of wages payable to them shall be at the rate not less than the minimum rates of wages revised for the class/category to which they belong under this Notification.

(5) The minimum rates of daily wages payable to an employee employed in any category in respect of which monthly rate of minimum wages is revised shall be computed by dividing the minimum rates of monthly wages revised for the class of employees to which they belong by 26, the quotient stepped up to the nearest paise.

(6) The minimum rates of wages as revised is all inclusive rate including the wages for the weekly day of rest.

By order and in the name of the Governor of Goa.

B. S. Kudalkar, Under Secretary (Labour).

Porvorim, 7th May, 2010.

Notification

24/21/2009-LAB/(20)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **“Employment in cotton textile, cotton spinning, cotton pressing, manufacture of cotton fiber, thread yarn spinning and weaving including handloom weaving”** was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) in the Official Gazette, Series I No. 39 dated 24-12-2009 under Notification No. 24/21/2009-Lab dated 15-12-2009, of the Department of Labour, Government of Goa (hereinafter called the “said draft Notification”), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And Whereas, the said Official Gazette was made available to the public on 24-12-2009;

And Whereas, the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in consultation with the State Minimum Wage Advisory Board, the Government of Goa hereby revises, **with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **“Employment in cotton textile, cotton spinning, cotton pressing, manufacture of cotton fiber, thread yarn spinning and weaving including handloom weaving”** as specified in the Schedule below:-

SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
(1)	(2)	(3)
I	Unskilled	Rs. 150/- per day
II	Semi Skilled	Rs. 156/- per day
III	Skilled	Rs. 162/- per day
IV	Highly Skilled	Rs. 172/- per day
V	Clerical	Rs. 161/- per day

Explanation:

(a) *Unskilled work*:- Unskilled work is one which involves simple operation requiring no skill and includes labourers, helpers, sweepers hamals/coolies, etc.

(b) *Skilled*:- Skilled workmen shall include all the categories other than unskilled unless they are declared as semi-skilled.

(1) Where, in any area/establishment of Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by agreement/ settlement or contractor's regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(2) The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractors, etc.

(3) Both male and female workers have to be paid the same rate of wages as revised for the particular category and for equal work.

(4) In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at the rate not less than the minimum rates revised under this Notification.

(5) The minimum rates of wages as revised consists of all inclusive rates including wages payable for weekly day of rest.

By order and in the name of the Governor of Goa.

B. S. Kudalkar, Under Secretary (Labour).

Porvorim, 7th May, 2010.

Department of Law and Judiciary

Law (Establishment) Division

Order

12-15-2008/LD(Estt.)/677

- Read: 1. Government Order No. 8/44/97-Fin(R&C)/F'TC/Part IV dated 08-05-2003.
 2. Government Order No. 1-29-8/91-LD/Part-II/(1) dated 12-02-2005.
 3. Government Order No. 1-29-8/91-LD/Part-II/(2) dated 12-02-2005.
 4. Government Order No. 1-29-8/91-LD/Part-II/(3) dated 12-02-2005.
 5. Government Order No. 1-29-8/91-LD/Part-II/(I) dated 31-03-2006.
 6. Government Order No. 1-29-8/91-LD/Part-II/(2) dated 03-04-2006.
 7. Government Order No. 1-29-8/91-LD/Part-II dated 21-03-2006.
 8. Government Order No. 1-29-8/91-LD/Part-II/1451 dated 21-11-2007.

Government of Goa has accepted the implementation of the recommendations made in the One Man Commission Report dated 17-07-2009 by Justice Mr. E. Padmanabhan (retired) appointed by the Hon'ble Supreme Court in Interlocutory Application Nos. 244 W. P. (C) No. 1022/1989 filed by the All India Judges Association against the Union of India and others, for revision of pay allowances prerequisites payable to the Judicial Officers, revised pension and other allowances payable to the pensioners and family pensioners and the modifications in pay scales suggested by the Hon'ble High Court of Delhi with regard to the new pay scales for District Judges (Super Time Scale) and also the Sumptuary Allowances to District Judges, Civil Judges Senior Division and Civil Judges Junior Division, as per the directives of the Hon'ble Supreme Court in its order dated 07-10-2009 in the said Writ Petition (Civil) No. 1022 of 1989.

2. The relevant directions of Supreme Court in Writ Petition (Civil) No. 1022 of 1989 is transcribed below:—

“(g) Thus, we would suggest the following new scale for District Judges (Super Time Scale) to be considered by Hon'ble Supreme Court:—

Name of the post	Pay scale under FNJPC	Pay scale recommended by Justice E. Padmanabhan Committee	Corresponding pay scale under 6th CPC	Revised Pay recommended by the High Court of Delhi	Mean of new scale suggest	% of Rs. 80,000
District Judge (Super time)	Rs. 22800-24850	Rs. 70,290-76,450	Rs. 67,000-79,000	Rs. 70,000-2250-79,000	Rs. 74,500	93.13%

III. *Sumptuary Allowance:* (A) The Judicial Officers are presently paid sumptuary allowance as suggested by FNJPC @ Rs. 1,000/-, Rs. 750/- & Rs. 500/- per month for District Judges, Senior Division Civil Judges and Junior Division Civil Judges respectively. When these amounts were fixed, the sumptuary allowance payable to High Court Judges was Rs. 2,000/- p.m.

1. Justice E. Padmanabhan Committee has recommended new rates of sumptuary allowance (Rs. 3100/-, Rs. 2300/- and Rs. 1500/- respectively), by referring it to the ratio vis-a-vis the pay

scales. The sumptuary allowance for High Court Judges has since been increased to Rs. 12,000/- p.m. Since the salary, perks and allowances of the Judicial Officers are to be fixed commensurate with those of the High Court Judges, it is desirable that the sumptuary allowances is also fixed in the same proportion as the earlier fixed amounts were.

2. Thus, we suggest the following rates of sumptuary allowances to be adopted:—

- (i) District Judges - Rs. 6,000/-p.m.
- (ii) Civil Judges (Senior Division) - Rs. 4,500/-p.m.
- (iii) Civil Judges (Junior Division) - Rs. 3,000/-p.m.”

3. Government of Goa considers it expedient to allow to all the Judicial authorities the benefit of the revised pay as mentioned above subject to the following conditions:—

(a) The revised pay scales, pensions and family pensions will be implemented w.e.f. 01-01-2006. The actual payment through monthly salary shall commence from the month of April, 2010 (i.e. w.e.f. 01-04-2010).

(b) Arrears, if any, from 01-04-2010 may be paid in cash only after making necessary budget provision in the Supplementary Demand for grant for the financial year 2010-11.

(c) The arrears for the period 01-01-2006 to 31-03-2010 in respect of Judicial Officers having GPF account shall be credited to their account with a lock-in period of three years for those who have retired after 01-01-2006, the same will be paid in cash.

(d) The revised pension structure to the pensioner and family pensioners will be effective from 01-01-2006. Directorate of Accounts will coordinate fixation of pension to pensioners and family pensioners.

4. A copy of the Report of Justice E. Padmanabhan (Retd.) is enclosed.

5. This issues with the concurrence of the Finance Department, vide U. O. No. 2064/F dated 24-06-2009; U. O. No. 4647/F dated 02-09-2009 and U. O. No. 230/F dated 25-01-2010.

6. This issues in supersession of orders referred at above and any other order issued to this effect.

By order and in the name of Governor of Goa.

N. P. Singnapurker, Under Secretary, Law (Estt.)

Panaji, 30th April, 2010.

Report submitted by Mr. Justice E. Padmanabhan (Retd.)
One Man Commission

The One Man Commission appointed by the Hon'ble Supreme Court in IA No. 244 in WP (C) No. 1022/1989, after determination of revision of pay, allowances, perquisites payable to Judicial Officers, revised pension and other allowances payable to pensioners and family pensioners, is placing its Report dated 17-7-2009 before this Hon'ble Court.

The Commission places it on record the valuable, prompt, sincere services rendered even during holidays and cooperation extended by the Supreme Court staff, namely, (1) Mr. Badr-ul-Islam, Assistant Registrar, (2) Mr. Vishal Anand, Senior Personal Assistant, (3) Mr. Jagmohan Singh, Court Assistant, (4) Mr. Bhaskar Mehra, Junior Court Assistant, (5) Mr. Raja A., Junior Court Attendant and (6) Mr. S. K. Mishra, Junior Court Attendant in sending circulars, assisting during hearings, determining the pay scales, allowances, perquisites etc., preparing and typing the Report, which enabled this Commission to submit its Report well in time.

This Commission also records with appreciation the cooperation extended by Mr. M. P. Bhadran, Secretary General, Mr. T. Sivadasan, Registrar (Judl. I) Mr. Sunil Thomas, Registrar (Admn.), Mr. Mahant Ram, Assistant Registrar and all the concerned staff members of the Supreme Court in promptly providing accommodation, infrastructure, assigning staff and for making various arrangements in the Supreme Court Assembly Hall for hearing All India Judges Association and their members.

The One Man Commission also express its gratitude to this Hon'ble Court for giving an opportunity to serve the judiciary and in assisting this Hon'ble Court in the determination and calculation of pay scales, allowances, perquisites etc. of Judicial Officers and Judicial Pensioners.

Justice E. Padmanabhan (Retd.)
(One Man Commission)

Dated: 17th of July, 2009
At New Delhi.

Justice E. Padmanabhan (Retd.)
One Member Commission

REPORT
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PART-I

Scope of determination of Pay Scales, Allowances etc. by the Commission

1. The Hon'ble Supreme Court by Order dated 28-4-2009 (Annexure 'A') appointed this Commission to determine the pay scales of all the Judicial Officers etc., throughout the country on the basis of the Hon'ble Justice Shetty Commission's Report i.e. First National Judicial Pay Commission.

2. This Commission is directed to determine scales of pay, allowances, perquisites etc. of Judicial Officers in the cadre of (i) Civil Judges (Junior Division), (ii) Civil Judges (Senior Division), (iii) District Judges (Entry Grade) (iv) District Judges (Selection Grade) and (v) District Judges (Super Time Scale) having regard to the recommendations already made by the Hon'ble Justice Shetty Commission in respect of the pay scales, allowances and other perquisites of the Judicial Officers, and so also revised Pensionary benefits payable to Judicial Pensioners.

Accordingly, this Commission has undertaken the exercise of determination of pay scales, pension etc. and submit this Report.

PART-II
Procedure adopted by Commission

3. As per directions, this One Man Commission issued Circular/Notice dated 4-5-2009 to all concerned inviting response/representations with respect to revision of Basic Pay/DA/Pension etc. of Judicial Officers. Copy of Circular/Notice is appended as Annexure 'B'. The last date for response was fixed as 10-6-2009. The Commission also fixed a schedule of dates for hearing personal representations of various Associations/Individuals/State's Representatives/Pensioners and Pensioners' Associations, which commenced on 15-6-2009 and continued till 3-7-2009. A copy of Schedule of dates of personal hearing and a list of Judicial Officers, Pensioners, representatives who made oral submissions before the Commission are appended as Annexure 'C' and 'D'.

3(a) In all, 260 representations/response/suggestions were received by the Commission from Central Government, various State Governments, various High Courts, Associations of Judicial Officers, individual Judicial Officers, Pensioners Associations, individual pensioners and family pensioners as well, whose details are set out in Annexure 'E'. The representations/response/suggestions (in original) are kept in a separate envelope and submitted with this Report.

3(b) In all 89 Judicial Officers, Office Bearers of Associations, individual Judicial Officers, Pensioners Associations, a Retired High Court Judge and Govt. representatives with Advocates appeared before this Commission and were heard during the period of three weeks.

3(c) Representations, suggestions etc. made in writing as well as at the time of hearing and deliberations held are taken into consideration while determining the pay scale, increments, allowances, DA, pension, perquisites, other benefits for the Judicial Officers and Pensioners.

PART-III
Determination of Revised Pay Scales
Increments, Allowances, Perquisites etc.

4. *Revised scale of pay etc.*: Pay Scale, D.A., CCA, Increments, Perquisites, Pension etc., as determined by this Commission based on the First National Judicial Pay Commission, are set out hereunder in this Part and Part-IV, which contain Section 1 to 26.

SECTION-1

5. Details of Judicial Officers who are entitled to the present determination of revised pay scales etc., are as under:—

5(a) Cadre of Judicial Officers who are covered by the present determination are:—

- (i) Civil Judges i.e. Civil Judges (Junior Division) (Already nomenclature changed by First National Judicial Pay Commission in para 5.86 Chapter 5 Volume I),
- (ii) Civil Judges (Senior Division),
- (iii) District Judges (Entry Level),
- (iv) District Judges (Selection Grade),
- (v) District Judges (Super Time Scale).

“District Judges mean and include regular District Judges and Presiding Officers of Labour Courts and Industrial Tribunals”.

5 (b) With respect to States of Maharashtra, Gujarat and Kerala, District Judges' will include the Presiding Officers of Labour Courts and Industrial Tribunals, as it has already been held by the Hon'ble Supreme Court in the following two pronouncements that the Presiding Officers of Labour Courts/Industrial Tribunals are holding the post of District Judges and the two categories shall not be treated differently:—

(i) State of Kerala Vs. B. Renjit Kumar & Ors. = 2008 (8) JT 559.

(ii) State of Maharashtra Vs. Labour Law Practitioners Associations = 1998 (2) SCC 688.

Determination

6. This determination has been undertaken on the basis of First National Judicial Pay Commission's Report consequent to revision of scale of pay of the High Court Judges.

(a) The ratio adopted in this determination in relation to the salary of High Court Judges and Judicial Officers are as under:—

(i) Mean basic pay at 45.28% (rounded off to 45.3%) for Civil Judges (Junior Division) (wrongly calculated and set out as 42.3% in Justice Shetty Commission's Report).

(ii) Mean basic pay at 58.5% for Civil Judges (Senior Division).

(iii) Mean basic pay at 71.6% for District Judges (Entry Level).

(iv) Mean basic pay at 80% for District Judges (Selection Grade).

(v) Mean basic pay at 91.7% for District Judges (Super Time Scale).

6 (b) Determination of Mean Basic Pay of the Judicial Officers:

The expression 'Mean Basic Pay' as adopted by the First National Judicial Pay Commission and the aforesaid respective ratios so fixed are followed and maintained by this Commission in determining the Mean Basic Pay. The determination of Mean Basic Pay for the five categories of Judicial Officers works out as under:—

S. No.	Name of the Post	Existing Scale of Pay as per FNJPC Mean and % of Rs. 26000/-	Revised Scale of Pay now worked out	Mean of Basic pay of the proposed scale	% of 80000/-
(I)	(II)	(III)	(IV)	(V)	(VI)
1.	Civil Judge (Junior Division) (Entry Level)	Rs. 9000-250-10750- 300-13150-350-14550 (Rs. 11775) (45.3%)	Rs. 27700- -770-33090- -920-40450- -1080-44770	Rs. 36235	45.3%
2.	Civil Judge (Sr. Division) (Entry Level)	Rs. 12850-300-13150- 350-15950-400-17550 (Rs. 15200) (58.5%)	Rs. 39530- -920-40450- -1080-49090- -1230-54010	Rs. 46770	58.5%
3.	District Judge (Entry Level)	Rs. 16750-400-19150- 450-20500 (Rs.18625) (71.6%)	Rs. 51550- -1230-58930- -1380-63070	Rs. 57310	71.6%
4.	District Judge (Selection Grade)	Rs. 18750-400-19150- 450-21850-500-22850 (Rs. 20800) (80%)	Rs. 57700- -1230-58930- -1380-67210- -1540-70290	Rs. 63995	80%

(I)	(II)	(III)	(IV)	(V)	(VI)
5.	District Judge (Super-Time Scale)	Rs. 22850-500-24850 (Rs. 23850) (91.7%)	Rs. 70290- -1540-76450	Rs. 73370	91.7%

PART-III

SECTION-2

Revision of Master Pay Scale and Pay Scales Determined by this Commission

7. This Commission determine the Revised Master Pay Scale with effect from 1-1-2006 as under:— Rs. 27700-770-33090-920-40450-1080-49090-1230-58930-1380-67210-1540-76450.

(ii) The above proposed revised scale will replace the existing Master Pay Scale which is as under:— Rs. 9000-250-10750-300-13150-350-15950-400-19150-450-21850-500-24850.

(i) Determination of revised Pay for 1 to 44 stages of Master Pay Scale and increments in the revised pay scale as on 1-1-2006 are as under

TABLE-I

PAY STAGES

S. No.	Existing		Proposed	
	Pay	Increment	Pay	Annual Increment
(I)	(II)	(III)	(IV)	(V)
1.	9,000	250	27,700	770
2.	9,250	250	28,470	770
3.	9,500	250	29,240	770
4.	9,750	250	30,010	770
5.	10,000	250	30,780	770
6.	10,250	250	31,550	770
7.	10,500	250	32,320	770
8.	10,750	300	33,090	920
9.	11,050	300	34,010	920
10.	11,350	300	34,930	920
11.	11,650	300	35,850	920
12.	11,950	300	36,770	920
13.	12,250	300	37,690	920
14.	12,550	300	38,610	920
15.	12,850	300	39,530	920
16.	13,150	350	40,450	1,080
17.	13,500	350	41,530	1,080
18.	13,850	350	42,610	1,080
19.	14,200	350	43,690	1,080
20.	14,550	350	44,770	1,080
21.	14,900	350	45,850	1,080
22.	15,250	350	46,930	1,080
23.	15,600	350	48,010	1,080
24.	15,950	400	49,090	1,230
25.	16,350	400	50,320	1,230

(I)	(II)	(III)	(IV)	(V)
26.	16,750	400	51,550	1,230
27.	17,150	400	52,780	1,230
28.	17,550	400	54,010	1,230
29.	17,950	400	55,240	1,230
30.	18,350	400	56,470	1,230
31.	18,750	400	57,700	1,230
32.	19,150	450	58,930	1,380
33.	19,600	450	60,310	1,380
34.	20,050	450	61,690	1,380
35.	20,500	450	63,070	1,380
36.	20,950	450	64,450	1,380
37.	21,400	450	65,830	1,380
38.	21,850	500	67,210	1,540
39.	22,350	500	68,750	1,540
40.	22,850	500	70,290	1,540
41.	23,350	500	71,830	1,540
42.	23,850	500	73,370	1,540
43.	24,350	500	74,910	1,540
44.	24,850		76,450	

The determination undertaken in respect of revision of Master Pay Scale is rounded off to nearest ten for convenience of calculation i.e. rounded off to nearest ten.

TABLE-II

8. The existing scale of pay of the posts and corresponding revised scale of pay determined as per ratio as on 1-1-2006 are as follows:—

S. No.	Designation	Existing Scale of Pay as per FNJPC	Revised Scale of Pay now worked out
(I)	(II)	(III)	(IV)
1.	Civil Judge (Junior Division) (Entry Level)	Rs. 9000-250-10750- -300-13150-350-14550	Rs. 27700-770-33090- -920-40450-1080- -44770
2.	Civil Judge (Junior Division) Ist Stage ACP Scale	Rs. 10750-300-13150- -350-14900	Rs. 33090-920-40450- -1080-45850
3.	Civil Judge (Junior Division) IInd Stage ACP Scale	Rs. 12850-300-13150- -350-15950-400-17550	Rs. 39530-920- -40450-1080-49090- -1230-54010
4.	Civil Judge (Sr. Division) (Entry Level)	Rs. 12850-300-13150- -350-15950-400-17550	Rs. 39530-920- -40450-1080-49090- -1230-54010
5.	Civil Judge (Sr. Division) I Stage ACP Scale	Rs. 14200-350-15950- -400-18350	Rs. 43690-1080- -49090-1230-56470
6.	Civil Judge (Sr. Divn.) IInd Stage ACP Scale	Rs. 16750-400-19150- -450-20500	Rs. 51550-1230- -58930-1380-63070

(I)	(II)	(III)	(IV)
7.	District Judge (Entry Level)	Rs. 16750-400-19150- -450-20500	Rs. 51550-1230- -58930-1380-63070
8.	District Judge (Selection Grade)	Rs. 18750-400-19150- -450-21850-500-22850	Rs. 57700-1230- -58930-1380-67210- -1540-70290
9.	District Judge (Super Time Scale)	Rs. 22850-500-24850	Rs. 70290-1540- -76450

PART-III

SECTION-3

Fitment

9. With respect to the scales of pay as already stated, the pay of the Judicial Officers in the cadre of Civil Judge (Junior Division), Civil Judge (Senior Division), District Judge (Entry Level), District Judge (Selection Grade) and District Judge (Super Time Scale), consequent to the revision of pay scales by Hon'ble Justice Shetty Commission, has already been fitted in one or the other of 1 to 44 of Master pay scale stages.

9 (a) That being the factual position, the revision of pay scales consequent to the revision of Supreme Court and High Courts Judges (Salaries and Conditions of Service), Amendment notified on 9-1-2009, which upward revision works out to 3.07 times, the corresponding increase in scale of pay alone need to be arrived at as eligible scales of pay. Therefore, the question of fitment or fixation of pay by giving one or more increment or additional weightage does not arise.

9 (b) In the Master Pay scale, the pay at the existing rate and corresponding revised pay as determined by this Commission finds a place for stages 1 to 44 in Table I set out above and hence the question of fitment does not arise.

PART-III

SECTION-4

Annual Increment

10. In the Master Pay Scale itself following the recommendation of Hon'ble Justice Shetty Commission, six incremental stages as revised are set out for all the pay scales in Table I. Any further increase in annual increment will result in deviation of ratio fixed in the First National Judicial Pay Commission.

PART-III

SECTION-5

Assured Career Progression Scheme

11. With respect to Assured Career Progression Scheme, the benefit of I and II Stage ACP Scales as recommended for the Civil Judges (Junior Division), Civil Judges (Senior Division) and so also financial upgradations on functional basis to Selection Grade and Super Time

Scale for District Judges by the First National Judicial Pay Commission is to be continued. The revised ACP scales are determined as under:—

S. No.	Designation	Existing Scale of Pay	Revised ACP Scale
(I)	(II)	(III)	(IV)
1.	Civil Judge (Junior Division) Ist Stage ACP Scale	Rs. 10750-300- -13150-350-14900	Rs. 33090-920-40450- -1080-45850 after 5 years of continuous service from the date of entry
2.	Civil Judge (Junior Division) IInd Stage ACP Scale	Rs. 12850-300- -13150-350-15950- -400-17550	Rs. 39530-920-40450- -1080-49090-1230-54010 after completion of another 5 yrs. of continuous service
3.	Civil Judge (Sr. Division) I Stage ACP Scale	Rs. 14200-350- -15950-400-18350	Rs. 43690-1080-49090- -1230-56470 after 5 yrs. of continuous service
4.	Civil Judge (Sr. Division) II Stage ACP Scale	Rs. 16750-400- -19150-450-20500	Rs. 51550-1230-58930- -1380-63070 after completion of another 5 yrs. of continuous service
5.	District Judge (Selection Grade)	Rs. 18750-400- -19150-450-21850- -500-22850	Rs. 57700-1230-58930- -1380-67210-1540-70290 on merit-cum-seniority to available 25% of the cadre posts to those officers who have put in not less than 5 yrs. of continuous service in the cadre.
6.	District Judge (Super Time Scale)	Rs. 22850-500- -24850	Rs. 70290-1540-76450 on merit-cum-seniority to available 10% of the Sel. Grade to those Officers who have put in not less than 3 yrs. of continuous service as Sel. Grade Distt. Judges.

PART-IV

Determination of Dearness Allowance, C.C.A., Other Allowances, Perquisites Etc.

PART-IV

SECTION-6

Dearness Allowance

12. The recommendation of the First National Judicial Pay Commission as ordered by the Hon'ble Supreme Court is to be continued and followed.

PART-IV

SECTION-7

City Compensatory Allowance

13. The recommendation of the First National Judicial Pay Commission and/as ordered by the Hon'ble Supreme Court is to be continued and followed.

PART-IV

SECTION-8

Sumptuary Allowance

14. This Commission determine Sumptuary Allowance as hereunder:—

(1)	Civil Judges (Junior Division)	–	Rs. 1500/-
(2)	Civil Judges (Senior Division)	–	Rs. 2300/-
(3)	District Judges (All Levels)	–	Rs. 3100/-

PART-V

SECTION-9

Reimbursement of Electricity and Water Charges

15. As recommended by the First National Judicial Pay Commission and approved by this Hon'ble Court, the ratio of 50:50 is to be continued.

PART-IV

SECTION-10

Medical Allowance

16. This Commission determine Medical Allowance at Rs. 1000/- p.m. for all Judicial Officers.

PART-IV

SECTION-11

Newspaper and Magazine Allowance

17. The recommendation of the First National Judicial Pay Commission and as approved by the Hon'ble Supreme Court is to be continued and followed.

PART-IV

SECTION-12

Hill Area/Remote Area Allowance

18. This Commission determine the Hill Area Allowance at Rs. 1500/- p. m. to all Judicial Officers and it is for consideration and approval by this Hon'ble Court.

PART-V

SECTION-13

Robe Allowance

19. This Commission determine the Robe Allowance at Rs. 6000/- payable once in three years and it is for consideration and approval by this Hon'ble Court.

PART-IV

SECTION-14

Telephone Facility

20. The recommendation of the First National Judicial Pay Commission as approved by the Hon'ble Supreme Court is to be continued and followed.

PART-IV

SECTION-15

Conveyance

21. The recommendation of the First National Judicial Pay Commission as approved by the Hon'ble Supreme Court is to be continued and followed.

PART-IV

SECTION-16

LTC

22. Recommendation of the First National Judicial Pay Commission to continue, with modification suggested, hereunder, for consideration by the Hon'ble Supreme Court:—

(i) The Judicial Officer concerned may be permitted to avail LTC on completion of two years of continuous service and after successful completion of the period of probation, while retaining the block period of 4 years as eligible period;

(ii) As per recommendations of Hon'ble Justice Shetty Commission, the retiring Judicial Officers are not eligible to undertake LTC in the last year of their service. This has to be modified, as if for reasons beyond control, Judicial Officers who are eligible to avail LTC, which they are eligible once in a block period of four years, may have been prevented by sufficient cause and there is no justification to deny the same benefit merely because they are left with one year of their service. Hence, if otherwise eligible to avail LTC, even a Judicial Officer in the last year of his service may be allowed to avail LTC. This is for consideration of this Hon'ble Court.

PART-IV

SECTION-17

HTC

23. Recommendation by the First National Judicial Pay Commission to continue, with modification suggested herein, for consideration by the Hon'ble Supreme Court:-

“in case where a Judicial Officer is subjected to two or more transfers in the same cadre from one end of the State to other, for administrative reasons, he may be allowed to avail an additional Home Travel Concession in addition to the HTC for which he is eligible.”

PART-IV

SECTION-18

Special Pay

24. The recommendation of the First National Judicial Pay Commission as approved by the Hon'ble Supreme Court is to be continued and followed.

PART-IV

SECTION-19

Concurrent Charge Allowance

25. The recommendation of the First National Judicial Pay Commission as approved by the Hon'ble Supreme Court is to be continued and followed.

PART-IV

SECTION-20

Encashment of Leave

26. The recommendation of the First National Judicial Pay Commission as approved by the Hon'ble Supreme Court is to be continued and followed.

PART-IV

SECTION-21

Transfer Grant/Disturbance Allowance

27. The recommendation of the First National Judicial Pay Commission as approved by the Hon'ble Supreme Court is to be continued and followed.

PART-IV

SECTION-22

Housing and HRA etc.

28. The recommendation of the First National Judicial Pay Commission as approved by the Hon'ble Supreme Court is to be continued and followed.

PART-IV

SECTION-23

Fuel Allowance

29. The recommendation of the First National Judicial Pay Commission as approved by the Hon'ble Supreme Court is to be continued and followed.

PART-IV

SECTION-24

Advances

30.(i) *Soft loan to purchase Motor Vehicle:*

This Hon'ble Court may consider and refix the limit at Rs. 8 lakh with usual interest on par with State Government employees.

30.(ii) *House Building Advance:*

Housing loan as per First National Judicial Pay Commission in proportion to sixty months pay, with usual interest on par with State Government employees may be considered and fixed.

30. (iii) *Advance for purchase of Computer:*

Advance for purchase of computer may be discontinued, as in terms of the E-Committee Scheme. Lap Top, Computers have already been provided to all the Judicial Officers.

PART-V

Pension Structure for Past Pensioners i. e. who retired prior to 1-1-2006

31. The recommendations of the First National Judicial Pay Commission with respect to past pensioners are given in paragraph 23.18 which are as under:-

(1) The Revised Pension of the Retired Judicial Officers should be 50% of the minimum pay of the post held at the time of retirement, as revised from time to time.

(2) There should not be any ceiling limit on the maximum pension payable.

(3) The Pensioners should be given the benefit of full neutralization of the cost of living in the same scale as is being extended to the serving Judicial Officers.

(4) A cash payment of Rs. 1250/- per month as 'Domestic Help Allowance' to every retired Judicial Officer, which would be paid upon producing a certificate to that effect.

(5) All retired Judicial Officers should be given a fixed monthly medical allowance of Rs. 100/- to meet day-to-day medical expenses.

(6) All the medical facilities that we have recommended to serving Judicial Officers with regard to treatment and reimbursement of expenditure etc., be made applicable to retirees.

31(a) In respect to recommendations Nos. 1, 2 and 3, no change is called for and the same shall continue.

31(b) With respect to recommendation No. 4 regarding cash payment of Rs. 1250/- p.m. as domestic help allowance to retired judicial officer, this deserves to be increased from Rs. 1250/- to Rs. 2500/- per month to retired judicial officers. It is for the Hon'ble Supreme Court to consider and give domestic help allowance to Family Pensioners and it is reasonable to pay Rs. 1000/- to family pensioners.

31(c) With respect to recommendation No. 5 regarding payment of fixed monthly medical allowance, this deserves to be increased from Rs. 100/- to Rs. 1500/- to retired judicial officers. It is for the Hon'ble Supreme Court to consider and give Medical Allowance to family pensioners and it is reasonable to pay Rs. 750/- to family pensioners.

31(d) The other recommendation of First National Judicial Pay Commission at No. 6 with regard to treatment and reimbursement of expenditure etc. holds good and the same to continue.

PART-V

Retirement Benefits of Judicial Officers who Retire/Retired on and after 1-1-2006.

32. *Retirement Benefits of Judicial Officers:*

Pension, Quantum of Pension, Commutation of Pension, Gratuity/Death-cum-Retirement Gratuity, Leave Encashment of Leave, Family Pension, Domestic Help Allowance to Pensioners and Family Pensioners and Medical Allowance etc., as determined by this Commission based

on the First National Judicial Pay Commission are set out hereunder in this Part, which contains Section 1 to 8.

PART-V
SECTION-1
Pension

33. The First National Judicial Pay Commission has approved the existing requirement of 10 years of qualifying service for judicial officers to be eligible for minimum pension. The said Pay Commission recommended that the qualifying years of service should be 33 years for earning full pension, except in the States of Tamil Nadu and Kerala. This was based on the prevailing formula, mainly qualifying years of service for earning full pension, while considering the qualifying years of service in various States as well Central service.

33(a) Recently, the VIth Central Pay Commission slashed the qualifying years of service for earning full pension from 33 years to 20 years and this has been notified and given effect by Central Government. This recommendation has been adopted by various State Government with respect to their employees but benefits to be paid prospectively from 2-9-2008, the date on which the Central Government issued the Notification.

33(b) Hence, this Hon'ble Court may consider to slash the qualifying years of service from 33 to 20 years for entitlement to full pension to all the Judicial Officers.

PART-V
SECTION-2
Quantum of Pension

34. The First National Judicial Pay Commission fixed 50% of the average emoluments drawn during 10 months preceding the date of superannuation as pension. The Judicial Officers have been persistently representing that the weightage should be given to their legal education and practice at bar. Once the qualifying years of service for full pension is reduced from 33 years to 20 years as is done in the case of Central Government employees, the Judicial Officers may not have a justification to agitate this plea.

34(a) Hence it is for this Hon'ble Court to consider and issue directions either to continue the 33 years of qualifying service for earning full pension or to reduce the same to 20 years, as has been done by the Central Government and various State Governments. If there is a slashing of qualifying years of service for full pension, the pensioners will get the benefit of such slashing.

34(b) With respect to quantum of pension and calculation, the recommendations of Hon'ble Justice Shetty Commission will continue subject to a modification with respect to qualifying years of service for earning full pension, in terms of order that may be passed by this Hon'ble Court.

35. The quantum of pension/family pension available to the old pensioners/family pensioners, as seen from the VIth Central Pay Commission Report, has received additional attention and the said Commission has increased the pension/family pension by awarding additional quantum of pension/family pension with respect to the pensioners/family pensioners, who

complete the age of 80 years, 85 years, 90 years, 95 years and 100 years or more as hereunder:—

Age of Pensioner/Family Pensioner	Additional quantum of pension
From 80 years to less than 85 years	20% of revised basic pension/family pension
From 85 years to less than 90 years	30% of revised basic pension/family pension
From 90 years to less than 95 years	40% of revised basic pension/family pension
From 95 years to less than 100 years	50% of revised basic pension/family pension
100 years or more	100% of revised basic pension/family pension

35(a) The Judicial Officers have been pressing for an identical additional quantum of pension. In fact, most of them expressed that the longevity of pensioners above 65 years or 70 years is far less and, therefore, the additional quantum of pension may be modified as under so that they may get enhanced quantum of pension before they see their last day:

Age of Pensioner/Family Pensioner	Additional quantum of pension
From 70 years to less than 75 years	10% of revised basic pension/family pension
From 75 years to less than 80 years	20% of revised basic pension/family pension
From 80 years to less than 85 years	30% of revised basic pension/family pension
From 85 years to less than 90 years	40% of revised basic pension/family pension
From 90 years to less than 100 years	50% of revised basic pension/family pension
100 years or more	100% of revised basic pension/family pension

35(b) It is for the Hon'ble Supreme Court to consider the said demand and pass appropriate orders either to adopt the formula suggested by Vith Central Pay Commission or the above formula as suggested by the representatives of the Associations.

PART-V

SECTION-3

Commutation of Pension

36. The recommendation of First National Judicial Pay Commission for allowing commutation of pension for Judicial Officers upto a maximum of 50% of the pension is to continue.

PART-V

SECTION-4

Gratuity/Death-cum-Retirement Gratuity

37. The earlier Judicial Pay Commission has recommended that the rules of each State applicable to Government servants shall also govern the Judicial Officers in the matter of payment of gratuity and death-cum-retirement gratuity.

37(a) The Vith Central Pay Commission has increased the ceiling limit of gratuity from Rs. 3.5 lakhs to Rs. 10 lakhs with effect from 2-9-2008. Hence, this Hon'ble Court may consider and issue directions to revise the ceiling limit in the case of retiree Judicial Officers.

PART-V

SECTION-5

Encashment of leave

38. The recommendation of First National Judicial Pay Commission is to continue with respect to number of days which the Judicial Officers are entitled to encash and limit of Earned Leave for encashment and the same recommendation holds good.

PART-V

SECTION-6

Family Pension

39. The First National Judicial Pay Commission in para 22.63 recommended thus:-

“If the Central Government provides payment of family pension at 30% of the last pay drawn to the family members of the Judges of the Supreme Court and High Courts, we recommend similar benefit be provided to the family members of the Judicial Officers in every State/UT. Till then, we suggest that the Rules of each State governing the payment of Family Pension to their Government servants may continue to apply even to the Judicial Officers.”

39(a) From the amendment introduced to service conditions of Supreme Court and High Court Judges, 30% of the salary to the family members of the Judges of the Supreme Court and High Courts has been fixed as Family Pension with effect from 1-1-2006. Consequently, the eligible family pensioners in Judicial service who are entitled to draw family pension, will also be entitled to 30% of the salary as revised from time to time. This would be effective from 1-1-2006.

PART-V

SECTION-7

Domestic Help Allowance

40. The First National Judicial Pay Commission has fixed a cash payment of Rs. 1250/- per month as Domestic Help Allowance to be paid to the individual pensioner upon furnishing a Certificate every month to the effect that he has engaged a servant.

40(a) The Pensioners Association have pleaded that the services of all categories of workers/helpers have become much costlier and rate of daily wages of casual workers has also increased to the tune of Rs.151/- per day as per Minimum Wages Notification. Therefore, it is difficult for the pensioners to get the facilities out of the amount fixed and the same may be suitably increased. There is justification in the demand so made. In the circumstances, a sum of Rs. 1250/- as Domestic Help Allowance to the pensioners may be revised upward to Rs. 2500/- per month.

40(b) Requests have also been made for extending the facility of Domestic Help Allowance to the family pensioners. Considering the fact that due to advanced age and loss of pensioner, the family pensioners also require assistance in their day-to-day household chores, hence there appears to be real necessity and justification for providing Domestic Help Allowance to family pensioners. However, there was no direction with respect to family pensioners

for payment of Domestic Help Allowance. It is for the Hon'ble Supreme Court to decide and issue appropriate directions. It is reasonable to determine Domestic Help Allowance at Rs. 1000/- per month.

40(c) Almost all the pensioners have expressed difficulties that they have to give a Certificate every month with much hardship and practical difficulty since the Disbursing Authority insists for the name of the individual domestic help engaged and also the confirmation from the individual domestic help.

40(d) To obviate such difficulties, it is recommended that monthly payment of Rs. 2500/- as Domestic Help Allowance may be ordered to be paid without insisting for a Certificate every month, so also for family pensioners such amount, as may be fixed by this Hon'ble Court.

PART-V

SECTION-8

Medical Allowance

41. As per recommendation of the First National Judicial Pay Commission, a sum of Rs. 100/- per month is being paid as Medical Allowance to the pensioners. It has been pleaded before this Commission that prices of medicines and cost of medical services have increased ten times. Further, the consultation charges of Doctors have also increased. A sum of Rs. 100/- is too meagre a sum, when compared to increasing cost of medicines, consultation charges etc. Hence for the serving Judicial Officers, this Commission already proposed Ten fold increase and suggested payment of Rs. 1000/- as medical allowance.

41(a) Taking into consideration of the fact that due to advanced age, the pensioners are more prone to various ailments and thus require more medicines and medical facilities. Their monthly medical allowance may be considered and fixed at Rs. 1500/-.

41(b) Requests have also been made for extending the said payment to the family pensioners. Considering the advanced age, the family pensioners also deserve some monthly medical allowance. However, there was no direction with respect to family pensioners for payment of medical allowance. If the Hon'ble Supreme Court decides to issue appropriate directions, the Family Pensioners may also be paid Medical Allowance of Rs. 750/- per month.

41(c) Regarding reimbursement of medical expenses, the recommendations made by the First National Judicial Pay Commission are to continue.

PART-VI

42. *Date of implementation of revision and payment of arrears*

42(i) *Effective Date: with effect from 1-1-2006*

The effective date for implementation, as already directed by Hon'ble Supreme Court shall be with effect from 1-1-2006.

42(ii) *Directions to pay arrears*

It is for the Hon'ble Supreme Court to issue suitable directions with respect to payment of arrears of Pay/DA etc. and other accrued benefits in cash with effect from 1-1-2006 by a date to be fixed.

42(iii) *Suggestions by Committee*

(a) It is suggested that 50% of the arrears may be directed to be paid before 1-1-2010 and the balance amount may be paid before 1-1-2011 i.e. spread-over a period of two financial years or as may be directed.

Note : The Associations pleaded for payment of interest as a default clause. This is for consideration of this Hon'ble Court.

PART-VII

Analysis of determination of pay scale and allowances etc.

43. As regards the substantive work, which the Commission is directed to carry out, namely, determination of pay scales, allowances and other perquisites of the Judicial Officers, having regard to the recommendations already made by Hon'ble Justice Shetty Commission, number of representations were received from various quarters and personal hearings were held and were taken into consideration.

Error in arithmetical calculation of ratio with respect to pay ration of
Civil Judges (Junior Division)

44(1) During hearing and in representations it was pointed out that the ratio of 42.3% arrived at by Hon'ble Justice Shetty Commission in respect of pay scale of Civil Judge (Junior Division) and the salary of the Hon'ble Judges of High Court, is an arithmetical error and arithmetically not correct. There is an error in arriving at the ratio and that the actual ratio works out to 45.28% (rounded off to 45.3%). The Associations representing the Judicial Officers as well as State Governments and High Courts rightly pointed out this arithmetical error, which deserves consideration and acceptance.

44(2) This Commission also finds that the 42.3 percentage as arrived at by Hon'ble Justice Shetty Commission is not correct. The correct percentage works out to 45.28 (rounded off to 45.3) as seen from the calculation set out hereunder:-

	(Mean and % of Rs. 26000/-)
Civil Judge (Junior Division)(Entry Level)	Rs. 9000-250-10750-300-13150-350-14550
	Mean Pay $\frac{9000+14550}{2} = 11775$
	Ratio - $\frac{11775}{26000} \times 100 = 45.28$
	Ratio of Rs. 11775 to Rs. 26000 works out to 45.28 (rounded off to 45.3)

44(3) That Apart, if the ration of 42.3% is applied, then apparently the mean pay as in first National Judicial Pay Commission would have been Rs. 11003 and pay scale would have been arrived roughly at Rs. 8400-235-10045-280-12285-330-13605. Factually the said Commission determined the mean pay at Rs. 11775 and arrived at the scale of Rs. 9000-250-10750-300-13150-350-14550 which would work out to 45.28% (rounded off to 45.3%).

45. Hence, on the basis of revised ratio, scale of pay of Judicial Officers has to be worked out and it is calculated accordingly:-

Sr. No.	Designation	Existing Scale of Pay as per FNJPC	Revised Scale of Pay now worked out
(I)	(II)	(III)	(IV)
1.	Civil Judge (Junior Division) (Entry Level)	Rs. 9000-250-10750-300-13150-350-14550	Rs. 27700-770-33090-920-40450-1080-44770
2.	Civil Judge (Junior Division) Ist Stage ACP Scale	Rs. 10750-300-13150-350-14900	Rs. 33090-920-40450-1080-45850
3.	Civil Judge (Junior Division) IInd Stage ACP Scale	Rs. 12850-300-13150-350-15950-400-17550	Rs. 39530-920-40450-1080-49090-1230-54010
4.	Civil Judge (Sr. Division) (Entry Level)	Rs. 12850-300-13150-350-15950-400-17550	Rs. 39530-920-40450-1080-49090-1230-54010
5.	Civil Judge (Sr. Division) Ist Stage ACP Scale	Rs. 14200-350-15950-400-18350	Rs. 43690-1080-49090-1230-56470
6.	Civil Judge (Sr. Division) IInd Stage ACP Scale	Rs. 16750-400-19150-450-20500	Rs. 51550-1230-58930-1380-63070
7.	District Judge (Entry Level)	Rs. 16750-400-19150-450-20500	Rs. 51550-1230-58930-1380-63070
8.	District Judge (Selection Grade)	Rs. 18750-400-19150-450-21850-500-22850	Rs. 57700-1230-58930-1380-67210-1540-70290
9.	District Judge (Super Time Scale)	Rs. 22850-500-24850	Rs. 70290-1540-76450

Note for Consideration

45(a) However, for any reason, this Hon'ble Court takes the view that the percentage should be continued at 42.3 only for Civil Judge (Junior Division), alternate pay scale of Civil Judge (Junior Division) as determined roughly works out to be Rs. 25850-725--30925-860-37805-1015-41865. However, it is submitted that this will not fit appropriately with Master Pay Scale and span of 44 stages recommended by Hon'ble Justice Shetty Commission and also scale of pay of Civil Judge (Senior Division): District Judge (Entry Level): District Judge (Selection Grade) and District Judge (Super Time Scale).

Determination of Mean Basic Pay of the Judicial Officers

46. The expression 'Mean basic Pay' as adopted by the First National Judicial Pay Commission and the aforesaid respective ratios so fixed are followed and maintained by this Commission in determining the Mean Basic Pay. The determination of Mean Basic Pay works out for the five categories as under:—

Sr. No.	Name of the Post	Existing Scale of Pay as per FNJPC Mean and % of Rs. 26000/-	Revised Scale of Pay now worked out	Mean of Basic pay of the proposed scale	% of 80000/-
1	2	3	4	5	6
1.	Civil Judge (Junior Division) (Entry Level)	Rs. 9000-250-10750-300-13150-350-14550 Rs. 11775) (45.3%)	Rs. 27700-770-33090-920-40450-1080-44770	Rs. 36235	45.3%

1	2	3	4	5	6
2. Civil Judge (Sr. Division) (Entry Level)	Rs. 12850-300-13150- -350-15950-400-17550 Rs. 15200) (58.5%)	Rs. 39530-920-40450- -1080-49090-1230-54010	Rs. 46770	58.5%	
3. District Judge (Entry Level)	Rs. 16750-400-19150- -450-20500 Rs. 18625) (71.6%)	Rs. 51550-1230-58930- -1380-63070	Rs. 57310	71.6%	
4. District Judge (Selection Grade)	Rs. 18750-400-19150- -450-21850-500-22850 Rs. 20800) (80%)	Rs. 57700-1230-58930- -1380-67210-1540-70290	Rs. 63995	80%	
5. District Judge (Super Time Scale)	Rs. 22850-500-24850 Rs. 23850) (91.7%)	Rs. 70290-1540-76450	Rs. 73370	91.7%	

46(a) On a consideration of the pay scale and master pay scale worked out submitted by various High Courts, State Governments, Judicial Officers Associations and individual Judicial Officers, this Commission has worked out the Revised Master Pay Scale having a total span of 44 stages, as in First National Judicial Pay Commission and the same is set out hereunder and placed for consideration by this Hon'ble Court:-

Master Pay Scales

(i) This Commission determine the Revised Master Pay Scale with effect from 1-1-2006 as under:—

Rs. 27700-770-33090-920-40450-1080-49090-1230-58930-1380-67210-1540-76450

(ii) The above proposed revised scale will replace the existing Master Pay scale which is as under:—

Rs. 9000-250-10750-300-13150-350-15950-400-19150-450-21850-500-24850

(i) Determination of revised Pay for 1 to 44 stages of Master Pay Scale and increments in the revised pay scale as on 1-1-2006 are as under:—

Table-I
Pay Stages

Sr. No.	Existing		Proposed	
	Pay	Increment	Pay	Annual Increment
(I)	(II)	(III)	(IV)	(V)
1.	9,000	250	27,700	770
2.	9,250	250	28,470	770
3.	9,500	250	29,240	770
4.	9,750	250	30,010	770
5.	10,000	250	30,780	770
6.	10,250	250	31,550	770
7.	10,500	250	32,320	770
8.	10,750	300	33,090	920
9.	11,050	300	34,010	920
10.	11,350	300	34,930	920

(I)	(II)	(III)	(IV)	(V)
11.	11,650	300	35,850	920
12.	11,950	300	36,770	920
13.	12,250	300	37,690	920
14.	12,550	300	38,610	920
15.	12,850	300	39,530	920
16.	13,150	350	40,450	1,080
17.	13,500	350	41,530	1,080
18.	13,850	350	42,610	1,080
19.	14,200	350	43,690	1,080
20.	14,550	350	44,770	1,080
21.	14,900	350	45,850	1,080
22.	15,250	350	46,930	1,080
23.	15,600	350	48,010	1,080
24.	15,950	400	49,090	1,230
25.	16,350	400	50,320	1,230
26.	16,750	400	51,550	1,230
27.	17,150	400	52,780	1,230
28.	17,550	400	54,010	1,230
29.	17,950	400	55,240	1,230
30.	18,350	400	56,470	1,230
31.	18,750	400	57,700	1,230
32.	19,150	450	58,930	1,380
33.	19,600	450	60,310	1,380
34.	20,050	450	61,690	1,380
35.	20,500	450	63,070	1,380
36.	20,950	450	64,450	1,380
37.	21,400	450	65,830	1,380
38.	21,850	500	67,210	1,540
39.	22,350	500	68,750	1,540
40.	22,850	500	70,290	1,540
41.	23,350	500	71,830	1,540
42.	23,850	500	73,370	1,540
43.	24,350	500	74,910	1,540
44.	24,850		76,450	

46(b) The Master Pay Scale as submitted by some High Courts, Judicial Officers Associations are enclosed as Annexure 'G' for immediate reference.

46(c) It is submitted that the difference in the Pay stages and Master Pay Scale determined by this Commission vis-a-vis those suggested by some High Courts, State Governments, Associations and individuals is negligible or fractional, since this Commission has also worked out the percentage of the scale of pay and mean pay at the ratio indicated, while taking note of the maximum that is permissible in terms of Hon'ble Justice Shetty Commission Report.

46(d) The minimum of the revised scale of pay works out to Rs. 27700/-. The pay of the High Court Judge is Rs. 80000/-. Therefore, in view of vertical cap, the maximum of the Master Pay Scale is determined at Rs. 76450/-.

Fitment

47. With respect to the scales of pay as already stated, the Judicial Officers in the cadre of Civil Judge (Junior Division), Civil Judge (Senior Division), District Judge (Entry Level),

District Judge (Selection Grade) and District Judge (Super Time Scale) consequent to the revision of pay scales by Hon'ble Justice Shetty Commission has been fitted in one or the other of 1 to 44 of pay scale stages.

47(a) That being the factual position, consequent to the revision of salary of High Court Judges by way of High Courts and Supreme Court Judges (Salaries and Conditions of Service), Amendment notified on 9-1-2009, which upward revision works out to 3.07 times, the corresponding increase in scale of pay alone need to be arrived at as eligible scales of pay. Therefore, the question of fitment or fixation of pay by giving one or more increment or additional weightage does not arise. The pay drawn in the existing scale of pay specified in Column II of the pay stages in Table I will correspond to the same stage in the revised scale of pay specified in Column IV thereof with increment as found in 44 stages of Master Pay Scale.

Annual Increment

48. As regards the annual increment, revised increments for the six incremental stages have been indicated in the Master Pay Scale itself. Correspondingly, the increments are enumerated for all the pay scales.

48(a) While arriving at annual increments, this Commission has also taken into consideration the increase of 3.07 times of salary as well as consequential increment which may not exceed the same ratio namely 45.3%, 58.5% and 71.6% respectively of High Court Judges pay.

48(b) Some Associations have requested for increment @ 3% on par with the Central Government employees or even more. If increments @ 3% or more are given, it will have the effect of disturbing the ratio fixed by Hon'ble Justice Shetty Commission as approved by this Hon'ble Court and if applied uniformly in all the proposed revised scales, the maximum of the scale of District Judge (Super Time Scale) will exceed the pay of High Court Judge.

Assured Career Progression Scheme

49. With respect to Assured Career Progression Scheme, the recommendations made by First National Judicial Pay Commission to continue and accordingly the following revised scales of pay for ACP Stage I and II are recommended for financial upgradation for Civil Judges (Junior Division) and Civil Judges (Senior Division) which may be granted to Civil Judge and Civil Judge (Senior Division) subject to fulfilment of prescribed conditions:—

S. No.	Designation	Existing Scale of Pay	Revised ACP Scale
(I)	(II)	(III)	(IV)
1.	Civil Judge (Junior Division) Ist Stage ACP Scale	Rs. 10750-300- -13150-350-14900	Rs. 33090-920-40450- -1080-45850 after 5 years of continuous service from the date of entry.
2.	Civil Judge (Junior Division) IInd Stage ACP Scale	Rs. 12850-300- -13150-350-15950- -400-17550	Rs. 39530-920-40450- -1080-49090-1230-54010 after completion of another 5 yrs. of continuous service.

(I)	(II)	(III)	(IV)
3.	Civil Judge (Sr. Division) I Stage ACP Scale	Rs. 14200-350- -15950-400-18350	Rs. 43690-1080-49090- -1230-56470 after 5 yrs. of continuous service.
4.	Civil Judge (Sr. Division) II Stage ACP Scale	Rs. 16750-400- -19150-450-20500	Rs. 51550-1230-58930- -1380-63070 after completion of another 5 yrs. of continuous service.

Functional promotions to District Judges (Selection Grade and Super Time Scale)

50. Promotions to the cadre of District Judges on a functional basis in the form of 'Selection Grade' and 'Super Time Scale' based on merit-cum-seniority basis as recommended by the First National Judicial Pay Commission to continue and the following Selection Grade and Super Time Scale are recommended which may be granted to the District Judges on functional basis subject to fulfillment of prescribed conditions:—

5.	District Judge (Selection Grade)	Rs. 18750-400-19150- -450-21850-500-22850	Rs. 57700-1230-58930- -1380-67210-1540-70290 on merit-cum-seniority to available 25% of the cadre posts to those officers who have put in not less than five years of continuous service in the cadre.
6.	District Judge (Super Time Scale)	Rs. 22850-500-24850	Rs. 70290-1540-76450 on merit-cum-seniority to available 10% of the Selection Grade to those Officers who have put in not less than three years of continuous service as Selection Grade Distt. Judges.

Dearness Allowance:

51. As regards determination of DA, the First National Judicial Pay Commission recommended that same Dearness formula as being implemented at present to the Central Government employees be followed in case of Judicial Officers in every State. Revision of pay scales as well as revision of Dearness Allowance has been notified by the Central Government with effect from 1-1-2006.

51(a) The rate of Dearness Allowance as presently implemented by the Central Government in respect of Central Government employees is to be adopted and implemented in case of Judicial Officers by all the States.

City Compensatory Allowance:

52. The First National Judicial Pay Commission suggested payment of City Compensatory Allowance at the rates payable to respective State Government employees and this has

been approved by the Hon'ble Supreme Court vide Judgment reported in 2002 (IV) SCC 247 in the matter of All India Judges Association Verus Union of India.

52(a) The recommendation of the First National Judicial Pay Commission and as ordered by the Hon'ble Supreme Court is to be continued and followed.

Other allowances and perquisites:

53. The other recommendations of Hon'ble Justice Shetty Commission, namely allowances and other perquisites are to be worked out in the same ratio or thereabout and rounded off for convenience.

53(a) With respect to the allowances and other perquisites, demands made by the Judicial Officers Associations and recommendations of High Courts are analysed and recommendations submitted.

53(b) Having regard to the revision of pay scales, pay scale stages, the 3.07 times upward revision or thereabout is taken into consideration in respect of the allowances, perquisites etc., of Judicial Officers and the determinations and calculations are set hereunder:-

Sumptuary Allowance:

54. The Judicial Officers as well their Associations demanded fixation of Sumptuary Allowance in proportion to increase of Sumptuary Allowance of Rs. 12000/- as being paid to the Hon'ble High Court Judges. However, this Commission came across more than 1/3rd of the representations suggesting a fair amount of Sumptuary Allowance, that works out a reasonable figure and a fair basis as well. Following three formulas are discussed for determining the Sumptuary Allowance.

Formula-I

54(a) The determination of Sumptuary Allowance is worked out with reference to existing minimum of pay scale of the respective Judicial Officers, Civil Judges (Junior Division) (Entry Level), Civil Judges (Senior Division) (Entry Level), and District Judges. The ratio respectively comes to 5.55%, 5.83% and 5.97% of the minimum of the pre-revised scale and on that basis the Sumptuary Allowance, if worked out in proportion of revised scale of pay, comes to Rs. 1537/- for Civil Judges (Junior Division), Rs. 2305/- for Civil Judges (Senior Division) and Rs. 3078/- for all District Judges as given hereunder:-

S. No.	Name of the Post	Proposed Sumptuary Allowance
1.	Civil Judge (Jr. Division) 5.55%	Rs. 1537/-
2.	Civil Judge (Sr. Division) 5.83%	Rs. 2305/-
3.	District Judges 5.97%	Rs. 3078/-

Formula-II

54(b) Alternatively, it was considered appropriate to revise rate of Sumptuary Allowance by using multiplier of 3.07 times, which is the ration of increase in pay scale, it comes to Rs. 1535/- for Civil Judges (Junior Division) Rs. 2303/- for Civil Judges (Senior Division) and Rs. 3070/- for all District Judges respectively as per details set out below. Since the Sumptuary Allowance has been fixed at three grades, this Commission has also worked out the revised rate of Sumptuary Allowance for three grades.

S. No.	Name of the Post	Proposed Sumptuary Allowance
1.	Civil Judge (Jr. Division) increase to 3.07 times	Rs. 1535/-
2.	Civil Judge (Sr. Division) increase to 3.07 times	Rs. 2303/-
3.	District Judges increase to 3.07 times	Rs. 3070/-

Formula-III

54(c) Taking the mean pay and ratio which prevailed earlier, the Sumptuary Allowance if determined will work out as under:—

S. No.	Name of the Post	Existing Sumptuary Allowance (p. m.)	Calculation	Sumptuary Allowance based on the mean of the proposed scale (rounded off)
1.	Civil Judges (Jr. Division)	Rs. 500/-	$\frac{500 \times 100}{11775} = 4.24\%$	4.24% of Rs. 36235 = Rs. 1536/- Say Rs. 1500/-
2.	Civil Judges (Sr. Division)	Rs. 750/-	$\frac{750 \times 100}{15200} = 4.93\%$	4.93% of Rs. 46770 = Rs. 2306/- Say Rs. 2300/-
3.	District Judges	Rs. 1000/-	$\frac{1000 \times 100}{18625} = 5.36\%$	5.36% of Rs. 57310 = Rs. 3072/- Say Rs. 3100/-

54(d) Considering the above three set of formulas, striking a balance of the three, and rounding off the figures, this Commission determines Sumptuary Allowance as hereunder:—

- | | | |
|------------------------------------|---|------------|
| (1) Civil Judges (Junior Division) | – | Rs. 1500/- |
| (2) Civil Judges (Senior Division) | – | Rs. 2300/- |
| (3) District Judges (All Levels) | – | Rs. 3100/- |

Reimbursement of Electricity and Water Charges:-

55. The First National Judicial Pay Commission recommended reimbursement of 50% of the electricity charges by the States while balance 50% is to be borne by the Judicial Officers. As seen from the representations, while some States are liberal and there is no ceiling in this respect, in some States, annual ceiling has been fixed. In some of the States, the quantum of electricity charges to be reimbursed has been fixed in terms of rupees.

54(a) On a consideration of the entire materials placed, this Commission is of the considered view that it is desirable to continue that same ratio of 50:50 but subject to a cap. It is a fact that all the Judicial Officers run office for 3 to 4 hours daily, at their residence for study or giving dictation, etc. Taking into consideration of all these aspects, it may be appropriate to fix a cap on the basis of units of electricity consumed rather than fixing the monthly ceiling in terms of fixed amount as revision of tariff rates is too frequent and vary from State to State.

55(b) Reimbursement of electricity charges at 50:50 as fixed by the First National Judicial Pay Commission is to be continued.

56. With respect to reimbursement of water charges, the First National Judicial Pay Commission has also fixed reimbursement at 50% of the actual consumption. The same may be continued.

Medical Allowance:

57. As regards reimbursement on hospitalization, there is no difficulty as uniform rule has been followed as per the recommendation of the First National Judicial Pay Commission.

57(a) The First National Judicial Pay Commission fixed Rs. 100/- per month as medical allowance. It was pressed that Rs. 100/- fixed as monthly medical allowance is very meager and it has to be increased to Rs. 3000/- p.m. as there has been Ten fold increase in the cost of medicines as well as consultation charges etc. Taking into consideration of steep increase in cost of medicines and medical services, it would be reasonable to fix the medical allowance at Rs. 1000/- per month to all Judicial Officers irrespective of their cadre and the same may be paid with pay.

Newspaper and Magazine Allowance:

58. The recommendations of Hon'ble Justice Shetty Commission do not warrant any alteration or change as all the Judicial Officers have fairly accepted the same, excepting some of them seeking for one more additional magazine. This Commission while following the recommendations of Hon'ble Justice Shetty Commission reiterate the same and submit that no change is justified.

Hill Area and Remote Area Allowance:

59. The Judicial Offices working in hill stations were to be paid Hill Area Allowance on the pattern followed by the States concerned.

59(a) This Commission uniformly recommends Hill Area Allowance at Rs. 1500/- p.m. to all Judicial Officers when they are posted in hill areas, which amount will be in proportion to 3.07 increase in pay scale.

Robe Allowance:

60. The First National Judicial Pay Commission fixed a lump sum amount of Rs. 5000/- as Robe Allowance to be paid to Judicial Officers once in every five years. Demands have been made by Judicial Officers, their Associations for a steep and three fold increase to the extent of Rs. 15000 apart from kit maintenance allowance in this respect, but no material has been placed before this Commission to justify the steep increase.

60(a) Considering the fact that there is an increase in cost of materials as well as making charges though there is prescription with respect to Judicial Officers to wear coat, gown, collar band, shirts etc. the demand of Judicial Officers to increase the Robe Allowance to three fold is not at all justified and this Commission determine the Robe Allowance at Rs. 6000/- which may be given once in three years as against 5 years as suggested by Hon'ble Justice Shetty Commission.

SUPPLEMENT NOTE TO
REPORT DATED 17TH JULY, 2009

Reg. Robe Allowance:

The amount "Rs. 6000/-" occurring in second line of Para 60, Part VII at page 57 of the Report may be read as "Rs. 5000/-".

JUSTICE E. PADMANABHAN (Retd.)
(One Man Commission)

Dated: 20th of July, 2009
at New Delhi.

Telephone Facilities:

61. Sufficient provision has already been made in the First National Judicial Pay Commission Report which has since been implemented. Since the calls have been fixed on monthly rates of user, no change is called for in this respect.

62. Conveyance:

As per earlier Commission's Report, Pool Cars have been provided so also Cars for District Judges, Additional District Judges with fuel and the Judicial Officers are being given petrol, on the basis of type of personal vehicle they use. As of now, since this Commission has to adopt the basis adopted by Hon'ble Justice Shetty Commission, no change with respect to the conveyance or fuel is called for except for a small modification, namely:—

(i) one pool car for three Judicial Officers be provided as it was expressed that it is difficult to accommodate four Judicial Officers in a car with their luggage.

(ii) when the Judicial Officers are stationed in hilly tracts like Mizoram, Arunachal Pradesh, Nagaland etc., two wheel drive vehicles are reported to be a failure and a request was made for provision of four wheel drive vehicle. The being a just and reasonable request, in respect of Judicial Officers posted in Mizoram, Arunachal Pradesh, Nagaland and other States where they have to travel through hilly regions, the State Governments may be directed to provide vehicles with four wheel drives instead of two wheel drives.

LTC:

63. In terms of Report of earlier Commission, Leave Travel Concession is provided once in a block period of four years subject to the condition that a Judicial Officer should complete five years of continuous service before availing LTC.

63(a) Suggestions/representations have been received from the Gujarat High Court and other High Courts that to attract better talent, LTC should be provided at least once in two years.

63(b) Since the basis which this Commission has to follow is that of Hon'ble Justice Shetty Commission, while suggesting that one LTC to be provided in a block period of 4 years anywhere in India, this Commission suggests slight modification for consideration in the matter to the following extent:-

(i) The Judicial Officer concerned may be permitted to avail LTC on completion of two years of continuous service and after successful completion of the period of probation, while retaining the block period of 4 years as eligible period;

(ii) As per recommendations of Hon'ble Justice Shetty Commission, the retiring Judicial Officers are not eligible to undertake LTC in the last year of their service. This has to be modified as if for reasons beyond control, Judicial Officers who are eligible to avail LTC, which they are eligible once in a block period of four years, may have been prevented by sufficient cause and there is no justification to deny the same benefit merely because they are left with one year's of their service. Hence, if otherwise eligible to avail LTC, even a Judicial Officer in the last year of his service may be allowed to avail LTC. This is for consideration of this Hon'ble Court.

Home Travel Concession:

64. In terms of Hon'ble Justice Shetty Commission Report, a Judicial Officer is entitled to Home Travel Concession once in two years. No change is called for in respect of HTC except a proviso, namely, in case where a Judicial Officer is subjected to two or more transfers in the same cadre from one end of the State to other, for administrative reasons, he may be allowed to avail an additional Home Travel Concession in addition to the HTC for which he is eligible. This is for consideration of this Hon'ble Court.

Special Pay:

65. The recommendation of the First National Judicial Pay Commission as approved by the Hon'ble Supreme Court is to be continued and followed.

Concurrent Charge Allowance:

66. The recommendation of the First National Judicial Pay Commission as approved by the Hon'ble Supreme Court is to be continued and followed.

Encashment of Leave:

67. The recommendation of the First National Judicial Pay Commission as approved by the Hon'ble Supreme Court is to be continued and followed.

Transfer Grant/Disturbance Allowance:

68. The recommendation of the First National Judicial Pay Commission and approved by the Hon'ble Supreme Court is to be continued and followed.

Housing and HRA etc.:

69. The recommendation of the First National Judicial Pay Commission and approved by the Hon'ble Supreme Court is to be continued and followed.

Fuel Allowance:

70. The recommendation of the First National Judicial Pay Commission and approved by the Hon'ble Supreme Court is to be continued and followed.

70(a) The only recommendation suggested is that Officers need not produce the bills for the purchase of fuel to satisfy the Disbursing Authority and instead a Certificate or Declaration by individual Judicial Officer of his having consumed the eligible quantum of fuel has to be accepted and payment has to be disbursed accordingly.

71. As there has been implementation of the new scales of pay with effect from 1-1-2006 by the State Governments, there is bound to be consecutive increase of various allowances in respect of Judicial Officers, as the earlier Commission has already suggested that the rates at which the State Governments/Central Government employees are eligible will also be extended to the Judicial Officers. This has to be taken into consideration while assessing or determining the various allowances, perquisites etc., of Judicial Officers.

Advances:

72. Earlier the First National Judicial Pay Commission recommended Rs. 2.5 lakh soft loan for purchase of vehicles and for purchase of house or residential accommodation, the earlier

recommendation was that all the State Governments/Union Territories may adopt a limit prescribed by Central Government for giving advances to Judicial Officers for construction/ purchase of house.

72(a) Since there is a 3.07 fold of increase, there could be consequential increase in respect of these two advances.

(i) Advance for purchase of Car:

Soft loan of Rs. 2.5 lakh was recommended by the First National Judicial Pay Commission on a nominal interest repayable in easy installments. Advance of soft loan for purchase of motor vehicles on annual interest has to be necessarily increased to a limit of Rs. 8 lakh subject to interest rate as is payable for such loan by respective State Government employees.

(ii) House Building Advance:

House Building Advance as per First National Judicial Pay Commission in proportion to revision of pay scale with usual interest on par with State Government employees to be continued.

(iii) Advance for purchase of computers:

This may not be continued since already Lap Top has been provided by the Central Government to all the Judicial Officers as per the recommendations of E-Committee.

PART – VIII

Various Demands made by the Judicial Officers Associations and Pensioners Association which fall outside the scope of reference to this Commission

73. Most of the Associations', their representatives, several Judicial Officers as well as pensioners pressed for scales and various benefits on par with VIth Central Pay Commission scales, DA, perquisites etc., as notified by the Central Government to its employees, while pointing out that many of the State Governments have adopted and notified Sixth Central Pay Commission pay scales in their respective States for State Government employees.

74. Since most of the demands so made are outside the scope of reference made to this Commission by the Hon'ble Court, this Commission has enumerated those demands, which require consideration either by this Hon'ble Court or by separate Judicial Pay Commission or at the appropriate level and they are given hereunder:-

-
1. Home Orderly Allowance.
 2. Children Education Allowance.
 3. Family Planning Allowance.
 4. Telephone with Cell at Rs. 1000-1500-2000-3000 respectively alongwith landline facility i.e. unlimited, 5000/3000, 3000/2500 and 2500/1500 at office and residence respectively as per the cadre. STD facility at residence.
 5. Free furnishing/furniture allowance - Rs. 1 lac at every five years (Delhi is giving Rs. 93000/-).
 6. Rural Area Allowance.
 7. Risk Allowance - Rs. 2000/- p.m. for insurgency affected areas.
 8. Deputation Allowance: 10% of basic pay (or Rs. 3000/- to Rs. 7000/- p.m. as per cadre).

9. Five days a week.
10. Handicapped Allowance.
11. Home Library Allowance.
12. Air travel facility to all Judicial Officers while availing LTC.
13. Additional increments for acquiring higher qualifications.
14. Change of software such as windows/MS Office in Lap Top already provided and providing of Dragon Speech Software and SCC on line, AIR on line, Local Law Journals on line.
15. 25% increase of allowances automatically whenever Dearness Allowance goes upto 50%.
16. Facility of Constant Attendant Allowance at the rate of Rs. 3000/- p.m.
17. Restoration of commuted pension after 10/12 years.
18. Annual grant for purchase of books and law journals.
19. Encashment of 365 days of earned leave.
20. Provision for Transit/Guest House facility.
21. Issuance of Car stickers for personal cars of Judicial Officers as also for providing red light atop the vehicles of the Judicial Officers.
22. Encashment of HPL.
23. 15 days Special Casual Leave for Office Bearers of the Judicial Officers Associations for attending meetings and conferences.
24. Raising of retirement age to 62 years.
25. Issue of Seniority - Rota Quota.
26. Method of Promotion - Selection.
27. Separate Forum (State Level and National Level) for settlement of various administrative and service grievances/problems.
28. Parity with Officers of I.A.S.
29. Transport: Rs. 7000 + 20% DA p.m. as per VIth Pay Commission in the alternative Rs. 25000/- p.m. + Rs. 4000/- p.m. for driver as per Maharashtra submission: considering the ratio of 200 litres p.m. for H. Court Judge.
30. General Insurance Scheme: Covering risk upto Rs. 10 lacs (Self-contribution of Rs. 1000/- p.m).
31. Housing project priority : 10% reservation in Government/subsidiary projects with fixed carpet area as per cadre.
32. Earned Leave: on duty on holidays to be allowed.
33. Advance for payment of rental: Three/Four months rent prayed as demanded by the landlords.
34. Conveyance-To Officers not using Government vehicle/private vehicle to be given reasonable amount i.e. Rs. 2500-3000 p.m.
35. Mid Academic Transfer: Rs. 2000/- p.m.
36. Advance salary for meeting contingencies - 15 days salary prayed.
37. Protocol to Distt. Judiciary - to be maintained as per their status as Executives.
38. Priority in reservations/bookings: even in educational institution alongwith transportation, guest houses, rest houses etc.
39. Residential Office Maintenance: Rs. 7500/- per month.
40. II ACP alongwith fixation of seniority to be finalized promptly.
41. Identity Cards to Pensioners and Family Pensioners to avail medical facilities, etc.
42. Tax free Sumptuary Allowance and Medical Allowance.

43. Remuneration/for special tasks/work or assignment like conducting exams, posting in rural areas etc.
44. The Judicial Officers be permitted to use official car beyond local limits.
45. Extra remuneration/honorarium to attend to Legal Aid Programmes, conferences and connected assignments including additional fuel.
46. Security for Judicial Officers.
47. Training-continuing Legal Education Court Management.
48. Training to handle the manpower.
49. Training for smooth handling of Bar Members and for preservation of standards.
50. Civil Judges (Jr. Division) with 5 years service may be permitted to participate in the limited competitive examination for selection of 25% of posts of Distt. Judges.
51. In service Judicial Officers be permitted to participate in the process for direct recruitment to the post of Distt. Judges.
52. Extension of benefit of credit of un-availed portion of joining time as earned leave as applicable to Central Government employees.
53. Promotion of Selection Grade or Super Time Scale be given on the basis of work experience. The Selection Grade be granted automatically after completion of 5 years at entry level and Super Time Scale after completion of 3 years in Selection Grade.
54. Provision for a Driver for each Judicial Officer even for personal car.
55. Security at home as well as in the Court of all Judl. Officers.
56. Minimum 15 years service for voluntary retirement.

75. Repeated demands have been made for constitution of full-fledged Judicial Pay Commission as was done earlier and appointment of a Judicial Pay Commission should normally be made when Central Pay Commission is constituted and notified.

PART-IX

Few demands which do not cost the Exchequer

1. Five days a week.
2. Provision for Transit/Guest House facility.
3. Issuance of Car stickers for personal cars of Judicial Officers as also for providing red light atop the vehicles of the particular level of Judicial Officers.
4. Issue of Seniority - Rota-Quota.
5. Separate Forum (State level and National level) for settlement of various administrative and service grievances/problems.
6. Welfare activities for the fraternity in general.
7. Advance of salary for meeting contingencies - 15 days salary prayed.
8. Protocol to Distt. Judiciary - to be maintained as per their status as executives.
9. Priority in reservations/bookings: alongwith transportation, guest houses, rest houses etc.
10. Identity Cards to Pensioners and Family Pensioners to avail medical facilities, etc.
11. II ACP alongwith fixation of seniority to be finalized promptly.
12. Change of nomenclature of Civil Judge (Junior Division) to Civil Judge.

Department of Personnel

Notification

1/9/2005-PER

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, read with section 21 of the General Clauses Act, 1897 (Central Act 10 of 1897), the Governor of Goa in consultation with the Goa Public Service Commission conveyed vide their letter No. COM/I/13/35(3)/2008/1136 dated 15-7-2008, hereby makes the following rules so as to amend the Goa Government, Directorate of Health Services, Class II Gazetted posts Recruitment Rules, 1971, published in the Official Gazette, Series I No. 20 dated 12-8-1971, vide Notification No. OSD/RRVS/11/67 dated 1-7-1971, as follows, namely:—

1. *Short title and commencement.*— (1) These rules may be called the Government of Goa, Directorate of Health Services, Group 'B' Gazetted post, Recruitment (Amendment) Rules, 2010.

(2) They shall come into force from the date of their publication in the Official Gazette.

2. *Amendment of Schedule.*— In the Schedule appended to the Goa Government, Directorate of Health Services, Class II Gazetted posts, Recruitment Rules, 1971, the serial number 2, the post "Psychiatric Social Worker" and the entries thereof, shall be omitted.

By order and in the name of the Governor of Goa.

Yetindra M. Maralkar, Joint Secretary (Personnel).

Porvorim, 22nd April, 2010.

Notification

1/9/2005-PER

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Goa hereby makes the following rules to regulate the recruitment to the Goa General Service, Group 'B', Gazetted, Non-Ministerial post, in the Institute of Psychiatry and Human Behaviour, Government of Goa, namely:—

1. *Short title, application and commencement.*— (1) These rules may be called the Government of Goa, Institute of Psychiatry and Human Behaviour, Group 'B', Gazetted, Non-Ministerial post, Recruitment Rules, 2010.

(2) They shall apply to the post specified in column (1) of the Schedule to these rules (hereinafter called as the "said Schedule").

(3) They shall come into force from the date of their publication in the Official Gazette.

2. *Number, classification and scale of pay.*— The number of posts, classification of the said post and the scale of pay attached thereto shall be as specified in columns (2) to (4) of the said Schedule:

Provided that the Government may vary the number of posts as specified in column (2) of the said Schedule from time to time subject to exigencies of work.

3. *Method of recruitment, age limit and other qualifications.*— The method of recruitment to the said post, age limit, qualifications and other matters connected therewith shall be as specified in columns (5) to (13) of the said Schedule.

4. *Disqualification.*— No person who has entered into or contracted a marriage with a person having a spouse living or who, having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to the service:

Provided that the Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

5. *Power to relax.*— Where, the Government is of the opinion that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing, and in consultation with the Goa Public Service Commission, relax any of the provisions of these rules with respect to any class or category of persons.

6. *Saving.*— Nothing in these rules shall affect reservations, relaxation of age limit and other concessions required to be provided for Scheduled Castes and other special categories of persons in accordance with the orders issued by the Government from time to time in that regard.

These rules are issued in consultation with the Goa Public Service Commission conveyed vide its letter No. COM/I/13/35(3)/2008/1136 dated 15-7-2008.

By order and in the name of the Governor of Goa.

Yetindra M. Maralkar, Joint Secretary (Personnel).

Porvorim, 22nd April, 2010.

SCHEDULE

1	2	3	4	5	6	7	8	9	10	11	12	13	
Name/ Designation of post	Number of posts	Classifi- cation	Scale of pay	Whether selec- tion post or non- selec- tion post	Age limit for direct recruits	Whether the benefit of added years of service is admissible under Rule 30 of CCS (Pension) Rules, 1972	Educational and other qualifications required for direct recruits	Whether age & educational qualifications prescribed for the direct recruits will apply in the case of promotees	Period of proba- tion, if any	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer/contract and percentage of the vacancies to be filled by various methods	In case of recruitment by promotion/ deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	If a D.P.C. exists, what is its compo- sition	Circum- stances in which the Goa Public Service Commission is to be consulted in making recruitment
Psychia- tric Social Worker to varia- tion de- pendent on work- load).	03 (2010)	Goa General Service, Group 'B', Gazet- ted, Non- Mini- sterial.	Rs. 9,300- 34,800 + Grade Pay Rs. 4,200/-.	N. A.	Not exceeding 40 years (Relaxable for Govern- ment servants upto 5 years in accord- ance with the orders or instruc- tions issued by the Govern- ment).	N. A.	<i>Essential:</i> (i) Master's Degree in Social work OR Sociology or Equiva- lent degree of a recognised Univer- sity. (ii) Post Graduate Diploma in Psychia- tric Social work. OR (ii) M.Phil (iii) 3 years experi- ence in Social work. (iv) Knowledge of Konkani. <i>Note:</i> In case of non- -availability of a suit- able candidate with the knowledge of Konkani, this re- quirement may be relaxed. <i>Desirable:</i> Knowledge of Marathi.	N. A.	Two years.	By direct recruitment.	N. A.	Group 'B', D.P.C. consisting of:— (1) Chairman/ Member, Goa Public Service Com- mission —Chairman. (2) Chief Sec- retary or his nominee —Member. (3) Adminis- trative Secre- tary/Head of Department —Member. (For confirma- tion only).	Consultation with the Goa Public Service Commission is necessary for making direct recruitment, confirmation, and for amending/ relaxing any of the pro- visions of these rules.

Notification

1/2/2009-PER

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Goa hereby makes the following rules to regulate the recruitment to the Group 'C', Non-Ministerial and Non-Gazetted posts in the Collectorate (North and South) under the Government of Goa, namely:—

1. *Short title, application and commencement.*— (1) These rules may be called the Government of Goa, Collectorate (North and South), Group 'C', Non-Ministerial, Non-Gazetted posts, Recruitment Rules, 2010.

(2) They shall apply to the post specified in column (1) of the Schedule to these rules (hereinafter called as the "said Schedule").

(3) They shall come into force from the date of their publication in the Official Gazette.

2. *Number, classification and scale of pay.*— The number of posts, classification of the said post and the scale of pay attached thereto shall be as specified in columns (2) to (4) of the said Schedule:

Provided that the Government may vary the number of posts specified in column (2) of the said Schedule from time to time subject to exigencies of work.

3. *Method of recruitment, age limit and other qualifications.*— The method of recruitment to the said post, age limit, qualifications and other matters connected therewith shall be as

specified in columns (5) to (13) of the said Schedule.

4. *Disqualification.*— No person who has entered into or contracted a marriage with a person having a spouse living or who, having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to the service:

Provided that the Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

5. *Power to relax.*— Where, the Government is of the opinion that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons.

6. *Saving.*— Nothing in these rules shall affect reservation, relaxation of age limit and other concessions required to be provided for Scheduled Castes and other special categories of persons in accordance with the orders issued by the Government from time to time in that regard.

By order and in the name of the Governor of Goa.

Yetindra M. Maralkar, Joint Secretary (Personnel).

Porvorim, 30th April, 2010.

SCHEDULE

1	2	3	4	5	6	7	8	9	10	11	12	13	
Name/ /Designation of post	Number of posts	Classifi- cation	Scale of pay	Whether selec- tion post or non- selec- tion post	Age limit for direct recruits	Whether the benefit of added years of service is admissible under Rule 30 of CCS (Pension) Rules, 1972	Educational and other qualifications required for direct recruits	Whether age & educational qualifications prescribed for the direct recruits will apply in the case of promotees	Period of proba- tion, if any	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ /transfer/contract and percentage of the vacancies to be filled by various methods	In case of recruitment by promotion/ /deputation/ /transfer, grades from which promotion/ /deputation/ /transfer is to be made	If a D.P.C./ /D.S.C. exists, what is its compo- sition	Circum- stances in which the Goa Public Service Commission is to be consulted in making recruitment
Data Entry Operator. (Collectorate of North Goa District. 09 posts. Collectorate of South Goa District. 06 posts) (Subject to variation dependent on work load).	15	Group 'C', Non-Ministerial, Non-Gazetted.	Rs. 5,200-20,200 + Grade Pay Rs. 1,900/-.	Non-selection.	Not exceeding 40 years (Relaxable for Government servants upto 5 years in accordance with the instructions or orders issued by the Government).	No. Essential: (1) Higher Secondary School Certificate or equivalent qualification from a recognized Institution. (2) Six months Diploma in Computer from a recognized Institution. (3) Minimum typing speed of 30 words per minute. (4) Knowledge of Konkani. Desirable: Knowledge of Marathi.	N. A.	Two years.	Direct recruitment.	N. A.	Group 'C', D.S.C./D.P.C.	N. A.	

Department of Power

Office of the Chief Electrical Engineer

Order

CEE/Estt-05-04-2008/Revival-SE/716

Sanction of the Government is hereby conveyed for revival of one (1) lapsed post of Superintending Engineer (Elect.), Group "A" Gazetted in the pay scale of PB-3 Rs. 15,600-39,100+G. P. Rs. 7,600/- in the Electricity Department as per the details shown below:—

Sr. No.	Jurisdiction	Office to which the post is attached	Budget Head
1	2	3	4
1.	North Goa	EHV and Commercial Section, Office of Chief Electrical Engineer, Panaji	2801-Power 05-Transmission & Distribution 001-Direction & Administration 01-Establishment (Non-Plan) 01-Salaries

This issues with the recommendation of Administrative Reforms Department vide U. O. No. 144/F dated 28-1-2010 and concurrence of the Finance Department vide U. O. No. F-S/1411662 dated 16-4-2010 and also of the approval of the Hon'ble Chief Minister dated 19-4-2010.

By order and in the name of the Governor of Goa.

Nirmal Braganza, Chief Electrical Engineer
& ex officio Additional Secretary.

Panaji, 5th May, 2010.

Department of Revenue

Goa Rehabilitation Board

Notification

GRB/06/V2-2/07-08

The following Scheme framed by the Board under section (4) of section 29 of the Goa Rehabilitation Board Act, 2006 (Act 9 of 2006) (hereinafter called as the "said Act") with previous approval of the Government is hereby pre-published as required by section 32 of the said Act, for the information of all persons likely to be affected thereby. Notice is hereby given that the said Scheme will be taken into consideration by the Government on the expiry of two weeks from the date of publication of this Notice in the Official Gazette.

All objections and suggestions to the said Scheme may be forwarded to the Goa Rehabilitation Board, Patto, Panaji-Goa before expiry of the said period of two weeks from the date of publication of this Notice in the Official Gazette.

The boundaries of the area comprised in the said Scheme, a map of the said area and details of the land which is proposed to be acquired, if any, may be inspected at the Office of the Goa Rehabilitation Board, Patto, Panaji-Goa at 10.00 hrs. to 13.00 hrs.

"SCHEME"

In pursuance of sub-section (4) of Section 29 of the Goa Rehabilitation Board Act, 2006 (Goa Act 9 of 2006), the Goa Rehabilitation Board, with the previous approval of the Government hereby frames the following Scheme, namely:—

1. *Short title and commencement.*— (1) This Scheme may be called the Goa Rehabilitation Scheme (Rehabilitation of four lane N. H. 17B, project affected persons), 2008.

(2) It shall come into force at once.

2. *Definitions.*— In this Scheme, unless the context otherwise requires,—

(a) "Act" means the Goa Rehabilitation Board Act, 2006 (Goa Act 9 of 2006);

(b) "Allotment" means allotment of shelter from the stock of shelters by the Board, by a letter of grant to the displaced persons;

(c) "Board" means the Goa Rehabilitation Board established under Section 3 of the Act;

(d) "Displaced person" means a person who has been evicted and/or is about to be evicted by the Collector/SLAO under the land acquisition proceedings for the N. H. 17B will include a person who has been unauthorized occupying Government land with a fixed habitation and has been evicted therefrom on account of Four Lane Highway 17B and who is in need of shelter;

(e) "Order of grant" means the Order issued permitting occupation and use of a shelter on terms and conditions as mentioned thereof;

(f) "Shelter" means a residential unit constructed or got constructed by the Board.

Words and expression used but not defined in this Scheme shall have the same meaning as assigned to them in the Act.

3. Preparation of list of displaced person.—

(1) The Deputy Collector, Mormugao, having jurisdiction over the area of 4-Lane Highway 17B shall prepare a list of displaced persons within 30 days from the date of receipt of such request from the Board.

(2) The Deputy Collector thereafter shall cause the said list to be published in three local newspapers in Konkani, Marathi and English languages and allow a period of 4 weeks to the displaced persons to verify the said list and submit any representation thereof.

(3) The Deputy Collector shall then finalize the said list and forward the same to the Board; the Board may either accept as final the list as submitted by the Deputy Collector or modify the list after giving an opportunity of being heard to any displaced person.

(4) The Board shall allot to each of displaced person shelter of 32 sq. mts. irrespective of area encroached.

(5) *Allotment of Shelters:* (a) The Board shall by means of a lot allocate the units of shelter available in its stock to the displaced persons going by the serial order in the list.

(b) The Member Secretary of the Board shall thereafter intimate the displaced person the intention of the Board to allot the shelter and shall call upon the said displaced person to state whether he is ready and willing to accept the said shelter upon terms and conditions laid down by the Board.

(c) In case the displaced person conveys his acceptance thereof to the Member Secretary, he shall, with the concurrence of the Board issue an Order of grant to the affected person. If the displaced person does not accept the initial offer made by the Board or fails to take possession of shelter after issuing order of grant on the appointed date, the Board shall not be responsible to rehabilitate the displaced person under this Scheme or any other Scheme framed by the Board and the displaced person shall not have any right to claim the same.

(d) The Board while considering the grant of shelter to the displaced person shall take into consideration their economic conditions hardships caused to them in society and other aspects.

4. The cost of the shelter alongwith all other amenities shall be calculated and the same shall be taken into consideration while fixing any rents required to be paid by the displaced person in the manner laid down in the C PWD code for leases to economically weaker section of the society.

5. The Board may, in exceptional circumstances, exempt any particular displaced person from paying rent whose head of the family is a widow or getting assistance under the Dayanand Social Security Scheme, and/or would be so entitled under any Central

or State Government Scheme, provided that the appropriate Government in relation to that a Scheme makes a matching contribution to the Board.

6. The displaced person upon acceptance and taking possession of the shelter shall observe and follow all the terms and conditions incorporated in the order of grant and for any breach of such terms or conditions the Board shall take such action against the displaced person as it deems fit.

This issues in supersession of earlier Notification No. GRB/06/V2-2/07-08 dated 3rd February, 2010.

Pandharinath N. Naik, Member Secretary for and on behalf of the Goa Rehabilitation Board.

Porvorim, 8th April, 2010.

Notification

16-5-2010/RD

The following draft rules which are proposed to be made so as to further amend the Goa, Daman and Diu Land Revenue (Inspection, Search and Supply of Copies of Land Records) Rules, 1969, are hereby pre-published as required by sub-section (3) of section 199 of the Goa Land Revenue Code, 1968 (Act 9 of 1969), for information of the persons likely to be affected thereby and notice is hereby given that the said draft rules will be taken into consideration by the Government on the expiry of fifteen days from the date of publication of the Notification in the Official Gazette.

All objections and suggestions to the said draft rules may be forwarded to the Secretary (Revenue) to the Government of Goa, Department of Revenue, Porvorim, before the expiry of the said period of fifteen days from the date of publication of this Notification in the Official Gazette.

DRAFT RULES

In exercise of the powers conferred by sub-section (1) and (2) of section 199 of the Goa Land Revenue Code, 1968 (Act 9 of 1969) and all other powers enabling it in this behalf, the Government of Goa hereby makes the following rules so as to further amend the Goa, Daman and Diu Land Revenue (Inspection, Search and Supply of Copies of Land Records) Rules, 1969, namely:—

1. *Short title and commencement.*— (1) These rules may be called the Goa Land Revenue (Inspection, Search and Supply of Copies of Land Records) (Amendment) Rules, 2010.

(2) They shall come into force at once.

2. *Amendment of rule 12.*— In rule 12 of the Goa, Daman and Diu Land Revenue (Inspection, Search and Supply of Copies of Land Records) Rules, 1969, in Schedule A, for entries against serial numbers 1 to 11, the following entries shall be respectively substituted, namely:—

Sr. No.	Category of records	Fees
1	2	3
(1)	Every certified computerized copy of a serial number or entry in the record of rights, register of mutations and from the registers, accounts and records, other than maps, maintained by a Talathi under section 8 of the Code	Rs. 15/- for the first page and @ Rs. 5/- for every additional page.
(2)	Every certified copy of an entry in the register of property maintained by the City Survey Officer	Rs. 30.00.
(3)	(i) Every certified copy of the tabular annewari statement of a village with the annewari decision worked out therein	Rs. 15.00.
	(ii) Every certified copy of the decision of the Collector or Mamlatdar not embodied in the statement of annewari	Rs. 10.00.
(4)	Every certified copy of a map of a survey number or of a sub-division of a survey number or of any (uncoloured) map of any immovable property prepared under clause (a) of section 101 of the Code	Rs. 15.00 for every survey number or sub-division of a survey number subject to the minimum of Rs. 30/-.
(5)	(a) Every certified copy of a map of a survey number or of a sub-division of a survey number or of an ordinary (uncoloured) map or plan of any immovable property prepared under section 56 of the Code	Rs. 30.00 for every survey number or a sub-division of a survey number excluding cost of paper.
	(b) Every certified computerized copy of a map of a survey number or of a sub-division of a survey number or of map or plan of any immovable property prepared under section 56 of the Code	Rs. 60.00 for every survey number or a sub-division of a survey number inclusive of paper cost.
	(c) Every certified computerized copy of a map of a survey number or of a sub-division of a survey number or of map or plan of any immovable property prepared under section 56 of the Code with details of Form I	Rs. 70.00 for every survey number or a sub-division of a survey number inclusive of paper cost.
(6)	(a) Every certified copy of a map or plan of a non-agricultural survey number or a sub-division of such a survey number or of an extract of city survey prepared under section 65 of the Code	Rs. 30.00 for every survey number or a sub-division of a survey number excluding cost of paper.
	(b) Every certified computerized copy of a map or plan of a non-agricultural survey number or a sub-division of such a survey number	Rs. 60.00 for every survey number or a sub-division of a survey number inclusive of paper cost.
	(c) Every certified computerized copy of a map or plan of a non-agricultural survey number or a sub-division of such a survey number with details of Form B or Form D	Rs. 70.00 for every survey number or a sub-division of a survey number inclusive of paper cost.
(7)	For showing the scaled off perimeter measurements on any certified copy of the map of a survey number or of a sub-division of a survey number prepared under items (4), (5) and (6)—	

1	2	3
	(i) if applied for at the time of measurement of the survey number or sub-division of a survey number	Rs. 10.00.
	(ii) if applied for at any time thereafter	Rs. 20.00.
(8)	(a) Every certified copy of a map or plan or certified computerized copy of a map or a plan or of any portion of a map or plan not falling under items (4), (5) and (6)	Such fees not exceeding Rs. 200/- and not less than Rs. 20/- as the Officer who certifies the copy shall determine provided that no fee exceeding Rs. 50/- shall be charged by an Officer subordinate to a Collector, except with the permission of the Director of Settlement and Land Records.
	(b) Every certified computerized copy of a map or plan or of any portion of a map or plan (coloured copy with all details) not falling under (4), (5) and (6)	Rs. 250/- for a copy upto 10 P. T. Sheet and Rs. 50/- for each additional P. T. Sheet in colour with all details inclusive of paper cost.
(9)	For every certified copy of records not falling under items (1) to (8)–	
	(i) for every sheet of paper 30×21 cms. in dimension, hand written or typed with double spacing	Rs. 30.00 for every sheet of paper or part thereof.
	(ii) if such record be in tabular form	Twice the rate specified in (i) above.
(10)	For every true copy of a certified copy	The same fee as for a certified copy.
(11)	For every authenticated translation of orders, and the reasons therefore, and of the exhibit in formal or summary enquiries under the code.	
	(i) for the first 100 words or fraction of 100 words	Rs. 20.00.
	(ii) for every subsequent 100 words or fraction of 100 words	Rs. 10.00.

By order and in the name of the Governor of Goa.

Pandharinath N. Naik, Under Secretary (Rev-I & II).

Porvorim, 7th May, 2010.

Department of Social Welfare

Directorate of Social Welfare

Notification

13/8/2008-SWD/496

In exercise of powers conferred by section 17 of the Goa State Commission for Backward Classes Act, 1993 (Act 13 of 1993) and all other powers enabling it in this behalf, the Government of Goa hereby makes the following rules so as to amend the Goa State Commission for Backward Classes Rules, 1997, as follows, namely:—

1. *Short title and commencement.*— (1) These rules may be called the Goa State Commission for Backward Classes (Amendment) Rules, 2010.

(2) They shall come into force from the date of their publication in the Official Gazette.

2. *Amendment of rule 3.*— In rule 3 of the Goa State Commission for Backward Classes Rules, 1997 (hereinafter referred to as the principal Rules,—

(i) in sub-rule (1),—

(a) for letters and figures “Rs. 8000/-”, the letters and figures “Rs. 25,000/-” shall be substituted;

(b) for letters and figures “Rs. 150/-”, the letters and figures “Rs. 500/-” shall be substituted;

(ii) in sub-rule (2),— for the figures and word “100 liters”, the figures and word “200 liters” shall be substituted;

(iii) in sub-rule (3),— for the letters and figures “Rs. 250/-”, the letters and figures “Rs. 500/-” shall be substituted;

3. *Amendment of rule 4.*— In rule 4 of the principal Rules, in sub-rule (1), for the expression “remuneration of Rs. 1,000/-”, the expression “special pay of Rs. 2,000/-” shall be substituted.

By order and in the name of the Governor of Goa.

N. B. Narvekar, Director & ex officio Joint Secretary (Social Welfare).

Panaji, 5th May, 2010.

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