

that the water intake pipes should not be steel pipes, but cement conduit pipes?

DR. SUSHILA NAYAR: According to the experts, cement concrete pipes are perfectly suitable. We can get the matter further examined if the hon. Member has any data to doubt the advice given by the experts and, Sir, may I add, this conduit No. 4 does not have an alternative supply line and therefore a second conduit is being constructed so that, in case of any difficulty, the people are not put to trouble.

†COMMITTEE FOR FILLING OF POSTS IN  
PUBLIC SECTOR UNDERTAKINGS

\*638. SHRI G. M. MIR: Will the Minister of FINANCE be pleased to state:

(a) whether it is a fact that Government have appointed a Committee to report on the filling of posts in public sector undertakings; and

(b) if so, whether the Committee has submitted the report?

THE MINISTER OF PLANNING (SHRI B. R. BHAGAT): (a) A Committee was appointed recently to examine questions relating to the manning of top posts in public sector.

(b) Yes, Sir.

SHRI G. M. MIR: Sir, I would like to know when this Committee was appointed, what the terms of reference to this Committee were and who were the members of this Committee?

SHRI B. R. BHAGAT: Sir, this Committee was appointed at the instance of the Prime Minister and it was constituted only of officials. The Committee has submitted the report and Government has considered it and is acting on it.

SHRI G. M. MIR: The question was: Who were the members of this committee and what were the terms

of reference to this Committee? This also I would like to know from the hon. Minister.

SHRI B. R. BHAGAT: As I said, the Committee was composed of officials; there were the Cabinet Secretary and the Secretaries of the Departments concerned.

SHRI G. M. MIR: I would like to know the terms of reference to this Committee and, secondly, what the main recommendations of this Committee are.

SHRI B. R. BHAGAT: The terms of reference, as I said, were to examine questions relating to the manning of the top posts, and top post has been defined as the executive posts, held by whether Chairman or the Managing Director, and includes other top executive posts.

SHRI G. M. MIR: What are the main recommendations of this Committee?

SHRI B. R. BHAGAT: The recommendation is that they have broadly categorised the posts into four; Schedule A—Rs. 3500-4000; Schedule B—Rs. 3000-3500; Schedule C—Rs. 2500-3000 and Schedule D—Rs. 2000-2500. This is the categorisation.

SHRI ARJUN ARORA: May I know if the Government have any intention of making this report public by placing it on the Table of the House, or will they continue to treat it as confidential?

SHRI B. R. BHAGAT: The recommendations of the Committee can be made public and they have mostly been accepted by the Government. As for making the report public, it is not necessary; it need not be made public.

SHRI P. K. KUMARAN: There has been a general complaint that the men

†Transferred from the 16th September, 1965.

who run these public sector undertakings—since they are not drawn from the industry, they do not have the necessary training—run them in a bureaucratic way, resulting in loss of production and inefficient management of these public sector undertakings. May I know, Sir, whether this aspect has been examined and, if so, what were their recommendations?

SHRI B. R. BHAGAT: The Committee went into this question and has broadly recommended that they need not be drawn from only one source. The posts and the salaries have been categorised and from wherever suitable persons are available, they will be drawn in, and if they will be drawn in, they will be drawn in for a fixed period.

SHRI A. D. MANI: The hon. Minister mentioned that for the A category posts a salary of Rs. 3,500 to Rs. 4,000 has been recommended. I would like to ask him whether the Committee was influenced by the fact that this is the salary which was given to the old ICS Secretaries of the Government of India, and whether they felt for this reason that a salary of Rs. 3,500 to Rs. 4,000 would enable public sector undertakings to get men of the required ability from other industries?

SHRI B. R. BHAGAT: I do not know what were the subjective considerations that the members of the Committee had. This salary scale was fixed in view of various other considerations.

SHRI A. D. MANI: What were those considerations?

SHRI B. R. BHAGAT: The main consideration was that it must be in conformity with the general economic level in the country. Although we agree that we cannot compete with the private sector, in certain cases, if there are very highly suitable persons and they require higher salaries, they can be given and it is not precluded. Only thing is if he is a Government

servant, he will have to resign his post. But that is not precluded.

SHRI ARJUN ARORA: May I know S.r, . . .

MR. CHAIRMAN: Not now, Mr. Arora. I would like to allow other people to put questions and then come to you. Mr. Jaipuria.

SHRI SITARAM JAIPURIA: Is it a fact that there have been many instances where senior officers dismissed from one Ministry or removed from one Ministry, have been appointed in another Ministry? And if that is so, is it also not a fact that the Union Government had asked the public sector undertakings to evolve a code of conduct for senior officers which will lay down a uniform procedure regarding recruitment, promotion, and also for inviting tenders and other business transactions? Has this Committee done anything in this regard?

SHRI B. R. BHAGAT: This Committee had nothing to do with code of conduct, etc.

SHRI OM MEHTA: How many officers have been appointed after the recommendations of this Committee have been received?

SHRI B. R. BHAGAT: The Cabinet considered the report recently and accepted the recommendations.

MR. CHAIRMAN: Have any officers been appointed? That is what he asks.

SHRI B. R. BHAGAT: I do not know, this happened only a few days back.

MR. CHAIRMAN: Officers are not appointed in a few days.

SHRI M. M. DHARIA: May I ask, Sir, whether this Committee has suggested certain norms for the different posts in the public sector undertakings?

**SHRI B. R. BHAGAT:** The only thing that the Committee says is that four categories are required for the different levels of expertise, knowledge and experience. These categories have been defined and when a certain public sector undertaking's executive head is to be appointed, when that post is to be filled, in that particular category, when that appointment is made, then suitable qualifications experience, etc. will be looked into.

**SHRI M. P. BHARGAVA:** May I know whether in view of the experience that many of the top posts in the public undertakings have been found to be in the hands of not very satisfactory people, will the Government consider the advisability of linking the pay and allowances of the top officials in the public sector undertakings, with production in that undertaking?

**SHRI B. R. BHAGAT:** This Committee has nothing to do with that. It is a separate thing and norms of production and other things will be looked after by the individual public undertaking.

**SHRI ARJUN ARORA:** May I know if the Committee went into the question of the methods of recruitment and selection adopted by the public undertakings so far? If so, did they suggest any improvements?

**SHRI B. R. BHAGAT:** Their main recommendation is that a single source need not be availed of for manning these posts and that recommendation should meet all difficulties. These people can be drawn from any source, if they have suitable qualifications.

**SHRI ARJUN ARORA:** But what is the method of recruitment? How are they to be drawn? So far the method of recruitment and selection has not been satisfactory. Has the Committee gone into that aspect or not? That is the question.

**SHRI B. R. BHAGAT:** There is this categorisation. Suppose, for example, you want a man for Schedule A, on salary Rs. 3,500 to Rs. 4,000. A suitable man can be found from anywhere, from the Government or the private sector or from any technical or other body or establishment.

**MR. CHAIRMAN:** But how would they be found? What is the process of finding them? By advertisement?

**SHRI B. R. BHAGAT:** Yes, by open competition.

**SHRI I. K. GUJRAL:** May I ask, Sir, whether they went into the question of the method of recruitment? Is it proposed that some body like the Union Public Service Commission, or some such commission be appointed to independently go into the matter and judge the merits of the people before the recruitment?

**SHRI B. R. BHAGAT:** The Committee, Sir, had a limited task relating to the top posts. Various methods of recruitment or selection will have to be considered afterwards.

**SHRI BHUPESH GUPTA:** Sir, the hon. Minister said that posts carrying a salary of Rs. 3,000 and so on, are to be filled by competition. Or what did he say?

**SHRI B. R. BHAGAT:** I said wherever available these people can be taken by open competition; they will apply.

**SHRI BHUPESH GUPTA:** Yes, by open competition. Then do I understand that there is some arrangement for testing their talent by examination or what? Or is it to be that when these posts are vacant people will send in applications and then they will come in? If that is so, is it not a fact that there is a considerable amount of nepotism and the attempt is to put superannuated officers as heads of the public sector undertakings and so on, irrespective of their qualifications?

SHRI B. R. BHAGAT: I do not think that fear will be found true.

SHRI D. THENGARI: In how many instances have officers in the public sector undertakings resigned their jobs and joined service in the private sector?

SHRI B. R. BHAGAT: I do not know. I want notice.

شری عبدالغنی : کیا وزیر صاحب  
فرمائیں گے کہ ایسی امور تھیں  
کمیتی میں صرف آفیسر کو کیوں  
دکھا گیا باہر سے لوگوں کو انکوائسٹس  
کو کیوں نہیں لہا گیا جو آج کے ملک  
کے حالات کے پیش نظر رائے دیتے ؟

† श्री अब्दुल गनी : क्या वजीर साहब  
फरमाएंगे कि ऐसी इम्पोर्टेंट कमेटी में मिर्फ  
आफिसर्स को क्यों रखा गया, बाहर से लोगों  
को, इकानोमिस्ट्स को, क्यों नहीं लिया  
गया जो आज के मुल्क के हालात  
के पेशेनजर राय देते ?]

श्री बी० आर० भगत : जैसा मैंने  
बताया कि प्रधान मंत्री जी ने बड़े ऊंचे अफ-  
सरों की एक कमेटी बनाई थी उनकी सलाह  
लेने के लिये । उनकी सिफारिशें आई,  
केबिनेट ने उन पर गौर किया, उनको  
माना । इसलिये बाहर के आदमियों से इसमें  
बहुत ज्यादा रोशनी मिल जाती, ऐसी  
उम्मीद नहीं थी ।

SHRI P. K. KUMARAN: Will the hon. Minister place the report of this Committee on the Table of the House?

MR. CHAIRMAN: He has already said that the recommendations would be made known. That question has been put before. Any other question? We are spending ten minutes on a question, on an average.

SHRI ARJUN ARORA: It was an important question.

† [ ] Hindi transliteration.

MR. CHAIRMAN: All questions are important. We have done only three questions in half an hour.

#### INCOME-TAX RULES APPLICABLE TO ARTISTS ARCHITECTS ETC.

\*753. SHRI I. K. GUJRAL: Will the Minister of FINANCE be pleased to state:

(a) whether his attention has been drawn to the need for amending income-tax rules applicable to artists, architects etc.; and

(b) if so, what steps have so far been taken to make necessary changes in these rules?

THE DEPUTY MINISTER IN THE MINISTRY OF FINANCE (SHRI RAMESHWAR SAHU): (a) No, Sir. No suggestion has been received for any amendment of the Income-tax Rules with reference to artists and architects. In fact, there is no provision in these rules which has common application to artists and architects.

(b) The question does not arise.

SHRI I. K. GUJRAL: May I know, Sir, if the hon. Minister is aware of a letter addressed to the Finance Minister by the Education Minister drawing his attention to the Bhabha Committee's Report that amendments to the rules are necessary and called for. If so, has any action been taken on that letter?

SHRI B. R. BHAGAT: I am not aware of any letter from the Education Minister to the Finance Minister. It may be that the Finance Minister knows, but I do not know.

SHRI I. K. GUJRAL: This question is based on that letter addressed by the Education Minister to the Finance Minister. The hon. Minister having replied to it, may I ask him to look into this matter in the light of the Bhabha Committee's report, that artists and architects should be given