

Vets Betrayed Again

We were an elated lot when we came out of the meeting room of the Pay Revision Committee in the new Legislature Complex at Thiruvananthapuram. We felt confident after a very lively session with the Chairman and members of the committee. We presented the past, present and the future of the veterinary profession, transmitted the aspirations and expectations of our community, substantiated our claims and demands, and convinced the committee of the gross neglect and insult meted out to our profession by the recent Pay Commissions. The Chairman and members seemed very sympathetic, and understanding. Our success in preparing a very detailed memorandum, and in presenting our cause to the Committee in person emphatically, gave us the confidence to pass it on to the members of our profession. And the entire community expected some good news this time.

But now, we are a thoroughly disappointed lot. We feel betrayed, neglected and insulted. Why are we sidelined by the Pay Revision Commission always? Are we not qualified enough professionally, as the medical people? Haven't we contributed to the State Domestic Product more than any other similar professions? Didn't we involve and spend our might in the implementation of the Government programmes? Are we not the first to join the great movement

as People's Campaign for Planning while all other service organizations hesitated to do so? Yes, Yes and Yes. But why do they consider us as second class citizens? Why are they not taking us seriously? Why are they not recognizing our contributions and achievements?

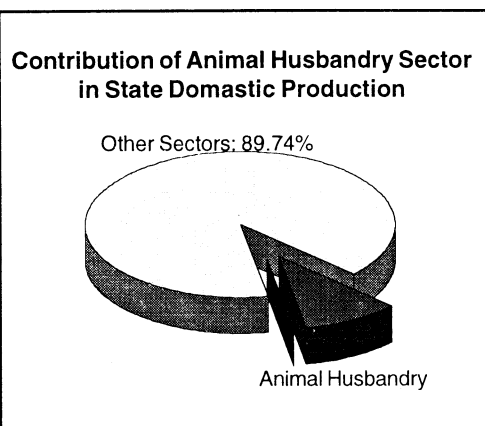
A peep into the history of the Pay Revision Commissions will help us to understand our position better. Both the Central and State Pay Revision Commissions were instrumental in moulding our fate.

Central Pay Commissions

The first Central Pay Commission was constituted in 1949 presided over by Justice S Varadachariar. The second one was appointed in 1957 chaired by Justice Jaganatha Das and the third in 1973 presided over by Justice Raghubir Dayal. The fourth Central Pay Commission was appointed in 1983 chaired by Justice P N Singhal. The fifth Commission was appointed in 1994, headed by Justice S Ratnavel Pandian which submitted its report in 1997.

State Pay Commissions

The first State Pay Commission was appointed in 1965, chaired by Sri K M Unnithan ICS (former Chief Secretary, Govt. of Andhra) and the recommendations were implemented from 1.1.1966. Sri George Thomas IAS (First Member, Revenue Board) was appointed to deal with the grievances of the employees following the implementation of the recommendations of the first Pay Commission. Sri V K Velayudhan (Rtd. Chairman, PSC) chaired the second Pay Revision Commission, which submitted its recommendations on 10.5.1969, and the Government sanctioned implementation from 1.7.1968. A sub committee of the Council of Ministers of the State was constituted to review the pay structure of the employees following the submission of Central Pay Commission Report in 1973, and it submitted the decisions in 1974. In



response to the persistent demands from service associations, the Third State Pay commission was appointed in 1977. Sri N Chandrabhanu (former Chief Secretary, Kerala) was the single member commission, and he submitted his report on 11.9.1978. The fourth State Pay Commission was appointed in 1983 with Justice V P Gopalan Nambiar (former Judge, Kerala High Court) as Chairman. The report was submitted in June 1984. Justice T Chandrasekhara Menon (former Judge, Kerala High Court) and Sri S Ananthakrishnan (former Chief Secretary) and Dr M A Oommen as members. They gave the report in May 1989. A Pay Equalization Committee was appointed in 1992 under Sri Gopalakrishna Pillai IAS following demands from various service organizations for parity with central scales. The sixth Pay Revision Committee was set up in February 1997 with Sri P M Abraham IAS (Former Secretary, Govt. of India) as Chairman and Prof K Ramachandran Nair (Head of Dept. of Economics, University of Kerala) and Sri K G Sukumara Pillai (Additional Secretary, Govt. of Kerala) as members. They submitted their report in May 1998.

How the Commissions viewed Pay Revisions

The three characteristics of a sound pay structure as summarised in UN Hand Book on Civil Services Laws are Inclusiveness, Comprehensibility and Adequacy.

Raghubir Dayal Commission fully endorsed these and tried to view the entire pay restructure on these lines. Inclusiveness covers the idea that the Government's pay structure and career pattern should also be broadly adopted by autonomous quasi-Governmental organizations. Comprehensibility of pay signifies that the pay scales present a full and complete picture of the totality of the pay packet. Adequacy is meant to ensure a dignified and contented living for the employee consistent with his status and position in life. The test of adequacy should be satisfied internally as well as externally: internally by taking into account the attributes, accomplishments and skill and training of the individual concerned, and also duties and responsibilities attached to the office, and externally by assuring to the individual, a measure of security, of tenure and also a reasonable standard of living.

Jammu and Kashmir Third Pay Commission listed three qualities as efficiency, compensation and economy as guiding principles in pay structuring. Priestly Commission of England applied the principle of Fair Comparison, that the emoluments of Government employees should compare fairly with those in outside industry, ie, that there should be "fair relativity" between the two. Jaganatha Das Commission and Ragubir Dayal Commission discussed these principles in their reports. But Gopalan Nambiar

Scales of pay of veterinary graduates in different organisations within Kerala

Organisation	Entry cadre	First promotion	Second promotion	Third promotion	Non practising allowance
KCMMF	2380-5205 veterinary Officer	2780-6255 Asst. Manager	3530-7655 Manager	4075-8095 Sr. Manager	Rs. 450/-
KLB Board	2375-3500 Asst. Manager(AH)	2650-4200 Dy. Manager(AH)	3000-5000 Manager (AH)	4200-53-- General Manager	Rs. 200/-
General Insurance Co.	4250-8510 Asst. Admn. Officer	5980-8970 Admn. Officer	7340-9950 Asst. Manager	8970-10450 Dy. Manager	---
Animal Husbandry Dept.	2060-3200 Veterinary Surgeon	2375-3500 Asst. Director	2650-4200 Dy. Director	3000-5000 Jt. Director	Nil

Commission was of the opinion that, it can only be attempted between equals, similarly placed or circumstanced. The Commission was unable to discern that service under Government has any exact analogue in non Governmental sections whether public or private.

The principle of Job Evaluation is a rarefied principle that has often enough been urged before Pay Revision Commissions. The Third Kerala State Pay Commission considered the principle of job evaluation, but found that it is unsuitable for application to this State. Gopalan Nambiar Commission hoped that in the days to come, "This principle will come into play more effectively in fixation of Governmental pay scales". Intrinsic value of a job as "a summation of all the factors that one can think in relation to a job- the skills, the arduousness, the work atmosphere, the qualification, the recruitment procedure, the changes of career progression, the status, the security, the prestige, the perquisites- everything that is quantifiable and non quantifiable" was taken into account by the Fifth Central Pay Commission. And the Abraham Committee confides that "unfortunately, the PRC didn't have either the time or the manpower to conduct job evaluation studies before making recommendations

on salary revision".

The principle of broad banding and rationalization have been tried out by the State Pay Commissions to a certain extent, but, limited to reducing the number of pay scales. The Third State Pay Commission reduced the pay scales from 37 to 29 but it again rose to 32. The Fourth Pay Commission reduced it to 27. The Fifth Pay Commission, Pay Equalization Committee and the Abraham Committee didn't bring the number of scales further down.

Parity with Central Government scales was not stressed before the Fourth Pay Commission by the service organizations of the State, and the Commission however was of the opinion that it is inappropriate to compare mighty Leviathan of the Central Government with its wide and large financial resources with the microcosm of our State with its attenuated resources and funds. The Abraham Committee however rejected proposals for parity with Central Government scales, with reasons as

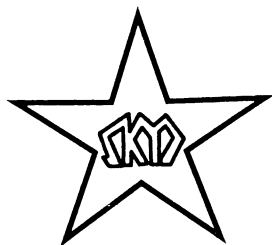
1. Even the last Pay Equalization Committee couldn't do it.
2. Service organizations were divided in their demands.

The Commission has gone upto the level of quoting the manifestos of the United Democratic Front (UDF) and Left

Scales of Veterinary Surgeons – Table 1

Period	Scale of Pay	Government Order
Upto 31.12.65	150-350	---
From 1-1-66	225-10-275-15-350-25-500	Go(P) No. 112/66/Fin dt 5.4.66
From 1-7-68	260-15-350-25-600	Go(P) No. 290/69/Fin dt 9.6.69
From 1-7-73	445-20-585-25-760-25/2-835	Go(P) No. 122/74/Fin dt 22.5.74
From 1-7-78	600-2--660-25-860-30-1100	Go(P) No. 860/78/Fin dt. 16.12.78
From 1.7.83	1150-40-1470-50-2270	Go (P) No. 515/85/Fin dt 16.9.85
From 1.7.88	1450-40-1530-60-1830-80-2470-85-2725-100-2825	Go. (P) No. 480/89/Fin dt 1.11.89
From 1.3.92	2060-60-2300-75-3200	Go (P) No: 600/93/Fin dt. 25.9.93
Sixth pay commission	6675-175-7550-200-10550	Awaited

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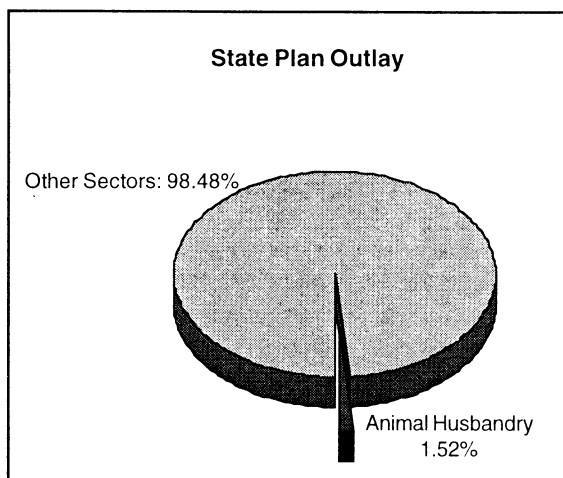
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Democratic Front (LDF) to cite the division of opinion on parity with central scales, and cashed on it. And further, they claim that they tried to "evolve a salary structure which will be in harmony with the central pay structure".

Efforts of the Veterinarians

Kerala Veterinary Association was the lone organization to take up the issues and problems of the veterinarians in and out of Government service in the sixties. With the formation of Kerala Veterinary Surgeons' Association on 23rd March 1969, the service problems were received attention. The name was changed into Kerala State Veterinary Surgeons' Service Association later. Our organizations were to tackle the acute unemployment problem faced by the veterinary graduates during that period. Many of the veterinarians had to go to other states for jobs and to work for long periods since conditions didn't improve in Kerala. Many other veterinarians had to work as Honorary Veterinary Surgeons for a long time with a meagre honorarium of Rs.200.00. The KVSSA had started representing to the Government of Kerala and the subsequent Pay Commissions that the pay scales of the veterinarians may be improved. They pointed out that the veterinary surgeons in Government Service were given the same salary that of Assistant Surgeons till 1962 and through an executive order Assistant Surgeons

received a salary hike. There was no positive response from anywhere and the disparity continued. Then came the Chandrabhanu Commission, and our Associations took up pains to prepare memorandums highlighting the disparities, and substantiated our claims. Attention of the Commission was invited to the similarity of the veterinary and medical professions in the educational and professional sides. Instead of rectifying our grievances, the Commission lifted the Agricultural Officers to be on par with the Veterinary Surgeons.

We consolidated our efforts and represented the Gopalan Nambiar Commission. Our strategy was rewarding and the Commission found our demands quite reasonable and recommended parity with Medical and Dental professions, at entry level. The Commission also grouped Medical, Dental and Veterinary professions into one category. Agricultural Officers, Engineers and Ayurveda Medical Officers into the second category and Homoeo and Nursing into the third category. There after our efforts were to secure parity at all levels and the newly formed Animal Husbandry Officers' Association joined the Kerala Veterinary Surgeons' Service Association and Indian Veterinary Association, Kerala Branch. But our efforts were futile and the Fifth Pay Commission didn't concede to our demands for parity in all cadres. The Commission pooled all the professional categories into one group and recommended the same scale at entry cadre. Following this, the Pay Equalization Committee translated the existing scales but granted two advance increments to Medical and Dental Surgeons. No changes were made in the pay scales of veterinary surgeons. Since then Prathapan commission was appointed to look into the grievances of medical officers and nurses of the Department of Health Services. The Commission recommended higher scales to the posts other than that of Assistant Surgeons, and the disparity became more evident at all levels. An Assistant Surgeon with ten years of service

is placed in the same scale of a Joint Director in Department of Animal Husbandry.

Pandian Commission at the Centre recommended parity between Veterinary Surgeons and Medical Officers at all levels and this gave us more hope, and so, we were quick to form a Co-Ordination Council soon after the appointment of the Sixth Pay revision Committee. The Council made sincere efforts and prepared a very detailed memorandum. All our achievements and contributions were included. We could convince the Committee on our demands, and expected restoration of parity in entry cadre as well as granting the same in some other cadres too. Now that the PRC report is frustrating and the Government have appointed a Cabinet Sub Committee to look into the grievances of the employees. Our Co-ordination Council, met several times and chalked out plans. Since the feed back are not promising, and to invite the attention of the Government, the combined meeting of the executive committees of KVSSA, AHOAK and IVA decided to stage our protest on 22nd of July 1998, at Thiruvananthapuram.

Are we demanding too much?

Emperor Ashoka (300 BC), the grandson of Chandra Gupta who turned to Buddhism had given veterinary profession in India, a new turn. It is described that the first veterinary hospital on record existed in Ashoka's regime. During that

period, human and animal hospitals existed side by side. The veterinarians, at that time, were among the privileged persons who had an endowment from the ruler.

Since then, veterinary profession has grown into a mammoth technological discipline. Advancement of medical research, was often achieved through combined efforts of both veterinary and medical professionals. Guerrin, the veterinarian and Calmette, the physician joined to develop BCG vaccine. Insulin was modified for the welfare of the human community by Banting, a medical doctor and Best, a veterinary doctor. The world always acknowledges the role of veterinarians in bio-medical research.

Veterinary Education

A student gets his admission to the veterinary college through common entrance examination. The duration is five years which includes six months rotating internship, followed by a comprehensive viva voce examination. Veterinary education in India is controlled by Veterinary Council of India as the Medical Education is controlled by Medical Council. All the veterinary colleges in India are under Government, and so, no chance for a sub standard student getting admission by capitation fee. In addition to the subjects as Anatomy, Physiology, Parasitology, Pathology, Biochemistry, Pharmacology, Medicine, Surgery, Gynaecology, of various species of animals,

Distribution to total state assistance total outlay of the Annual Plans (1997-98) of 929 Gramma Panchayats (In percentage)

Production Sector	No. of Projects	State Assistance	Total outlay
1	2	3	4
Paddy	1032	3.55	5.57
Other crops	4399	8.22	15.09
Animal Husbandry	4440	7.42	9.80
Dairy Development	962	1.74	2.70
Fisheries	621	0.94	1.46
Small Scale Industries	1232	2.50	3.59
Miner Irrigation	2512	7.23	4.98

a student has to study other subjects as wild life, animal management, zoo animal care, meat products technology etc.

Professional competence

The veterinary graduates, like their counterparts in medical profession, have to register their name with the Veterinary Council, to be eligible to practise and they will be under surveillance as regard to their professional competence, etiquette and code of ethics and thus the high standards of the profession is maintained.

A veterinarian in a veterinary dispensary/hospital is working in many roles as clinician, manager, planner and administrator. The veterinarians are empowered to give evidence in any court of law under Indian Evidence Act, as in the case of Medical Doctors practising modern medicine.

A veterinary doctor is bound to give a fine reply to all sorts of cases coming to him and to perform major surgeries single handed, while an Assistant Surgeon in an ordinary Primary Health Centre can refer such cases to somewhere else.

While the major portion of demands for medical care is catered by the private hospitals functioning in every part of Kerala, the animal health care is wholly dependent on Government veterinary services.

Duties and Functions

The veterinarians provide round the clock clinical service mostly at the doorstep of farmers even at odd hours. The veterinarians are directly involved in augmenting production of milk, meat and egg, thus contributing substantially to the SDP of Kerala. Veterinarians are working in different areas of activities as vaccines and biologicals production, researches in association with medical profession and universities, wild life projects and zoos, meat inspection, prevention of zoonotic diseases, etc. Transfer of technologies to the rural farmers is one of the major duties of the veterinarians. Implementation of different plan schemes and programs are

also part of the duties of veterinarians. The veterinarians play a pivotal role as extension workers and in the effective implementation of various plan schemes.

Contribution of the veterinary profession in the welfare of human beings

Veterinarians are involved in works which are aimed at safe guarding human beings from various zoonotic diseases such as rabies, brucellosis, leptospirosis etc. Professional experience and technical competence of the veterinarians help a lot in arriving at correct diagnosis of various zoonotic diseases and parasitic diseases affecting human beings. Yeoman service of Veterinary Associations of Kerala could help to declare Peringome-Viakkara, a remote panchayat in Kannur district as Rabies controlled area, first of its kind in Asia.

Another important area is prevention of food toxins. The fungal toxins such as aflatoxins are transferable to human beings from the products of animal origin, such as milk, meat, etc. Advance in medical research is always preceded by research in animals conducted by veterinarians.

The achievements are notable in molecular biology, genetic engineering etc. This helps to reveal molecular nature of different disease producing agents and to evolve economical and effective vaccines. Dr. Arther Vijayan Lal, a veterinarian working with Sri Chithra Thirunal Institute of Medical Sciences and Technology was honoured by the President of India for his valuable contribution in developing Sri Chithra Heart Valve to be used in human beings.

Enactment of Wildlife Act 1991, has put more responsibility on veterinary profession for zoo and wildlife management including maintenance of bio-diversity, protection and conservation of endangered species.

Role of Veterinarians in the economical development of Kerala

Animal Husbandry sector contributeto



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the production of protein rich foods such as milk, meat, egg etc, which are of immense nutritional value to our community.

Value of the products contributed by animal husbandry sector amounts to a whopping Rs. 2308.67 crores in the year 1993-94. This amounts to 10.35 percent of State Domestic Product. The contribution from this sector to the SDP shows a steady upward trend since 1986-87, ie, from 5.95% in 86-87 to 10.58 in 1995-96. This quantum leap in this sector was achieved with a very meagre financial outlay, just 1.5% of the state plan. The remarkable achievement of this magnitude was gained only by the dedicated service of the veterinarians working for the Animal Husbandry department.

The state has made considerable strides in the field of milk production during the past three decades through a well

Where the veterinarians stand as to the pay and perks are concerned

In spite of the arduous nature of jobs, course of study, contribution to the economical development of the state, implementation of employment generation and poverty alleviation schemes, the veterinarians of the department of animal husbandry are denied of due recognition, proper remuneration and promotional avenues.

Pay Commissions and our demands

All the pay revision commissions have one way or other damaged our prospects, while they were magnanimous to grant better avenues to other professional groups.

After the Second Pay Commission, the scale of pay of veterinarians was Rs. 445-835, and that of Assistant Surgeons was Rs. 510-995. The Agricultural Officers were at a lower scale of Rs. 435-835. Our Associations were demanding for

Entrycadre pay scales through different pay Commissions— Table II

	Veterinary Surgeons	Asst. Surgeons	Agri. Officers
Upto 31.12.59	100-200	100-200	NA
Upto 31.12.65	150-350	150-350	NA
From 1.1.66	225-500	250-600	NA
After first pay commission	260-600	325-725	250-600
After second pay commission	445-835	510-995	435-835
After third pay commission	600-1100	700-1270	600-1100
After fourth pay commission	1150-2270	1150-2270	1050-2000
After fifth pay commission	1450-2825	1450-2825	1450-2825
After Prathpan Committee : .	---	2060 - 3200 + 2 Advance Increments wil start at 2180/-	---
After sixth Pay Commission	6675-10550	6675-10550 + 2 Advance Increments will start at 7025/-	6675-10550

organised scientific management and cross breeding programme. The impressive growth in milk production achieved by the state through genetic upgradation of the indigenous cattle paved the way for setting up a sound dairy industry in Kerala. This sector could maintain impressive performance in the production of egg and meat also.

restoration of parity with the medical profession. Chandrabhanu Commission ignored our requests, but recommended a higher scale to Agricultural Offices and equated them with us. He considered only the length of the degree course as the criteria for awarding pay scales and found that only agricultural and veterinary courses can be comparable. He was keen

**Proposed ranking of Veterinary Officers in the Central Veterinary Service
(Pandian Commission recommendations)**

Pay Scales	Proposed Ranking & Designations		
	Ministry Level	Field Practice	Teaching
1	2	3	4
Rs. 2200-4000	Asst. Dir (AH)	Veterinary Surgeon	Assistant Professor
Rs. 3000-4500	Dy. Director (AH)	Sr. Vet surgeon	Associate Professor
Rs. 3700-4500	Jt. Director (AH)	Ch. Vet Surgeon	Professor
Rs. 4500-5700	Dir. (AH Service)	Dir. (Vet Services)	Dir. Professor
Rs. 5900-7300	Deputy Director General (AH & Vet Services)		
Rs. 7300-7600	Director General (AH & Vet Services) & Animal Husbandry Commissioner		

to give agricultural officers a better scale, but denied us parity on his finding that, the scope and content of MBBS is of higher standards and also covers much wider range. Hence placed the veterinary surgeons, agricultural officers and dental surgeons in the category second to that of medical profession and the homoeo and nursing into the third category. However he has brought down the ratio between Veterinary Surgeon grade II and I to 3:1 from 5:1. There was no mention about claims for risk allowance or non practising allowance in the report.

The Fourth Commission (Gopalan Nambiar) has taken us seriously. They have taken in to account the theory of 'Equal pay for Equal Work'. Even though the Commission stated that it was very difficult to assess and evaluate the demands in different groups claiming equal nature of work. But an evaluation of qualification, nature of duties and level of responsibilities could help reach a decision. That pay commission has given a careful consideration to the claims for equation at the same level of pay scales by different professional services and hence applied the principle of broad-banding within permissible limits with reference to practical realities. They considered the duration of the course for entrance to the profession and qualifications for entry and nature of job, conditions for work, career prospects, feeder categories out of which the cadre

is formed. The Commission found that the veterinarians have to undergo similar course of study and many are seeking jobs elsewhere since the pay is not attractive and the absence of dilution of cadre by appointing unqualified or substandard personnels. The Commission pointed out the ban order issued by the Government to prevent veterinarians taking leave to seek private employment. The Commission found that our claim for parity with Assistant Surgeons has considerable force and accordingly recommended a revised equated scale.

Convincing a Commission was no mean effort. Indian Veterinary Association and KVSSA left no stone unturned to achieve the long cherished goal. Our Associations spotted the best talents to present the matter with the Commission and that strategy paid rich dividends. But, at the same time we didn't argue for parity in higher scales. This is evident from the fact that the Commission never mentioned a word on any demand from us on that count, while it recommended revised scales for Dental Surgeons and for Dental Civil Surgeons as for their counter parts in the regular medical line. For us, restoration of parity at entry cadre was of the utmost priority and concentrated more on that. Also there was an absence of a force to argue for parity at higher cadres. This situation might have contributed to the formation to Animal Husbandry Officers' Association later.

The Fifth Pay Commission stated that the recommendation of the Fourth Pay Commission placing medical, veterinary and dental graduates at a higher scale than graduates in Engineering and Agriculture, on the basis of the difference in the length of the courses leading to the degree have given rise to considerable dissatisfaction. They were eager to note that the recommendation of the Fourth Central Pay Commission are at variance with those of the Fourth State Pay Commission. The Central Commission placed degree holders in Ayurveda, Unani, Sidha, Homoeo and Modern Medicine in the same scale and the veterinary surgeons at lower scale. They found another reason also for not awarding parity to us. They observed that the highest rank holders in competitive entrance examination opt for medicine and engineering courses and only lower ranked candidates opted for veterinary courses. More over downgrading of the agricultural profession vis-a-vis veterinary profession was palpably untenable. Even in the case of our request for parity at the cadre of Assistant Director, the Commission finds that the nature of the job of civil surgeons is more crucial. They were concerned mainly with the job content and its importance in relation to the public service.

The Commission was gracious enough to place the Assistant Director(Agrl.) in a higher scale stating administrative conveniences. The Association of Agricultural officers represented that the post of Assistant Director (Agrl.) which was the district head was downgraded and requested for rectification. The Commission found that there was no downgrading and in fact the district level post was upgraded to the level of Joint Director. Even then they were magnanimous to say "however we feel that the Assistant Director should be placed at a higher level" and recommended a revised scale. At the same time they were very keen to deny us our legitimate demands saying that "other professionals

like engineers have protested that the veterinary surgeons have been given an unduly high status". It is evident that the Fifth Pay Commission was very particular that the vets should not be granted even the very genuine demands but to insult them with their unwarranted comments. In fact we felt that the Commission was very hostile to us or they acted for someone else. There were rumours that one of the members of the Commission had some harsh encounter with one veterinarian at some time and that provoked him to see that the entire community is downgraded.

Our Association protested to this vehemently. But there was no response from the Government. They suggested that the grievances may be submitted to the anomalies committee and that too was done but of no use.

Then came the Pay Equailisation Committee and things were not different. We have represented our grievances but there was nothing that happened other than the granting of two advance increments to Assistant Surgeons and Dental Surgeons and giving them a higher start. Even with the perks they received, the medical people were not satisfied. They went on strike and finally the Government had to concede to their demand and appointed Dr. Prathapan (former Director of Health Services) as a one man Commission to look in to the problems raised by them. That Commission didn't raise the entry cadre scale but granted higher scale in the promotion post. Thus an Assistant Surgeon with just 10 years of service is placed in the scale of Joint Director in the department of Animal Husbandry. Normally it takes a minimum of 30 years to a vet to reach that stage, if he is lucky enough and it is a fact that most of them never reach that scale.

The Fifth Pay Commission has granted risk allowance to employees in nine cadres spanning from the Director to the Lab Attendant of the Institute of Animal Health and Veterinary Biologicals, as well as Chief Disease Investigation Office, Palode. They

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FERTO-ET	:	250GM	:	FOR FERTILITY
DERMO-VET	:	50 ML	:	FOR DERMATITIS, EXZEMA AND MANGE
FILO-VET	:	200 ML	:	FISH OIL WITH VITAMIN AD3
		400 ML	:	
		4,500 ML	:	
KETO-VET	:	450 ML	:	ORAL PREPARATION FOR KETOSIS
REDO-VET	:	100 GM	:	ANTI INFLAMMATORY
PAINO-VET	:	25 GM	:	5% CONCENTRATED IODINE OINTMENT

OUR SPECIAL PRODUCTS FOR PETS:

PETSO-VET	:	70 gm	:	MEDICATED DOG SOAP
DOGPO-VET	:	125 GM	:	DOG DUSTING POWDER
DOBIS-VET	:	300 GM	:	DOG BISCUIT

DEDICATED AND SINCERE SERVICE FOR LAST 10 YEARS.

found that there is no justification in granting Non Practising Allowance to vets, since there are no specific rules preventing any cadres in the AHD manual.

It was an achievement on the part of the Associations to convince the commission of the necessity of granting risk allowance to atleast a few categories of the department.

The Sixth Pay Revision Committee (Abraham Committee) has stated some fantastic reasons for denying parity to vets. They found that Medical Officers and Dental Surgeons are shortage categories and many posts are remaining unfilled. They don't see such a situation in respect of veterinary surgeons and so parity cannot be granted. The fact that the Government has banned granting of long leave to veterinary surgeons due to the shortage of hands didn't have any impact on the commission. The reason stated by the Fifth Pay Commission in denying NPA was repeated by this Commission also.

They have recommended cancellation of risk allowance to vets working at IVB & RI and CDIO on the ground that a meagre

amount granted to the employees will in no way help combat the risk involved. They stated that it needs to be established that the risk of the employee is significantly higher than those of the general public. The established fact that more than 90% of the vets have to undergo anti rabies treatment atleast once during his career or many of the vets have suffered from zoonotic diseases, could not produce any change in the pre conceived notions of the members of the commission. In the case of some groups, this Commission has taken the length of the course (B F Sc and B Sc Agri.) as the criteria for awarding parity but ignores the same criteria in the case of veterinarians and medical officers. Commission could compare our profession with medical profession to deny promotions but states that these professions could not be compared to grant parity of scales of pay. Similarly, while the commission is suggesting that the economic situation may be taken into account before awarding pay and perks to employees, ignores the fact that vets are contributing more than 10% to the SDP,

Extract of the recommendations of the Pandian Commission

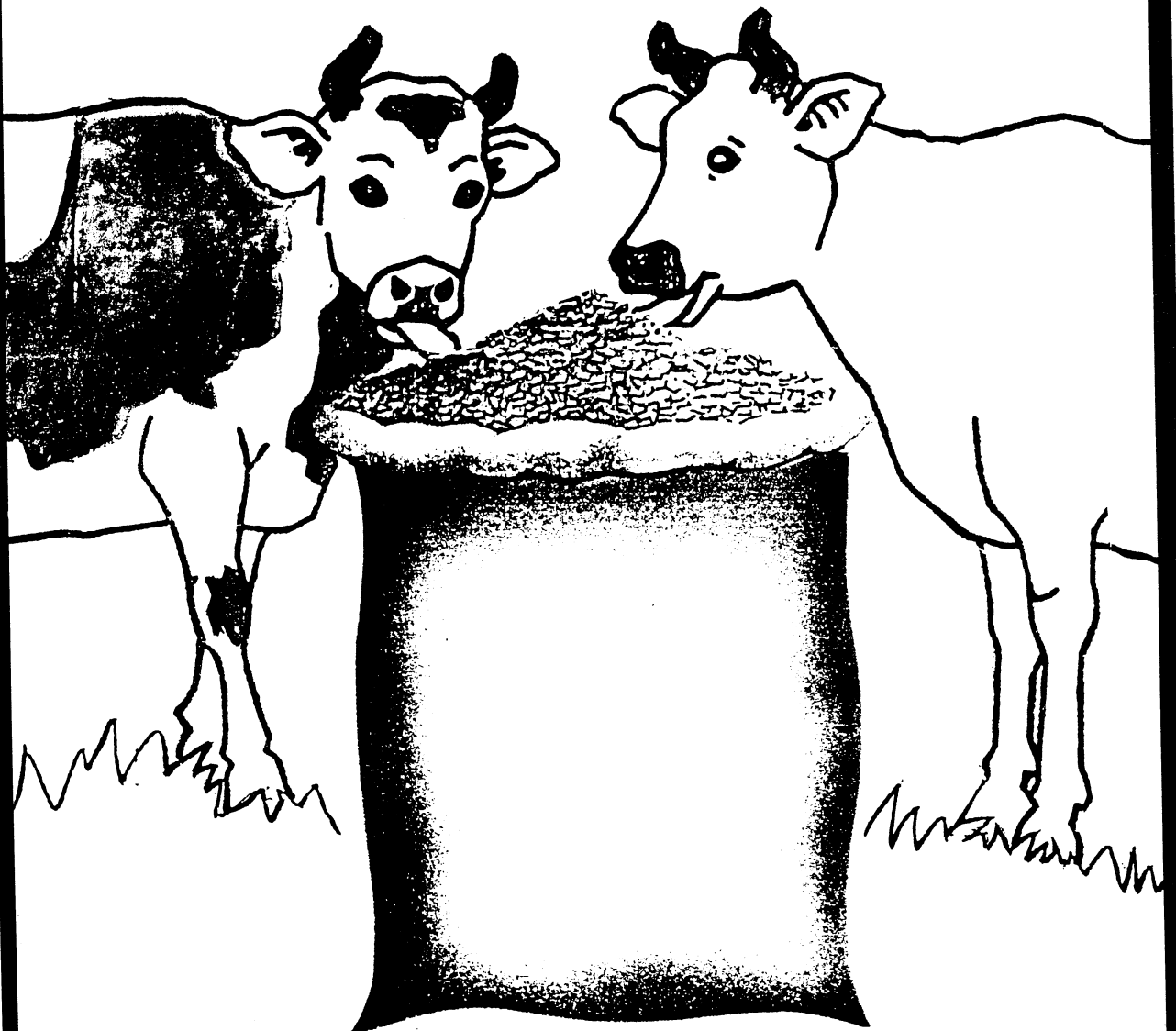
On the question of upgrading the Veterinary Officers uniformly and bringing them at par with medical doctors, we observe that a degree in Veterinary Science is comparable to an MBBS degree and holders of those degree in both cases are registered and authorised to practice medicine, authenticate health certificates and give evidence as experts under the Indian Evidence Act. We also feel that there is no apparent reason to keep one of the two categories in a lower status.

We, therefore, recommend that posts requiring a degree of B.V.Sc. & AH with registration in the Veterinary Council of India as the minimum essential qualification may be placed in a common entry grade corresponding to the existing entry scale applicable to General Duty Medical Officers and Dental doctors under the Government of India.

*Veterinarians should have complete parity with Dental and General Duty Medical Officers, as given in **Annexe 55.9**, in terms of pay-scales and career prospects. In the matter of NPA, there is a small difference in the slabs over which a rate is applicable, resulting in Veterinary Officers getting lower NPA at some stages of the basic pay. In view of the suggested parity, educational and practice requirements, and the need to be available even outside duty hours for domestic and farm animal health care. **We recommend that Veterinary Officers should also be paid a Non-practicing allowance at the rate of 25% of their basic pay as has been recommended for medical doctors.***

കുടുതൽ പാൽ ഉത്പാദനത്തിനും
പശുക്കളുടെ ആരോഗ്യത്തിനും

മിൽമ കാലിത്തീറ്റ



കേരളാ കോ-ഓപ്പറേറ്റീവ് മിൽക്ക് മാർക്കറ്റിംഗ്
ഫെഡറേഷൻ ലിമിറ്റഡ്, തിരുവനന്തപുരം

***Scales of Pay and Career Progression of Asst. Surgeons
recommended by Pandian Commission***

Scale of Pay	Residency Period		
	GDOs	Specialists	Super specialists
Rs. 2200-4000	4	--	--
Rs. 3000-4500	5	2	--
Rs. 3700-5000	4	4	4
Rs. 4500-5700	--	--	--

making use of just 1.5% of plan outlay.

The Commission puts many reasons to scuttle the demands for parity with Central scales but granted much higher scales than Central scales to Agricultural Officers. (Pandian Commission recommended Rs.1600-2660 and Abraham Committee recommended Rs.2060-3200). This Commission didn't even consider the recommendations of Pandian Commission granting parity to veterinarians with medical doctors at all levels. They didn't take note of the fact that the successful candidates of entrance examination opt for Veterinary course after Medical and Dental courses.

They failed to note that the veterinarians are the first to join the Peoples' Campaign for Planning. The 'Economic Review 1997' (page 157) records that 'in the productive sector, crop husbandry has the highest share both in terms of number of projects, as well as share in the grant in aid and total outlay. Among the crops, greater emphasis is given for garden crops rather than paddy.

Surprisingly, the allocation for Animal Husbandry projects comes to a close second'. It is evident that the Animal Husbandry Sector becomes more relevant and acceptable.

It is surprising to note that the Agricultural Officers could successfully manage to get the maximum benefits from all the

Pay Commissions constituted from time to time. All these inferences point to one thing - the veterinarians are not taken seriously by the Government or the Pay Commissions. Our organisations have tried their level best for the last three decades to this end. But never succeeded. The Central Government appointed a Cabinet Sub Committee to look into the anomalies in recommendations of the Fifth Central Pay Commission, and it rectified most of the anomalies pointed out by the service organisations. Kerala Government also appointed such a committee to look into the anomalies in the recommendation of Abraham Committee. We are trying to present the gross neglect meted out to the vets, to the Sub Committee also. If this also fails to bring in positive results, we have to think about changing our strategies. So far we were working without staging any protests in the hope that our efforts will be rewarded one day. So let us consolidate all our strengths and resources and be prepared to go to any extent to secure our rights.

Note to Authors:

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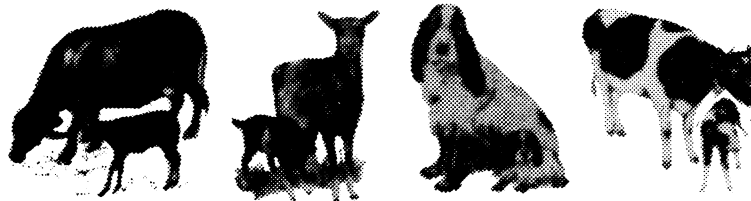
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ALOES COMPOUND (Vet) in Infertility (Non-pathogenic):

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- **Induces Oestrus and Ovulation:** in confirmed Anoestrus cases within 1-2 oestrus cycles.
- **Clinical trials show:** excellent conception rate in Buffaloes, Cows and Heifers.
- **SAFE:** no danger of Hyper stimulation of Ovaries or Ovarian Cystic degeneration as seen with hormonal preparations.
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Dose: Large Animals: 5-10 tablets twice a day for 3 weeks. In case the animal does not show pronounced heat the treatment is to be repeated for another 3 weeks.

MYRON (Vet): in Genital Diseases:

Properties: Antiseptic, Anti-inflammatory, Anti-bacterial, Ecboic and analgesic.

- **Disinfects and tones up** Genital and Reproductive tract
- **Helps in eradicating** Utero-vaginal mucopurulent discharge
- **Hastens involution** of Uterus after parturition.
- **Indications:** Cervicitis, Endometritis, Vaginitis, Parametritis, Atonic Reproductive tract and associated Infertility.

Dose: in Large Animals: 10 tablets twice a day for 2-3 weeks.

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Properties: Antibacterial, Anti-inflammatory, Astringent, Diuretic, Healing and cooling.

- **Gives early therapeutic relief,** helps to clear G.U.T. Infections (susceptible uropathogens; E.coli, Pseudomonas, Proteus, Klebsilla)
- **Bangshil (Vet) can be given advantageously** as an adjuvant to specific Antibiotic treatment. Minimises hazards and enhances the efficacy of the antibiotic treatment.

Indications: • painful Micturition, Bladder disturbances • Urethritis, Prostatitis, Cystitis. • Infertility (Pathogenic) • In resistant U.T. I.

Dose: Large animals: 10 tablets twice a day for 2 weeks. Then 5 tablets twice a day as long as necessary.

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