CHAPTER II

POSITIONS AND CLASSES

Position Classification: Definition

According to Stahl, "Modern position classification, based on duties analysis refers the organising of positions into groups or classes on the basis of their duties and qualification requirements." ¹

Objectives of Position Classification

White says "The objective of a duties classification is to lay the foundations for equitable treatment of public employees by the accurate definition, orderly arrangement and fair evaluation of positions in the public services, in the interest of the Government as well as its employees. A secondary but important objective is to transfer from legislative bodies to the executive branch much of the responsibility for setting duties, titles and pay of individual." ²

Stahl³ has given a long list of objectives which includes the provisions of rational criterion for control of pay levels, reduction of variety of occupations and positions to manageable proportions so that recruitment, qualification requirements, examination and selection can be made for whole classes of positions at a time, defining the job content in objective terms against which the performance of incumbent can
be measured, furnishing job information, supplying of systematic picture of opportunity and position relationship, helping orderly promotion and placement and provisions of foundation for common understanding between supervisor and employee, facilitating-employee management relations.

As general aid to organisation position-classification establishes uniform job terminology classifies the responsibility in each position by definition and description of duties translates needs of position into fiscal terms and provides protection against political and personal bias in salary fixation.

What is Position?

"The term position according to the Federal Classification Act 1949, means the work consisting of the duties and responsibilities, assignable to an officer or employee. The concept of position is distinct from the concept of employee. The former is characterised by its duties and responsibilities, as long as these remain the same, the position remains the same regardless of the fact that it may be occupied by different employees at different times, or remain unoccupied." 4

Stahl says "likens positions to the bricks in a wall he says, position is characterised by certain duties and responsibilities, which call for time and attention of an individual, and positions are looked upon as the bricks of
the classification wall."\(^5\) He defines class as "A group of positions sufficiently alike in respect of their duties and responsibilities to justify common treatment in selection, compensation and other employment processes and sufficiently different from positions of other classes to justify different treatment in one or more of these respects."\(^6\)

According to Marx under a class the same requirements as to education, experience, knowledge, proficiency and ability may be demanded of their incumbents, the same tests of fitness may be used to choose qualified employees and the same schedule of compensation made to apply with equality under the same employment conditions.\(^7\)

**Rationale of the Present Structure**

The Municipal Corporations of U.P. like other municipal jurisdictions in the country do not possess any arrangement of positions or classes or specification of duties and responsibilities which may bear typical municipal marks. The following description is very close to the situation as it is obtaining in the U.P. Corporations\(^8\):

"The Municipal Governments in India have more or less followed ten four-fold classifications system prevalent in the central and state governments i.e. class I, II, III and IV. Same times the distinction is also made whether an officer is gazetted or non-gazetted. The four-fold classification of sessions is based on the rank of the official
and not on the duties, responsibilities and skill required for a particular position. This may not be conducive enough to the developmental and economic activities in which the municipal governments are engaging themselves today. The present system impedes the development of expertise and specialised skill resulting in poor performance."

"In recent years serious misgivings have been expressed regarding adequacy of existing classification system. Some of the shortcomings are as follows:

(a) At present there are no rational integrated pay plans. Pay scales for the same kind of jobs are not uniform thereby defeating the basic principle of equal pay for equal work pay scales for jobs of similar nature and responsibilities differ.

(b) In most cases specific and clear cut job descriptions do not exist which hampers the employee's understanding of what is required of him. Responsibility becomes diffused and difficult to fix and objective evaluation of performance becomes impossible.

(c) Precise qualifications conforming to the specific requirements of jobs are not clearly defined."

That the position classification in municipal corporations does not have any rational basis of its own is also clearly borne out by the observations of the Local Bodies Pay Commission which says that the services of Municipal bodies have never
been divided into four classes like those of the State Government services. But their horizontal relatively and historical genesis being the same they also have come to be regarded like the State Government Services.  

**JOB DESCRIPTION AND ANALYSIS**

The development of classification plan the determination of lines of promotion and the application of equal pay for equal work, all depend upon the adequacy of the information with respect to the individual position. This information needs to be of three basic sorts:

1. Information concerning duties of the position .... the tasks ordinarily assigned to the incumbent
2. Information concerning the responsibilities of the position ....
3. Information concerning the knowledge and skill necessary for adequate performance of the duties of the position.

The job description of the Mahapalika personnel must begin with that of Mukhya Nagar Adhikari who is chief Executive Officer of the Mahapalika and holds all the executive power for the purpose of carrying out the provisions of the U.P. Mahapalika Adhiniyam 1959, besides being bound to perform all the duties and to exercise the powers specifically imposed or conferred on him. He also prescribes the duties to and supervises and controls over the acts of all Mahapalika officers and servants (except Mukhya Nagar Lekha Parikshak). He disposes of all questions relating to the services of the said officers and servants and privileges and allowances.

* Qualifications required for different positions are referred to in Chapter IV.
The Mukhya Nagar Adhikari has also to take immediate action for the service or safety of the public and the protection of the property of the Mahapalika in cases of Emergency.10

The Mukhya Nagar Adhikari carries out those functions which are delegated to him by the Executive Committee or the Development Committee of the Mahapalika. The Mukhya Nagar Adhikari himself may also delegate some of these functions to any of the municipal servants.11

He is also empowered to make appointments of his subordinates. With regard to the centralized posts he can make appointments only for a period of six weeks. Besides the above mentioned functions the role played by the Mukhya Nagar Adhikari in the administration of the city government is of much greater importance and his position of great challenge and tremendous responsibilities.

**Up Nagar Adhikari**

The Up Nagar Adhikari is one of the Heads of the Department according to the provision of the Act. He does the work which is assigned or delegated to him by the Mukhya Nagar Adhikari who usually distributes the control and supervision of the different departments between two or three Up Nagar Adhikaris functioning in a Mahapalika. Generally speaking an Up Nagar Adhikari exercises most of
the powers of the Mukhya Nagar Adhikari in respect of the work under his charge. Only in matters which are very important for one or the other reason the Mukhya Nagar Adhikari interferes to any appreciable degree otherwise he does nothing beyond affixing his signatures on final orders. This official has to be self-effacing in his style of work. As he is continuously in verbal consultation with the boss, often sitting in the next room. His burden is enormous and valuerability to censure great. All or his office and field duties put together become strenuous for a man of any ability.

Sahayak Nagar Adhikari

He is an officer also subject to the delegation and assignment of duties by Mukhya Nagar Adhikari. In certain cases one or more functions are discharged by him under the supervision of Up Nagar Adhikari .... unlike Up Nagar Adhikari he is not the head of department though the burden of work is considerable.

Superintendent

A Superintendent belongs to the middle level management. He performs any one of the following types of functions:-
<table>
<thead>
<tr>
<th>(1)</th>
<th>(2)</th>
<th>(3)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue</strong> (Outdoor and Indoor)</td>
<td><strong>Revenue (Tax)</strong> (Outdoor and Indoor)</td>
<td><strong>Office</strong> (Indoor)</td>
</tr>
<tr>
<td>1. To push collection</td>
<td>He has to sit in the office</td>
<td>He has to sit in the office to look to the files which are sent from different departments.</td>
</tr>
<tr>
<td>2. Supervise the staff under him</td>
<td>He examines the notes given by different sectional head clerks.</td>
<td></td>
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<tr>
<td>3. Check the receipts (i.e. whether amount deposited is according to receipt issued or otherwise).</td>
<td>He has to expedite action in case of Government references.</td>
<td></td>
</tr>
<tr>
<td>4. To tally work from the staff under him in such a way that would result in maximum collection.</td>
<td>Regarding establishment he has to get the statement prepared.</td>
<td></td>
</tr>
<tr>
<td>5. In case of default notice and distress warrants have to be used by him and attachment proceedings initiated.</td>
<td>He is on the personal staff of the Administrator and has to do the work which is entrusted to him by the former. There is a section</td>
<td></td>
</tr>
</tbody>
</table>
6. He has to look after the staff and solve their difficulties. (Receipt Book, Registers, and Stationary etc.) duty.

7. He has to see that the money collected by Inspectors, Z.i.ledars, Rent Collectors and the collection clerks at the counter is deposited every day in the treasury and proper entries have been made in the registers.

8. He has to furnish the revenue list etc. when asked for by higher authorities.

9. Correspondence.

Head Clerk

1. Being a Sectional in-charge he is answerable to all that happens in the Section.

2. He has to closely supervise the section and get everything done properly.
3. He has to check every file being sent upward and has to make his suggestions where possible.

4. He must be conversant with the rules pertaining to the section under him i.e. he has to read the rules and refer them in the notes put up by him.

5. Correspondence has to be made by him on behalf of the officer-in-charge.

6. He has to amend and check the drafts prepared by the clerks.

7. Certain complicated cases have to be dealt with by the head clerk personally.

Inspectors

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Licence  Revenue  Entertainment  Octroi  Water Works

1. All of them are responsible for outdoor work. They are answerable for anything pertaining to their duty in the area interested to them.

2. Revenue inspectors have to collect money under their signatures. Licence and entertainment inspectors have to see that there is no unlicensed stall in the area that there is no obstruction or encroachment on the road.

3. In case of attachment and removal of encroachment the Inspector has to take active part. Stall-holder without licence can be prosecuted and challaned by him his initiative.
4. Inspector (octroi) have to check the vehicles and carts which avoid terminal tax.

5. Water tax Inspector has to check the wastage of water and its misuse.

**The Nagar Swasthya Adhikari**

He performs the following duties:

(A) General Supervision of sanitation, to control epidemic and infectious diseases and the perfecting of an organisation to combat the spread of the diseases. To make inspection report on sanitary defects and to make recommendations as to sanitary improvement.

(B) Supervision of Vaccination.

(C) Registration of vital statistics.

(D) The inspection of the staff, seizure and removal of food unfit for human consumption.

(E) Inspection of building sites and of the plans.

(F) Inspection of sanitation of school premises.

(G) Organisation and furtherance of hygiene publicity work.

Besides the above mentioned duties the Nagar Swasthya Adhikari also looks after the supervision on the administration of hospitals and dispensaries.
Chikitsa Adhikari (Allopathic)

He is incharge of either a dispensary or a hospital. He examines the patients. Makes the diagnosis and prescribes treatment. Sends reports to the Nagar Swasthya Adhikari with regard to following:

1. No. of patients.
2. Their sex divisions.
3. Requirements of medicines and equipment.

Vaidas and Hakeems

They have the same functions as the Chikitsa Adhikaris.

Lady Doctors

They have to supervise functions which are more complicated in nature. If they are working in Maternity Home in Mahapalika, indoor treatment, domiciliary services, outdoor treatment, Family Planning and milk distribution, are the major jobs they look after.

Veterinary Assistant Surgeon looks after the veterinary hospital which performs several functions with regard to outdoor treatment of the cattle and poultry, indoor treatment including surgical operations and artificial insemination to prevent epidemics among the cattle.
Chief Sanitary Inspectors are generally responsible for one of the two functions: that is rubbish removal and street cleaning along with the cleaning of surface drains. They supervise the work of two or more sanitary inspectors. A sanitary inspector visits his ward every morning and sees that the conservancy staff is systematically distributed in various Mohallas, calls their attendance in the regular register and inspects the work each day paying special attention to any unusual source of dirt. He makes another round in the afternoon and satisfies himself that the streets, drains, pits, gullies, privies, latrines, slaughter houses and stables etc have been cleaned properly and rubbish has been removed from private houses. He also verifies the reports of jamadars about the offences committed by citizens against municipal health bye-laws.

Nagar Abhiyanta (City Engineer)

He is the head of his Department. Inspects the sites occasionally, okays schemes submitted by Sahayak Abhiyantas. Forwards the papers for necessary financial sanctions. Prepares building plans. Disposes of public complaints made personally or in written form. Attends the officers meetings. Prepares progress reports, sanctions contractor's bills for payment, carries out demolition operation, Exercises general supervision.
Sahayak Abhiyanta (Assistant Engineer)

Supervises Jr. Engineers (Avar Abhiyantas) work and chalks out programme for each Jr. Es' work. Rectifies their mistakes, certifies estimates prepared by the overseer.

Avar Abhiyanta (Sub-Engineer)

Takes daily attendance of the members of the gangs. Distributes materials and looks distributes the work among the gangs. Then goes to see the beat allotted to him. Makes reports about encroachments. Ensures that the works are done according to the plan and specification and that the sites are being followed.

STRUCTURE OF THE MUNICIPAL CORPORATIONS

The services (Before Centralization)*

(1) Administrative Service.
(2) Revenue Services.
(3) Public Health, Medical and Veterinary Service.
(4) Public Works Service.
(5) Water Works and Engineering Service.
(6) Arboriculture Service.

(7) Audit Service.
(8) Accounts Service.
(9) Ministerial Service.
(10) Interior Service.
(11) Miscellaneous Service.

STRUCTURE OF THE MUNICIPAL CORPORATIONS*
The Services (Under Centralisation)

(1) The U.P. Palika Administrative (Superior Services)
(2) U.P. Palika Administrative (Sub-ordinate) Services.
(3) U.P. Palika Medical (Superior) Services.
(4) U.P. Palika Medical (Sub-ordinate) Services.
(5) U.P. Palika Public Health (Superior) Services.
(6) U.P. Palika Public Health (Subordinate) Services.
(7) U.P. Palika Veterinary Services.
(8) U.P. Palika Engineering (Superior) Services.
(9) U.P. Palika Engineering (Subordinate) Services.
(10) U.P. Palika Water Works Electrical and Mechanical Engineering (Superior) Services.
(11) U.P. Palika Water Works Electrical and Mechanical Engineering (Subordinate) Services.
(12) U.P. Palika Arboriculture (Superior) Services.
(13) U.P. Palika Arboriculture (Subordinate) Services.
(14) U.P. Palika Accounts (Superior) Services.
(15) U.P. Palika Accounts (Subordinates) Services.
(16) U.P. Palika Audit (Superior) Services.
(17) U.P. Palika Audit (Subordinate) Services.
(18) U.P. Palika Ministerial Services.
(19) Revenue Service.
(20) Public Health, Medical and Veterinary Services.
(21) Miscellaneous Services.

Groups of Services

(1) Administrative Services
   (a) Upa Nagar Adhikari.
   (b) Sahayak Nagar Adhikari.
   (c) Anubhagiya Adhikari.

(2) Revenue Service
   (a) Tax Superintendent
       (including toll, terminal or octroi superintendents)
   (b) Assistant Tax Superintendent
       (including Assistant Toll terminal or octroi
       superintendents) and other revenue superintendents.
   (c) Tax Inspectors, other Revenue Inspectors
       (including Building Inspectors).
   (d) Amins and Zamadars.
   (e) Tax Collectors, other Revenue Collectors, Tax
       (Octroi, Toll and Terminal) Moharrirs.
(f) Naib Moharrirs, Pound Moharrirs, Slaughter House Moharrirs and Tahbazari Moharrirs.

PUBLIC HEALTH, MEDICAL VETERINARY SERVICES

Public Health Services

(a) Nagar Swasthya Adhikari
(b) Nagar Swasthya Adhikari (Atirikt)
(c) Lady Doctors of Maternity and Child Welfare Centres and Family Planning Centres.
(d) Smoke Nuisance Inspector.
(e) Chief Sanitary Inspector.
(f) Sanitary Inspectors.
(g) Assistant Superintendent of Vaccination.
(h) Vaccinator.
(i) Apprentice Vaccinators.
(j) Lady Health Visitors.
(k) Safai Naiks or Hawaldars.
(l) Assistant Safai Naiks or Assistant Safai Hawaldars.
(m) Shisties (wholetime).
(n) Sweepers.

Medical Services

(a) Nagar Swasthya Adhikari (Chikitsa)
(b) Chikitsa Adhikari (Grade -I) incharge of allopathic hospital/dispensary
(c) Chikitsa Adhikari (Grade II) of Allopathic
(d) Chikitsa Adhikari (Grade III) of Allopathic
(e) Chikitsa Adhikari incharge of Infectious diseases Hospitals.
(f) Chikitsa Adhikari (Grade I) incharge of Homeopathic Dispensary.
(g) Chikitsa Adhikari (Grade II) of Homeopathic Dispensary.
(h) Chikitsa Adhikari (Grade III) of Homeopathic Dispensary.
(i) Chikitsa Adhikari (Grade IV) of Homeopathic Dispensary.
(j) Vaidas and Hakims (Grade I).
(k) Vaidas and Hakims (Grade II).
(l) Vaidas and Hakims (Grade III).
(m) Vaidas and Hakims (Grade IV).
(n) Compounders (Allopathic)
(o) Compounders (Indigenous Dispensary)
(p) X-Ray Technicians.
(q) Sisters in Hospitals.
(r) Nurses.
(s) Midwives.
(t) Dais.
(u) Dressers.
(v) Ward boys and bearers.

Veterinary Service

(a) Veterinary Assistant Surgeon.
(b) Veterinary Compounders.
(c) Stock man.

(4) Miscellaneous Posts
(a) Lorry, Truck or Tractor Drivers.
(b) Cleaners for Lorries, Trucks or Tractors.
(c) Motor Mechanics or Head Fitters for conservancy Trucks.
(d) Fitters.
(e) Junior Fitters.
(f) Carpenters and Blacksmiths.
(g) Hammerman.
(h) Naibands.
(i) Malis.
(j) Head Malis.

PUBLIC WORKS SERVICE EDUCATIONAL
(a) Nagar Abhiyanta (other than Kanpur).
(b) Nagar Abhiyanta (Kanpur).
(c) Mechanical Engineer.
(d) Adhishashi Abhiyanta.
(e) Sahayak Abhiyantas (including E & M workshop).
(f) Foreman Workshop.
(g) Computers.
(h) Overseers.
(i) Overseers (unqualified).
(j) Drawing officer superintendent.
(k) Draftsman (qualified).
(l) Draftsman (unqualified).
(m) Tracers.
(n) Work Agents or Supervisors 
(Without right to any higher posts)
(o) Carpenters and Blacksmiths.
(p) Fitters Turners, Tinsmiths, Masons, Welders, Lighting Mistries and Senior Linemen.
(q) Lorry, Truck or Tractor Drivers.
(r) Mechanics and Head Fitters in Workshop.
(s) Road Roller Drivers.
(t) Cleaners for Road Roller and Lorries.
(u) Fireman.
(v) Lighting Superintendent.
(w) Hammerman, Painters, Linemen.
(x) Perro Boy and Blue Printers.
(y) Lamp Lighters and Porters.

WATER WORKS AND MECHANICAL ENGINEERING SERVICE

(a) Nagar Abhiyanta (Jalkal)
(b) Nagar Abhiyanta (Jalkal) unqualified.
(c) Sahayak Abhiyanta (Jalkal) qualified.
(d) Sahayak Abhiyanta (Jalkal) unqualified.
(e) Chief Meter, Pipeline, Zonal or Waste Detection Inspectors (qualified).
(f) Chief Inspectors (Unqualified).
(g) Pipeline Inspectors (Qualified).
(h) Pipeline Inspectors (Unqualified).
(i) Pumping Station Superintendents (Qualified).
(j) Pumping Station Superintendents (Unqualified).
(k) Chemists (Waterworks) Qualified.
(l) Chemists (Waterworks) Unqualified.
(m) Electrical and Mechanical Draftsman.
(n) Senior Electricians, Senior Mechanics, Workshop Foreman, Shift incharge, Inspectors, Head Fitters.
(o) Assistant Meter Inspector.
(p) Turners, Meter Mechanics, Electricians.
(q) Lorry, Truck or Tractor Drivers.
(r) Carpenters and Blacksmiths
(s) Masons, Filter Operators, Fitters, Engine Drivers, Linemen, Wiremen, Pump Drivers, Meter Readers, Switch Board Attendants.
(t) Hammerman, Junior Wiremen, Junior Linemen, Junior Fitters, Sub-station Attendants, Head works Attendants, Fitter Attendants, Pump Attendants, Attendants and Mates.
(u) Cleaners, Oilmen, Gangmen, Khalasis and Beldars.
(v) Cleaners for Lorries, Trucks or Tractors.

(7) ARBORICULTURE SERVICE
(a) Superintendent, Parks and Gardens.
(b) Arboriculturist.
(c) Arboriculture Supervisor.
(d) Mali.
(e) Head Mali.
(8) **AUDIT SERVICE**
(a) Mukhya Nagar Lekha Parikshak.
(b) Lekha Parikshak.
(c) Sahayak Lekha Parikshak.

(9) **ACCOUNTS SERVICES**
(a) Lekha Adhikari.
(b) Sahayak Lekha.
(c) Accountant.
(d) Assistant Accountants.
(e) Departmental or Sectional Accountants.
(f) Accounts Clerks.
(g) Cashiers.
(h) Assistant Cashiers.

(10) **MINISTERIAL SERVICE**
(a) Office Superintendents.
(b) Sectional Head Clerks.
(c) Stenographers.
(d) Stenographers attached to Mukhya Nagar Adhikari.
(e) Stenographer Reporters for Mahapalika and Committee Meetings.
(f) Clerk 1st Grade including typist.
(g) Clerks II Grade including typist.
(h) Storekeepers.
(i) Assistant Storekeepers.
STRUCTURE OF THE MUNICIPAL CORPORATIONS

(I) U.P. Palika Administrative (Superior Service)
   (a) Upa Nagar Adhikaris of Mahapalikas.
   (b) Sahayak Nagar Adhikaris of Mahapalikas.
   (c) Assessing Officers of Class I Municipal Boards.
   (d) Amubhagiya Adhikari of Mahapalika, Kanpur.
   (e) Executive Officers of Class II Municipal Boards.
   (f) Assessing Officers of Class II Municipal Boards.
   (g) Secretaries of Class I Municipal Boards.

(II) U.P. Palika Administrative (Subordinate Services)
   (a) Tax Superintendents of Mahapalikas.
   (b) Octroi Superintendents and Superintendents of Class I Municipal Boards.
   (c) Assistant Tax Superintendents or other Revenue Superintendents of Mahapalikas.
   (d) Executive Officers of Class III Municipal Boards.
   (e) Assessing Officers of Class III Municipal Boards.
   (f) Secretaries of Class II and III Municipal Boards.
   (g) Executive Officers of Class IV Municipal Boards.
   (h) Assessing Officers of Class IV Municipal Boards.
   (i) Secretaries of Class IV Municipal Boards.

(III) U.P. Palika Medical (Superior Service)
   (a) Chikitsa Adhikari (Grade I) Incharges of Allopathic Hospitals/Dispensary of Mahapalikas.
   (b) Chikitsa Adhikari (Grade II).
(c) Chikitsa Adhikari (Grade I) Incharge of Homeopathic Dispensaries of Mahapalikas.

(d) Medical Officers Incharge of Allopathic Hospitals of Municipal Boards.

(e) Vaidas and Hakims (Grade I) of Mahapalikas.

(IV) U.P. Palika Medical (Superior Services)

(a) Chikitsa Adhikaris (Grade II) of Homeopathic Dispensaries of Mahapalikas.

(b) Vaidas and Hakims (Grade II) of Mahapalikas.

(V) U.P. Palika Public Health (Superior Services)

(a) Chikitsa Adhikaris in-charge of Infectous Diseases Hospitals of Mahapalikas.

(b) Lady Doctors (Grade I) of Maternity and Child Welfare and Family Planning Centres in Mahapalikas.

(c) Medical Officer, incharge of Infectoous Diseases Hospital of Municipal Board Mussoorie.

(d) Medical Officer Incharge of Infectious Diseases Hospitals of Municipal Boards.

(e) Lady Doctors (Grade II) of Maternity Child Welfare and Family Planning Centres in Mahapalikas.

(VI) U.P. Palika Public Health (Subo. Service)

(a) Lady Doctors (Grade III) of Maternity and Child Welfare and Family Planning Centres of Mahapalikas.

(b) Chief Sanitary Inspectors of Mahapalika.

(c) Chief Sanitary Inspector of Class I and II Municipal Boards.

(d) Sanitary Inspectors of Mahapalika.

(e) Sanitary Inspectors of Municipal Boards.
(VII) U.P. Palika Veterinary Service

(a) Veterinary Assistant Surgeons (Grade I) of Mahapalikas.

(b) Veterinary Assistant Surgeons (Grade I) of Class I and II Municipal Boards.

(c) Veterinary Assistant Surgeons (Grade II) of Mahapalikas.

(d) Veterinary Assistant Surgeons (Grade II) of Class I and II Municipal Boards.

(VIII) U.P. Palika Engineering (Superior) Service

(a) Nagar Abhiyanta Nagar Mahapalika Kanpur.

(b) Nagar Abhiyanta of Mahapalikas other than Kanpur.

(c) Adhishashi Abhiyanta of Mahapalikas.

(d) Sahayak Abhiyanta including Sahayak Abhiyanta E/M Workshop.

(e) Civil Engineers of Class I Municipal Boards.

(f) Civil Engineers (Qualified) of Class II Municipal Boards.

(IX) U.P. Palika Engineering (Subordinate Service)

(a) Civil Engineers (Unqualified) Municipal Boards of Class II.

(b) Overseers (Civil) (Qualified) of Mahapalikas.

(c) Overseers (Civil) (Qualified) of Municipal Boards.

(X) U.P. Palika Waterworks, Electrical & Mechanical Engineering (Superior) Service

(a) Nagar Abhiyanta (Jalkal) (Qualified) of Mahapalikas.

(b) Nagar Abhiyanta (Jalkal) (Qualified) of Mahapalikas.
(c) Waterworks Engineering, Electrical Engineers of Electrical and Waterworks Engineers of Class 'A' Undertakings in Municipal Boards.

(d) Mechanical Engineers of Mahapalika, Kanpur.

(e) Sahayak Abhiyantas (Jalkal) (qualified) of Mahapalikas.

(f) Sahayak Abhiyantas (Jalkal) (unqualified) of Mahapalikas.

(g) Waterworks Engineers Electrical Engineers or Electrical & Waterworks Engineers (qualified) of Class 'B' undertaking in Municipal Boards.

(h) Assistant Engineers Waterworks, Assistant Electrical Engineers or Assistant Electrical Waterworks (qualified) of Class 'A' undertaking in Municipal Boards.

(XI) U.P. Palika Waterworks, Electrical & Mechanical Engineering (Subordinate) Service

(a) Waterworks Engineers Electrical Engineers or Electrical & Waterworks Engineers (Unqualified) of Class 'B' undertakings in Municipal Boards.

(b) Assistant Waterworks Engineers, Assistant Electrical Engineers & Assistant Electrical & Waterworks Engineers (qualified) of Class 'B' undertakings in Municipal Boards.

(c) Waterworks Engineers, Electrical & Waterworks Engineers (qualified) of Class 'C' undertakings in Municipal Boards.

(d) Superintendent, Power House (both diesel and Hydro-electric stations) having an installed capacity of above 1000 K.W. (qualified) of Municipal Boards.

(e) Chief Water Inspectors and Chief Pipeline Inspectors (qualified) in Mahapalikas.

(f) Chief Water Inspectors and Chief Pipeline Inspectors (qualified) of Class 'A' undertakings in Municipal Boards.
(g) Mains Superintendents Mussoorie, Municipal Boards Hydro-Electric Undertakings.

(XII) U.P. Palika Arboriculture (Superior) Service
(a) Arboriculturist for Kanpur.

(XIII) U.P. Palika Arboriculture (Superior) Service
(a) Superintendents Parks and Gardens.

(XIV) U.P. Palika Accounts (Superior) Service
(a) Lekha Adhikari in Mahapalikas.
(b) Sahayak Adhikaris in Mahapalikas.

(XV) U.P. Palika Accounts (Subordinate) Service
(a) Accountants in Mahapalikas.
(b) Accountants in Class I Municipal Boards.

(XVI) U.P. Palika Audit (Superior) Service
(a) Mukhya Nagar Lekha Parikshaks of Mahapalikas.

(XVII) U.P. Palika Audit (Subordinate) Service
(a) Lekha Parikshakas of Mahapalikas.

(XVIII) U.P. Palika Education Service
(a) Lady Superintendents of Education and Superintendents of Education of Mahapalika.
(b) Lady Superintendents of Education and Superintendent of Education of Class I Municipal Boards.
(c) Lady Superintendents of Education and Superintendents of Education of Class II Municipal Boards.
(d) Lady Superintendents of Education and Superintendents of Education of Class III Municipal Boards.

(XIX) U.P. Palika Munisipal Service

(a) Office Superintendents of Mahapalikas.

(b) Head Clerks of office superintendents of Class I Municipal Boards.

POSTS IN NAGAR MAHAPALIKAS

(I) Revenue Service

(a) Tax Inspectors, other Revenue Inspectors (including Building Inspectors)

(b) Amins & Ziledars.

(c) Tax Collectors, other Revenue Collectors, Tax (Octroi, Toll & Terminal) Moharrirs.

(d) Naib Moharrirs, Pound Moharrirs, Slaughter House Moharrirs and Tahbagari Moharrirs.

(II) Public Health Medical & Veterinary Service

(a) Smoke Nuisance Inspector for Kanpur.

(b) Lady Health Visitor.

(c) Assistant Superintendent of Vaccination.

(d) Vaccinators.

(e) Apprentice Vaccinators.

(f) Safai Naiks or Hawaldars.

(g) Assistant Safai Naiks.

(h) Bhisties (Whole Time).
(III) **Medical Services**

(a) Nagar Swasthya Adhikari (Chikitsa).

(b) Chikitsa Adhikari Grade III Homeopathic Dispensary.

(c) Chikitsa Adhikari Grade IV Homeopathic Dispensary.

(d) Vaidyas & Hakims Grade III.

(e) Vaidyas & Hakims Grade IV.

(f) Compounders (Allopathic) Trained.

(g) Compounders (Homoeopathic).

(h) Compounders (Indigenous) Trained.

(i) X-Ray Technicians.

(j) Sisters in Hospitals.

(k) Nurses.

(l) Midwives.

(m) Dais.

(n) Dressers.

(o) Ward Boys and Bearers.

(IV) **Veterinary Services**

(a) Veterinary Compounders.

(b) Stockman.

(V) **Miscellaneous Posts**

(a) Lorry, Truck or Tractor Drivers.

(b) Cleaners, for Lorries, Trucks or Tractors.

(c) Motor Mechanics or Head Fitters for conservancy Trucks.
(d) Fitters.
(e) Junior Fitters.
(f) Carpenters & Blacksmiths.
(g) Hammers.
(h) Nailbands.
(i) Malis
(j) Head Malis.

(VI) Public Works Services

(a) Foreman Workshop.
(b) Computers.
(c) Overseers (Unqualified).
(d) Drawing Office Superintendent for Kanpur.
(e) Draftsman (Qualified).
(f) Draftsman (Unqualified).
(g) Tracers.
(h) Works Agents or Supervisors without right to promotion or higher posts.
(i) Fitters, Turners, Tinsmiths, Masons, Welders, Lighting Misties, and Senior Linemen.
(j) Carpenters and Blacksmiths.
(k) Lorry, Truck or Tractor Drivers.
(l) Mechanics and Head Fitters in Workshop.
(m) Road Roller Drivers.
(n) Cleaners for Road Roller and Lorries.
(o) Fireman.
(p) Lighting Superintendent
(q) Lighting Inspectors.
(r) Hammermen, Painters Linemen.
(s) Ferro Boy & Blue Printer.
(t) Lamp Lighters & Porters.

(VII) **Water Works and Mechanical Engineering Services**

(a) Chief Inspector.
(b) Pipe Line Inspector. (Qualified).
(c) Pipeline Inspector (Unqualified).
(d) Pumping Station Superintendent (Qualified).
(e) Pumping Station Superintendent (Unqualified).
(f) Chemist (Waterworks) (Qualified).
(g) Chemist (Waterworks) (Unqualified).
(h) Electrical Mechanical Draftsman.
(i) Senior Electricians, Senior Mechanics, Workshop Foremen, Shift Incharge Inspectors, Head Fitters.
(j) Assistant Meter Inspectors.
(k) Turners, Meter Mechanics, Electricians.
(l) Lorry, Truck or Tractor Drivers.
(m) Carpenters and Blacksmiths.
(n) Masons, Fitters, Operator Fitters, Engine Drivers, Linemen, Wiremen, Pump Drivers, Meter Readers, Switch Board Attendants.
(o) Hammermen, Junior Wiremen, Junior Linemen, Attendants, Pump Attendants, Attendants & Mates.
(p) Cleaners, Oilmen, Gangeman, Khalasis and Belders.
(q) Cleaners for Lorries Trucks or Tractors.
(VIII) Arboriculture Services
   (a) Arboriculture Supervisor.
   (b) Malis.
   (c) Head Malis.

(IX) Accounts Services
   (a) Assistant Accountant.
   (b) Departmental or Sectional Accountant.
   (c) Accounts Clerks.
   (d) Cashier.
   (e) Assistant Cashier.

(X) Ministerial Service
   (a) Sectional Head Clerks.
   (b) Stenographers.
   (c) Stenographers attached to the Mayor/Administrator.
   (d) Stenographers Reporters.
   (e) Clerk Grade I including Typist.
   (f) Clerks Grade II including Typist.

(XI) Inferior Services
   (a) Chauffeurs or Drivers for staff cars or Pickups.
   (b) Daftaries and Jamadars.
   (c) Peons, Orderlies, Chaukidars, Cooks, Dhobies and other wholetime inferior servants.
The Total Number of Posts Under the Categories Studied (Corporationwise)

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<thead>
<tr>
<th>Name of Posts</th>
<th>Kanpur</th>
<th>Varanasi</th>
<th>Lucknow</th>
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References


3. Ibid., Stahl, p.147.

4. Ibid., White, p.354.

5. Ibid., Stahl, p.151.

6. Ibid.

7. Ibid., Marx, p.553.


10. Ibid., Stahl, p.154.