

ALLOWANCES	PAGE NO.
Dearness Allowance	442
House Rent Allowance	444
Recovery of Rent for occupying Government Quarters	445
City Compensatory Allowance	446
Medical Benefits	446
Spectacle Allowance	447
Special Allowance	447
Compensatory Allowance	465
Risk Allowance	474
Non Practising Allowance	482
Uniform Allowance	485
Hill Tract/Warm Cloth Allowance	489
Additional Special Allowance	489
Special Commando Allowance	495
Travelling Allowance	496
Permanent Travelling Allowance	499
Permanent Conveyance Allowance	507
Leave Travel Concession	513
Education Allowance	513
Training Allowance	513
Project Allowance	513
Special Allowance to Physically Challenged	514
Leave	514
Surrender of Earned Leave	514
Paternity Leave	514
Special Casual Leave for the employed parents of physically/mentally challenged children	514
Special Casual Leave for undergoing Chemotherapy/Radiation/Kidney transplantation etc.	514

CHAPTER 8

ALLOWANCES

8.1. INTRODUCTION

8.1.1. The Commission received many representations both from individuals and Service Organizations for the enhancement of various allowances admissible to employees in view of the existing inflation and market rates. The Commission has examined, in detail, various allowances admissible to State Government employees and makes recommendations on each item as follows:

8.2. DEARNESS ALLOWANCE

8.2.1. The Dearness Allowance is paid to the employees to compensate the erosion in the real value of their salaries resulting from price hike. The concept of dearness allowance is linked to cost of living index on the principle that whenever there is a price rise over the base period, the employees have to be protected against erosion in their earnings.

8.2.2. The origin of payment of dearness allowance dates back to the year 1940 when the lowest paid employees were allowed a Grain Allowance to help them to tide over the price rise of food grains during Second World War. In 1944, a War Allowance was paid to certain categories of employees taking into account the fact that cost of living was not dependent on cost of food grains alone, but also on various other factors as well. With the practice of appointing Pay Revision Commissions by the Central Government and State Governments, the concept of Dearness Allowance was re-oriented and it has now become an integral part of the emoluments of the employees.

8.2.3. The State Government has been following the DA formula adopted for Central Government employees. The DA formula of Government of India is linked to All India Consumer Price Index. The Fifth Central Pay Commission recommended a neutralization of DA as on 1-1-1996 by merging the entire DA as on that date as per AICP Index at 1510. The AICP Index was based on the year 1982 (say 1982=100). The government of India has adopted a new series with 2001 as base year for allowing DA with effect from 1-1-2006 by merging the entire DA of 74%.

8.2.4. The VIII Pay Revision Commission recommended merger of DA at 59% with basic pay for arriving at new Pay Scales as on 1-7-2004. As on that date Government of India had sanctioned 71% of Basic Pay as DA and Government of Kerala have allowed only 64% of the basic pay as DA to its employees. After the merger of DA of 59% with basic pay, the 2004 Pay Commission had recommended the remaining 5% as DA on the revised pay.

8.2.5. The AICP Index with base year 1982 was revised by taking a linking factor of 4.63, ie; Index based on 2001 series will be 115.76. As on 2006, the All India Consumer price average Index was 536. This when divided by 4.63, we get the new Index factor of 115.76. From 1-1-2006, 115.76 is the base Index. Accordingly, the formula adopted by Central Government for calculating the Dearness Allowance was as follows:

$$\frac{(12 \text{ months average AICPI} - 115.76) \times 100}{115.76}$$

8.2.6. We have already indicated that we propose to merge the entire DA of 64% as on 1-7-2009 with basic pay for arriving at the revised scales of pay. In other words, there will be full neutralization of DA as on 1-7-2009 in this Pay Revision. As such the Dearness Allowance as on 01-7-2009 is Zero and the formula for calculating Dearness Allowance will be as follows:

$$\frac{(12 \text{ months Average AICPI} - 147.91) \times 100}{147.91}$$

where the constant 147.91 is the 12 months Average AICP Index from July 2008 to June 2009. Here it is to be noted that we could not adopt the formula of calculating DA in respect of Central Government employees as mentioned in Para 8.2.5 on account of the fact that the Central Government had effected full neutralization of DA as on 1-1-2006. The formula mentioned above with constant 147.91 also cannot be adopted as the revision proposed is not entirely on par with Central Scales of Pay. Further Dearness Allowance to Central Government employees is based on the base Index of 115.76 whereas Dearness Allowance to State Government employees after Pay Revision as on 1-7-2009 would be based only on the average AICP Index of 147.91 (as on 1-7-2009). Hence the Commission has to stick on to the strategy adopted in the 2004 Pay Revision. The Commission is of the view that there should not be any reduction in the quantum of DA to State Government employees after effecting Pay Revision as on 1-7-2009. The Commission is also of the firm view that there should not be any undue benefit to State Government employees while calculating DA after 1-7-09 and also considering the fact that the rate of DA allowed to Central Government employees as on 1-7-2009 was 27% of basic pay after merging the entire DA as on 1-1-2006 in the VI Central Pay Revision.

8.2.7. Taking into consideration of the above mentioned factors, the Commission decided to adopt the approach of the VIII Pay Revision Commission. It is to be noted that after full neutralization of DA as on 1-1-2006 Central Government employees were getting DA at 27% as on 1-7-2009, whereas the DA as on 1-7-2009 to State Government employees after merging 64% DA is Zero. In effect the 27% DA enjoyed by Central Government employees as on 1-7-2009 was also got neutralized in the case of State Government employees consequent to this Pay Revision. Hence the formula adopted by the Commission for calculation of

DA to the State Government employees to make the same on par with that of the Central Government employees is given below:

Total percentage of DA declared by Central Government on or after 1-7-2009 minus (-) Rate of DA declared by Central Government as on 1-7-2009

8.2.8. Consequently the Commission recommends the following rates of DA structure.

Date of effect	Calculation as per formula given above	Rate of DA payable
1-7-2009	27 - 27	0
1-1-2010	35 - 27	8

8.2.9. The Commission also wishes to place on record that in future State Government employees would be getting DA on par with that of Central Government employees.

8.3. HOUSE RENT ALLOWANCE

8.3.1. House Rent Allowance is a compensatory allowance granted to the Government employees along with the salary towards meeting the expenses spent for the rent of residences/houses near the work places. Now HRA is sanctioned as slab system as shown below:

Pay Range	B2 class City	C Class City/Town	Cities not in B2 & C class	Other Places
4510-4589	250	190	190	150
4590-7299	400	280	280	
7300-13699	600	390	340	
13700-17099	750	500	380	
17100-20199	1000	680	380	
20200 & above	1200	790	380	

8.3.2. The Service Organisations and many others demanded for granting House Rent Allowance (HRA) as a percentage of basic pay as is prevalent in the Central Government. The Commission gave anxious consideration to this demand, particularly because HRA is the single largest element in the emolument structure which causes a gap between the take home emoluments of a Central Government employee and his counterpart in the State. The Commission agrees with the findings of previous Pay Revision Commissions to continue the practice of granting HRA as Slab System as the rates would fluctuate with each increment and it was not as if rentals were also increasing annually. Since the transfer norms are followed more or less strictly in Kerala, a large majority of the employees get their posting in home District. Also, the housing problem in Kerala is not acute as a large number of employees reside in their own houses or in their family houses. After considering these factors

the Commission feels that the demand for HRA as percentage of basic pay as is prevalent in Central Government is devoid of merit and the Slab System as is prevalent now in the State need be considered. The Commission, after considering above aspects, recommends the revised rates of HRA as shown below:

Pay Range	B2 class city	C Class city/Town	Cities not in B2 & C class	Other Places
8500-8729	350	270	270	250
8730-12549	560	390	390	
12550-24039	840	550	480	
24040-29179	1050	700	530	
29180-33679	1400	950	530	
33680 & above	1680	1110	530	

- 8.3.3.** Kollam and Thrissur Corporations may be classified as B2 Class cities for the purpose of granting HRA in addition to the existing B2 Class cities of Thiruvananthapuram, Kochi and Kozhikkode.
- 8.3.4.** Government institutions situated within a radius 3 Kilometers from Civil Station, Kakkanad may be considered as B2 class city for the purpose of granting HRA and CCA.
- 8.3.5.** The existing provision that the State Government employees working in New Delhi and Other States will be eligible for HRA at Government of India rates as applicable at that place may be continued.
- 8.3.6.** The Government Orders previously issued by the Government in the matter of deciding periphery areas may also be made applicable for grant HRA.
- 8.3.7.** Government may assess the periphery areas of District/Taluk/Corporations/Municipalities/Panchayats in consultation with local authorities or by conducting scientific study for deciding the Slab of HRA.

8.4. Recovery of Rent for occupying Government Quarters

- 8.4.1.** Government employees in occupation of Government accommodation are required to pay rent at the prescribed rate. They are not eligible for House Rent Allowance admissible to Government employees. The Commission makes the recommendation on the recovery of rent in respect of employees who are occupying quarters, as follows:

Sl. No	Range	Rate
1	Those who draw the Scale of Pay between Rs.8500-12220 and Rs.20740-33680	Nil
2	Those of and above the Scale of Pay of Rs.21240-34500	2%

8.5. CITY COMPENSATORY ALLOWANCE

8.5.1. In order to compensate the high cost of living in cities, employees are allowed with City Compensatory Allowance. After due consideration of the issue, the Commission proposes to revise the rates as follows:

Sl. No	Pay Range	Rate per Month
1	Below Rs.9440	Rs.200/-
2	Rs.9440 and above but below Rs.13540	Rs.250/-
3	Rs.13540 and above but below Rs.16980	Rs.300/-
4	Rs.16980 and above	Rs.350/-

8.5.2. The existing provision that the State Government employees working in New Delhi and other States will be eligible for CCA at Govt. of India rates, as applicable at that place as in the case of HRA, may be continued.

8.6 Medical Benefits

8.6.1 As per the Kerala Govt. Servants Medical Attendance Rules 1960, the Government employees and their immediate dependents are entitled for medical benefits. Presently the medical reimbursement expenditure for the State amounts around Rs.15-20 crores per annum. Healthcare of a Government employee and his immediate family members is a statutory responsibility of any employer in a modern society. The present scheme followed by the Government with all its drawbacks has proved to be a great relief to many Government employees/their families.

8.6.2. There are many drawbacks or genuine problems in the present system of medical reimbursement especially due to lack of budgetary provision for the concerned Department under the head of medical reimbursement. Cumbersome procedures to be followed for claiming the amount, misinterpretation of the Rules leading to audit queries, misuse of the facilities and the growing necessity to prefer medical treatment from Private Hospitals (which are not wholly covered under the existing scheme) etc. are some.

8.6.3. Many representations have been received from both individuals and Service Organisations for streamlining the implementation of the Medical Reimbursement Rules and making them more effective. They have also requested to introduce a comprehensive Medical Treatment Insurance Scheme which ensures quality treatment and medical expenses incurred by an employee and his family members covering treatment both in IP and OP cases, irrespective of the Hospitals concerned.

8.6.4. After careful consideration of all aspects, the Commission recommends to continue the present system of Medical Reimbursement Scheme in the State.

The following steps may be taken for the effective implementation of the scheme:

- (i) Government may take steps to minimize or reduce the drawbacks of the present system.
- (ii) More number of private hospitals may be included in the Schedule of Hospitals for Medical Reimbursement Scheme.
- (iii) To simplify the procedures for claiming the reimbursement amount.
- (iv) Head of Departments may be delegated with more powers for this purpose.
- (v) Strict directions may be issued against the misuse of Medical benefits.

8.6.5. Cost of Spectacles: At present reimbursement limit for the cost of Spectacle is Rs.500 once in service. The Commission recommends to enhance the cost of Spectacle allowance to Rs.1000 once in 10 years.

8.7. SPECIAL ALLOWANCE

8.7.1. Special Allowance was sanctioned based on the recommendations of the 1998 Pay Revision in lieu of certain items included in the special pay category. This allowance is intended to compensate the extra effort put in by the employees, in addition to the normal work.

8.7.2. The existing and proposed rates of Special Allowance are as follows.

Designation	Existing Rate/ Month	Proposed Rate/ Month	Remarks
Common Categories			
Senior Administrative Officer/Senior Finance Officer	170	210	
Administrative Officer/Finance Officer	130	170	
Law Officer/Legal Advisor in the Cadre of Joint/Deputy Secretary to Govt.	170	210	
Law Officer in the Cadre of Under Secretary to Govt.	130	170	
* Administrative Officer/Finance Officer/Law Officer/Joint Secretary/Deputy Secretary/ Under Secretary working on deputation of Boards, Corporations and other Autonomous Institutions as Administrative Officer/Finance Officer/Law Officer are eligible for the allowance admissible to the Finance Officer/Administrative Officer/Law Officer.			

Designation	Existing Rate/ Month	Proposed Rate/ Month	Remarks
Personal Assistant, Personal Assistant (HG) and Confidential Assistant to Chief Secretary, Additional Chief Secretary, Chairman KPSC, Advocate General, Principal Secretaries, Secretaries to Govt. and Special Secretaries to Govt., Commissioners, Commercial Taxes, Land Revenue, Civil Supplies and Excise, DPI, Director of Agriculture, Principal CCF, Enquiry Commissioner and Spl. Judges, DHS, DME, Transport Commissioner, DGP, Chief Engineer (PWD/Irrigation Admn.), District Collectors and District Judges			
Driver attached to the above Officers	250	290	
Peon, Duffedar attached to the above Officers	200	240	
Personal Assistant/Confidential Assistant of Members, KPSC and of Additional Director General of Police	250	290	
Personal Assistant, Personal Assistant (HG) and Confidential Assistant to Additional Secretaries to Govt., Secretary Legislature, Additional Secretary Legislature, Addl. Advocate General, Other Heads of Departments, SPs and Higher Ranked Police Officers of and including the level of Inspector General of Police, DIG(Vig.), Legal Advisor (Vig.), Addl. Legal Advisor (Vig.) and Presiding Officers of other subordinate Courts	70	110	
Peons/Duffedars attached to the above Officers	40	80	
Drivers including Motor Boat Driver, Boat Driver and Syrang, Tractor Driver, Roller Driver and Assistant Driver	110	150	
Drivers in charge of Heavy Duty Vehicles, the unladen weight of which exceeds 12000 Kgs.	140	180	
Senior most Typist working as Fair Copy Superintendent in an office having 4 or 5 Typists	40	80	
Peon doing work as Night Watcher	40	80	
Last Grade Employees attending to Treasury Duty where in the average monthly transaction of the office shall be above RS.1,00,000/-.	75	120	
Secret Sections			
Superintendent	50	90	
Clerk/Typist	40	80	
Peon	30	70	
Advocate General's Office			
<i>Officers attending work in the Office of the Director of Public Prosecution</i>			
Section Officer	90	130	
Confidential Assistant	60	100	
Confidential Assistant to the Advocate General attending Secret Section Work	60	100	

Designation	Existing Rate/ Month	Proposed Rate/ Month	Remarks
Driver	160	200	
Agricultural Department Special Vigilance Cell			
Superintendent (Junior & Senior)	50	90	
Confidential Assistant	40	80	
Clerk (LD & UD)	40	80	
Typist	40	80	
Peon	30	70	
Kerala Agriculture Income Tax and Sales Tax Appellate Tribunal			
Member (Departmental)	100	500	
Animal Husbandry			
Veterinary Surgeon and Senior Instructor qualified in Chick Sexing, working in Regional/Dist. Poultry Farms/Chick-sexing schools	70	110	
Junior Instructor, Chick-sexing Schools	50	90	
Poultry Assistant of Regional/Dist. Poultry Farms	40	80	
Veterinary Surgeon, Veterinary Dispensary, Thrissur	50	100	
Veterinary Surgeon, Regional Poultry Farm, Malampuzha	50	100	
Veterinary Surgeon, Dist. Veterinary Centre, S.P.C.A. Hospital, Thiruvananthapuram	50	100	
Live Stock Inspector attached to ICDP	Nil	300	New
Ayurveda Medical Education			
Deputy Manager, Ayurveda Pharmacy, Thiruvananthapuram	90	130	
Store Superintendent, Ayurveda College, Thiruvananthapuram	50	90	
Lift Operator, Ayurveda College, Thiruvananthapuram	40	80	
Commercial Taxes Department			
Law Officer	170	210	
Additional Law Officer	90	130	
Excise			
Assistant Excise Commissioner, Inspection and Training	100	140	
Circle Inspector of Excise-in-charge of Training	70	110	
Land Revenue			
Senior Finance Officer	130	As applicable to Sr. Finance Officer under Common Category	
Superintendent, Board of Revenue/Sheristadar, Collectorate	60	100	

Designation	Existing Rate/ Month	Proposed Rate/ Month	Remarks
Senior Superintendent (HG)/Tahsildar (HG) working in Taluks other than Tahsildar in charge of Taluks.	60	100	
Tahsildar in charge of Taluks	200	350	
District Finance – Inspecting Officer	60	100	
Assistant/Clerk in the Finance Inspection Squad in the Collectorate and Typist attending to the Typing work of the Squad	40	80	
Lift Operators, Colloctorate	40	80	
Assistant Settlement Officer, Cardamom, Idukki	130	170	
Deputy Tahsildar, Cardamom, Idukki	50	90	
Village Officer	30	200	
Villageman, Cardamom, Idukki	30	60	
Survey and Land Records			
Instructor in Higher Survey/Instructor for Computer Draftsman Course (in the grade of Head Surveyor)	50	90	
Instructor in Chain Survey in the grade of Surveyor Gr. I	40	80	
General Education			
Headmaster, Govt. HS & Technical for Deaf, Thiruvananthapuram	250	300	
Special Officer (Work Experience)	170	200	
Research Officer, Primary Education	130	160	
Graduate Headmasters in Special Schools	200	250	
Instructor in Science/Research-Assistant/Education Extension Officer of the Institute of Primary Education	90	120	
Assistant Teacher (Without Training) and Special Teacher, School for Handicapped	60	100	
Teachers in Special Schools	60	100	
Teacher in charge of Incomplete High School	90	130	
Headmaster of High School not eligible for Headmaster's scale	90	130	
Graduate Headmasters of UP School	50	90	
Headmaster of Aided UP Schools not eligible for Headmaster's scale of pay	50	90	
Headmaster of Aided LP Schools not eligible for Headmaster's scale of pay	40	80	
Headmaster of Incomplete LP School	40	80	
Teacher in charge of Incomplete UP School	40	80	
Education Extension Officer and Instructor (Training School)	90	130	
UD Clerk, Vigilance Section, D.P.I.'s Office	40	80	
Confidential Assistant to the Additional DPI	70	100	
Peon to the Additional D.P.I.	40	80	
Deputy Secretary to Govt. (Super Check Cell)	170	210	
A.E.O. (HM), Super Check Cell	90	130	

Designation	Existing Rate/ Month	Proposed Rate/ Month	Remarks
<i>Staff of the Commissioner for Govt. Examinations</i>			
Pay Range of Rs.10750/- and above	130	170	
Pay Range between Rs.9190/- and Rs.10749/-	100	140	
Pay Range between Rs.8730/- and Rs.9189/-	70	110	
Pay Range below Rs.8730/-	60	100	
<i>Hindi Teachers Training Institute</i>			
Chief Instructor and Instructors	200	250	
Teacher in charge of Lab / Library/IT	Nil	200	New
Physical Education Teacher attending the Higher Secondary/ VHSE School Section	Nil	200	New
Collegiate Education			
Deputy Director, Zonal Offices, (Non U.G.C.)	350	400	
Principal of Govt. /Private Colleges having shift system (Non U.G.C.)	350	400	
Principal holding charge of evening College (Non U.G.C.)	350	400	
Principal, Junior Arts & Science Colleges and Principal, Physical Education College, (Non U.G.C.)	260	310	
Principals in Colleges having over 2000students (Non U.G.C.)	290	340	
Technical Education			
Principal, Engineering Colleges	290	340	
Principal of Engineering Colleges where Part-time Courses are conducted	430	500	
Principal of Polytechnics where Part-Time Diploma Courses are conducted at night	170	220	
Graduate Teachers of General Education Department, working as Instructor in Science, Mathematics, Humanities and language in Junior Technical Schools and as General Instructor in Pre- Vocational Training Centre	40	80	
Faculty Member functioning as Librarian in the Institute of Fine Arts, Thrissur and Mavelikkara	60	100	
Driver-Mechanic, Govt. Polytechnic, Kalamasserry	60	100	
Engineering Colleges/Polytechnics			
Senior Superintendent	70	110	
Librarian Gr. I/Gr. II	70	110	
Librarian Gr. III/Gr. IV	40	80	
Junior Superintendent/Head Clerk/Typist/Clerk	40	80	
Store Keeper	40	80	
Peon, Store man, Library Attender	30	60	
<i>Staff in the Examination wing of the Directorate</i>			
Pay Range of Rs.11020/- and above	130	170	
Pay Range of Rs.9190/- and above but below Rs.11020/-	100	140	

Designation	Existing Rate/ Month	Proposed Rate/ Month	Remarks
Pay Range of Rs.8730/- and above but below Rs.9190/-	70	110	
Pay Range below Rs.8730/-	60	100	
Higher Secondary Education			
Higher Secondary School Teachers / Principal having Ph.D in the respective subject	Nil	500	New
Higher Secondary School Teacher having Special Training working in Special Schools	Nil	300	New
Clerk attending the work of Higher Secondary Section in Higher Secondary Schools	90	130	
Peon attending the work of Higher Secondary section in Higher Secondary Schools	30	60	
Deputy Director of Education	150	190	
Vocational Higher Secondary Education			
<i>a) High School</i>			
Principal	360	1000	
Teacher holding the charge of Academic Head	Nil	500	New
Science Teacher (in charge of laboratories)	80	120	
Person in charge of Library	80	200	
b) Technical High Schools			
Person in charge of Library	80	120	
Superintendent	260	300	
Science Teacher (in charge of laboratories)	90	130	
Physical Education Teacher	80	120	
Head Clerk	90	130	
Clerk/Typist/Storekeeper	70	100	
Peon	40	80	
Fire & Rescue Service			
Fireman Driver -cum-Pump Operator	170	210	
Staff Car Driver of the Commandant General	130	170	
Station Officer, Fire Service - Training School, Fort Kochi	50	90	
Leading Fireman, Fire Service - Training School, Fort Kochi	40	80	
Fisheries			
Headmaster, Regional Fisheries Technical High Schools	130	170	
Forest			
Principal, Forest School, Arippa	80	120	
Instructor (Ranger), Forest School, Arippa	80	120	
Instructor, Forest School, Walayar	80	120	
(i) Vigilance and Evaluation Wing			
Assistant Conservator of Forests/Divisional Forest Officer	100	140	
Ranger	80	120	

Designation	Existing Rate/ Month	Proposed Rate/ Month	Remarks
Forester	40	80	
Forest Guard	30	60	
(ii) Wild Life Wing			
Ranger/Wild Life Assistant	80	120	
Deputy Ranger	60	100	
Forester	40	80	
Guard/Warder	30	60	
(iii) Special Wing of Law Department			
Joint Secretary	220	260	
Section Officer	130	170	
Legal Assistant/Confidential Assistant/Typist	90	130	
Peon	50	90	
(iv) Flying Squad			
Assistant Conservator of Forest/Divisional Forest Officer	100	140	
Ranger	80	120	
Deputy Ranger	60	100	
Forester	40	80	
Guard	30	60	
Driver	30	60	
(v) Marayoor Sandal Division			
Deputy Ranger	60	100	
Forester	40	80	
Forest Guard/Watcher	30	60	
Driver	30	60	
Health Services			
Specialist working in Radiology, T.B., Pathology, Leprosy and Anesthesia	830	900	
Thoracic Surgeon in Thoracic Surgery unit of District Hospitals and T.B. Hospitals	830	900	
Postmortem Allowance	290	350	
Exhumation Allowance (per exhumation)	580	650	
Pharmacist attending clerical work	40	80	
Lift Operator	40	80	
Pharmacist, Ayurveda Hospital doing clerical work	40	80	
Indian Systems of Medicines			
Specialist Medical Officer	Nil	1000	New
Superintendent (Medical)	200	250	
Superintendent, Mental Hospital, Kottakkal	200	250	
Industries and Commerce			
Designer and Craftsman who is recipient of State Awards	70	110	

Designation	Existing Rate/ Month	Proposed Rate/ Month	Remarks
Designer and Craftsman who is recipient of National Awards	110	150	
Industrial Training			
Principals, I.T.I. (Kalamasserry, Kozhikode and Thiruvananthapuram)	70	110	
<i>Staff attached to the examination wing of the Directorate</i>			
Pay Range of Rs.9690/- and above	130	170	
Pay Range between Rs.9190/- and Rs.10479/-	100	140	
Pay Range between Rs.8730/- and Rs.9189/-	70	110	
Pay Range below Rs.8730/-	60	100	
Irrigation			
Law Officer	180	220	
Irrigation, Design and Research Board			
Chief Engineer	580	630	
Superintending Engineer (Director)	430	470	
Executive Engineer (Joint Director)	430	470	
Assistant Executive Engineer (Deputy Director)	360	400	
All Technical Staff other than Engineers	220	260	
The Engineers deployed from the IDRB to the Dam Safety Authority	Nil	260	New
Judiciary			
Confidential Assistant of District Court, CJM Court, Sub Court	Nil	400	New
Confidential Assistant of Munisciff Court	Nil	250	-do-
Amins and Process Servers	Nil	100	-do-
Clerk in-charge of Record/ Property Rooms	Nil	150	-do-
Bench Clerk (Civil/Criminal Court)	40	150	
Land Use Board			
Typist operating Offset Printing Machine	60	100	
Law Colleges			
Principals in charge of Evening College	170	210	
Librarian	70	100	
Library Attender	30	60	
Local Fund Audit			
Inspector, Charitable Endowment Section in the Directorate	60	100	
Auditor, Charitable endowment Section in the Directorate	40	80	
Medical Education			
Superintendent of Collegiate Hospitals	170	250	
Additional Superintendent, Medical College, Kozhikkode/Superintendent, SAT Hospital, Thiruvananthapuram/Superintendent, Mental Hospital,	170	250	

Designation	Existing Rate/ Month	Proposed Rate/ Month	Remarks
Thiruvananthapuram and Kozhikode/Superintendent, T.B. Hospitals, Pulayanarkotta/Superintendent, Ophthalmic Hospital, Thiruvananthapuram			
Deputy Superintendent, Collegiate Hospitals and SAT Hospital, Thiruvananthapuram	130	180	
Officer in charge of Gas House, Medical College, Thiruvananthapuram and Kozhikode	50	90	
Lift Operator	40	80	
Homoeopathy Medical Colleges			
Principal	Nil	1000	New
Motor Vehicles			
Senior Deputy Transport Commissioner	360	400	
Assistant Transport Commissioner	220	260	
Assistant Secretary, State Transport Authority	180	220	
Senior Superintendent, State Transport Authority	180	200	
Confidential Assistant, State Transport Authority	150	190	
Urban Affairs Department			
Typist attending the work of Malayalam Confidential Assistant	90	130	
National Cadet Corps			
Administrative Officer	170	200	
National Employment Service			
Sub Regional Employment Officer, Special Employment Exchange for Physically Handicapped, Thiruvananthapuram	90	120	
Panchayats			
Principal, Training Institute for Local Administration, Thiruvananthapuram and Kozhikode	130	150	
Instructor, Training Institute for Local Administration, Thiruvananthapuram and Kozhikode	90	120	
U.D. Clerk operating Bradma Printing and Embossing Machine	50	90	
L.D. Clerk operating Bradma Printing and Embossing Machine	40	80	
Police			
Sub Inspector in-charge of Police Station	200	250	
(i) Special Branch and Crime Branch			
Deputy Superintendent of Police	100	150	
Inspector	80	120	
Sub Inspector	60	100	
Assistant Sub Inspector	50	90	
Ministerial Staff (All Categories) working in Special Branch	50	200	
(ii) Finger Print Bureau			

Designation	Existing Rate/ Month	Proposed Rate/ Month	Remarks
Director/Tester Inspector	90	130	
Finger Print Expert	60	100	
Finger Print Searcher	40	80	
(iii) Telecommunication Unit			
Deputy Superintendent of Police	100	150	
Inspector	80	120	
Sub Inspector	60	100	
Assistant Sub Inspector	50	90	
Head Constable	40	80	
Police Constable/Station Writer	30	60	
(iv) Dog Squad			
Sub Inspector	80	120	
Head Constable	50	90	
Police Constable	40	80	
(v) Armourer			
Armourer Inspector (Chief Inspector of Arms)	70	110	
Armourer Sub Inspector	60	100	
Armourer Assistant Sub Inspector	50	90	
Armourer Head Constable	50	90	
Armourer Police Constable	40	80	
(vi) Shorthand Bureau			
Chief Reporter	80	120	
Reporter Sr Gr	60	100	
Reporter Gr I	60	100	
Reporter Gr II	40	80	
(vii) District Crime Intelligence Bureau			
Sub Inspector	60	100	
Head Constable	40	80	
Police Constable (D.C.I.B. of Thiruvananthapuram City)	30	60	
(viii) Personal Guard			
Sub Inspector (Reserve Sub Inspector/Armed Police Sub Inspector)	170	210	
Assistant Sub Inspector	160	200	
Head Constable	150	190	
Police Constable	130	170	
(ix) Miscellaneous			
Liaison Officer (Assistant Engineer)	170	210	
Veterinary Surgeon of the Mounted Police	70	110	
Staff Car Driver	130	170	
Band Master (Sub Inspector/Armed Police Sub Inspector)	60	100	

Designation	Existing Rate/ Month	Proposed Rate/ Month	Remarks
Superintendent Confidential Section	60	100	
Confidential Assistant/Clerk(Confidential Section)	40	80	
Brass Band Man/Orchestra Man/Bugler Man	30	60	
Tailor (P.C.)/Cinema Operator (Police Constable)	30	60	
Station Writer (P.C)/Circle Writer (P.C)/ Co-Clerk/Carpenter (P.C.)/Motor Cleaner	30	60	
(x) Executive Staff			
Mechanic (M.T. Check)/Mason/Binder/Rattan Weaver/Lathe Operator/Boat Crew	30	60	
(xi) Civil Staff			
Electrician/Fitter/Welder/Blacksmith/Mechanic/Binder /Upholsterer/Packer/Store Attender/Lascar	30	60	
(xii) Motor Transport Unit			
Motor Transport Officer	100	140	
Motor Transport Inspector	80	120	
Motor Transport Sub Inspector	60	100	
Havildar Mechanic	40	80	
Police Constable Mechanic/Fitter/Electrician	30	60	
Ports			
Director	250	300	
Port Officer/Deputy Director	250	300	
Chief Mechanical Engineer/Engineer in charge	200	250	
Cutter-Suction Dredger Operator in CSD 'Meena'	90	130	
Driver-cum-operator	110	150	
Printing			
Superintendent of Govt. Presses	140	180	
General Foreman	40	80	
Worker with LPT Diploma in Printing Technology	30	60	
Cleaner	60	100	
Imposer (Composing Section)	50	90	
Mono/Lino Type Operators attending the work of Mono/Lino Mechanic (3 Nos.)	40	80	
Staff of Confidential Section			
Pay Range between Rs 18740-31360 to 24040-36140	130	170	
Pay Range between Rs 13900-22360 to 16180-27140	80	120	
Pay Range between Rs 13210-20740 to 13900-22360	70	110	
Pay Range between Rs 10480-17420 to 11620-18740	60	100	
Pay Range between Rs 8960-13210 to 9190-14620	60	100	
Pay Range between Rs 8730-12550 and below	50	90	
Prisons			
Deputy Inspector General of Prisons	140	180	
Medical Officer, Central Prisons, Thiruvananthapuram,	90	130	

Designation	Existing Rate/ Month	Proposed Rate/ Month	Remarks
Viyyur and Kannur			
Medical Officer, Ayurveda, Central Prison, Thiruvananthapuram and Kannur	90	130	
Lady Medical Officer, Central Prison, Thiruvananthapuram	90	130	
Compounder/Pharmacist, Central Prison, Thiruvananthapuram and Viyyur	40	80	
Compounder/Pharmacist, Central Prison, Kannur	50	90	
Compounder, District Jail, Kozhikode	30	60	
Gate Keeper, Central Prison, Thiruvananthapuram, Viyyur and Kannur	100	140	
Chief Warder, Central Prison, Thiruvananthapuram, Viyyur and Kannur	100	140	
Open Prison, Nettukaltheri			
Superintendent	60	100	
Agricultural Officer	60	100	
Supervisor	40	80	
Welfare Officer	50	90	
Chief Accountant	40	80	
Assistant Jailor Gr I	60	100	
Clerk	40	80	
Head Warder	40	80	
Warder	30	60	
Pharmacist	30	60	
Part Time Medical Officer	130	170	
Information & Public Relations Department			
Staff Car Driver	170	210	
Public Service Commission			
Sub Inspector of Police	60	100	
Police Constable Driver	130	170	
Guard	40	80	
Staff Car Driver	130	170	
Secret Section			
Section Officer (Part Time)	100	140	
Assistant	70	110	
Typist/Confidential Assistant	70	110	
Peon	40	80	
Public Works Department			
Clerk-cum-Cashier, V.J.T. Hall, Thiruvananthapuram	40	80	
Lift Operator	40	80	
Technical Assistant (in charge of Radio and Electrical Stores)	90	130	

Designation	Existing Rate/ Month	Proposed Rate/ Month	Remarks
<i>Design, Research, Investigation and Quality Control Board</i>			
Chief Engineer	580	640	
Superintending Engineer (Director)	430	470	
Executive Engineer (Joint Director)	430	470	
Assistant Executive Engineer (Deputy Director)	360	400	
Assistant Engineer (Assistant Director)	360	400	
All Technical Staff other than Engineers (Draftsman, Tracer, Research Assistant etc.)	220	260	
Manager Gr.II of Rest Houses	Nil	150	New
Rural Development			
Chief Instructor, Work shop wing	170	210	
Physical Instructor-cum-Librarian	40	80	
Village Extension Officer	Nil	100	New
Sainik Welfare			
Director	520	570	
Secretariat			
<i>Governor's Secretariat</i>			
Deputy Secretary/Joint Secretary	510	560	
Private Secretary to Governor/Additional Private Secretary to Governor	510	560	
Under Secretary (Tours)/Under Secretary	510	560	
Comptroller, Governor's Household	510	560	
Personal Assistant to Governor/Section Officer/Section Officer (Accounts)/Tours Superintendent	360	400	
Assistant	350	390	
Typist	170	210	
Cypher Assistant	350	390	
Confidential Assistant	350	390	
Head Chauffeur/Chauffeur	320	360	
Motor Section Clerk/Furniture Clerk	130	170	
Duffedar	100	140	
Personal Attendant/Motor Cycle Despatch Rider/Peons working with Governor, Secretary to Governor and other Officers and posted for duty in the V.I.P. Room	90	130	
Head Butler/Head Cook	100	140	
Cook/Waiter/Cleaner	90	130	
Matey/Lascar	90	130	
Garden Supervisor/Caretaker	100	140	
Telephone Operator	130	170	
Medical Officer	250	300	
Staff Nurse	140	180	

Designation	Existing Rate/ Month	Proposed Rate/ Month	Remarks
Pharmacist	90	130	
Nursing Assistant/Hospital Attendant	80	120	
Clerical Assistant/Attender	100	140	
Police Driver	130	170	
Administrative Secretariat			
Additional Secretary/Joint Secretary in the O/o. the Chief Secretary	700	700	
Deputy Secretary/Under Secretary, General Administration (SC) Department	600	600	
Section Officer/Personal Assistant/Confidential Assistant/Assistant/Typist, General Administration (SC) Department	500	500	
Cypher Assistant, O/o. the Chief Secretary	120	160	
Section Officer, General Administration (SS), Home (SS) and General Administration C.R. Cell) Department	130	170	
Assistant/Typist, General Administration (SS) and Home (SS) Department	70	100	
Personal Assistant in the office of Chief Secretary	500	500	
Attender/Peon in the office of Chief Secretary	300	300	
Peon/Attender, General Administration (SS) and Home (SS) Department	40	80	
Office Superintendent, General Administration (Office Section)	90	130	
Assistant, General Administration (Office Section) Department	60	100	
Peon, General Administration (Office Section) Department	40	80	
Office Superintendent, Teleprinter Section	100	140	
Assistant, Central Agency	200	240	
Peon/Messenger, Central Agency	100	140	
Assistant, General Administration (Official Language Translation) Department	50	90	
Assistant, Labour Department (Working in the office of the Director of Rehabilitation)	50	90	
Supervisor, Duplicator Machine Operator	100	140	
(i) Office of the Special Advisor to Government			
Deputy Secretary	220	260	
Confidential Assistant	130	170	
Peon	70	110	
(ii) General Administration (Accounts) Department			
<i>Cash Branch</i>			
Cashier	300	350	
Assistant Cashier/Accounts Officer	300	350	
Nottam	80	120	

Designation	Existing Rate/ Month	Proposed Rate/ Month	Remarks
(iii) General Administration (Political-A) Department			
Additional Secretary to Govt.	490	700	
Under Secretary and State Protocol Officer/Additional State Protocol Officer	360	600	
Assistant Protocol Officer/Section Officer	350	500	
Assistant	350	500	
Typist	350	500	
Confidential Assistant	350	500	
Duplicating Operator/Peon	200	300	
Chauffeur attached to G.A. (Pol.) Department	Nil	300	New
(iv) Personal Staff of Ministers/Leader of Opposition/Govt. Chief Whip			
Private Secretary/Additional Private Secretary/Special Private Secretary/Assistant Private Secretary/ Press Secretary and Political Secretary to Chief Minister	510	600	
Personal Assistant/Additional Personal Assistant/Special Personal Assistant/Section Officer	360	420	
Clerk/Assistant/Confidential Assistant/Typist	350	410	
Chauffeur	320	370	
Head Peon/Duffedar	200	250	
Peon/Contingent Employees	200	250	
(v) Personnel in the Computer Cell attached to the O/o. the Chief Minister			
Section Officer	360	420	
Assistant	360	420	
Typist	360	420	
Peon	360	420	
(vi) Office of the Principal Secretary to the Chief Minister			
Joint Secretary	490	560	
Deputy Secretary/Under Secretary	360	420	
Section Officer	350	420	
(vii) Office of the Principal Secretary (Finance)			
Under Secretary	350	410	
(viii) Election Department			
Section Officer handling cash	90	200	
(ix) Other Categories			
Drivers (including Drivers in the Finance and Law Departments)	190	230	
Chief Security Officer	130	170	
Security Officer	100	140	
Assistant Security Officer/Station Officer (Fire Force)	80	120	
Sergeant	90	130	

Designation	Existing Rate/ Month	Proposed Rate/ Month	Remarks
Motor Cycle Orderly	190	230	
Garden Supervisor	60	100	
Lift Supervisor	200	240	
Security Guard/Lift Operator	40	80	
Peon, General Administration (English Records) Department	30	60	
Finance Department			
System Analyst-cum-programming Officer (Data Processing Centre)	250	300	
Section Officer, Secret Section (Part time)	160	200	
Section Officer attending the work relating to Secretaries Committee	130	170	
Cashier	130	170	
Assistant attending the work relating to Secretaries Committee	90	130	
Typist attending the work relating to Secretaries Committee	70	110	
Peon attending the work relating to Secretaries Committee	40	80	
Assistant/Typist, Secret Section	70	110	
Peon/Typist, Secret Section	40	80	
Chief Technical Examiner	260	300	
Executive Engineer/Technical Officer	220	260	
Assistant Executive Engineer/Technical Assistant	130	170	
Assistant Engineer/Assistant Technical Officer	90	130	
Additional Secretary attending the work relating to Secretaries Committee	210	250	
Law Department			
Special Secretary	430	500	
Joint Secretary to Government (Suits)	260	300	
Legislature Secretariat			
Special Secretary	360	400	
Protocol Officer (Cadre of Under Secretary)	80	120	
Assistant Posted to Protocol Wing	40	80	
Peon Posted to Protocol Wing	30	60	
Head Driver	210	250	
Assistant Manager	150	190	
Driver	190	230	
Lift Operator	40	80	
Telephone Operator	40	80	
Office Superintendent	100	140	
Cashier	110	150	
Assistant (Cash)	80	120	

Designation	Existing Rate/ Month	Proposed Rate/ Month	Remarks
Personal Staff of Speaker/Deputy Speaker/Chairman			
Financial Committee			
Private Secretary/Additional Private Secretary/ Assistant Private Secretary	510	560	
Section Officer/Personal Assistant/Additional Personal Assistant	360	400	
Typist/Assistant/Confidential Assistant	350	390	
Chauffeur	320	360	
Duffedars	200	240	
Peon	200	240	
Gardener	200	240	
Chief Marshel	200	240	
Deputy Chief Marshel	180	220	
Marshel	150	190	
Sergeant	120	160	
Sergeant Assistant	80	120	
Out of State Allowance			
Tourist Information Office, Chennai/Mumbai/Jaipur/Goa and Agra			
Tourist Information Officer	750	1500	
Information Assistant	500	1000	
Peon	330	700	
Social Welfare			
Superintendents of Homes for the Mentally Retarded, Thiruvananthapuram and Kozhikode and Custodial Care Home, Manjeri	220	260	
Ayahs of the above Homes	140	200	
Superintendent, Government Children's Home and Special School, Thiruvananthapuram, Kollam, Kottayam, Thrissur and Kozhikode	60	100	
Part Time Medical Officer, Government Children's Home and Special Schools	90	130	
Caretaker	30	60	
State Insurance			
Director	260	300	
State Planning Board			
Private Secretary/Additional Private Secreatry/Special Private Secretary to Vice Chairman	510	550	
Chiefs of different Planning Divisions	Nil	500	New
Personal Assistant/Technical Assistant	360	400	
Driver	320	360	
Peon/Security Staff/Cook	200	240	
Chowkidar	40	80	

Designation	Existing Rate/ Month	Proposed Rate/ Month	Remarks
Stationery Department			
Mechanic attending to the duty of winding the secretariat Tower Clock	60	120	
S.T. Development Department			
Teacher-cum-Warden	50	100	
Treasuries			
Director	260	300	
Teller	Nil	200	New
Sub Treasury Officer attending to the additional work relating to the sale of Lottery tickets	90	130	
Bradma Supervisor	50	100	
Accountant working in the Bradma Cells	50	100	
Treasurer	300	600	
Comptrometer Operator	40	80	
Junior Accountant (Data Entry)	40	80	
Tourism			
Head Chauffeur	210	250	
Chauffeur	190	230	
Cleaner attached to File Van	60	100	
Lascar attached to Central Stores, Thiruvananthapuram	40	100	
University Appellate Tribunal			
Secretary	70	110	
Vigilance & Anti-Corruption Bureau			
Legal Adviser	260	300	
Additional Legal Adviser	170	200	
Superintendent of Police (Non -I.P.S)	170	210	
Deputy Superintendent of Police	100	140	
Inspector of Police	80	120	
Sub Inspector	60	100	
Havildar Driver (Staff Car)	130	170	
Head Constable	40	80	
Police Constable	30	60	
Ministerial Staff (All Categories)	50	90	
Vigilance Tribunal			
Confidential Assistant	Nil	300	New
Driver	Nil	250	-do-
Peon/ Duffedar / Sweeper cum Watchman	Nil	200	-do-
State Water Transport			
Boat Master	100	140	
Bata, Stay bata, Special Festival bata of operating staff @ Rs.2.50, Rs.2.50 and Rs.5.00 per hour respectively			

Designation	Existing Rate/ Month	Proposed Rate/ Month	Remarks
Tool kit allowance	Nil	30	New
Special allowance sanctioned to the staff of the O/o. the Commissioner of Entrance Examinations			
Pay Range Rs.16180 and above	550	650	
Pay Range Rs.14620 to Rs.16179	500	600	
Pay Range Rs.11620 to Rs.14619	450	550	
Pay Range below Rs.11620	400	500	
Special allowance admissible to employees handling cash			
<i>Amount of average monthly cash disbursed</i>			
Over Rs.1,00,000/- and up to Rs.2,00,000/-	150	220	
Over Rs.2,00,000 and up to Rs.5,00,000/-	200	270	
Over Rs.5,00,000/- and up to Rs.10,00,000/-	250	320	
Over Rs.10,00,000/-	300	370	

8.8. COMPENSATORY ALLOWANCE

8.8.1. This allowance is admissible to the employees who have to meet personal expenses while performing duty under special circumstances. This allowance is also a compensation for the extra effort taken by an employee while performing his official duties. The last Pay Revision Commission recommended to continue the rate which was in existence then. On examination it is understood that the amount sanctioned is too small to meet the purpose for which the allowance is intended.

8.8.2. The existing and the proposed rates of Compensatory Allowance are as follows

Designation	Existing Rate/ (Rs.) per month	Proposed Rate (Rs.) per month	Remarks
Common Categories			
Cook	40	80	
Peon/Attender/Typist/Confidential Assistant (doing cyclostyling or duplicating work)	20	50	
Peon/Attender/Typist/Confidential Assistant (Operating Photocopiers)	20	50	
Advocate General's Office			
Under Secretary(only for those attending cause list work)	200	500	
Section Officer (only for those attending cause list work)	200	500	
Assistant/Typist/Confidential Assistant (only for those attending cause list work)	200	500	

Office Superintendent (only for those attending cause list work)	200	500	
Librarian	65	150	
Assistant officiating as Assistant Librarian	50	130	
Library Attender	40	100	
Last Grade Employee in the Library	25	130	
Last Grade Employee operating Duplicating Machine	50	250	
Library Assistant (Catalogue work)	100	250	
Agriculture			
Agricultural Demonstrator working in Farms and Research Stations, ICDP Blocks and Nurseries	40	80	
Head Mazdoors	15	40	
Animal Husbandry			
Livestock Inspector, Assistant Field Officer/ Cross Breeding Scheme, Artificial Insemination Centre and Key Village Block	40	80	
Poultry Assistant in Poultry Farms, District Poultry Farms and IPD Blocks	40	80	
Livestock Inspector/Assistant Field Officer in Livestock Farms Jersey Farms, Pig Farm Units and Livestock Farms	40	80	
Livestock Inspectors/Assistant Field Officer Regional A.I. Centres	40	80	
Archaeology			
<i>Padmanabhapuram Palace</i>			
Ethnologist in charge of Curator/Museum Assistant	75	125	
Museum Guide/LD Clerk	50	90	
Gardener/Peon/Watcher/Mechanic	40	80	
Ticket Attender	40	80	
Ayurveda Medical Education			
Deputy Warden (Hostels)	50	90	
Resident Medical Officer, Ayurveda College Hospital/Ayurveda Maternity Hospital	50	90	
Van Cleaner-cum-Conductor	20	50	
Nethra Technician	65	100	
Commercial Taxes			
Inspecting Assistant Commissioner, Intelligence	75	150	
Intelligence Officer	50	100	
Intelligence Inspector	40	80	

Peon (Intelligence Squad)	20	50	
Peon (Serving Summons/Notices)	35	60	
Land Board			
Confidential Assistant to Appellate Authorities, Deputy Collectors (Land Tribunals), Special Deputy Collectors (Land Tribunals)	40	80	
Peons (Personnel attached to the above Officers)	20	50	
General Education			
Deputy Headmasters, Govt. High Schools and Aided Schools	200	250	
Headmaster, Tagore Vidyanikethan, Taliparamba	125	180	
High School Assistant, Tagore Vidyanikethan, Taliparamba	65	100	
Music Teacher, Tagore Vidyanikethan, Taliparamba	40	80	
Primary Education Extension Officer, Tagore Vidyanikethan, Taliparamba	125	180	
Resident Tutor, Tagore Vidyanikethan, Taliparamba	65	100	
Physical Education Teacher/Drawing Master/Instructor (Work experience programme), Tagore Vidyanikethan, Taliparamba	40	80	
Collegiate Education			
Warden, College Hostels (Above 200 inmates)	125	200	
Warden, College Hostels (up to 200 inmates)	95	150	
Resident Tutor in College Hostels	65	100	
Technical Education			
Skilled Assistant/Attender in the Central Polytechnic, Thiruvananthapuram and Govt. Polytechnics, Kannur, Perinthalmanna and Kottayam	35	75	
Workshop Attender, Junior Technical School, Adoor	20	50	
N.C.C. Officer	95	150	
Engineering College, Thiruvananthapuram			
Librarian	50	90	
Assistant Librarian	40	80	
Library Attender	25	50	

Polytechnics			
Boiler Attender, Central Polytechnic, Thiruvananthapuram	25	50	
Boiler Assistant, Govt. Polytechnic, Kalamasserry	20	50	
<i>Part-Time Classes in Engineering Colleges</i>			
<i>(i) Degree and Diploma Courses</i>			
Professor/Assistant Professor/Reader, Lecturer, Workshop Superintendent, First Grade Instructor (Engineering Colleges), Head of Section, Workshop Superintendent (Polytechnics)	Rs.40/hr. subject to a maximum of Rs.500/- per month	Rs.80/- hour. Max of Rs.1000/- per month	
Professor, Lecturer, Assistant Lecturer, Technical Instructor (Non Engineering Subject)	Rs.35/hr. subject to a maximum of Rs.500/month	Rs.70/- hour. Max of Rs.1000/- per month	
Boiler Assistant/Workshop Attender	Rs.15/hr. subject to a maximum of Rs.500/month	Rs.30/- hour. Max of Rs.800/- per month	
<i>(ii) M.Tech Course (Engineering College, Thiruvananthapuram)</i>			
Teaching Staff	65/hr.	100/hr.	
Co-ordinator of the course	375	450	
Clerk-cum-Typist Accountant	160	200	
Class IV Employee	95	150	
<i>(b) Hostels and Engineering Colleges and Polytechnics</i>			
Warden (Above 200 inmates)	125	200	
Warden (up to 200 inmates)	95	150	
Resident Tutor	65	100	
Part Time Medical Officer (Above 100 inmates)	125	200	
Part Time Medical Officer (upto 100 inmates)	95	150	
<i>(c) Pre Vocational Training Centre</i>			
Senior Craft Instructor	50	90	
<i>(d) Part Time Staff engaged for teaching in both High Schools and Junior Technical Schools</i>			
(i) For Technical Subjects	40/hr	80/-hr.	
(ii) For English and Non Technical Subjects	35/hr	70/- hr.	

Fire & Rescue Service			
Fireman Driver cum Pump Operator/Driver Mechanic	40	80	
Forest			
Van Driver (Publicity Unit)	50	90	
Health Services			
Medical Officer, Primary Health Centre	180	500	
Health Inspector, Public Health Training School, Thiruvananthapuram	50	100	
Higher Secondary Education			
Physical Education Teacher attending the Higher Secondary School Section	50	100	
Homoeopathic Medical College, Kozhikode			
Warden, Men's Hostel	50	100	
Industrial Training			
Drivers in I.T.I.s (Those who are imparting training to students in Mechanic (Motor Vehicles) and Mechanic (Diesel))	150	230	
Part Time Medical Officer, I.T.I.	125	200	
Assistant Hostel Superintendent (PT), ITI, Kozhikode	40	80	
Group Instructor (Foreman ITI, Kalamassery)	40	80	
Clerk, ITI, Kalamassery, Kozhikode and Thiruvananthapuram	35	70	
Peon, ITI, Kalamassery, Kozhikode and Thiruvananthapuram	20	50	
Insurance Medical Services			
<i>ESI Allowance</i>			
Director/ Joint Director /Regional Deputy Director/Insurance Medical Officer (Allopathy)	250	500	
Nursing Superintendent	40	80	
Head Nurse/Radiographer	35	70	
Staff Nurse/Laboratory Technician/X-Ray Technician	25	50	
Pharmacist/Auxiliary Nurse & Midwife	20	50	
Laboratory Attender/X-Ray Attender/Nursing Assistant	15	50	
Scientific Assistant (Physiotherapy), ESI Hospital, Peroorkada	50	100	
Dietician	35	70	

Irrigation			
Overseer Grade II and I (only during the period they are actually engaged in the work of gauging)	300	350	
Labour			
Roneo Operator	50	90	
Land Use Board			
Peon	20	50	
Legal Metrology			
Inspecting Assistant	20	50	
Medical Education			
Resident Medical Officer	125	200	
Assistant Resident Medical Officer	95	150	
Warden	95 or rent free quarters	150 or rent free quarters	
Assistant Warden	65 or rent free quarters	110 or rent free quarters	
Resident Warden, College of Nursing	65 or rent free quarters	110 or rent free quarters	
Medical Officers working in the Health Centres attached to the Medical Colleges	160	210	
<i>(i) Department of Tuberculosis and Respiratory Diseases, Medical College, Thiruvananthapuram</i>			
<i>Non Medical Staff</i>			
Social Worker	65	110	
Senior Scientific Officer, Antigen Manufacturing	125	200	
Scientific Assistant	95	150	
Pharmacist/Pharmaceutical Chemist	95	150	
Clerk	65	100	
<i>(ii) College of Pharmaceutical Sciences</i>			
Professor (who inspects and supervises manufacturing in addition to routine work)	250	325	
Associate Professor (who looks after quality control and quality assurance in addition to routine work)	190	250	
Museum and Zoo			
Veterinary Surgeon, Thiruvananthapuram Zoo	95	150	
Watcher	25	50	
Gardener (For operating Radio in Public Park in addition to normal duties)	20	50	

Gardener (For attending duties in the Children's Park in addition to normal duties)	20	50	
Gardener (For operating the pump attached to the Kanakakkunnu Palace)	20	50	
Gardener (For assisting the Engine Driver)	20	50	
Employees who are allowed only half day off on holidays	20	50	
Persons operating Television	20	50	
Employees working on holidays	Equal to 1 D.A	Equal to 1 D.A	
Police			
Assistants (2)/Typists (1) of Special Branch	50	100	
Police Constable doing additional work as Cinema Operator in Thiruvananthapuram and Thrissur	20	50	
Typist doing typing work on metal sheet	40	80	
Medical Officer (Attending to autopsy work)	35 for each autopsy work	100 for each autopsy work	
Mortuary Attender/Cleaner	15 for each autopsy work	40 for each autopsy work	
Prisons			
Psychiatrist, Central Prison	125	200	
District Medical Officer visiting Central Prison	25 for each visit subject to a maximum of 125	100 for each visit subject to a Max. 500	
Homoeo Medical Officer attending the Homoeo Clinic in the Central Prison, Thiruvananthapuram	125	200	
Warder Attendant, Leprosy Sanatorium Noornad	50	100	
Information & Public Relations			
<i>(a) Information Office, New Delhi</i>			
Information Officer	375	450	
Assistant/Confidential Assistant	375	450	
<i>(b) Directorate</i>			
Assistant working in the Cellar	60	100	
Clerical Assistant working in the Cellar	40	80	
Peon working in the Cellar	25	50	
Public Service Commission			

<i>Staff working in the Cellar</i>			
Assistant	60	100	
Attender/Clerical Assistant/Binder	40	80	
Peon	25	50	
Public Works Department			
Ferry Man	65	100	
Watchman in the P.W.D. Rest House	20	50	
Secretariat			
<i>Governor's Secretariat (Household)</i>			
A.D.C.	190	250	
Physician to Governor	190	250	
Head Gardener	35	70	
Gardener	25	50	
Sweeper	20	50	
Pharmacist	25	50	
Hospital Attender/Nursing Assistant	20	50	
Administrative Secretariat			
Lift Operator	35	70	
Security Guard/Watchman/Chowkidars	20	50	
Sergeant	20	50	
<i>(i) P&AR Department</i>			
Additional Secretary/Joint Secretary/Deputy Secretary	95	150	
Under Secretary	90	140	
Section Officer	75	125	
Assistant	40	80	
<i>(ii) Staff working in the Cellar</i>			
Clerical Assistant	40	80	
Peon	25	50	
<i>(iii) Central Library</i>			
Librarian (Senior Grade)	65	100	
Librarian (Grade II)/Assistant	50	90	
Clerical Assistant	40	80	
Peon	25	50	
<i>(iv) Allopathic Clinic attached to Secretariat</i>			
Chief Medical Officer	375	450	
Medical Officer	375	450	
Gynaecologist	375	450	
Dental Surgeon/Paediatrician	250	325	
Pharmacist/Nurse	125	175	
Dental Hygienist	95	140	
Clerical Assistant	65	140	
Scavenger	65	140	
<i>(v) Homoeo Clinic attached to Secretariat</i>			
Medical Officer	375	450	

Pharmacist	190	230	
Sweeper/Peon	65	100	
<i>(vi) Other Establishments</i>			
Head Gardener	35	70	
Gardener	25	50	
Sweeper of Secretariat Garden	20	50	
<i>(vii) Chauffeurs in Kerala House and Office of the Resident Commissioner, New Delhi</i>	1000	1000	
<i>(viii) Ayurveda Clinic attached to Secretariat</i>			
Medical Officer	375	450	
Pharmacist	125	175	
Attender	65	100	
Law Department			
Librarian	65	100	
Legal Assistant attached to the Library	50	90	
Clerical Assistant attached to the Library	40	80	
Peon attached to the Library	25	50	
Binder attached to the Library	50	90	
Legislature Secretariat			
Lift Operator	35	70	
Telephone Operator	50	90	
Peon (attending chamber duty)	25	50	
Sweeper (including higher grade)/Scavenger/Gardener/Waiter	30	60	
Duffedar	25	50	
Senior Assembly Attendants (2 persons)	25	50	
State Archives			
Superintendent posted in the Secretariat Cellar	65	100	
Assistant/Clerk posted in the Secretariat Cellar	50	90	
Peon posted in the Secretariat Cellar	35	70	
<i>Preservation Section</i>			
Preservation Supervisor/Mender	35	70	
Binder/Lascar	20	50	
Soil Conservation			
Field Assistants in the Research Station, Konni	40	80	
State Lotteries			
District Lottery Officer	285	350	
Personal Assistant	285	350	
Senior Superintendent/Assistant District Lottery Officer	285	350	
Class III Officers	225	285	

Class IV Officers (including Attender-cum-Packer and Driver)	190	230	
Stationery			
Packer/Store Assistant/Store Attendant	15	40	
Tourism			
Waiter and Room Boy of Guest House, Thiruvananthapuram, Ernakulam and Kozhikode	35	70	
Waiter and Room Boy in other Guest Houses	25	50	
<i>Kerala House, Kanyakumari</i>			
Manager	95	150	
Steward/Clerk	65	150	
Cook/Kitchen Mate/Room Boy/ Waiter/ Gardener/ Lascar/ Sweeper/ Scavenger/ Watcher	50	100	
Vigilance and Anticorruption Bureau			
Superintendent of Police	125	200	
Deputy Superintendent of Police	115	175	
Inspector of Police	100	150	
Sub Inspector of Police	95	140	
Head Constable/Havildar Driver	65	100	
Police Constable/Police Driver	50	90	

8.9. RISK ALLOWANCE

8.9.1. Risk Allowance is sanctioned to those categories of employees who face risk factors while on duty. This allowance is generally sanctioned to such employees who happen to come in contact with toxic materials, radiation hazards and face physical challenges during raids/operation and while dealing animals. The personnel of Police, Fire & Rescue, Health Services, Zoos etc. are such. The last Pay Revision Commission did not change the Risk Allowance which was in existence with a recommendation to finalize both Medical Benefits and Risk Allowance Scheme with in a period of 6 months. But no such action is seen taken so far.

8.9.2. The existing and proposed rates of Risk Allowance are as follows.

Designation	Existing Rate (Rs.) per month	Proposed Rate (Rs.) / month	Remarks
Agriculture			
<i>Pesticides Testing Laboratory</i>			
Deputy Director cum Senior Chemist	60	100	
Research Officer	60	100	
Junior Agricultural Officer	60	100	

Laboratory Assistant/Agricultural Demonstrator	30	60	
L.D. Clerk/U.D. Clerk/Confidential Assistant	25	50	
Peon/Watcher	20	50	
Animal Husbandry			
X-Ray Technician	30	60	
<i>Institute of Animal Health and Veterinary Biological & Chief Disease Investigation Office, Palode</i>			
Director	90	500	
Chief Disease Investigation Officer	90	500	
Standardization Officer	90	500	
Research Officer/Quality Control Officer	60	300	
Assistant Director/Disease Investigation Officer	60	300	
Assistant Research Officer	60	300	
Research Assistant/Toxicologist/Veterinary Surgeon in Laboratory	60	300	
Chemist/Laboratory Supervisor	30	150	
Laboratory Technician/Laboratory Assistant	30	150	
Laboratory Attender	20	100	
<i>Clinical Institutions including veterinary dispensaries, District Veterinary Clinic etc.</i>			
Chief Veterinary Officer	Nil	400	New
Senior Veterinary Surgeon	Nil	360	-do-
<i>Rabies Eradication</i>			
Assistant Director/Disease Investigation Officer			
Veterinary Surgeon	60	300	
Livestock Inspector	30	150	
Veterinary Surgeons working in Elephant Squad		300	
Ayurveda College, Thiruvananthapuram, Thripunithura and Kannur			
Herpetologist	100	150	
Technician (Visha)	100	150	
Laboratory Technician/Laboratory Assistant	30	60	
Laboratory Attender	20	50	
Theatre Assistant, Anatomy Department	30	60	
Scavenger, Anatomy Department	20	50	
Dravya Attender	20	50	
X-Ray Technician (Post Graduate Centre)	30	60	
Laboratory Assistant (Post Graduate Centre)	30	60	
<i>Drugs Standardization Unit, Poojappura</i>			
Research Assistant (Chemistry)	60	100	
Laboratory Technician	30	60	
Laboratory Attender	20	50	
Chemical Examiner's Laboratory			
Chief Chemical Examiner	90	140	
Junior Chemical Examiner	60	100	

Assistant Chemical Examiner	60	100	
Joint Scientific Examiner	60	100	
Senior Superintendent	60	100	
Serological Assistant	30	60	
Technical Assistant	30	60	
Junior Superintendent	30	60	
Head Clerk/Head Accountant	30	60	
Confidential Assistant/Clerk Typist/Store Keeper	25	50	
Laboratory Assistant/Junior Laboratory Assistant	20	50	
Packer/Bottle Cleaner/Peon/Lascar	20	50	
Glass Blower	25	50	
Drugs Control			
<i>Drugs Testing Laboratory</i>			
Analyst Gr. I/Gr. II/Gr. III	60	100	
Pharmacologist/Bacteriologist	60	100	
Bio-Chemist	60	100	
Drug Inspector (Special Intelligence Branch)	60	100	
Scientific Assistant/Junior Superintendent	50	90	
Technical Assistant/Store Superintendent	30	60	
Store Keeper/Technician/Clerk/Typist	25	50	
Laboratory Attender/Watcher/Peon	20	50	
Fire & Rescue Service			
Leading Fireman/Fireman	30	75	
Fireman Driver/Driver Mechanic	30	75	
Fisheries			
Inspector of Guards	Nil	250	New
Sub Inspector of Guards	Nil	200	-do-
Head Guards	Nil	150	-do-
Fishery Guards	Nil	125	-do-
Assistant Director	Nil	250	-do-
Boat Driver/Syrang/Deckman/Lascar	Nil	125	-do-
Forest			
Mahouts and Cavadies	25	500	
Ground Water			
<i>Drilling Staff</i>			
Senior Driller	50	90	
Drilling Mechanic/Driller	50	90	
Compressor Driver	30	60	
Welder	30	60	
Drilling Assistant	30	60	
Health Services			
<i>(i) X-Ray Sections of Hospitals</i>			
Medical Officer	100	250	
Head Nurse/Staff Nurse	30	60	

Mechanic/Radiographer/Technician/Dark Room Assistant	30	60	
Other Full Time Employees like Attender/Attendant/Cleaner/Warder etc.	20	50	
<i>(ii) Radium Sections of Hospitals</i>			
Medical Officer	100	250	
Technician/Radiographer/Staff Nurse	30	100	
Attender/Cleaner/Warder/Lascar	20	50	
<i>(iii) Sanatorium for Chest Diseases, Pulayanarkotta/Chest Hospital, Mulamkunnathukave Pariyaram/T B Clinics/T B, Mulamkunnathukave, Pariyaram/T.B. Clinics/T.B. Wards/T.B. Centres</i>			
Medical Officer	100	250	
Bacteriologist/Nursing Superintendent	60	120	
Manager/ Lay Secretary and Treasurer	60	120	
Head Nurse/Staff Nurse	30	100	
Treatment Organizer Gr.I and Gr.II	30	100	
Pharmacist/Pharmacist Storekeeper	30	60	
Laboratory Technician Grade I & II/Health Welfare Worker/Medical Records Librarian	30	60	
Statistician/Statistical Assistant/Steward/Head Clerk/Clerk/Store Keeper/Typist/Instructor (Tailoring)/Driver/L.D. Compiler	25	50	
Social Worker	30	60	
Dietician	30	60	
Physiological Assistant	30	60	
Blood Bank Technician	30	60	
Mechanic	25	50	
House Keeper	25	50	
All other Class-III (except Ministerial) & Class-IV Officers	20	50	
<i>(iv) Leprosy Sanatorium , Nooranad, Leprosy Hospital , Koratti and Chevayoor /Leprosy Clinics/S.E.T. Centres/Leprosy Control Unit/Leprosy Subsidiary Centres</i>			
Civil Surgeon Gr. II, Leprosy Training Centre, Nooranad	240	400	
Medical Officer/Assistant Surgeon, Leprosy Training Centre, Nooranad	240	400	
Lay Secretary and Treasurer	60	120	
Nursing Superintendent/Physiotherapist	80	150	
Matron/Head Nurse/Nursing Sister/Staff Nurse	45	100	
Pharmacist/Pharmacist Storekeeper	30	100	
Leprosy Inspector/Non-Medical Supervisor/Assistant Leprosy Officer	45	100	
Laboratory Technician	45	100	

Midwife	30	100	
Steward/Health Welfare Worker/Assistant Steward/Head Clerk/ Clerk/ Typist/Driver	25	75	
All other Class-III and Class-IV Officers in the above Centres	20	50	
Specialist Medical Officer, Govt. Hospital, Mavelikkara, visiting the leprosy Hospital (One Eye Specialist, One Dental Surgeon and One Surgeon)	90	200	
<i>(v) V.D. Section of Hospitals/V.D. Clinics</i>			
Medical Officer	100	200	
Nursing Superintendent (V.D.), Medical Colleges	60	120	
Head Nurse/Staff Nurse	30	60	
Serological Assistant/Social Worker	30	60	
Technician	30	60	
Cleaner/Warder/Sweeper/Attender	20	50	
<i>(vi) Mental Health Centres</i>			
Medical Officer	100	150	
Nursing Superintendent	60	100	
Psychiatric Social Worker (Non-Gazetted)	60	100	
Head Nurse/Staff Nurse	30	60	
Deputy Overseer	30	60	
Laboratory Technician	30	60	
Weaving Instructor/Bunoy Instructor	25	50	
Nursing Assistant/Laboratory Attender/Work Mistress	20	50	
All other Class-III & Class-IV Officers	20	50	
<i>(vii) Laboratory Section of Hospitals</i>			
Medical Officer	70	110	
Chemist	30	60	
Laboratory Technician	30	60	
Laboratory Technicians working in Public Health Centres	30	60	
Attender/Attendant/Cleaner/Lascar	20	50	
<i>(viii) Contagious Disease Hospital</i>			
Medical Officer	100	150	
Head Nurse/Pharmacist/Midwife	30	70	
Clerk/Typist	30	60	
All other Last Grade Employees	20	50	
<i>(ix) Psychiatric Clinic attached to the Medical College Hospital, Kottayam</i>			
Staff Nurse	30	60	
Nursing Assistant	20	50	
<i>(x) Public Health Laboratory</i>			
Director	100	150	
Senior Assistant Director/Assistant Director	60	100	

Medical Officer	70	110	
Micro Biologist/Scientific Officer/Junior Protozoologist	60	100	
Store Keeper/Junior Superintendent/Junior Statistical Officer/Food Analyst/Technical Assistant Gr. I & II/Health Inspector/Chemist/Dietician	30	60	
Glass Blower/Audio Visual Trailer Operator/Carpenter/Driver/Cashier/Clerk/Typist	25	50	
Laboratory Assistant/Attender	25	50	
Packer/Peon/Barber/Gardener/Stable Attender/Butcher/Lascar/Bottle Cleaner	20	50	
<i>(xi) Regional/District Public Health Laboratories</i>			
Medical Officer (Pathology)	70	110	
Chief Scientific Officer	60	100	
Research Officer/Scientific Officer/Junior Scientific Officer	60	100	
Technical Assistant/Laboratory Technician	30	60	
Clerk/Typist/Clerk-Typist	25	50	
Laboratory Assistant/Laboratory Attender/Last Grade Employees	20	50	
<i>(xii) Government Analyst Laboratory, Thiruvananthapuram, the Regional Analytical Laboratories, Ernakulam & Kozhikode</i>			
Chief Govt. Analyst	90	130	
Govt. Analyst/Deputy govt. Analyst	60	100	
Research officer/Junior Research Officer	60	100	
Junior Stastician/Statistical Assistant	30	60	
Technical Assistant	30	60	
Sample Collector	30	60	
Junior Superintendent	30	60	
Compiler/Clerk/Typist/Clerk-Typist-Confidential Assistant/Accountant	25	50	
Laboratory Assistant/Laboratory Attender/Packer/Peon/Night Watcher	20	50	
Hydrographic Survey			
Master	Nil	60	New
Engine Driver	Nil	60	-do-
Sryang	Nil	60	-do-
Seaman/Cook-cum-Steward	Nil	50	-do-
Insurance Medical Services			
<i>Staff working in Laboratories, X-Ray Unit and Sanatorium for Chest Disease, Mulamkunnathukavu and VD Section</i>			
Insurance Medical Officer	100	250	

Nursing Superintendent	60	100	
Radiographer/X-Ray Technician/Laboratory Technician/Head Nurse/Staff Nurse/Pharmacist	30	60	
Junior laboratory Attender/Nursing Assistant/Hospital Attendant/Peon	20	50	
Indian Systems of Medicine			
<i>Ayurveda Mental Hospital, Kottakkal</i>			
Superintendent/Senior Specialist/Specialist Physician	90	200	
Nursing Superintendent/Laboratory Assistant	30	60	
Nurse/Pharmacist	25	50	
Laboratory Attender	20	50	
<i>Administration</i>			
Head Clerk	25	50	
Clerk/Typist	20	50	
Peon/Watcher/Gardener	20	50	
Medical Education			
Scientific Officer, Nuclear Medicine/Assistant Professor, Nuclear Medicine	90	130	
Scavenger-cum-Sewage Cleaner	30	60	
<i>(i) Radiology Department</i>			
X-Ray Mechanic/X-Ray Technician/Radiographer	30	60	
X-Ray Attender/Receptionist	20	50	
<i>(ii) Dermatology and Venerology</i>			
Serological/Scientific Assistant	60	100	
<i>(iii) Reconstructive Unit of Leprosy Sanatorium, Nooranad</i>			
Staff Nurse	45	90	
Nursing Assistant	30	60	
<i>(iv) Anatomy Department</i>			
Curator	30	60	
Laboratory Technician	35	70	
Junior Laboratory Assistant/Mortuary Man/Theatre Assistant/ Sweeper/ Cleaner	20	50	
<i>(v) Forensic Medicine</i>			
Mortuary Technician/Laboratory Technician	30	60	
Junior Laboratory Assistant/Mortuary Attender/ Sweeper/ Cleaner	20	50	
<i>(vi) Gas House Employees of Medical Colleges</i>			
Foreman	20	50	
Fitter/Fireman/Lascar	15	45	
<i>(vii) Other Categories</i>			
Bio-Chemist/Scientific Assistant (Pathology)	60	100	
Laboratory Technician/Laboratory Assistant	30	60	

Junior Laboratory Assistant/Laboratory Attender/Photographic Attender	20	50	
Technician (Media making)	25	50	
<i>(viii) Staff working in T.B. Unit of Kozhikode Medical College</i>			
Staff Nurse/Pharmacist/Health Visitor	30	60	
Clerk	25	50	
Hospital Attender/Nursing Assistant	20	50	
Homeopathic Medical Colleges			
Radiographers and X-Ray Technicians	30	60	
Laboratory Technicians	30	60	
Museums and Zoo			
Veterinary Surgeon	Nil	300	New
Zoo Keeper	30	200	
Police			
<i>(i) Police Forensic Science Laboratory</i>			
Director	90	130	
Joint Director/Assistant Director	60	100	
Ballistic Expert/Scientific Assistant/Photographer	60	100	
Head Accountant/Junior Superintendent	30	60	
Laboratory Technician	30	60	
Confidential Assistant/Clerk/Typist	25	50	
Mechanic	25	50	
Police Driver/Technical Attender/Peon	20	50	
<i>(ii) Police Personnel</i>			
Circle Inspector/Armed Police Inspector/Reserve Inspector/ Inspector (Telecommunications)	40	80	
Sub Inspector/Armed Police Sub Inspector/Reserve Police Sub Inspector / Sub Inspector (Telecommunications)	30	60	
Assistant Sub Inspector/Armed Police Assistant Sub Inspector/Reserve Police Assistant Sub Inspector/ Assistant sub Inspector (Telecommunications)	25	50	
Head Constable/Havildar of Armed Police Battalion, Armed Reserve and Local police/ Head Constable (Operator)	25	50	
Police Constable of Armed Police Battalion, Armed Reserve and Local Police, Telecommunications	25	50	
Driver (Head Constable/Police Constable)	25	50	
Port			
Captain/Dredger master	90	130	
Chief Engineer/officer I	90	130	

Engineer/Officer II	60	100	
Engineer-cum-Dredger master	60	100	
Officer III/Junior Officer	50	90	
Electrical Officer/Assistant Engineer	50	90	
Navigator	50	90	
Electrician	30	60	
Syrang-cum-Quarter Master/Greaser	30	60	
Operator cum Mechanic/Engine Driver	30	60	
Master Gr. I, II and III	30	60	
Driver Gr. I and II	30	60	
C.S.D. Operator/Radio Telephone Operator	30	60	
Driver-cum-Operator	30	60	
Welder	30	60	
Seaman/Cook/Steward	25	50	
Assistant Cook/Topaz/Part Time Cook	20	50	
Prisons			
Sub Jail Superintendent/Assistant Jailor Gr I and II/Supervisor, Borstal School and Open prison	30	60	
Warder/Petty Officer/Head Warder/Ministerial Head Warder/Gate Keeper/Chief Petty Officer/Matron	25	50	
State Archives			
Menders	30	60	
State Water Transport			
Running Staff	Nil	90	New

8.10. NON-PRACTICING ALLOWANCE

8.10.1. Non-Practicing Allowance is sanctioned to certain categories of Medical officers who have to undertake certain duties and responsibilities fixed by Government and to reduce the flair for private practice.

8.10.2. The existing and the proposed rates of Non-Practicing Allowance are given below:

Designation	ExistingRate (Rs.) per month	Proposed Rate (Rs.) per month	Remarks
Factories and Boilers			
Joint Director (Medical)	550	800	
Health Services			
Director	1320	1550	
Additional Director	1100	1350	
Deputy Director	990	1250	
Principal, Public Health Training School	990	1250	

Designation	ExistingRate (Rs.) per month	Proposed Rate (Rs.) per month	Remarks
Assistant Director (HE)	990	1250	
Assistant Director (CD)	990	1250	
Assistant Director(MCH)	990	1250	
Deputy Director (TB)	990	1250	
Deputy Director (Leprosy)	990	1250	
Deputy Director (FW)	990	1250	
Deputy Director(Ophthalmology)	990	1250	
Assistant Director (Physical Medicine Rehabilitation)	990	1250	
Zonal Malaria Officer	990	1250	
District Medical Officer(Health) / Deputy District Medical Officer (Health)	990	1250	
Principal, Family Welfare Training Centre, Thiruvananthapuram / Kozhikode	990	1250	
Civil Surgeon, Leprosy Training Centre, Nooranad	450	700	
Medical Lecturer-cum-Demonstrator, Family Welfare Training Centre, Thiruvananthapuram/ Kozhikode	450	700	
Supervisory Medical Officer, BCG Campaign (Civil Surgeon)	450	700	
District Immunisation Officer	450	700	
Medical Officer in charge (I.U.C.D) (Civil Surgeon)	450	700	
Civil Surgeon (Non Cadre) (Family Welfare Programme)	450	700	
RMO (in the cadre of Civil Surgeon)	450	700	
District Leprosy Officer	450	700	
Medical Officer, Pilot Survey Unit	310	500	
RMO in the cadre of Asst. Surgeon	310	500	
Assistant Surgeon-in-charge, Mobile Medical Unit (Attapady, Kalpetta, Thaliparamba & Floating Dispensary, Chambakulam)	310	500	
Assistant Surgeon (Family Welfare Programme)	310	500	
Medical Officer, School Health Programme	310	500	
Medical Officer, Raj Bhavan Dispensary	310	500	
Insurance Medical Services			
Director	960	1200	

Designation	ExistingRate (Rs.) per month	Proposed Rate (Rs.) per month	Remarks
Joint Director	760	1200	
Regional Deputy Director	760	800	
RMO (In the cadre of Civil Surgeon)	450	650	
RMO (In the cadre of Assistant Surgeon)	310	500	
Public Health Laboratory			
Director	550	800	
Senior Assistant Director	550	800	
Assistant Director and Senior Medical Officer	410	650	
Assistant Director (Nutrition) (Civil Surgeon Gr. II)	410	650	
Medical Officer	280	500	
<i>Regional Laboratories</i>			
Medical Officer (Civil Surgeon Gr. II)	410	650	
Medical Officer (Assistant Surgeon)	280	500	
<i>District Laboratories</i>			
Medical Officer	280	500	
Medical Officer (Pathology)	280	500	
Medical Officer (Microbiology)	280	500	
Prison			
Medical Officer Central Prisons	280	500	
Indian Systems of Medicine			
District Medical Officer	350	600	
Superintendent Ayurvedic Mental Hospital, Kottakkal	350	600	
Superintendent District Ayurveda Hospital, Kannur	350	600	
Ayurveda College (Non-Clinical)			
Principal	410	650	
Professor	350	600	
Reader	350	600	
Lecturer/Tutor	280	500	
Homoeopathy			
Director	410	650	
Deputy Director	410	650	
District Medical Officer	350	600	
Homoeopathic Medical College (Non-Technical)			
Principal	410	650	
Professor	350	600	
Assistant Professor/Tutor	280	500	

8.11. UNIFORM ALLOWANCE

- 8.11.1.** There are departments in which all personnel/a few group of employees who have to wear uniform while performing their official duties. Uniform is a significant factor to show the identity and uniformity of the department which helps the public to know the service of the personnel. Based on the recommendations of the last Pay Revision Commission, the supply of uniform materials has been dispensed with and an allowance was sanctioned periodically, year, once in two years/once in three years depending on the nature of department, including for washing, stitching and footwear. An amount of Rs.130/ per annum has been sanctioned as footwear allowance which is disproportionate when compared to the actual cost of footwear. The same may be enhanced reasonably and an amount of Rs.300/per annum is recommended.
- 8.11.2.** The Government by GO (P) No.488/2010/ (169)/Fin. Dated 13.9.2010, revised the Uniform allowance to the personnel of Excise Department, Fire Force Department and Forest Department. Uniform allowance was allowed to them once in a year in modification of the present practice of granting once in two years.
- 8.11.3.** In the case of those categories who are in receipt of Uniform Allowance but have not been indicated in the Schedule, the Commission recommends to continue the existing rate of Rs.1600/-per annum.
- 8.11.4.** The existing and the proposed rates of Uniform Allowance admissible to employees are given below:

Designation	Period in Years	Existing Rate	Proposed Rate	Remarks
Assistant Public Prosecutor	2	2800	3500	Once in 2 year
Excise				
Deputy Commissioner	1	4000	2500	
Assistant Excise Commissioner	1	3600	2500	
Circle Inspector	1	3500	2000	
Excise Inspector	1	3000	2000	
Assistant Excise Inspector	1	3000	2000	
Preventive Officer/Excise Guard/ Driver	1	1600	2400	
Fire Force				
Director (T), Deputy Director (Administration), Divisional Officer/ Assistant Divisional Officer	1	2400	2000	
Station Officer	1	1600	2000	

Designation	Period in Years	Existing Rate	Proposed Rate	Remarks
Assistant Station Officer	1	1500	2000	
Leading Fireman, Driver Mechanic, Fireman, Driver-cum-Pump Operator and Fireman 1	1	1500	2400	
Forest				
Ranger/ Deputy Ranger/ Wild Life Assistant	1	1600	2000	
Forester	1	1600	1750	
Forest Guard	1	1300	1750	
Forest Watcher	1	1200	1750	
Driver	1	1200	2400	
Boat Driver	1	1200	2400	
Govt. Ayurveda Colleges				
Lady Health Worker (Allopathic Midwife)	1	800	1200	
Nursing Superintendent	1	1200	1600	
Nurse	1	1200	1600	
Govt. Homeo Medical Colleges				
Nurse	1	1200	1600	
Health Services				
Nursing Superintendent/Nursing Sister (European and Indian Sisters including Matron and Head Nurse)/Nursing Tutor/Head Nurse/Lady Health Inspector/Lady Health Supervisor/Public Health Nurse/Public Health Nurses Instructor/M.C.H. Officer/Nursing Officer (Principal)	1	1400	1800	
Nurse (Male & Female)	1	1200	1600	
Food Inspector (Male & Female)/District Food Inspector/Chief Food Inspector(Mobile Vigilance Squad)	2	1500	2200	Once in 2 year
Junior Public Health Nurse	1	900	1400	
Pupil Nurse	1	700	1200	
Homoeopathy				
Nurse	1	1200	1600	
Insurance Medical Services				
Nursing Superintendent/Head Nurse	1	1400	1800	
Staff Nurse	1	1200	1600	
Lady Health Worker,	1	800	1200	
Indian Systems of Medicine				
Nurse	1	1200	1600	

Designation	Period in Years	Existing Rate	Proposed Rate	Remarks
Judiciary				
Security Officer	1	3100	1800	
Legal Metrology				
Inspector/Assistant Collector	1	900	1300	
Motor Vehicles				
Regional Transport Officer	1	1800	1500	
Joint Transport Officer	1	1700	1500	
Motor Vehicle Inspector/Assistant Motor Vehicle Inspector	1	1600	1400	
Panchayat				
Midwife	1	800	1200	
Police				
Superintendent of Police (Non IPS)/Deputy Commandant	1	2700	3000	
Deputy Superintendent of Police and Officers of corresponding rank	1	2700	3000	
Circle Inspector/Inspector of Police	1	2500	2800	
Sub Inspector of Police/Assistant Sub Inspector of Police (Local)	1	2500	2800	
Head Constable/Police Constable (Local/Armed Reserve/Armed Police Battalions)	1	2400	2750	
Camp follower	1	1500	2000	
Port				
Port Conservator/Asst. Port Conservator	1	900	1400	
Cargo Supervisor/Asst. Pier Master/Wharf Supervisor	1	800	1200	
Printing				
Technical Employees – Male	1	1000	1300	
Technical Employees – Female	1	1000	1300	
Mechanical Employees (Workshop Wing)	1	1400	1700	
Mechanical Section (Shoe Allowance)	1	200	300	
Prisons				
Inspector General of Prisons (Non IPS)	1	4100	2000	
Deputy Inspector General of Prison	1	3500	2000	
Superintendent Central Prisons, Assistant Inspector General of Prisons, Superintendent Open Prison, Principal SICA, Special Officer Open Prison	1	3300	1500	
Jailor, Deputy Superintendent Open Prison, Superintendent District Jail, Senior Lecturer SICA	1	3000	1500	

Designation	Period in Years	Existing Rate	Proposed Rate	Remarks
Lecturer SICA Deputy Jailor, Jailor Special Sub Jail Viyyur, Law Lecturer SICA, Superintendent Borstal School	1	2500	1500	
Sub Jail Superintendents, Assistant Jailor Grade I & II and equivalent categories	1	1800	1300	
Chief Warder, Head Warder, Warder, Chief Petty Officer, Petty Officer, Gate Keeper	1	1500	1800	
Secretariat				
Governor's Secretariat-Staff Nurse	1	1300	1600	
Legislature Secretariat-Chief Marshal	1	3300	1500	
Legislature Secretariat-Assembly Attendent/Hostel Attendent/Cleaner/Driver	1	1600	1900	
(i) Administrative Secretariat				
Security Guard/Assistant Security Officer	1	1600	1900	
Lift Operators	1	1600	1900	
Store Attender	1	1600	1900	
Durbar/Conference Hall Watchman	1	1600	1900	
Cycle Stand Watchman	1	1600	1900	
Security Officer/Sergent	1	1600	1900	
(ii) Administrative Secretariat/ Law Secretariat/Finance Secretariat/Legislature Secretariat				
Full-time Gardner	1	1600	1900	
Full-time Sweeper/Full-time Sweeper-cum-Sanitation Worker	1	1600	1900	
Motorcycle Orderly	1	1600	1900	
Duplicating Machine Operator/Roneo Operator/Supervisor Duplicating Machine Operator/Photocopy Machine Operator	1	1600	1900	
Social Welfare				
Ayahs in the Home for Mentally Retarded Children	1	900	1300	
Vigilance & Anti Corruption Bureau				
Superintendent of Police	1	1300	1600	
Deputy Superintendent of Police	1	1200	1500	
Circle Inspector of Police	1	1200	1500	
Sub Inspector of Police	1	1100	1400	
Assistant Sub Inspector of Police	1	1100	1400	
Head Constable/Police Constable	1	1100	1400	

Designation	Period in Years	Existing Rate	Proposed Rate	Remarks
State Water Transport Footwear Allowance	1		200	

8.12. HILL TRACT/ WARM CLOTH ALLOWANCE

8.12.1. Hill Tract/Warm Cloth Allowance is paid as a compensatory Allowance to the employees working in Hilly areas as specified in Appendix IV, Part I KSRs. The Commission recommends the revised rates as shown below:

Sl. No.	Categorization of officials	Rate per month Rs.
1	Officers whose pay is Rs.16180/- and above	280
2	Officers whose pay is above Rs.10210/- but below Rs.16180/-	260
3	Officers whose pay is up to and including Rs.10210/-	200
4	Part-time Contingent Employees	200

8.13. ADDITIONAL SPECIAL ALLOWANCE

8.13.1. This Allowance is sanctioned considering the special nature of work in Police, Prisons, Social Welfare, Fire Force, Forest and Health Departments and PA to MLA as well as staff in the Kerala State Election Commission during election period.

8.13.2. The existing and the proposed rates of Additional Special Allowance admissible to employees are given below:

Designation	Existing Rate (Rs.) per month	Proposed Rate (Rs.) per month	Remarks
Police			
<i>1. Smartness Allowance</i>			
Armed Police Inspector	30	50	
Reserve Inspector	30	50	
Armed Police Sub Inspector	30	50	
Reserve Sub Inspector, Assistant Sub Inspector	30	50	
Head Constable	30	50	
Havildar	30	50	
Police Constable	30	50	
P.C. Driver (Except in Special Units)	30	50	
Camp Follower	20	40	

Designation	Existing Rate (Rs.) per month	Proposed Rate (Rs.) per month	Remarks
Inspector (Telecommunications)	Nil	50	New
Sub Inspector (Telecommunications)	Nil	50	New
Assistant Sub Inspector (Telecommunications)	Nil	50	New
Head Constable (Operator)	Nil	50	New
Police Constable (Telecommunications)	Nil	50	New
<i>2. Battalion Allowance</i>			
Armed Police Inspector/Reserve Inspector	60	80	
Armed Police Sub Inspector/Reserve Sub Inspector	50	70	
Assistant Sub Inspector/Head Constable/Havildar/Havildar Driver	30	50	

Police Constable/P.C. Driver/Technical Categories in Armed Police and in Armed Reserve Battalion	20	40	
Inspector (Telecommunications)	Nil	80	New
Sub Inspector (Telecommunications)	Nil	70	New
Assistant Sub Inspector (Telecommunications)	Nil	50	New
Head Constable (Operator)	Nil	50	New
Police Constable (Telecommunications)	Nil	40	New
<i>3. Day Off Allowance (Per day)</i>			
Inspector of Police	Nil	250	New
Sub Inspector	200	250	
Assistant Sub Inspector	200	250	
Head Constable	180	230	
Police Constable	150	200	
Camp Follower	100	150	
<i>4. Traffic Point Duty Allowance</i>			
Head Constable/Police Constable	50	100	
<i>5. Cycle Allowance</i>			
Head Constable/Police constable	30	80	
<i>6. Allowance towards Electricity & Water Charges</i>			
Head Constable	20	40	
Police Constable	20	40	
<i>7. Police Special Allowance</i>			
Deputy Superintendent of Police and equivalent rank	175	225	
Circle Inspector of Police and equivalent rank	175	225	

Designation	Existing Rate (Rs.) per month	Proposed Rate (Rs.) per month	Remarks
Sub Inspector and equivalent rank	150	200	
Assistant Sub Inspector and equivalent rank	150	200	
Head Constable and equivalent rank	120	150	
Police Constable and equivalent rank	120	150	
<i>8. Feeding Charges</i>			
Circle Inspector /Inspector (Telecommunications)	50	80	
Sub Inspector/Assistant Sub Inspector	50	80	
Head Constable/Police Constable	50	80	
<i>9. Camp Follower's Allowance</i>			
Cook/Water Carrier/Barber/Dhobi/Sweeper/Cobbler/ Gardener	50	80	
<i>10. Special allowance Canoeman and others</i>			
Canoeman/Boat lascar/Syrang	50	80	
<i>11. Camp Office Allowance</i>			
Deputy superintendent of Police and Assistant Commissioners posted as Sub divisional Police Officers	130	180	
12. Ration money to Police Personnel in the rank of Sub Inspector/Reserve Sub Inspector/Armed Police Sub Inspector/Assistant Sub Inspector/head Constable/Police Constable/Driver/Camp Follower/Motor Cycle Driver etc.	150	180	
<i>13. Vigilance Duty Allowance</i>			
Superintendent of Police(Non-IPS)	1380	1500	
Deputy Superintendent of Police (HG)	1260	1350	
Deputy Superintendent of Police	780	900	
Inspector (HG)	720	800	
Inspector	650	725	
Sub Inspector	550	600	
Assistant Sub Inspector	500	550	
Head Constable	450	500	
Police Constable	350	400	
Exe. Engineer (Mech.)	1000	1250	
Exe. Engineer (Civil)	1140	1300	
Asst. Exe. Engineer (Civil)	1020	1200	
Drivers (Police Personnel)	Nil	400	New
<i>14. Duty Allowance to the personnel in SBCID</i>			
Superintendent of Police (Non-IPS)	Nil	1500	New

Designation	Existing Rate (Rs.) per month	Proposed Rate (Rs.) per month	Remarks
Deputy Superintendent of Police	Nil	900	New
Inspector of Police	Nil	725	New
Woman Inspector of Police	Nil	725	New
Sub Inspector	Nil	600	New
Woman Sub Inspector	Nil	600	New
Driver SI	Nil	600	New
Assistant Sub Inspector	Nil	550	New
Head Constable	Nil	500	New
Woman Head Constable	Nil	500	New
Police Constable	Nil	400	New
Woman Police Constable	Nil	400	New
Driver	Nil	400	New
Prison			
<i>1. Day of Allowance per day</i>			
Assistant Jailor Gr. I	80	110	
Assistant Jailor Gr. II	70	100	
Warder/Head Warder/Gate Keeper/Chief Petty Officer/Petty Officer/Ministerial Head Warder/Chief Warder	60	90	
<i>2. Prison Special Allowance</i>			
Superintendent of Central Prison/Open Prison/Assistant Inspector General of Prisons	110	150	
Principal, State Institute of correctional Administration	110	150	
Jailor	110	150	
Superintendent, Womens Prison, Neyyattinkara	110	150	
Deputy Superintendent -do-	100	140	
Deputy Jailor/Jailor, Special Sub Jail/Superintendent, Borstal School	100	140	
Assistant jailor Gr. I/Superintendent, Sub Jail/Supervisor, Open Prison/Supervisor, Borstal School	100	140	
Assistant Jailor Gr. II	90	130	
Head Warder/Chief Warder/Gate Keeper/Chief Petty Officer	80	110	
Ministerial Head Warder/Boat Foreman/Industrial Instructor/Weaving Instructor/Assistant Weaving Foreman	80	110	

Designation	Existing Rate (Rs.) per month	Proposed Rate (Rs.) per month	Remarks
Warder/Petty Officer/Agricultural	70	100	
Demonstrator/ Weaving Assistant/Pharmacist/Teacher			
Weaver/Skilled Worker/Engineer Driver etc.	60	90	
Electrician Cum Pump Operator	60	90	
<i>2(a) Staff of Central Prison Press, Thiruvananthapuram</i>			
Assistant Superintendent	70	100	
General Foreman	60	90	
Class III Employees	50	80	
Class IV Employees	40	70	
<i>3. Smartness Allowance</i>			
Head Warder/Warder	30	60	
<i>4. Allowance towards Electricity & Water Charges</i>			
Head Warder/Gate Keeper	20	50	
Warder	20	50	
Fire Force			
<i>1. Smartness Allowance (p.m.)</i>			
Leading Fireman/Fireman/Driver-Mechanic/Fireman cum Pump Operator	30	60	
<i>2. Allowance towards Electricity and Water Charges (p.m.)</i>			
Leading Fireman/Driver-Mechanic/Fireman Driver cum Pump Operator	20	40	
Fireman Gr. I & Gr. II	20	40	
<i>3. Day Off Allowance (Per day)</i>			
Station Officer	60	90	
Assistant Station Officer	50	80	
Leading Fireman/Fireman/Driver-Mechanic/Fireman Driver cum Pump Operator	50	80	
<i>4. Feeding Charges (per day)</i>			
Assistant Divisional Officer	50	80	
Assistant Station officer/Station Officer	30	60	
Fireman/leading Fireman and equated ranks	30	60	
<i>5. Fire Force Special Allowance</i>			
Divisional Officer/P.A. to Director of Fire Force	100	130	
Assistant Divisional Officer	90	120	

Designation	Existing Rate (Rs.) per month	Proposed Rate (Rs.) per month	Remarks
Station Officer	80	110	
Assistant Station Officer	70	100	
Fireman Driver cum Pump Operataor Gr. I/ Leading Fireman/Driver Mechanic	60	90	
Fireman/Fireman Driver cum Pump Operator Gr. II	60	90	
6. Ration Money to Fire Force personnel in the rank of Fireman Driver cum Pump Operator Driver mechanic, Leading Fireman, Fireman, Assistant Station Officer and Station Officer	75	105	
Excise			
<i>1. Excise Special Allowance</i>			
Assistant Excise Commissioner	70	100	
Circle Inspector of Excise	60	90	
Excise Inspector	60	90	
Assistant Excise Inspector	50	80	
Preventive Officer	50	80	
Excise Guard	40	70	
Forest			
<i>1. Forest Special Allowance</i>			
Senior Grade Ranger	60	90	
Ranger	60	90	
Wild Life Assistant	50	80	
Deputy Ranger	90	120	
Forester	80	110	
Guard	70	100	
Driver (attached to Forest Stations)	40	80	
Watcher	40	80	
<i>2. Day Off allowance (per day)</i>			
Ranger	30	60	
Deputy Ranger	120	150	
Forester	110	140	
Guard/Watcher	80	110	
Social Welfare			
<i>1. Day Off Allowance (per day)</i>			
Guard/Supervisor/Chief Guard etc./Scavenger/ Cook/Assistant Cook	30	60	
<i>2. Special Allowance</i>			
Superintendent, Government Children's Home and Special Schools	90	120	
Deputy Superintendent/Assistant	70	100	

Designation	Existing Rate (Rs.) per month	Proposed Rate (Rs.) per month	Remarks
Superintendent			
Industrial Instructor	60	90	
Head Guard/Agricultural Instructor/Physical Training Instructor/Teachers	60	90	
Guard/Female Guard	50	80	
Head Cook/Gardener/Ayah/ Watchman/Electrician cum Pump Operator/Driver etc.	40	70	
Personal Assistant of MLAs in the 12 th Kerala Legislative Assembly	550	600	
Special Allowance granted to the Staff in the Kerala State Election Commission during the election period			
Pay Range of Rs.16180 and above	550	650	
Pay Range of Rs.146200 to Rs.16179	500	600	
Pay Range of Rs.11620 to Rs.14619	450	525	
Pay Range below Rs.11620	400	475	
Only those employees drawing pay in the scales of pay below Rs.29180-40640 shall be eligible for the special allowance			
Health Department			
Doctors working in rural areas	1650	3000	
Doctors working in difficult rural areas	3300	4500	
Animal Husbandry			
Veterinary Surgeons working in rural areas	Nil	1200	New
Veterinary Surgeons working in difficult rural areas	Nil	1600	New

8.14. SPECIAL COMMANDO ALLOWANCE

8.14.1. At present 'Special Commando Allowance' @ 15% of the basic pay is granted to all Commandos irrespective of the Rank or Branch or the Police unit to which they belong, but subject to the following conditions:

- a) Not more than 60 persons will be treated as eligible for this allowance.
- b) Annually a competent Board will test them in physical and commando efficiency.
- c) Their standards and training will be continuously monitored.
- d) The allowances will be stopped with if they do not have the required standard.

- e) Fresh personnel who pass the test and undergo competent training will be taken into the commando platoon to replace those who cease to be Commandos.

8.14.2. The Commission recommends to continue the same rate in the revised scales of pay.

8.15. TRAVELLING ALLOWANCE

8.15.1. The Travelling Allowance is granted to a Govt. employee who performs journey for official purposes based on the provisions contained in Rule 12(37) Part II KSRs. Fares/Rates in respect of conveyances have been increased considerably and the travelling allowance also have to be revised accordingly, considering the existing price hike and the present money value. Considering various aspects pertaining to this allowance, the Commission makes the following recommendations:

8.15.2. Categorisation of Officers for the purpose of TA: - The existing and proposed classification of officers - based on the pay scales are as follows:

Class of officers	Existing categorization	Proposed
Grade I	All officers who draw an actual pay of Rs.14900/- and above and Heads of Departments, Private Secretary to Ministers and All India Service Officers irrespective of the Pay drawn by them.	All officers who draw an actual pay of Rs.25280/- and above and Heads of Departments, Private Secretary to Ministers and All India Service Officers irrespective of the Pay drawn by them.
Grade II (a)	Officers with actual pay of Rs.12400/- and above, but below Rs.14900/-	Officers with actual pay of Rs.21240/- and above, but below Rs.25280/-
Grade II (b)	Officers with actual pay of Rs.8000/- and above, but below Rs.12400/-. N.G.Os, other Last Grade Servants when they accompany the Governor and Ministers will be treated as Gr. II (b).	Officers with actual pay of Rs.13900/- and above, but below Rs.21240/-. N.G.Os, other Last Grade Servants when they accompany the Governor and Ministers will be treated as Gr. II (b)..
Grade III	Officers with actual pay of Rs.5000/- and above, but below Rs.8000/- and Last Grade Servants on Grade promotion.	Officers with actual pay of Rs.8960/- and above, but below Rs.13900/- and Last Grade Servants on Grade promotion.
Grade IV	Officers with actual pay below Rs.5000/-.	Officers with actual pay below Rs.8960/-.

8.15.3. Class of travel: - Details of existing and proposed class eligible for journey for different grades of officers are given below:

Class	Existing	Proposed
Grades	Eligible Class	Eligible Class
Grade I	II AC	II AC
Grade II (a)	I Class. If the train doesn't have I Class, II AC	I Class. If the train doesn't have I Class, II AC
Grade II (b)	III AC. If the train doesn't have III AC, I Class	III AC. If the train doesn't have III AC, I Class
Grade III	II Class	II Class
Grade IV	II Class	II Class

8.15.4. Officers in the revised scale of pay Rs.29180-40640 are eligible for air journeys.

8.15.5. Mileage Allowance:- Mileage Allowances are rates inclusive of incidental expenses and are applicable for journeys irrespective of the fact, whether the places are connected by rail/road etc. The present rate of Mileage Allowance is Rs.0.80 per kilometer for all categories of employees. Recently both road and rail fares have been enhanced considerably. To compensate this hike, the mileage allowance may be enhanced to Rs.1.50 per km.

8.15.6. Incidental Expenses (Road/Rail/Air):- Officers who perform travel by Road/Rail/Air are eligible for incidental expenses in addition to the actual fare (vide Rule 20 (b) Part II KSR), except in the case of those who claim Mileage Allowance. Incidental expenses are sanctioned to meet petty expenses while the Officer is on tour.

8.15.7. The existing rates and the proposed rates are shown in table below:

Grades	Existing		Proposed	
	Rate (Rs.) per K.M	Air Journey(Rate per journey) (Rs.)	Rate (Rs.) per K.M	Air Journey(Rate per journey) (Rs.)
Grade I:	0.25	220	0.50	May be limited as 1 DA
Grade II: (a)	0.20	170	0.40	
Grade II: (b)	0.18	140	0.35	
Grade III:	0.15	110	0.30	
Grade IV:	0.15	110	0.30	

8.15.8. Daily Allowance: - It is a fixed allowance for each day of absence from headquarters, which is intended to cover the ordinary daily charge incurred by an Officer while on tour, subject to the condition that the tour is on official purpose. Considering the present hike in the cost of food items and other things, the Commission recommends the following rates:

8.15.9. The existing rates and the proposed rates are as follows:

Grades	Existing rate per day		Proposed rate per day	
	Inside State (Rs.)	Outside (Rs.)	Inside State (Rs.)	Outside (Rs.)
Grade I:	150	220	250	350
Grade II: (a)	120	170	200	250
Grade II: (b)	120	140	200	225
Grade III:	100	110	150	175
Grade IV:	100	110	150	175

8.15.10. Classification of Officers for carrying Personal Effects: - Officers on transfer are eligible to carry personal effects by train or by other means of transportation. The Commission recommends the following categorization and the eligible weights as follows:

Sl.No.	Category of Officers	Existing Weight (Kg)	Proposed weight (Kg)
1	Officers whose actual pay is Rs.25280/- and above	2240	3000
2	Officers whose actual pay is Rs.13900/- and above but below Rs.25280/-	1120	2000
3	All other Officers	560	1000

8.15.11. Loading and Unloading charges for Journeys of Transfer: - In addition to the freight charges, loading and unloading charges of personal effects are allowed to the officers transferred on public interest. The Commission recommends enhancement at the following rates.

Grades	Existing Rate	Proposed Rate
Grade I:	Rs.330/- at each end	Rs.600/- at each end
Grade II:	Rs.170/- at each end	Rs.300/- at each end
Grade II:	Rs.170/- at each end	Rs.300/- at each end
Grade III:	Rs.140/- at each end	Rs.250/- at each end
Grade IV:	Rs.140/- at each end	Rs.250/- at each end

8.15.12. Reimbursement of Room Rent: - The Commission recommends the following revised rates for reimbursement of room rent as detailed below:

Grades	New Delhi, Mumbai, Kolkotha, Chennai (Existing) Rs.	Proposed	Other Cities/ Towns outside State (Existing) Rs.	Proposed
Grade I:	1000	1500	650	1000
Grade II: (a)	1000	1500	650	1000
Grade II: (b)	750	1200	500	750
Grade III:	750	1200	500	750
Grade IV:	550	800	350	700

8.15.13. Taxi fare for Grade I Officials: - Grade I Officials travelling to metropolitan cities and other larger cities are allowed to hire taxis for the day as in the case of Government of India Officials. They are entitled to taxi-fare at the rates fixed by Government from time to time for journeys on tour from residence to Airport/ Railway Station/ Bus Stand and back. The Commission recommends to continue the existing status.

8.15.14. Auto rickshaw/Taxi fare for journeys on tour: Currently Auto rickshaw fare is admissible to officers for official journeys from residence/office to Airport/Railway Station/Bus Stand and back. The auto-fare is limited to a distance of 8 Kms from office/residence and back, subject to a maximum of Rs.80/- per day. Now Government have fixed the fare as Rs.6/- per km for auto rickshaw and Rs.7.50 per Km for Taxi fare subject to the orders revising the rates issued by the Transport Dept. Hence the same rate may be made applicable. In anticipation of ensuing fare hike, a maximum of Rs. 150/- per day is recommended.

8.15.15. T.A. Ceiling: - As per GO (P) No.296/2007/Fin dated 10/07/2007 Government have revised the monthly/quarterly ceiling of TA for official journeys. Many individuals as well as Service Organizations have requested to revise the TA ceiling. It has also been requested to exempt TA ceiling for the journeys performed by the officers in connection with cases pending in various Courts, Lok Ayukta, Ombudsman etc. This may be considered positively and the Commission recommends that the existing TA ceiling may also be fixed in such a way that one journey extending from end to end of the State (South-North) may be allowed.

8.16. PERMANENT TRAVELLING ALLOWANCE

8.16.1. Permanent Travelling Allowance is granted to any officer whose duties require him to travel extensively. Such an allowance is granted in lieu of all other forms of Travelling Allowance for journeys within the Officer's sphere of duty. This amount can be drawn all the year round, whether the Officer is absent from

headquarters or not. For sanctioning this allowance the 8 Kms restriction is not binding.

8.16.2. The existing and the proposed rates of Permanent Travelling Allowances are given below:

Designation	Existing Rate (Rs) per month	Area of Jurisdiction	Avg. No. of days of tour in a month	Proposed Rate (Rs.) per month
Land Revenue				
Tahsildar	400	One Taluk	15	500
Special Tahsildar	190	One Taluk and more	15	250
Special Tahsildar	240	2 Taluks and more	15	300
Special Tahsildar	310	3 Taluks and more	15	400
Deputy Tahsildar/Special Deputy Tahsildar	310	One Taluk	15	400
Deputy Tahsildar/Special Deputy Tahsildar	190	2 Taluks	15	250
Deputy Tahsildar/Special Deputy Tahsildar	230	3 Taluks	15	300
Revenue Inspector/Special Revenue Inspector	140	Over One Taluk but less than 3 Taluks	15	200
Revenue Inspector/Special Revenue Inspector (attached to the Offices of Special Tahsildar, Thiruvananthapuram and Kollam)	190	One District	15	250
Taluk Surveyor/Additional Taluk Surveyor	120	One Taluk	15	180
Chainman (Under Special Deputy Surveyor)	80	One Taluk	15	110
Special Chainman/Special Peon	80	One Taluk	15	110
Special Chainman/Special Peon	100	2 Taluks and more	15	130
Special Chainman/Special Peon	110	3 Taluks and more	15	150
Special Chainman/Special Peon	140	More than 3 Taluks	15	180
Village Officer	100	More than 1 Village and upto one Taluk	15	125
Village Officer	120	Two Taluks	15	150
Village Officer	140	Three Taluks	15	180
Village Officer	150	More than 3 Taluks	15	200
Village Assistant	80	More than 1	15	110

Designation	Existing Rate (Rs) per month	Area of Jurisdiction	Avg. No. of days of tour in a month	Proposed Rate (Rs.) per month
		Village and upto one Taluk		
Village Assistant	100	Two Taluks	15	120
Village Assistant	120	Three Taluks	15	150
Village Assistant	140	More than 3 Taluks	15	170
Villageman	80	More than 1 Village and upto 2 Taluks	15	110
Villageman	100	Three Taluks	15	130
Villageman	120	More than 3 Taluks	15	150
Commercial Taxes Department				
Agricultural Income Tax Officer/ Sales Tax Officer/Agricultural Income Tax and Sales Tax Officer	250	One Taluk and below	15	350
Agricultural Income Tax Officer/ Sales Tax Officer/Agricultural Income Tax and Sales Tax Officer	310	More than 1 Taluk and below 2 Taluks	15	410
Agricultural Income Tax Officer/ Sales Tax Officer/Agricultural Income Tax and Sales Tax Officer	360	More than 2 but less than 4 Taluks	15	460
Agricultural Income Tax Officer/ Sales Tax Officer/Agricultural Income Tax and Sales Tax Officer	400	4 Taluks and more	15	500
Civil Supplies				
Taluk Supply Officer	310	One Taluk	15	400
Assistant Taluk Supply Officer	140	One Taluk	15	200
Excise (Range Offices)				
Excise Inspector	200	One Range	15	250
Assistant Excise Inspector	140	One Range	15	190
Preventive Officer	80	One Range	15	120
Guard	80	One Range	15	120
Survey and Land Records Range				
Head Surveyor	190	One or Two Districts	15	250
Surveyor Gr.I and II	120	One Taluk	15	175
Land Assignment and Land Acquisition				
Head Surveyor	180	One District or less	15	220
Surveyor Gr.I	120	More than one Taluk	15	160

Designation	Existing Rate (Rs) per month	Area of Jurisdiction	Avg. No. of days of tour in a month	Proposed Rate (Rs.) per month
Surveyor Gr.I	100	One Taluk or less	15	140
Surveyor Gr.II	80	Irrespective of Jurisdiction	15	120
Land Records				
Head Surveyor	180	One District or less	15	220
Surveyor Gr.I	100	One Taluk or less	15	140
Surveyor Gr.II	80	Irrespective of Jurisdiction	15	120
Co-operation				
Unit Auditor of Co-operative Societies/Unit Inspector of Cooperative Societies	200	One Taluk	15	240
Economics and Statistics				
<i>Timely Reporting Survey of Agricultural Statistics</i>				
Statistical Inspector (NSS)	450	One District	15	525
Statistical Inspector	300	One Taluk	15	375
Investigator (L.D/U.D)	190	One Taluk	15	250
Investigator (L.D/U.D)	300	One District	15	375
Taluk Statistical Officer	350	One Taluk	15	425
Fisheries				
Thiruvananthapuram and Alappuzha	190	One District	15	220
Inspector of Fisheries, Kollam and Alappuzha	180	One District	15	210
Statistical Investigator, Kollam	140	Two Taluks	15	170
Sub Inspector of Fisheries, Backwaters	120	1. Kollam Backwaters 2. Vaikom & Meenachil 3. Cherthala Taluk	15	150
Senior Co-operative Inspector, Vizhinjam and Thiruvananthapuram	150	Two Taluks	15	180
Fishery Development Officer, Vizhinjam	150	One District	15	180
Fishery Development Officer, Thiruvananthapuram	150	Two Taluks	15	180
Senior Co-operative Inspector, Kollam and Alappuzha	150	One District	15	180

Designation	Existing Rate (Rs) per month	Area of Jurisdiction	Avg. No. of days of tour in a month	Proposed Rate (Rs.) per month
Fishery Development Officer, Kollam	150	One District	15	180
Sub Inspector of Fisheries, North Parur	80	One Taluk	15	110
Fishery Development Officer, Ernakulam	150	Two Districts	15	180
Senior Co-operative Inspector, Ernakulam	150	Two Districts	15	180
Sub Inspector of Fisheries, Theveravattom	120	Theveravattom Fisheries Section	15	150
Fishery Development Officer, Alappuzha	150	One District	15	180
L.D. Investigator, Alappuzha	140	Part of a District	15	170
<i>Office of the Deputy Director of Fisheries, Thrissur</i>				
Senior Co-operative Inspector	150	One District	15	180
Fishery Development Officer, Chavakkad	150	One Taluk	15	180
<i>Office of the Deputy Director of Fisheries, Ponnani</i>				
Fishery Development Officer, Ponnani and Thanur	150	One Taluk	15	180
Senior Co-operative Inspector, Ponnani and Thanur	150	One Taluk	15	180
<i>Office of the Deputy Director of Fisheries, Kozhikode</i>				
Fishery Development Officer, Vadakara	150	One Taluk	15	180
Senior Co-operative Inspector	150	One Taluk	15	180
<i>Office of the Deputy Director of Fisheries, Kannur</i>				
Fishery Development Officer, Kannur	150	One Taluk	15	180
Senior Co-operative Inspector	150	One Taluk	15	180
<i>Office of the Deputy Director of Fisheries, Kasargode</i>				
Fishery Development Officer	150	One Taluk	15	180
Senior Co-operative Inspector	150	One Taluk	15	180
<i>Office of the Assistant Director of Fisheries, Kottayam</i>				
Sub Inspector of Fisheries, Backwater	120	One District	15	150
Forest				
Ranger	230	Range	20	270
Deputy Ranger	190	Range	15	230

Designation	Existing Rate (Rs) per month	Area of Jurisdiction	Avg. No. of days of tour in a month	Proposed Rate (Rs.) per month
Forester	190	Section	15	230
Surveyor	80	Range	20	110
Forest Guard	130	Range	15	160
Boat Driver/Syrang/Cleaner	80	Section	20	120
Watcher	80	Section	20	120
Hindu Religious and Charitable Endowments				
Inspector, Kasargod	150	Kasargod and Hosdurg Taluks	15	200
Inspector, Thaliparamba	150	Thaliparamba Taluk & Part of Kannur	15	200
Inspector, Manjeri	150	Ernad & Tirur Taluks	15	200
Inspector, Perinthalmanna	150	Perinthalmanna Parts of Ottappalam & Mannarkkad Taluks	15	200
Inspector, Ottappalam	150	Ottappalam Tauk	15	200
Inspector, Palakkad	150	Palakkad Taluk, Parts of Alathur and Chittoor	15	200
Inspector, Kozhikode	150	Kozhikode, Quilandy Taluks & South Wayanad	15	200
Inspector, Thalassery	150	Thalassery, Vadakara & part of Kannur	15	200
Inspector, Guruvayoor	150	North Wayanad and chavakkad	15	200
Health Services				
District PH Nurse/District Extension Educator/B.C.G.Team Leader/Health Supervisor/Malaria Inspector Gr.I & II/Health Educator/Health Inspector	200	Parts of a District	15	240
Industries				
Extension Officer	200	One Taluk	15	240
Junior Co-operative Inspector	200	One Block	15	240
Senior Co-operative Inspector	200	One to Three Taluks	15	240

Designation	Existing Rate (Rs) per month	Area of Jurisdiction	Avg. No. of days of tour in a month	Proposed Rate (Rs.) per month
Supervisor, Handloom	200	One to Three Taluks	15	240
Inspector (Quality Control)	150	Block/District	15	190
Field Assistant (Junior Field Officer)	130	One Circle	15	170
Labour				
Deputy Labour Officer	280	One District	15	320
Assistant Labour Officer Gr.I & II	200	One Taluk	15	240
Inspector of Agricultural Labour	200	One District	15	240
Inspector of Plantations	250	One or more Revenue Districts	15	290
Legislature Secretariat				
Drivers/Head Driver	150			200
Medical Education				
<i>Medical College, Alappuzha</i>				
Driver	150	Not Prescribed	15	200
Bus Cleaner	140	Not Prescribed	15	180
Motor Vehicles				
Assistant Motor Vehicle Inspector	200	One Taluk	15	250
National Savings				
Assistant Director	310	One District	15	400
Police				
Police Constables of Local Police Stations/District Armed-Reserve/District Special Branch and DCIB	130	For the Local Police & Constables of District Armed Reserve 32 Kms from the HQ	Not prescribed	170
Head Constables of Local Police Stations, District Armed Reserve, District special Branch and DCIB	190	For the Local Police & Constables of District Armed Reserve 32 Kms from the HQ	Not prescribed	230
Assistant Sub Inspector of Local Police Stations and Armed Reserve	190	32 Kms. from the Headquarters	Not prescribed	230
Sub Inspector of Local Police and Armed Reserve	240	33 Kms. from the Headquarters	Not prescribed	280
Boat Syrang/Boat Driver	80	Respective District	Not prescribed	110

Designation	Existing Rate (Rs) per month	Area of Jurisdiction	Avg. No. of days of tour in a month	Proposed Rate (Rs.) per month
Sub Inspector, Band Unit	120	Not prescribed	Not prescribed	160
Permanent Travelling Allowance as eligible to the equivalent categories in the Police Department who receive P.T.A will be allowed to the following technical personnel in the Police Department				170
(I) Mounted Police				
(ii) Armourer Staff				170
(iii) Electrician				170
(iv) Carpenter				170
(v) Painter				170
(vi) Blacksmith				170
(vii) Mason				170
(viii) Boat Syrang				170
(ix) Boat Driver				170
(x) Bugler/Drummer of Armed				170
Reserves & P.T.C.				
(xi) Technical Staff (Both executive & civilian) attached to Range Workshop, M.S.P.				170
(xii) Personnel of and below the rank of Sub Inspectors attached to Telecommunication Unit				170
(xiii) Members of Mounted Police				170
(xiv) Driver (the Motor Cycle Orderlies attached to the Chief Office will also be considered as Drivers for this purpose)				170
(xv) Members of the Police Force of and below the rank of Sub Inspectors attached to the Police Computer Centre				170
(xvi) Members of the Motor Transport Unit attached to the District A.R. including M.T.R.S.I. Attached to various units				170
So far as the Band and Orchestra Personnel are concerned, Grant of P.T.A.as indicated above will be in lieu of the Special Allowance granted to them.				170

Designation	Existing Rate (Rs) per month	Area of Jurisdiction	Avg. No. of days of tour in a month	Proposed Rate (Rs.) per month
Rural Development				
Block Development Officer (If Vehicle is available)	240	One Block	20	300
Block Development Officer (If Vehicle is not available)	310	One Block	20	370
Registration				
Chitty Auditor	250	One District	20	300
Chitty Auditor	290	More than One District	20	340
Scheduled Caste Development				
Scheduled Caste Devt. Officer Gr.I	190	One Taluk	15	240
Scheduled Caste Devt. Officer Gr.II	150	One Block	15	190
Scheduled Tribe Development				
Tribal Extension Officer	150	Over One Block	15	200
Tribal Extension Officer	190	Over Two Blocks	15	250
Tribal Extension Officer	230	Over Three Taluks	15	300
Social Welfare				
Anganvadi Supervisor	100			140
Tourism				
Chauffeur	150	Revenue District in which posted	15	190
Boat Driver/Boat Syrang	80			150
Boat Deck Man/Boat Lascar/Cleaner	80			150
Town Planning : Staff in the Town Planning Department will be eligible for normal TA/DA				
Vigilance & Anti-Corruption Bureau				
Sub Inspector	240	32 Kms. From HQ	Not Prescribed	300
Head Constable/ Havildar Driver	190	32 Kms. From HQ	Not Prescribed	250
Police Constable/ P.C. Driver	130	32 Kms. From HQ	Not Prescribed	180
Legal Metrology				
Senior Inspector/Inspector	190	One Taluk	15	250

8.17. PERMANENT CONVEYANCE ALLOWANCE

8.17.1. Monthly Conveyance Allowance is granted to an Officer who is required to travel extensively at or within a short distance from his headquarters under

conditions that do not render him eligible for daily allowance. This allowance is drawn in addition to any other Travelling Allowance admissible under the Rules.

8.17.2. The existing and the proposed rates of Permanent Conveyance Allowances are given below:

Designation	Existing Rate per month (Rs)	Area of Jurisdiction	Proposed Rate per month(Rs)	Remarks
Agriculture				
Spraying Supervisor	70	Below One Panchayat	100	
Agriculture Assistant	70	Below One Panchayat	100	
Agriculture Assistant working in KMEP	70	Below One Panchayat	100	
Field Supervisor	60	Below One Panchayat	90	
Agriculture Officer	80	One Panchayat	110	
Animal Husbandry				
Veterinary Surgeon in charge of Veterinary Hospitals and Dispensaries	60	Jurisdiction of the Veterinary Hospitals and dispensaries	90	
Land Revenue				
Revenue Inspector/Special Revenue Inspector	130	One Firka or a portion of a Taluk	160	
Special Chainman/ Special Peon	70	More than one Village but less than One Taluk	100	
Village Officer	80	One Village	110	
Village Assistant/Village Man	70	One Village	100	
Civil Supplies				
City Rationing Officer	130	20 to 25 Wards in a City	160	
Rationing Inspector	130	One Village	160	
Rationing Inspector	60	5 to 13 Wards in a City	90	
Co-operation				
Senior Co-operative Inspector/Junior Cooperative Inspector	100	Circle (Municipal or Corporation area)	130	
Dairy Development				
Dairy Farm Inspector	100	Half the number of Panchayats in a 78 Block	130	
Economics and Statistics				
Deputy Health Officer	200	Working in	230	
Research Assistant	130	Municipalities,	160	

Designation	Existing Rate per month (Rs)	Area of Jurisdiction	Proposed Rate per month(Rs)	Remarks
Compiler	70	Corporation etc.	100	
Price Inspector/Price Reporter/Investigator	60	Within 8 Kms. of the HQ	90	
Education				
Assistant Educational Officer/Additional Assistant Educational Officer	200	One Educational Sub District	250	
Health Services				
Medical Officer (to visit Raj Bhavan)	340		450	
Medical Officer (to visit Sub Jails)	260		350	
Doctors in Health Services (PG Diploma Allowance)	460		550	
Doctors in Health Services (PG Degree Allowance)	610		700	
Doctors in Health Services (Charge Allowance)	120		500	
Doctors in Health Services (Specialist Allowance)	610		700	
Doctors in Health Services (Senior Specialist Allowance)	990		1100	
Lady Health Inspector	130	Area covered by 3 to 5 Junior Public Health Inspectors	180	
Health Inspector/Health Supervisor	130	Area covered by 3 to 5 Junior Public Health Nurses	180	
Extension Educator (Family Welfare)	130		180	
Junior Health Inspector Gr.I	100		150	
Non-Medical Supervisor	200		250	
Leprosy Health Visitor	100		150	
Urban Health Educator(Attending Clinics of S.E.T. Centres)	130		180	
Junior Health Inspector Gr.II/ Junior Public Health Nurse/Social Worker	70		100	
Field Assistant/Field Worker	70		100	
<i>Bi-Weekly Dispensaries & Tri-Weekly Dispensaries</i>				
(A)				
Medical Officer	210	Where the distance to be covered from the main P.H. Centre of	300	

Designation	Existing Rate per month (Rs)	Area of Jurisdiction	Proposed Rate per month(Rs)	Remarks
		Dispensary does not exceed 8 Kms.		
Pharmacist	80	Where the distance to be covered from the main P.H. Centre of Dispensary does not exceed 8 Kms.	110	
Hospital Attendant	60	Where the distance to be covered from the main P.H. Centre of Dispensary does not exceed 8 Kms.	90	
(B)				
Medical Officer	240	Where it exceeds 8 Kilometres	320	
Pharmacist	100	Where it exceeds 8 Kilometres	130	
Hospital Attendant	70	Where it exceeds 8 Kilometres	100	
Industries				
Extension Officer/Inspector(Quality Control)	150	One Block	200	
Land Use Board				
Assistant Commissioner(Statistics)	230	Thiruvananthapuram City	300	
Medical Education				
<i>(Medical College, Thiruvananthapuram)</i>				
Public Health Nursing Tutor/Health Inspector/Health Visitor	140	Health Centres at For visiting health units under the Neendakara and Pangappara	200	
Municipal Common Service				
Executive Engineer	390	Whole area of the Municipality, Corporation or Wards allotted	450	
Health Officer Gr.I	310	Whole area of the Municipality, Corporation or Wards allotted	360	
Assistant Executive Engineer/Town Planning Officer/Health Officer Gr.II	310	Whole area of the Municipality, Corpora tion or Wards	360	

Designation	Existing Rate per month (Rs)	Area of Jurisdiction	Proposed Rate per month(Rs)	Remarks
and Gr.III/Revenue Officer, Corporation/Assistant Health Officer, Corporation of Cochin		alotted80		
Assistant Engineer/Town Planning Officer Gr. II	140	Whole Corporation area of the Municipality, or Wards allotted	180	
Health Supervisor	140	Respective Municipal/Corporation area	180	
Veterinary Surgeon	140	Whole area of the Municipality, Corporation or Wards allotted	180	
Health Inspector Gr.I and Gr.II/Revenue Officer (Municipality)/Assistant Revenue Officer, Cochin Corporation/Revenue Inspector/Chief Inspector of Income Tax/Family Planning Extension Educator / Public Health Nurse/Health Visitor/P.W.D. Overseer Gr.I/Town Planning and Building Inspector	130	Whole area Municipality, Corporation or Wards allotted	180	
Junior Health Inspector/Sanitary Maistries doing the work of Junior Health Inspector/Family Planning Welfare worker/Bill Collector/Town Planning Surveyor/Surveyor/Junior Public Health Nurse/Overseer Gr.II/Lighting Superintendent (Kozhikode Corporation)	70	Whole area of the Municipality, Corporation or Wards allotted	110	
Water Works Inspector/Meter Inspector/work Superintendent/ Lineman/Plumber/Fitter/ Turn Cock and Turn Key/ Meter Reader/Female	60	Whole area Municipality or of the Corporation or Wards allotted	100	

Designation	Existing Rate per month (Rs)	Area of Jurisdiction	Proposed Rate per month(Rs)	Remarks
Attendant/Motor Mechanics Gr.I and Gr.II/Chainman				
Panchayat				
Secretary	140	One Panchayat(more than 76.8 Sq.km)	200	
Secretary	130	One Panchayat (less than 76.8 Sq.km)	180	
Overseer	150	One Block	200	
Overseer Gr.I	70	One Pahchayat	100	
Overseer Gr.II	60	One Panchayat	90	
Assistant Engineer	80	One Panchayat	110	
HI/JHI	70	One Panchayat	100	
Midwife	60	One Panchayat	90	
Bill Collector/Junior Collector/LDC	60	One Panchayat	90	
Information & Public Relations				
Information Officer, New Delhi	150	Delhi and Surrounding area	200	
Rural Development				
Extension Officer (Animal Husbandry)	150	One Block	200	
Extension Officer(Panchayat)	150	One Block	200	
Extension Officer (I.R.D)	150	One Block	200	
Extension Officer (Womens' Welfare)	150	One Block	200	
Extension Officer (H)	150	One Block	200	
General Extension Officer	150	One Block	200	
Assistant Engineer	150	One Block	200	
Village Extension Officer/Lady Village Extension Officer	100	One Circle	150	
Social Welfare				
City Probationary Officer	200	Corporation area	250	
Stationery				
Mechanic Gr. II	60	Within 8 Kilometers	100	
Survey and Land Records				
Head Surveyor	180	Less than One Taluk	210	
Surveyor Gr.I & Gr.II	70	Less than One Taluk	100	
Tourism				
Curator/Superintendent, Government Gardens/Manager,	130		210	

Designation	Existing Rate per month (Rs)	Area of Jurisdiction	Proposed Rate per month(Rs)	Remarks
Residential Bunglaw				
Urban Affairs				
Corporation Secretary	550	Corporation Area	650	
Municipal Secretary Gr.I	470	Corporation/Municipal Area	520	
Municipal Secretary Gr.II	390	Municipal area	440	
Municipal Secretary Gr.III	310	Municipal area	350	

8.18. LEAVE TRAVEL CONCESSION

8.18.1. After careful examination of the above items, the Commission makes the following recommendations:

8.18.2. Leave Travel Concession: The Service Organizations of employees have demanded for the introduction of Leave Travel Concession. The Commission has examined the demand in detail and is of the view that this facility may be introduced for the Government employees enabling them to visit places of historical importance and tourist centres in the Country. Such Travel would help change of vision, attitude and out look of the employees. The Commission recommends that Leave Travel Concession may be allowed to those employees who have 15 years of service, to travel to any place in the Country subject to a maximum of 2000 km, to and fro, along with their family once in service. An additional facility of surrender of Earned Leave for 15 days (in addition to the existing 30 days) may be allowed for this specified purpose. The Officers availing Leave Travel Concession may be reimbursed the rate applicable to the Class for which they are eligible as per Rules subject to the condition that they shall produce original journey ticket along with their claim. The excess higher class travel charges, if any, may be borne by the employees themselves. The family of the employee for this purpose will be the spouse and the dependant children.

8.18.3. Education Allowance: Education Allowance @ Rs.300/- , now admissible to those employees whose child/children are physically challenged, may also be extended to those employees whose child/children are mentally challenged. The Commission recommends to enhance Education Allowance to Rs.500/month. This allowance may also be made available to the employees whose child/children are mentally challenged and studying in general schools.

8.18.4. Training Allowance: The existing Training Allowance may be enhanced by 50%. The allowance may be extended to the staff in all departments, where ever there are Training Institutions/parallel arrangements for Training.

8.18.5. PROJECT ALLOWANCE

8.18.6. Project Allowance is a compensatory allowance paid to the Staff engaged in execution of Projects or other specified work in remote/inaccessible areas. The Commission is of the view that Project Allowance may be paid to officers in Scheduled Tribes Development Department who have to work in remote tribal areas for the execution of Scheduled Tribes Development Projects. The Commission recommends the following rates of Project Allowance to the officers mentioned below:

- | | | | |
|-------|----------------------------|---|-------------------|
| (i) | Project Officer | : | Rs.300 per month. |
| (ii) | Tribal Development Officer | : | Rs.300 per month. |
| (iii) | Tribal Extension Officer | : | Rs.300 per month. |

8.18.7. Special allowance to Physically Challenged: Considering the hardships faced by the physically challenged employees (40% or more) in availing of the transport facilities, the Commission recommends the special allowance now available @ Rs.300/- to be enhanced @ Rs.600 per month.

8.19. Leave: All kinds of existing leave may be continued.

8.19.1. Surrender of Earned Leave: The existing system of surrender of Earned Leave for 30 days in a year, may be continued.

8.19.2. Paternity Leave: All the Service Organizations have represented to introduce paternity leave. In almost all developed countries male employees are allowed paternity leave and the Central Government have also sanctioned this benefit. As a token of concern towards the serving people, whose wife delivers, paternity leave for 10 days each for two children is recommended.

8.19.3. Special Casual leave for the employed parents of physically/mentally challenged children: Special Casual Leave for 15 days in a year may be sanctioned to those employees having physically/mentally challenged children.

8.19.4. Special Casual Leave for undergoing Chemotherapy / Radiation / Kidney Transplantation etc.: The Commission recommends to sanction Special Casual Leave for 45 days to those employees who have to undergo Chemotherapy or Radiation and Kidney Transplantation.

CHAPTER 9

PROMOTION OPPORTUNITIES

9.1 In Kerala, selection to the promotion post is usually by virtue of the predominant method of seniority, subject to acquisition of required qualification for such a promotion and based on the select list approved by DPC as the case may be. In the case of majority of Government servants, promotion entirely depends on availability of vacancies in the higher posts. Reasonable promotion opportunities in one's career have generally been accepted as a norm which in turn paved the way for introduction of time bound higher grades, ratio/percentage based higher grades etc. The last Pay Commissions had looked into the stagnation in the different categories of posts and the disparity in promotion prospects between the posts in various Departments. They have suggested remedial measures to reduce the difficulties being faced by the employees particularly by reducing the residency period prescribed for eligibility to higher grades and by modifying the ratio/percentage based higher grades. The position in this regard in Kerala, was well admired by the Vth Central Pay Commission in their Report at page 191. In a good number of States like Arunachal Pradesh, Rajasthan, Karnataka, Punjab, Haryana, Himachal Pradesh and West Bengal, time bound promotion schemes have been introduced. While opting for Public Service as a career, one reasonably take in to account not merely the initial salary offered to him and the benefits assured to him on retirement, but also the opportunity for promotion, and security of tenure. The basic points raised while considering promotion opportunities are

- Principle adopted in effecting promotion, and
- The procedures to be followed to that end.

9.2 The general formula accepted by all for making promotion is seniority cum merit. The principle of seniority assures that all members of a particular category are equally fit for promotion. Such an assumption may not do much harm in the lower grades of service, but it cannot be generally accepted when dealing with promotion in or to the top grades. Therefore, in the higher grade of services, consideration of fitness must have precedence over the claim of seniority. The question of 'security of tenure' has received considerable attention, while a person is seeking employment. Many people are attracted to public service because of the assurance of security of tenure in the service compared to private sectors. It is a rule of law, that no person shall be dismissed without giving adequate opportunities to defend himself. The principle adopted in the Indian Constitution is that none shall be dismissed by an authority subordinate to that by which he was appointed. As the Government is the model employer in the country, it shall definitely follow the

rules and regulations in the administrative service. Considering all these aspects, we understand that, the promotional opportunities and security of tenure are two important contours of the public service, which make it attractive when compared to other sectors in the country.

9.3 The First Central Pay Commission has discussed the matter such as promotion, security of tenure and self improvement in the public service. With a few exceptions, majority of the posts in various services in Central Government are reserved to be filled up by promotion of persons already serving in a lower grade or service. A general picture of the Central Civil Service as a whole is as follows:-

- (i) The Class I, approximately 90 percent of the posts is held by those directly recruited.
- (ii) The Class II (gazetted) services and posts, there is relatively little direct recruitment; approximately 65 percent of the posts in this class are reserved to be filled by Class III staff. For non-gazetted post in Class II, however there is 78 percent direct recruitment. The bulk of these posts are, in the Central Secretariat (Assistants and Stenographers) and in Scientific establishments.
- (iii) The Class III staff generally by promotion within the class is of greater significance than those of class II.
- (iv) The Class IV employees, the lowest posts in the Civil Service, have no promotion from to Class III. But in some Departments, however, there are regular avenues of promotion for Class IV employees.

9.4 In short, the extent of opportunities for promotion depends on the relative quota of direct recruitment and promotion; which again have to be determined in the best interest of efficiency of the Public Service. The various Departments have framed promotion rules or issued orders for services under their control; and in the criteria for promotions diverge considerably. The Rules generally provide for:

- (i) promotion by merit;
- (ii) promotion by merit – cum – seniority or seniority-cum – merit;
and
- (iii) promotion on the basis of seniority, subject to the rejection of the unfit.

For the civil services as a whole, the orders regarding the principle to be followed in making promotions are those issued by the Ministry of Home Affairs in May 1957; but they are in regard to selection posts only. The Orders require that appointment to selection posts and selection grades should be

made on the basis of merit, with regard to seniority only to the extent indicated below:

- (i) The Departmental Promotion Committee or other selecting authority should first decide the field of choice, i.e. the number of eligible officers awaiting promotion who are eligible to be considered for inclusion in the “select list”, provided however, that an officer of outstanding merit may be included in the list of eligible candidates even if he is outside the normal field of choice.
- (ii) From among such officers those who are considered unfit for promotion should be excluded.
- (iii) The remaining officers should be classified as ‘outstanding’, ‘very good’ and ‘good’ on the basis of merit, as determined by their respective records of service. The ‘select list’ should then be prepared by placing the names in the order of these three categories, without disturbing the seniority *inter se* within each category.
- (iv) Promotions should normally be made from the ‘select list’ in the order in which the names are finally arranged.
- (v) The ‘select list’ should be periodically reviewed. The number of those officers who have already been promoted (otherwise than on a local or purely temporary basis) and continue to officiate should be removed from the list and the rest of the names along with others who may now be included in the field of choice should be considered for the ‘select list’ for the subsequent period.

(Note: - The field of choice, wherever possible should extend to five or six times the number of vacancies expected within a year.)

9.5 While stating the general principles for various promotional possibilities of the Central Government employees, the Fifth Central Pay Commission (FCPC) has come out with certain recommendations which provide for definite promotional opportunities to the Central Government civilian employees in all Ministries/Departments. The scheme is known as **Assured Career Progression Scheme (ACPS)**. The ACP Scheme needs to be viewed as a ‘**Safety Net**’ to deal with the problem of **genuine stagnation** and hardship faced by the employees due to **lack of adequate promotional avenues**. The Assured Career Progression Scheme (ACPS) for the Central Government civilian employees recommended by the Commission was implemented by Central Government with certain modifications (**G.I., Dept. of Per. & Trg., O.M. No.35034/1/97-Estt.(D),Dated the 9th August, 1999.**). The modifications are indicated below:

Group 'A' Central Services

- 9.6** In respect of Group 'A' Central Services (Technical/Non - Technical), no financial up gradation under the Scheme is being proposed for the reason that promotion in their case must be earned. Hence, it has been decided that there shall be no benefit under the ACP Scheme for Group 'A' Central Services (Technical/Non-Technical), Cadre Controlling Authorities in their case would however, continue to improve the promotion prospects in organizations/cadres on functional grounds by way of organizational study, cadre review, etc., as per prescribed norms.

Groups 'B', 'C' and 'D' services /posts and isolated posts in Groups 'A', 'B', 'C' and 'D' Categories

- 9.7** While in respect of these categories also promotion shall continue to be duly earned, the ACP Scheme is adopted in a modified form to mitigate hardship in cases of acute stagnation either in a cadre or in an isolated post. Keeping in view all relevant factors, it has therefore, been decided to grant two Financial up gradations *as recommended by the Fifth Central Pay Commission and also in accordance with the Agreed Settlement, dated September 11, 1997* (in relation to Group 'C' and 'D' employees) entered into with the Staff Side of the National Council (JCM) *under the ACP Scheme to Group 'B', 'C' and 'D' employees on completion of 12 years and 24 years (subject to conditions) of regular service respectively. Isolated posts in Group 'A', 'B' 'C' and 'D' categories which have no promotional avenue shall also qualify for similar benefits on the pattern indicated above.*
- 9.8** Regular Service for the purpose of the ACP scheme shall be interpreted to mean the eligible service counted for regular promotion in terms of relevant Recruitment/Service Rules. *Introduction of the ACP Scheme should, however, in no case affect the normal (regular) promotional avenues available on the basis of vacancies.* Vacancy-based regular promotions, as distinct from financial upgradation under the ACP Scheme, shall continue to be granted after due screening by a regular Departmental Promotion Committee as per relevant rules/guidelines. But, it was suggested that attempts needed to improve promotion prospects in organizations/cadres on functional grounds by way of organizational study, cadre reviews, etc., as per prescribed norms and should not be given up on the ground that the ACP Scheme has been introduced.
- 9.9** *The Sixth Central Pay Commission has recommended a slight modification in the existing ACP scheme by making the same applicable to all posts belonging to Group 'A' whether isolated or not, but the organized group 'A' was omitted from the scheme. The modified scheme is known as MODIFIED ASSURED CAREER PROGRESSION SCHEME (MACPS). The Government has considered the recommendations of the Sixth Central Pay Commission and has accepted the same with further modification to*

grant three financial up gradations under the MACPS at intervals of 10, 20 and 30 years of continuous regular service.

9.10 The following conditions are prescribed for the eligibility of the scheme.

- (i) There shall be three financial upgradations under the MACPS, counted from the direct entry grade on completion of 10, 20 and 30 years of service respectively. Financial upgradation under the Scheme will be admissible whenever a person has spent 10 years continuously in the same grade-pay.
- (ii) The MACPS envisages merely placement in the immediate next higher grade pay in the hierarchy of the recommended revised pay bands and grade pay as given in Section 1, Part-A of the first schedule of the CCS (Revised Pay) Rules, 2008. Thus, the grade pay at the time of financial upgradation under the MACPS can be different than what is available at the time of regular promotion in certain cases where regular promotion is not between two successive grades. In such cases, the higher grade pay attached to the next promotion post in the hierarchy of the concerned cadre/organization will be given only at the time of regular promotion.
- (iii) The MACPS shall also be applicable to work - charged employees, if their service conditions are comparable with the staff of regular establishment.
- (iv) The existing time-bound promotion scheme, including in-situ promotion scheme, Staff Car Driver Scheme or any other kind of promotion scheme enjoyed by a particular category of employees in a Ministry/Department or its officers, may continue to be operational for the concerned category of employees if it is decided by the concerned administrative authorities to retain such Schemes, after necessary consultations or they may switch-over to the MACPS. However, these Schemes shall not run concurrently with the MACPS.
- (v) The MACPS is directly applicable only to Central Government Civilian employees. It will not get automatically extended to employees of Central Autonomous/Statutory Bodies under the administrative control of a Ministry/Department. Keeping in view the financial implications involved, a conscious decision in this regard shall have to be taken by the respective Governing Body/Board of Directors and the administrative Ministry concerned and where it is proposed to adopt the MACPS, prior concurrence of Ministry of Finance shall be obtained.
- (vi) If a financial upgradation under the MACPS is deferred and not allowed after 10 years in a grade pay, due to the reason of the employees being unfit or due to departmental proceedings, etc. this would have consequential effect on the subsequent financial upgradation which

would also get deferred to the extent of delay in grant of first financial up gradation.

- (vii) On grant of financial upgradation under the Scheme, there shall be no change in the designation, classification or higher status. However, financial and certain other benefits which are linked to the pay drawn by an employee such as HBA, allotment of Government accommodation shall be permitted.
- (viii) The financial upgradation would be on non-functional basis subject to fitness, in the hierarchy of grade pay within the PB-1. Thereafter for upgradation under the MACPS the benchmark of 'good' would be applicable till the grade pay of Rs.6600/- in PB-3. The benchmark will be 'Very Good' for financial upgradation to the grade pay of Rs.7600 and above.
- (ix) In the matter of disciplinary/penalty proceedings, grant of benefit under the MACPS shall be subject to rules governing normal promotion. Such cases shall, therefore, be regulated under the provisions of the CCS (CCA) Rules, 1965 and instructions issued there under.
- (x) The MACPS contemplates merely placement on personal basis in the immediate higher grade pay / grant of financial benefits only and shall not amount to actual/functional promotion of the employees concerned. Therefore, no reservation orders/ roster shall apply to the MACPS, which shall extend its benefits uniformly to all eligible SC/ST employees also. However, the rules of reservation in promotion shall be ensured at the time of regular promotion. For this reason, it shall not be mandatory to associate members of SC/ST in the Screening Committee meant to consider cases for grant of financial upgradation under the Scheme.
- (xi) Financial upgradation under the MACPS shall be purely personal to the employee and shall have no relevance to his seniority position. As such, there shall be no additional financial upgradation for the senior employees on the ground that the junior employee in the grade has got higher pay/grade pay under the MACPS.
- (xii) Pay drawn in the pay band and the grade pay allowed under the MACPS shall be taken as the basis for determining the terminal benefits in respect of the retiring employee.
- (xiii) If Group "A" Government employee, who was not covered under the ACO Scheme has now become entitled to say third financial upgradation directly, having completed 30 year's regular service, his pay shall be fixed successively in next three immediate higher grade pay in the hierarchy of revised pay-bands and grade pay allowing the benefit of 3% pay fixation

at every stage. Pay of persons becoming eligible for second financial upgradation may also be fixed accordingly.

- (xiv) In case an employee is declared surplus in his/her organization and appointed in the same pay-scale or lower scale of pay in the new organization, the regular service rendered by him/her in the previous organization shall be counted towards the regular service in his/her new organization for the purpose of giving financial upgradation under the MACPS.
- (xv) In case of an employee after getting promotion/ACP seeks unilateral transfer on a lower post or lower scale, he will be entitled only for second and third financial upgradations on completion of 20/30 years of regular service under the MACPS, as the case may be, from the date of his initial appointment to the post in the new organization.
- (xvi) If a regular promotion has been offered but was refused by the employee before becoming entitled to a financial upgradation, no financial up gradation shall be allowed as such an employee has not been stagnated due to lack of opportunities. If however, financial up gradation has been allowed due to stagnation and the employees subsequently refuse the promotion, it shall not be a ground to withdraw the financial upgradation. He shall, however, not be eligible to be considered for further financial upgradation till he agrees to be considered for promotion again and the second financial up gradation shall also be deferred to the extent of period of debarment due to the refusal.
- (xvii) Cases of persons holding higher posts purely on adhoc basis shall also be considered by the Screening Committee along with others. They may be allowed the benefit of financial upgradation on reversion to the lower post or if it is beneficial vis-à-vis the pay drawn on adhoc basis.
- (xviii) Employees on deputation need not be reverted to the parent Department for availing the benefit of financial upgradation under the MACPS. They may exercise a fresh option to draw the pay in the pay band and the grade pay of the post held by them or the pay plus grade pay admissible to them under the MACPS, whichever is beneficial.

Promotion Opportunities in other States

- 9.11** The **time- bound higher grade promotion schemes** have been introduced in Arunachal Pradesh, Rajasthan, Karnataka, Punjab, Haryana and Himachal Pradesh. In Arunachal Pradesh, all employees are placed in the next higher grade after completion of 13 years of service in a lower grade. After another 7 years of service or a total of 20 years of service, they are entitled to the next higher grade. Similarly in Karnataka, three time bound promotions are provided after 10, 20 and 25 years in lower grades. In **Punjab, Haryana** and

Himachal Pradesh, two time bound promotions are ensured after completion of 8 years and 15 years of service in the lower grades (para 10.22.1, Page No. 618, Report of the 7th Kerala Pay Revision Committee, May, 1998). The Government of **Rajasthan** implemented a scheme of time bound promotion in January, 1992, wherein three Selection Grades to its Class IV, Ministerial and Subordinate service employees and those holding isolated posts on completion of 9 years, 18 years and 27 years of service were permitted . For eligibility under the scheme, restrictions were imposed on its applicability to posts, the maximum of the scale of which was Rs.3200 as in 1989. The third selection grade is given only if the first two selection grades were in scales of pay below the scale of Rs. 2200 – 4000. Selection grades are given only to those employees whose service record is”satisfactory”. The grant of selection grade does not affect the seniority in the cadre nor the sanctioned strength of each category of posts in the cadre (ibid, Page 618). The Government of **West Bengal** introduced a scheme for improvement of career prospects of its employees in 1990. Under this scheme, Government employees were allowed to move to the next higher grades on completion of 10 years and 20 years on satisfactory and continuous service (Ibid, Page 618). The State Government of **Gujarat** introduced a scheme of three (3) time-bound promotions to higher grades for its employees in June, 1987, to deal with the problem of stagnation and restricted chances of promotion in different cadres. The higher grades were given on completion of 9, 18 and 27 years of service (Ibid Page 618).

- 9.12** It is noticed that most of the above mentioned states have already implemented revised pay scales following the Sixth Central Pay Commission Report implemented by Government of India. However, the latest position of time – bound grade promotion in those states is not available at the moment.
- 9.13** In **Karnataka**, the Government with a view to give some relief to the servants who are otherwise eligible for promotion but stagnate in the same post held by them without any promotion, introduced the scheme of grant of the benefits of **selection time scale of pay on completion of 10 years service in the same post** under the Karnataka Civil Services (Time Bound Advancement) Rules 1983 (G.O No. FD 105 SRP (CSC) 82 dated 6.8.1983) and **senior scale of pay on completion of 15 years service in the same post** under the Karnataka Civil Services (Automatic grant of special promotion to senior scale of pay) Rules 1991(Govt. Notification No. FD 25 SRP 91 dated 20.10.1991) and **additional increment for 20 years of service in the same post without a single promotion** (G.O No. FD 13 SRP 2002 dated 9.5.2002) to the posts in the first 11 scales of pay. Further the Government extended the benefits to first 14 pay scales w.e.f. 1.7.2005 (G.O No. FD 8 SRP 2007 dated 16.5.2007). The 5th **Karnataka Pay Commission** further extended the benefits to **15th pay scale**, i.e. Rs.13000-23850 a selection time scale of pay of Rs.14050 -25050 on completion of 10 years of

service in the same post and senior scale of pay on completion of 15 years service in the post and the Government accepted the recommendations.

- 9.14** In **Tamil Nadu** for Posts that have no promotional avenues, the selection grade and special grade shall be allowed on completion of 10 years and 20 years service in the post. Eg. A post having ordinary grade 2550- 55-2660-60-3200 is eligible for Selection grade in the scale of pay of 2650- 65-3300-70-4000 and special grade in the scale of pay of 2750 -70 -3800-75-4400. If posts having promotion to the selection grade indicated in the said scale is higher than the pay scale of promotion post; the selection grade scale should be limited to the pay scales of the first level promotion post. If the special grade scale is higher than the pay scale of second level promotion post, the special grade scale shall be limited to the scale of second level post only. About eighteen pre-revised pay scales from 2550 – 3200 to 9100 -14050 in the ordinary grade are eligible for Selection Grade and Special Grade as per the recommendations of the Official Committee recommendations in the State of Tamil Nadu. As the G.O.(Ms).No. 234, dated 1st June, 2009 the existing scheme of Selection Grade/Special Grade were permitted to continue in the revised pay scales to the employees drawing the grade pay from Rs.1300/- to Rs.6000/- and such employees shall be allowed to move to Selection Grade on completion of 10 years in the selection grade post or 20 years of total service in a post. The pay of such employees who have moved to Selection Grade/Special Grade on or after 1.1.2006 shall be fixed on the date of award of Selection Grade/Special Grade by granting the benefit of one increment equal to three percent of the basic pay including grade pay in the same Pay Band and Grade Pay.
- 9.15** In Government of **Andhra Pradesh**, the Automatic Advancement Scheme was introduced in May 1981 for ensuring adequate promotional opportunities in the career of Government employees. The scheme varies depending on whether the post in which the employee is working has opportunities for promotion or not. In the first instance, all employees who remained in the same scale for a continuous period of **8 years** would be placed in a special grade post which is a scale immediately higher than the scale in which he was working. If he continues without promotion for a continuous period of **16 years** he would be normally promoted had he got his promotion. If the employee continues in the same post for a continuous period of **24 years**, he would be placed in special Promotion Post II which carries a scale of pay in the second level promotion post in his Department's hierarchy. ***The 9th Pay Revision Commission of Andhra Pradesh which submitted its report in December 2009 has recommended to continue the existing Automatic Advancement scheme and the benefit of the scheme was extended up to and including of Grade -XXV in the revised scales i.e., Rs.25, 600 – 50,560*** (Pay Commission Report Government of Andhra Pradesh in the 'Introduction of Pay Commission Report', December, 2009, Page No.118 -127)

Ratio - Based Promotion Opportunities of the Employees of the Government of Kerala

- 9.16** The two important avenues of promotion for the State Government employees are; (i) Ratio promotion for which there is a fixed ratio in the respective category, and (ii) The Time-Bound Grade Promotion. In Kerala, in the erstwhile Travancore State, an attempt was made in M.E 1122 (1946-1947) to place the categories of clerks in the Secretariat into upper and lower division on time-scale basis. The scheme did not, however materialise. But the ratio of emoluments between the employment of the lowest paid employees of Government and the highest paid Government Servants borne on the State service has then been worked out as 1:32. It was also found that in other states and in the Central Government, the Secretariat Staff has been given higher rates of pay in view of the special nature of the work and the greater responsibilities entrusted upon them. Later in 1955, the Government of Travancore-Cochin referred the question of the fixation of a suitable ratio between the number of clerks in Upper and Lower Division to the then Pay Commission (Government proceedings P.R 1-1123/55/Fin. dated 26-3-1955).
- 9.17** The general trend of the proposal was to increase the strength of the Upper Division in the interests of efficiency and contentment in the ministerial cadre. Therefore the Pay Commission (1955) worked on the basis of the above orders of the Government and arrived at the existing ratio between various Departments ranging from 1:2 to 1:20. The commission felt that, the absence of a fixed ratio makes promotion merely a matter of 'Chance' or 'luck' and this may naturally bring about a sense of frustration and discontent among the staff, many of whom fear that they may have to retire as Lower Division Clerk or that they have not got the same opportunity for promotion as their counterparts in other Departments. Considering this aspect, the Pay Commission suggested a suitable ratio applicable to all departments to tackle the problem. The Commission examined the matter (order No. PR1-24771/54/Fin dated 3-1-1955) by which the Government have fixed the ratio between the Upper Division and Lower Division Clerk. Considering this Government order, the 1955 Pay Commission recommended 1:4 ratio between Upper Division Clerk and Lower Division Clerk. The Commission was also of the view that there should be one Upper Division Clerk in all offices which have a total strength of not less than five clerks. The Commission worked out the extra cost on account, of this; if the ratio adopted by Government be 1:4, as Rs.3.5 lakh. Ignoring the cost factor, the Government decided to implement the ratio promotion among L.D Typist and L.D Clerk in the State Service.
- 9.18** The Pay Commission of 1955 had recommended a ratio promotion (1:4) applicable to all Government Departments in respect of Typist and L.D Clerk. Subsequent to this, the ratio between Upper Division Clerk and Lower Division Clerk in the secretariat was accepted as 1:1. The Pay Revision Committee of

1958 had considered the aspect of ratio promotion and found that, after reorganization of the State, the number of posts among the Upper Division Clerk had considerably increased. The Committee worked out the 3:2 ratio between Upper Division Clerk and Lower Division Clerk in Secretariat and the service associations demanded the same ratio between Upper Division Clerk and Lower Division Clerk to be implemented in other Departments. The Committee, after studying the 'pros and cons' of the problem, decided not to extend the ratio of clerks in Secretariat to other Departments and instead, suggested the ratio between Upper Division and Lower Division Clerks and Typists in non-Secretariat departments at 1:3.

9.19 Apart from clerks and Typists, the Committee recommended two scales of pay for certain other posts also. Separate ratio as noted below is recommended for these posts taking into consideration the peculiar setup of each Department.

Name of Department	Name of Post	Scale of Pay	Ratio
1. Agriculture	Demonstrators, Library Assistants, Field Assistants, Field man	50-150 40-120	1:6
2. Development (Rural Department)	Gram Sevak	50-150 40-120	1:1
3. Excise	Guards	45-55 35-45	1:2
4. Health Services	Health Inspectors	150-250 80-150	1:6
5. -Do -	Compounders	50-150 40-120	1:6
6. -Do -	Sanitary Inspectors	50-150 40-120	1:6
7. -Do -	Laboratory Technicians	50-150 40-120	1:3
8. Jail	Warders	45- 50 35-45	1:2
9. Public Works & Public Health Engineering	Works Superintendent	40-120 40-100	1:3
10. Police	Leading Firemen	65-80 55-65	1:2

The Government of Kerala also accepted the above ratios.

9.20 The immediate decision of the Pay Revision Committee (1958) was to revise the rate of ratio in certain categories since the reorganization of the State in 1957. Also Service Unions, which were representing the Malabar area, might have demanded the continuation of the rate of ratio they were enjoying in Madras State.

9.21 The Pay Revision Commission, 1965 was not very much liberal in granting ratio promotion to many categories except maintaining existing ratios. But the Pay Revision Commission, 1969 was liberal compared to previous Commissions and the prominent one was the recommendation of modification of the ratio between Upper Division and Lower Division Clerk to 1:2 from 1:3 and creation of one more grade among Assistants in the secretariat i.e., the ratio between senior grade, grade I and grade. II being 1:3:2. The Pay Revision of Government employees in 1974 (vide G.O.(P) (No.94/74/Fin dated 5/4/1974) has not made any change in ratio aspects except reviewing the existing scales of pay. The Pay Revision Commission 1978 reviewed the question of revising promotional avenues of all categories of employees. In several areas the Commission had made specific recommendations for improvement of existing ratios, grades, grant of new grades and higher scale of pay. Eg: the Commission recommended ratio for Class IV employees, Assistant Surgeons etc. In order to better the promotion prospects of Ministerial Staff in general and also to make the supervision more effective, the existing span of control was reviewed as:

- (i) One post of Head Clerk for 4 to 6 clerks in each office.
- (ii) One post of Junior Superintendent for 7 to 10 clerks in an office.
- (iii) The number of existing senior superintendents was to be determined according to the administrative requirements in the offices.

9.22 The Fourth Kerala Pay Commission (1983) submitted its report on 30th June 1984 and later the report was published by the Government. The Commission reviewed the promotion prospects of employees and suggested some improvements of existing ratios, grades and grant of new grades and higher scales of pay. There were some improvements in the existing ratios and norms for sanctioning supervisory Ministerial Posts. According to this, one post of Head Clerk for 3 to 5 clerks in an office, one post of Junior Superintendent for every six posts of Clerks in an office and one post of Fair Copy Superintendent for every six posts of Typists. Apart from this, ratio between Upper Division Clerk and Lower Division Clerk and Upper Division Typist and Lower Division Typist has been modified as 1:1. The ratio promotion avenues had been sanctioned to the categories such as, Binder, Attender and modified the ratio from 1:9 to 1:5 in respect of class IV employees in the common categories. There was also improvement in ratios of Assistant Grade II and Typist Grade II. Some new ratio based promotions were sanctioned to certain Technical Staff in selected Departments, Eg; Scientific Officers in the Public Health Laboratory under the Department of Health Services.

9.23 In the Fifth Pay Commission there was improvement in existing ratios, grant of new grades and higher scales of Pay for certain posts. New ratios and percentage based higher grade were provided to many posts in the Insurance

Medical Service, Medical Education Department, Police Department, Rural Development Department and Town Planning Department. The general background of giving new ratios may be due to the implementation of same ratios in similar designations in other Departments. The percentage based higher grade particularly in the Police Department was a new approach for it and also found that more number of higher grades were given to the employees in the Gazetted categories.

- 9.24** The Pay Equalization Committee (1992) suggested that the entire existing ratio/percentage based higher grade would continue. But in the subsequent Government order, there were many changes in the ratio promotion. Almost all the common categories come under ratio based promotion scheme and there were modification in the ratios of many categories in different departments.
- 9.25** The Pay Commission (1997) has improved the ratio of the various categories. While implementing the Pay Revision recommendations the Government made a lot of changes in the ratio promotion & percentage promotions making the changes advantageous to the employees.
- 9.26** In the Report of the 8th Pay Revision, 2004 and the subsequent orders modifying the pay revision orders, it was revealed that some posts were provided with new ratios and the ratios of about 13 posts were modified and the ratio of some posts had been omitted. In the earlier pay revisions also, new ratios were provided or modified the then existing ratios. As per the tables, it seems that, more number of ratios was provided during the pay revisions in 1983, 1988 and in 2004.
- 9.27** The Commission understands that the employees of more than 75 percentage of the Departments are covered under ratio and percentage based promotion pattern. In the common categories, about 80 percent employees are beneficiaries of either ratio based or percentage based promotion opportunities.

Table 9.1: Growth of Ratio Based Promotion Prospects of Selected Posts

Sl. No.	Designation of Employees	Years of Pay Revision									
		1955	1958	1965	1969	1978	1983	1988	1992	1997	2004
1	Class IV Gr. I & II	0	0	0	0	1:9	1:5	1:5	1:2	1:2	1:2
2	Attender Gr.I & II	0	0	0	0	1:4	1:2	1:2	1:2	1:2	1:2
3	Pharamacist/Compounder Gr.I & II	0	1:6	1:6	1:6	1:5	1:2	1:2	1:2	1:2	1:2
4	Nurse Gr.I & II	0	0	0	0	1:4	1:2	1:2	1:2	1:1	1:1
5	L.D. Clerk & U.D.Clerk	1:4	1:3	1:3	1:2	1:2	1:1	1:1	1:1	1:1	1:1
6	Typist Gr.I & II	1:4	1:3	1:3	1:2	1:2	1:1	1:1	1:1	1:1	1:1
7	Asst. Gr.I & II	1:1	2:3	2:3	2:3	4:5	1:1	1:1	1:1	1:1	1:1
8	Asst. Surgeon & Civil Surgeon	0	0	0	0	5:1	3:1	3:1	3:1	3:1	3:1
9	Asst. Executive Engineer (H.G.)	0	0	0	0	3:1	3:1	3:1	3:1	3:1	3:1
10	Draftsman Gr. II & I Overseer Gr. II & I	0	0	0	0	1:1	1:1	1:1	1:1	1:1	1:1

Source: Pay Revision Orders, 1955,1958, 1965, 1969, 1978, 1983, 1988, 1992, 1997 & 2004

Table 9.2: Growth of Ratio Based Promotion Prospects of Selected Posts (%)

Sl. No.	Designation of Employees in the next higher grade	* Years of Pay Revision									
		1955	1958	1965	1969	1978	1983	1988	1992	1997	2004
1	Class IV Gr. I	0	0	0	0	10	17	17	33	33	33
2	Attender Gr.I	0	0	0	0	20	33	33	33	33	33
3	Pharamacist/Compounder Gr.I	0	14	14	14	17	33	33	33	33	33
4	Nurse Gr.I	0	0	0	0	20	33	33	33	50	50
5	U.D.Clerk	20	25	25	33	33	50	50	50	50	50
6	Typist Gr.I	20	25	25	33	33	50	50	50	50	50
7	Asst. Gr.I	50	40	40	40	44	50	50	50	50	50
8	Civil Surgeon	0	0	0	0	17	25	25	25	25	25
9	Asst. Executive Engineer (H.G.)	0	0	0	0	25	25	25	25	25	25
10	Draftsman Gr.I/ Overseer Gr. I	0	0	0	0	50	50	50	50	50	50

Source: Pay Revision Orders, 1955,1958, 1965, 1969, 1978, 1983, 1988, 1992, 1997 & 2004

*In 1973 the pay of Government Employees was revised on the basis of the recommendations of a cabinet sub committee but no modifications in the promotional avenues were made.

Time Bound Higher Grade (TBHG) Scheme of Government Employees in Kerala

9.28 In 1979 Government of Kerala took a decision to provide adequate promotional opportunities to those Non- Gazetted Officers and Gazetted Officers (other than teachers) who have practically no promotional avenues in the State services. In G.O(Ms) No.439/79/GAD dated 1.8.1979 Government allowed the benefit of a higher grade on completion of 13 years of service in the entry grade with effect from 1-7-1979 to all Non- Gazetted Officers and in G.O.(P) No.901/79/(116)/Fin dated 3.10.1979 the benefit was extended to Gazetted Officers also. The guidelines for sanctioning time bound higher grades were issued in G.O. (P) 1041/79/(142)/Fin dated 27.11.1979 and the Government delegated the power to fix the number of posts in the Non-Gazetted cadre in

accordance with the approved ratios between lower and higher posts to the Heads of Departments, subject to the following conditions:- (i) The correctness of the total number of sanctioned posts should be promptly ensured by the Head of Department before re-fixing the strength and that the Heads of Departments shall be personally held responsible for any discrepancy noticed in this regard, (ii) The strength should be re-fixed even when there is reduction in total number of posts, (iii) The orders re-fixing the strength should invariably contain all the relevant details, so as to facilitate easy verification and checking of the revised strength of the lower and higher posts, and (iv) Copies of the orders re-fixing the strength should be promptly communicated to the Accountant General and the Administrative Department concerned (G.O.(P)No.860/81/(401)/Fin dated 29.12.1981).

9.29 The scheme of time bound higher grade has undergone several changes and the terms and conditions of the scheme have been modified from time to time consequent to the 4th, 5th, 6th, 7th and 8th State Pay Revisions. Even though specific guidelines are issued from time to time by the Government, certain sanctioning authorities granted irregular and undue grade promotions to the employees without looking into the orders and circular instructions issued by Government. This has led to drawl of excess amount by the employees which in turn has resulted in audit objections, recovery of excess drawal and consequent Court cases against the audit objections/recovery of excess drawal. In order to avoid such undesirable situations, Government issued a comprehensive circular containing consolidated guidelines contemplated in various standing orders and circular instructions regarding time bound higher grades.(vide Circular No.46/2008/Fin dated 8.8.2008).

9.30 The Fourth Kerala State Pay Commission (1983) recommended certain modification in TBHG scheme and the Government had implemented these recommendations (G.O (P) No. 515/85/Fin. Dated 16.09.1985) by modifying the existing scheme of higher grades based on 13 years' service/non-cadre promotion etc. available to the employees (including the teaching and non-teaching staff of Aided Schools and Colleges and Employees of Local Bodies) as follows:

- (i) First higher grade on completion of 10 years of service and a second higher grade after either 10 years of service in the first higher grade or a total service of 20 years in the two grades together, whichever is earlier, in the case of employees in the revised scales ranging from Rs.550-800 to Rs.1150-2270.
- (ii) The second higher grade under item (i) above to be made available to all those who may get the first promotion even in a shorter span than 10 years by operation of any of existing norms for such promotion.

- (iii) Clerks and Accountants in all Departments are to be allowed higher grade on Rs.950-1640 (equivalent to the revised scale of pay of Junior Superintendent) on completion of total service of 25 years. The existing benefit of higher grade in the scale of pay of Junior Superintendent allowed to L.D. Clerks in Aided Schools on completion of total service of 23 years is to be continued.
- (iv) Direct recruits to posts on revised scales of pay from and above Rs.1250-2500 to be allowed one higher grade promotion on completion of 10 years of service subject to the condition that the higher grade to be sanctioned is subject to the requirement of qualification.

9.31 Along with the recommendations of **Fifth Kerala Pay commission (1988)**, the Government had modified the TBHG by granting one more grade on completion of 25 years service to those who are eligible for first two grades in the scale of pay up to 1050 –1830 (G.O (P) No. 480/89/Fin. Dated 01.11.1989). Other changes implemented in the order are given below:

- i. In the case of employees in the revised scales of pay from Rs.750-1025 to Rs.1050-1830, first higher grade on completion of 10 years of service, a second higher grade after either 10 years of service in the first higher grade or a total service of 20 years in the two grades together, whichever is earlier and, a third higher grade on completion of a total service of 25 years in the three grades together.
- ii. Employees in the revised scales of pay ranging from Rs.1100-2070 to Rs. 1650-3175 will be allowed promotion to higher grade on completion of 10 years of service and a second higher grade after either 10 years of service in the first higher grade or a total service of 20 years in the two grades together, whichever is earlier.
- iii. The second higher grade as mentioned under sub- paras (i) & (ii) above will be available to all those who may get their first promotion even in a shorter span than ten years by the operation of any of the existing norms for such promotion.
- iv. Clerks and Accountants in all Departments will be allowed higher grade on Rs.1220-2150 (equivalent to the scale of pay of Junior Superintendent) on completion of total service of 25 years as at present. The existing benefits of higher grade in the scale of pay of Junior Superintendent allowed to L.D.Clerks in Aided Schools on completion of total service of 23 years will also continue. Similarly Last Grade Employees in Aided Schools will be allowed the Scale of Pay of Rs.825-1290 on completion of 23 years of service as at present.

- v. For direct recruits against post carrying the scale of Rs.1830-3425 one higher grade promotion in the scale of pay of Rs.2070-3550 will be given on completion of 10 years of service. However, a direct recruit will get the benefit of 10 year time bound promotion only if his non-direct recruit senior has been promoted.

For incumbents of posts on scales of pay above Rs.1830-3425, no time bound higher grade were granted.

9.32 In 1992 the Government constituted the **Pay Equalisation Committee**. In the Terms of Reference, among other things, it was requested the commission to examine whether the existing scheme of ratio promotions and time –bound higher grades need revision with reference to the system obtaining in Central Service . Some of the observations in the matter of promotion opportunities are as “(1) the system of time –bound promotions does not exist in Government of India except in case of teachers and as such, there is little justification for its continuance in our State once the employees are brought over to Central Scales of Pay. (2) the ratio based Cadre Promotion Schemes were proposed to be continued without any major changes. But the system had been in vogue in the State for some years. So the abrupt, discontinuance of this system is likely to cause hardship to the employees and is not therefore recommended” (para 3.9, Page 8, Report of Pay Equalisation Committee, 1992). The committee also suggested that “where the scales stand substantially improved and the State Government employees have been placed on par with their Government of India counter parts in almost all cases in the matter of pay scales, three levels of time-bound promotions may be restricted to the lowest three scales of pay only. As for other categories up to and including the lowest Gazetted category, time –bound promotion may be given on completion of 12 years of service, instead of 10 years as at present. There will be no time bound promotions for other categories. As new scales are a substantial improvement on existing scales there will be no hardship to the employees on this account (para 3.10, page. 8, *ibid*). The Government accepted the modifications initially, but later issued orders (G.O (P) No. 930/93/Fin. Dated 8.12.1993) by retaining the pre-revised conditions of TBHG scheme. The Government have sanctioned a fourth time bound promotion for class IV employees those who complete 30 years service in the scale of Rs.1050 -1660 (G.O (P) No. 899/98(155)/Fin. Dated 10.3.1998).

9.33 The time bound higher grade promotion scheme and the grades assigned on revision of pay scales under the scheme that have been effective from 1st March 1992 are specified in the tables below.

- (i) Those on entry posts with pay scales of Rs.775-1065 to Rs.1400-2300 will be granted three higher grades. i.e. the first higher grade on completion of 10 years of service in the entry post, the second higher grade on completion of either 10 years of service in the first promoted post or a total service of 20

years in the entry post and the first regular promotion post/time bound higher grade together, whichever is earlier, and the third higher grade on completion of 25 years of total service in the entry post and regular promotion posts(s)/time bound higher grade(s) together vide- G.O.(Ms.) No.57/91/89/Fin. dated 18.1.1991. The revised pay scales eligible for TBHG is given in the table below.

Table 9.3

Revised pay scale	1 st H.G. for 10years	2 nd H.G for 20 years	3 rd H.G for 25 years
(With reference to entry post)			
775-1065	800-1200	825-1250	950-1500
800-1200	825-1250	950-1500	1050-1660
825-1250	950-1500	1050-1660	1125-1720
950-1500	1050-1660	1200-2040	1400-2300
1050-1660	1200-2040	1400-2300	1400-2600
1125-1720	1200-2040	1400-2300	1400-2600
1200-2040	1350-2200	1400-2600	1640-2900
1350-2200	1400-2600	1640-2900	1760-3050
1400-2300	1520-2660	1640-2900	1760-3050

(ii) Those on entry posts with pay scales ranging from Rs.1400-2600 to Rs.2375-3500 will be granted two time bound grades, i.e. the 1st on completion of 10 years of service in the entry post and the second on completion of either 10 years of service in the first promotion post or 20 years of total service in the entry post and 1st promotion post/higher grade together, whichever is earlier. The revised pay scales eligible for TBHG is given in the table below.

Table 9.4

Revised pay scale	1 st H.G. for 10 years	2 nd H.G. for 20 years
(With reference to entry post)		
1400-2600	1600-2660	1760-3050
1520-2660	1640-2900	2000-3200
1600-2660	1760-3050	2060-3200
1640-2900	2000-3200	2200-3500
2000-3200	2200-3500	2500-4000
2060-3200	2200-3500	2500-4000
2200-3500	-	-
2375-3500	2500-4000	2650-4200
2500-4000	2650-4200	NIL

Note : The second higher grade as mentioned under Table I and II above will be available to all those who may get their first promotion even in a shorter span than ten years by the operation of any of the existing norms for such promotion.

- 9.34** Clerks and Accountants in all Departments will be allowed higher grade on Rs.1520-2660 (equivalent to the scale of pay of junior superintendent) on completion of total service of 25 years as at present. The existing benefit of higher grade in the scale of pay of Junior Superintendent allowed to L.D Clerks in Aided Schools on completion of total service of 23 years will also continue. Similarly, Last Grade Employees in Aided Schools will be allowed the scale of pay of Rs.950-1500 on completion of 23 years of service as at present.
- 9.35** In the case of Professional Colleges (where UGC/AICTE Pattern of scales are not applicable) where there exist four levels from the entry grade to the Professor's grade, a total period of 10 years of service in the first two levels will qualify for the first higher grade specified in Table II above.
- 9.36** For the direct recruits against post carrying the scale Rs 2500 -4000 will be given one higher grade promotion in the scale of pay Rs.2650-4200 on completion of ten years of service. However, a direct recruit will get the benefit of 10 year time bound promotion only if his non-direct recruit senior has been promoted.
- 9.37** For incumbents of posts on scales of pay above Rs.2500-4000, no time bound higher grades were granted.
- 9.38** If there is a promotion post in respect of the categories of posts (entry) coming under pay range from Rs.775-1065 to 1640-2900 and its scale of pay is higher than the time bound grade proposed above, then the qualified incumbent will be given the scale of pay of the promotion post in the direct line of promotion as time bound higher grade. While assigning higher grades, only qualified hands i.e., those possessing the qualifications prescribed for the promotion post will get the scales of pay of regular promotion posts. Unqualified hands will be allowed the next higher scale of pay above that of the scale of pay of the post held at that time, in the standard scales of pay.
- 9.39** In the case of entry posts whose scales of pay are Rs.2000-3200 and above, time bound higher grade scales will be as specified in the table given above. Scales of pay of promotion posts will not be given as time bound higher grade in these cases.
- 9.40** The persons enjoying time-bound higher grades in various posts in accordance with the pre-revision pattern will be given only the specified grades of pay indicated in the Tables above and not the corresponding scales of their present time bound grades unless ordered otherwise.
- 9.41** Regarding the time -bound promotion opportunities, the **Seventh Pay Revision Commission (1997)** opined that," Under ratio promotion a

functionary gets a higher scale without change in functions and duties. The same objective is achieved by the existing scheme of time-bound promotion under which merely on the basis of efflux of time an employee gets a higher scale without any change of duty. The time –bound promotion scheme is more equitable because its criteria, viz. time spent in a grade are of universal applicability. The PRC therefore feels that the main instrument for seeking to preserve and improve the promotional opportunities should be the time –bound scheme and not the ratio –promotion scheme”(Para 10.15, Page 614, Report of the Pay Revision Committee ,1998). May be on this view, the committee recommended the fourth time-bound grade promotion for Class IV employees who completed 30 years of service (G.O (P) No. 899/98(155)/Fin. Dated 10.3.1998). The Committee also viewed that “this process of liberalization of time-bound scheme cannot go on endlessly and has reached a saturation point. The scheme as it exists today is an attractive one which compares favorably with schemes available in other States and in many respects with the scheme recommended by the Fifth Central Pay Commission which is yet to be implemented by Government of India. The implementation of the recommendation of the Committee will entail a huge recurring cost. In view of these facts, the PRC does not recommend any changes in the existing scheme of time –bound promotion (Para 10.22.6, Page .No. 619. ibid.)

- 9.42** The Committee had recommended the following modifications in the TBHG scheme w.e.f 1.11.1998, vide G.O (P) 3226/98/(30)/Fin. Dated 29.12.1998). The employees who remain in their entry posts on scale of pay ranging from Rs.2610-3680 to Rs.4600-7125 are to be granted three higher grades on completion of the period of qualifying service in their posts as follows with the scale of pay indicated in Table-9.5.

Table 9.5

Revised pay scale in the entry post	First time-bound Higher Grade	Second Time bound Higher Grade	Third Time bound Higher Grade
2610-3680	2650-4150	2750-4625	3050-5230
2650-4150	2750-4625	3050-5230	3350-5275
2750-4625	3050-5230	3350-5275	3590-5400
3050-5230	3350-5275	4000-6090	4600-7125
3350-5275	4000-6090	4600-7125	4600-8000
3590-5400	4000-6090	4600-7125	4600-8000
4000-6090	4500-7000	4600-8000	5500-9075
4500-7000	4600-8000	5500-9075	5800-9425
4600-7125	5000-8150	5500-9075	5800-9425

- 9.43** A fourth time bound higher grade in the scale of Rs.3350-5275 will be allowed to Class IV employees on completion of 30 years.

- 9.44** Those on entry posts with pay scales ranging from Rs.4600-8000 to Rs.7450-11475 will be granted two time bound higher grades, the first on completion of 10 years of service in the entry post and the second on completion of either 8 years of service in the first promotion post or 18 years of total service in the entry post and first promotion post/higher grade together whichever is earlier as specified in the Table-9.6 below.

Table 9.6

Revised pay scale in the entry post	First time-bound Higher Grade for 10 years	Second Time-bound Higher Grade
4600-8000	5250-8150	5800-9425
5000-8150	5500-9075	6500-10550
5250-8150	5800-9425	6675-10550
5500-9075	6500-10550	7200-11400
5800-9425	6500-10550	7200-11400
6500-10550	7200-11400	7800-12975
6675-10550	7200-11400	7800-12975
7200-11400		
7450-11475	7800-12975	8250-13650

- 9.45** The second higher grade as mentioned under Table I and II above will be available to all those who may get their first promotion even in a shorter span than 10 years by the operation of any of the existing norms for such promotion.
- 9.46** For direct recruits against posts carrying the scale of Rs.7800-12975, one higher grade promotion in the scale of Rs.8250-13650 will be given on completion of 10 years of service. However, a direct recruit will get the benefit of 10 year time bound higher grade promotion only if his non-direct recruit senior has been promoted.
- 9.47** For incumbents of posts on scales of pay above Rs.7800-12975, no time bound higher grade were granted.
- 9.48** If there is a promotion post in respect of the categories of posts (entry) coming under pay range from Rs.2610-3680 to Rs.5800-9425 and its scale of pay is higher than the time bound higher grade proposed above, then the qualified incumbent will be given the scale of pay of the promotion post in the direct line of promotion as time bound higher grade. While assigning higher grade only qualified hands i.e., those possessing the qualification prescribed for the promotion post will get the scales of pay of regular promotion posts. Unqualified hands will be allowed the next higher scale of pay above that of the scale of pay of the post held at that time, in the standard scales of pay. If the scale of pay of the promotion post is lower than the time bound higher grade proposed in the Table, the time bound higher grade specified above will

be given by reckoning a total service in both the lower post and promotion post together. In such cases the fixation under Rule 28A, Part I, KSR for the 10 year grade will be based on the basic pay of lower post.

- 9.49** In the case of entry posts whose scales of pay are Rs. 6500-10550 and above, time-bound higher grade scales will be as specified in the table given above. Scales of pay of promotion post will not be given as time-bound higher grade in these cases. This is applicable also in the case of employees enjoying the scales of pay Rs. 6500-10550 and above either by regular promotion or by time-bound higher grade. In case the scale of pay of the regular promotion post is higher than the time-bound higher grade allowed as specified in the table above, fixation of pay on promotion to the regular post will be done based on the basic pay notionally arrived at in the lower post. If the pay fixed in the revised scale of time-bound higher grade (1997 Pay Revision) is a stage in the revised scale of the regular promotion post, the pay on regular promotion will be fixed at that stage and if it is not a stage, the pay will be fixed at the lower stage. The drop in emoluments will be protected as personal pay not to be absorbed in future increase of pay but will be treated as basic pay for the purpose of fixation of pay on promotion to higher post for Pension, Dearness Allowance etc. However, the protection ordered above is allowed only at the time of fixation of pay on promotion and not on subsequent increases of pay in the higher grade.
- 9.50** The scale of pay in Column 1 of the Table-I above, denote the pay scale of the post to which the employees are recruited initially and the time-bound higher grades allowable on completion of prescribed periods of service on each such entry post will be in Column 2, 3 and 4 of the tables as the case may be and not with reference to the scale of pay of the promotion post or higher post held subsequently.
- 9.51** In case the 18/23 year higher grades as per the tables above are equal to or lower than the 1st promotion post/2nd promotion post as the case may be, that grade(s) will be modified and fixed at the next higher scale(s) above that of the promotion post(s) in the list of standard scales of pay.
- 9.52** The **Eighth Pay Revision Commission (2004)** seems to have examined various demands as regards the question of residency period in respect of time-bound higher grade promotion. The Commission was of the view that there is a case for further liberalizing the scheme of TBHG promotions for which it was felt that the best way would be by reducing the number of years in each bracket. Accordingly, the commission recommended time bound grade promotion on completion of 8 and 16 years of service as against the 10 and 18 years of service. The third grade, after completing 23years will continue. Class IV employees will be allowed a fourth higher grade on completion of 28 years of service

instead of the then existing 30 years of service(para 3.96, page No. 99, Report of the VIIIth Pay Revision Commission).

9.53 The recommendations of the commission were implemented by the Government (G.O (P) No. 145/2006/Fin. Dated 25.3.2006) and thereby the employees who remain in their entry posts in the scales of pay ranging from Rs.4300-5930(later the scale was modified by the government) to Rs.7990-12950, may be granted three higher grades, as indicated in Table 9.7, on completion of the following specified periods of service in their posts:

- (i) The first higher grade on completion of 8 years of service in the entry post.
- (ii) The second higher grade on completion of 16 years of service in the entry post and the first regular promotion post/time bound higher grade, taken together.
- (iii) The third higher grade on completion of 23 years of total service in the entry post, the first regular promotion /time bound higher grade and the 2nd regular promotion post/time bound higher grade, taken together.

Table 9.7

Revised pay scale in the entry post	1st time bound higher grade in the entry post	2nd time bound higher grade	3rd time bound higher grade
(1)	(2)	(3)	(4)
4510-6230	4630-7000	4750-7820	5250-8390
4630-7000	4750-7820	5250-8390	5650-8790
4750-7820	5250-8390	5650-8790	6080-9830
5250-8390	5650-8790	6680-10790	7990-12930
5650-8790	6680-10790	7990-12930	8390-13270
6080-9830	6680-10790	7990-12930	8390-13270
6680-10790	7480-11910	7990-12930	9190-15510
7480-11910	7990-12930	9190-15510	9590-16650
7990-12930	8390-13270	9190-15510	9590-16650

9.54 A fourth time bound higher grade in the scale of Rs.5650 - 8790 will be allowed to Class IV employees on completion of 28 years of total service, as Class IV employee.

9.55 Also the commission recommended for granting of two time bound higher grades to those on entry posts with pay scales ranging from Rs.8390-13270 to Rs.12250-19800, as indicated in Table 9.8, the first on completion of 8 years of

service in the entry post and the second on completion of 16 years of total service in the entry post and first promotion post/higher grade, taken together. It was mentioned in the G.O that the Competent Authority sanctioning the time bound higher grade should indicate in the order whether the official possess qualification for promotion (including approval of DPC) and also specify the scale of pay admissible on time bound higher grade.

Table 9.8

Revised scale of pay in the entry post	1st time bound higher grade for 8 years service in the entry post	2nd time bound higher grade for 16 years of service
(1)	(2)	(3)
8390-13270	9190-15510	10790-18000
8790-13610	9590-16650	11070-18450
9190-15510	10790-18000	11910-19350
9590-16650	10790-18000	11910-19350
10790-18000	11910-19350	12930-20250
11070-18450	11910-19350	12930-20250
11910-19350		
12250-19800	12930-20250	13610-20700

9.56 For direct recruits against posts carrying scale of Rs.12930-20250 to Rs.16650-23200, one higher grade promotion in the scales as shown below will be given on completion of 8 years of service in the entry scale.

Table 9.9

Revised pay of scale in the entry post	Time bound higher grade for 8 years service in the entry post
(1)	(2)
12930-20250	13610-20700
13610-20700	16650-23200
16650-23200	20700-26600

For incumbents in posts on scales of pay above Rs.16650-23200, no time bound higher grade will be allowed.

Teachers

Time Bound Higher Grade (TBHG) scheme of Teachers

- 9.57** The Primary school teacher's service was made eligible for promotion on completion of 15 years service w. e. f. 1.1.1966 (G.O (MS) No. 463/68/Edn. Dated 26.10.1968). The qualifying service was reduced to 13 years in 1979. The Secondary school teachers were entitled to Higher Grade on completion of 12 years, w. e. f. 1.7.1966 and that reduced to 10 years in 1979. Also the primary and secondary school teachers were entitled to a second time-bound promotion on completion of 10 years in the First Higher Grade. In G.O (Ms.) No. 10/81/G. Edn. Dated 12.01.1981 the entitlement to the second time –bound promotion for Primary and Secondary School teachers was linked to the total service of 23 years instead of 10 years in the first Grade. The third time- bound promotion (Selection Grade) on completion of 25 years of total service was introduced in G.O (P) 480/89/Fin. Dated 1.11.1989. Teachers will be allowed three grade promotions on completion of 10, 18 and 23 years of service instead of the then existing 10, 20 and 25 years (G.O (P) 3000/98/Fin. dated 25.11.1998).
- 9.58** Presently LP/UP school teachers were allowed grade promotion as Grade 1, Senior Grade and Selection Grade on completion of 8, 16 and 23 years of service respectively(G.O (P)145/2006/Fin. 25.3.2006). The High School Assistants were allowed grade promotion as Senior Grade and Selection Grade on completion of 8 years and 16 years of service respectively as High School Assistants. As per the G.O (P) 3000/98/Fin. dated 25.11.1998 grade promotion will be allowed only on the basis of the service spent in High School.

Primary/Secondary School Headmaster

- 9.59** Headmasters of Primary Schools and Headmasters of Secondary Schools will be eligible for their higher grades on the basis of the same rules/guidelines which were being followed earlier. The Private Primary School Headmasters including those who were working as Probationary Headmaster/Headmaster, prior to the introduction of Headmaster's scale (i.e., 1-7-1973) will be sanctioned a second higher grade on completion of twenty years of service in the cadre of Headmaster with effect from 16-9-1985. The position of Grade promotion opportunities of Primary/Secondary Headmasters from 1983 onwards are as given below.

1983 Pay Revision

Headmaster	: 975-25-1100-30-1400-40-1720
Headmaster (10 years)	: 1050-30-1200-40-2000
Headmaster (20 years)(Sr. Grade)	: 1100-40-1500-50-2100

1988 Pay Revision

Headmaster	: 1330-40-1530-60-1830-80-2470-85-2555
Headmaster Higher Grade (10 years)	: 1370-40-1530-60-1830-80-2470-85-2640
Headmaster Senior Grade (20 years)	: 1450-40-1530-60-1830-80-2470-85-2725-100-2825.

1992 Pay Revision

Headmaster	: 1640-60-2600-75-2900.
Headmaster Higher Grade (10 years)	: 2000-60-2300-75-3200
Headmaster Senior Grade (20 years)	: 2060-60-2300-75-3200

- 9.60** Existing scheme of time bound promotion of Headmasters of Primary and Secondary Schools will continue as such (G.O (P) No. 930/93/(2)/Fin. Dated 8.12.1993)
- 9.61** In G.O (P) No. 480/89/Fin. Dated 1.11.1989, the qualifying service for obtaining the Higher Grade for Headmasters has been modified as either 10 years service as Head master or 30 years' service as Teacher and Headmaster put together. By G.O (Ms.) No. 88/83/G.Edn. dated 30.5.1983, Higher Grade was sanctioned to Headmasters of Secondary Schools on completion of 7 years of service. By G. O (P) No. 480/89/ Fin. Dated 1.11.1989 the residency period to earn Higher Grade was modified as 7 years of service as Headmaster/ Assistant Educational Officer or 27 years of total service as Teacher and Headmaster/ Assistant Educational Officer.
- 9.62** **1997 Pay Revision:** - There was no much change in the existing scheme of TBHG in respect of Teachers and Headmasters in the primary and secondary schools. The 7th Kerala Pay Revision retained the existing Scheme of time bound promotion of Teachers and Headmasters of primary and secondary schools as such (Chapter - X, Promotion Opportunities, Teachers, Para-10.22.11)
- 9.63** **2004 Pay Revision:**-L.P/UP School Headmasters were allowed grade promotion on completion of 8 years of service as Headmaster or 28 years total service as Headmaster and Teacher together. A Second Higher Grade on completion of 20 years service as Headmaster will also be allowed. The first and 2nd higher grade as Headmasters will be granted subject to the condition that they will not be eligible for notional higher grades based on the length of service as teacher had they continued as teacher (G.O (P) 145/2006/Fin. 25.3.2006).This condition was later withdrawn.

Higher Secondary School Teachers and Principal

- 9.64** The time bound grade for Higher Secondary School Teachers (Higher Secondary School Teacher & Higher Secondary School Teacher Junior) was

granted as per the Pay revision Order GO (P) 145/06/Fin dated 25/03/2006 and the orders specifying the time bound grade for Higher Secondary School Teachers was issued from the General Education Department as per No.78941/U1/2008/Gl.Edn dated 28/05/2009.

- 9.65** As per the above orders those regular Higher Secondary School Teachers who have completed the ten year service as Higher Secondary School Teacher prior to 01/07/2004 will be granted the higher grade for ten years in the pre revised scale of Rs.7200-11400 and the Higher Secondary School Teachers who have completed the ten years of service between the period 01/07/2004 and 28/02/2006 will be granted the higher grade of ten years in the revised scale of Rs.11910-19350. The regular Higher Secondary School Teachers appointed w.e.f 01/03/2006 will be granted time bound grade on completion of 8 years and 16 years of service in the respective post in the pay scale Rs.11910-19350 and Rs.12250-19800 respectively.

Doctors

Time Bound Higher Grade (TBHG) scheme for Doctors.

- 9.66** The promotion opportunities under TBHG for Doctors was introduced in the year 1979 by providing higher grade in the scale of pay of Rs. 800 -1550 (the scale of pay of Civil Surgeon Grade II) to the Assistant Surgeon in the scale of pay of Rs. 700-1270 who have completed 13 years service in the entry grade. During the similar period Dental Assistant Surgeon in the scale of pay of Rs. 600-1100 were made eligible for 13 years higher grade in the scale of pay of pay of Rs. 750 – 1450 (G.O (P)1041/79 (142)/Fin dated 27.11.1979).
- 9.67** In accordance with the G.O (P) No. 930/93/ (2) /Fin. Dated 8th Dec. 1993 the Assistant Surgeon/Dental Surgeon and equated categories of Health Services Department and the Assistant Insurance Medical Officers of Insurance Medical Services Department were given the scales of pay Rs.2500-4000 and Rs.3000-5000 as their 12 years and 24 years time-bound higher grade scales respectively. The Government further modified this order as an Assistant Surgeon/Dental Surgeon in the scale of Rs.2060-3200 having 10 years service and 20 years service were allowed grade promotion as Civil Surgeon (Non-cadre) in the scale of Rs.4200-5300 respectively as time bound higher grade promotion. It was also mentioned in the order that, for those who have already got the higher grade promotion for 12 years and 24 years, their pay will be re-fixed under Rule 30 Part I KSRs. Apart from the TBHG promotion, the Doctors are also eligible for ratio based promotion at the rate of 3:1 between Assistant Surgeons and Civil Surgeons.
- 9.68** The Government Constituted Specialty Units in the Health Service Department and provided Specialist Allowances and Compensatory Allowances for working in the Rural Areas(Vide G.O.(P)325/95/(41)/Fin. dated, 7th April

1995). Compensatory Allowance and non-practicing allowance were also paid to them at the rate fixed by Government from time to time.

- 9.69** The time bound higher grades were sanctioned to Medical Officers of Health Services Department was w.e.f 1-3-1992 with monetary benefit from 1-1-1995. Twenty eight then existing posts of Civil Surgeon Grade I on Rs.3000-5000 were upgraded to that of Deputy Director in the scale of pay of Rs.4200-5300 and six posts of Deputy Director in the scale of pay of Rs.4200-5300 were upgraded to that of Additional Director in the scale of pay Rs.4500-5700 with effect from 1.1.1995.
- 9.70** After implementing the 7th Pay Revision Commission orders (G.O (P) 3000/98/Fin. Dated 25th Nov. 1998) the Assistant Surgeon/Dental Surgeon and equated categories of Health Services Department and Assistant Insurance Medical Officers (Allopathy) of Insurance Medical Services Department were granted the scales of Rs.10,000 - 15,150 and Rs.14,000 - 18,000 as their 10 years and 18 years higher grade respectively.
- 9.71** In the Government orders on the 8th Pay Revision Commission (G.O) (P) 145/2006/Fin. dated 25th March 2006) the existing scale of pay and span of years applicable to the Assistant Surgeon/Dental Surgeon and equated categories of Health Services Department and Assistant Insurance Medical Officers (Allopathy) of Insurance Medical Services Department have been modified as 16650 - 23200 and 23200 -31150 as grade scales and the span as 8 and 16 years.
- 9.72** Thus the existing general terms and conditions for the grant of time bound higher grades are as follows:
- (i) The term 'entry post' is defined as the category of post to which an employee is initially appointed to Government service by direct recruitment by the competent authority. All appointments by transfer except the promotion appointments from Subordinate Service to State Service will also be treated as equivalent to direct recruitment for sanctioning time bound higher grade w.e.f. 1.3.2006- vide G.O (P) No.494/07/Fin. dated 9.10.2007.
 - (ii) The service rendered in the entry post and reckoned for normal increments shall be treated as qualifying service for granting higher grades. Period of leave on loss of pay, not reckoned for increment will not qualify for time bound higher grade. The period during which increments are barred without cumulative effect will be reckoned for computing the qualifying service for the purpose of allowing higher grade benefits-vide G.O.(P)No.675/82(461)/Fin dated 10.11.1982. In the case of temporary relinquishment of promotion, such period of relinquishment will not be reckoned as qualifying service for granting

time bound higher grade-vide para 15 of Annexure 3 to G.O.(P)No.145/2006/Fin dated 25.3.2006.

- (iii) Notional/retrospective period of promotion will not be reckoned as qualifying service in the promoted post for granting time bound higher grade promotions. From 1.3.2006 onwards, as per provisions contained in para1(ii) and 3 of Annexure 3 to G.O.(P)No.145/2006/Fin dated 25.3.2006, second higher grade will be granted on completion of 16 years of service in the entry post and in the first promoted post /time bound higher grade post taken together.
- (iv) In the case of inter-departmental transfer, the prior service in the same post in the former department will also be reckoned as qualifying service for time bound higher grade as existed before 1.3.2006 vide G.O (P) No.572/07/(83)/Fin dated 29.11.2007.
- (v) Service rendered in different categories on identical scales of pay was reckoned for computing qualifying service for 13 years' time bound higher grade as per G.O (P) No.705/81/(372)/Fin dated 28.10.1981 up to 15.9.1985. From 16.9.1985 onwards, time bound higher grade is admissible with reference to entry post only.
- (vi) The benefit of fixation of pay as per Rule 28A, Part I Kerala Service Rules without re-fixation of pay shall be allowed for the purpose of fixation of pay in the time bound higher grade promotion post.
- (vii) If the promotions to the time bound higher grade posts are granted on the basis of completed years of service prescribed for each grade promotion, after converting the existing lower post held by the employee to a post on higher scale of pay, there will be no resultant vacancy in the lower post to be filled up (G.O (P) No.286/80/(183)/Fin dated 12.4.1980 and G.O.(P)No.939/80/(270)/Fin dated 18.12.1980). Promotion to time bound higher grade post will not confer seniority on the promotees – vide G.O.(P)No.343/80/(195)/Fin dated 6.6.1980. When time bound higher grades are granted, the word 'Higher Grade' within brackets shall be suffixed to the existing designation of the lower posts.
- (viii) In respect of those who are eligible for the scale of pay of normal promotion posts as time bound higher grade scales, based on the scale of pay prescribed in the Pay Revision Orders, only qualified hands, i.e. those who possess the required qualification for promotion posts, will be granted the scale of pay of promotion posts. Unqualified hands will be granted the next higher scale of pay in the list of standard scales of pay in the Pay Revision Orders as grade scales. On acquiring test qualification or becoming eligible for

permanent exemption from acquiring test qualification in accordance with Rule 13B of the General Rules of K.S & S.S.R. 1958, on attaining 50 years of age, they will be granted scale of pay of promotion post with fixation benefit as per Government Decision under Rule 30, Part I Kerala Service Rules. Persons who are not eligible for permanent exemption by application of Rule 13B of K.S.&S.S.R. 1958 even on attaining 50 years of age shall not be eligible for the scale of pay of promotion post –vide G.O.(P)No.939/80(270)/Fin dated 19.12.1980 and Para 6 of Annexure 3 to G.O.(P)No.145/2006/Fin dated 25.3.2006.

- (ix) Those who are eligible for the time bound higher grade shall be given right of option to elect any date subsequent to the date on which they complete the qualifying service fixed for that higher grade –vide G.O.(P)No.81/80/(150)/Fin dated 22.1.1980. The option shall be exercised within three months from the date of issue of order granting higher grade promotion vide G.O.(P)No.367/96/(87)/Fin dated 19.4.1996. The option for time bound higher grade promotion shall not be allowed beyond the date of next increment in the lower scale w.e.f. 1.3.2006 vide Para 47 of G.O.(P)No.145/2006/Fin dated 25.3.2006.
- (x) In the case of an employee whose promotion is barred, the benefit of higher grade shall be given only after he puts in a total period of qualifying service in the entry grade post excluding the period during which the promotion is barred–vide Para 2(ix) of G.O.(P)No.1041/79/(142)/Fin dated 27.11.1979.
- (xi) Provisional service will not be reckoned for time bound higher grade promotion in respect of those who got regular appointment/whose provisional appointment got regularized on or after 1.10.1994–vide Circular No.3/95/ (35)/Fin dated 1.3.1995.
- (xii) Declaration of probation is not necessary for an employee for giving time bound grade promotion–vide G.O.(P)No.62/81/(282)/Fin dated 20.1.1981.
- (xiii) Acquisition of test qualification for regular promotion post is not essential for granting time bound higher grade.
- (xiv) Those who are eligible for permanent exemption from passing obligatory departmental tests as per Rule 13B of K.S.&S.S.R.1958 will be eligible for increments in the time bound higher grade post provided they are otherwise eligible – vide G.O.(P)No.337/82/(442)/Fin dated 12;7;1982.
- (xv) Amins, Copyists, Typists, Copyist-Clerks, Copyist-Typists and Village Assistants, who are appointed/promoted as Clerks their

service in the respective cadres before appointing/promoting as Clerks will be reckoned for grade promotion in the cadre of Clerk.

- (xvi) In the case of U.D.Typist/Confidential Assistants who have changed over to the cadre of U.D.Clerk, their prior service as Typist/CA will be reckoned as qualifying service for allowing time bound higher grade- vide G.O.(P) No.278/81/(314)/Fin. dated 11.5.1985 and G.O.(P) No.1094/87/(186)/Fin. dated 21.12.1987.
- (xvii) In the case of Last Grade employees, their full time service in the various categories of Last Grade Service will be reckoned as qualifying service in the Last Grade post for granting time bound higher grade.
- (xviii) In the case of employees on deputation to other departments, the period spent on deputation shall be treated as qualifying service for time bound higher grade in the parent department w.e.f.16.9.1985.
- (xix) With effect from 1.11.1989, time bound higher grade promotion will not be given for those who have relinquished/relinquish regular promotion. Last Grade employees who relinquish promotion to the post of Attender permanently are eligible for time bound higher grade promotion since the post of Attender is not a promotion post in the line of promotion of Last Grade employees vide G.O.(P)No.100/95/(68)/Fin dated 22.12.1995.
- (xx) Last Grade employees are eligible for a 3rd time bound higher grade on completion of 25 years of service w.e.f. 30.6.1983 -vide G.O.(Ms) No.357/83/(512)/Fin dated 1.7.1983 and for 4th grade on completion of 30 years of service w.e.f. 1.3.1992. The 4th time bound higher grade is admissible for 28 years of service w.e.f. 1.3.2006.
- (xxi) War/Military service which counts for Civil Pension will be reckoned for computing the qualifying service for the grant of higher grade. Civilian Service under Military will not, however, count for higher grade.
- (xxii) In the case of teaching staff of professional colleges, scheme of non-cadre promotion was admissible when they continued in the State scales of pay vide para10 (vi) of G.O.(P)No.515/85.Fin dated 16.9.1985. As per G.O (Ms) No.757/95/ (56)/Fin dated 3.11.1995, the above benefit was restricted to the teaching staff of professional colleges, where UGC/AICTE pattern of scale of pay are not applicable. With the introduction of UGC/AICTE pattern of scale of pay to the teaching staff of professional colleges ie., Medical, Ayurveda, Homoeopathy Colleges the scheme of non-cadre promotion ceased to exist.

- (xxiii) Police constable Drivers and other technical categories in Police Department and Fireman Drivers in the Fire Force Department were eligible for 7/17/25 year's grade upto 31.10.1998. They are eligible for 10, 18 and 25 years grade promotion w.e.f.1.11.1998 and 8/16/23 years time bound higher grade promotion w.e.f.1.3.2006.
- (xxiv) Attenders, Clerical Assistants, Binders, Drivers, Stencil Operators/Roneo Operators/Duplicating Machine Operators and Lift Operators appointed by transfer from Last Grade service are eligible for reckoning their Last Grade Service also for computing the total qualifying service for the 25/23 years in the cadre of Attenders/Clerical Assistants, Binders and Drivers, etc.
- (xxv) When an employee who has been assigned time bound higher grade in the scale of pay of promotion post gets regular promotion, the scale of pay of his higher grade and promotion post are the same and no fixation of pay is necessary in the normal course. However if a fixation of pay in the promotion post applying Rule 28A, Part I, KSR with reference to the pay he would have drawn in the lower post but for assignment of any higher grade is beneficial to him, it can be done. Re-fixation of pay contemplated under the above rule, related to the pay in the lower post will also be admissible. This benefit is not applicable in the case of promotions ordered after 25.3.2006.
- (xxvi) An employee who has been allowed time bound higher grade in the scale of pay of regular promotion posts when promoted to regular promotion posts in the same scale of pay is eligible to get fixation and re-fixation under Rule 28A, Part I KSR based on the pay he would have drawn in the lower post had he not been given higher grade This benefit is not applicable in the case of promotions ordered after 25.3.2006 vide Para 48 of G.O (P) No.145/2006/Fin. dated 25.3.2006.
- (xxvii) In case the scale of pay of the regular promotion post is higher than the scale of pay of the time bound higher grade allowed as specified in the Tables contained in the Pay Revision Orders, fixation and re-fixation of pay in the regular promotion post will be done under Rule 28A based on the basic pay notionally arrived at in the lower post w.e.f.1.3.1992. As per para 48 of G.O (P) No.145/2006/Fin. dated 25.3.2006, in all cases of regular promotion from time bound higher grade to post carrying the promotion from time bound higher grade same or higher time scale of pay, the pay in the promoted scale will be fixed in terms of Rule 30, Part I KSR. This is applicable in the case of promotions ordered after the date of order of 2004 Pay Revision.

- (xxviii) As per Pay Revision Order 2004, second time bound higher grade can be granted on completion of 16 years of service in the entry post, first promoted post and time bound higher grade post taken together w.e.f. 1.3.2006.
- (xxix) Those who got appointment to higher posts/regular promotion to higher posts with the benefit of Rule 28A fixation within the period prescribed for grade promotion are not eligible for further time bound higher grade promotion during that period.
- (xxx) Teachers are eligible for time bound higher grade on the basis of orders issued by the General Education Department regarding reckoning of their prior Aided school service and also general orders contained in Pay Revision Orders and subsequent orders issued by Finance/General Education Department in the case of teachers.
- (xxxii) Any claim for rectification of scales of pay, grades, etc. will automatically lapse if not sanctioned within 5 years from the date of such claims or two years from the date of any subsequent General Pay Revision Orders issued by Government whichever is earlier vide G.O.(P)No.495/90/Fin dated 6.10.1990.

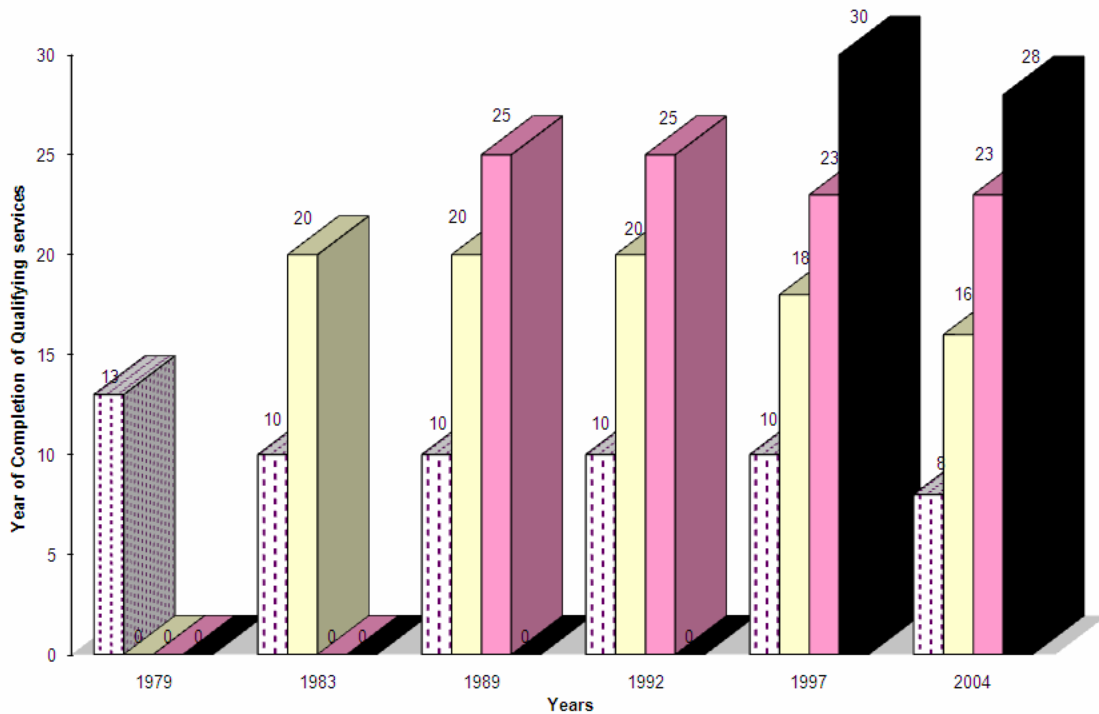
Table 9.10: Time Bound Higher Grade Promotion of Govt. Employee in Kerala

Sl.No.	Year	Period of Service for Higher Grade			
		1	2	3	4
1	1979	13	0	0	0
2	1983	10	20	0	0
3	1989	10	20	25	0
4	1992	10	20	25	0
5	1997	10	18	23	30*
6	2004	8	16	23	28*

Source: Pay Revision Orders, 1979, 1983, 1989, 1992, 1997 & 2004* A fourth time bound higher grade in scale of pay 5650-8790 was granted to class IV employees on completion of 28

years

Fig 4.1 A Time Bound Higher Grade Promotion of Govt Employees in Kerala



9.73

The major demands put forth by the Service Organisations before the Commission at the time of discussion are the following

- (i) The periodicity prescribed for acquiring time bound higher grade may be reduced to a five year interval.
- (ii) The third higher grade may be allowed to all categories.
- (iii) LD Clerks and equated categories may be allowed a fourth higher grade in the scale of pay equivalent to the post of Senior Superintendent.
- (iv) To restore the previous condition of sanctioning second time bound higher grade on completion of either eight years of service in the first promoted post or a total of sixteen years of service taken together, which ever is earlier.
- (v) Also suggested to grant the scales of pay of the promotion post as the higher grade scales to all categories.
- (vi) The Class IV employees may be awarded Fourth Time Bound Higher Grade in the scale of Junior Superintendent.

9.74

Government have issued many clarifications on allowing time bound higher grades and its implementation since the introduction of the table showing scales of pay against such grades by the Vth Kerala Pay Commission. The

issues have been examined by the Commission along with the related developments that arised out of the anomalies as pointed out by the Service Associations. The question before each Pay Commissions constituted later is mainly to reduce the residency period between the grades.

- 9.75** Unlike the Ministerial Wing, certain posts under technical and lower categories are experiencing stagnation due to inadequate promotional avenues. Besides, they had to continue in the same scale of pay for a long or atleast up to a period of 8 years based on the late entry of an employee in to Government service and non flow of fresh recruitees in to the Department for various administrative reasons. The past Pay Commissions had examined such issues and they felt that there was a case for liberalising the scheme of time bound higher grade promotions for which reduction in number of year in each grade was the feasible solution before them. Moreover, there are complaints with regard to the scales of pay earmarked to the time bound higher grades also. Sometimes, it may be at close proximity with the scales of pay from which higher grade promotion was made. In some other cases, the scales of pay of promotion post happened to be lower than the time bound higher grade scales shown in the table and vice versa. The employees coming under the categories of posts enjoying the ratio/percentage based higher grades, are fortunate to get better footing than the time bound higher grades at this specified space.
- 9.76** The Commission is of the view that the only solution to alleviate the grievance raised by the Service Organisations and to put the low paid employees under technical categories is to reduce the periodicity between the time bound higher grades. This would be rather more attractive to these categories. The Commission examined the request for allowing time bound higher grade for a periodicity of every five year and is of the view that such a request is not justifiable or any change in the existing minimum eight years service for first time bound higher grade has no logic as it would cause heavy flow of funds from the state exchequer.
- 9.77** There have been demands for granting higher grades to all employees uniformly. The Commission examined this at length and in order to bring more categories of posts under the time bound higher grades scheme and make them beneficial on this account, Commission felt it reasonable to extend the 3rd time bound higher grade to all posts in the scale of pay ranging from Rs.10480-17240 to Rs.13900-22360.
- 9.78** The last pay Commission analysed the issues relating to the fixation of pay when an employee promoted to a post on higher scale from a time bound higher grade on regular basis, and matters relating how to treat an unqualified person when he is considered for time bound higher grade promotion. Such cases were examined by Government in detail from the

very inception of the time bound higher grade scheme and issued various orders clarifying such question from time to time. The difficulties caused to employees were mainly due to the negligent approach taken by the authorities concerned which resulted in allowing undue benefits to their employees. The Commission is of the view that the observations made by the last Pay Commission has to be upheld and would wish to reiterate that when such a situation arises, their pay in the promoted post may be fixed at a next stage above the pay previously drawn in the time bound higher grade if it is a stage, the pay will be fixed at that stage. Similarly, the unqualified person are not eligible to be promoted in the time bound higher grade even if, they are considered for select list and not found a place in the list. Such person may be assigned a time bound higher grade only in the intermediate scales.

9.79 Accordingly, the Commission recommends change in the scheme of time bound higher grade as shown below:

- (i) The first time bound higher grade on completion of eight years of service in the entry post.
- (ii) The second time bound higher grade on completion of 15 years of service in the entry post and the first regular promotion post/time bound higher grade taken together.
- (iii) The third time bound higher grade on completion of 22 years of total service in the entry post and the regular promotion post (s)/time bound higher grade (s) taken together in respect of those coming under the scales of pay ranging from Rs.10480-17420 to Rs.13900-22360.
- (iv) A fourth time bound higher grade on completion of 27 years of total service in the entry post and the regular promotion post (s) /time bound higher grade (s) taken together in the case of employees coming under the scales of pay ranging from Rs.8500-12220 to Rs.9940-15380.

9.80. Based on the above recommendations, an employee who remain in their entry post on scales of pay ranging from Rs.8500-12220 to Rs.13900-20740 will be granted their higher grades on completion of the period of qualifying service in their posts as follows with the scales of pay shown in TABLE – A.

TABLE- A

Revised pay scales in the entry post	1 st time bound higher grade in the entry post	2 nd time bound higher grade	3 rd time bound higher grade.	4 th time bound higher grade
8500-12220	8730-12550	8960-13210	9190-14620	9940-15380
8730-12550	8960-13210	9190-14620	9940-15380	10480-17420

8960-13210	9190-14620	9940-15380	10480-17420	11620-18740
9190-14620	9940-15380	11620-18740	13900-22360	14620-23480
9940-15380	11620-18740	13900-22360	14620-23480	16180-27140
10480-17420	11620-18740	13900-22360	14620-23480	NIL
11620-18740	13210-20740	13900-22360	16180-27140	NIL
13210-20740	13900-22360	16180-27140	16980-29180	NIL
13900-22360	14620-23480	16180-27140	16980-29180	NIL

- 9.81.** Those on entry posts with pay scales ranging from Rs.14620-23480 to Rs.21240-34500 will be granted two time bound higher grades, the first on completion of 8 years of service in the entry post and the second on completion of 15 years of total service in the entry post and first promotion post/ higher grade together.

TABLE - B

Revised pay scale in the entry post	1 st time bound higher grade for 8 years of service in the entry post	2 nd time bound higher grade for 15 years of service
14620-23480	16180-27140	18740-31360
15380-24040	16980-29180	19240-32110
16180-27140	18740-31360	20740-33680
16980-29180	18740-31360	20740-33680
18740-31360	20740-33680	22360-35320
19240-32110	20740-33680	22360-35320
20740-33680 21240-34500	22360-35320	24040-36140

- 9.82.** For direct recruits against posts carrying the scales of Rs.22360-35320 to 29180-40640 one higher grade promotion in the scale as shown below will be given on completion of 8 years of service.

TABLE -C

Revised scale of pay in the entry post	Time bound higher grade for 8 years of service in the entry post.
22360-35320	24040-36140
24040-36140	29180-40640
29180-40640	36140-46640

- 9.83.** For incumbents of posts on scales of pay above Rs.29180-40640, no time bound higher grade will be allowed.

- 9.84.** The existing time bound higher grades to Teachers and Doctors may be allowed to continue. LP/UP School Teachers may be allowed grade promotion as Grade I, Senior Grade and Selection Grade on completion of 8,15 and 22

years of service respectively as LP/UP School teacher. LP/UP School Headmaster may be allowed grade promotion on completion of 10 years of Headmaster or 30 years total service as Headmaster and Teacher together. A Second Higher Grade on completion of 20 years service as Headmaster may also be allowed.

- 9.85.** High School Assistants may be allowed Grade promotion as Higher Grade, Senior Grade and Selection Grade on completion of 7, 15 and 22 years of service as High School Assistant in the scale of pay of Rs.16980-29180, Rs.18740-31360 and Rs.19240-32110 respectively. All other existing conditions governing grant of Higher Grade issued by the General Education Department from time to time may be allowed to continue.
- 9.86.** The existing span of 8 and 16 years for allowing Grade promotion to Assistant Surgeon/Dental Surgeon and equated categories of Health Services Department and Assistant Insurance Medical Officers (Allopathy) of Insurance Medical Service Department may be revised as 8 and 15 years of service. The Grade scales of pay may be fixed as Rs.29180-40640 and Rs.40640-54140 respectively. The existing conditions apply for grant of Higher Grade may be allowed to continue.
- 9.87.** If there is a promotion post in respect of the categories of posts (entry) coming under pay range from Rs.8730-12550 to Rs.16980-29180 and its scale of pay is higher than the time bound higher grade proposed above, then the qualified incumbent will be given the scale of pay of the promotion post in the direct line of promotion as time bound higher grade. While assigning higher grade only qualified hands will get the scales of pay of regular promotion posts. Unqualified hands will be allowed the next higher scale of pay above that of the scale of pay of the post held at that time, in the standard scales of pay.
- 9.88.** If the scale of pay of the promotion post is lower than the time bound higher grade proposed in the Table, the time bound higher grade specified above will be given by reckoning the total service in both the lower post and promotion post together. In such cases the fixation under Rule 28 A Part I KSR for the 8-year grade will be based on the basic pay of the lower post.
- 9.89.** No DPC clearance is required for sanctioning time bound higher grade in the case of posts carrying scales of pay of Rs.18740-31360 and above.
- 9.90.** In case the scale of pay of the regular promotion post is higher than the time bound higher grade allowed as specified in the table above, fixation of pay on promotion to the regular post will be done based on the basic pay notionally arrived at in the lower post. If the pay fixed in the revised scale of time bound higher grade (2009 revision) is a stage in the revised scale of the regular promotion post, the pay on regular promotion may be fixed at that stage and if it is not a stage, the pay may be fixed at the lower stage. The drop in emoluments will be protected as personal pay not to be absorbed in future

increases of pay but may be treated as basic pay for the purpose of fixation of pay on promotion to higher post, for Pension, Dearness Allowance etc. However the protection mentioned above may be allowed only at the time of fixation of pay on promotion and not on subsequent increase of pay in the higher grade.

- 9.91.** The scales of pay in column 1 of the tables above denote the pay scales of the posts to which the employees are recruited initially and the time bound higher grades allowable on completion of prescribed periods of service on each such entry post will be as specified in Column 2,3 and 4 of the tables as the case may be and not with reference to the scale of pay of the promotion post or higher post held subsequently.
- 9.92.** In case the 15/22 year higher grades as per the table above are equal to or lower than the first promotion post/ second promotion post as the case may be, that grade (s) will be modified and fixed at the next higher scale (s) above that of the promotion post (s) in the list of standard scales of pay.
- 9.93.** Non-teaching staff in Aided Schools, Private Colleges and Polytechnics who come under the scheme of direct payment of salary by Government are also eligible for time bound grade promotion subject to the above conditions.
- 9.94.** The service rendered in the entry post and reckoned for normal increments may be treated as the qualifying service for granting higher grades in that post.
- 9.95.** The term 'entry post' shall be defined as the post to which an employee is initially appointed in Government service by direct recruitment by the competent authority. Appointments made by PSC by transfer from other categories will also be treated as equivalent to direct recruitment for allowing the benefit of higher grade. However, promotion to a post in the direct line of promotion in a Department to be made on the basis of select list prepared by the Departmental Promotion Committee, cannot be treated as direct recruitment for allowing the benefit of time bound higher grade. The time bound higher grade admissible will be determined with reference to the initial entry post in the present department only. Service in posts having same scale will not be treated as qualifying service. Similarly in the case of employees who get inter departmental transfer (interdepartmental transferees), their prior service in the same post in the former department may also be reckoned as qualifying service for time bound higher grade. Those who get regular promotion or appointment to higher posts within the period specified for each time bound higher grade may not be granted further time bound higher grade during that period.
- 9.96.** All appointment by transfer except the promotions/appointments from subordinate service to State Service may also be treated as equivalent to direct recruitment for sanctioning Time Bound Higher Grade.

- 9.97.** Those who relinquish regular promotions may not be given time bound higher grades as at present.
- 9.98.** The employees in the scales of pay of Rs.8730-12250 and Rs.8500-12220 may be eligible for reckoning their service in the last grade for allowing 22 years higher grade. This benefit may not be allowed to employees in the posts having the revised scale of Rs.9190-14620 and above.
- 9.99.** Similarly, military service which will count for civil pension of Ex-serviceman may be reckoned as qualifying service for allowing first higher grade. However ex-servicemen enjoying protection of pay may not be allowed this benefit. In that case service under State Government alone will be reckoned as qualifying service. Period of leave on loss of pay which will not be taken, into account for granting increments may not be reckoned as qualifying service.
- 9.100.** All other existing general terms and conditions governing grant of time bound higher grade promotions may continue subject to the modifications issued by Government from time to time.
- 9.101.** It is desirable that Government may issue a comprehensive order relating to granting of time bound grade promotions in supersession of all the previous Government orders so as to avoid confusion in implementing the scheme in future.

APPLICATION OF Rule 28 A PART - I

- 9.102.** Promotions are obtained through time bound higher grade, ratio and percentages and by regular promotion against substantive vacancies. Whatever be the means of promotion, the promotee moves from an existing scale of pay to a higher scale. There are a few cases where the scales of pay of the promotion post and that of the feeder post are the same. In such cases the Commission recommends that the existing procedure of granting an advance increment in the same scale may be continued on promotion. The rules governing fixation are contained in Rules 28, 28-A and 37 (a) KSR Part I.
- 9.103.** Rule 28 is to the effect that when an officer holding a substantive post is promoted/ appointed substantively to a higher post, his pay in the new post will be fixed at the next higher stage. Rule 37 (a) KSR stipulates that when a substantive officer is promoted/appointed to officiate or an officiating officer is promoted/appointed to officiate on a higher scale, his initial pay in the higher scale will be fixed at the next higher stage with reference to the pay drawn in the lower post. Whenever there is a change of pay in the lower post ie. when the next increment falls due in the lower post after promotion and when the pay in the lower post becomes equal to or higher than the pay in the higher post, the pay in the higher post is again fixed at the next higher stage. It is generally accepted that the invocation of Rules 28 and 37 (a) is so infrequent that for all practical purposes, it is only Rule 28-A KSR that is made applicable.

- 9.104.** This Rule provides that on promotion carrying a higher time scale of pay, the initial pay in that scale shall be fixed at the stage next above the pay notionally arrived at in the lower time scale of pay by increasing the actual pay drawn by the promotee in the lower time scale by one increment. A refixation of pay will be allowed whenever there is a change of pay in the lower time scale.
- 9.105.** Rule 28A KSR Part I was introduced with effect from 03/2/1962 and this rule applies to all promotions, substantive/officiating, to a higher scale subject to a monetary limit prescribed from time to time. From 1/07/2004 28A fixation was applicable to all scales of pay, minimum of which is not more than Rs.20700/-. There were only three top scales of pay where the minimum is more than Rs.20700/- and consequently Rule 28 A was more or less universally applicable for all promotions/appointments.
- 9.106.** As a result of Rule 28A and its mode of fixation, on each promotion an employee will get generally one increment in the lower time scale and another in the promoted scale by way of stage fixation benefit besides subsequent refixation benefit in cases of change of pay in the lower time scale of pay. It is customary that after every pay revision, there is an increase in increment rates. So also, increases occur at the minimum of the new scales of pay. The consequence is that very often, the quantum of increase in fixation benefits accruing on account of each promotion will be substantial which does not form an integral part of the improvements in the wage structure and not really contemplated as a part of pay revision. Reaping unintended monetary benefits, through fixation and re-fixation has to be avoided because, when the scheme is availed of by a large section of the employees, the financial commitment to the exchequer becomes unbearable. There are cases when Rule 28A is applied in the case of promotion to more than one post on the same day and where persons are given direct promotion to the post next to the immediate higher post and Rule 28A applied in both posts. For example when UD clerk is directly promoted to the post of Junior Superintendent his pay will be fixed first in the intermediary post of Head Clerk under Rule 28A and then in the post of Junior superintendent with reference to the pay notionally arrived at in the scale of Head Clerk. Such a benefit is given even if there is no vacant post of Head Clerk.
- 9.107.** In this context, it is pertinent to have a closer look at the relevant rules followed in the case of the Central Government employees in the matter of fixation of pay on promotion. The provisions in this regard are contained in Rule 22 of the Fundamental Rules (Central). This rule contemplates separate mode of fixation of pay for promotion to posts involving higher duties and responsibilities and others not involving higher responsibilities. According to F.R 22 I(a) (i), in cases of promotion involving assumption of higher duties and responsibilities, the mode of fixation of pay followed is similar to that of Rule 28 A of Kerala Service Rules-ie., the initial pay of an employee in the time scale of the higher

post shall be fixed at the stage next above the notional pay arrived at by increasing his pay in respect of the lower post by an increment at the stage at which such pay has accrued. But unlike in Rule 28 A of KSR, the Central Rule does not contain provision for refixation of pay, whenever there is change of pay in the lower time scale, after promotion. This is a major variation from the State rules. But instead of refixation, the Central Rules allow option to be exercised within one month from the date of promotion, to have the pay fixed in the above manner from the date of promotion or to have the pay fixed initially at the stage of time scale of the new post above the pay in the lower grade or post from which he is promoted, which will be refixed in accordance with the normal rules referred to (Rule 22 I a (1)) on the date of actual of next increment in the scale of pay of the lower post. If the promotee opts for the second alternative, his next increment in the higher scale, will fall due on the expiry of 12 months from the date of fixation of pay reckoning the accrued increment in the lower post.

- 9.108.** According to FR 22 I (a) (2), when promotion does not involve assumption of duties and responsibilities of greater importance, the promotee shall draw, as initial pay, the stage of the time scale which is equal to his pay in respect of the old post held by him or if there is no such stage, the stage next above his pay in respect of the old post held by him. Thus in cases of promotions not involving higher duties and responsibilities, even a next stage fixation can be allowed only, if there is no such in the lower scale.
- 9.109.** It can be seen that the fixation rules for promotion in the case of Central Government employees as per Fundamental Rules (Central) are more rigorous and restrictive in nature when compared to the corresponding rules in the KSRs, applicable to State Employees.
- 9.110.** The imperative necessity for initiating action for restructuring the existing provisions in the KSR pertaining to the fixation of pay on promotion has been commented upon by the previous Pay Revision Commission. It might be worthwhile to reproduce an extract of the dissenting notes of the Chairman of the VIIth Pay Revision Commission, which is as follows:-

“In the light of the factors mentioned in para (2) and (3) above suitable modification in the present provisions seem desirable. This suggestion is made not because one is enamoured of the central model or because we feel that the State Rules should be a replica of the Central Rules or even because such benefits are not available in the neighbouring State as far as it could be ascertained. We do this only because the existing system does not discriminate between promotion which involve higher duties and responsibilities and promotions which do not. Promotion to a higher scale brings with it higher incremental rates, higher maximum higher DA and a host of other benefits such as higher pension, gratuity etc. These benefits flow from all promotions and to provide for

additional benefits as is now available under Rule 28 A when a promotion does not involve any higher responsibility is not reasonable. Sitting in the same chair and doing the same work an incumbent gets all the general benefits flowing from promotion plus up to 3 increments, I would therefore recommend that:

In promotions not involving change of duties and responsibilities, the benefit of fixation may be allowed and no refixation benefit need be allowed. Notional promotions should not get any fixation benefit and if solely on account of this a junior draws a higher basic pay than a senior, the pay of the senior should be suitably stepped up.

In promotions involving higher duties and responsibilities, the Rule 28 A fixation benefits (without refixation benefits when increments fall due in lower scale) may be allowed when making promotions from all posts carrying scales of pay whose revised minimum does not exceed Rs.12600/-. Notional promotions should not get the benefits of pay fixation under Rule 28 A and if solely because of this a junior draws a higher basic pay, the basic pay of the senior should be suitably stepped up”.

9.111. The VIIIth Pay Revision Commission agreed with the above sentiment expressed by the Chairman of the VII Pay Revision Commission and having examined the various issues connected with Rule 28 A KSR Part I the VIIIth Commission recommended certain changes in the method of fixation of pay. This Commission has also examined the issue in detail and recommends as follows.

- (i) In all cases of time bound higher Grade promotions to higher scales of pay, the existing practice may continue. Thus, the pay in the higher time scale maybe fixed in terms of Rule 28 A Part I KSR i.e. a notional increment will first be given in the lower scale and thereafter pay in the promoted scale maybe fixed at the next stage above. Since in a master scale, the increments are identical, even in different scales, Rules 28 A fixation will essentially imply 2 increments. No subsequent refixation of pay, based on the change of pay in the scale of the lower posts, may be allowed. The next increment in the higher scale will fall due on completion of 12 months from the date of coming over to the higher scale. He will of course have the option to avail the higher grade on a subsequent date not later than the date of his next increment in the lower scale.
- (ii) In all cases of regular promotions from time bound grades to posts carrying the same higher time scale of pay, the pay in the promoted scale may be fixed in terms of Rule 30 Part I KSR i.e. without any fixation or change in pay. The next increment in the same or higher scale will fall due on the date of increment in the time bound grade post.

(iii) In all cases of regular promotions, including ratio based promotions, to posts carrying higher time scale of pay, the minimum of which does not exceed Rs.36140/- whether it involves change of duties and responsibilities or not, pay in the promoted scale may be fixed as per the provisions of Rule 28 A Part I KSRs without re-fixation of pay in the higher scale consequent on change of pay in the lower scale. Next increment in the higher time scale will fall due only on completion of 12 months from the date of fixation of pay, in the higher time scale of pay under Rule 28 A. Promotees may be given opportunity to elect the date on which their pay is to be fixed in the higher time scale of pay under Rule 28 A. Two options as indicated below will be available to the promotees for fixation of pay under Rule 28 A.

Option (a) Pay will be fixed in the higher time scale of pay, on the date of promotion, under Rule 28 A. Next increment in the higher time scale will fall due only on completion of one year from the date of such fixation of pay.

OR

Option (b) Pay on the date of promotion will be initially fixed at the stage of the higher time scale of pay of the promoted post next above the pay in the lower time scale of pay. Thereafter fixation of pay under Rule 28 A will be allowed, based on the pay in the lower post on the date opted by the promotee, ie. on the date of increment in the lower post. Next increment will fall due only on completion of one year from the date of fixation of pay under Rule 28 A. If the fixation of pay under Rule 28 A on the date of option does not make any change in the pay in the higher time scale, the pay of the promotee will remain at the same stage till completion of one year from the date of initial fixation (date of promotion) of pay in the higher time scale. Next increment in such cases will be allowed on completion of one year from the date of initial fixation of pay in the higher time Scale of pay. The option to be exercised will be in the following forms.

Option for fixation of pay under Rule 28 A Part I KSR*

(a) Consequent upon my promotions as..... with effect from FN/AN, I hereby opt the fixation of pay under Rule 28 A, in the higher scale of pay of the promoted post, with effect from the date of promotion, without any review consequent on accrual of increment in the lower post.

(b) * Consequent upon my promotion as with effect from FN/AN, I hereby opt the initial fixation of my pay at the stage in the time scale of pay of the promoted post next above my

pay in the scale of pay of the lower post on the date of promotion, and thereafter under Rule 28 A in the higher scale of pay of the promoted post based on the pay in the lower post with effect from..... ie from the date of accrual of next increment in the scale of pay of the lower post.

Place:

Signature:

Date:

Name:

Designation:

*Strike off whichever is not applicable.

(iv) In all cases of regular promotions including ratio based promotions to posts carrying higher time scale of pay, the minimum of which exceeds Rs.36140/- [i.e. under Rule 37 (a)] the pay, of the promotee, on the higher time scale will be initially fixed at the stage next above his pay in the lower time scale of pay. In such cases if this pay in the lower scale becomes equal to or greater than this pay in the higher scale consequent on accrual of increment in the lower scale, his pay in the higher scale may be fixed at the next higher stage in the higher scale of pay with effect from that date.

(v) Where promotion posts happen to have the same scale of pay of the feeder category posts, the existing practice will continue ie. one advance increment will be granted to the incumbents appointed by promotion to the posts carrying the scale of pay of feeder category posts. This advance increment will not be granted in the case of promotion from time bound higher grade to a regular promotion post in the same scale of pay and in the case of appointment to interchangeable posts in the same scale of pay.

In cases of up gradation of posts (involving higher duties and responsibilities) or appointments to higher posts on the advice of PSC or otherwise (in respect of persons already in State Government Service) when pay is fixed under Rule 28 A Part I Kerala Service Rules, the option shall be exercised within one month from the date of appointment order or date of taking over charge of the new post whichever is later.

(vi) The relevant Rules in the KSR may be amended if found necessary. The Commission would like to reiterate that the recommendations pertaining to new scales of pay and all other matters like grade promotion, ratio and fixation are subject to amendments if found necessary , in the relevant Rules of the KSR.

CAREER ADVANCENMENT SCHEME

- 9.112.** It has come to the notice of the Commission that adequate promotion chances are not available to those professionals who join the State Government service. The introduction of Time Bound Higher Grade promotion is with the intention to widen the scope for promotion. There are categories of professionals who retire from service from the very same category in which they entered in service. The Career Advancement Scheme envisages introduction of non-cadre promotions along with ratio and time bound grade promotions. The Career Advancement Scheme shall be limited to the directly recruited professionals in service.

Agriculture

- 9.113.** Agriculture Officer with professional degree may be given non-cadre promotion under Time Bound Career Advancement scheme (CAS) on completion of 8 years of service in the scale of pay corresponding to Rs.12250-19800 and may be re-designated as Assistant Director (NC).
- 9.114.** An Assistant Director with 7 years or 15 years of service in the cadre of Agriculture Officer and Assistant Director together may be given non-cadre promotion in the scale of pay corresponding to Rs.13610-20700 and re-designated as Deputy Director (NC).

Assistant Engineer

- 9.115.** Assistant Engineer/Head Draftsman with degree in Engineering may be given non-cadre promotion on completion of 8 years service in the scale of pay corresponding to Rs.12250-19800 and re-designated as Assistant Executive Engineer (NC).
- 9.116.** Assistant Ex-Engineer with 7 years or 15 years of service in the cadres of Assistant Engineer and Assistant Executive Engineer together may be given non-cadre promotion in the scale of pay corresponding to Rs.20700-26600 and re-designated as Executive Engineer (NC).

Animal Husbandry

Veterinary Surgeon:

- 9.117.** Veterinary Surgeon with BVSc may be given non cadre promotion on completion of 8 year service in the scale of pay corresponding to Rs.12250-19800 and re-designated as Senior Veterinary Surgeon (NC)/Assistant Director (NC).
- 9.118.** Assistant Director/Senior Veterinary Surgeon with 7 years or 15 years of service in the cadre of Veterinary Surgeon and Senior Veterinary Surgeon together may be given non-cadre promotion under Time Bound Career Advancement Scheme in the scale of pay corresponding to Rs.13610-20700 and re-designated as Deputy Director (NC).

Assistant Public Prosecutor:

- 9.119.** Assistant Public Prosecutor Grade II may be given non-cadre promotion under Time Bound Career Advancement Scheme on completion of 8 years of service in the scale of pay corresponding to Rs.12250-19800 and re-designated as Assistant Public Prosecutor Grade I (NC).
- 9.120.** Assistant Public Prosecutor Grade I with 7 years or 15 years of service in the cadre of Assistant Public Prosecutor Grade II and Grade I together may be given non-cadre promotion under Career Advancement Scheme in the scale of pay corresponding to Rs.20700-26600 and re-designated as Senior Public Prosecutor (NC).

Dairy Development

- 9.121.** Dairy Extension Officer with degree in Dairy Science may be given non -cadre promotion on completion of 8 years of service under Time Bound Career Advancement Scheme in the scale of pay corresponding to Rs.12250-19800 and designated as Assistant Director (NC).
- 9.122.** Assistant Director with 7 years or 15 years of service in the cadre of Dairy Extension Officer and Assistant Director together may be given non- cadre promotion under Time Bound Career Advancement Scheme in the scale of pay corresponding to Rs.13610-20700 and re-designated as Deputy Director (NC).

Drugs Control

- 9.123.** Drugs Inspector/Analyst Grade III with B-Pharm on completion of 8 years of service may be given non-cadre promotion under Time Bound Career Advancement Scheme in the scale of pay corresponding to Rs.12250-19800 and re-designated as Senior Drugs Inspector/Analyst Grade II (NC).
- 9.124.** Senior Drugs Inspector/Analyst Grade II with 7 years or 15 years of service in the cadre of Drugs Inspector/Analyst Grade III and Senior Drugs Inspector/Analyst Grade II may be given non-cadre promotion under Time Bound Career Advancement Scheme in the scale corresponding to Rs.12930-20250 and re-designated as Assistant Drugs Controller/Analyst Grade I (NC).

Technical Education

Polytechnics

- 9.125.** Lecturer with degree in Engineering on completion of 8 years of service may be given non-cadre promotion under Time Bound Career Advancement Scheme in the scale of pay Rs.12 corresponding to Rs.12930-20150 and re-designated as Head of Section (NC).
- 9.126.** Head of Section with 7 years or 15 years of service in the cadre of Lecturer and Head of Service together may be given non-cadre promotion under Time

Bound Career Advancement Scheme in the scale of pay corresponding to Rs.20700-26600 and re-designated as Principal(NC).

Fine Arts College

- 9.127.** Lecturer Fine Arts College may be given non-cadre promotion under Time Bound Career Advancement Scheme on completion of 8 years of service in the scale of pay corresponding to Rs.12930-20250 and designated as Professor Grade II (NC).
- 9.128.** Professor Grade II with 7 years or 15 years of service in the cadre of Lecturer and Professor Grade II together may be given non-cadre promotion under Time Bound Career Advancement Scheme in the scale of pay corresponding to Rs.20700-26600 and re-designated as Professor Grade I (NC).

Electrical Inspectorate

- 9.129.** Assistant Electrical Inspector with degree in Engineering on completion of 8 years of service may be given non-cadre promotion under Time Bound Career Advancement Scheme in the scale of pay corresponding to Rs.12250-19800 and re-designated as Deputy Electrical Inspector (NC).
- 9.130.** Deputy Electrical Inspector on completion of 7 years or 15 years of service in the cadre of Assistant Electrical Inspector and Deputy Electrical Inspector together may be given non-cadre promotion under Time Bound Career Advancement Scheme in the scale of pay corresponding to Rs.20700-26600 and re-designated as Electrical Inspector (NC).

Factories and Boilers

- 9.131.** Inspector of Factories and Boilers Grade II with degree in Engineering on completion of 8 years of service may be given non-cadre promotion under Time Bound Career Advancement Scheme in the scale of pay corresponding to Rs.13610-20700 and designated as Inspector of Factories and Boilers Grade I (NC).
- 9.132.** Inspector of Factories and Boilers Grade I on completion of 7 years or 15 years of service in the cadre of Inspector of Factories and Boilers Grade II and Grade I may be given non-cadre promotion under Time Bound Career Advancement Scheme in the scale of pay corresponding to Rs.20700-26600 and re-designated as Joint Director of Factories and Boilers (NC).
- 9.133.** Medical Officer with Degree in Medicine on completion of 8 years of service may be given non-cadre promotion under Time Bound Career Advancement Scheme in the scale of pay corresponding to Rs.20700-26600 and re-designated as Joint Director (Medical-non cadre).

Harbour Engineering

- 9.134.** Assistant Engineer with degree in Engineering on completion 8 years service may be given non-cadre promotion under Time Bound Career Advancement Scheme in the scale of pay corresponding to Rs.12250-19800 and designated as Assistant Executive Engineer (NC).
- 9.135.** Assistant Executive Engineer with degree in Engineering on completion of 7 years or 15 years of service in the cadre of Assistant Engineer and Assistant Executive Engineer together may be given non-cadre promotion under Time Bound Career Advancement scheme in the scale of pay corresponding to Rs.20700-26600 and re-designated as Executive Engineer (NC).

Medical Education

- 9.136.** Senior Scientific Assistant with Post graduation and directly recruited in various wings of Medical Colleges and stagnating for want of promotional avenues may be brought under the non-cadre Time Bound Career Advancement Scheme on completion of 15 years of service in the corresponding revised scale corresponding to Rs.12250-19800 and the post may be designated as Senior Scientific Officer (NC).

Health Services

Nursing Services

- 9.137.** Nursing Tutor with degree in Nursing on completion of 8 years of service may be given non-cadre promotion under Time Bound Career Advancement Scheme in the scale of pay corresponding to Rs.11910-19350 and re-designated as Vice Principal (NC).
- 9.138.** Vice Principal with degree in Nursing with 7 years or 15 years of service in the cadre of Tutor and Vice Principal together may be given non cadre promotion under Time Bound Career Advancement Scheme in the scale of pay corresponding to Rs.12930-20250 and re-designated as Nursing Officer (NC).

Homoeopathy

- 9.139.** Medical Officer with degree in Homoeopathy on completion of 8 years of service may be given non-cadre promotion under Time Bound Career Advancement Scheme in the scale of pay corresponding to Rs.12250-19800 and designated as Chief Medical Officer (NC).
- 9.140.** Chief Medical Officer on completion of 7 years or 15 years of service in the cadre of Medical Officer and the Chief Medical Officer together, may be given non-cadre promotion under Time Bound Career Advancement Scheme in the scale of pay corresponding to Rs.12930-20250 and re-designated as Superintendent (NC).

Indian Systems of Medicine

- 9.141.** Medical Officers with degree in Ayurveda on completion of 8 years of Service may be given non-cadre promotion under Time Bound Career Advancement Scheme in the scale of pay corresponding to Rs.12250-19800 and designated as Senior Medical Officer (NC).
- 9.142.** Senior Medical Officer on completion of 7 years or 15 years of service in the cadre of Medical Officer and Senior Medical Officer together, may be given non-cadre promotion under the Time Bound Career Advancement Scheme in the scale of pay corresponding to Rs.13610-20700 and re-designated as Chief Medical Officer (NC).

Insurance Medical Service

- 9.143.** Assistant Insurance Medical Officer (Ayurveda, Homoeopathy and Dental) with degree on completion of 8 years of service may be given non-cadre promotion under Time Bound Career Advancement scheme in the scale of pay corresponding to Rs.12930-20250 and designated as Superintendent (NC).
- 9.144.** Superintendent (NC) on completion of 7 years service or 15 years of service in the cadre of Assistant Insurance Medical Officer and Superintendent (NC) together, may be given non-cadre promotion under Time Bound Career Advancement scheme in the scale of pay corresponding to Rs.20700-26600 and re-designated as Insurance Medical Officer (NC).

Irrigation

- 9.145.** Assistant Engineer with degree in Engineering on completion of 8 years of service may be given non-cadre promotion under Time Bound Career Advancement Scheme in the scale of pay corresponding to Rs.12250-19800 and designated as Assistant Executive Engineer (NC).
- 9.146.** Assistant Executive Engineer with degree on completion of 7 years or 15 years of service in the cadre of Assistant Engineer and Assistant Executive Engineer together may be given non-cadre promotion under Time Bound Career Advancement Scheme in the scale of pay corresponding to Rs.20700-26600 and re-designated as Executive Engineer (NC).

Land Use Board

- 9.147.** Agricultural Officer, Soil Survey Assistant with degree in Agriculture on completion of 8 years of service may be given non-cadre promotion under Time Bound Career Advancement Scheme in the scale of pay corresponding to Rs.12250-19800 and designated as Assistant Director (NC).
- 9.148.** Assistant Director with 7 years service or 15 services in the cadre of Agricultural Officer/Soil Survey Assistant and Assistant Director together may be given non-cadre promotion under Time Bound Career Advancement

Scheme in the scale of pay corresponding to Rs.13610-20700 and re-designated as Deputy Director (NC).

Ports Department

- 9.149.** Assistant Engineer (Marine, Mechanical) with degree in Engineering on completion of 8 years of service may be given non-cadre promotion under Time Bound Career Advancement Scheme in the scale of pay corresponding to Rs.12250-19800 and designated as Assistant Executive Engineer (NC).
- 9.150.** Assistant Engineer/Assistant Executive Engineer with degree on completion of 7 years or 15 years of service in the cadre of Assistant Engineer and Assistant Executive Engineer together may be given non -cadre promotion under Time Bound Career Advancement Scheme in the scale of pay corresponding to Rs.20700-26600 and re-designated as Executive Engineer (NC).

Soil Conservation

- 9.151.** Soil Conservation Officer with degree in Agriculture on completion of 8 years of service may be given non-cadre promotion under Time Bound Career Advancement Scheme in the scale of pay corresponding to Rs.12250-19800 and designated as Assistant Director (NC).
- 9.152.** Assistant Director on completion of 7 years or 15 years of service in the cadre of Soil Conservation Officer and Assistant Director together, may be given non-cadre promotion under Time Bound Career Advancement Scheme in the scale of pay corresponding to Rs.13610-20700 and re-designated as Deputy Director (NC).

Soil Survey

- 9.153.** Soil Survey Officer/ Research Assistant/Cartographer/Technical Assistant with degree in Agriculture on completion of 8 years of service may be given non-cadre promotion under Time Bound Career Advancement Scheme in the scale of pay corresponding to Rs.12250-19800 and designated as Assistant Director (NC).
- 9.154.** Assistant Director on completion of 7 years or 15 years of service in the cadre of Soil Survey Officer/Research Assistant/Cartographer/Technical Assistant and Assistant Director together may be given non-cadre promotion under Time Bound Career Advancement Scheme in the scale of pay corresponding to Rs.13610-20700 and re-designated as Deputy Director (NC).

CHAPTER 10

PART-TIME CONTINGENT EMPLOYEES AND CASUAL SWEEPERS

10.1. Government of Kerala vide G .O (P) No.152/75/PD Dtd, 02.08.1975 issued the Special Rules for the Kerala Part-time Contingent Service and the same was published as SRO No. 742/75/PD Dated, 02.08.1975. Part-Time Contingent employees are normally recruited through Employment Exchanges. The qualification prescribed is 'Good Physique'. The retirement age of this category is 70 years and their number is approximately 16945.

10.2. As per the Special Rules, the Service constitutes the following 3 categories

Category - I

Night School Teachers & Part-Time Librarians

Category - II

Sweeper, Scavenger, Sweeper cum Scavenger, Gardener, Watcher, Watchman, Ayah, Mess Boy/Mess Girl, Cook, Sweeper- cum- Watchman, Servant, Scavenger-cum-Gardener, Menial Servant, Night Watcher, Cleaner, Waterman, Sculpture Boy, Masalachies, Mess Attendant, Water Carrier, Sick Room Attendant, Tiffin Room Boy, Tower Clock Winder

Category - III

Any other Part-Time Contingent post in the Part time service which has not been included in any other service.

10.3. Night School Teachers and Librarians who earlier constituted category I of the Part-time Contingent Service have been amalgamated with the Literacy Program and the Grandhasala Sanghom respectively.

10.4. The Part-Time contingent employees are engaged to perform work, which is not full time in nature. A large number of them are sweepers. The sweeping work is expected to be completed before the commencement of office hours and hence the duty hours put in by them would be negligible. In all Government Offices, sweeping work is regular in nature and the number and category of the Part-time Contingent employees engaged for the purpose, depends upon the total sweeping area. Various issues regarding the casual sweepers and Part-time Contingent sweepers had come up before Government and issued a consolidated order, Vide GO (P) 501/2005/Fin. Dated 25.11.2005. As per the orders currently in force, whenever the sweeping area is 800 Sq. Mts. or more, a Full -time post of Sweeper is to be created. Whenever the sweeping area is more than 100 Sq. Mts. but below 800 Sq. Mts, a post of Part-time Contingent Sweeper is to be created by the Govt. and a person appointed against it from a list to be called for from the local Employment Exchange. Such Part-time Contingent employees are entitled to a remuneration based on

the 'sweeping area'. For a sweeping area between 400-800 sq. mts. the present remuneration is Rs.2700/month +D.A. and for a sweeping area between 100-400 Sq. Mts., the same will be Rs.2300+DA. One of the clauses in this order is that if the sweeping area is above 800 sq. mts. but below 900 sq. mts., a part-time contingent sweeper and a casual sweeper can be engaged. The same logic will apply if the area exceeds 1600 sq. mts. Where the total sweeping area is less than 100 Sq./mts. Casual sweepers are utilized on a consolidated remuneration of Rs.1000/- per month.

- 10.5.** In sequel to the judgment of the Hon'ble HC of Kerala in WA No. 1863/2004 filed by Government of Kerala, Govt. vide GO(P)No.61/2010/Fin dtd, 9.02.2010 ordered that all fresh appointments of sweepers in temporary establishments shall be made only through nearest Kudumbasree Units . It has also been ordered therein that if a sweeper is appointed in view of exigencies and without going through the local Employment Exchange, such an appointment shall be made only through the nearest "Kudumbasree" unit. Appointment of Sweepers in temporary establishments irrespective of sweeping area and in permanent establishments where the sweeping area is less than 100 sq. mts, shall be made only through Kudumbasree, with effect from the date of that order. The competent authority will execute agreement with the Kudumbasree to this effect and the mode of payment will be made only through Kudumbrasree and not directly to the sweeper so engaged. In such cases, the appointment at a time shall be for a maximum of 179 days only. On completion of 179 days, the services of the person so engaged shall be terminated and another person has to be engaged through the "Kudumbasree" itself.
- 10.6.** Other than Sweepers, Gardeners, Watchmen, Mess boys, Ayahs etc. constitute a large portion of Part-time Contingent Employees. Although some of them might have to remain on duty for longer hours than sweepers, the nature of their duties is such that they need not be fully engaged during office hours. With a view to provide avenues of promotion to Part-time Contingent employees to regular posts in the Last Grade Service, Government have reserved certain posts for being filled up by the Part-time Contingent employees. Necessary provision has also been incorporated in the special Rules for the Kerala Last Grade Service for the purpose. In GO (Ms) No. 71/82/GAD. dated 18th March 1982, Government ordered that the appointment to the posts reserved in the Last Grade service for the Part-time Contingent employees would be made by promotion of the Part-time Contingent employees based on a common seniority list of all such employees prepared on Revenue District-wise basis. The work of preparation and maintenance of the common seniority list and making of promotion from the list in each District has been entrusted to the District Collector.

- 10.7.** For providing more promotional avenues to the Part-time Contingent Employees, Government have also amended the Special Rules for the Kerala Last Grade Service, in GO (P) No. 47/90/P&ARD dated 31.10.1990. According to the above amendment, 50% of the posts coming under category IV of the service in the Departments of Health Services, Indian Systems of Medicine (including Ayurveda Medical Education), Homoeo, Insurance Medical Services and Medical Education are to be filled up by promotion from the Part-time Contingent Employees of the respective Departments, and the remaining 50% and the entire vacancies in the other Departments are to be filled up by part-time employees of the remaining Departments (except the Departments of Animal Husbandry, Museums and Zoos, Governor's Secretariat, Departments in the Secretariat, including Law, Legislature and Finance, Judicial Department, Public Service Commission, and Office of the Advocate General). These posts are to be filled up by the respective appointing authorities, by promotion from the candidates, advised by the District Collectors from seniority list of Part-time Contingent employees prepared on a District wise basis.
- 10.8.** But the above order was stayed by the Hon. High Court in their Judgment dated 11.1.1991 in CMP No. 735/91, in OP No. 463/91-E and Government have issued interim orders in GO (P)No. 46/91/P&ARD dated. 30.12.1991 stating that the vacancies in posts coming under category IV of the Special Rules for the Kerala Last Grade Services will temporarily be filled up by promoting the Part-time Contingent Employees of the respective Departments based on the provisions in the Rules that existed prior to the amendment in GO dated 31.10.1990, subject to review depending on the final decision of the High Court in O.P. No. 463/91.
- 10.9.** The remuneration paid to Part-Time contingent employees has undergone revision generally along with the Pay Revision of State Government Employees and Teachers. The categorization of the employees based on floor area to be swept also underwent changes. On examination of the periodical increase given in the rate of remuneration allowed to Part-time Contingent Employees at the time of general Pay Revisions it can be seen that the rate of increase maintained parity up to certain limit to that of Class IV or other categories of Govt. Employees.
- 10.10.** The existing rate of remuneration to Part Time Contingent Employees is as follows:

Category	Existing rate
I. Night School Teachers & Librarian	: Rs.3100 + DA

II. Part-time Sweepers/Cleaners, whose area of work is 400 sq.m. and above but below 800 sq.m. and Part-time Contingent employees other than those in Category I, whose remuneration cannot be determined based on sweeping area. : Rs.2700 +DA

III. Part-time Sweepers /Cleaners whose area of work is 100 sq. m. and above, but below 400 sq. m. : Rs.2300 + DA

10.11. The Part-Time contingent employees are also eligible for the following benefits

- (i) For those who have put in a total of 8 years of service as Part-time Contingent employee, an increase of Rs.150/- in the basic remuneration will be allowed. For those who have put in a total of 16 years of service as Part-time Contingent employee, an increase of Rs.300/- (Rs.150+150) in the basic remuneration will be allowed. For those who have put in a total of 23 years of service, an increase of Rs.400/- (Rs.150+150+100) in the basic remuneration will be allowed.
- (ii) Casual Leave for 20 days during a calendar year.
- (iii) Leave without Allowances in special circumstances for a total period of 120 days in calendar year.
- (iv) Special Casual Leave for undergoing sterilization operation for a period not exceeding 6 days for man and 14 days for woman.
- (v) Leave surrender facilities will be as admissible to Government employees.
- (vi) Earned Leave will be at the rate of 1/22 for the period spent on duty, subject to a maximum of 15 days in a year.
- (vii) C.C.A. at the rate of Rs.12/- per month for those who are working in the designated cities.
- (viii) Eligibility for minimum pension with a qualifying service of 10 years.
- (ix) Gratuity at ½ month's basic pay last drawn for every completed year subject to a maximum of 16½ month's basic pay.
- (x) Government vide G.O.(P) No. 127/2005 Fin. dated, 17/03/2005 and published as S.R.O No. 349/2005 have introduced Provident Fund Scheme for the Part-time Contingent Employees. An amendment to the above rules has been made by Govt. vide G.O.(P) No. 205/2010 Fin. dated, 29/03/2010 and published as S.R.O No. 343/2010 where

by the duty of maintaining the same has been brought under the control of Accountant General (Kerala)

- (xi) Government vide G.O(P)No.26/2010/P&ARD. dated, 10/08/2010 have enhanced the number of days of Maternity Leave of Part- time Contingent Employees up to 180 days.
- (xii) Hill Tract allowance @ Rs.100/- per month.

10.12. The following are the main demands put in before the Commission on behalf of the Part-time Contingent Employees.

- (i) To sanction scale of pay, increments and other allowances as in the case of regular employees and to count the period of service for grade.
- (ii) To enhance the conveyance allowance of handicapped Part-time Contingent employees.
- (iii) To sanction minimum pension to those Part-time Employees who have put in a total service of 20 years.
- (iv) To provide Uniform allowance, House Building Allowance etc. to Part- time Contingent Employees.
- (v) To sanction minimum pension to those handicapped Part-time Contingent Employees who have put in a total service of 2 years as in the case of regular employees.
- (vi) To relax the rules regarding transfer.

10.13. Casual Sweepers

10.13.1. Government vide GO (P) No. 154/2008/Fin. dated, 5/04/2008 enhanced the wages of Casual Sweepers from Rs.750/- to Rs.1000/- pm.

10.13.2. The main demands raised by the Staff Associations before the Commission regarding the Casual Sweepers are:-

- (i) To enhance the present remuneration from Rs.1000/- p.m. to Rs.2000/- p.m.
- (ii) To prepare a District wise seniority list of Casual Sweepers and post them as Part-time Sweepers.
- (iii) To dispense with the mode of appointment of Part-time Sweepers from Employment Exchange and to appoint Part-time Sweepers from the District wise seniority list of Casual Sweepers.
- (iv) To convert the post of Casual Sweepers to Part-time Sweepers.

10.14. The demand for a regular scale of pay along with grades etc was strongly voiced before the 7th Pay Revision Committee also. Some of the other

demands like HRA, CCA etc. will automatically follow once a regular pay scale is granted to PTC employees. The 7th PRC had remarked that according to the existing terms and conditions of PTC employees they should do half-a day's work. Essentially they are employed for work which is not full-time in nature and that is an important factor to be reckoned while evaluating the demand for full-time employees' benefits with a regular scale of pay. It is illogical to recruit a Full-time employee against a post with lesser job requirement and to perform part-time work. It is also not possible to increase the current work load of the PTC employees into a full-time nature by adding other items to their prescribed type of work.

- 10.15.** Taking note of the nature of work of Part-time Contingent employees and the recurring financial liabilities, the Pay Revision Commission-2005 suggested that the Government should explore the possibility of out sourcing most of the work currently being performed by Part-time Contingent employees. Organisations like Kudumbashree and Seva and other NGOs can surely provide the type of service on a contract basis with considerably lesser financial out flow from government sources for getting the services like sweeping, watching etc.
- 10.16.** The recommendations regarding continuance or abolition of Part-Time Contingency posts in Govt. Service by the previous Pay Commissions have neither been examined by Govt. nor issued orders implementing the same. Recent developments extending various measures taken by Govt. to improve the service conditions of Part-Time Contingent employees may perhaps give emphasis on Governments' intention to bring this category at least to the lowest rung of Public Service. Even though they have been placed at better level in the case of pay and other perks, coverage of Social Security Schemes like Family Benefit and Group Insurance are yet to be extended to them.
- 10.17.** The Commission had gone through the long pending demand of the employees coming under Part-Time Contingent Service that to allow them regular scale of pay as in the case of other State Government Employees and feels that the same warrants consideration. To bring this category to the mainstream of the Public Service, the Commission is of the view that this category may be placed in a better footing . Hence for the first time this Commission recommends regular scales of pay to the Part-Time Contingent employees as shown below.

Category-I

5520	-120	-	6000	-140	-	6700	-160	-	7500	-180	-	8400
(4)			(5)			(5)			(5)			

Category-II

4850	-110	5400	-120	-6000	-140	-6700	-160	-7500
	(5)		(5)		(5)		(5)	

Category -III

4250	-100	-4850	-110	-5400	-120	-6000	-140	-6700
	(6)		(5)		(5)		(5)	

- 10.18.** For casting a scale of pay to the Part-Time Contingent Employees in the State, the first issue came before the Commission for consideration was whether they may be given half of the rate of the Class IV Employees' entry scale as starting point in the scale of pay of the category having a remuneration of Rs.2300+ DA or not. Taking into account the pay structure sanctioned to the Class IV employees, it has been decided that the Part-Time employees should neither be downgraded nor occur any reduction in the existing total pay drawn by them. Hence the Commission took a generous attitude in fixing their minimum pay as 50% of the basic pay of the newly recruited Class IV Employee, i.e, at Rs.4250/-. Regarding incremental stages, the Commission also adopted such a formula to a certain extent and allowed increments ranging from Rs.100/- to Rs.180/- annually.
- 10.19.** For those Part-Time Contingent Employees, who have put in a total of 8 years service are now eligible for an increase of Rs.150/- in the basic remuneration. Likewise, those who have put in 16 years of service as Part-Time Contingent Employee an increase of Rs.300/- and in the case of those who have put in 23 years of service an increase of Rs.400/- (Rs.150+150+100) are allowed.
- 10.20.** The existing Part-Time Contingent Employees will come over to the newly introduced scales of pay and their pay may be fixed at the minimum of the scales eligible for each category. In the case of those who have completed 8/16/23 years of service and are drawing the basic remuneration at increased rate as detailed above, such quantum of increase may be added to the minimum so arrived at and it will be fixed at the next stage in the new scale. If it is a stage in the new scale, the next stage will be allowed, subject to a minimum benefit of Rs.300/-.
- 10.21.** The existing benefits of extra remuneration for completion of 8/16/23 years of service may be discontinued taking into account the introduction of pay scales to Part-Time Contingent Employees.

- 10.22.** The existing rate of CCA entitled to Part-Time Contingent Employees who are working in designated cities may be revised to Rs.50/- p.m.
- 10.23.** All other benefits as explained in para 10.11 above may be allowed to continue.
- 10.24.** The existing wages of Casual Sweepers may be enhanced from Rs.1000/- p.m. to Rs.1500/- p.m.

CHAPTER 11

PENSIONARY BENEFITS

- 11.1** The payment of Pension to a retired employee is an obligation on the part of the Employer - the State - for the past and long loyal service rendered by the employee during the best part of his life. This is the basic principle regarding grant of pension to an employee who retires from service on superannuation or retires voluntarily after completion of the required period of qualifying service. This basic principle has since been radically changed and the length of minimum service required for making an employee eligible for pension has become irrelevant by the introduction of pension to ex-personal staff of Ministers/Leader of Opposition/Government Chief Whip in 1994 and non-statutory ex-gratia pension in 1999. The State Government employees who retired from service on or after 01.01.1956 are eligible for pension under the provisions of Part III, Kerala Service Rules except those who opted for pension under the old rules viz., the Travancore Service Regulation, Cochin Service Regulation or the Madras Fundamental Rules as the case may be.
- 11.2** The Terms of Reference of the 9th Pay Revision Commission require it to examine and suggest changes if any to the benefits available to service pensioners. The views and suggestions of the Service Organisations and Pensioners' Associations were sought for by the Commission. Various Organisations of serving employees as well as Associations of pensioners have responded to the questionnaire issued in this regard and furnished their views along with several demands before the Commission. A good number of individuals have also approached the Commission making various suggestions. The major demands include full pension for 20 years of service, 50% of last pay drawn should be given as pension, adoption of additional pension to aged pensioners, enhancement of ceiling of Gratuity to Rs. 10 lakhs etc, as available to the Central Government pensioners, based on the recommendations of the 6th Central Pay Commission.
- 11.3** During the same period (2007 - 08) the number of pensioners in the State was 4.41 lakh and the total expenditure towards payment of pensionary benefits during that year was Rs.4924.53 crore.
- 11.4** Information provided by the Heads of Departments to the Commission reveals that the number of retirees during 2009-10 was 13243 and the number of employees/teachers due to retire as on 31st March, 2011 is 14515.

Non availability of exact data

11.5 The major problems faced by this Commission to make a detailed study on various issues involved in the existing pension schemes in the State is the non-availability of exact data regarding the number of existing pensioners, exact number of pensioners retired during the last year, the number of pensioners receiving pension from Public Sector Banks, etc. According to the figures provided by the Accountant General to the Commission the total number of pensioners in the State as on 31.03.2010 is 5,02,902 based on the pension payment orders issued, the details of which are as follows:

Number of Superannuation pensioners	: 4, 21,509
Number of family pensioners	: 74,526
Number of Ex-gratia pensioners	: 3,543
Number of invalid pensioners	: 235
Number of personal staff pensioners	: 704
Number of Part-time service pensioners	: 2385

Total	: 5, 02,902
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11.6 The data regarding the details of pensioners receiving pension through Public Sector Banks is not being maintained by the Accountant General. The Director of Treasuries reported that the number of live pensioners in the State is 5, 28,296 of which 91,748 pensioners are drawing pension through Public Sector Banks. The figures collected by the Commission from the concerned District Treasury Officers indicate that about 1, 05,025 pensioners are receiving pension through Banks. In case the data provided by the Director of Treasury is correct, the number of pensioners has increased by 91% during the last 15 years (The number of pensioners during 1995-96 was 2, 76,900). The expenditure on pension during 2009-10 has been increased by 650% of the expenditure during 1995-96 (the total expenditure was Rs.716.68 Cr. And that during 2009-10 was Rs.4628.30 Cr.). So, while examining the demands put forth by various service/pension associations the Commission has to ensure a fair deal to all the pensioners simultaneously, keeping in view the capacity of the Govt. to bear the additional burden of the financial liability involved.

Pension to All India Service Officers

11.7 As per letter No.25014/2/2002-AIS(II) dated 11.4.2007 Government of India have decided to take over the entire pension liability of All India Service Officers retired as well as retiring both from the State and Central Government. Government of India will reimburse the expenditure connected with the payment of pension and other retirement benefits in respect of All India Service pensioners /family pensioners incurred by the State Government with effect from 1.4.2008. Accordingly detailed instructions were issued in Government

circular No.2/2010/Fin. dated 06.01.2010, directing all the Treasury Officers to ensure that payment of pension, DCRG, Commuted Value of Pension and family pension are accounted under the head “8658 Suspense Accounts-00-101-PAO Suspense 99- Transaction adjustable by PAO, CPAO New Delhi 01-AIS Officers” and to forward the vouchers to the Central Pension Accounts Office. The District Treasury Officers who are responsible for accounting transactions made by the nominated Public Sector Banks under the scheme of payment of Kerala Pension through Public Sector Banks are required to obtain separate scrolls for All India Service pensioners and other pensioners from the link branches concerned and to ensure that the expenditure is accounted under the above mentioned suspense head separately so as to enable the Accountant General to claim reimbursement from CPAO, New Delhi.

Pensionary claims and other retirement/Terminal benefits in Kerala:

(i) Superannuation Pension:

11.8 Superannuation pension is granted to a Government servant who retires on his attaining the age of compulsory retirement. The age of superannuation of various categories of employees is given below.

<u>Category of Officers</u>	<u>Age in years</u>
All India Service	60
High Court Judges	62
Officers governed by KSR	55
Last grade employees entered in service prior to 7.4.1970	60
Aided School/Pvt. College Teachers governed by C XIV B KER/Statute I	60
NMR workers appointed prior to 7.4.70	58
Part-time contingent employees	70
State Judicial Officers (from Munisiff to District Judge)	60

(ii) Retiring Pension

11.9 Retiring pension is granted to a Government servant who retires in advance of the age of compulsory retirement after completion of a qualifying service of 20 years under Rule 56 Part III KSR. The actual period of qualifying service as on the intended date of retirement of the employee shall be increased by a period not exceeding 5 years subject to the condition that the total qualifying service after allowing the weightage shall not exceed 33 years.

(iii) Compassionate Allowance

11.10 A Government servant who is dismissed or removed from service is not entitled to pension and gratuity. A Compassionate Allowance in cases deserving of special consideration may be granted. Compassionate Allowance

is sanctioned only after the eligibility is verified and reported by the Accountant General and the same shall not exceed two-third of the pension, which the officer would have drawn had he retired on the date of dismissal/removal. There is no provision for payment of DCRG in such cases. Compassionate Allowance will be sanctioned with prospective effect only and a minimum qualifying service of 10 years is required for the purpose.

(iv) Compensation Pension

- 11.11** When a post is abolished the officer who is occupying the post will have to be discharged from service. On such occasion the officer will be given the option either to accept pension which he may be entitled for the service he has rendered or to accept another appointment. If the officer chooses to accept pension he will be discharged from service and he will be given compensation pension. Compensation Pension can be claimed as a matter of right.

(v) Invalid Pension

- 11.12** Invalid pension may be granted if a Government servant retires from service on account of any bodily or mental infirmity which permanently incapacitates him from the service. In the case of Government servants who are invalidated as per the existing rules, irrespective of the length of service put in by them, the actual period of qualifying service as on the intended date of invalidation shall be increased by a period of 5 years subject to the condition that the total qualifying service after allowing the weightage shall not exceed 30 years. A minimum qualifying service of 10 years is required for the grant of invalid pension. For commutation of pension, medical examination is necessary.

(vi) Provisional Pension

- 11.13** While any departmental or judicial proceedings is initiated against a retired officer, he shall be paid provisional pension from the date of retirement till the date of passing final orders of the proceedings, an amount not exceeding the pension which would have been admissible to him. The pension so paid will be adjusted against final retirement benefits sanctioned on conclusion of the proceedings but no recovery shall be made when the pension finally sanctioned is less than the provisional pension. Any reduction in pension shall have only prospective effect from the date of order.

Pension to Panchayat Employees

- 11.14** Panchayat employees of the State (except the contingent employees) have been declared as full scale Government servants with effect from 03.02.1987 as per G.O. (Ms)No.25/87/LAD dated, 03.02.1987. They will however continue to draw their emoluments from Panchayat fund. All the terminal benefits including pension will also be paid from Panchayat fund.

Ex-gratia pension

11.15 In G.O. (P) No. 1851/99/Fin. dated 18.05.1999 Government introduced the scheme of Ex-gratia Pension to State Government employees who retire from service on superannuation but do not have the minimum qualifying service (i.e., 10 years) required for statutory service pension. The scheme came into effect from 1st October 1999 onwards. The minimum ex-gratia pension was Rs.400/- p.m. for qualifying service of and above 3 years and the maximum amount of ex-gratia pension was Rs.1148/- p.m. for 9 years of qualifying service. The scheme was subsequently extended to the employees coming under the direct payment system in aided educational institutions, employees of local bodies etc. 8th Pay Revision Commission (2004) had recommended an ad hoc increase of 10% in the consolidated amount of ex gratia pension for those who retired prior to 1.7.2004. Accordingly Government issued orders in G.O. (P) No.180/06/ Fin. dated 18.4.2006 *inter alia* issued orders increasing ex gratia pension by 10% to those who retired prior to 1.7.2004 giving effect from 1.4.2005 onwards. But as per G.O.(P) No.420/07/Fin dated 13.9.2007 Government revised the rate of ex gratia pension with retrospective effect from 1.4.2005 as follows:

Table 11.1

Completed year of qualifying service	Revised consolidated amount of pension
9 years	2160
8 years	1920
7 years	1680
6 years	1440
5 years	1200
4 years	960
3 years and below	720

Ex gratia pensioners are not entitled to DR on pension.

Pension to P.T. Contingent employees

11.16 The 5th Kerala Pay Commission (1988) recommended grant of pension to part-time contingent employees at the rate of 50 % of pay for a qualifying service of 30 years and pro-rata pension at lower rates for those who have put in lower qualifying service over 10 years of minimum service. The Commission also recommended that all part-time contingent employees should do half a days work and to allow EL to them at the rate of 1/22 of the period spent on duty subject to a maximum of 15 days in a year with permission to surrender EL as

in the case of regular employees. Accordingly Government issued orders in G.O (P) No. 27/91/P&ARD dated 3.9.1991 allowing pension to part time-Contingent employees who retires from service on or after 1.7.1988. Thus minimum pension as per the 2004 Revision is Rs.800 p m and the maximum pension is Rs.1500 p.m. The existing minimum and maximum family pension in respect of part time contingent pensioners is Rs.700/- and Rs.1200 respectively.

Pension to Ex- Personal Staff

11.17 The Vth Kerala Pay Revision Committee (1988) recommended grant of pensionary benefits to the personal staff of Chief Minister, Leader of opposition and Ministers subject the following conditions:

- i. Pension may be paid without insisting minimum service; but the minimum amount of pension stipulated for regular employees may be given.
- ii. Full pension may be paid to those who complete 30 years of service at the age of 55.
- iii. Actual service including broken periods; but excluding actual break may be reckoned.
- iv. Gratuity may be paid at the same rate and subject to the same monetary limits applicable to regular employees.
- v. No commutation of pension be allowed.
- vi. Family pension may be allowed at the same rates as for regular employees.

11.18 But the Government did not accept the recommendation in toto. In 1994 Government issued amendment to the Special Rules for the Personal Staff of the Ministers, the Leader of Opposition and the Government Chief Whip as S.R.O. No.1347/94 introducing pension to the personal staff giving effect to the persons who were in service of the staff of the Ministers, Leader of Opposition and the Government Chief Whip on or after 1.4.1982. The minimum service required for pension under this scheme is three years and the minimum pension was Rs.100/- p.m. According to this scheme pension is admissible to a person having at his credit more than two years of service ie., 2 years and at least one day's service is enough. According to an amendment issued as S.R.O. No.777/2009, break of service not exceeding 120 days in the entire service shall be counted as qualifying service for pensionary benefits. Govt. as per G.O. (P) No.461/2007/Fin. dated, 25.09.2007 revised the rates of pension in respect of the personal staff pensioners. Accordingly the minimum pension to this category stands modified to Rs.600/- p.m. and the maximum pension is 50% of the average emoluments for 30 years service and proportionate reduction for

service less than 30 years as in the case of State pensioners. So the revision of pensionary benefits of State pensioners may lead to the revision of pension in the case of personal staff pensioners also.

Death-cum-Retirement Gratuity

11.19 Almost all Associations have requested to enhance the maximum limit of Death-cum- Retirement Gratuity to Rs.10 lakh from the existing limit of Rs.3.30 lakh. Some Associations have requested to fix the minimum amount of DCRG at Rs.3 lakh. Our neighbouring States viz; Tamil Nadu, Karnataka and Andhra Pradesh have taken a decision to enhance the ceiling on DCRG to Rs.10 lakh.

Family Pension

11.20 Major demands are the following:

- i. Family pension should be at the same rates as of service pensions.
- ii. Enhanced rate of family pension in the case of death while in service may be enhanced to 10 years.
- iii. Changes proposed for revision of service pension should be made applicable to revision of family pension also.

11.21 According to the Government of India pension Rules, the normal family pension is 30% of the pay last drawn and the enhanced family pension is 50% of the pay last drawn. In Kerala, the same formula is being followed. But the enhanced family pension at 50% of the pay last drawn is payable to the family pension beneficiary for a maximum period of 7 years from the date of death of employee/pensioner or till the employee/pensioner attains the age of 62 years had he been alive, whichever is earlier.

Medical Allowance

11.22 Pensioners who have attained the age of 70 years were granted an allowance of Rs.25/- per mensem with effect from 01.04.1986. This benefit was later extended to the pensioners who attained 65 years of age with effect from 1.7.1988 as per G.O.(P)No.670/89/Fin dated 26.12.89. The allowance was subsequently enhanced to Rs.50/- p.m. from the first of the month in which a pensioner completes 60 years of age or w.e.f. 25.11.98 whichever is later. As the introduction of a health insurance scheme to the pensioners involves some practical difficulties, the 8th PRC had recommended enhancement of medical allowance from Rs.50/- p.m. to Rs.100/- p.m., irrespective of the age of pensioner and also to those who retired from the UGC/AICTE/Medical Education/Central Judicial scales of pay etc. The medical allowance was extended to the family pensioners and part time contingent pensioners also. Ex-gratia pensioners, re-employed pensioners, employed family pensioners and Ex-personal staff of Ministers, Govt. Chief Whip, etc are not eligible for medical allowance. The Associations have pointed out that the paltry allowance of

Rs.100 per month is inadequate to meet the medical expenses. The Associations have therefore suggested to revise the rate of medical allowance to Rs.500 or 1000 p.m. Demands are seen raised for extending the benefit to ex-gratia pensioners also.

Terminal Surrender

11.23 The maximum number of earned leave that can be encashed at the time of retirement in the case of a State Government employee is 300 days. Most of the service organizations have requested that the ceiling on terminal surrender of earned leave may be dispensed with. In the case of Central Government employees, the ceiling on terminal surrender is 300 days, but the entire EL encashed while availing LTC (10 days EL was permitted to be encashed while availing LTC subject to maximum of 60 days during their career) was to be reduced till 31.12.2005. The recommendation of the 6th Central Pay Commission to allow the maximum 300 days EL for encashment on retirement without deduction of EL already availed has been accepted by the Central Government. The State Government employees are entitled to encash EL upto 30 days every year.

One Rank One Pension

11.24 The concept of 'one rank one pension,' irrespective of the date of retirement was strongly supported by the previous State Pay Revision Commission (8th PRC) based on the recommendation of the Legislature Committee on non-official bills in their 36th report. The Legislature Committee's observation was that even if the implementation of one rank one pension involved huge financial implication to the State exchequer the disparity between the employees who retired from service during earlier periods and their counterparts who retire in subsequent years should be minimized. The committee had therefore suggested to ensure that at least 50 % of the starting pay in the revised pay scale for the post in which the pensioner retired is given as pension to the old retirees in the same rank.

11.25 The 7th State Pay Revision Commission (1997) had examined in detail the principle of 'one rank one pension' suggested by the 5th Central Pay Commission (1996) and observed that adoption of the same principle in Kerala would involve the notional fixation of basic pay of employees who retired prior to the date of revision by fixing their basic pay at each of the earlier pay revisions effected in the State at regular intervals of 5 years. There was also the possibility of the records having been destroyed on expiry of the scheduled retention period. The 7th State Pay Revision Commission (1997) therefore took the stand that an adhoc increase for past pensioners was the only feasible solution to eliminate the inter generational inequality among pre-revision and post-revision pensioners. The recommendation of the Commission was 40% hike in basic pension to those who retired prior to 1-7-1978, 20% hike to those

retired between 1-7-1978 to 1-7-1988 and 10% hike to those who retired after 01.07.1988 till the date of revision. While implementing the recommendations the Government enhanced the rates of hike to 50%, 30% and 20% respectively.

11.26 The 9th Pay Revision Commission (2009) of Andhra Pradesh was also not in favour of the concept of 'one rank one pension'. The main reasons put forth by the Andhra Pradesh Pay Revision Commission are : (i) the frequent pay revisions result in re-fixation of pay and it is not necessarily in the corresponding pay scales and (ii) even in cases where only corresponding scale is awarded , the fixation benefit coupled with substantial increase in the quantum of increment automatically brings in variation in pension between those who retired prior to pay revision and those who retire subsequently and at varying points of time. Rejecting the principle of 'one rank one pension' the 9th Pay Revision Commission of Andhra Pradesh recommended additional quantum of pension to old age pensioners as follows:

Table 11.2

Age group of pensioners	Additional quantum of pension
75 – 80	15% of basic pension
80 – 85	20% of basic pension
85 – 90	25% of basic pension
90 – 95	30% of basic pension
95 – 100	35% of basic pension
Above 100 year	50% of basic pension

11.27 The 8th State Pay Revision Commission (2004) recommended adoption of 'one rank one pension' in the manner that an employee retiring after 30 years or more of qualifying service would be entitled to 50% of the basic pay of the revised scale if he had drawn 10 months or more of salary in the scale of corresponding rank, irrespective of the time of his superannuation and this percentage would vary downwards depending on the length of qualifying service. Accordingly Government in G.O. (P) No.180/2006/Fin. dated 18.04.2006 issued orders revising the basic pension giving 6% of the existing basic pension as fitment benefit plus merger of 59% of Dearness Relief. If the amount so calculated is less than 50% of the minimum of the corresponding scale of the post from which the incumbent retired, the pension would be stepped up to 50% of the minimum of the revised scale in the case of pensioners having a qualifying service of 30 years and above. In the case of others with qualifying service less than 30 years, pension proportionate to qualifying service will alone be admissible.

State's Own Tax Revenue and Expenditure on Pension

11.28 The 8th Pay Revision Commission (2005) had recommended implementing the principle of 'one rank one pension' at a time when the number of pensioners in the State was 3.81 lakh (2004-05). The trend of expenditure on pension indicates that the expenditure towards pension constitutes around 30% of the State's own tax revenue. During the year 2007-08 the pension expenditure marked the highest of 36.03% of the State's own tax revenue. (Please see Table 11.3 below)

Table 11.3: State's Own Tax Revenue and Expenditure on Pension (Rs. Cr)

Year	No of Pensioners	Own Tax Revenue	Expenditure on Pension	Expenditure as % of Revenue
2000-01	3,39,000	5870	1929.48	32.87
2001-02	3,46,500	5923	1837.93	31.03
2002-03	3,53,200	7303	2282.90	31.26
2003-04	3,58,245	8089	2408.83	29.77
2004-05	3,81,156	8964	2600.87	29.01
2005-06	3,98,007	9779	2861.18	29.26
2006-07	4,16,815	11942	3294.58	27.59
2007-08	4,41,011	13669	4924.53	36.03
2008-09	4,83,815*	15990	4687.63	29.32
2009-10 RE	5,02,902*	17403	4628.30	26.59

* As provided by the Accountant General

Source: Finance Department, Finance Accounts 2008-09

11.29 In 2003 the Reserve Bank of India constituted a Group to study the pension liabilities of the State Governments and to make suitable recommendations regarding the feasibility of introducing necessary modifications in the existing pension schemes and to suggest appropriate funding arrangements to meet the growing pension liabilities. According to the study made by the Group, the State of Kerala ranked top in the expenditure on pension which was 20.3% of the total Revenue receipts of the State during 2001-02. The position in our neighbouring States during the same year was; Andhra Pradesh-10.6%, Karnataka-10.7%, Tamil Nadu-16.2%, etc and all States average was 11%. Projected pension payments of State Governments for 2010-11 as estimated by the Group indicated that all States average pension liability will be 22.3% of States' total Revenue Receipts and 33.8% of States' own revenue receipts. This estimation is seen made by the Group based on the historical compound growth rate of 23.6 per cent in pension payments during the period 1980-81 to 2001-02. Projected growth rate in total revenue and States' own revenue receipts were based on their historical growth rate at 14.3 per cent and 14.6 per cent respectively during the period 1980-81 to 2001-02. In Kerala, the figures available give a different picture as may be seen from table 11.4 below:

Table 11.4: Trend in Expenditure on Pension and State's Revenue (Rs. Crore)	Expenditure on Pension	Annual Growth Rate	State own revenue receipts	Growth Rate	Pension payment as % of own revenue	Total revenue receipts	Growth Rate	Pension payment as % of Total Revenue
2001-02	1837.93		5923		31.03	9056		20.30
2002-03	2282.90	24.21%	7303	23.30	31.26	10637	17.46	21.46
2003-04	2408.83	5.52%	8089	10.76	29.78	11815	11.07	20.39
2004-05	2600.77	7.97%	8964	10.82	29.01	13500	17.26	19.26
2005-06	2861.18	10.01%	9779	9.09	29.26	15295	13.30	18.71
2006-07	3294.58	15.15%	11942	22.12	27.59	18187	18.91	18.12
2007-08	4924.53	49.47%	13669	14.46	36.03	21107	16.06	23.33
2008-09	4687.63	4.81%	15990	16.98	29.32	24512	16.13	19.12
2009-10 RE	4628.30	(-) 1.27%	17403	8.83	26.59	26526	8.22	17.45

Source: Report of the State Expenditure Review Committee, December 2008 Budget in Brief.

- 11.30** The question of extending the principle of “one rank one pension” for the pensioners who retired during the period from 1.4.2004 to 30.6.2009 and the revision of pensionary benefits have to be examined in the above background. Of course the Commission is expected to ensure a fair deal to all the pensioners simultaneously keeping in view, the State’s capacity to bear additional financial burden involved consequent on the revision of pensionary benefits.
- 11.31** Several States in India have adopted the pension scheme of the Central Government consequent on the recommendations of the 6th Central Pay Commission, with certain modifications. Our neighbouring States viz; Andhra Pradesh and Karnataka are among the States where the Central Pension scheme has not been made applicable. In all the Indian States, except Kerala, the age of retirement of employees is 58 years or above. So while considering the question of revision of the existing pensionary claims in this State, a comparison with other States or extension of benefits available in those States to Kerala pensioners is not advisable especially for the reasons that the number of pensioners and the number of employees and teachers in Kerala are almost the same, that employees having less than 10 years’ service at the time of

retirement are enjoying monthly ex-gratia pension, that around 20% of the State's Revenue is being met towards pension expenditure, etc.

Previous Pension Revisions in Kerala

(i) Pension Revision ordered in G.O. (P) No.456/79(41) /Fin. dated 5.5.1979.

11.32 For 22 years after the Kerala State was formed in 1956 revision of pension was not made till 1.7.1978. Only small adhoc increases were given. Pensioners were not getting D.A. (later termed D.R.) till 1.7.1978. D.A. at a reduced rate as compared to serving employees was sanctioned in the pension revision ordered in G.O, (p) No.456/79 (41) /Fin. dated 5.5.1979. D.A. at 12% subject to a minimum of Rs.15/- and a maximum of Rs.75/- p.m. was allowed. Serving employees were allowed D.A. at 15% of pay (which included D.A. till then paid) upto Rs.400/-. Dearness Allowance at the same rates as for serving employees was allowed with effect from 1.1.1987 as per G.O. (p) No.674/87/Fin. dated 14.8.1987. Percentage increase in pension was sanctioned as detailed below:

1	Those who retired prior to 14.11.1966	25% of pension Subject to a minimum of Rs.50/-
2	Those who retired during the period from 4.11.1966 to 31.3.1969	20% of pension subject to a minimum of Rs.40/-
3	Those who retired during the period from 1.4.1969 to 30.6.1973	10% of pension subject to a minimum of Rs.25/-
4	Those who retired during the period from 1.7.1973 to 30.6.1978	5% of pension subject to a minimum of Rs. 15/-

Pension for the above purpose will also include the commuted portion, if any.

(ii) Pension revision ordered in G.O. (P) No.235/86/ (45) /Fin. dated 19.3.1986

11.33 The fourth Kerala Pay Commission had classified the pensioners into five categories. The minimum basic pension was fixed as Rs.150 p.m. and the minimum basic family pension was Rs.120 p.m. The ceiling on pension was raised from Rs.1500 to Rs.1750. Medical benefit allowed to the pensioners and his spouse was extended to minor children of pensioners also. Pensioners who have completed the age of 70 years were granted an allowance of Rs.25/- per mensem for medical treatment from the month of April 1986 onwards. The revised pensionary benefits were given with effect from 1.4.1985. Increase in pension of each of the five categories was as follows:

- i. Those who retired prior to 1.11. 1956 - 30%
- ii. Those who retired from 1.11.1956 to 13.11.1966. - 20%

- iii. Those who retired from 14.11.1966 to 31.3.1969. - 15%
- iv. Those who retired from 1.4.1969 to 30.6.1973. - 12 ½ %
- v. Those who retired from 1.7.1973 to 30.6.1978. - 7 ½ %
- vi. Those who retired from 1.7.1978 to 30.6.1983. - 5%

(iii) Pension Revision sanctioned in G.O. (P) No.670/89/Fin.dated 26.12.1989:

11.34 The minimum pension and family pension were increased to Rs.285 and Rs.245 p.m. respectively. The ceiling on pension was increased from Rs.1750 to Rs.2500 p.m. The ceiling on DCRG was enhanced from Rs.45000 to Rs.60000. The revision was given effect from 1.7.1988. The increase in pension of the various categories was as follows:

- 1. Those who retired prior to 14.11.1966. - 12 ½ %
- 2. Those who retired from 14.11.1966 to 30.6.1973. - 5%
- 3. Those who retired from 1.7.1973 to 30.6.1978. - 3%
- 4. Those who retired from 1.7.1978 to 30.6.1983. - 2%

Medical allowance of Rs.25/- was extended to those above the age of 65. D.A. at 608 points of AICPI was merged with pension. Increase in pension on applying 50% formula instead of slab rate was given. Minimum pension and minimum family pension were enhanced to Rs.285/- and Rs.245/- respectively.

(iv) Pension Revision sanctioned in G.O. (P) No.365/94/Fin. dated, 01.06.1994 w.e.f. 01.07.1993, (modifying the earlier date of 01.04.1994).

11.35 Minimum pension and minimum family pension was enhanced to Rs.375/-. The maximum ceiling on pension is Rs.3650 p.m. The ceiling on DCRG was enhanced to Rs.80000.

1.	Those who retired before 1.7.1973	-	10% of pension subject to a minimum of Rs.90/-
2.	Those who retired from 1.7.1973 to 30.6.1983	-	7% subject to a minimum of Rs.90/-
3.	Those who retired from 1.7.1983 to 29.2.1992.	-	5% subject to a minimum of Rs.90

Orders were issued in G.O. (p) No.27/91/P&ARD dated, 03.09.1991 sanctioning pension to Part time contingent employees retired after 1.7.1988. The minimum and maximum pension allowed to them were enhanced to Rs.125/- and Rs.275/- respectively in the G.O. dated 1.6.1994. Orders were issued in G.O. (P) No.146/86/Fin. dated, 11.2.1986 granting family pension to those who were not covered by the family pension scheme 1964.

(v) Pension Revision 1997 ordered in G.O. (P) No. 3001/98/Fin.dated,25.11.1998, with effect from 1.3.1997.

11.36 The Minimum Pension and Family Pension was raised to Rs.1275/-. The maximum ceiling on pension will be 50% of the maximum of the highest scale of pay under the State Government. The ceiling on family pension is 30% of the highest pay in the State Government. The ceiling of DCRG is enhanced from Rs.80000 to Rs.2.80lakh. The increase in pension of various categories is as follows:

- | | | |
|---|---|-----|
| 1. Those who retired during
1.7.1988 to 28.2.1997. | - | 15% |
| 2. Those who retired during
1.7.1978 to 30.6.1988. | - | 30% |
| 3. Those who retired prior
to 1.7.1978. | - | 50% |

Pension was consolidated by adding fitment benefit, DR at 1510 points and two interim reliefs were allowed to the existing pensioners. Pension of part-time contingent employees was also enhanced. Medical allowance was enhanced to Rs.50/- and was extended to those above the age of 60.

(vi) Pension Revision ordered in G.O. (P) No.180/06/Fin. dated 18.04.2006 with effect from 01.07.2004, with monetary benefit from 1.4.2005

11.37 Pension was refixed merging 59% of D.R. and 6% fitment benefit subject to a minimum of Rs.200/-. One rank one pension scheme was introduced. Pension and family pension is to be fixed at 50% and 30% respectively of the minimum of the revised scale of pay of the post of retirement, if it is higher than what is fixed with fitment benefit. The pension will be fixed at the rate admissible to the qualifying service, if it is less than 30 years. Ceiling on DCRG, commuted value, pension, etc. were changed and enhanced. Commutation was enhanced from 1/3 to 40% of pension. Minimum pension and minimum family pension were enhanced to Rs.2400/-. Medical Allowance was enhanced to Rs.100/- and allowed to all pensioners/Family pensioners irrespective of age with effect from 1.3.2006. This benefit was later given to pensioners from part-time contingent posts also.

Part-time contingent pensioners were given refixation of pension as in the case of pensioners, with minimum benefit of Rs.125/-. Existing minimum and maximum of pension and family pension were revised as detailed below:

<u>Minimum(p.t.c.pension)</u>	<u>Maximum(p.t.c.pension)</u>
1. Pension Rs.800/-	Rs.1500/-
2. Family pension Rs.700/-	Rs.1200/-

Several orders including those relating to work establishment pension, Ex-gratia pension, amendments to pension Rules in part III, KSRs, pension to disabled employees with only 3 years of service, unmarried daughters, personal staff of the Ministers, Speaker, etc. have been issued during the period in which pension revisions as mentioned earlier were given.

- 11.38** The salient features of the pension revisions from 1978 onwards are given in brief to give an idea of the benefits allowed to pensioners, which have increased at least in one or two benefits. Since the 1997 and 2006 pension revisions are the latest and have some special features, a discussion on these two revisions are attempted below:

1997 Pension Revision

- 11.39** For the first time in the pay and pension revisions in our State, orders on pay and pension revisions were issued on the same day ie. 25.11.1998. The necessity to bridge the gap between the retirees at different times was realised. The feasible course of action to achieve the above purpose was decided as suitable percentage increase, the earlier retirees being given higher percentage increase. Pre 1978 pensioners were not getting D.A. on pension. They did not get the benefit of pension revision. Chances of promotion from time bound grades were non-existent then, it being introduced in 1979 (1.7.1979) and further liberalised since then. Since several pay revisions had taken place unlike at the Centre, the re-fixation of pension treating the pensioner as if he were in service for pay fixations after his retirement recommended by the Fifth Central Pay Commission and accepted by the Central Government which established near parity between past and later pensioners (pre 1.1.1996 pensioners and those who retired after 1.1.1996), was not feasible. Hence the only possible course was to give percentage increase (higher rate to earlier retirees). Pre 1.1.1987 retirees were getting only lesser rate of D.A. Hence those who retired during the period from 1.7.1978 to 30.6.1988 also deserved higher percentage increase than later retirees. The addition of the two interim reliefs to the pension was also a proper and commendable decision.

2006 Pension Revision

- 11.40** The Commission accepted 01.07.2004 as the date of effect of changes but denied the monetary benefit for the period from 01.07.2004 to 31.03.2005. The Commission recommended adoption of 'one rank one pension' in the manner that an employee retiring after 30 years or more of qualifying service would be entitled to 50% of the basic pay of the revised scale if he had drawn 10 months or more of salary in the scale of corresponding rank irrespective of the time of his superannuation and this percentage would vary downwards depending on the length of qualifying service. Accordingly Government in G.O. (P) No.180/20006/Fin. dated, 18.04.2006 issued orders revising the basic pension giving 6% of the existing basic pension as fitment benefit plus merger of 59% of

Dearness Relief. If the amount so calculated is less than 50% of the minimum of the corresponding scale of the post from which the pensioner retired, the pension would be stepped up to 50% of the minimum of the revised scale in the case of pensioners having a qualifying service of 30 years and above. In the case of others with qualifying service of less than 30 years, pension proportionate to qualifying service will alone be admissible.

11.41 In G.O (P) No.602/2010/Fin dated 19.11.2010, Government have ordered among other things an increase of 5% in pension and family pension to those who retired /expired while in service during the period from 1.3.2002 to 30.6.2004, with effect from 1.4.2009 including those who draw minimum pension/family pension. Accordingly the minimum monthly pension/family pension stands raised to Rs.2520/- from Rs.2400/-

11.42 The major demands of Service Organisations and Pensioners' Associations are

- (i) Stipulation of 30 years of service for full pension may be reduced to 20 years.
- (ii) Pension should be calculated on the basis of the last pay drawn and it should be 50% of the pay.
- (iii) Pension should be @ 70% of the pay last drawn.
- (iv) No minimum service should be insisted for minimum pension.
- (v) Additional pension to the pensioners above 80 years of age may be granted as in Central Government. The increase is 100% to those above 100 years of age.
- (vi) Weight age of 0.5% for each completed year of past service
- (vii) Fitment benefit of 40% of basic pension

11.43 The Central Government has revised the pensionary benefits in respect of Central Government Pensioners with effect from 01.01.2006 based on the recommendation of the 6th Central Pay Commission. Prior to 01.01.2006 full pension was available only on completion of 33 years of qualifying service in the case of Central Government employees. An additional qualifying service up to 5 years was also allowed for computing 33 years of service to become eligible for full pension. Thus an employee who put in a minimum service of 28 years was eligible for full pension under the Central Government till 31.12.2005. The 6th Central Pay Commission had recommended allowing 50% of the last pay drawn or 50% of the average emoluments during the past 10 months whichever is more beneficial to the retiring employee, as pension after completion of 20 years of service and the Central Government has accepted the recommendation. The intention behind such a recommendation is to motivate a Government servant to have the option of a mid career change without losing the benefit of pension in case he had put in at least 20 years of service in Government. In some other States where Central pay scales are not adopted (e.g. Andhra Pradesh) 33 years of qualifying service is required for getting full

pension. Even in the last pay revision (9th Andhra Pradesh Pay Revision implemented in 2009) also, the limit of 33 years for full pension has been allowed to continue in Andhra Pradesh. There is therefore no point in arguing that the minimum service required for full pension should be reduced to 20 years for the sole reason that new entrants come into service at the age of 30-35 years or more. The 2004 Kerala Pay Revision Commission also took the stand that in so far as pension is a right secured as a result of long and loyal service, the present limit of 30 years is not an unreasonably long period for entitling a person with full pension.

The demand that the pension should be calculated on the basis of last pay drawn was also examined by the 2004 Pay Revision Commission and arrived at the conclusion that the present formula of determining pension on the basis of average emoluments of 10 months preceding superannuation should be continued. The observation in this regard made by the 8th Pay Revision Commission is reproduced below: "...The suggestion of associations to accept the last monthly pay drawn as the basis for determination of the pension can only result in uncontrollable malpractices. In order to benefit an employee a senior colleague can proceed on a month's leave either on account of friendship or relationship or goodwill or on other considerations enabling the junior colleague to secure the next higher grade salary as to enable him to draw a higher pension which will last his lifetime and beyond by way of family pension. When pension itself is treated as an obligation of the employer on the basis of principle of long loyal service rendered by the pensioner during the best part of his life including the rank from where he is retiring, considering one month's remuneration is not a rational proposition."

- 11.44** In Andhra Pradesh, the average emoluments are worked out on the last drawn pay provided officiation in a promoted post during last two months preceding the retirement is in a regular vacancy. A person promoted in a regular vacancy is eligible for the benefit, irrespective of the number of days he/she worked in the promoted post. In other words, pension is admissible at the 50% of the last drawn pay in the case of employees who worked in a regular vacancy of at least a period of two months irrespective of days the employee worked in the promoted post. The 9th Pay Revision Commission of Andhra Pradesh recommended to continue the same position.
- 11.45** Minimum qualifying service required for earning Pension is 10 years. The Commission has received several representations demanding that the qualifying service for earning minimum pension may be reduced. This demand was repeatedly raised before the previous Pay Revision Commissions also. The 5th Pay Revision Commission (1988) had categorically turned down such a demand for the reason that pension confers a long term benefit on an employee covering the entire period of his life and should be admissible only if he/she

has served Government for a reasonably long period. The Central Civil Service Pension Rules also stipulates 10 years qualifying service for earning minimum pension. It is true that persons in the personal staff of Ministers and the Leader of opposition are allowed pension with as little as 3 years of service. But in our State all employees who retire from service with less than 10 years qualifying service are being granted ex-gratia pension from 1999 onwards..

11.46 At any time after a Government servant has completed twenty years qualifying service he may, by giving notice of not less than three months in writing to the Appointing Authority, retire from service under Rule 56, Part III, Kerala Service Rules. Several Service Organisations have requested to reduce the period from 20 years to 15 years or 10 years for voluntary retirement. Reduction in the period of service for voluntary retirement may create difficulties in the retention of trained manpower besides casting upon Government the additional liability. The 6th Central Pay Commission also was not in favour of reduction of qualifying service required for seeking voluntary retirement.

11.47 The 8th Pay Revision Commission had enhanced the rate of commutation of pension to 40% of the pension, the full amount of pension to be restored after 12 years. Various Service Organisations have requested to enhance the rate of commutation to 50% and to restore the commuted portion of pension after 10 years. In the case of Central Government pensioners the rate of commutation is 40% of pension and the period for restoration is 15 years. In the neighbouring States like Tamil Nadu and Andhra Pradesh the position as in the Central Government is in existence. There is therefore no reason to enhance the commutation of pension beyond 40% or to reduce the restoration period from the existing level of 12 years.

11.48 The number of State pensioners belonging to different age groups is given below:

No.	Retirement Period	Age Range	No of Pensioners drawing pension from Treasuries	No of Pensioners drawing pension from Banks	Total
1	Before 1965	100+	576	39	615
2	1966-70	95+	1114	334	1448
3	1971-75	90+	3497	1154	4651
4	1976-80	85+	9344	3234	12578
5	1981-85	80+	20143	7538	27681
6	1986-90	75+	35598	13253	48851
7	1991-95	70+	57492	17276	74768
8	1996-00	65+	83060	20032	103092

No.	Retirement Period	Age Range	No of Pensioners drawing pension from Treasuries	No of Pensioners drawing pension from Banks	Total
9	2001-05	60+	93280	19828	113108
10	2006-10	55+	99787	7204	106991
11		< 55	14398	1500	15898
12		Unknown	18282	332	18614
	Total		436571	91724	528295

Source: Department of Treasuries

Recommendations:

(i) Qualifying Service:

The qualifying service for full pension is preferably 30 years. In view of the increasing pensionary liabilities of the State it would be detrimental to the interest of the State to reduce the qualifying service for full pension. The present position of 30 years service for full pension may continue.

(ii) Rate of pension:

At present average emoluments for the last 10 months preceding the date of retirement is taken for computing the pension. The demand for granting 50% of the last pay drawn as pension cannot be recommended for the same reason stated by VIII Pay Commission at Para 8.1.17 of its Report. However the Commission recommends that the rate of pension may be fixed at the average of the pay for the last 10 month's preceding the date of superannuation or 50% of last pay drawn by an employee which ever is more advantageous to him subject to the condition that he should have worked at least 6 months in the higher post during the said last 10 months. Otherwise average of the pay drawn during the last 10 months preceding the date of superannuation will be the amount to be taken for calculation of pension.

(iii) Service Qualifying for minimum pension.

No other State in India or the Central Government have reduced the service required for minimum pension from 10 years. Unlike the other States, monthly exgratia pension is available to employees who retired with less than 10 years of qualifying service in our State. So there is no justification for reducing the number of qualifying service from the existing 10 years.

(iv) Fixation of Pension

(i) For those who have retired from service till 30.6.2009 the basic pension will be worked out by adding D.R. at 64% as on 1.7.2009 and 12% of the existing basic pension/family pension on fitment benefit to the basic pension/F.P. If the amount so arrived is less than Rs.4500/- the

same may be rounded off to Rs.4500/- which will be the minimum pension/minimum family pension. The maximum pension may be fixed at 50% of the maximum pay admissible to State employees. The revised highest scale of pay recommended by this Commission is Rs.59840/-. So the maximum pension may be fixed at 50% of Rs.59840/- which is equal to Rs.29920/-. The maximum family pension (normal rate may be fixed on 30% of the maximum pay ie 30% of Rs.59840/-.

- (ii) The present system of granting One Rank One Pension will not be attractive to the pensioners who come over to the revised pensionary structure as indicated above. The Commission is of the view that the 12% fitment benefit allowed to the pensioners will bring them to an advantageous stage than the One Rank One Pension Scheme. By granting 12% fitment benefit to all pensioners (which is 10% in the case of employees in service) all pensioners are, assured increased benefits than that entitled through One Rank One Pension Scheme. However, Pensioners those who have been covered by 5% increase in basic pension vide GO (Rt) No.602/2010/Fin. Dated 19.11.2010 will be allowed 10% fitment benefit only.

(v) Additional Pension/Family Pension

The additional quantum of pension to aged pensioners is seen adopted by other States without adopting the concept of 'one rank one pension'. The average increase in the number of pensioners is 17000 and above per year in our State. The expenditure during 2007-08 was more than the expenditure during 2006-07 by Rs.1629.95 crore. This abnormal increase requires detailed scrutiny by the Government especially in the context that the Pay Revision Commission (2004) had estimated an amount Rs.137 crore only per annum towards additional expenditure on revision of pension and introduction of 'one rank one pension'. However the Commission recommends that additional pension at the following rates for pensioners/family pensioners on attaining 80 years of age may be granted as detailed below:

On attaining the age of	Additional Quantum of Pension
80 years	5% of revised basic pension/family pension
85 years	10% of revised basic pension /family pension
90 years	20% of revised basic pension/family pension
95 years	30% of revised basic pension/family pension
100 years	50% of revised basic pension/family pension

(vi) Commutation of Pension.

The Commutation of pension may remain at the existing rate of 40% since the rate of commutation in Central Government as well as in other States including Andhra Pradesh is 40%.

There is no justification for reducing the period for restoration for commuted pension from the existing 12 years to 10 years as demanded by various Pensioners Associations. In Central Government the period of restoration of commuted value of pension is 15 years and this has been adopted by almost all the States which follow the Central Pay scale. The Commission therefore recommends to continue the period of restoration as 12 years.

(vii) DCRG

The ceiling on DCRG in the case of Central Government employees is Rs.10lakhs w.e.f 1.1.2006 as per the 6th Central Pay Revision. The duration of each Pay Revision in our State is 5 years where as Central Pay revision is once in 10 years. So it seems inappropriate to raise the ceiling of DCRG to State employees at the level of Rs.10 lakhs. The Commission recommends the ceiling of DCRG to the State employees at Rs.7 lakh.

(viii) Medical Allowance to Pensioners

The Commission may recommend to continue the grant of Medical Allowance. It is recommended that the existing rate of Rs.100/- p.m. as medical allowance may be enhanced to Rs.300/- p.m.

- (ix)** The revision of pension to those under U.G.C Scheme with reference to the scales of pay revised from 1.1.2006 may be expedited by the Government.
- (x)** The Government may consider creation of a pension department in the State in view of the position recommended at para 15.5.1 of this Report.
- (xi)** A Health Care Scheme may be evolved to the Pensioners. The Scheme implemented by the Government of Tamil Nadu as explained at para 15.5.2 may be adopted. Alternatively, Government may consider constituting a corpus fund and to release specified amount to be fixed by Government for particular disease irrespective of the medical institution in which the pensioner is treated, to assist them who suffer from specified serious illness.

- (xii)** The Commission recommends to Government that the employees appointed as Co-terminus staff of High Court Judges who are given assignments for a definite term of office not less than three years may be placed on a par with the personal staff of Ministers etc for pension. Those who are enjoying pension under other schemes need not be considered for further pensionary benefits under this scheme.

CHAPTER 12

ACCOUNTABILITY AND EFFICIENCY IN ADMINISTRATION

- 12.1.** One of the terms of reference of the Commission is to review the present pay structure of the employees and suggest changes which may be desirable and feasible keeping in view, inter – alia, the need for greater social accountability and efficiency in administration.
- 12.2.** Improvement of efficiency in administration is an important aspect and the Commission had brought it to the notice of the service organizations, at the time of discussion. They had to concede that the service delivery system needs change towards their attitude and outlooks.
- 12.3.** The Commission has formulated its recommendations keeping in view of the above mentioned terms of reference. The Commission feels that the following administrative measures have also to be taken for ensuring and improving social accountability and efficiency in administration.

12.3.1. Monitoring attendance in office/place of duty

The attendance of employees in office/place of duty throughout the duty hours is to be ensured by taking proper measures. Late coming and early leaving office are regular occurrence. There is supervisory laxity in the strict monitoring of attendance. The absence of employees in office during duty hours not only causes dislocation of works but also affect the needs of the people. To overcome this hurdle, Government have adopted punching in all major offices (Offices of Heads of Departments, Collectorates and all offices of and above district offices including Local Self Government offices like City Corporation, Muncipal Councils, District Panchayats). Punching can ensure the timely arrival and departure of employees but need not give proper attention to work throughout the office hours. Supervisory officers and heads of Departments should be made responsible to ensure this.

12.3.2. Behaviour towards public

- (i) There should be an attitudinal change among Government employees. The Government employees should realize that they are Public Servants. The behaviour of most of the Government Servants towards public are such that they are the masters of the public. They should be made to realize that they are servants of the society and that the public visiting the office for relief are to be treated with dignity and in a polite manner. It is regrettable to note that the approach from the part of most of the officials is negative towards the cause of the public. It requires a change in their approach and outlook. The first and foremost training to be

imparted to the Government Servants is regarding their commitment to the public and the attitudinal changes.

- (ii) Polite behaviour to the visitors and furnishing of information about matters sought by them to the extent permitted by the Rules and office procedures are also to be ensured. Supervisory officers at all levels and the heads of all the offices should take special care to ensure the same. It is through the employees that the programmes of the Government reach the people and they get opportunity to evaluate them. The attitude and approach of the employees towards the public, quite often, makes things counterproductive. Effective and easy service delivery including redressal of the grievances of the public, depends on the attitudinal aspects of the employees. Any reform or programme intended for public service can be reversed by the adverse behaviour and approach of the employees.
- (iii) Though there has been suggestions to provide Reception Counters/Front Office Facilities for the public in many important offices, it has not been effectively implemented, except in Secretariat and a few other offices. The Commission reiterates the need for such arrangements in all important offices.

12.3.3. Induction Training

Efficiency in Civil Service is discussed commonly by administrators and the citizens. Entry level training is an area of importance. This will induct the personnel properly in the working environment saving from the existing unhealthy working culture. Training will also induce attitudinal changes. This is possible on a suitable timetable in every department for one to two months in every year, after recruitment. The department itself may offer trainings of their own to the personnel of the department. A very deliberate and well thought out scheme was prepared for this purpose by the Administrative Reforms Commission (2000). We are reporting the relevant extracts below:

INDUCTION TRAINING REQUIREMENTS

1. "It has been suggested in the report that any new recruit to Government service should be provided with focused induction training. The specifics of such training would vary from category to category and department to department. As such each department may be asked to clearly specify the training requirements of their staff at different levels of induction as their inputs to the training policy to be formulated by the Government. For assessing the training requirements the following broad framework is suggested:

2. The total employees in each department may be divided into six distinct categories.
 - (i) Generalist officers of the level of Junior Superintendent and above.
 - (ii) Technical officers like doctors, engineers etc.
 - (iii) Generalist staff particularly ministerial staff.
 - (iv) Technical staff including field staff like VEO, Health Instructor etc.
 - (v) Other office staff mainly typists and CAs and other similarly placed staff.
 - (vi) Subordinate/supporting staff like drivers, Attenders, last grade servants, etc.
3. Except for the last two categories, the training for all the other categories shall have **a foundation course having two components**. One module of the first component shall focus on the role of the Government, the constitutional provisions, relation between the Central-State and Local Governments, role of Civil Service Organisation of the State Government and an orientation in Information Technology and its applications. Another module of this component shall focus on group behavior and public interactions. This component shall have **duration of one-month each for each module. (I.e. Two months altogether)**-
4. **The second component of the foundation course** shall deal with the office procedures to be followed, KSR, Account Code, Financial Code, KCS (CC & A) Rules, Government Servants Conduct Rules and the manuals to be followed. This shall be also of two-month duration.
5. For category five, only the first component of the foundation course shall be administered and for category six, there shall be an abridged version of the first component of two weeks/one month duration.
6. Category five and six may be given placement after completion of the above mentioned phase of training.
7. **For the first four categories there shall be a further on-the-job training** in the concerned department. This training may be administered by the departmental training institutes or by involving officers from the concerned departments. There shall be two-week class room orientation on the role of

the concerned department, its organisation, the major functions and the work done at each tier of the structure and at each level in an office. This shall be followed by actual desk attachment in the department and the trainee will have to familiarize himself with the work being done at each seat/section. **This desk attachment would be of two-month duration.** For the field level staff the training shall be more oriented towards field attachment rather than the desk attachment. It is also desirable to include a component on environment protection. There shall be an evaluation of the trainee at this stage.

8. Category three and four may be given placement after completion of the above training.
9. **Regarding officers, category one and two, there shall be further one-month training on stress management, managing personnel, managing the external environment, overall office administration and personality development.**
10. The departments concerned may specify the actual components of the training in each of the above modules for the above categories. Only such trainees who pass the two-stage evaluation shall be positioned in service. The evaluation process the training schedule etc may be finalised as part of the training policy with expert assistance. The venue of training etc may be fixed on practical considerations (Cost of building local infrastructure vis-à-vis the recurring cost of training. No individual will be required to perform the duties without undergoing the induction training. **The Period of Induction Training shall be considered as duty for all purposes.”**

The scheme suggested above shall be taken up as early as possible.

12.4. Delegation of powers

Statutory delegation of powers may be issued in all cases where such delegation is possible. It is to be ensured that the officers to whom powers are delegated exercise such powers. If they are found not capable to exercise such powers, they should be replaced by officers who are capable to exercise the powers. Higher officers should not take decisions on matters within the powers of lower authorities except when there are compelling circumstances. Seeking clarifications from higher authorities on matters within the delegation of powers of the lower authorities are adopted to delay matters. This has been continuing as a practice by departmental officers. Since such procedure is appreciated by many of the officers at the higher level, this is being continued.

There must be a check and control to this practice and the higher authorities must initiate steps to curtail this unpleasant practice.

12.5. Merit promotion

Appointment to posts in selection categories may be made according to merit and ability; whereas seniority is having considered where merit and ability; are approximately equal. Necessary provision for this has to be made in the General Rules 28 (b).

According to General Rules 28 (b) (ii) promotion and appointment to higher posts are to be made in accordance with seniority subject to the person being considered suitable for the post. Punishments other than censure awarded within a period of three years immediately preceding such promotion or appointment by transfer shall be taken into account in determining the suitability of a person for promotion or appointment by transfer to posts other than selection posts. The above mentioned Rule (b) (ii) is not being followed strictly. No Rules have been made for the guidance of the Heads of Departments/appointing authorities who make promotions to non-selection posts to be filled up as per this Rule. Rule 28 (b) (ii) is to be strictly enforced.

12.6. Steps for eradication of corruption:

Ethical standards are fast declining in public life and more so in Government service. In the past, those working in Government had a clear idea about the type of behaviour which is right and the type which is wrong. There is a dangerous ethical uncertainty which is not good for Government. More than fear of punishment what is required is a positive belief in ethics in public life.

Police Vigilance Divisions and the Vigilance set up in the Departments have to be strengthened. Vigilance Committees with representatives of the service organizations have to be set up in every office, under the head of office. Elected representatives (Local Self Government Councils) may also be included in such committees.

The Government orders are not reaching in time in the subordinate offices. As a result of this, the implementation of orders are delayed inordinately. Moreover the implementation of the Government orders are not able to say much about implementation when it is not monitored.

12.7. Modernization of Rules

The present system of office procedure followed in Government Offices is quite out modeled, cumbersome and dilatory. Evaluating the constraints of present system, the Administrative Reforms Committee had submitted proposals to replace the existing Office Procedure Manuals with new set of procedure incorporating Information Technology. The various levels at which files are

handled in Government Offices based on the existing Manuals of Office Procedure have to be changed. There should not be handling of a file at more than three levels. In times of urgency the principles of jumping shall be followed. Though there had been attempts for the revision of Rules/Methods nothing has been materialized so far. The long keeping of files on the tables may get justification based on the provisions of the existing manuals. This gives chances for delay and ultimately to corruption.

The concentration of duties and powers on a single authority causes difficulties in the successful implementation of schemes and programmes. The District Collectors are burdened with a variety of duties and responsibilities which he cannot carry out successfully. So also the Secretaries of Local Bodies are entrusted with various duties and functions. In the Municipality Act there is an enabling provision for the Secretary to delegate any of his functions to any officer or employee of the Municipality. But there is no provision in the Act to delegate the duties and powers of the Secretaries to other functionaries of the Municipality. The Secretary himself has to exercise all the statutory duties vested on him. The secretary himself has to exercise all the statutory duties vested on him. The overloading and concentration of work on a single authority will result in delay, nepotism and corruption. The problems and issues in the urban areas like Thiruvananthapuram/Kochi and smaller urban areas like Vaikkam, Chengannur or Paravoor have no comparison. But the powers, duties and functions of the larger and smaller urban areas are more or less similar. The level of officers in departments shouldering the powers are to be divided and distributed.

12.8. Inspections

There must be periodical inspection of the works of the employees by the superior officers. The inspections must include the movement of files and maintenance of registers etc, the performance appraisal must also be undertaken while conducting inspection.

12.9. Staff Conference

In every two weeks or at least once in a month the head of office should convene staff conference. Each and every employee should explain the works turned out by him and also the difficulties felt. The decisions of the staff conference must be recorded and follow up action taken.

12.10. Computerization

To increase the efficiency of civil service computerization may be effectively implemented. A professional culture should be inculcated among employees so that management techniques can be made use of. The re-structuring of the departments and secretariat may be studied and a system to make civil service more effective and public friendly may be evolved.

A review of present state of affairs suggested that the measures by Administrative Reforms Commission to have a system, where monitoring of the file can be done more effectively by using information Technology has not been taken up vigorously. Guidelines have been issued towards establishing Computer network for the entire Secretariat linking it to enquiry centers. However, operationalisation of this has been too slow. Though Government have bought computers and started distributing them to various departments, it is not being used for the purposes for which it is meant. In some departments the use has been confined to word processing only. The processing of information through net working and other related uses has not been effectively implemented and softwares catering to the specific needs of the administration has not been developed. One major concern of the public is delay in the movement of files and it is high time to realize that Information Technology can improve the matters and therefore government should give top attention to introduce information Technology and there by realize its potential for the benefit of public.

12.11. Professionalism

Administration has to become more efficient for which greater professionalism is called for which may be achieved through constant training and through proper methods of performance assessment. If merit is given importance it would help to enhance efficiency and bring out the best in public servants. Modern methods of management would improve efficiency and the use of modern technology can definitely increase output.

12.12. A people centered form of governance is not a matter to be aimed but to be implemented. Government at all levels have to give utmost importance to the citizens and the common man in particular. The Government have to be responsive to the needs of the ordinary people and have to change the systems faster for the satisfaction of people's needs. To achieve this, the contribution of Government employees is of paramount importance. For this social accountability and efficiency of administration are sine qua non.

CHAPTER 13

GENDER FRIENDLY SERVICE STRUCTURE

- 13.1.** Though women constitute nearly half of the population of the country, it was only after independence that efforts were made to promote women participation in public life. Since relatively more women enter the civil service, several efforts have been made to make public offices more gender friendly. Moreover, various studies were undertaken on gender related problems and issues of the different services of the Government administration. These studies have examined a range of issues that female employees encounter while discharging their duties. Some of the issues highlighted pertain to stress, due to motivation for sex/ sexual harassment at work places. Department of Personnel and Training (DoPT) has already initiated steps towards framing guidelines for dealing with such issues by reviewing the existing rules/regulations of various services for possibly making gender friendly environment to eliminate discriminations against women and to suggest corrective measures.
- 13.2.** On examining the gender related issues that women encounter, the quantitative dimensions of the presence of women in the Government service is very significant. Women employees constitute nearly 7.53% in the Central Government by 2001. But in Kerala, the number is much high. Estimates made by the Commission revealed that they represent around 42% (more than two lakh). But in certain departments, women participation is very high. In General Education Department, they constitute 62.46% of the total employees. Similarly, their representation is comparatively higher in Health Services constituting around 60.71% as on 2010. (See Table I & II).

Table I

Female Employees in the State Civil Service (as on 28.10.2010)

Total number of Employees	544200
Female Employees	230810
Percentage of women to Total Employees	41.16

Source: Compiled by PRC

Table II

Departments in which women constitute more than 40% of the total Employees

SL. No.	Departments	Percentage of women
1	General Education	60.28
2	Health Service	60.33

SL. No.	Departments	Percentage of women
3	Water Appellate Authority	60.00
4	University Appellate Tribunal	53.85
5	State Central Library	44.57
6	Homoeopathy	52.57
7	Homoeo Medical College	49.00
8	Advocate General's Office	51.96
9	Civil Supplies	50.67
10	SC Development	51.27
11	Insurance Medical Service	48.06
12	Directorate of Ayurveda Medical Education	48.66
13	Social Welfare	43.81
14	Co-operative Tribunal	36.36
15	Legislature Secretariat	34.99
16	Administrative Secretariat	43.17
17	Vocational Higher Secondary Education	42.72
18	Indian System of Medicine	35.78
19	National Employment	43.51

Source: Compiled by PRC

- 13.3.** As table II reveals there are 18 more departments where women constitute relatively larger proportion of the total employees.
- 13.4.** The major problems confronted by the women employees in Government service have already been mentioned. The need for special attention to Female employees arises because of the dual responsibility borne by working women in balancing the work in the office and at home .Needles to say, there is necessity for special attention to mitigate the problems of women employees. Social development policies are always accompanied by a special component of gender friendly policies all over the world. In the past bureaucracy was rigid, hierarchical and often irrational, seeking refuge in procedures and there by becoming insensitive to gender issues. Several rules of the past system of administrative management were unfriendly to the women employees. It may be admitted in this context that certain provisions have been introduced in the Central Service recently which can be considered as gender friendly.
- 13.5.** Central pay commissions in the past had made recommendations for providing special facilities for working women in terms of provisions of residential accommodation for single woman, provision of transport facilities, introduction of concepts such as flexi time and flexi place on trial basis, options for working half time during the period when children are young etc.

The provisions made by the Central Government for women employees include age relaxation for appointment in group 'C' and group 'D' posts, exemption from educational qualification for compassionate appointment to the widows of the deceased Government employees, maternity and paternity leave benefits, guideline for provision of crèche facilities as well as posting of husband and wife at the same station etc.

13.6. It may be admitted that though no comprehensive policy aspects have been suggested by previous pay commissions, certain provisions exist in the Kerala Service Rules which can be considered as the measures to safeguard and protect the rights of women. These inter-alia include maternity leave on full pay for a period of 180 days, leave granted for all kinds of miscarriage based on medical certificate, leave for familiarization of adopted child (3 months)/child adoption leave etc.

13.7. It may be observed in this context that such rules, though protective of the rights of women, do not address the basic issue of gender friendly working environment. Almost all Service Organizations have shared this opinion. From the discussions the Commission had with Service Organizations, it appeared that even basic facilities like Toilets and Rest rooms are not available for women employees in the offices. This is particularly true in case of Police Stations where Women Constables are working; not to speak of several schools in the State that lack this basic facility. The Commission left to wonder about the disease spreading and the unfriendly environment, which the women employees are encountering in their work places.

13.8. The major recommendations

- (i) Foremost is to provide basic amenities like Toilets in the Government offices/work places. Government should ensure that this facility is provided in all offices including in the buildings rented by Government. On constructing new buildings for office purposes basic facilities for women/ handicapped employees as well as to the general public visiting the offices should be provided in the blue print itself. These may also be taken up as a standard norm for sanctioning construction of new buildings.
- (ii) Women employees should be given preference in transfers on requests. They may not be transferred, as far as possible, to inhospitable places such as remote hilly areas and high ranges.
- (iii) As far as possible the women Police Constables may not be posted for sentry duty/night duty, except in woman Police Stations.
- (iv) In offices where there are concentration of female employees, creches may be set up to take care of small children. We may also add in this context that crèches may be managed jointly by

employees and the Government, so that proper standards and facilities can be assured.

- (v) There should be an effective mechanism in offices to prevent harassment on women. The directions of the Supreme Court in this respect must be followed and implemented scrupulously. The public office buildings may be provided with leisure room, where more offices are functioning. The head of offices should take initiative to develop an ideal and healthy atmosphere in offices. The head of office himself should be an example for upholding moral principles and any deviation to this from anywhere should be dealt with seriously. The grouping of male employees to corner women employees, whom they do not like, is to be checked and controlled with deterrent action. There must also be means and ways to see that the considerations given to women employees are not misused against the male employees also.
- (vi) Apart from maternity leave, the Female employees may be allowed child care leave for a maximum period of two years, during the entire service, for rearing up two children. The leave may be allowed also for the purpose of looking after the needs of minor children like examination, sickness etc.
- (vii) The Commission also recommends providing flexi time to working mothers such as staggered working hours to start and finish work early or late, depending on their requirements at home till the child is 3 years old.
- (viii) The Commission also has recommended Paternity leave benefits up to 10 days for two children.
- (ix) In places, where there are more than 100 employees a weekly clinic facility may be made available. Along with the clinic, it is desirable to have counseling centers for women employees.
- (x) Working Women having mentally and physically challenged children have been recommended to give child care allowance @ Rs.1000/- per month.
- (xi) Working women headed households may be given preference in the allotment of quarters and also in the allotment of house building advance.
- (xii) It is a fact that there are no adequate transport facilities to reach the office in time and to go back home.. In offices like Civil Stations/ places where offices are concentrated, special transport facilities may be arranged exclusively for women employees.

- (xiii) Certain sections of Female employees like Nurses who have to attend shift duties find extreme difficulty to reach home at late hours. Commission recommends setting up of working women hostels in all District and Taluk headquarters.
- (xiv) All departments in the Government should initiate to gender budgeting as a tool to examine the achievement of women empowerment goals initiated by the Government through various schemes and policies.

CHAPTER 14

FINANCIAL IMPLICATIONS

- 14.1.** For the Government sector, it is difficult to predict the financial implications of pay revision with definite accuracy and precision. This is due to the existence of multiplicity of scales, grades and ratio promotions. Despite these problems, we may attempt an assessment of the financial implications of pay scale revision. Here also we have to rely on certain assumptions regarding age structure and the length of service etc of the employees as it is not available to the Commission from the Government records. In this connection it may also be noted that the estimates made by the past Pay Revision Commissions were found not accurate as revealed by the figures of expenditure actually incurred.
- 14.2.** The Terms of Reference of the Commission include examination and assessment of the additional financial commitment for implementing the Pay Revision with effect from 1.07.2009. The Commission undertook various exercises in this regard and decided to adopt a method whereby the difference between the average of each pre revised scale of pay at 64% DA and average of the minimum and maximum of the revised scale of pay was calculated. The VIII Pay Commission has adopted this method. We feel it is more accurate. The increase on account of service weightage is based on the average increase as 10%. In addition to the financial commitment on account of Pay Revision, there has been increase of resource commitment due to increase in House Rent Allowance, Other Allowances, expenditure on account of Grade/Ratio Promotion, expenditure on account of upgradation of posts/scales of pay and expenditure on account of choosing beneficial dates of option. Further, additional commitment also occur on account of revision of pensionary benefits and introduction of scales of pay to the Part time Contingent employees.
- 14.3.** The additional commitment that may occur due to reduction in the periodicity of time bound higher grades, granting of new/improved ratio based promotion and consequent fixation is calculated at 10% of the increase in the pay revision.
- 14.4.** The financial commitment on account of the recommendations on Pensionary Benefits is calculated based on the number of pensioners in each age group and the current expenditure on pension.
- 14.5.** The additional financial commitment on account of increase in HRA and other Allowances, introduction of pay structure to Part time Contingent employees and revision of wages of Casual Sweepers can be estimated only on an approximate basis.

- 14.6.** As per our estimate the total cost of revision will be Rs.1965 crores. The item wise details may be seen in Table 14.1 showing the total annual financial commitment, Table 14.2 which shows the financial commitment on account of Pay Revision and Table 14.3 which shows the financial commitment on account of revision of pensionary benefits.
- 14.7.** In order to get a broader picture of the total cost involved, the commitment on account of revision of Pay and Allowances of University employees and employees paid from Municipal/Panchayat Funds will also have to be taken into account.

Table 14.1
Total Financial Commitment (Rs. in Crores)

Pay Revision	821.36
Pension and Family Pension including enhancement in Medical allowance and DCRG and balance payment in commutation of pension	775.88
HRA and other allowances	200.00
Time Bound/ Ratio promotion & Fixation benefits	82.14
Upgradation of scales / posts	82.14
Part time Contingent / Casual Sweepers	3.00
Total	Rs.1964.52

Table 14.2**FINANCIAL COMMITMENT ON ACCOUNT OF PAY REVISION TO
EMPLOYEES AND TEACHERS**

Sl. No.	Existing Scale	No. of Employees	Average (Pre-revised)	D A @ 64%	Total	Average (Revised)	D A	Total	Difference	Commitment
1	4510-6230	39951	5370	3437	8807	10360	0	10360	1553	62051893
2	4630-7000	16734	5815	3722	9537	10640	0	10640	1103	18464296
3	4750-7820	13485	6285	4022	10307	11085	0	11085	778	10485936
4	5250-8390	41804	6820	4365	11185	11855	0	11855	670	28017041
5	5650-8790	9041	7220	4621	11841	12660	0	12660	819	7406387
6	6080-9830	39968	7955	5091	13046	13950	0	13950	904	36123078
7	6680-10790	73185	8735	5590	14325	15180	0	15180	855	62543901
8	7480-11910	22947	9695	6205	15900	16975	0	16975	1075	24672614
9	7990-12930	41951	10460	6694	17154	18130	0	18130	976	40927396
10	8390-13270	48986	10830	6931	17761	19050	0	19050	1289	63133157
11	8790-13610	250	11200	7168	18368	19710	0	19710	1342	335500
12	9190-15510	46232	12350	7904	20254	21660	0	21660	1406	65002192
13	9590-16650	28294	13120	8397	21517	23080	0	23080	1563	44229181
14	10790-18000	27222	14395	9213	23608	25050	0	25050	1442	39259568
15	11070-18450	28036	14760	9446	24206	25675	0	25675	1469	41173670
16	11910-19350	7704	15630	10003	25633	27210	0	27210	1577	12147667
17	12250-19800	4180	16025	10256	26281	27870	0	27870	1589	6642020
18	12930-20250	1834	16590	10618	27208	28840	0	28840	1632	2993822
19	13610-20700	982	17155	10979	28134	30090	0	30090	1956	1920596
20						32230	0	32230		0
21	16650-23200	1870	19925	12752	32677	34910	0	34910	2233	4175710
22						38375	0	38375		0
23	20700-26600	526	23650	15136	38786	41390	0	41390	2604	1369704
24	23200-31150	334	27175	17392	44567	47390	0	47390	2823	942882
25						48940		48940		0
26	25400-33200	118	29250	18720	47970	50490	0	50490	2520	297360
27	26600-33750	20	30175	19312	49487	52640	0	52640	3153	63060
		495654								574378630
Annual Commitment										7466922190
Weightage (average 10%)										746692219
Total Commitment										8213614409

Table 14.3**FINANCIAL COMMITMENT ON ACCOUNT OF REVISION OF PENSIONARY BENEFITS**

Sl. No	Age limit	No. of Pensioners	Current Expenditure (Rs. In crores)	% of increase in pension	Increase in Expenditure (Rs. In crores)
1	55 to 79	30000	276.12	10	27.61
		351403	3234.01	12	388.08
2	80 to 84	27681	254.75	5+12=17	43.30
3	85 to 89	12578	115.76	10+12=22	25.47
4	90 to 94	4651	42.80	20+12=32	13.70
5	95 to 99	1448	13.33	30+12=42	5.60
6	100 and above	615	5.650	50+12=62	3.50
	TOTAL	428376	3942.42		507.26
	Family Pensioners and other Pensioners	74526	685.88	12	82.30
	Increase in DCRG/Balance Commutation Payment				59.53
	Medical Allowance				126.79
	TOTAL	502902	4628.30		775.88

CHAPTER 15

GENERAL OBSERVATIONS

- 15.1.** The Revision of pay of State employees has been taking place at every 5 years, except in 2002, the year in which 8th State Pay Revision was due. As the 8th Pay Revision Commission was appointed only in 2005 and the pay scales based on the recommendations of that Commission had been given effect from July 2004, the 9th Pay Revision can be given effect only from July 2009 as specifically mentioned in the terms of reference of this Commission. But the State Pay Revisions in Government of India has been taking place at the intervals of 10 years. As the last Central Pay Revision has come into effect from 1.1.2006, the next revision in the Central Government is due only in 2016. So by convention, another pay revision may take place in the State before the next Central Pay Revision. The decision of the Central Government in the 6th Central Pay Revision to abolish Group D category and to introduce contributory pension scheme to Central Government employees have created widespread protest and unrest among various service organizations. There exists wide gap between lowest pay and the highest pay in the Central Government which is nearly 1:11.43. Unlike the Central Government, the State Government takes very lenient attitude to low paid employees to minimize the gap between lowest pay and the highest pay in the pay structure of the State employees. The recommended scales of pay will reduce the ratio between lowest pay and highest pay in the State to 1:7.04 from the existing ratio of 1:7.5

Expenditure on plan/UGC scheme

- 15.2.** District Institutes of Education and Training (DIET) has been established in all the 14 Districts, of Kerala as part of National Education Policy 1986. This is a 100% Centrally Sponsored Scheme for which sufficient provision is made annually in the Budget under 'plan for the smooth functioning of DIETs, in anticipation of Central Assistance. Salary cost of DIET scheme is met from the plan provision. Provision for civil works under DIET scheme is also seen made in the State Budget till 2009-10. An effective monitoring system should be involved at the Government level in the Finance Department to ensure that the expenditure incurred towards DIET from the State exchequer is promptly got released from the Central Government, It may also be ensured that Central Assistance under DIET is entirely utilised in accordance with the norms prescribed by the Government of India.
- 15.3.** Another instance that has come to the notice of the Commission is that the share of UGC assistance which is 80% of the salary expenditure for the 4 years of the implementation of the UGC pay scales to College /University teachers is not being claimed properly or there is no system at the State level to claim due share of the State from the UGC in a centralised manner. All the University

teachers, teachers of Private /Government Colleges teachers and certain posts under the State Higher Education Council (which is a grant in aid institution) are in the UGC pay scales. The authorities in the Directorate of Collegiate Education is not in a position to provide the details of claims preferred so far or the quantum of UGC assistance received so far. The expenditure incurred by the Universities should necessarily be claimed by the respective Universities directly from the UGC. The University authorities during discussion with the Commission have stated that no reimbursement of expenditure incurred while implementing UGC pay scales during 1986 and 1996 had been received as per the records. As the arrears of salary in respect of 2006 UGC pay scales have not been disbursed, the question of claiming UGC does not arise. The Director of Technical Education while discussion with the Commission have stated that no assistants under AICTE has so far been received from the Central Government. Government may therefore ensure that due share from the Central Government in respect of Plan scheme/UGC scheme is promptly claimed and credited to the Government account by the departmental authorities.

Maintenance of Data

- 15.4.** The Commission made an attempt to collect exact data regarding number of employees in each Department/Institution, number of service Pensioners, etc from the concerned departmental authorities. The data so collected compiled and reported herein may help Government to make a comparative study of the data contained in the Staff Appendix of the State Budget. The discrepancies, if any noted in some Departmental figures may be got clarified and the defects rectified by the Government. The Departmental authorities at the level of Heads of Departments should pay attention to maintain proper data regarding its various categories of employees by properly utilizing the services of the statistical units attached to almost all the major Departments. Internal audit and internal control system in each department should be strengthened and the internal audit wing may be made responsible for the proper maintenance and supply of such data as and when required by the authorities engaged in the preparation of Budget estimates, formulation of plan schemes, estimation of finance resources of the State, administrative reforms committee etc. The Economics and Statistics Department may be made responsible for compilation/consolidation and maintenance of up to date departmental data pertaining to all Government Departments, Aided Institutions, Grant in Aid Institutions, Autonomous Bodies, Judicial Departments, Universities, Public Sector Undertakings and LSGIs.

Entitlements of Employees - Simplification of Procedure

- 15.5.** Fixation of salary and other entitlements of employees of Government and the drawal of such entitlements are two major items of work in every Government Office. The number of Government employees has increased substantially over

the years. Their rates of emoluments have also been increased periodically by way of increments, dearness allowance, revision of pay scales once in 5 years etc. But the system followed in fixation of entitlements and drawal of salary has not undergone any substantial change.

- 15.6.** There are different items of entitlements concerning Government employees. Apart from the twelve monthly salary claims, there are claims of travelling allowance, medical claims, bonus/festival allowance, loans for housing, arrears of pay fixation, withdrawal from Provident Fund etc. The work of drawing and disbursing entitlements have to cover not only entitlements due to the employee but also deductions due from his salary entitlements. Over the years the number of such deduction has also gone up. The massive volume of such work is transacted through a system which has three streams. One is for the staff known as 'non-Gazetted' in different Government Offices and Educational Institutions owned and managed by Government. The second is for employees generally known as 'Gazetted' in the same institutions. The third is for all categories of employees in private aided schools and colleges where direct payment of salaries by Government has been introduced.
- 15.7.** The term 'Gazetted' and 'non-Gazetted' in this context do not have much formal relevance now. These terms seem to be the informal legacy of old times where the postings and transfer of the supervisory levels of employees used to be notified in the State Gazette. Now what is really relevant is the scale of pay or the post at which the right to draw one's own salary based on pay slips issued by the Accountant General. At present the Accountant General is understood to be following a two point-criteria for treating a particular post as 'Gazetted' for giving status of self drawing officers.
- (i) Wherever Special Rules exist in the Department, in case the post is included in the 'State Service' such post will be treated as 'Gazetted' and if included in the 'Subordinate Service' such post irrespective of pay scale, will be treated as 'Non Gazetted' and
 - (ii) If Special Rules do not exist for the Department, then the posts, the scale of pay of which is 10790-18000 (existing) or above will be treated as 'Gazetted' and the posts below that scale as 'non Gazetted'
- 15.8.** The total number of employees drawing/receiving salary from the State exchequer in all the Departments, Institutions, and Universities included in this Report is 5.43 lakhs of which 90,000 are in the scale of pay of Rs.10790-18000 (existing) and above. The Officers working in Offices other than Government Departments such as Aided Educational Institutions, Universities and other Autonomous Institutions obviously do not come under the term 'Gazetted'. Out of the 90,000 Officers drawing salary in the scale of pay Rs.10790-18000 and above, Gazetted Officers come to only 75000. In other words, about -15000

officers in the scale of pay of Rs.10790-18000 and above do not require pay slip from Accountant General for drawing salary.

- 15.9.** The main difficulty pointed out under the present arrangement for disbursement of salary to Gazetted Officer is that they are often put to inconvenience on account of the necessity to get pay slips from the Accountant General. Any posting, transfer, leave, emoluments revision etc necessitates the issue of a pay-slip. This inconvenience is felt by officers working in stations away from the location of the offices of the Accountant General. Inordinate delay in issuing pay-slips on the plea that copies of report of transfer of change have not been received is a reason mainly raised by the Accountant General. Absence of any intimation from the Accountant General's office regarding reason for non issue of pay slips to the concerned officers put them to undue hardships. The fact of non-receipt of RTC (usually sent by post) will be made known to the officer only when he contacts the Accountant General's Office in person. While the difficulties pointed out above are from the point of view of the employees, there is the question of the work load in the treasuries. About 75000 Gazetted employees present every year around a million bills whereas non gazetted employees and Aided School/College Teachers which come to more than 5,30,000 to 4,54,000 get their entitlements through a much smaller no. of bills. Tracking so many bills of self drawing officers naturally causes extra work load in treasuries and to that extent their other work could suffer.
- 15.10.** Apart from the above aspects, it may be seen that in insisting pay slips only in the case of Gazetted officers, while the rest of the employees in the pay scales of Rs.10790-18000 which comes to nearly Rs.15000 do not require such pay slips, is logically a paradox.
- 15.11.** Government have started the process of implementation of Payroll and Personnel Management System using SPARK (Service and Payroll Administration Repository of Kerala) in 2005. Implementation of SPARK has been successfully completed recently. Data entry of Service Book is also being carried out under SPARK.
- 15.12.** The Kerala Administrative Reforms Committee entrusted by the Government to simplify and streamline the system of Administration in the State in its 6th Report submitted in 2000 had recommended to move over from the pay slip system to the establishment bill system in a phased manner. Government accordingly issued orders in G.O (Ms) No.20/2000/P&ARD dated 21.8.2000 accepting the recommendation and authorizing the Finance Department to issue separate detailed orders containing the procedure to be followed. No such order is seen issued by the Finance Department so far for reasons unknown. The Commission therefore recommends to expedite action in the matter and to dispense with the system of pay slips to Gazetted Officers., especially in the context of the successful implementation of SPARK.

Special Rules

15.13. The Special Rules of a particular Department prescribe, among other things, the qualifications, method of appointment and promotional avenues for various posts under that department. In certain Departments there exist no Special Rules to regulate the qualification or conditions of recruitment, whereas in some other departments the existing Special Rules are under the process of revision/amendment on the basis of the change of qualification or inclusion of UGC/AICTE pay scales in Government Departments/Institutions including University employees/Teachers appointment or for similar reasons. An efficient system of Public service should have updated and well defined Special Rules governing the service conditions of its employees. In the absence of Special Rules provisional promotions are resorted to by the appointing authorities on the strength of executive orders. Appointments, promotions etc made on such uncertainties may often lead to unnecessary litigations. (In Departments like Higher Secondary Education, Agriculture, Legal Metrology, Directorate of Medical Education, Sports & Youth Affairs, Ayurveda Medical Education, Entrance Exam Commissionerate etc Special Rules are not seen so far framed)

No. of State Government employees

15.14. The Commission has attempted to ascertain the number of posts under each category in each Department, Institution, Statutory Bodies etc. The Commission's intension was to assess the exact number of employees receiving salary from State exchequer. Though the figures obtained from Head of Departments show the actual position as on the date of furnishing the same, the Commission understands that posts are created in some departments by the Government thereafter which could not be included in this Report. In the case of certain statutory autonomous institutions like Khadi and Village Industries Board, Societies/Projects like SCERT, IT@ School, TEQIP, State Pollution Control Board, ANERT etc where the entire staff cost is met from the grant provided by the Government, the staff details of such institutions are not made available to the Commission. The salary cost in respect of certain Public Sector Undertakings intended for the welfare of certain targeted communities/groups are also being met indirectly by the Government from the share capital contribution provided to such PSUs. Examples are the SC/ST Development Corporation, Women's Development Corporation, Christian Converts' Development Corporation, Fishermen Welfare Corporation, Handicapped Development Corporation etc. Another point to be mentioned is that the temporary posts if any existed in some Departments could not be distinguished from regular permanent posts and hence the total number of posts indicated in this Report includes temporary as well as permanent posts.

Issues relating to Pension

- 1515.** As per the information made available to the Commission there are 5,28,295 live pensioners/family pensioners in the State of which about 4.36 lakhs pensioners are receiving pension through various treasuries and the others are receiving pension through designated Public Sector Banks. Proper records regarding the details of pensioners receiving pension through banks are not seen maintained by the concerned District Treasury Officers who are the competent authorities to maintain such details. The age or date of birth of about 18500 pensioners are not known, to the authorities. Reports received by the Commission also reveal that no proper accounts are available with the Treasury authorities regarding the details of reimbursement of pensionary claims in respect of All India Service Officers (Government of India have decided to reimburse the expenditure towards pension in respect of All India Service officers to the State Government from 1.4.2008 onwards). Pension liability of the State is increasing year after year. Pensionary claims in respect of certain grant in aid Institutions and Universities have indirect bearing on the State exchequer. The present system of issuing orders of sanction of pension by the concerned Departmental Heads may be dispensed with. There is no proper authority at State level to address the grievances of pensioners. The long pending demand of the pensioners for health care and health insurance scheme has to be examined and appropriate steps taken by the Government. In order to deal with the issues mentioned above, Commission recommends the Government to establish a separate Pension Department.
- 15.16.** The demand of various Pensioners' Associations to introduce health insurance scheme to pensioners is practically impossible since medical insurance presently admits claim only in the event of hospitalization. Even if this stipulation is relaxed, commencement of insurance under mediclaim at an advanced age may involve a higher premium. In Tamil Nadu, a health fund scheme called 'Tamil Nadu Govt. Pensioners' Health Fund' is being implemented with effect from 1.7.95 to provide financial assistance to pensioners for undergoing specialised treatment / surgery. The pensioner has to contribute Rs.100/- per month towards this fund. The maximum amount of assistance under the scheme is 75% of the total cost of treatment of pensioners or spouse of the pensioners also with effect from 17.02.2009 subject to the maximum ceiling of Rs.1,00,000/- for both pensioner and spouse combined together. Tamil Nadu Government permits reimbursement for specialized advanced surgery/treatments in respect of diseases which are included in the list approved under Tamil Nadu Government Pensioners' Health Fund Scheme in unaccredited hospitals within the State also subject to certificate issued by District Medical Officer/Director of Medical and Rural Health Services/Director of Medical Education. Tamil Nadu Government has also ordered for reimbursement

for specialized/advanced treatments which are not included in the approved list of treatments/treatments taken in hospitals outside the State without insisting certificate from District Medical Officer/ Director of Medical Education. Upto 28.02.2010, 70,610 claims have been settled under this Health Fund scheme in Tamil Nadu and a sum of Rs.103.24 crore have been reimbursed to the pensioners. The Government is contributing Rs.8 lakh every year as grant to this fund. Government has also sanctioned additional grant of Rs.33.68 crore from the date of implementation of this scheme till date to this scheme. From September 2009, this scheme is also extended to the family pensioners who are willing to contribute a sum of Rs.75/- p.m. The feasibility of adopting the Tamil Nadu Model Health Fund Scheme may be examined by the Government..

- 15.17.** Requests have been received from Government employees and service organizations for considering their previous service in KSRTC, recruited through PSC, for the purpose of reckoning pensionary benefits along with their service in Government. For the employees who are appointed in KSRTC service from Government service, their previous service in Government is considered for all benefits in KSRTC including pension. Similarly for employees coming from University service to Government service, their previous service in University is considered for all benefits.
- 15.18.** Instances have been brought to the notice of the Commission that the period of service rendered in KSRTC by certain Government employees was reckoned for pensionary benefits by Government as special case under Sub Rule (2) of Rule 11 Part III KSR. The service in KSRTC is pensionable. As the service in KSRTC is pensionable and orders have been issued in the case of certain persons as special case, the Commission recommends the Government to consider the service in KSRTC to be counted for pension of Government employees.

DAILY WAGES

- 15.19.** The Commission received several representations from the daily waged Drivers for enhancing the existing rate of wages. The Commission is of the view that the retention of employees on daily wages for a very long time in service without regularization is an unfair labour practice. Since such situations are in sovereign service, it is not possible to invoke the provisions of labour laws to get their services regularized. It is quite reasonable to give daily wage proportionate to the monthly salary of similar categories in regular service. The Commission therefore recommends to enhance the daily wage by 50% in respect of all the categories mentioned in G.O.(P) No. 307/2009/Fin. dated 28.07.2009.

CHAPTER 16

UNIVERSITIES

- 16.1.** A University is a centre of learning of the highest standard. All Universities are of great importance and carry out studies in various disciplines. The Universities in Kerala are offering wide range of courses, starting from Degree, Post Graduate Degree/Diploma and Post Doctoral Degrees. The Universities are highly active in promoting and upgrading higher education by offering courses on general, technological as well as other Vocational streams of study.
- 16.2.** In 1937, the University of Travancore with Head Quarters at Thiruvananthapuram was setup. Thereafter the University of Calicut was established in North Kerala in 1968. Later the Cochin University of Science and Technology (1971), the Kerala Agricultural University (1971), the Mahatma Gandhi University (1983), The Sree Sankara University of Sanskrit (1995) and the Kannur University (1996) were established. These are the major Universities in Kerala. The University of Travancore was later re-named as the University of Kerala in 1957.
- 16.3.** **The University of Kerala** has 41 Departments of teaching and research. The colleges affiliated to this University include 60 Arts and Science Colleges, 2 Law Colleges, 17 Engineering Colleges, 4 Medical Colleges, 37 Teacher Training Colleges, 2 Homoeo Colleges, 4 Ayurveda Colleges, 2 Fine Arts Colleges, 1 Sidha Medical College, 1 Music College, 3 Dental Colleges, 1 College of Special Education, 10 Nursing Colleges, 5 Colleges offering MCA, 2 Colleges offering MBA and 1 Physical Education College. The University is running 27 self financing Institutions/Colleges.
- 16.4.** **The Calicut University** is the Second University established in Kerala with the objective of developing human resources in North Kerala. This University has more than 25 Departments of study and research at its Central Campus and the Regional Centres at Vadakara and Thrissur. About 262 colleges spread over the districts of Kozhikode, Thrissur, Malappuram, Palakkad and Wayanad are affiliated to the Calicut University. There are 33 Self Financing Colleges owned and controlled by the University.
- 16.5.** **The Cochin University of Science and Technology (CUSAT)** was originally known as University of Cochin. It consists of 3 campuses, two in Kochi and one in Kuttanadu, about 66 km away from Kochi. This University has the following Departments, viz; Technology, Social Science, Science, Marine Science, Law, Humanities, Environmental Studies and School of Engineering. CUSAT owns 2 Self Financing Institutions.
- 16.6.** **The Kerala Agricultural University** provides Sources, Skill and Technology needed for the sustainable development of Agriculture. This University has

four Departments viz: Agriculture, Agricultural Engineering & Technology, Veterinary & Animal Science and Fisheries Science & Technology. It has 8 Constituent Colleges within its 6 campuses, 23 Research Centres and three colleges of Agriculture one each at Thiruvananthapuram, Thrissur and Neeleswaram (Details of establishing Veterinary University/Fisheries University are not made available to the Commission). There are no Colleges/Self Financing Colleges affiliated under this University.

- 16.7. The Mahatma Gandhi University** with Head quarters at Kottayam has 183 affiliated Colleges spread over 5 districts in Central Kerala. This University has 21 Teaching/Research Departments. It offers various academic programmes in the field of Gandhian thoughts, Polymer Chemistry, Hospital Administration and Environmental Management. The MG University has also 10 Inter disciplinary Schools of Teaching and Research, 12 Schools of Higher Learning in Applied Science and Professional Studies. The number of Self Financing Institutions/Colleges run by this University is 26.
- 16.8. The Kannur University** is unique with its multi Campuses located at Mangattuparampa, Neeleswaram and Payyannur. The main objective of the University is the development of Higher Education in Kasaragod and Kannur Districts and Mananthavady Taluk of Wayanadu. This University runs 9 Self Financing Colleges.
- 16.9. The Sree Sankaracharya University** of Sanskrit was established in the name of the illustrious Indian Philosopher and Saint, Jagadguru Sree Sankaracharya in his birth place at Kalady for promotion and development of study of Sanskrit as well as Indology, Indian Culture, Indian Language, Indian Philosophy, Fine Arts, Foreign Languages and Social Sciences. The prime objective is to promote the study and research in Sanskrit. Besides the main campus at Kalady, there are seven sub centres at various parts of the State. No Self Financing Institution is functioning under this University.
- 16.10.** The Governor of the State is the Chancellor of the Universities and the Vice-Chancellors and Pro-Vice Chancellors are appointed by the Governor. The term of Office of the Vice Chancellor and Pro-Vice Chancellor is 4 years. The conditions of their service are not the same in all the Universities. In the M.G University appointment of PVC is co-terminus with the Vice Chancellor. The V.C and P.V.C are appointed in the UGC pay scale. The Registrar, the Finance Officer, and the Controller of Examinations are higher Officers of the Universities assisting the Vice-Chancellor and the Pro-Vice Chancellor. The conditions of service of the Teachers are as per the Statutes of the respective Universities. The age of superannuation of the University teachers is 60 years whereas in the case of the non-teaching staff it is 55 years. The University teachers are in UGC/AICTE scales of pay.

Authorities of the Universities

16.11. In general, the following are the authorities looking after Academic/Administrative matters of the Universities.

- (i). The Senate
- (ii). The Syndicate/Executive committee
- (iii). The Academic Council
- (iv). The Faculties
- (v). The Board of Studies

16.12. The Syndicate of the University is the Chief Executive Body of the respective University. The Syndicate is empowered to hold, control and administer the properties and funds of the University, to make Statutes/Ordinances and to amend or repeal the same. Subject to the provisions of the Act in respect of a University, there is provision for making special rules for prescribing powers and duties of the authorities which are not specifically mentioned in the Act. The fixation of the scale of pay of various posts in the University and the terms and conditions of the service of the Officers are provided for in the Ordinance of the respective University. All Statutes/Ordinances and Regulations made under the University Act should be published in the official Gazette of the State.

16.13. Staff Strength

According to the information provided by the Universities, the staff strength under each University is as shown below.

Table: 16.1

University	Teaching	Non-teaching	Total
Kerala	224	2338	2562
Calicut	235	2029	2264
MG	105	1766	1871
Kannur	84	387	471
SSUS	143	238	381
CUSAT	561	1061	1622
Agriculture	1156	2407	3563
Total	2508	10226	12734

16.14. Finances of the Universities:

The major source of income of the Universities is the plan/non-plan grants provided by the State Government annually. Plan grant is intended for developmental activities such as infrastructure development, construction works, computerization of examination etc. Non-plan grant to be provided to the Universities is fixed by the Government taking into account of the own

revenues of the Universities and the establishment expenses including salary/pension/ liabilities of the respective University. Discussion will be held by the Government with the University officials every year, immediately before the State Annual Budget is prepared. Audited statements of income and expenditure after 2006-2007 in respect of almost all the Universities are not made available to the Commission. So the Commission is unable to make a realistic assessment of the financial position of the Universities. The provisional figures provided by the Universities for the year 2009-2010 are as follows:-

Table 16.2
Receipts during 2009-2010 (Provisional) Rs. in lakh

Name of University	Government Grants		Own Revenue	Total	Own Revenue as % of Total
	Plan	Non Plan			
Kerala	650	7081	2310	10041	23.00
Calicut	880	4916	1870	7666	24.00
M.G	650	2384	1845	4879	38.00
Kannur	934	638	528	2100	25.00
SSUS	210	1289	36	1535	2.34
CUSAT	2216	800	825	3841	21.47
Agriculture	3275	11758	100	15133	0.66

16.15. The above statement shows that the own revenue in respect of Kerala, Calicut and Kannur Universities is around 25% of the total income. M.G. University generates own revenue nearly 38% of the total income. The income generated by CUSAT is not too low when compared to the above 4 Universities. The quantum of plan grant provided during 2009-2010 to CUSAT is very high and hence the percentage of own Revenue in respect of CUSAT came down to 21.47. The very existence of the other two Universities viz. Agriculture University and Sanskrit University depends on the grants provided by the State Government.

16.16. The non-plan expenditure of Universities during 2009-10 is shown below.

Table 16.3 (Rs. in Lakh)

Name of University	Non-plan Expenditure				Own revenue	Difference between expenditure and own revenue
	Salary	Pension	Others	Total		
Kerala	5071	3303	226	8600	2310	6290
Calicut	4783	1601	178	6562	1870	4692
MG University	4001	399	133	4533	1845	2688

Kannur	920	65	37	1022	528	494
SSUS	1329	89	15	1433	36	1397
CUSAT	2503	832	438	3773	825	2948
Agriculture	828	5908	18	6754	100	6654
Total	19435	12197	1045	32677	7514	25163

16.17. The above statement indicates that the income generated by all the Universities contributes only 23% of their total Non plan expenditure. The balance 77% of the total expenditure of the 7 Universities may have to be provided by the State Government. In other words any additional expenditure consequent on the revision of pay and allowances (pension as well) will automatically become the liability of the State Government. In the case of Agricultural University and Sanskrit University, their own income is meagre and hence almost the entire expenditure has to be met from the State Government grant. From M.G. University about 100 Employees are on deputation to the Higher Secondary Education Department for several years. The pension liability of the deputationists is that of the University. One of the favourable factors leading to the adoption of UGC pay scales to College/ University teachers is that 80% of the additional cost consequent on the implementation of UGC scales would be obtained from Government of India for the first four years from the date on which such revised pay scales become effective. The University authorities did not produce any evidence regarding reimbursement of the share of Central Assistance while implementing the UGC pay scales in 1986 and 1996. As the arrears arising out of the UGC pay scales from 01-01-2006 has not been disbursed, the question of claiming UGC Assistance during the period did not arise, according to the University Officials.

16.18. Out of the total number of 12734 University Employees /Teachers, 2618 (including teachers and librarians) belong to UGC pay scales as detailed below:

Table 16.4

University	UGC employees
Kerala	242
Calicut	263
M.G.	121
Kannur	99
SSUS	153
CUSAT	580 (including 313 AICTE)
Agriculture	1160
Total	2618

16.19. About 80% of the University Employees belong to non teaching category and they are in the State scales of pay. While revising the scales of pay of such employees, Government may take effective steps to minimize the non plan expenditure of the Universities. For instance, the Engineering staff maintained by the Universities are in excess of actual requirement. Large number of vehicles are seen maintained by the Universities along with various categories of posts such as Vehicle Examiner, Vehicle Supervisor (HDV and LDV), Driver (H.D), Pass Examiner etc. which are not common category posts. The Agricultural University maintains 120 number of vehicles, attaching with 137 number of staff. The Universities may resort to hiring of vehicles required by them. The number of vehicle maintained by each University and the attached transport staff are given below:

Table 16.5

Name of University	No. of vehicle	No. of Staff
Kerala	23	35
Calicut	24	24
M.G.	18	25
Kannur	7	4
SSUS	8	8
CUSAT	16	17
Agriculture	120	137
Total	216	250

16.20. The M.G. University and CUSAT have not formulated Ordinances prescribing qualification and method of appointment of non teaching staff so far. These Universities are following the Ordinances issued by the Kerala University in this regard.

16.21. The Commission has examined the question of revision of pay in respect of the non teaching staff of the Universities in the above background. Discussion was held with the representatives of the Service Organisations/Authorities of the Universities. Universities in Kerala, though constituted at different intervals of time beginning with Kerala University, have a lot of common characteristics in the Academic and Administrative wings. All the Universities have got Common Categories of posts under Academic, Administrative, Fair Copy, Library, Printing Press and Engineering wings. The posts having identical designation, duties and responsibilities, qualifications etc. are examined below. Such posts may be classified as **University Common Category** posts. During the discussion Registrars and Organisations have suggested to unify the scales of pay of identical posts in Universities commensurate with those in Secretariat and other Government Departments.

Staff under UGC scheme

- 16.22.** In most of the Universities, Statutory Officers and teaching staff are under UGC scheme. But the Statutory Officers viz. Registrar (Rs.25400-33100) and Comptroller (Rs.25400-33100) in Agricultural University are in State scale of pay. Normal Revision may be given to these two posts. Normal revision may be given to the posts viz. Programme Co-ordinator (NSS) in Kerala and Calicut Universities (Rs.16650-23200), Director of Student Services (Rs.16650- 23200) in Kerala University, Director of Student Welfare in CUSAT (Rs.12930-20250) and in Agricultural University (Rs.25400-33100) and Research Assistant (Rs.10790-18000) in Kerala University.

Administrative Wing

- 16.23.** The posts from Assistants to Joint Registrar in various Universities hold identical scale of pay on par with Secretariat Staff. The scale of pay for the posts of Clerical Assistant, Attenders and Class IV employees of different Universities are almost identical. These posts may be grouped under Administrative Wing with scale of pay in parity with Secretariat and other Government Departments. The Commission recommends to follow the Secretariat pattern including ratio promotion to Assistant to Joint Registrar.

Technical staff in Teaching Department

- 16.24.** In most of the Universities there exist Technical Assistant, Technical Officer and Scientific Officer who are the subject experts relating to academic research work. Technical Assistant post also exists in technical and library wing of some Universities. The nomenclature of the post Technical Assistant in Academic wing does not signify the nature of duties also. On verification it is seen that even though the designation differs, their nature of duty and qualification are identical. Their pay scales are also identical except that of Senior Technical Assistant Gr.III in Cochin University which is at Rs.11910-19350 instead of Rs.11070-18450. Hence the Commission makes the following recommendations for a uniform pattern.

- i. The scale of pay of Senior Technical Assistant Gr.III in Cochin University may be modified and unified corresponding to **Rs.11070-18450.**
- ii. Technical Officer Grade I (Sel. Grade) in the scale of pay of Rs.16650-23200 of CUSAT may be redesignated as **Scientific Officer.**
- iii. Technical Officer Grade I (Sen. Scale) in CUSAT and Technical Officer Gr.I in Kerala, Calicut, MG and KAU may be redesignated as **Technical Officer (Sel. Gr.)** in the scale of pay corresponding to Rs. 12930-20250.

- iv. Technical Officer Gr. I in CUSAT and Gr. II in other Universities may be redesignated as **Technical Officer Sen. Gr.** with the scale of pay corresponding to Rs. 12250-19800.
- v. Senior Technical Assistant and Technical Assistant Gr.II in CUSAT and Technical Assistant in other Universities may be redesignated as **Technical Officer** with the scales of pay corresponding to 11070-18450.

16.25. Library Staff

- (i) In most of the University Libraries, the posts of Assistant Librarians are appointed from UGC qualified Librarians with UGC scale of pay. The post of Deputy Librarian in Kerala University and the post of Assistant Librarian Gr.I in Kerala, Cochin and Agriculture Universities are now held by non UGC staff with separate scale of pay. Commission recommends that promotions to these posts may be set apart for UGC qualified hands only in future. Till then the persons continuing in these higher posts may be allowed to continue in the scale of pay corresponding to the existing scale of pay.
- (ii) The Commission recommends the following modifications to the existing scales of pay for maintaining parity in different Universities.
 - (a). The Assistant Librarian Gr.I in Cochin University (Rs.11910-19350) may be redesignated as Reference Officer Hr. Gr.
 - (b). The scale of pay of Library Assistant in Sree Sankara University may be upgraded to the scale of pay corresponding to Rs.8390-13270
 - (c). Library assistants appointed by promotion from Class IV employees in Calicut and Kannur Universities may be redesignated as **Library Attender** with the existing scale of pay corresponding to Rs.5250-8390.
- (iii) The Commission further recommends the following redesignation for streamlining the posts under library wing.
 - (a). Professional Assistant Gr. II in Calicut, Kannur and CUSAT and Library Assistant in Kerala, SSUS, MG and Agriculture Universities having scale of pay Rs. 8390-13720 may be redesignated as **Reference Assistant**.
 - (b). Professional Assistant Gr. I in Calicut, Kannur, CUSAT and Technical Assistant (Library) in Kerala, MG and Agriculture Universities with the scale of pay of Rs. 9590-16650 may be redesignated as **Reference Assistant Hr. Gr.**

- (c). Junior Librarian in Calicut and CUSAT and Reference Assistant in Agriculture, Kerala, SSUS and MG Universities may be redesignated as **Reference Officer** in the scale of pay corresponding to Rs. 10790-18000.
- (d). Assistant Librarian Gr.II in Kerala, Agriculture and MG Universities and Reference Assistant (Hr.Gr.) in Agriculture University having the scale of pay Rs.11070-18450 and Junior Librarian in Kannur University (Rs.11910-19350) may be redesignated as **Reference Officer Hr.Gr.** and granted scale of pay corresponding to Rs. 11910-19350.

16.26. Computer Wing

On verification of the posts under Computer Wing in different Universities, it is seen that even the posts with same designation are in different scales of pay. System Manager in Kerala University with qualification Ph.d/M.Tech /M.E is in the scale of Rs.23200-31150. In Agriculture University the qualification prescribed is first class Masters Degree in Computer Engineering or Computer Science or Computer Application and two years experience in system analysis and design programming and is in the scale of pay Rs.16650-23200. In Cochin University the qualification for the post of System Manager is B.Tech in Computer Science/ Electronics/Electrical with at least 55% or equivalent grade with good academic record and 2 years experience in operating Computer Systems with Applications in Office Management and Informatics with the scale of pay of Rs.12250-19800 and prescribed qualification of System Analyst is Masters Degree in Science/Bachelor's Degree in Engineering/Technology in the concerned/ related subject with at least 55% marks or equivalent grade with good academic record and a pass in any National Entrance Test(NET) like UGC-CSIR,GATE, etc. desirable: M.Phil/M.Tech/Ph.D in the relevant related field (Minimum qualifications should not be relaxed even in respect of candidates who have degree like M.Phil/M.Tech/Ph.D with the scale of pay is Rs.12250-19800. In M.G University the scale of pay of System Analyst is Rs.16650-23200. In Calicut University qualification of System Administrator is ME/M.Tech/MCA/M.Sc Computer Science and Experience 1. Minimum 8 years experience as Computer Programmer in a University. 2. Minimum 5 years experience in UNIX and Network administration. 3. Minimum one year experience in IBM AS/400.4. Minimum of 1 year experience in Internet Administration and Programmer and the scale of pay is Rs.23200-31150. There is a vast difference in scale of pay of System Analyst, System Manger and System Administrator even though the qualification and nature of duties of these posts are rather identical.

The Commission recommends to unify the posts of System Manager/System Administrator/System Analyst as System Manager/ System Analyst with the scale of pay corresponding to Rs.16650-23200 by fixing the qualification as P.G in Computer Science/I.T for System Manager. The present incumbent may be allowed to continue in the scale of pay corresponding to the existing scale of pay as personal scale.

(i). Senior Programmer

The qualification prescribed for the above post is P.G in Science or Bachelor's Degree in Engineering /Technology. Scale of pay is Rs.12930-20250 in all Universities except CUSAT where it is Rs.11910-19350.The Commission recommends to unify the scales of pay corresponding to Rs.12930-20250 and designate the post as **Senior Programmer**.

(ii). Junior Programmer.

System Administrator in Kerala University is in the scale of pay of Rs. 10790-18000 having qualification ME/MTech. But Junior Programmer in Kerala Agriculture University is in the scale of pay of Rs. 11070-18450 having BTech qualification. Computer Operator of Cochin University is in the scale of pay of Rs. 11910-19350 having qualification BTech. The Commission recommends to unify the qualification as BTech in the concerned subject and the scale of pay corresponding to Rs.11910-19350 and re-designate the said posts as **Junior Programmer**.

(iii). Data Entry Operator

In Sree Sankara University of Sankrit the prescribed qualification is Graduation with Diploma in Computer Operations and in Kannur University the qualification is University Degree and Degree or Post Graduate Diploma in Computer Applications. In both Universities the scale of pay is Rs.6680-10790 whereas in Kannur University vide order No.17759/B2/2005/H.Edn. dated 12/05/2005, Government have sanctioned scale of pay of Rs.7480-11910 to the newly created post of Computer Operator. In Kerala University the prescribed qualification of Data Entry Operator is SSLC and experience in data entry having scale of pay of Rs. 6080-9830. In MG University the qualification of Computer Operator is Degree and Certificate in Computer Data Entry Operation having scale of pay Rs. 7480-11910. The Commission recommends to unify the qualification, as Degree and PGDCA/MCA/BSc Computer Science and fix the scale of pay corresponding to Rs. 7990-12930.

16.27. Fair Copy Section

The posts under Fair Copy Section in some of the Universities start from the cadre of L.D Typist to Pool Officer with identical scale of pay except the scale of pay of the post of U.D Typist in Calicut University and Office

Superintendent of Kerala University and CUSAT. The prescribed qualification for L.D typist in Kerala University is Plus Two (or equivalent) plus K.G.T.E and in other Universities it is S.S.L.C plus K.G.T.E. The Office Superintendent post and Section Officer (FC&D) are in the same scale of pay of Rs.10790-18000. These two posts can be merged together and designated as Office Superintendent. The posts up to Office Superintendent are in parity with Secretariat Service. But it is seen that the University staff are enjoying two other promotions, i.e; Section Officer (FC& D) Higher Grade and Pool Officer with scale of pay Rs.11910-19350 and Rs.12930-20250, which is more than the promotion prospects available in the Secretariat. No additional work or duty is seen assigned to Pool Officer/Section Officer/Section Officer Hr. Gr. Hence the Commission recommends as follows:

- (i). Discontinue the practice of promotion of Office Superintendents as Section Officer (FC & D), Section Officer (FC & D Hr. Gr.) and Pool Officer which do not exist in the Secretariat. To avoid the drop in emoluments, the existing Office Superintendents may be allowed ratio promotion @1:1. The higher grade Office Superintendent may be assigned with a higher scale of pay corresponding to Rs.11910-19350. The total posts of the Office Superintendents, Section Officer (FC& D), Section Officer (FC&D) Hr. Gr. and Pool Officer shall be together as the total sanctioned strength of the Office Superintendents for assigning higher grades. All the present incumbents will be allowed to continue in their existing scale of pay as personal scale.
- (ii). Enhance the scale of pay of Office Superintendent of Kerala University, SSUS and CUSAT, corresponding to Rs.10790-18000, for maintaining parity, from the existing scale of Rs. 9590-16650.
- (iii). Enhance the scale of pay of U.D typist of Calicut University corresponding to Rs.7990-12930 being the scale of pay of their counterparts in other Universities.
- (iv). Number of Office Superintendent may be regulated as per the norms applicable in Government service.
- (v). The qualification for the entry post of LD Typist may be enhanced and fixed as Plus 2, + KGTE.

16.28. Engineering/Technical Wing

Most of the Universities have an Engineering Department comprising of Engineering and technical staff. The equated posts having similar nature of works and qualifications are clubbed together to form a uniform pattern. **University Engineer/Director of Physical Plant** is the chief of engineering wing assigned with the duties of overall supervision of construction and

maintenance of all engineering works. The appointment is mostly made by direct recruitment or by deputation from Government service with personnel having qualification of Degree in Engineering and experience in the field of management, maintenance and construction. Even though the nature of duties, qualification and method of appointment are almost the same it is seen that they hold different scales of pay in different Universities ranging from Rs.16650-23200 to 25400-26600. The post of **Executive Engineer/ Technical Officer/Instrumentation Engineer/ Maintenance Engineer** various Universities are the equated posts with same scale of pay corresponding to Rs.16650-23200. **Assistant Executive Engineer** (Kerala, Calicut, Kannur, MG, CUSAT, Agri.) /**Technical Officer Gr.II/Junior Engineer** (Kerala, Calicut), **Scientist** (Kerala)/**Junior engineer Instrumentation** are the equated posts with same scale of pay of Rs.12250-19800 except in Kannur and M.G. Universities. The scale parity among **Assistant Engineer/ Head Draftsman/ Technical Officer** is seen maintained in all the Universities with scale of pay of Rs.11070-18450. The scales of pay of **Overseer Grade I/Draftsman/Clinic Technician** are in the same scale of pay of Rs.7990-12930 except that of Overseer Grade I in Kerala Agriculture University. Overseer Gr.I in PWD having qualification Diploma in Engineering is in the scale of pay of Rs.7990-12930. The higher scale of pay of Rs.7480-11910 in respect of **Overseer Grade II** exists in Kerala Agriculture University having qualification Diploma in Agriculture or Engineering whereas in other Universities the qualification is SSLC and Certificate Course in Engineering and the scale of pay is Rs.6680-10790. The posts of **Plumber cum Pump Operator/Pump Operator** (Kerala, Kannur, M.G)/ **Plumber** (Kerala, Calicut, SSUS, CUSAT)/**Pump Operator Gr.II** (Agri.) are now in different scales of pay ranging from Rs.5250-8390 to Rs.6680-10790. In M.G University the post is having qualification of pass in VIII standard, ITI and plumbing license, having scale of pay Rs.6680-10790. In SSU the qualification is plumber's license and four years experience with scale of pay Rs.6080-9830. The equated post in PWD and Kerala University having identical qualification (SSLC + ITI) is in the scale of pay of Rs.5250-8390. The post of **Pump Operator** (Calicut, CUSAT& Kerala) are equated posts with almost identical qualification but in different scales of pay. The posts of **Electricity Worker, Line helper ,Electrical Helper , Lineman** and other posts having equal nature of job and qualifications. **Workshop Superintendent Gr.II** (Kerala/SSUS)/ **Overseer** (SSUS) are equated posts but with scales of pay of Rs.5650-8390 and Rs.6080-9830. **Mechanic** in Kerala University having qualification ITI+6 years experience is in the scale of pay of Rs.7480-11910 whereas in CUSAT Mechanic having qualification Pre-Degree and ITI is in the scale of pay of Rs.9190-15510. The scale of pay of Technician Gr.I in CUSAT (ITI (Mechanic) or equivalent qualification +3 years experience in the relevant area in a reputed firm/student lab.) and Kerala Agriculture University (no Statute) is Rs.5250-8390 and Rs.7990-12930 respectively. In the

Pay Revision order 2006, **Electrician-I and II** have been merged and allowed scale of pay of Rs. 5250-8390. In PWD the Overseer Gr.III having SSLC and ITI is in the scale of pay of Rs. 5650-8790 whereas in Universities the entry post with same qualification is Overseer Gr.II in the scale of pay of Rs. 6680-10790. 50% of the Overseer Gr.II (Rs.6680-10790) are appointed directly with qualification of SSLC+2 years Certificate Course. The first promotion post of Overseer Gr.III in PWD is Overseer Gr.II in the scale of pay of Rs. 6680-10790. But in Universities the first promotion post is Overseer Gr.I in the scale of pay of Rs. 7990-12930. The existing ratio between Overseer Gr.II and Gr.I in PWD is 1:1 with the scale of pay of Rs. 7990-12930 to Overseer Gr.I. The Commission makes the following recommendations.

- (i). Unify the scale of pay corresponding to Rs.20700-26600 to Director of Physical Plant/University Engineer/ Executive Engineer /Technical Officer/ Instrumentation Engineer/ Maintenance Engineer equated to Executive Engineer in Public Works Department.
- (ii). The Assistant Executive Engineer in Kannur University may be placed in the scale of pay corresponding to Rs.12250-19800.
- (iii). The scale of pay of Asst. Executive Engineer in M.G University may be modified corresponding to Rs.12250-19800.
- (iv). The scale of pay of Overseer Grade I in Kerala Agricultural University may be modified to the scale of pay corresponding to Rs.7990-12930.
- (v). Overseer Gr.II in Agriculture University having Diploma may be upgraded as Overseer Gr.I in the scale of pay corresponding to Rs.7990-12930.
- (vi). 1:1 ratio promotion may be extended to Overseer Gr. II and Gr.I in Universities also.
- (vii). The scale of pay of Plumber/Plumber-cum-pump Operator/ Pump Operator /Pump Operator Gr.II may be unified corresponding to Rs. 5250-8390 in all Universities.
- (viii). The posts of Electrician Gr.I and Gr.II may be merged and placed in the scale of pay corresponding to Rs. 5250-8390.
- (ix). Work Superintendent Gr.II may be granted scale of pay corresponding to Rs.5650-8390 as in Soil Conservation Department.
- (x). Line Helper/Electrical Helper/Line Man /Field worker in the scale of pay Rs.5250-8390 having VII standard /Literacy as

qualification may be placed in the scale of pay corresponding to Rs.4630-7000.

- (xi). The Commission is of the view that Government may examine whether the existing Engineering Units in various Universities be maintained as such in view of the fact that the construction work in respect of the Universities are being entrusted to outside agencies like Nirmithi Kendra, Central PWD etc. A uniform staff pattern with minimum Engineering and other supporting staff may be insisted to each University.

16.29. Printing Press

Press is a major wing of the University of Kerala, Agricultural University and Calicut University in which a uniform staff pattern can be adopted on par with Printing Department in State Service. Several posts have common designation and scale of pay. The Commission recommends restructuring of the Printing Presses in Universities with uniform staff pattern and the following changes in the existing pay scales.

- (i). The post of Press Manager with scale of pay of Rs.12930-20250 exists only in Kerala Agricultural University. The prescribed qualification is SSLC or equivalent with LPT/Diploma with 15 years experience in KAU press for promotion and for direct recruitment the qualification required is Pre-Degree or equivalent. In Printing Department the Press Manager having qualification SSLC and Account test (L) is in the scale of pay of Rs.10790-18000. Hence the Commission recommends to modify the higher scale of pay corresponding to Rs.10790-18000 existing in KAU.
- (ii). The Commission recommends that the scale of pay of General Foreman in Kerala Agricultural University and Kerala University may be enhanced corresponding to Rs.9590-16650 for equating the same with the post in other Universities and Printing Department in State Service.
- (iii). Scale of pay of Senior Foreman is Rs.8790-13610 in Agricultural University. But in Kerala/Calicut Universities and in Printing Department the scale of pay of Senior Foreman is Rs.9190-15510. The Commission recommends that the scale of pay of Senior Foreman in Agricultural University having the same qualification may be placed in the scale of pay corresponding to Rs.9190-15510.
- (iv). The Commission recommends that the scale of pay of Junior Foreman in Kerala Agricultural University may be enhanced corresponding to Rs.8790-13610 for unifying the scale of the post with other Universities since the qualifications are same.

- (v). The Commission recommends to modify the scale of pay corresponding to Rs. 5650-8790 to the post of Printer in Sree Sankara University for unifying the scale of the post with other Universities.

Transport Wing

16.30. In Government service Drivers are included in common category as follows:

1. Driver Gr.II - Rs.5250-8390.
2. Driver Gr.I - Rs 6080-9830
3. Driver Sr.Gr - Rs.6680-10790

They are in a ratio of 2:2:1. The qualification and duties of Drivers in Government service and Universities are equal. But in most of the Universities they are in different scales and ratio promotion. For example in Agricultural University LDV Drivers are enjoying 1:1:1:1 ratio promotion in the scale of pay of Rs.5250-8390, Rs.5650-8790, Rs.6680-10790 and Rs.7990-12930. LDV Driver Selection Grade has also been promoted as Vehicle Supervisor LDV in the scale of pay of Rs.8390-13270. In SSU and M.G University Driver Gr.II are in the scale of Rs.6080-9830. There is no separate post of heavy duty vehicle drivers as existing in Government service. Drivers having heavy duty license are usually engaged with heavy vehicles. But in Kerala University Bus Driver is in the scale of pay of Rs.6080-9830, Hr.Gr Rs.7480-11910. In Agricultural University HDV Driver Gr.II is in the scale of pay of Rs.6680-10790 and 1:1:1:1 ratio promotion in the scale of pay Rs.7480-11910, Rs.7990-12930 and Rs.9190-15510 respectively. Selection Grade Drivers are promoted as Vehicle Supervisor HDV in the scale of pay of Rs.9590-16650. Hence for unifying the scales of pay of Drivers in Universities with Government Service, the Commission recommends that the post of LDV/HD/HV/Bus drivers may be placed in the scale of pay corresponding to Rs.5250-8390 and 2:2:1 ratio promotion in the scales corresponding to Rs.6080-9830 and 6680-10790 to Gr.I and Sr.Gr respectively as in Government service. 10% of the Driver Sen. Gr. will be placed as Driver Sel. Gr. in the scale of pay of corresponding to Rs. 8390-13270.

(i). Bus Attendant.

Bus Attendant in KAU having qualification 7th std. and good physique are in the scale of pay Rs.6080-9830 and 1:1:1:1 ratio promotion in the scale of pay of Rs.6680-10790, RS.7990-12930 and Rs.7990-12930 respectively. Bus Attendant is the promotion post of Class 1V employees. It is noticed that Bus Conductor post does not exist in KAU like in other Universities. They are eligible for the scale of pay of Rs.4750-7820 with TBHG of Attenders in Government service. Hence the Commission recommends to place the Bus Attendant of KAU in the scale of pay corresponding to Rs.4750-7820 with eligible TBHG only.

(ii). Bus Conductor

Prescribed qualification for Bus Conductor is SSLC and Conductor License. There is no such post in Government service. In Universities Conductors are in the scale of pay of Rs.6080-9830. Considering the qualification, the Commission recommends that the scale of pay corresponding to Rs.5650-8790 with eligible TBHG as in Government Service may be fixed to Bus Conductor.

Publication Wing

- 16.31.** The Director of Publication in Kerala University having qualification of Master's Degree is in the scale of pay of Rs.25400-33100. The Director of Public Relations and Publications in CUSAT with qualification prescribed as Master's Degree and 8 years experience in Mass Communication/ Journalism or Public Relations and Editing and publishing of books are appointed by direct recruitment in the scale of pay of Rs.23200-31150. The Director of Printing and Publishing in M.G University having qualification of Master's Degree and experience in Publishing and Editing is in the scale of pay of Rs.16650-23200. In Calicut University Publication Officer having qualification P.G with 5 years experience is in the scale of pay of Rs.16650-23200. Head of Publication wing in SSUS is Sen. Publication Officer having Graduation and 20 years experience with scale of pay of Rs.12930-20250. The above mentioned posts are the Heads of Department of Publication in Universities and appointed by direct recruitment. The Commission recommends to unify the qualification as Masters Degree with experience in the field of Publishing and suggests the scale of pay corresponding to Rs.16650-23200.

Security Wing

- 16.32.** In Kerala and M.G University Chief Security-cum-Vigilance Officers are appointed on deputation from the cadre of Superintendent of Police .At present the post in Kerala University is vacant and in M.G University a Deputy Registrar is holding the post. The Commission recommends re-designating the post as Vigilance Officer with necessary amendments in Statutes.
- 16.33.** In Kerala University Security Officer is on deputation from Police Department and the existing scale of pay is Rs.10790-18000. In SSUS ,M.G and K.A.U the Security Officers having qualification of Graduation and experience in Police Department is in the scale of pay of Rs.10790-18000. But in CUSAT, Calicut and Kannur Universities, the Ex-Service men not below the rank of Captains are appointed as Security Officer .The scale of pay in Calicut and Kannur is Rs.11910-19350 and in CUSAT the scale of pay is Rs.12930-20250. The common recommendations to unify the scale of pay of Security Officers corresponding to Rs.11910-19350 and the appointment may be made either on deputation of persons from posts having the same scale of pay from

Police Department or appoint Ex-Servicemen not below the rank of Captain. Commission suggests necessary amendments of Ordinance in this regard.

- 16.34.** In Government Secretariat the Security Guard having scale of pay of Rs.5250-8390 is promoted in the ratio of 5:1 as Security Guard Hr.Gr in the scale of pay of Rs.6080-9830. Their next promotion post is Sergeant/Asst. Security Officer in the scale of pay of Rs.7990-12930. In most of the Universities the qualification prescribed for the post of Security Guard is identical with Secretariat. But the scale of pay and promotion prospects are different. In Calicut University the scale of pay of Security Guard is Rs.4750-10790. Assistant Sergeant with scale of pay Rs.6680-10790 are appointed by direct recruitment from Ex-Service men not below the rank of JCO and Sergeant in the scale of pay of Rs.7990-12930 are also appointed by direct recruitment from Ex-Service men not below the rank of Naik Subaidar. There is no promotion chance for Security Guard in Calicut University. In Kerala, SSUS and MG Universities Security Guards are promoted as Security Guard H G in the scale of pay of Rs. 5650-8790 instead of 6080-9830 in Secretariat and scale of pay of Asst. Security Officer is Rs.7480-11910, but in Secretariat the scale of pay of Asst. Security Officer/Sergeant is Rs.7990-12930. As the qualification for the post of Security Guard is same as that of Secretariat, the Commission recommends the scale of pay and promotion prospects of Security Guard as in Secretariat and to be extended in all Universities.

POSTS OTHER THAN UNIVERSITY COMMON CATEGORY POSTS

- 16.35.** The posts other than those mentioned under University Common Category of each University have been examined. A comparative study has been made with the equated posts in State Departments. It is revealed that many of the incumbents in the Universities are enjoying higher scale of pay and ratio promotions than their counterparts in State Service. The Commission has taken a decision to equate the scales of pay of University employees with State Government employees, taking into consideration of the qualification, nature of duties and responsibilities and mode of appointments. Suggestions in this regard relating to each University is as detailed below.

THE UNIVERSITY OF KERALA

- 16.36** The qualification prescribed for the post of Junior Engineer/Scientist (Rs.12250-19800) (in Engineering/ Technical Wing) is B.E/B.Tech (MSc. Electronics) + 2 years experience. The Commission recommends to modify the scale of pay corresponding to Rs.11910-19800 for maintaining professional parity.
- 16.37.** Since the nomenclature does not signify the nature of duty, the Commission recommends to redesignate the post of Technical Officer (Rs.11910-19800) in Computer wing as Computer Engineer (Hardware).

- 16.38.** The Commission recommends to redesignate the post of Technical Assistant (Rs.11070-18450) in Teaching Department as Jr. Instrumentation Engineer.
- 16.39.** In order to streamline the posts under the publication wing, the Commission recommends following redesignation.
- (i). Technical Assistant (lexicon) (Rs.9190-15510) as Lexicon Assistant.
 - (ii). Publication Officer (Rs.9190-15510) as Publication Assistant (In other Universities Publication Officer is the head of Department)
 - (iii). Lexicon Assistant (Rs.11910-19350) as Senior Lexicon Assistant.
- 16.40.** The Commission recommends the scale of pay of Glass Blower (Rs.8790-13610) in Health Centre/Lab wing corresponding to Rs.6680-10790 for unifying the scale with that in Chemical Examiner's Lab.
- 16.41.** The prescribed qualification for the post of Nursing Supervisor (Rs.8390-13270) in Health & Lab wing is BSc. Nursing + experience in public health nursing. The Commission recommends to enhance the scale of pay corresponding to Rs.9190-15510 to commensurate with that of Head Nurse in Health Services in Government.
- 16.42.** The prescribed qualification for the post of Health Information Officer (Rs-8390-13270) in Health & Lab wing is Master's Degree with 3 years experience in Editing /Publication /Investigation and Survey. Hence the Commission recommends to enhance the scale of pay corresponding to Rs.9190-15510.
- 16.43.** Medical Lab Technician (Rs.7480-1910) in Health and Lab wing the qualification is PDC with MLT. The Commission recommends to modify the scale of pay corresponding to Rs.6680-10790 being the scale of pay of the Lab Technician Gr. II in Health Services Department.
- 16.44.** The Commission recommends to modify the scale of pay of the Pharmacist (Rs. 7480-11910) corresponding to Rs.6680-10790 on par with the scale of pay of Pharmacist in Government Service.
- 16.45.** The qualification prescribed for the post of Laboratory Technician (Zoology) is B.Sc. Degree in Zoology. Hence the Commission recommends to upgrade the scale of pay corresponding to Rs. 7990-12930.
- 16.46.** Information and Public Relations Officer in the State Government service is in the scale of pay of Rs. 12930-20250. Hence the Commission recommends to modify the scale of pay of Public Relations Officer (Rs. 16650-23200) in Kerala University corresponding to Rs. 12930-20250.
- 16.47.** The qualification prescribed for the post of Warden (Rs. 11070-18450) is Master's Degree. The Commission recommends to modify the scale of pay of Warden corresponding to Rs. 9190-15510.

- 16.48.** The prescribed qualification for the post of Graduate Field Assistant (Rs. 7480-11910) is BSc Botany. The Commission recommends to enhance the scale of pay corresponding to Rs. 7990-12930.
- 16.49.** The prescribed qualification for the post of Scribe (Rs. 7480-11910) is only SSLC. The Commission recommends to place them in the scale of pay corresponding to Rs. 5250-8390.
- 16.50.** Since the qualification prescribed for the post of Field Man (Rs. 7480-11910) is only SSLC. The Commission recommends to place them in the scale of pay corresponding to Rs. 5250-8390.

THE UNIVERSITY OF CALICUT.

- 16.51.** The Public Relations Officer in Calicut University having first or second class Master's Degree and one year experience in journalism in a reputed National Daily is drawing the scale of pay of Rs. 16650-23200. But in Government Secretariat, Information and Public Relations Department, the scale of pay is Rs. 12930-20250. As per Calicut University statues the scale of pay fixed is in tune with Pay Revision Order – 1997 to the Public Relations Officer was Rs. 7200-11400 (The existing corresponding scale of pay is Rs.11910-19350). Hence the Commission recommends to revise the scale of pay of Public Relations Officer corresponding to Rs. 12930-20250.
- 16.52.** The Qualification prescribed for the post of Herbarium Assistant is Pre-Degree with Botany as one of the main subject. The scale of pay is Rs. 4750-7820. The first Higher Grade i.e., Herbarium Assistant (Hr.Gr.) has scale of pay of Rs. 7990-12930. Considering the qualification of Herbarium Assistant, the Commission recommends to enhance the scale of pay to 5650-8790 and to modify the scale of pay of Higher Grade corresponding to Rs. 6680-10790.
- 16.53.** The qualification prescribed for the post of Glass Blower is SSLC + 4 years experience in Glass Blowing. The scale of pay is Rs. 8790-13610. In Chemical Examiner's Lab Glass Blower with similar qualification is in the scale of pay of Rs. 6680-10790. The scale of pay of Glass Blower in Calicut University may be fixed corresponding to Rs. 6680-10790.
- 16.54.** The Telephone Supervisor (8790-13610) is the promotion post of Telephonist (Scale of pay of Rs. 5250-8390). The qualification of Telephonist is SSLC and ability to speak in English, Malayalam and Hindi. As the scale of pay of feeder category is Rs. 5250-8390, the Telephone Supervisor in Calicut University may be placed in the scale of pay corresponding to Rs. 7990-12930.
- 16.55.** The qualification of Junior Engineer Instrumentation, having scale of pay of Rs. 12250-19800, is Second Class in Engineering or MSc (Physics) with two years experience or Diploma in Engineering or BSc (Physics) with 8 years experience. Considering the qualification as B.Tech, the pay scale to the Junior Engineer Instrumentation may be fixed corresponding to Rs.11910-

19350, as allowed in other Engineering Departments having B.Tech qualification.

- 16.56.** The appointment of Instrumentation Engineer is made by direct recruitment with the qualification of B.Tech or Diploma in Instrumentation with Five years experience. The post is having the pay scale of Rs.16650-23200 on par with Executive Engineers in PWD. Being an entry post of a B.Tech holder, the scale of pay may be fixed corresponding to Rs. 11910-19350.
- 16.57.** The qualification of Technician Gr. A is ITI having scale of pay of Rs.4750-7820. But in State service the scale of pay of ITI holder is Rs. 5650-8790. The first promotion post is Technician Gr. B in the scale of pay of Rs. 7480-11910 whereas in State Government service the scale of pay of immediate promotion post is Rs. 6680-10790. Technician Gr. C, the next promotion post of Technician Gr. B, is in the scale of pay of Rs. 7990-12930. The Commission recommends to modify the scales of pay of Technician Gr. A and Gr. B corresponding to Rs. 5650-8790 and 6680-10790 respectively.
- 16.58.** The post of Plumbing Overseer is the promotion post of Plumber with the scale of pay of Rs. 7990-12930. The feeder category post of Plumber is having the scale of pay of Rs. 5650-8790 (in Government service the scale of pay of Plumber is Rs. 5250-8390 only). As Plumbing Overseer is the first promotion post, the scale of pay may be fixed corresponding to Rs. 6680-10790.
- 16.59.** The Pump Operator (5250-8390) is being promoted as Pump Operator (Hr.Gr.) in the scale of pay of Rs. 7480-11910. As the scale of pay of entry post is Rs. 5250-8390, the scale of pay of Pump Operator (Hr.Gr.) may be modified corresponding to Rs.6680-10790.
- 16.60.** The post of Farm Supervisor (Rs.10790-18000) is the promotion post of Field Assistant/Plantation Assistant (7480-11910). Qualification of the feeder post is SSLC and Diploma or Certificate in Agriculture/ Horticulture. In the Statute additional qualification or experience in the feeder category, for promotion as Farm Supervisor has not been specified. Since the higher scale (Rs.10790-18000) sanctioned to Farm Supervisor is much higher than the scale of pay allowed in State Department, the Commission recommends to modify the scale of pay of Farm Supervisor corresponding to Rs. 9190-15510.
- 16.61.** Since the qualification of House Keeper is Graduation, the scale of pay may be enhanced from Rs.6680-10790 to Rs.7990-12930. The scale of pay of Senior House Keeper (Rs.9590-16650), which is the promotion post of House Keeper, may be fixed corresponding to Rs.9190-15510.

THE M.G.UNIVERSITY

- 16.62.** The Public Relations Officer in MG University, having first or second class Master's Degree and experience in any University is in the scale of pay of Rs. 16650-23200. But in Government Secretariat and Information and Public

Relations Department the scale of pay is Rs. 12930-20250. In MG University, the scale of pay fixed to the Public Relations Officer was in tune with Pay Revision Order – 1997 and scale of pay was Rs. 7200-11400 (The existing corresponding scale of pay is Rs.11910-19350). Hence the Commission recommends to modify the scale of pay of Public Relations Officer corresponding to Rs.12930-20250.

- 16.63.** The qualifications prescribed for the post of Computer Programmer (Rs.12930-20250) in Teaching Dept are Degree + PG Diploma in Computer Application + 2 years experience in programming, using and maintenance of Personal Computers in a reputed Government Organisation. The pay scale of similar posts in other Universities is Rs.11070-18450. Hence the Commission recommends to fix the scale of pay corresponding to Rs. 11070-18450.
- 16.64.** The qualification prescribed for the post of Clinical Psychologist (Rs.11070-18450) in Behavioral Science is Master's Degree + MPhil. Considering the qualifications, duties and responsibilities, the Commission recommends to enhance the scale of pay corresponding to Rs.11910-19350.
- 16.65.** The prescribed qualification for the post of Resident Medical Officer (11070-18450) Behavioral Science is MBBS. The Commission recommends to equate the pay of Resident Medical Officers with the Medical Officers under Health Services and place in the scale of pay corresponding to Rs.13610-20700.
- 16.66.** The qualifications for the post of Artist-cum-photographer (11910-19350) in Teaching Department is Degree + Diploma in photography + experience in processing slides and maintenance of projection facilities. Considering the qualifications, the scale of pay may be fixed corresponding to Rs. 11070-18450 as in Government Services.
- 16.67.** The qualifications prescribed for the post of Glass Blower (9190-15510) is Diploma in glass blowing or SSLC + 2 years experience. Considering the qualification, the pay may be fixed corresponding to Rs. 6680-10790.

THE KANNUR UNIVERSITY

- 16.68.** The prescribed qualification for the post of Field assistant (Rs.8390-13270) is 1st class P.G in Anthropology. Hence the Commission recommends to enhance the scale of pay corresponding to Rs.9190-15510.

THE SREE SANKARA UNIVERSITY OF SANSKRIT

- 16.69.** For all categories (other than those not mentioned in the University Common Category), the Commission recommends corresponding revision with eligible Ratio Promotion and Time Bound Higher Grade as applicable in Government Service.
- 16.70.** By the unification of pay scales of equated posts, the Commission suggests that, in cases where a lesser scale of pay is proposed, present pay scale of the

incumbent in the existing post may be protected as personal pay scale with corresponding revision.

THE COCHIN UNIVERSITY OF SCIENCE AND TECHNOLOGY

- 16.71.** The Soil Analyst (7990-12930), having qualification of ITI, is allowed the scale of pay which is much higher than the equated posts in other Government service. The commission recommends to fix the scale of pay corresponding to Rs. 6680-10790.
- 16.72.** Considering the qualification of Lab. Assistant as ITI, the Commission recommends to place Lab Assistant (Strength of materials) & Lab. Assistant (Metallurgy) in the scale of pay corresponding to Rs. 5650-8790.
- 16.73.** The Hatchery Assistant is allowed scale of pay of Rs. 5650-8790. The qualification is VIII standard. Considering the qualification the pay may be fixed corresponding to Rs. 5250-8390.
- 16.74.** The scale of pay of Aquarium Assistant is Rs. 5650-8790. The qualification for the post is SSLC (Failed). Considering the qualification, the pay may be fixed corresponding to Rs. 5250-8390.
- 16.75.** The scale of pay of Lab Attendant is Rs. 5650-8790. This is the promotion post of Class IV employees. The Commission recommends to fix the scale of pay corresponding to Rs.5250-8390.
- 16.76.** The scale of pay of Laboratory Technician is 7990-12930. The qualification is SSLC+ITI. The scale of pay allowed for similar categories in Government services is Rs. 5650-8790. The Commission recommends to revise the pay of Laboratory Technician corresponding to Rs. 5650-8790.
- 16.77.** The qualification prescribed for the post of Mechanic (Rs. 9190-15510) is PDC+ITI. Considering the qualification, the Commission recommends to fix the scale of pay corresponding to Rs. 6680-10790.
- 16.78.** The scale of pay of Technician Gr. I is Rs. 6080-9830 and Technician-I is Rs. 5250-8390. The prescribed qualification is SSLC+ITI. Considering the qualification of similarly placed posts in Government Service, the Commission recommends to fix the pay scale corresponding to Rs. 5650-8790.
- 16.79.** The scale of pay of the post of Store Keeper Gr. III is Rs. 7480-11910. The prescribed qualification is Graduation. Considering the qualification, the scale of pay may be enhanced corresponding to Rs. 7990-12930.
- 16.80.** The Technician-II is having the scale of pay of Rs. 7480-11910. This is the promotion post of Technician-I. The promotion post scale of similar posts in other Government Department is Rs. 6680-10790. As such the Commission recommends to fix the pay scale of Technician-II corresponding to Rs. 6680-10790.

- 16.81.** The direct recruitment post of the Technician-III is having qualification of ITI + 5 years experience and the scale of pay allowed is Rs. 9190-15510. Considering the qualification, the Commission recommends to fix the pay corresponding to Rs. 6680-10790.
- 16.82.** The qualification prescribed for the post of Operator Reprographic Unit (Rs. 7480-11910) is SSLC. The Commission recommends to fix the pay corresponding to Rs. 5650-8790.
- 16.83.** The prescribed qualification for the post of Senior Technical Assistant. (Gr.II) (Rs. 9190-15510) is BSc or Diploma. Considering the qualification, the scale of pay may be fixed corresponding to Rs. 7990-12930.
- 16.84.** The scale of pay of the post of Ammonia Print/Photo Copier Operator is Rs.6680-10790 and the prescribed qualification is SSLC. Considering the scale of pay of the post having similar qualification in Government Services, the scale of pay of the post may be fixed corresponding to Rs. 5650-8790.
- 16.85.** The scale of pay of the post of Instrument Technician is Rs. 7480-11910. The prescribed qualification is Diploma+3 years experience. Considering the qualifications, the Commission recommends to enhance the scale of pay of Instrument Technician corresponding to Rs. 7990-12930.
- 16.86.** The qualification prescribed for the post of Technician. Gr.II (Welder /Fitter/Laith Operator) (Rs.7990-12930) is SSLC + ITI + 3 years experience. The Commission recommends to fix the scale of pay corresponding to Rs.6680-10790, considering the scale of Pay of similarly positioned employees in State Government Services.
- 16.87.** The scale of pay for the post of Matron is Rs.7480-11910 and the prescribed qualification is Graduation. Considering the qualification and duties and responsibilities, the pay may be enhanced corresponding to Rs. 7990-12930.
- 16.88.** The post of Director of Public Relations in CUSAT may be re-designated as Public Relations Officer since such a post is not in existence in other major Universities like Kerala or Calicut. Scale of pay corresponding to Rs.12930-20250 may be assigned to Public Relations Officer.

THE KERALA AGRICULTURE UNIVERSITY

- 16.89.** On verification of the pay structure of the different posts in Kerala Agricultural University the following differences were seen when compared with the same or equated posts in other Departments and Universities. 1:1:1:1 ratio promotion is existing between Grade.I, Grade.II, Senior Grade and Selection Grade of Farm Assistant, Farm Assistant (Vety), Technician, Lab Assistant Grade. III, Clerical Assistant, Lab Assistant Grade .II, HDV & LDV Driver ,Hostel Manager, Matron, Pump Operator, Tractor Driver, Duplicating Machine Operator, Bus Attendant Grade. II, Class IV Employee Gr.II,

Printer/Compositor/Binder Gr.II posts in Kerala Agriculture University. In Agriculture Department the ratio promotion between Agri. Asst. Gr.II (6080-9830), Agri. Asst. Gr.I (7450-11910), Sen. Gr. 8390-13270 is in the ratio of 2:2:1. In Animal Husbandry Department Live Stock Inspector Gr.II, Gr.I and Senior Grade also enjoy the same ratio promotion and scale of pay as that of Agri. Assistant. Technician (no statue) is also enjoying a higher ratio 1:1:1:1 in Agri. University whereas no such ratio promotion is enjoyed by equated posts in other Departments. Drivers in State Department are in the ratio of 2:2:1. Clerical Assistant in Secretariat is in the ratio of 1:1. Class IV employees are enjoying a ratio 2:1 in State Govt. service. Technician, Lab Asst. Gr.II, Gr.III, Clerical Assistant, Hostel Manager, Matron, Pump Operator, Duplicating Machine Operator, Bus Attender Gr.II, Printer, Compositor, Binder are eligible Time Bound Higher Grade in State Departments. Hence the Commission recommends to discontinue the existing higher ratio promotion now enjoyed in violation of guidelines in G.O.P/No.62/2006/H.Edn dt 12-06-2006 and G.O.P No.3/2008 H.Edn dt. 05-01-2008 and to allow eligible ratio promotion and TBHG as that of State Government employees.

- 16.90.** A major demand raised from Kerala Agricultural University Organisations is to enhance the scale of pay of Farm officers to that of Agriculture Officers in Agriculture Department. Up to 13-08-1984 the qualification for the post of Agriculture Demonstrator Grade II was SSLC plus 6 months Diploma in Agriculture (Thavanoor) and good physique. Their duty is to supervise labourers, maintain their attendance register, assisting the teaching staff and help research staff. As per ordinance No. GA 7062/A3/83 dt. 08-10-1984, the post has been re-designated as Farm Assistant (Agriculture) with effect from 13-08-1984. Vide notification No. GA/E3/ 6395/94 dated 24-02-2003 qualification has been prescribed as BSc (Agriculture) of KAU with effect from 05-11-2002. As per order No. GA/B1/9367/2004 dated 01-08-2004 of Executive Committee, the post of Farm Assistant was redesignated as Farm Officer. On verification it is seen that the nature and responsibilities of the post has not been changed with re-designation or up-gradation of qualification. The existing scale of pay of Farm Officer Grade II is Rs.6080-9830. The post of Farm officer was mentioned as Farm Assistant in the last pay revision order (BG/A2-10311/2006/FAW dated 07-10-2006). Even though the direct recruits to the post of Farm Officers having the basic qualification of B.Sc. Agri. are eligible for professional parity, their duties and responsibilities have not been re-fixed. Majority of the incumbents now working in the post of Farm Officer have only SSLC qualification. In Agriculture Department the prescribed qualification for Agriculture Assistants is SSLC + Diploma in Agriculture (6 months) or VHSE Agriculture. In Agriculture University the ratio promotion between Gr.II, Gr.I, Sr Grade and Selection Grade Farm officers are in the ratio 1:1:1:1. Ratio between Farm Manager Gr.II and Farm Officer is 1:5. Ratio 1:4

exists between Farm Manger Gr.I and Farm Officers.The ratio between Farm Manger Gr.I and Farm Superintendent is 1:1.

The existing scale of pay of promotion post in Agricultural University/Agriculture Department is as follows:

Post	Agriculture University	Agriculture Department	Remarks
Farm Officer Gr.II (Agri)	Rs. 6080-98930	Rs.6080-9830	Ratio 2:2:1in Dept.
Farm Officer Gr.I (Agri)	Rs. 7990-12930	Rs.7480-11910	
Farm Officer Sr.Gr. (Agri)	Rs. 9190-15510	Rs.8390-13270	
Farm Officer Sel.Gr.Agri)	Rs. 9590-16650		
Farm Manager Grade II (Agri)	Rs 10790-18000		
Farm Manager Grade I (Agri)	Rs 10790-18000		
Farm Superintendent (Agri)	Rs 11910-19350		

The Registrar has reported that out of 218 sanctioned posts 175 are in position. Among them 123 are Diploma (2Years) holders and 52 are B.Sc. (Agri.) Degree holders. The scale of pay of Farm Officer (Agri.), Farm Assistant (Vety.), Technician are on par. Change in the existing scale of Farm Officers alone will disturb the present equilibrium. This will also create division among Farm Officers having Degree and Diploma holders engaged in the very same nature of work. The Commission suggests for reviewing the decision of the executive committee re-designating the Farm Assistant as Farm Officer without changing their duties and responsibilities. The Commission recommends that the Farm Officers recruited with B.Sc. Agriculture qualification may be considered for category change with specific higher duties and responsibilities in the scale of pay corresponding to Rs.11910-19350. The Commission also recommends that the Farm Officers may be given scale to scale revision with 2:2:1 ratio promotion between GrII ,GrI And Sr. Grade as that enjoyed by Agriculture Assistants in Agriculture Department.

16.91. Since the Graduate Lab Assistant /Lab Assistant /Lab technician Analyst/ Technical Assistant posts have no Statutes/Ordinance, details regarding qualification, mode of appointment and nature of duty are not available. Hence the Commission recommends for constituting Statute/Ordinance for the above posts.

16.92. In Agriculture Department, Pharmacist with qualification of D.Pharm is in the scale of pay of Rs.6680-10790. Hence the Commission recommends that the Pharmacist (Rs.7480-11910) in Agricultural University may be placed in the scale of pay corresponding to Rs.6680-10790.

- 16.93.** In Dairy Development Department, Dairy Assistant with qualification Degree or Diploma in Dairying is in the scale of pay of Rs. 7990-12930. The Commission recommends for placing the Dairy Assistant (8790-13610) in Agricultural University in the scale of pay corresponding to Rs. 7990-12930.
- 16.94.** Qualification prescribed for the post of Trade Assistant (7990-12930) is SSLC+ITI Certificate. In General Education Department Trade Instructor having the same qualification is in the scale of pay of Rs.6680-10790. Hence the Commission recommends for placing the Trade Assistant in the scale of pay corresponding to Rs.6680-10790.
- 16.95.** The promotion post of Technician Gr.II (Rs.6080-9830) are Technician Gr.I (Rs.7990-12930), Technician Sr.Gr (Rs.9190-15510), Technician Sel Gr.(Rs.9590-16650), Technical Supervisor GrII.(Rs.10790-18000), Technical Supervisor Gr.I (Rs.10790-18000) and Senior Technical Supervisor (Rs.11910-19350). Since the above posts have no Statutes/Ordinance, details regarding qualification, mode of appointment and nature of duty are not known. On verification it is seen that even persons with VII standard qualification are assigned 1:1:1:1 ratio promotion. Hence the Commission recommends for modifying the scale of Technician Gr.II corresponding to Rs.4750-7000 and eligible TBHG as in Government Service. It is also recommended for constituting Statutes/ Ordinance and fixing scale of pay according to qualification and nature of duty.
- 16.96.** In Economics and Statistics Department, Inspector having qualification of Degree in specified subject (Economics/Maths/Commerce with Statistics) is in the scale of pay of Rs.8390-13270. The Commission recommends to modify the scale of pay of Junior Statistician (12250-19800) corresponding to Rs.8390-13270.
- 16.97.** In General Education Department, Editor Vidhyarangam having Degree + B.Ed. qualification is in the scale of pay of Rs. 9190-15510. Hence the Commission recommends the scale of pay of Language Editor (12930-20250) corresponding to Rs. 9190-15510 and to constitute appropriate Statute/Ordinance for this post.
- 16.98.** Malayalam Translator (No Statute), the Commission recommends for placing Malayalam Translator (Rs.9190-15510) in the scale of pay corresponding to Rs.7480-11910 which is the scale of pay of Assistant Translator in Law Secretariat having qualification of Graduation in the subject concerned.
- 16.99.** The Commission further recommends that vehicles required by the Universities may be hired to the extent possible, so that unnecessary posts in the transport wing can be abolished.
- 16.100.** By the unification and modification of pay scales of equated posts, the Commission suggests that, in cases where a lower pay scale is proposed

than the present pay scale, the existing pay scale of the incumbent in the respective post may be protected as personal pay scale with corresponding revision.

- 16.101.** For all other categories not mentioned in *University Common Category* (Annexure – 16.1.) and categories for which modifications are suggested, the Commission recommends corresponding revision with eligible Ratio Promotion and Time Bound Higher Grade as applicable to those in Government Service.
- 16.102.** Regarding the Allowances the Commission recommends to extend the rates applicable to State Government employees to University employees also in eligible cases.
- 16.103.** Regarding Rules for fixation, Master scale, Time Bound Higher Grade, House Rent Allowance, Travelling Allowance and Pension revision, the Commission recommends to extend the benefits applicable to State Government employees to University employees also.
- 16.104.** The Commission recommends that all the benefits granted to the Part Time Contingent employees in Government Service will also be applicable to the University Part Time Contingent employees. The terms and conditions of service of these employees may also be as in Government Service.
- 16.105.** The Commission also recommends to discontinue the practice of granting ratio promotion in excess of what is enjoyed by the State Government employees.
- 16.106.** The Commission recommends for constituting Statutes/Ordinances for the posts having no Statutes/Ordinance.
- 16.107.** In the light of the proposals made in this report, the Commission recommends to make necessary amendments in the University Statutes within a time frame, for the posts for which modifications are proposed.
- 16.108.** Since the Teachers and Statutory Officers are UGC paid employees, they are not coming under the purview of this Pay Revision Report.
- 16.109.** The categories of posts with the existing and proposed scales of pay of each University are given below:

1. KERALA UNIVERSITY

	Designation	No. of posts	Existing Scale of Pay	Proposed Scale of pay	Remarks
I	UGC SCHEME				
	Statutory Officers				
	Vice-Chancellor	1	UGC		
	Pro-Vice Chancellor	1	UGC		
	Registrar	1	UGC		
	Controller of Examination	1	UGC		
	Finance Officer	1	UGC		
	Teaching Staff				
	Professor	35	UGC		
	Reader/Associate Professor	54	UGC		
	Asst. Professor	135	UGC		
	Library				
	University Librarian	1	UGC		
	Deputy Librarian		UGC		
	Assistant Librarian	8	UGC		
	Other Officers				
	Director (Planning, Computer Centre and CDC)	3	UGC		
	Programme Co - ordinator (NSS)	1	16650-23200	29180-40640	Personal Scale
	Director of Student Service	1	16650-23200	29180-40640	Personal Scale
	Research Assistant	1	10790-18000	18740-31360	Personal Scale
II	ADMINISTRATIVE WING				
	Joint Registrar	7	23200-31150	40640-54140	Uty. Common Category
	Deputy Registrar	20	20700-26600	36140-46640	Uty. Common Category
	Assistant Registrar HG	18	16650-23200	29180-40640	Uty. Common Category. HG ratio 2:1
	Assistant Registrar	36	12930-23250	22360-35320	
	Section Officer Hr. Gr.	135	11910-19350	20740-33680	Uty. Common Category. HG ratio 1:1
	Section Officer	136	10790-18000	18740-31360	
	Selection Grade Assistant	261	9590-16650	16980-29180	Uty. Common Category. Grade ratio 1:1:1
	Senior Grade Assistant	261	9190-15510	16180-27140	
	Assistant	261	7990-12930	13900-22360	
	Clerical Assistant	52	5250-8390	9190-14620	
	Garden Maistry/ Duplicator	33	5250-8390	9190-14620	

	Designation	No. of posts	Existing Scale of Pay	Proposed Scale of pay	Remarks
	Operator/Roneo Operator/Lab Asst.				
	Last Grade Employees (Peon, Lascar, Packer, Oiling Asst. Animal House Attender etc.)	341	4510-6230	8500-12220	HG ratio 2:1 in the scale of 8730-12550.
III	TECHNICAL STAFF IN THE TEACHING DEPARTMENTS				
	Scientific Officer	28	16650-23200	29180-40640	Uty. Common Category
	Technical Officer Grade I		12930-20250	22360-35320	Uty. Common Category. To be re-designated as Technical Officer. Sl. Gr.
	Technical Officer Grade II		12250-19800	21240-34500	Uty. Common Category. To be redesignated as Tech. Officer. Sen. Gr.
	Technical Assistant		11070-18450	19240-32110	To be re-designated as Technical Officer
*	Technical Assistant		11070-18450	20740-33680	To be re-designated as Junior Instrumentation Engineer.
IV	LIBRARY				
	Deputy Librarian(Non-UGC)	3	16650-23200	29180-40640	Personal Scale
	Assistant Librarian Grade. I (Non-UGC)	14	12930-20250	22360-35320	Personal Scale
*	Assistant Librarian Gr. II (Non-UGC)	16	11070-18450	20740-33680	Uty. Common Category. To be re-designated as Reference Officer HG
	Reference Assistant	19	10790-18000	18740-31360	Uty. Common Category. To be re-designated as Reference Officer
	Technical Asst. (Library)	32	9590-16650	16980-29180	To be re-designated as Reference Assistant HG
	Library Assistant	26	8390-13270	14620-23480	To be re-designated as Reference Assistant
V	COMPUTER WING				
*	Systems Manager	1	23200-31150	29180-40640	Uty. Common Category
	System Analyst	1	16650-23200	29180-40640	Uty. Common Category
	Programmer	6	12930-20250	22360-35320	Uty. Common Category. To be re-designated as Senior Programmer.
*	System Administrator	3	10790-18000	20740-33680	Uty. Common Category. To be re-designated as Junior Programmer
	Data Entry Operator	4	6080-9830	10480-17420	Personal Scale
*	Technical Officer (Computer Wing)	1	11910-19800	20740-33680	To be re-designated as Computer Eng. Hardware.
VI	FAIRCOPY WING				
	Pool Officer	3	12930-20250	22360-35320	Personal Scale

	Designation	No. of posts	Existing Scale of Pay	Proposed Scale of pay	Remarks
	Section Officer (FC&D) HG	10	11910-19350	20740-33680	Personal Scale
	Section Officer (FC&D)	22	10790-18000	18740-31360	Personal Scale
	Office Superintendent (HG)			20740-33680	Uty. Common Category.
*	Office Superintendent	27	9590-16650	18740-31360	1:1 ratio promotion
	Sel. Gr. Typist	34	9590-16650	16980-29180	Uty. Common Category
	Sr. Gr. Typist	34	9190-15510	16180-27140	Uty. Common Category
	U D Typist	34	7990-12930	13900-22360	Uty. Common Category
	L D Typist	36	6080-9830	10480-17420	Uty. Common Category. 1:1:1:1 grade ratio promotion
VII	ENGINEERING/TECHNICAL WING				
*	University Engineer	1	16650-23200	36140-46640	Uty. Common Category
*	Instrumentation Engineer	1	16650-23200	36140-46640	Uty. Common Category
	Asst. Executive Engineer	2	12250-19800	21240-34500	Uty. Common Category
*	Junior Engineer/Scientist	1	12250-19800	20740-33680	
*	Asst. Engineer/Head Draftsman/ Assistant Engineer(USIC)/ Technical Officer(USIC)	13	11070-18450	20740-33680	Uty. Common Category
	Divisional Accountant	1	10790-18000	18740-31360	Uty. Common Category
	Overseer Gr. I	5	7990-12930	13900-22360	Uty. Common Category
	Overseer Gr. II(Electrical)	1	6680-10790	11620-18740	Uty. Common Category. Ratio promotion 1:1
	Electrician Gr. I	3	7990-12930	13900-22360	Personal Scale
*	Electrician Gr. II	3	6680-10790	9190-14620	Uty. Common Category. Electrician Gr.I & II merged together with the scale of pay 9190-14620 and TBHG as applicable to Government. Employees.
	Mechanic(USIC)/Technician(USIC)/ Mechanic Turner	7	7480-11910	13210-20740	
	Work Superintendent Gr.I	2	7480-11910	13210-20740	Personal Scale
	Work Superintendent Gr.II	8	5650-8790	9940-15380	Uty. Common Category. TBHG as applicable to Government employees.
	Plumber	3	5250-8390	9190-14620	Uty. Common Category
	Pump Operator	11	5250-8390	9190-14620	Uty. Common Category
*	Line Helper	5	5250-8390	8730-12550	Uty. Common Category
VIII	PRINTING PRESS				
	Superintendent	1	13610-20700	24040-36140	Uty. Common Category

	Designation	No. of posts	Existing Scale of Pay	Proposed Scale of pay	Remarks
	Assistant Superintendent	1	11070-18450	19240-32110	Uty. Common Category
*	General Foreman	1	9190-15510	16980-29180	Uty. Common Category
*	Senior Foreman	5	8790-13610	16180-27140	Uty. Common Category
*	Junior Foreman	6	8390-13270	15380-24040	Uty. Common Category
*	Senior Proof Reader	1	8790-13610	16180-27140	Uty. Common Category
*	Proof Reader Gr. I	1	8390-13270	15380-24040	Uty. Common Category
*	Proof Reader Gr. II	2	7990-12930	14620-23480	Uty. Common Category. Grade Ratio 2:2:1
	Computer Sr. Gr.	1	8390-13270	14620-23480	Uty. Common Category
*	Computer Gr. I	1	7990-12930	14620-23480	Uty. Common Category
	Computer Gr. II	1	6080-9830	10480-17420	Uty. Common Category. Grade Ratio 2:2:1
*	Compositor Sr. Gr.	6	7990-12930	14620-23480	Uty. Common Category
	Compositor Gr.I	12	7480-11910	13210-20740	Uty. Common Category
	Compositor Gr. II	12	5650-8790	9940-15380	Uty. Common Category. Grade Ratio 2:2:1
*	Binder Sr. Gr.	5	7990-12930	14620-23480	Uty. Common Category
	Binder Gr. I	10	7480-11910	13210-20740	Uty. Common Category
	Binder Gr II	14	5650-8790	9940-15380	Uty. Common Category. Grade Ratio 2:2:1
*	Printer Sr. Gr.	3	7990-12930	14620-23480	Uty. Common Category
	Printer Gr.I	6	7480-11910	13210-20740	Uty. Common Category
	Printer Gr. II	9	5650-8790	9940-15380	Uty. Common Category. Grade Ratio 2:2:1
	Senior Time Keeper	1	7480-11910	13210-20740	Uty. Common Category
	Time Keeper	1	6680-10790	11620-18740	Uty. Common Category
	Asst. Time Keeper	1	5650-8790	9940-15380	Uty. Common Category
	Galley Press Man Gr. I	1	5250-8390	9190-14620	Uty. Common Category
	Galley Press Man Gr. II	1	4750-7820	8960-13210	Uty. Common Category
	Counter Gr. I	1	4750-7820	8960-13210	Uty. Common Category
	Counter Gr. II	1	4630-7000	8730-12550	Uty. Common Category
	Offset Printer	2	8390-13270	14620-23480	Uty. Common Category
	Mechanic-cum-Electrician	1	7480-11910	13210-20740	Uty. Common Category
	Mono Super Caster Operator	1	7480-11910	13210-20740	Uty. Common Category
	Store Keeper (Press)	1	7480-11910	13210-20740	Uty. Common Category
	Copy Holder	4	6080-9830	10480-17420	Uty. Common Category
IX	TRANSPORT WING				
	Vehicle Examiner	1	7990-12930	13900-22360	Personal Scale

	Designation	No. of posts	Existing Scale of Pay	Proposed Scale of pay	Remarks
	Pass Examiner	1	7480-11910	13210-20740	Personal Scale
*	Driver (Bus) Hr. Gr	1	7480-11910	10480-17420	Personal Scale
*	Driver (Bus) Lr. Gr	4	6080-9830	9190-14620	Personal Scale
	Driver Grade II (LDV)	21	5250-8390	9190-14620	Uty. Common Category (2:2:1) ratio promotion between Driver Gr. II, Gr. I and Sr. Gr. in the scale of pay of Rs.10480-17420 and Rs.11620-18740 to Gr. I and Sr. Gr. respectively. 10% of the Driver Sr. Gr. will be placed as Driver Sel. Gr. in the scale of pay Rs.14620-23480.
	Conductor Hr. Gr	2	6680-10790	11620-18740	Personal Scale
	Conductor	5	6080-9830	9940-15380	Uty. Common Category. TBHG as applicable to Government employees.
X	PUBLICATION WING				
*	Director of Publication	1	25400-33100	29180-40640	Uty. Common Category
	Editor (Lexicon)	1	25400-33100	44640-56340	
	Additional Director of Publication	1	16650-23200	29180-46640	
	Assistant Editor(Lexicon)	2	16650-23200	29180-46640	
	Sub Editor(Lexicon)	3	12250-19800	21240-34500	
	Lexicon Assistant	1	11910-19350	20740-33680	To be re-designated as Senior Lexicon Assistant
	Store Keeper (Publication)	3	10790-18000	18740-31360	
	Technical Assistant(Lexicon)	10	9190-15510	16180-27140	To be re-designated as Lexicon Assistant
	Publication Officer	4	9190-15510	16180-27140	To be re-designated as Publication Assistant
	Drafting Assistant (Lexicon)	1	9190-15510	16180-27140	
XI	SECURITY WING				
	Chief Security - cum- Vigilance Officer	1	16650-23200	29180-40640	Personal Scale
*	Security Officer	2	10790-18000	20740-33680	Uty. Common Category
*	Asst. Security Officer	2	7480-11910	14620-23480	Uty. Common Category.
	Security Guard Hr.Gr.	19	6080-9830	11620-18740	Uty. Common Category. Grade ratio 5:1 between Security Guard and Security Guard HG (Head Security Guard)
*	Security Guard	79	5250-8390	9940-15380	
XII	HEALTH CENTRE & LAB				
*	Residential Medical Officer	1	11910-19350	24040-36140	

	Designation	No. of posts	Existing Scale of Pay	Proposed Scale of pay	Remarks
	Curator	1	11910-19350	20740-33680	
	Technical Assistant/Technical Assistant(Chemistry)	2	11070-18450	19240-32110	
	Assistant Farm Superintendent	1	11070-18450	19240-32110	
	Electron Microscopy Assistant	1	9190-15510	16180-27140	
	Laboratory Mechanic	3	8790-13610	15380-24040	
	Artist Photographer	2	8790-13610	15380-24040	
*	Glass Blower	1	8790-13610	11620-18740	
*	Nursing Supervisor	1	8390-13270	16180-27140	
*	Health Information Officer	1	8390-13270	16180-27140	
	Radiographer	1	7990-12930	13900-22360	
	Resident Nurse	1	7480-11910	13210-20740	
*	Pharmacist	1	7480-11910	11620-18740	
*	Medical Lab Technician	1	7480-11910	11620-18740	
	Artist	1	7480-11910	13210-20740	
*	Laboratory Technician (Zoology)	1	5650-8790	13900-22360	
	Laboratory Attender	1	5650-8790	9940-15380	
	Section Cutter	1	5250-8390	9190-14620	
XIII	OTHER CATEGORIES				
*	Public Relations Officer	1	16650-23200	22360-35320	
	Population Information Officer	1	11910-19350	20740-33680	
*	Veterinary Doctor	1	11070-18450	20740-33680	
	Accompanying Artist(Violin)	1	11070-18450	19240-32110	
*	Warden	1	11070-18450	16180-27140	
	Coach/Instructor of Indigenous Exercises	8	10790-18000	18740-31360	
	Instructor (Mridangam)	1	10790-18000	18740-31360	
	Store Keeper	2	10790-18000	18740-31360	
	Records Officer	1	10790-18000	18740-31360	
	Reception Officer	1	10790-18000	18740-31360	
	Manuscript Assistant. Gr. I	1	9190-15510	16180-27140	
	Editorial Assistant(Journalism)	1	9190-15510	16180-27140	
	Manuscript Assistant	6	7480-11910	13210-20740	
*	Graduate Field Assistant	2	7480-11910	13900-22360	
*	Scribe	1	7480-11910	9190-14620	
*	Field Man	1	7480-11910	9190-14620	

	Designation	No. of posts	Existing Scale of Pay	Proposed Scale of pay	Remarks
	Matron	5	5650-8790	9940-15380	
	Total	2562			

* Scales modified.

No. of Part-Time Contingent employees - Nil ; No. of Casual/Contract/Daily Waged employees - Nil; No. of Women employees -801.

2. CALICUT UNIVERSITY

	Name of Post	No. of Posts	Existing Scale of pay	Proposed scale of pay	Remarks
	UGC SCHEME				
	Statutory Officers				
	Vice-Chancellor	1	UGC		
	Pro-Vice Chancellor	1	UGC		
	Registrar	1	UGC		
	Controller of Examinations	1	UGC		
	Finance Officer	1	UGC		
	Teaching Staff				
	Professor	235	UGC		
	Associate Professor		UGC		
	Assistant Professor		UGC		
	Director of Physical Education	1	UGC		
	Deputy Director of Physical Education	1	UGC		
	Assistant Director of Physical Education	1	UGC		
	Library				
	Information Scientist	1	UGC		
	University Librarian	1	UGC		
	Deputy Librarian	1	UGC		
	Assistant Librarian	15	UGC		
	Other Officers				
	Dean of Students' Welfare	1	UGC		
	Project Officer (Adult Edn.)	1	UGC		
	Programme Co-ordinator NSS	1	16650-23200	29180-40640	
	ADMINISTRATIVE WING				
	Joint Registrar/PS to VC	7	23200-31150	40640-54140	Uty. Common Category

	Name of Post	No. of Posts	Existing Scale of pay	Proposed scale of pay	Remarks
	Deputy Registrar	17	20700-26600	36140-46640	Uty. Common Category
	Assistant Registrar(HG)	15	16650-23200	29180-40640	Uty. Common Category HG ratio 2:1
-	Assistant Registrar	31	12930-20250	22360-35320	
	Section Officer (Hr. Grade)	136	11910-19350	20740-33680	Uty. Common Category HG Ratio 1:1
-	Section Officer	136	10790-18000	18740-31360	
	Selection Grade Asst.	250	9590-16650	16980-29180	Uty. Common Category. Grade Ratio 1:1:1
	Senior Grade Assistant	250	9190-15510	16180-27140	
-	Assistant	250	7990-12930	13900-22360	
*	Telephone Supervisor	1	8790-13610	13900-22360	
	Telephonist	1	5250-8390	9190-14620	
	Clerical Asst.	56	5250-8390	9190-14620	
	Roneo Operator	10	5250-8390	9190-14620	
	Head Peon	15	5250-8390	9190-14620	
	Daffedar	1	5250-8390	9190-14620	
	Peon/Watchman (Hr.Gr.)	62	4630-7000	8730-12550	
	Peon/Watchman	124	4510-6230	8500-12220	HG Ratio 2:1
	PUBLICATION WING				
	Publication Officer	1	16650-23200	29180-40640	Uty. Common Category
	ADULT EDUCATION WING (PROJECT)				
	Dy. Director(Adult Education)	1	16650-23200	29180-40640	
	Assistant Director (Adult)	1	12930-20250	22360-35320	
	Adult Education Worker	1	7480-11910	13210-20740	
	TECHNICAL STAFF IN TEACHING DEPARTMENT				
	Scientific Officer	4	16650-23200	29180-40640	Uty. Common Category
	Technical Officer Grade. I	4	12930-20250	22360-35320	Uty. Common Category. To be redesignated as Tech. Officer Sel. Gr.
	Technical Officer Grade. II	7	12250-19800	21240-34500	Uty. Common Category. To be redesignated as Tech. Officer Sen Gr.
	Technical Assistant	5	11070-18450	19240-32110	Uty. Common Category. To be redesignated as Tech. Officer
	COMPUTER WING				

	Name of Post	No. of Posts	Existing Scale of pay	Proposed scale of pay	Remarks
*	System Administrator	1	23200-31150	29180-40640	Uty. Common Category. To be re-designated as System Manager/System Analyst
	Programmer	1	12930-20250	22360-35320	Uty. Common Category. To be re-designated as Sen. Programmer.
	Assistant Programmer	1	9590-16650	16980-29180	Uty. Common Category. To be re-designated as Jr. Programmer.
	Data Entry Assistant/Operator	1	6080-9830	10480-17420	Personal Scale
	LIBRARY				
	Asst. Librarian	2	12930-20250	22360-35320	Personal Scale
*	Junior Librarian	13	11910-19350	18740-31360	Uty. Common Category. To be redesignated as Reference Officer
	Professional Asst. Grade. I	21	9590-16650	16980-29180	Uty. Common Category. To be redesignated as Reference Asst. HG.
	Professional Asst. Grade. II	18	8390-13270	14620-23480	Uty. Common Category. To be redesignated as Reference Asst.
	Library Assistant	13	5250-8390	9190-14620	Uty. Common Category. To be redesignated as Lr. Attender
	FAIRCOPY WING				
	Pool Officer	4	12930-20250	22360-35320	Personal Scale
	Section Officer (FC&D) HG	15	11910-19350	20740-33680	Personal Scale
	Section Officer (FC & D)	15	10790-18000	18740-31360	Personal Scale
*	Office Superintendent HG			20740-33680	Uty. Common Category.HG Ratio 1:1
	Office Superintendent	25	10790-18000	18740-31360	
	Selection Grade Typist	31	9590-16650	16980-29180	Uty. Common Category. Grade Ratio 1:1:1:1
	Senior Grade Typist	31	9190-15510	16180-27140	
*	U.D Typist	31	7480-11910	13900-22360	
-	L.D. Typist	31	6080-9830	10480-17420	
	LABORATORY WING				
	Field Officer, Botany	1	16650-23200	29180-40640	
	Assistant Superintendent, (Botanical Gardens)	1	11070-18450	19240-32110	

	Name of Post	No. of Posts	Existing Scale of pay	Proposed scale of pay	Remarks
	Herbarium Curator	1	10790-18000	18740-31360	
*	Glass Blower	1	8790-13610	11620-18740	
*	Herbarium Assistant (Hr. Gr.)	1	7990-12930	11620-18740	
	Asst. Curator Grade. I	1	7990-12930	13900-22360	
	Asst. Curator	1	7480-11910	13210-20740	
	Technical Asst(Lab)	1	7480-11910	13210-20740	
	Taxidermist	1	5650-8790	9940-15380	
	Animal Room Technician, Life Sciences	1	5650-8790	9940-15380	
	Lab Assistant	15	5250-8390	9190-14620	
	Skilled Asst. (Psychology)	1	5250-8390	9190-14620	
*	Herbarium Asst.	1	4750-7820	9940-15380	
	Semi Skilled Lab Attender (Physics)	1	4630-7000	8730-12550	
	Field cum Animal Room Attender	1	4510-6230	8500-12220	
	Filter Plant Cleaner	3	4510-6230	8500-12220	
	Specimen Collector	1	4510-6230	8500-12220	
	HEALTH CENTRE				
*	Physician/Lady Medical Officer	2	11070-18450	24040-36140	
	Head Nurse	1	9190-15510	16180-27140	
	Staff Nurse(Hr. Grade)	1	8390-13270	14620-23480	
	Store Keeper(Pharmacist)	1	9190-15510	16180-27140	
	Staff Nurse	3	7480-11910	13210-20740	
	Pharmacist	2	6680-10790	11620-18740	
	Lab Technician	1	6680-10790	11620-18740	
	Hospital Assistant	1	5250-8390	9190-14620	
	Nursing Asst.	3	5250-8390	9190-14620	
	SCHOOL OF DRAMA				
	Technician (School of Drama)	6	10790-18000	18740-31360	
	Photographer	1	8790-13610	15380-24040	
	Artist-cum- photographer	2	8790-13610	15380-24040	
	Videographer	1	8790-13610	15380-24040	
	Theater Photographer	1	8790-13610	15380-24040	
	Technical Asst	1	8790-13610	15380-24040	
	Cinema Operator Cum Electrician	1	7990-12930	13900-22360	
	Assistant Photographer	1	7480-11910	13210-20740	

	Name of Post	No. of Posts	Existing Scale of pay	Proposed scale of pay	Remarks
	Dark Room Asst.	1	5650-8790	9940-15380	
	ENGINEERING/TECHNICAL WING				
*	University Engineer	1	23200-31150	36140-46640	Uty. Common Category
*	Executive Engineer	2	16650-23200	36140-46640	Uty. Common Category
*	Instrumentation Engineer	1	16650-23200	20740-33680	
*	Junior Engineer Instrumentation	1	12250-19800	20740-33680	
	Asst. Ex. Engineer	4	12250-19800	21240-34500	Uty. Common Category. 1/3 may be placed in the HG with the scale of pay of Rs. 24040-36140
*	Asst. Engineer(Directly Recruited)	10	11070-18450	20740-33680	Uty. Common Category
	Divisional Accountant	1	10790-18000	18740-31360	Uty. Common Category
	Technician	3	10790-18000	18740-31360	
	AC Cum Refrigeration Mechanic	1	8790-13610	15380-24040	
	Overseer Gr. I	3	7990-12930	13900-22360	Uty. Common Category. 1:1 Ratio promotion between Gr.I and II
	Overseer Gr. II	7	6680-10790	11620-18740	
*	Plumbing Overseer	1	7990-12930	11620-18740	
*	Plumber	5	5650-8790	9190-14620	Uty. Common Category
*	Pumping Overseer	1	7990-12930	11620-18740	
*	Pump Operator Hr. Grade	8	7480-11910	11620-18740	Personal Scale
	Pump Operator	9	5250-8390	9190-14620	Uty. Common Category. TBHG as applicable to Government employees
	Senior Electrician	6	7990-12930	13900-22360	Personal Scale
*	Electrician	6	6680-10790	9190-14620	Uty. Common Category. TBHG as applicable
	Mechanic cum Plumber	1	7990-12930	13900-22360	Uty. Common Category
	Technician Grade. C	7	7990-12930	13900-22360	Personal Scale
*	Technician Grade B		7480-11910	11620-18740	
*	Technician Grade A		4750-7820	9940-15380	
	Workshop Mechanic Cum LNP Plant Operator	1	7480-11910	13210-20740	

	Name of Post	No. of Posts	Existing Scale of pay	Proposed scale of pay	Remarks
*	Line Helper	9	5250-8390	8730-12550	Uty. Common Category
	Tracer	1	5250-8390	9190-14620	
*	Skilled Asst.	1	5250-8390	8730-12550	Uty. Common Category
	Electricity Worker	5	4630-7000	8730-12550	Uty. Common Category
	Workshop Asst.	1	4510-6230	8500-12220	
	TRANSPORT WING				
	Vehicle Examiner	1	9190-15510	16180-27140	Personal Scale
	HV Driver	4	6680-10790	11620-18740	Personal Scale
	L.V. Driver	10	5250-8390	9190-14620	Uty. Common Category (2:2:1) ratio promotion between Driver Gr. II, Gr. I and Sr. Gr. in the scale of pay of Rs.10480-17420 and Rs.11620-18740 to Gr. I and Sr. Gr. respectively. 10% of the Driver Sr. Gr. will be placed as Driver Sel. Gr. in the scale of pay Rs.14620-23480.
*	Bus Conductor	2	6080-9830	9940-15380	Uty. Common Category
	Bus Cleaner	2	4510-6230	8500-12220	
	PRINTING PRESS				
	Superintendent	1	13610-20700	24040-36140	Uty. Common Category
	Asst. Superintendent	1	11070-18450	19240-32110	Uty. Common Category
-	General Foreman	1	9590-16650	16980-29180	Uty. Common Category
-	Junior Foreman (Composing, Printing, Binding)	3	8790-13610	15380-24040	Uty. Common Category
*	Assistant Foreman	3	8390-13270	15380-24040	Uty. Common Category
*	Proof Reader	1	7990-12930	14620-23480	Uty. Common Category
*	Binder (Sr. Grade)	16	7990-12930	14620-23480	Uty. Common Category
*	Compositor(Sr. Grade)	5	7990-12930	14620-23480	Uty. Common Category
*	Printer (Sr. Grade)	11	7990-12930	14620-23480	Uty. Common Category
*	Store Keeper	1	7990-12930	13210-20740	Uty. Common Category

	Name of Post	No. of Posts	Existing Scale of pay	Proposed scale of pay	Remarks
	Offset Printing Machine Operation Gr.I	1	7990-12930	13900-22360	
	Binder, Printer, Compositor (Grade. I)	12	7480-11910	13210-20740	Uty. Common Category
	Offset Printing Machine Operation Gr.II	1	7480-11910	13210-20740	
	Time keeper	1	6680-10790	11620-18740	Uty. Common Category
	DTP Operator	2	6680-10790	11620-18740	
	L.D. Computator	1	6080-9830	10480-17420	Uty. Common Category
	Asst. Warehouse Man	1	6080-9830	10480-17420	
	L.D. Compositor	2	5650-8790	9940-15380	Uty. Common Category.Grade Ratio 2:2:1
	L.D Binder	7	5650-8790	9940-15380	
	L.D Printer	5	5650-8790	9940-15380	
	L.D Counter	1	5650-8790	9940-15380	Uty. Common Category
	Galley press man	1	4750-7820	8960-13210	Uty. Common Category
	Packer, press	1	4630-7000	8730-12550	Uty. Common Category
	Lascar Press	1	4630-7000	8730-12550	Uty. Common Category
	Gate Keeper	1	4630-7000	8730-12550	Uty. Common Category
	SECURITY WING				
	Security Officer	1	11910-19350	20740-33680	Uty. Common Category
*	Asst. Security Officer	1	11070-18450	14620-23480	Uty. Common Category
*	Sergeant	1	7990-12930	14620-23480	Uty. Common Category
	Asst. Sergeant	1	6680-10790	11620-18740	Uty. Common Category. To be redesignated as Security Guard HG
*	Security Guard	27	4750-7820	9940-15380	Uty. Common Category. HG Ratio 5:1
	Gurhka watchman	13	4510-6230	8500-12220	
	OTHER CATEGORIES				
*	Public Relations Officer	1	16650-23200	22360-35320	
	Archivist (History)	1	13610-20700	24040-36140	
	Curator (Malayalam)	1	13610-20700	24040-36140	
	Coaches	11	10790-18000	18740-31360	

	Name of Post	No. of Posts	Existing Scale of pay	Proposed scale of pay	Remarks
*	Farm Supervisor	1	10790-18000	16180-27140	
*	Senior House Keeper	1	9590-16650	16180-27140	
	Field Asst.(Botany)	2	6680-10790	11620-18740	
	Plantation Asst.(Botany)	1	6680-10790	11620-18740	
*	House Keeper (Ladies Hostel)	1	6680-10790	13900-22360	
	Statistical Asst.	1	5650-8790	9940-15380	
	Garden Mastery	2	5250-8390	9190-14620	
	Matron	1	5250-8390	9190-14620	
	Manuscript Keeper	1	5250-8390	9190-14620	
	Gardener	17	4630-7000	8730-12550	
	Grounds man	3	4630-7000	8730-12550	
	Sweeper cum scavenger	7	4510-6230	8500-12220	
	Mosquito Sprayer	1	4510-6230	8500-12220	
	Animal Room Asst.	1	4510-6230	8500-12220	
	Room Boy cum Bearer	3	4510-6230	8500-12220	
	Total	2264			

* Scales modified

No. of Part-Time Contingent employees - 96 ; No. of Casual/Contract/Daily Waged employees - 20;
No. of Women employees -395

3. MAHATMAGANDHI UNIVERSITY

	Designation	No. of post	Existing Scale of Pay	Proposed Scale of Pay	Remarks
	UGC SCHEME				
	Statutory Officers				
	Vice-Chancellor	1	UGC		
	Pro-Vice-Chancellor	1	UGC		
	Registrar	1	UGC		
	Controller of Examination	1	UGC		
	Finance Officer	1	UGC		
	Teaching Staff				
	Professor	8	UGC		
	Associate Professor	20	UGC		
	Asst. Professor	77	UGC		
	Library				
	University Librarian	1	UGC		

	Designation	No. of post	Existing Scale of Pay	Proposed Scale of Pay	Remarks
	Deputy Librarian	1	UGC		
	Assistant Librarian	5	UGC		
	Other Officers				
	Director Students Service	1	UGC		
	Director of Physical Education	1	UGC		
	N.S.S. Program Co-ordinator	1	UGC		
	Assistant Director of Physical Education	1	UGC		
	ADMINISTRATIVE WING				
	Joint Registrar	7	23200-31150	40640-54140	Uty. Common Category
	Deputy Registrar	18	20700-26600	36140-46640	Uty. Common Category
	Assistant Registrar HG	14	16650-23200	29180-40640	Uty. Common Category. HG Ratio 2:1
	Assistant Registrar	28	12930-20250	22360-35320	
	Section Officer HG	145	11910-19350	20740-33680	Uty. Common Category. HG Ratio 1:1
	Section Officer	146	10790-18000	18740-31360	
	Personal Secretary to VC	1	10790-18000	18740-31360	
	Assistant (Sel. Gr.)	237	9590-16650	16980-29180	Uty. Common Category. Grade Ratio 1:1:1
	Assistant (Sr. Gr.)	237	9190-15510	16180-27140	
	Assistant	237	7990-12930	13900-22360	
	Clerical Assistant HG	51	5650-8790	9940-15380	Personal Scale
	Clerical Assistant	51	5250-8390	9190-14620	
	Roneo Operator HG	10	5650-8790	9940-15380	Personal Scale
	Last Grade Employees HG	66	4630-7000	8730-12550	Ratio 2:1
	Last Grade Employees	133	4510-6230	8500-12220	
	LIBRARY STAFF				
	Assistants Librarian Gr. I (Non-UGC)	5	12930-20250	22360-35320	Personal Scale
	Assistant Librarian Grade II (Non-UGC)	9	11070-18450	20740-33680	Personal Scale
	Reference Assistant	12	10790-18000	18740-31360	Uty. Common Category. To be redesignated as Reference Officer
	Technical Assistant Library	21	9590-16650	16980-29180	Uty. Common Category. To be redesignated as Reference Asst. HG
	Library Assistant	18	8390-13270	14620-23480	Uty. Common Category. To be redesignated as Reference Asst.

	Designation	No. of post	Existing Scale of Pay	Proposed Scale of Pay	Remarks
	FAIRCOPY WING				
	Pool Officer	2	12930-20250	22360-35320	Personal Scale
	Section Officer (FC&D) (HG)	9	11910-19350	20740-33680	Personal Scale
	Section Officer (FC& D)	13	10790-18000	18740-31360	Personal Scale
*	Office Superintendent HG			20740-33680	Uty. Common Category HG Ratio 1:1
	Office Superintendent	14	10790-18000	18740-31360	
	Typist (Sel .Gr.)	19	9590-16650	16980-29180	Uty. Common Category Grade Ratio 1:1:1:1
	Typist (Sr.Gr.)	19	9190-15510	16180-27140	
	U D Typist	19	7990-12930	13900-23360	
	L D Typist	22	6080-9830	10480-17420	
	COMPUTER WING				
*	Computer and Communication Engineer	1	16650-23200	29180-40640	Uty. Common Category. To be re-designated as System Manager/System Analyst
	Assistant Programmer	2	9590-16650	16980-29180	
*	Computer Data Entry Operator	1	7480-11910	13900-22360	Uty. Common Category
	TECHNICAL STAFF IN TEACHING DEPARTMENTS				
	Scientific Officer/Programme Co-ordinator (School of Behavioral Sciences)	2	16650-23200	29180-40640	Uty. Common Category
	Technical Officer Gr.I	1	12930-20250	22360-35320	Uty. Common Category.To be redesignated as Tech. Officer. Sel. Gr.
	Technical Officer Grade II	1	12250-19800	21240-34500	Uty. Common Category.To be redesignated as Tech. Officer. Sen. Gr.
	Technical Assistant (University Science Department)	2	11070-18450	19240-32110	Uty. Common Category.To be redesignated as Tech. Officer
*	Computer Programmer (School of Comp. Sciences)	1	12930-20250	19240-32110	
*	Artist cum Photographer	1	11910-19350	19240-32110	
	ENGINEERING/TECHNICAL WING				
*	Executive Engineer	1	16650-23200	36140-46640	Uty. Common Category
	Assistant Executive Engineer	2	12250-19800	21240-34500	Uty. Common Category
*	Assistant Engineer	6	11070-18450	20740-33680	Uty. Common Category

	Designation	No. of post	Existing Scale of Pay	Proposed Scale of Pay	Remarks
	Divisional Accountant	1	10790-18000	18740-31360	Uty. Common Category
	Technical Asst.	1	12250-19800	21240-34500	
	Overseer Grade I	9	7990-12930	13900-22360	Uty. Common Category. The Ratio between Overseer Gr.I and Gr.II will be 1:1
*	Electrician	9	6680-10790	9190-14620	Uty. Common Category
*	Plumber cum Pump Operator	9	6680-10790	9190-14620	Uty. Common Category
	Overseer Grade II	4	6680-10790	11620-18740	Uty. Common Category
	SECURITY WING				
*	Security Officer	1	10790-18000	20740-33680	Uty. Common Category
*	Assistant Security Officer	1	7480-11910	14620-23480	Uty. Common Category.
*	Security Guard (H G)	3	5650-8790	11620-18740	Uty. Common Category.
*	Security Guard	33	4750-7820	9940-15380	Uty. Common Category. Ratio 5:1
*	Gurkha/Watchman	6	4750-7820	8500-12220	Uty. Common Category
	TRANSPORT WING				
	Vehicle Supervisor (HD)	1	9590-16650	16980-19180	Personal Scale
	Vehicle Supervisor (LD)	1	9190-15510	16180-27140	Personal Scale
	Pass Examiner	2	7990-12930	13900-22360	Personal Scale
*	Driver (H.D. Gr.I)	2	7990-12930	10480-17420	Uty. Common Category (2:2:1) ratio promotion between Driver Gr. II, Gr. I and Sr. Gr. in the scale of pay of Rs.10480-17420 and Rs.11620-18740 to Gr. I and Sr. Gr. respectively. 10% of the Driver Sr. Gr. will be placed as Driver Sel. Gr. in the scale of pay Rs.14620-23480.
*	Driver (HD Grade II)	5	7480-11910	9190-14620	
*	Driver (LD Gr. I)	3	7480-11910	10480-17420	
*	L D Driver (Grade II)	8	6080-9830	9190-14620	
	Conductor (HG)	1	6680-10790	11620-18740	Personal Scale
*	Conductor	2	6080-9830	9940-15380	Uty. Common Category
	PUBLICATION WING				
	Director of Publication	1	16650-23200	29180-40640	Uty. Common Category
	Assistant Editor (Eng./Mal)	2	10790-18000	18740-31360	
	PRINTING PRESS				
	Copy Holder	1	6080-9830	10480-17420	Uty. Common Category
	LABORATORY WING				
	Medical Lab. Technologist(School of Bio-Sciences)	2	10790-18000	18740-31360	

	Designation	No. of post	Existing Scale of Pay	Proposed Scale of Pay	Remarks
*	Glass Blower	1	9190-15510	11620-18740	
	Laboratory Technician (SCS)	1	8790-13610	15380-24040	
	Lab Technician (SPAP)	1	5650-8790	9940-15380	
	Laboratory Assistant	20	5250-8390	9190-14620	
	Laboratory Attender	8	4750-7820	8960-13210	
	SCHOOL OF BEHAVIORAL SCIENCE				
*	Clinical Psychologist	1	11070-18450	20740-33680	
	Clinic Technician	1	7990-12930	13900-22360	
	Clinic Nurse	1	7480-11910	13210-20740	
	Special Teacher	2	7480-11910	13210-20740	
	Field Worker	2	5250-8390	9190-14620	
	HEALTH CENTRE				
*	Resident Medical Officer	1	11070-18450	24040-36140	
	Staff Nurse	2	7480-11910	13210-20740	
	Lab Technician (University Health Centre)	1	6680-10790	11620-18740	
	OTHER CATEGORIES				
*	Public Relation Officer	1	16650-23200	22360-35320	
	Coach	7	10790-18000	18740-31360	
	Cultural Officer	1	10790-18000	18740-31360	
	Officer in Charge of Answer scripts	1	10790-18000	18740-31360	
	Statistical Assistant	2	9190-15510	16180-27140	
	Garden Maistry	2	5250-8390	9190-14620	
	Hostel Attendant	2	4510-6230	8500-12220	
	Total	1871			

* Scales modified.

No. of Part-Time Contingent employees - Nil ; No. of Casual/Contract/Daily Waged employees - 272;

No. of Women employees -463

4. KANNUR UNIVERSITY

	Designation	No. of Posts	Existing scale of pay	Proposed scale of pay	Remarks
	UGC SCHEME				
	Statutory Officers				
	Vice Chancellor	1	UGC		

	Designation	No. of Posts	Existing scale of pay	Proposed scale of pay	Remarks
	Pro-Vice Chancellor	1	UGC		
	Registrar	1	UGC		
	Finance Officer	1	UGC		
	Controller of Examinations	1	UGC		
	Teaching Staff				
	Director of Physical Education	1	UGC		
	Deputy Director of Physical Education	1	UGC		
	Professor	6	UGC		
	Associate Professor	21	UGC		
	Asst. Professor	57	UGC		
	Assistant Director of Physical Education	1	UGC		
	Library				
	University Librarian	1	UGC		
	Deputy Librarian	1	UGC		
	Assistant Librarian	3	UGC		
	Other Officers				
	Director of Students Service	1	UGC		
	Program Co-ordinator NSS	1	UGC		
	ADMINISTRATIVE WING				
	Joint Registrar	2	23200-31150	40640-54140	Uty.Common Category
	Deputy Registrar	6	20700-26600	36140-46640	Uty.Common Category
	Assistant Registrar HG	4	16650-23200	29180-40640	Uty.Common Category. HG Ratio 2:1
	Assistant Registrar	9	12930-20250	22360-35320	
	Section Officer Higher Grade	30	11910-19350	20740-33680	Uty.Common Category. HG Ratio 1:1
	Section Officer	31	10790-18000	18740-31360	
	Assistant(Sel. Gr)	59	9590-16650	16980-29180	Uty.Common Category. Grade Ratio 1:1:1
	Assistant(Sen. Grade)	59	9190-15510	16180-27140	
	Assistant	59	7990-12930	13900-22360	
	Roneo Operator	2	5250-8390	9190-14620	
	Peon	29	4510-6230	8500-12220	
	LIBRARY				
	Junior Librarian	5	11910-19350	20740-33650	Uty.Common Category. TO be re-designated as

	Designation	No. of Posts	Existing scale of pay	Proposed scale of pay	Remarks
					Reference Officer HG
	Professional Assistant Grade .I	9	9590-16650	16980-29180	Uty.Common Category. To be redesignated as Reference Assistant HG
	Professional Assistant Grade .II	8	8390-13270	14620-23480	Uty.Common Category. To be redesignated as Reference Assistant
	Library Assistant	4	5250-8390	9190-14620	Uty.Common Category. To be redesignated as Library Attender
	FAIR COPY WING				
	Section Officer (FC&D)	3	10790-18000	18740-31360	Personal Scale
*	Office Superintendent HG			20740-33680	Uty.Common Category. HG Ratio 1:1
	Office Superintendent	2	10790-18000	18740-31360	
	Stenographer Sel. Grade	8	9590-16650	16980-29180	Uty.Common Category. Grade Ratio 1:1:1:1
	Stenographer Sen. Grade		9190-15510	16180-27140	
	Stenographer Gr.I		7990-12930	13900-22360	
	Stenographer Gr.II		6080-9830	10480-17420	
	Sel. Grade Typist	11	9590-16650	16980-29180	Uty.Common Category. Grade Ratio 1:1:1:1
	Sen. Grade Typist		9190-15510	16180-27140	
	U.D Typist		7990-12930	13900-22360	
	L.D Typist		6080-9830	10480-17420	
	COMPUTER WING				
	Computer Programmer	1	12930-20250	22360-35320	Uty.Common Category. To be redesignated as Senior Programmer
	Computer Operator	7	9190-15510	13210-20740	Uty.Common Category . To be redesignated as Data Entry Operator
*	Data Entry Assistant	2	6080-9830	13900-22360	Uty.Common Category. To be redesignated as Data Entry Operator
	ENGINEERING/TECHNICAL WING				
*	Assistant Executive Engineer (Civil)	1	11910-19350	21240-34500	Uty.Common Category
*	Assistant Engineer (Civil)	1	11070-18450	20740-33680	Uty.Common Category

	Designation	No. of Posts	Existing scale of pay	Proposed scale of pay	Remarks
	Overseer Grade. II (Civil)	1	6680-10790	11620-18740	Uty.Common Category
	Overseer Grade .I (Electrical)	1	7990-12930	13900-22360	Personal Scale
	Electrician	1	6680-10790	9190-14620	Uty.Common Category
	Pump Operator cum Electrical Helper	1	5250-8390	9190-14620	Uty.Common Category
	TRANSPORT WING				
	Driver	4	5250-8390	9190-14620	Uty. Common Category (2:2:1) ratio promotion between Driver Gr. II, Gr. I and Sr. Gr. in the scale of pay of Rs.10480-17420 and Rs.11620-18740 to Gr. I and Sr. Gr. respectively. 10% of the Driver Sr. Gr. will be placed as Driver Sel. Gr. in the scale of pay Rs.14620-23480.
	SECURITY WING				
	Security Officer	1	11910-19350	20740-33650	Uty.Common Category
*	Security Guard	2	5250-8390	9940-15380	Uty.Common Category
	Watchman	2	4510-6230	8500-12220	Uty.Common Category
	OTHER CATGORIES				
	Development Officer	1	16650-23200	29180-40640	
*	Public Relations Officer	1	11910-19350	22360-35320	Uty.Common Category
*	Field Assistant	1	8390-13270	16180-27140	
	Telephone Supervisor	1	8790-13610	15380-24040	
	Sweeper (Full Time)	3	4510-6230	8500-12220	
	Total	471			

* Scales modified.

No. of Part-Time Contingent employees - Nil ; No. of Casual/Contract/Daily Waged employees - 1;
No. of Women employees -96.

5. SREE SANKARACHARYA UNIVERSITY OF SANSKRIT.

	Designation	No. of Posts	Existing Scale of pay	Proposed scale of pay	Remarks
	UGC SCHEME				
	Statutory Officers				
	Vice Chancellor	1	UGC		
	Finance Officer	1	UGC		
	Registrar	1	UGC		
	Professor	12	UGC		
	Associate Professor	61	UGC		
	Asst. Professor	70	UGC		
	Assistant Director Physical Education	4	UGC		
	Library				
	Deputy Librarian	1	UGC		
	Other Officers				
	Director Planning & Development	1	UGC		
	ADMINISTRATION WING				
	Joint Registrar	1	23200-31150	40640-54140	Uty.Common Category
	Deputy Registrar	2	20700-26600	36140-46640	Uty.Common Category
	Assistant Registrar (HG)	1	16650-23200	29180-40640	Uty.Common Category. HG Ratio 2:1
	Assistant Registrar	3	12930-20250	22360-35320	
	PS to Statutory Officers	3	12930-20250	22360-35320	
	Section Officer (HG)	10	11910-19350	20740-33680	Uty.Common Category HG Ratio 1:1
	Section Officer	10	10790-18000	18740-31360	
	Assistant (Sel. Grade)	21	9590-16650	16980-29180	Uty.Common Category Grade Ratio 1:1:1
	Assistant (Sr. Grade)	21	9190-15510	16180-27140	
	Assistant	21	7990-12930	13900-22360	
	Clerical Assistant Grade I	3	5650-8790	9940-15380	Personal Scale
	Clerical Assistant Grade II	4	5250-8390	9190-14620	
	Class IV	61	4510-6230	8500-1220	
	PUBLICATION WING				
*	Sr. Publication Officer	1	12930-20250	29180-40640	Uty.Common Category
	FAIR COPY SECTION				
	Section Officer (FC& D)	1	10790-18000	18740-31360	Personal Scale

	Designation	No. of Posts	Existing Scale of pay	Proposed scale of pay	Remarks
*	Office Superintendent HG			20740-33680	Uty.Common Category HG Ratio 1:1
*	Office Superintendent	1	9590-16650	18740-31360	
	Typist(Sel. Grade)	2	9590-16650	16980-29180	Uty.Common Category. Grade Ratio 1:1:1:1
	Typist(Sr. Grade)	2	9190-15510	16180-27140	
	Typist (Grade. I)	2	7990-12930	13900-22360	
	Typist	4	6080-9830	10480-17420	
	SECURITY WING				
*	Security Officer	1	10790-18000	20740-33680	Uty.Common Category
*	Security Guard (Hr. Gr.)	1	5650-8790	11620-18740	Uty.Common Category
*	Security Guard	7	4750-7820	9940-15380	Uty. Common Category. Grade ratio 5:1 between Security Guard and Security Guard HG (Head Security Guard)
	LIBRARY				
*	Reference Assistant	3	11070-18450	18740-31360	Uty.Common Category. To be re-designated as Reference Officer
*	Library Assistant	14	7990-12930	14620-23480	Uty.Common Category. To be re-designated as Reference Assistant
	TRANSPORT WING				
	Driver (Sr. Gr.)	2	6680-10790	11620-18740	Uty. Common Category (2:2:1) ratio promotion between Driver Gr. II, Gr. I and Sr. Gr. in the scale of pay of Rs.10480- 17420 and Rs.11620- 18740 to Gr. I and Sr. Gr. respectively. 10% of the Driver Sr. Gr. will be placed as Driver Sel. Gr. in the scale of pay Rs.14620-23480.
	Driver (Gr. I)	3	6080-9630	10480-17420	
*	Driver (Gr. II)	3	6080-9630	9190-14620	
	COMPUTER WING				
*	Computer Operator	2	6680-10790	13900-22360	Uty.Common Category. To be re-designated as Data Entry Operator
	TEACHING STAFF				
	Lecturers (Non UGC)	8	10790-18000	18740-31360	
	ENGINEERING/TECHNICAL WING				
*	Assistant Engineer(Civil)	1	11070-18450	20740-33680	Uty. Common Category
*	Assistant Engineer	1	11070-18450	20740-33680	Uty.Common Category

	Designation	No. of Posts	Existing Scale of pay	Proposed scale of pay	Remarks
	(Electrical)				
*	Overseer	2	6080-9830	9940-15380	Uty.Common Category
*	Plumber	1	6080-9830	9190-14620	Uty.Common Category
*	Electrician	1	6080-9830	9190-14620	Uty.Common Category
	PRINTING PRESS				
*	Printer	2	6080-9830	9940-15380	Uty.Common Category
	Binder	1	5650-8790	9940-15380	Uty.Common Category
	OTHER CATEGORIES				
	Public Relations Officer	1	12930-20250	22360-35320	
*	Telephone operator	1		9190-14620	
	Total	381			

* Scales of modified.

No. of Part-Time Contingent employees - 34 ; No. of Casual/Contract/Daily Waged employees - 78; No. of Women employees -152

6. COCHIN UNIVERSITY OF SCIENCE AND TECHNOLOGY

	Name of post	No. of Posts	Existing Scale of pay	Proposed scale of pay	Remarks
	UGC SCHEME				
	Statutory Officers				
	Vice chancellor	1	UGC		Uty. Common Category
	Pro-Vice-Chancellor	1	UGC		Uty. Common Category
	Registrar	1	UGC		Uty. Common Category
	Controller of Examinations	1	UGC		Uty. Common Category
	Finance Officer	1	UGC		Uty. Common Category
	Teaching Staff				
	Professor	65	UGC		Uty. Common Category
	Reader/Associate Professor	78	UGC		Uty. Common Category
	Asst. Professor	105	UGC		Uty. Common Category
	Asst. Director of Physical Edn.	1	UGC		Uty. Common Category
	Professor	35	AICTE		Uty. Common Category
	Associate Professor.	66	AICTE		Uty. Common Category
	Assistant Professor	212	AICTE		Uty. Common Category
	Library				
	University Librarian	1	UGC		Uty. Common Category
	Dy. Librarian	1	UGC		Uty. Common Category
	Information Scientist	1	UGC		Uty. Common Category

	Name of post	No. of Posts	Existing Scale of pay	Proposed scale of pay	Remarks
	Asst. Librarian	10	UGC		Uty. Common Category
	Other Officers				
	Planning & Development Officer	1	20700-26600	36140-46640	Uty. Common Category
	Director of Student Welfare	1	12930-20250	22360-35320	Uty. Common Category
	ADMINISTRATIVE WING				
	Joint Registrar	3	23200-31150	40640-54140	Uty. Common Category
	Deputy Registrar	8	20700-26600	36140-46640	Uty. Common Category
	Assistant Registrar (HG)	5	16650-23200	29180-40640	Uty. Common Category HG Ratio 2:1
	Assistant Registrar	10	12930-20250	22360-35320	
	Section Officer (H.G)	42	11910-19350	20740-33680	Uty. Common Category HG Ratio 1:1
	Section Officer	42	10790-18000	18740-31360	
	Assistant (Sel. Grade.)	82	9590-16650	16980-29180	Uty. Common Category. Grade Ratio 1:1:1
	Assistant (Sr. Gr.)	82	9190-15510	16180-27140	
	Assistant	82	7990-12930	13900-22360	
	Clerical Assistant	8	5250-8390	9190-14620	Uty. Common Category
	Attender (Clerical Attender)	1	5250-8390	9190-14620	Uty. Common Category
	Peon	106	4510-6230	8500-12220	Uty. Common Category
	Sweeper-cum-cleaner (FT)	43	4510-6230	8500-12220	Uty. Common Category
	TECHNICAL STAFF IN TEACHING DEPARTMENTS				
	Technical Officer Gr. I (Sel. Gr)	1	16650-232000	29180-40640	Uty. Common Category. To be re-designated as Scientific Officer
	Technical Officer Gr. I (Sn. Scale)	1	12930-20250	22360-35320	Uty. Common Category. To be re-designated as Technical Officer. Sel. Gr.
	Technical Officer Gr. I	2	12250-19800	21240-34500	Uty. Common Category. To be re-designated as Technical Officer. Sen. Gr.
*	Technical Asst. Grade III	5	11910-19350	19240-32110	Uty. Common Category. To be re-designated as Technical Officer
	COMPUTER WING				
	System Analyst	2	12250-19800	21240-34500	Personal Scale
	System Manager	1	12250-19800	21240-34500	Personal Scale
	Computer Programmer	2	11910-19350	20740-33680	
	Computer Operator	2	11910-19350	20740-33680	
	Programme Assistant	1	11910-19350	20740-33680	
	LIBRARY STAFF				
	Asst. Librarian	10	11910-19350	20740-33680	Uty. Common Category. To be re-designated as

	Name of post	No. of Posts	Existing Scale of pay	Proposed scale of pay	Remarks
					Reference Officer HG
	Junior Librarian	9	10790-18000	18740-31360	Uty. Common Category. TO be redesignated as Reference Officer
	Professional Asst. Gr.I	15	9590-16650	16980-29180	Uty. Common Category. To be re-designated as Reference Assistant HG
	Professional Asst. Gr.II	13	8390-13270	14620-23480	Uty. Common Category. To be re-designated as Reference Assistant.
*	Library Assistant	10	5650-8790	9190-14620	Uty. Common Category. To be re-designated as Library Attender
	FAIRCOPY SECTION				
	Pool Officer	5	12930-20250	22360-35320	Personal Scale
	Section Officer (Typist) H G	8	11910-19350	20740-33680	Personal Scale
	Section Officer (Typist)	9	10790-18000	18740-31360	Personal Scale
*	Office Superintendent HG			20740-33680	Uty. Common Category. HG Ratio 1:1
*	Office Superintendent	16	9590-16650	18740-31360	
	Typist (Sel. Grade) Designated as Sel. Grade Typist/Steno	20	9590-16650	16980-29180	University Common Category. Grade Ratio 1:1:1:1
	Typist (Sr.Gr.) Designated as Sr. Grade. Typist/Steno	20	9190-15510	16180-27140	
	Typist (Grade I) Designated as Upper Division Typist/Steno)	20	7990-12930	13900-22360	
	Typist (Grade II) Designated as Lower Division Typist/Steno	21	6080-9830	10480-17420	
	Typist-cum-Storekeeper	1	9190-15510	16180-27140	
	LABORATORY WING				
*	Soil Analyst	1	7480-11910	11620-18740	
	Chemical Assistant (Technician. Gr.II)	1	7990-12930	13900-22360	
	Laboratory Assistant (Strength of Materials) (Technician Gr.II)	1	7990-12930	13900-22360	
*	Laboratory Assistant (Metallurgical Welder) (Technician Gr.II)	1	7990-12930	9940-15380	
*	Laboratory Technician	1	7990-12930	9940-15380	
*	Hatchery Assistant	1	5650-8790	9190-14620	
	Hatchery Asst.-cum-Syrang & Driver	1	5650-8790	9940-15380	
	Specimen Collector	1	5650-8790	9940-15380	

	Name of post	No. of Posts	Existing Scale of pay	Proposed scale of pay	Remarks
*	Aquarium Assistant	1	5650-8790	9190-14620	
	Laboratory Assistant	14	5650-8790	9940-15380	
*	Lab Attendant	6	5650-8790	9190-14620	
	ENGINEERING/TECHNICAL WING				
*	University Engineer	1	23200-31150	36140-46640	Uty. Common Category
*	Technical Officer/Exe. Engineer	1	16650-23200	36140-46640	Uty. Common Category
	Assistant Executive Engineer(Civil)	4	12250-19800	21240-34500	Uty. Common Category. 1/3 will be in the HG on Rs.24040-36140
	Assistant Executive Engineer (Electrical)	1	12250-19800	21240-34500	
*	Assistant Engineer (Electrical)	2	11070-18450	20740-33680	Uty. Common Category
*	Assistant Engineer (Civil)	7	11070-18450	20740-33680	Uty. Common Category
*	Mechanic	1	9190-15510	11620-18740	
	Overseer Grade I (Civil)	3	7990-12930	13900-22360	Uty. Common Category
	Overseer Grade I (Electrical)	3	7990-12930	13900-22360	Uty. Common Category
	Overseer Grade II (Civil)	3	6680-10790	11620-18740	Uty. Common Category. The Ratio between Overseer Gr.I and Gr.II will be 1:1
	Overseer Grade III (Civil)	4	5650-8790	9940-15380	Uty. Common Category
*	Electrician Grade II	8	6680-10790	9190-14620	Uty. Common Category
*	Technician Gr I	32	6080-9830	9940-15380	
*	Plumber	3	5650-8790	9190-14620	Uty. Common Category
	Plumbing Supervisor	1	6680-10790	11620-18740	
*	Pump Operator	1	5650-8790	9190-14620	Uty. Common Category
*	Line Helper	9	5250-8390	8730-12550	Uty. Common Category
	Workshop Attender (PS&RT)	1	5250-8390	9190-14620	Uty. Common Category
	Net Maker	1	5250-8390	9190-14620	
	Technical Asst. Grade II	25	9190-15510	16180-27140	
	Technical Asst. Grade I	37	7990-12930	13900-22360	
*	Store Keeper Grade III	3	7480-11910	13900-22360	
	Store Keeper Grade II	1	9190-15510	16180-27140	
	Store Keeper Gr. I	1	10790-18000	18740-31360	
	Technician V	2	11070-18450	19240-32110	
	Technician IV	3	10790-18000	18740-31360	
*	Technician III	1	9190-15510	11620-18740	
*	Technician II	2	7480-11910	11620-18740	

	Name of post	No. of Posts	Existing Scale of pay	Proposed scale of pay	Remarks
*	Technician I	4	5250-8390	9940-15380	
	Maintenance Engineer(technical Officer Gr.I .Sel scale)	1	16650-232000	29180-40640	
	Technical Officer Gr. II	1	16650-23200	29180-40640	
	Photocopier/Duplicator Operator	6	5650-8790	9940-15380	
	Duplicator Operator	1	5650-8790	9940-15380	
*	Operator Reprographic Unit	1	7480-11910	9940-15380	
	Senior Technical Assistant (Technical Assistant Gr. III)	1	11910-19350	20740-33680	
	Welding Technologist(Technical Assistant Gr. III)	1	11910-19350	20740-33680	
	Senior Technical Assistant (Technical Assistant Gr II)	1	9190-15510	16180-27140	
*	Ammonia Print-cum-Photocopier Operator	1	6680-10790	9940-15380	
*	Instrument Technician (Physics, Photonics)	2	7480-11910	13900-22360	
*	Technician Gr.II	15	7990-12930	11620-18740	
*	Welder Technician Gr.II	1	7990-12930	11620-18740	
*	Fitter Technician Gr.II	1	7990-12930	11620-18740	
*	Lathe Operator Technician Gr.II	1	7990-12930	11620-18740	
	Technician	1	7990-12930	13900-22360	
	TRANSPORT WING				
	Engine Driver	1	10790-18000	18740-31360	
	Deck Officer	1	13610-20700	24040-36140	
	Assistant Engine Driver	1	7480-11910	13210-20740	
	Assistant Deck Officer	1	7480-11910	13210-20740	
*	HV Driver	5	6680-10790	9190-14620	Uty. Common Category (2:2:1) ratio promotion between Driver Gr. II, Gr. I and Sr. Gr. in the scale of pay of Rs.10480-17420 and Rs.11620-18740 to Gr. I and Sr. Gr. respectively. 10% of the Driver Sr. Gr. will be placed as Driver Sel. Gr. in the scale of pay Rs.14620-23480.
*	LV Driver/Vehicle Supervisor	8	5650-8790	9190-14620	
*	Conductor	4	6080-9830	9940-15380	Uty. Common Category
	Boatman	1	4510-6230	8500-12220	
	Lascar	1	4510-6230	8500-12220	

	Name of post	No. of Posts	Existing Scale of pay	Proposed scale of pay	Remarks
	PRINTING PRESS				
	Artist-cum-Photographer	1	7480-19910	13210-20740	
*	Printer	1	5250-8390	9940-15380	Uty. Common Category
	PUBLICATION WING				
*	Public Relation Officer designated as Director of Public Relations and Publications	1	20700-26600	22360-35320	Uty. Common Category. To be re-designated as Public Relations Officer
	Editorial Assistant	1	9190-15510	16180-27140	
	SECURITY WING				
*	Security Officer	1	12930-20250	20740-33680	Uty. Common Category
*	Sergeant	3	6680-10790	14620-23480	Uty. Common Category
*	Security Guard	39	4750-7820	9940-15380	Uty. Common Category. Grade ratio 5:1 between Security Guard and Security Guard HG (Head Security Guard)
	OTHER CATEGORIES				
	Store Keeper Gr. I (Ship Technology)	1	10790-18000	18740-31360	
	Statistical Officer	1	10790-18000	18740-31360	
	Warden-cum-Physical Trainer	1	9190-15510	16180-27140	
	Mess Manager-cum-Assistant Warden	1	7480-11910	13210-20740	
*	Matron	1	7480-11910	13900-22360	
	Store Keeper Gr. II (Electronics, Photonics, PS&RT)	3	7480-19910	13210-20740	
	Asst. Matron	3	6680-10790	11620-18740	
	Garden Maistry	1	5250-8390	9190-14620	
*	Gardner	13	4750-7820	8730-12550	
	Room Boy (Guest House & Athidhi Bhavan)	5	4630-7000	8730-12550	
	Mochee	2	4510-6230	8500-12220	
	Cook	1	4750-7820	8960-13210	
	Total	1622			

* Scales modified.

No. of Part-Time Contingent employees - Nil ; No. of Casual/Contract/Daily Waged employees - 554;

No. of Women employees -412

7. KERALA AGRICULTURAL UNIVERSITY

	Name of Post	No. of Posts	Existing Scale of pay	Proposed scale of pay	Remarks
	UGC SCHEME				
	Statutory Officers				
	Vice Chancellor	1	UGC		
	Registrar	1	25400-33100	44640-56340	Personal Scale
	Comptroller	1	25400-33100	44640-56340	Personal Scale
	Teaching Staff				
	Professor	152	UGC		
	Associate Professor	295	UGC		
	Asst. Professor	709	UGC		
	Other Officers				
	Director of Students welfare	1	25400-33100	44640-56340	Personal Scale
	Library				
	University Librarian	1	UGC		
	Deputy Librarian	1	UGC		
	Assistant Librarian	1	UGC		
	ADMINISTRATIVE WING				
	Joint Registrar/ Senior Deputy Comptroller/ Senior Administrative Officer	4	23200-31150	40640-54140	Uty. Common Category
	Deputy Registrar/ Deputy Comptroller/ Estate Officer/ Financial Assistant/ Administrative Officer Gr. I	10	20700-26600	36140-46640	Uty. Common Category
	Assistant Registrar HG/ Assistant Comptroller HG/Recruitment Officer HG/Administrative Officer Higher Grade	6	16650-23200	29180-40640	Uty. Common Category
	Assistant Registrar/Assistant Comptroller/ Recruitment Officer/ Administrative Officer Grade-II	12	12930-20250	22360-35320	Uty. Common Category
	Section Officer Hr.Gr.	68	11910-19350	20740-33680	Uty. Common Category
	Section Officer	68	10790-18000	18740-31360	Uty. Common Category
	Assistant Selection Grade	136	9590-16650	16980-29180	Uty. Common Category
	Assistant Senior Grade	136	9190-15510	16180-27140	Uty. Common Category
	Assistant	136	7990-12930	13900-22360	Uty. Common Category
	Clerical Assistant (Sel.Gr.)	30	7990-12930	13900-22360	Personal Scale

	Name of Post	No. of Posts	Existing Scale of pay	Proposed scale of pay	Remarks
	Clerical Assistant (Sen.Gr)	30	6680-10790	11620-18740	Personal Scale
*	Clerical Assistant (Hr.Gr.)	30	5650-8790	10480-17420	1:1 Ratio promotion between Clerical Asst. and Celrical Asst. HG
	Clerical Assistant	33	5250-8390	9190-14620	
	Duplicating Machine Operator Selection Grade	4	7990-12930	13900-22360	Personal Scale
	Duplicating Machine Operator Senior Grade	4	6680-10790	11620-18740	Personal Scale
	Duplicating Machine Operator Grade-I	4	5650-8790	9940-15380	Personal Scale
	Duplicating Machine Operator Grade-II	6	5250-8390	9190-14620	TBHG as applicable to Government Employees
	Class-IV Employee Selection Grade	123	5650-8790	9940-15380	Personal Scale
	Class-IV Employee Senior Grade	123	5250-8390	9190-14620	Personal Scale
*	Class-IV Employee Grade.I	123	4750-7820	8730-12250	2:1 Ratio promotion between Gr. II and Gr. I
	Class-IV Employee Grade.II	123	4510-6230	8500-12220	
	Daffedar	1	5250-8390	9190-14620	
	LIBRARY				
*	Reference Assistant Hr. Gr./Asst. Librarian Gr.II	5	11070-18450	20740-33680	Uty. Common category. To be redesignated as Reference Officer HG
	Reference Assistant	5	10790-18000	18740-31360	Uty. Common category. To be redesignated as Reference Officer
	Technical Assistant	5	9590-16650	16980-29180	Uty. Common category. To be redesignated as Reference Asst. HG
	Library Assistant	8	8390-13270	14620-23480	Uty. Common category. To be redesignated as Reference Asst.
	FAIRCOPY SECTION				
	Pool Officer	1	12930-20250	22360-35320	Personal Scale
	Section Officer (FC&D) Hr. Gr.	18	11910-19350	20740-33680	Personal Scale
	Section Officer (FC&D)	18	10790-18000	18740-31360	Personal Scale
*	Office Superintendent HG			20740-33680	Uty. Common category. 1:1 Ratio between Officer Supdt. and Office Supdt. HG
	Office Superintendent	30	10790-18000	18740-31360	
	Typist Selection Grade	38	9590-16650	16980-29180	Uty. Common category. 1:1:1:1 Ratio Promotion between Typist Gr. II, Gr. I, Sen. Gr. and Sel. Gr.
	Typist Senior Grade	38	9190-15510	16180-27140	
	Typist Grade-I	38	7990-12930	13900-22360	
	Typist Grade-II	40	6080-9830	10480-17420	

	Name of Post	No. of Posts	Existing Scale of pay	Proposed scale of pay	Remarks
	COMPUTER SECTION				
	Systems Manager	1	16650-23200	29180-40640	Uty. Common category
	Programmer	5	12930-20250	22360-35320	Uty. Common category. To be redesignated as Sen. Programmer
*	Jr. Programmer	10	11070-18450	20740-33680	Uty. Common category
*	Data Entry Operator	4	Not fixed	13210-20740	Personal Scale
	TECHNICAL STAFF IN TEACHING DEPARTMENT				
	Scientific Officer	12	16650-23200	29180-40640	Uty. Common category
	Technical Officer Grade-I		12930-20250	22360-35320	Uty. Common category. To be re-designated as Tech. Officer. Sel. Gr.
	Technical Officer Grade-II		12250-19800	21240-34500	Uty. Common category. To be re-designated as Tech. Officer. Sen. Gr.
	Technical Assistant		11070-18450	19240-32110	Uty. Common category. To be re-designated as Tech. Officer.
	LAB				
	Bacteriology Assistant/Graduate Laboratory Assistant/ Laboratory Technician/ Analyst/ Research Assistant	5	11070-18450	19240-32110	To constitute Statute/Ordinance
	Lab Assistant Sel. Grade	10	7990-12930	13900-22360	Personal Scale
	Lab Assistant Senior Grade	10	7990-12930	13900-22360	Personal Scale
	Lab Assistant Grade-I	10	7480-11910	13210-20740	Personal Scale
	Lab Assistant Grade-II	10	5650-8790	9940-15380	TBHG as applicable to Government Employees
	Assistant Chemist	2	8790-13610	15380-24040	
	FARM STAFF				
	Senior Farm Superintendent (Agriculture)	21	11910-19350	20740-33680	Personal Scale
	Farm Manager-I (Agriculture)	22	10790-18000	18740-31360	Personal Scale
	Farm Manager-II (Agriculture)	36	10790-18000	18740-31360	Personal Scale
	Farm Officer Sel. Grade (Agriculture)	45	9590-16650	16980-29180	Personal Scale
	Farm Officer Sen. Grade (Agriculture)	45	9190-15510	16180-27140	2:2:1 Ratio Promotion between Farm Officer Gr. II, Gr.I and Sen. Gr. in the scale of pay of Rs.13900-22360 and 16180-27140 to Gr. I and Sen. Gr. respectively
	Farm Officer Grade I (Agriculture)	45	7990-12930	13900-22360	
	Farm Officer Grade II (Agriculture)	47	6080-9830	10480-17420	

	Name of Post	No. of Posts	Existing Scale of pay	Proposed scale of pay	Remarks
	Senior Farm Supervisor (Vety)	9	11910-19350	20740-33680	Personal Scale
	Farm Supervisor Grade-I (Vety)	10	10790-18000	18740-31360	Personal Scale
	Farm Supervisor Grade-II (Vety)	15	10790-18000	18740-31360	Personal Scale
	Farm Assistant Sel. Grade (Vety)	20	9590-16650	16980-29180	Personal Scale
	Farm Assistant Sen. Grade (Vety)	20	9190-15510	16180-27140	5:2:1 Ratio Promotion between Farm Officer (Vety) Gr. II, Gr.I and Sen. Gr. in the scale of pay of Rs.13900-22360 and 16180-27140 to Gr. I and Sen. Gr. respectively
	Farm Assistant Grade I (Vety.)	20	7990-12930	13900-22360	
	Farm Assistant Grade II (Veterinary)	20	6080-9830	10480-17420	
	Processing Technology Assistant	1	8790-13610	15380-24040	
*	Dairy Assistant	2	8790-13610	13900-22360	
	Field man (Fisheries)	3	6080-9830	10480-17420	
	Syce	1	5650-8790	9940-15380	
	Field Supervisor	1	4630-7000	8730-12550	
	Fisherman	6	4630-7000	8730-12550	
	ENGINEERING/TECHNICAL WING				
*	Director of Physical plant	1	25400-33100	36140-46640	Uty. Common category
	Executive Engineer (HG)	1	20700-26600	36140-46640	Personal Scale
*	Instrumentation Engineer	1	16650-23200	36140-46640	Uty. Common category
*	Executive Engineer	2	16650-23200	36140-46640	Uty. Common category
	Assistant Executive Engineer (Electrical/Mech/Civil)	10	12250-19800	21240-34500	Uty. Common Category. 1/3 will be in the HG on Rs.24040-36140
*	Assistant Engineer (Electronics/Agri Engineering)	3	11070-18450	20740-33680	Uty. Common category
*	Assistant Engineer (Civil/Electrical/Mechanical)	25	11070-18450	20740-33680	Uty. Common category
*	Overseer Grade-I	27	9190-15510	13900-22360	Uty. Common category
*	Overseer Grade-II		7480-11910	13900-22360	Uty. Common category. May be upgraded as Overseer Gr.I
	Pump Operator Selection Grade	9	7990-12930	13900-22360	Personal Scale
	Pump Operator Senior Grade	9	6680-10790	11620-18740	Personal Scale
	Pump Operator Grade-I	9	5650-8790	9940-15380	Personal Scale
	Pump Operator Grade-II	10	5250-8390	9190-14620	University Common CategoryTBHG as applicable to Government Employees
*	Lineman	1	5250-8390	8730-12550	Uty. Common category
	Workshop Attender	1	5250-8390	9190-14620	

	Name of Post	No. of Posts	Existing Scale of pay	Proposed scale of pay	Remarks
	Workshop Mate		4510-6230	8500-12220	
	Assistant Agricultural Engineer (Higher Grade)		13610-20700	24040-36140	
	Assistant Agricultural Engineer		12250-19800	21240-34500	
	Training Assistant	32	9190-15510	16180-27140	
	Technical Assistant (Statistics)		9190-15510	16180-27140	
	Technical Assistant in the All India Co-ordinated Research Project on Biological Control of Crop Pests under the Kerala Agricultural University		9190-15510	16180-27140	
*	Trade Assistant	8	7990-12930	11620-18740	
	Senior Technical Supervisor	6	11910-19350	20740-33680	Personal Scale
	Technical Supervisor Grade-I	6	10790-18000	18740-31360	Personal Scale
	Technical Supervisor Grade-II	10	10790-18000	18740-31360	Personal Scale
	Technician Selection Grade	12	9590-16650	16980-29180	Personal Scale
	Technician Senior Grade	12	9190-15510	16180-27140	Personal Scale
	Technician Grade-I	12	7990-12930	13900-22360	Personal Scale
*	Technician Grade-II	14	6080-9830	8960-13210	TBHG as applicable to Government Employees
	TRANSPORT WING				
	Vehicle Supervisor (HDV)	2	9590-16650	16980-29180	Personal Scale
*	HDV Driver Selection Grade	4	9190-15510	14620-23480	Uty. Common category. 2:2:1 ratio promotion between Driver. II, Gr.I and Sen. Gr. in the scale of pay of Rs. 10480-17420 and 11620-18740 to Gr.I and Sen. Gr. respectively. 10% of the post of Driver Sen. Gr. may be placed in the scale of pay of Rs. 14620-23480.
*	HDV Driver Senior Grade	4	7990-12930	11620-18740	
*	HDV Driver Grade-I	4	7480-11910	10480-17420	
*	HDV Driver Grade-II	5	6680-10790	9190-14620	
	Vehicle Supervisor (LDV)	2	8390-13270	14620-23480	Personal Scale
*	LDV Driver Selection Grade	23	7990-12930	14620-23480	Uty. Common category. 2:2:1 ratio promotion between Driver. II, Gr.I and Sen. Gr. in the scale of pay of Rs. 10480-17420 and 11620-18740 to Gr.I and Sen. Gr. respectively. 10% of the post of Driver Sen. Gr. may be placed in the scale of pay of Rs. 14620-23480.
	LDV Driver Senior Grade	23	6680-10790	11620-18740	
*	LDV Driver Grade-I	23	5650-8790	10480-17420	
	LDV Driver Grade-II	22	5250-8390	9190-14620	Uty. Common category. 2:2:1 ratio promotion between Driver. II, Gr.I

	Name of Post	No. of Posts	Existing Scale of pay	Proposed scale of pay	Remarks
					and Sen. Gr. in the scale of pay of Rs. 10480-17420 and 11620-18740 to Gr.I and Sen. Gr. respectively. 10% of the post of Driver Sen. Gr. may be placed in the scale of pay of Rs. 14620-23480.
	Bus Attendant Selection Grade	3	7990-12930	13900-22360	Personal Scale
	Bus Attendant Senior Grade	3	7990-12930	13900-22360	Personal Scale
	Bus Attendant Grade-I	3	6680-10790	11620-18740	Personal Scale
*	Bus Attendant Grade-II	5	6080-9830	8960-13210	TBHG as applicable to Government Employees
	Tractor Driver Selection Grade	3	7990-12930	13900-22360	Personal Scale
	Tractor Driver Senior Grade	3	6680-10790	11620-18740	Personal Scale
*	Tractor Driver Grade-I	3	5650-8790	10480-17420	Uty. Common category. 1:1 ratio between Tractor Driver Gr.II and Gr.I in the scale of pay of Rs. 10480-17420 to Gr.I
	Tractor Driver Grade-II	3	5250-8390	9190-14620	
	Skipper Grade-II	1	11070-18450	19240-32110	
	Engineer in Charge	1	8790-13610	15380-24040	
	Gear Technician	1	5650-8790	9940-15380	
	Deck Hand	4	4510-6230	8500-12220	
	PRINTING PRESS				
*	Press Manager	1	12930-20250	18740-31360	Uty. Common category
*	General Foreman	1	9190-15510	16980-29180	Uty. Common category
*	Sr. Foreman	1	8790-13610	16180-27140	Uty. Common category
*	Senior Proof Reader	1	8790-13610	16180-27140	Uty. Common category
*	Jr. Foreman	1	8390-13270	15380-24040	Uty. Common category
*	Proof Reader Grade-I	2	8390-13270	15380-24040	Uty. Common category
*	Proof Reader Grade-II		7990-12930	14620-23480	Uty. Common Category
	Printer/Compositor/Binder Selection Grade	5	8390-13270	14620-23480	Personal Scale
*	Printer/Compositor/Binder Senior Grade	5	7990-12930	14620-23480	Uty. Common category. Ratio promotion 2:2:1 between Gr.II, Gr.I and Sen. Gr.
	Printer/Compositor/Binder Grade-I	5	7480-11910	13210-20740	
	Printer/Compositor/Binder Gr.II	8	5650-8790	9940-15380	
	Copy Holder	2	6080-9830	10480-17420	Uty. Common category
	Computer (Press)	1	6080-9830	10480-17420	Uty. Common category

	Name of Post	No. of Posts	Existing Scale of pay	Proposed scale of pay	Remarks
	SCHOOL STAFF				
*	Headmaster	1	11070-18450	20740-33680	
*	Teacher HSA Selection Grade			19240-32110	
	Teacher HSA Selection Grade	10	10790-18000	18740-31360	Re-designated as HSA Sen. Gr.
	Teacher HSA Senior Grade		9590-16650	16980-29180	Re-designated as HSA Hr. Gr.
	Teacher HSA		8390-13270	14620-23480	TBHG
*	Teacher LPSA Selection Grade	8	9190-15510	16980-29180	
*	Teacher LPSA Senior Grade		8390-13270	16180-27140	
*	Teacher LPSA Grade-I		7990-12930	14620-23480	
	Teacher LPSA		6680-10790	11620-18740	TBHG
	UPSA/SA (Malayalam Medium) UPSA Hindi	5	6680-10790	11620-18740	
	Nursery School Assistant/School Assistant (Drawing/Physical Education/Music)	7	6680-10790	11620-18740	
	SECURITY WING				
*	Security Officer	1	10790-18000	20740-33680	Uty. Common Category
	OTHER CATEGORIES				
	Public Relations Officer	1	12930-20250	22360-35320	
	Labour Officer	1	12930-20250	22360-35320	
*	Language Editor	1	12930-20250	16180-27140	
*	Junior Statistician	1	12250-19800	14620-23480	
	Technical Assistant (Stat.)	1	11070-18450	19240-32110	
	Chief Artist	1	10790-18000	18740-31360	
*	Malayalam Translator	1	9190-15510	13210-20740	
	Artist	6	8790-13610	15380-24040	
	Photographer	4	8790-13610	15380-24040	
	Hostel Manager Senior Grade	2	7990-12930	13900-22360	Personal Scale
	Hostel Manager Selection Grade	2	7990-12930	13900-22360	Personal Scale
	Hostel Manager Grade-I	2	7480-11910	13210-20740	Personal Scale
	Hostel Manager Grade-II	5	5650-8790	9940-15380	TBHG as applicable to Government Employees
	Matron Selection Grade	2	7990-12930	13900-22360	Personal Scale
	Matron Senior Grade	2	7990-12930	13900-22360	Personal Scale
	Matron Grade-I	2	7480-11910	13210-20740	Personal Scale
	Matron Grade-II	2	5650-8790	9940-15380	TBHG as applicable to Government Employees

	Name of Post	No. of Posts	Existing Scale of pay	Proposed scale of pay	Remarks
	Cook-Cum-Caretaker	4	5650-8790	9940-15380	
	Dark Room Assistant	1	5650-8790	9940-15380	
	Ayah	4	4630-7000	8730-12550	
	Helper	1	4630-7000	8730-12550	
*	Pharmacist	1	7480-11910	11620-18740	
	Total	3563			

* Scales modified.

No. of Part-Time Contingent employees - Nil ; No. of Casual/Contract/Daily Waged employees - 592; No. of Women employees -804

Annexure-16(1)

UNIVERSITY COMMON CATEGORIES

	Category	Proposed existing unified scale	Proposed revised scale	Remarks
1	2	3	4	5
	UGC SCHEME			
	Statutory Officers			
1	Vice Chancellor	UGC		
2	Pro - Vice Chancellor	UGC		
3	Registrar	UGC		
4	Controller of Examination / Comptroller	UGC		
5	Finance Officer	UGC		
	Teaching Staff			
6	Professor	UGC		
7	Associate Professor/Reader	UGC		
8	Assistant Professor	UGC		
9	Director of Physical Education	UGC		
10	Deputy Director of Physical Education	UGC		
11	Assistant Director of Physical Education	UGC		
	Other Officers			
12	Program Co-ordinator(NSS)	UGC		
13	Director of Student Welfare/Director of Student Services/ Dean of Students Welfare	UGC		
14	Directors (Planning, Computer Centre etc.)	UGC		
	Library			
15	Information Scientist	UGC		
16	University Librarian	UGC		
17	Deputy Librarian	UGC		
18	Assistant Librarian	UGC		
	ADMINISTRATIVE WING			
19	Joint Registrar	23200-31150	40640-54140	
20	Deputy Registrar	20700-26600	36140-46640	
21	Assistant Registrar Hr. Grade	16650-23200	29180-40640	HG Ratio 2:1
22	Assistant Registrar	12930-20250	22360-35320	
23	Section Officer Hr. Grade	11910-19350	20740-33680	HG Ratio 1:1
24	Section Officer	10790-18000	18740-31360	

	Category	Proposed existing unified scale	Proposed revised scale	Remarks
25	Selection Grade Asst.	9590-16650	16980-29180	Grade Ratio 1:1:1
26	Senior Grade Asst	9190-15510	16180-27140	
27	Assistant	7990-12930	13900-22360	
	TECHNICAL STAFF IN TEACHING DEPARTMENT			
28	Scientific Officer	16650-23200	29180-40640	
29	Technical Officer Sel. Gr.	12930-20250	22360-35320	
30	Technical Officer Sen. Gr.	12250-19800	21240-34500	
31	Technical Officer	11070-18450	19240-32110	
	LIBRARY STAFF			
32	Reference Officer HG	11910-19350	20740-33680	
33	Reference Officer	10790-18000	18740-31360	
34	Reference Asst. HG	9590-16650	16980-29180	
35	Reference Asst.	8390-13270	14620-23480	
36	Library Attender	5250-8390	9190-14620	
	COMPUTER WING			
37	System Manager/System Analyst	16650-23200	29180-40640	
38	Senior Programmer	12930-20250	22360-35320	
39	Junior Programmer	11070-18450	20740-33680	
40	Data Entry Operator	7480-11910	13210-20740	
	FAIR COPY WING			
41	Office Superintendent HG	11910-19350	20740-33680	HG Ratio 1:1
42	Office Superintendent	10790-18000	18740-31360	
43	Sel. Gr. Typist / Sel.Gr.Stenographer	9590-16650	16980-29180	Grade Ratio 1:1:1:1.
44	Sen. Gr. Typist / Sen.Gr.Stenogrphaher	9190-15510	16180-27140	
45	U.D Typist/Stenographer Gr.I	7990-12930	13900-22360	
46	L.D Typist / Stenographer Gr II	6080-9830	10480-17420	
	ENGINEERING /TECHNICALWING			
47	Director of Physical Plant/University Engineer /Executive Engineer/Technical Officer/Instrumentation Engineer/Maintenance Engineer	20700-26600	36140-46640	
48	Asst. Executive Engineer/Technical Officer Gr.II/Junior Engineer Junior Engineer Instrumentation	12250-19800	21240-34500	(1/3 of the posts may be on HG in the Scale of pay of Rs. 24040-36140)
49	Assistant Engineer/Head Draftsman/Technical Officer	11910-19350	20740-33680	

	Category	Proposed existing unified scale	Proposed revised scale	Remarks
50	Divisional Accountant	10790-18000	18740-31360	
51	Overseer Grade I /Draftsman	7990-12930	13900-22360	Gr.I and Gr.II may be in the Ratio 1:1
52	Overseer Grade II	6680-10790	11620-18740	
53	Overseer Grade III	5650-8790	9940-15380	
54	Work Superintendent	5650-8790	9940-15380	
55	Plumber Cum Pump Operator/Pumb Operator/Plumber Pum Operator	5250-8390	9190-14620	
56	Pump Operator /Pump Operator	5250-8390	9190-14620	
57	Electrician	5250-8390	9190-14620	
58	Line Helper/Electrical Helper/Lineman/Field Worker/ Workshop Attender/Skilled Assistant/Semi Skilled Lab Attender / Electricity Worker / Workshop Attender	4630-7000	8730-12550	
	PRINTING WING			
59	Superintendent (University Press)	13610-20700	24040-36140	
60	Assistant Superintendent (University Press)	11070-18450	19240-32110	
61	Press Manager	10790-18000	18740-31360	
62	General Foreman	9590-16650	16980-29180	
63	Senior Foreman	9190-15510	16180-27140	
64	Junior Foreman (Composing/Printing/Binding)	8790-13610	15380-24040	
65	Asst. Foreman	8790-13610	15380-24040	
66	Senior Proof Reader	9190-15510	16180-27140	
67	Proof Reader Gr. I	8790-13610	15380-24040	
68	Computer Sen.Gr	8390-13270	14620-23480	
69	Offset Printer	8390-13270	14620-23480	
70	Proof Reader/Proof Reader Gr. II	8390-13270	14620-23480	
71	Compositor/Binder/Printer Sr. Gr.	8390-13270	14620-23480	
72	Computer Gr. I	8390-13270	14620-23480	
73	Mechanic(Press)	8390-13270	14620-23480	
74	Mechanic cum Electrician	7480-11910	13210-20740	
75	Senior Time Keeper	7480-11910	13210-20740	
76	Store Keeper	7480-11910	13210-20740	
77	Litho Printer/Litho Operator/Lino Operator/Mono Super Caster Operator	7480-11910	13210-20740	

	Category	Proposed existing unified scale	Proposed revised scale	Remarks
78	Binder/Printer/Compositor Gr.I	7480-11910	13210-20740	
79	Time Keeper	6680-10790	11620-18740	
80	LD Computator	6080-9830	10480-17420	
81	Copy Holder/Computer Gr.II	6080-9830	10480-17420	
82	Store Keeper(AWM)	6080-9830	10480-17420	
83	LD Binder/LD Printer/LD Compositor /LD Counter / Binder / Printer/Compositor/Binder Gr. II	5650-8790	9940-15380	
84	Assistant Time Keeper	5650-8790	9940-15380	
85	Galley Press Man Gr.I	5250-8390	9190-14620	
86	CounterGr. I/Packer Gr. I /Galley Press man Gr. II	4750-7820	8960-13210	
87	Counter Gr. II/Packer Gr. II/Lascar Gr. I/Lascar Gr. II/Lascar/Packer/ GateKeeper	4630-7000	8730-12250	
	TRANSPORT WING			
88	Driver Sel. Gr.	8390-13270	14620-23480	2:2:1 Ratio promotion between Driver Gr. II , Gr. I and Sen. Gr.10% of the post of Driver Sen. Gr. may be placed as Driver Sel. Gr.
89	Driver Sen. Gr.	6680-10790	11620-18740	
90	Driver Gr.I	6080-9830	10480-17420	
91	Driver Gr. II	5250-83900	9190-14620	
92	Bus Conductor	5650-8390	9940-15380	
93	Bus Attendant	4750-7820	8960-13210	
94	Bus Cleaner	4510-6230	8500-12220	
	PUBLICATION WING			
95	Director of Publication / Publications	16650-23200	29180-40640	
	SECURITY WING			
96	Security Officer	11910-19350	20740-33680	
97	Assistant Security Officer/Sergeant	8390-13270	14620-23480	
98	Head Security Guard	6680-10790	11620-18740	5:1 Ratio Promotion between Security Guard and Head Security Guard
99	Security Guard	5650-8790	9940-15380	
100	Gurkha/ Watchman	4510-6230	8500-12220	

CHAPTER 17

HIGHLIGHTS OF THE RECOMMENDATIONS

- 17.1.** Fitment benefit @10% of basic pay to all categories. Minimum benefit assured is Rs.1000/-.
- 17.2.** Service weightage up to 15% @ of 1/2 % for every completed year of service.
- 17.3.** 27 numbers of pay scales fitted to a running master scale. 64% of DA, as on 01/07/2009, merged with pay.
- 17.4.** Minimum pay at entry level to be Rs. 8500/- maximum ceiling on pay is Rs.59840/-. Ratio between minimum pay and maximum pay brought down to 1:7.04.
- 17.5.** The Time Scale of Pay has been introduced to Part-Time Contingent employees. This will benefit more than 16000 employees. Minimum benefit assured is Rs.300/- to Rs.470/-.
- 17.6.** Several categories of employees like Teachers, employees in the Departments such as Police, Excise, Prisons, Motor vehicles, Fire & Rescue Service Department, PWD, Irrigation, Co-operation etc. to get higher pay scales.
- 17.7.** More benefits to the State Government employees working in New Delhi.
- 17.8.** Scheme of Time Bound Higher Grade further liberalized. TBHG on completion of 8, 15 and 22 years to all categories up to and including the scale of pay of Rs. 29180-40640.
- 17.9.** 4 TBHG to those who are in the first 5 scales of pay on completion of 8, 15, 22 and 27 years of service.
- 17.10.** All allowances including City Compensatory Allowance and House Rent Allowance enhanced. TA and DA rates are also revised.
- 17.11.** Risk Insurance Coverage to deserving categories recommended.
- 17.12.** Recommendations relating to allowances to be implemented from the date of Government Order implementing the Pay Revision.
- 17.13.** Introduced the scheme of Leave Travel Concession to State Employees.
- 17.14.** Spectacle allowance enhanced to Rs. 1000/- subject to one claim in every 10 years.
- 17.15.** Paternity Leave introduced. (10 days each for 2 children.)
- 17.16.** The wide disparity existed between different scales of pay have been reduced to the minimum possible extent for which 3 new scales of pay has been introduced.

- 17.17.** Ratio based Grade Promotion extended to more categories.
- 17.18.** New carrier advancement scheme introduced for the professional categories.
- 17.19.** Revised scales to be given with effect from 01/07/2009.
- 17.20.** All the pensioners have been recommended increase of pension almost on a par with that given to serving employees. Fitment @ 12% of the basic pension is recommended Pensioners/Family Pensioners. Minimum pension to be 50% of the minimum of the lowest scale of pay. (Existing number of Live pensioners is 5,28,295).
- 17.21.** Ceiling on DCRG enhanced to Rs. 7,00,000/-.
- 17.22.** Higher rate of pension for Pensioners/Family Pensioners on attaining the age of 80,85,90,95 and 100 years. Around 47,000 number of pensioners to get this benefit at present.
- 17.23.** Medical Allowance to the Pensioners/Family Pensioners is enhanced to Rs.300/- per month.
- 17.24.** Establishment of a new Pension Department recommended.
- 17.25.** Specific recommendations made to improve the status and conditions of service of female employees suggesting solutions to the problems faced by them.
- 17.26.** Minimum qualification for the post of LD Clerk/LD Typist to be Plus 2 and Computer knowledge.
- 17.27.** Revision of scales of pay of University employees to be effected along with the pay revision of Government employees.
- 17.28.** Recommended to move over from the pay slip system to the Establishment Bill System in respect of Gazetted officers.
- 17.29.** Recommendations of the Commission would lead to an additional expenditure of Rs.1965/- Crore per annum for serving employees and pensioners.
- 17.30.** Rates of wages of staff engaged on daily wage basis is recommended to be enhanced.
- 17.31.** The following scales of pay corresponding to the existing scales of pay have been recommended.

Sl. No.	Scales of pay (2004)	Sl. No	Revised scales of pay (2009)
1	4510-120-4990-130-5510-140-5930-150-6230	1	8500-230-9190-250-9940-270-11020-300-12220
2	4630-120-4990-130-5510-140-5930-150-6680-160-7000	2	8730-230-9190-250-9940-270-11020-300-12220-330-12550
3	4750-120-4990-130-5510-140-5930-150-6680-160-7480-170-7820	3	8960-230-9190-250-9940-270-11020-300-12220-330-13210
4	5250-130-5510-140-5930-150-6680-160-7480-170-7990-200-8390	4	9190-250-9940-270-11020-300-12220-330-13540-360-14620
5	5650-140-5930-150-6680-160-7480-170-7990-200-8790	5	9940-270-11020-300-12220-330-13540-360-14980-400-15380
6	6080-150-6680-160-7480-170-7990-200-9590-240-9830	6	10480-270-11020-300-12220-330-13540-360-14980-400-16980-440-17420
7	6680-160-7480-170-7990-200-9590-240-10790	7	11620-300-12220-330-13540-360-14980-400-16980-440-18740
8	7480-170-7990-200-9590-240-10790-280-11910	8	13210-330-13540-360-14980-400-16980-440-18740-500-20740
9	7990-200-9590-240-10790-280-11910-340-12930	9	13900-360-14980-400-16980-440-18740-500-21240-560-22360
10	8390-200-9590-240-10790-280-11910-340-13270	10	14620-360-14980-400-16980-440-18740-500-21240-560-23480
11	8790-200-9590-240-10790-280-11910-340-13610	11	15380-400-16980-440-18740-500-21240-560-24040
12	9190-200-9590-240-10790-280-11910-340-13610-380-15510	12	16180-400-16980-440-18740-500-21240-560-24040-620-27140
13	9590-240-10790-280-11910-340-13610-380-16650	13	16980-440-18740-500-21240-560-24040-620-27140-680-29180
14	10790-280-11910-340-13610-380-16650-450-18000	14	18740-500-21240-560-24040-620-27140-680-29860-750-31360
15	11070-280-11910-340-13610-380-16650-450-18450	15	19240-500-21240-560-24040-620-27140-680-29860-750-32110
16	11910-340-13610-380-16650-450-19350	16	20740-500-21240-560-24040-620-27140-680-29860-750-32860-820-33680
17	12250-340-13610-380-16650-450-19800	17	21240-560-24040-620-27140-680-29860-750-32860-820-34500
18	12930-340-13610-380-16650-450-20250	18	22360-560-24040-620-27140-680-29860-750-32860-820-35320
19	13610-380-16650-450-20700	19	24040-620-27140-680-29860-750-32860-820-36140
20	16650-450-20700-500-23200	20	29180-680-29860-750-32860-820-36140-900-40640
		21	32110-750-32860-820-36140-900-40640-1000-44640
21	20700-500-23200-550-25400-600-26600	22	36140-900-40640-1000-46640
22	23200-550-25400-600-26600-650-31150	23	40640-1000-48640-1100-54140
		24	42640-1000-48640-1100-55240
23	25400-600-26600-650-33100	25	44640-1000-48640-1100-56340
24	26600-650-33750	26	46640-1000-48640-1100-57440-1200-58640
		27	48640-1100-57440-1200-59840
	Master Scale		Master Scale
	4510-120-4990-130-5510-140-5930-150-6680-160-7480-170-7990-200-9590-240-10790-280-11910-340-13610-380-16650-450-20700-500-23200-550-25400-600-26600-650-33750		8500-230-9190-250-9940-270-11020-300-12220-330-13540-360-14980-400-16980-440-18740-500-21240-560-24040-620-27140-680-29860-750-32860-820-36140-900-40640-1000-48640-1100-57440-1200-59840

CHAPTER 18

A WORD OF GRATITUDE

- 18.1** The Government of Kerala vide G.O (Ms) No. 81/2010 dated 20-02-2010 constituted the 9^h Pay Revision Commission with Mr. Justice R. Rajendra Babu, Former Judge of the High Court of Kerala as Chairman and Dr. P. Mohanan Pillai, Professor, Centre for Development Studies and Advocate Sri. P. Venugopalan Nair, as Members, to make recommendations regarding the revision of pay and allowances and other benefits of the State Government employees, University employees (posts not covered by UGC & AICTE) and also various other matters relating the service conditions etc. Sri.V. Prasenan, Additional Secretary of Finance Secretariat was appointed as the Secretary to the Commission and Officials and staff from the Secretariat and other departments were appointed to assist the Commission. The Commission assumed charge on the 25th of February 2010. The Office of the Commission started functioning by the end of February 2010 in the Legislature Complex, Thiruvananthapuram. The timely involvement of the Hon. Speaker of the Legislative Assembly Sri. K. Radhakrishnan and the Hon. Minister for Finance Dr. T.M. Thomas Issac, in providing sufficient and convenient accommodation in the Legislature Complex with in the shortest span of time is regarded by the Commission with much gratitude and appreciation.
- 18.2** The time assigned to the Commission was too short compared to the heavy and sensitive nature of works to be completed. Several Service Organisations and Associations have submitted written representations, expressing their views and suggestions and also making their demands. Opportunity was given to all the Service Organisations to substantiate the demands and most of the Service Organisations utilized the above opportunity and advanced their arguments before the Commission and the discussions continued up to the 3rd week of October 2010. The Commission expresses sincere thanks to the representatives of all the Associations and Organisations for their valuable co-operation and involvement in the proceedings. A large number of individuals also submitted their representations, some of them reflecting of common grievances whereas some highlighting their individual grievances. Due to the paucity of time, Commission could not hear them, in person, yet almost all such representations had been considered. One may realize the limitations of the Commission to consider and grant relief in respect of individual grievances. Commission hopes that their grievances also would get redressed as a result of the general recommendations of the Commission. The

Commission expresses the sincere gratitude to each and every one of them for their co-operation and participation in the proceedings.

- 18.3** The Commission received a letter from Hon. Mr. Justice V.R. Krishna Iyer, Former Judge of the Supreme Court of India, proposing some suggestions, which were duly considered by the Commission. The Commission expresses the sincere gratitude to Hon. Mr. Justice V.R. Krishna Iyer for the valuable suggestions conveyed. The Commission received full co-operation from all the heads of departments and Commission expresses its sincere gratitude to all of them.
- 18.4** The Chairman of the Commission was holding the post of the Chairman, Dam Safety Authority also. The Chamber of the Chairman of the Kerala Dam Safety Authority was utilized for holding the discussions and meetings. Some other facilities of the Dam Safety Authority also were utilized and the Commission remembers the co-operation from the Hon. Minister for Water Resources Sri. N.K. Premachandran with much gratitude.
- 18.5** The Commission utilized the service of the Centre for Socio Economic and Environmental Studies, Kochi, chaired by Sri. K.K. George and they have subscribed their views on “The Trends in Kerala Economy and Finances – Implications for the 9th Pay Revision Commission”. Dr. Sabu Thomas, Research Associate, Nodal Centre, Cochin University of Science and Technology has made a comparative study on the existing pay structure of the employees of Central Government, Southern States and State of West Bengal and also on the promotional prospects of employees and submitted his views and opinions. Sri. C.J. Joseph, Retired Additional Secretary to Govt. had made a study on the issues relating to the pensioners and submitted his views. The Commission has consulted with Sri. Gopalakrishnan Nair, Accounts Officer (Retired) A.G’s Office, Thiruvananthapuram relating to the various aspects on pensions. The Commission expresses sincere gratitude to all of them for their valuable services. The Commission remembers the service rendered by the Secretary and other Officers and staff of the Kerala Legislature and also the Dam Safety Authority for the valuable timely co-operation with much gratitude. The Commission’s acknowledgements are also due to Sri. C.S. Sathikumar, Chief Librarian, Legislature Library and other Library staff providing reference books and previous Pay Commission Reports for reference to the 9th Pay Revision Commission.
- 18.6** All efforts have been made to prepare the report in tune with the terms of the reference in a fair and equitable manner, keeping in mind the resources of the State and the aspirations of the general public at large.

The anomalies caused as a result of the last Pay revision have been brought to the notice of the Commission and all effects have been made to rectify the same to the possible extent. The Commission has made earnest attempts to reduce the distance among the scales of pay as far as possible. The Commission has the privilege to claim that the heavy and sensitive task entrusted with it could be completed within the shortest span of time. This could be achieved only due to the sincere co-operation and hard work, (out of office hours and, on holidays) from the part of the Secretary, officials and staff of the Commission. Commission has no hesitation to appreciate their sincere committed efforts. Commission expresses sincere gratitude to each and every one of them especially to Sri.V. Prasenana, the Secretary, Sri. S. Harikrishnan, Joint Secretary, Sri. C. Rajan Achari, Joint Secretary, Sri. K. Sreedharan Namboothiri, Deputy Secretary, Sri. N. Madhusoodanan Asari, Deputy Secretary, Sri. P.K. Jayarajan, Senior Finance Officer, Sri. C. Vijayakumar, Joint Registrar of Co-operative Societies and Sri. T. Radhakrishnan, Finance Officer. Commission has put in all efforts to make the report fair and square with utmost faith and equity.

- 18.7** Commission does not claim that the report is absolutely free of anomalies, but can assure that earnest attempts have been made to complete the report fair and equitable as far as possible within the shortest period.

Dr. P. Mohanan Pillai,
Member

Adv. P. Venugopalan Nair,
Member

Justice R. Rajendra Babu,
Chairman