



Government of Kerala

**Report
of the
XI Pay Revision
Commission**

**PART I
JANUARY 2021**

REPORT OF THE XI PAY REVISION COMMISSION, KERALA

PART- I

**(Pay & Allowances and Pension of
the State Government Employees)**

Chairman : K. Mohandas, IAS (Retd.)
Member : Prof. (Retd.) M. K. Sukumaran Nair
Member : Adv. Asok Mamen Cherian

JANUARY 2021

PREFACE

Difficult times demand different, innovative approaches. Conventional concepts, processes and procedures will have to give way to imaginative ideas and rarely practised techniques of working. The challenges are humungous - the causative factors are unprecedented, the trajectory of the cataclysm is unpredictable and there are no standard solutions.

2020 was a difficult year for most people all over the world. COVID 19 spread everywhere, killing people, economies and social relationships. Businesses closed down, jobs were lost, education was interrupted, moving out of one's home became risky, and above all, the efficiency of public governance became critical for the common man.

Kerala State had unique situations to manage, with a large population of migrant workers from the other States and a larger diaspora with strong streaks of nostalgia and attachment to their native land. The Kerala Government handled the situation efficiently, with timely policy decisions, pragmatic interventions, transparent communication with the people and effective implementation of programmes to make it a truly caring government. The credit must go to all levels in the government hierarchy, from the Chief Minister downwards, to the District Collectors and the field officers of the government – the health workers, the police, the revenue officials, the elected functionaries and officers of the Panchayats and Municipal bodies and officers drafted from other departments, for their efforts to protect the people from the pandemic, to care for those affected and to ensure that the essential needs of all sections of society were met.

Frequent lockdowns and mandatory wearing of masks and social distancing all created new compulsions; economic activity got drastically reduced with sharp falls not only in manufacturing and services including trade, but also in social functions and entertainment. And a fallout directly relevant for us – the already strained government revenue streams got choked.

The Commission constituted in November 2019 started its informal work immediately, and was ready to function full steam with the office and website ready in February 2020. In March, the Commission started discussions with the Heads of a few major Departments, and planned some field visits. The COVID scare had already come and the lockdowns followed. Needless to say, our schedules got hit and we lost the opportunity for field visits which are necessary for a better appreciation of the ground realities.

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Even in the midst of all these adversities, the Commission received representations from the organisations of employees and from individuals. We have examined every letter received by us, although the finding on each is not discussed in the Report as it is neither feasible nor necessary. We have also discussed with all the service organisations and groups of petitioners - all the discussions were held through video conferencing. The discussions with the Heads of Departments were also through video conferencing. This saved, though was not the intention, considerable time of a number of people and a lot of money. From our experience, we would recommend the audio-visual mode for such official discussions, saving time and money for all sides.

The government's financial position is well known and there are only two measures to improve the situation - substantially increase revenues and/or substantially reduce committed expenditure on salaries, pensions and interest payments. Both are impossible and improbable in the immediate future. At the same time, the expectations of the employees and pensioners cannot be fully ignored. The Commission has done some tight rope walking and tried to balance these and other relevant factors.

The Commission proposes to submit its Report to the Government in seven Parts, as detailed below:

- Part I : Salaries & Allowances and Pension of State Government employees
- Part II : Salaries & Allowances and Pension of employees of the High Court
- Part III : Salaries & Allowances and Pension of University employees
- Part IV : Salaries & Allowances and Pension of employees of the Kerala Water Authority
- Part V : Salaries & Allowances and Pension of Municipal Contingent employees
- Part VI : Salaries & Allowances and Pension of employees of grant in aid institutions
- Part VII : Administrative Efficiency and Social Accountability

The Commission anticipates that the Government would be issuing orders on Part I shortly. If Government notices any anomaly while examining or implementing the report, the Commission will be happy to re-examine the matter, as we will be continuing our work even when the process of elections to the State Legislature is on, to complete its remaining tasks. Further the Commission would like to emphasise that the recommendations that will be made in Part VII should be seen as an integral extension of those in Part I, and the recommendations may be seen as one whole package.

Acknowledgements

The Commission wishes to record its gratitude to the Government of Kerala, especially Sri Pinarayi Vijayan, Hon Chief Minister and Dr Thomas Isaac, Hon Minister for Finance for entrusting us with this task. We are grateful to Sri Rajesh Kumar Singh, Additional Chief Secretary (Finance), his predecessor Sri Manoj Joshi and all the concerned officers and staff of the Finance Secretariat of the Kerala Government for support in various forms for facilitating our work. Our gratitude also goes to all the experts we consulted, to all the Heads of Departments who furnished the necessary information and to all those who gave us ideas, suggestions and proposals. Thanks also to our small team of officers and staff, headed by Sri G Asok Kumar, Secretary, who worked long beyond normal working hours and sacrificed their holidays to bring out Part I in time. There are individuals whose service is to be acknowledged; we shall definitely do that in the final Part of our Report.

M K Sukumaran Nair

Member

Asok Mamen Cherian

Member

K Mohandas

Chairman

ORGANISATION

COMMISSION

1	Sri K. Mohandas, IAS (Rtd)	Chairman
2	Prof M.K.Sukumaran Nair	Member
3	Adv Ashok Mamen Cherian	Member

SECRETARIAT

1	Sri G. Asok Kumar	Secretary
2	Sri K.S. Ajayakumar	Additional Secretary
3	Sri Madhusoodanan Nair T.S.	Under Secretary
4	Sri Binu K.	Accounts Officer
5	Sri Anilkumar A.	Section Officer
6	Smt Soja S.	Assistant Section Officer
7	Smt Sandhya G. Nair	Assistant Section Officer
8	Smt Saranya Krishnan J.B.	Assistant Section Officer
9	Sri Shibu K.	Assistant Section Officer
10	Sri Arun V.S.	Senior Grade Assistant
11	Sri Sajesh Kumar T.	Assistant
12	Sri V.M. Anantha Nath	Executive Assistant to Chairman
13	Smt Chithra C.A.	Computer Assistant
14	Smt Sukanya T.L.	Confidential Assistant (up to 29/07/2020)
	Sri Shaji M.	Confidential Assistant (from 21/08/2020)
15	Sri A.K.Gopalakrishnan	Confidential Assistant to Chairman
16	Sri Binod R.	Clerical Assistant
17	Sri Shine K.M.	Office Attendant
18	Smt Asha Thankachi U.S.	Office Attendant
19	Sri Anandu Kalesan	Driver
20	Sri Praveen Kumar K.S.	Security Guard (KEXCON) (up to 23/11/2020)
	Sri Pradeepkumar S.	Security Guard (KEXCON) (from 24/11/2020)

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Constitution of the Commission & Terms of Reference

1.1 The Government of Kerala appointed this Pay Revision Commission by G.O (Ms) No. 414/2019/Fin dated 06.11.2019. (Appendix 1-A). This is the eleventh Pay Revision Commission in Kerala. The constitution of the Commission is:

- (1) Sri. K. Mohandas, IAS (Retd.) - (Chairman);
- (2) Prof. M. K. Sukumaran Nair, Honorary Director, Centre for Budgetary Studies, Cochin University of Science and Technology - (Member); and
- (3) Adv. Ashok Mamen Cherian, Advocate, High Court of Kerala - (Member).

1.2. The Terms of Reference of the Commission are:

- (i) To suggest modifications, if found necessary, for the pay and allowances of:
 - (a) Posts under Government Service, including Part-time Contingent Service and Casual Sweepers
 - (b) Posts under Education Institutions of the Government, Aided. Schools and Colleges and also such institutions covered by Direct Payment Scheme, including employees in Part-time posts and Casual Sweepers and excluding those posts covered by UGC/ AICTE schemes of Scales of Pay and also posts for which, Central Scale of Pay have already been allowed such as Teaching Staff in Medical Colleges and Judicial Officers etc. and
 - (c) Posts under Local Bodies and Universities except those covered by AICTE/ UGC / Central Schemes.
- (ii) To examine the present structure of Pay and Allowances and Other Emoluments and Service conditions including, promotional avenues and fringe benefits available to the above categories of employees and suggest changes, if any required.
- (iii) The commission shall also examine the scope of introducing non-cadre promotion to various categories of both gazetted and non- gazetted posts who continue in the entry cadres for long periods of service.
- (iv) To examine and suggest changes, if any, to the benefits available to Service Pensioners.

- (v) To consider the scope of extending the benefits which are available to Central Government employees at present, but not available to the State Government employees.
- (vi) To look into the cases of anomalies in the last Pay Revision specifically referred to the commission by Government and suggest remedial measures
- (vii) To examine the present Civil Service set up as a whole and make suggestions to increase efficiency, social accountability and making Civil Service more people friendly
- (viii) To consider the need for a gender sensitive service structure especially multifaceted issues faced by women employees and make suggestions for remedial measures
- (ix) To review the existing rules and procedures for fixation of pay and suggest methods for simplification thereof with a view to reduce cost and time spent on such exercises
- (x) To assess and indicate the additional financial commitment on account of implementation of its recommendations, including the methodology/ assumptions adopted for such assessment

1.3 Government entrusted the Commission to examine and make recommendations on revision of pay and allowances and other benefits of High Court employees confining to the above Terms of Reference as per G.O. (Ms) No.425/2019/ Fin dated 12.11.2019. The Government issued further orders in G.O. (Ms.) No. 40/ 2020/ Fin, dated 17.03.2020 (*Appendix 1-B*) entrusting the Commission with the job of examining and making recommendations on revision of pay and allowances and other benefits of officers and staff of the Kerala Water Authority, Municipal/ Corporation contingent employees and employees of various grant in aid institutions in Kerala, confining to the terms of reference in the original order constituting the Commission.

The Working of the Commission

1.4 The Commission commenced functioning soon after its formation, with secretarial, logistical and organizational support from the Finance Department, Government of Kerala. The posts initially required were sanctioned as per G.O. (Ms.) No. 439/ 2019/ Fin, dated 21.12.2019 and the staff posted soon after. Sri G Asok Kumar, Additional Secretary, Finance Department was appointed as the Secretary of the Commission, as per G.O. (Rt) No. 123/2020/ Fin dated 04.01.2020. The office of the Commission started functioning in the upper ground floor of Trans Towers, Vazhuthacaud, Thiruvananthapuram on 10 February, 2020 in the space leased out by the Finance Department from the

Kerala Transport Development Finance Corporation. The Commission launched its website www.prc.kerala.gov.in on the same day.

1.5 The Commission had prepared a detailed questionnaire, in English and in Malayalam, eliciting views from the public as well as from Government Departments and Service Organisations. The questionnaire is given in Appendix 2. The last date for receipt of responses was initially fixed as 15th March, but the time was extended up to 10 June 2020 because of the COVID 19 pandemic and consequent lockdowns. The Commission has received several representations and reports even after that date. The Commission has examined and considered all the representations received by it, although the finding on each is not discussed in this report.

1.6 The Commission felt that well-studied expert inputs were required for a proper analysis of the issues to be covered according to the Terms of Reference. We, therefore, commissioned studies in the following areas by the institutions / individuals mentioned against each:

1. Growth Challenges, Deficits and Debt, and Salaries of Government Employees in Kerala – Dr. D Narayana, Former Director, Gulati Institute of Finance and Taxation, Thiruvananthapuram
2. Salaries, Pension Payment and Fiscal Management in South Indian States: A Comparative Perspective – Centre for Budget Studies, Cochin University of Science and Technology.
3. Efficiency, Transparency and Accountability of Civil Service and Linking Emoluments with Performance - Centre for Management Development, Thiruvananthapuram.
4. Comparison of the service conditions and employee benefits under the Central Government and the Government of Kerala – Shri P M George, ICAS (Rtd).

1.7 The Commission had started initial discussions with the Heads of Departments in March itself. Five Departments were taken up in March – Police, General Education, Health Services, Land Revenue and Survey & Land Records. Then the COVID 19 scare and the lockdown came. Since physical meetings became inadvisable because of the then worsening COVID 19 situation, the subsequent meetings with the Heads of Departments were held through video-conferencing. The State IT Mission provided the technical support and facilitation for the initial meetings. The meetings were held till 03 July 2020, after which there was a triple lockdown in Thiruvananthapuram till 29 July. The discussions with the service organizations and pensioners' organizations were then held, again through video-conferencing, in August, September and October 2020. Following this, the Commission analysed the various matters brought up

before it and arrived at appropriate conclusions; the Heads of most of the Departments were consulted at this stage also.

The Challenging Task

1.8 The revision of Pay and Allowances of about 5 lakhs employees of the State Government and Pension of about 5 lakhs pensioners is certainly a complex task, not only because of its enormity, but also because of the multiple constraints now being faced. Apart from the revision of pay, pension and allowances, the Commission has been asked by the State Government to make recommendations to improve the delivery of services by the Government, increasing accountability and social commitment. Yet another area of study mandated is the gender related issue – the multifarious problems faced by women employees and their solutions.

1.9 Within the limited time available to the Commission, we have conducted as broad and deep studies as feasible, both in-house and through consultants engaged for specified areas. While undertaking this exercise, the Commission has been conscious of the several relevant and crucial matters which would necessarily influence any recommendation by the Commission or decision by the Government. Some of the matters that weighed in our minds are:

- This Commission does not have to reinvent pay fixation. We have the benefit of the reports of ten previous Pay Revision Commissions in the State and seven in the Central Government. While we are not bound by previous practices, the Commission feels that changes must be for the better and should lead to some improvement in procedures, quality of service and equity. In other words, there shall be no change for the sake of change.
- The economy of the State has been facing crisis after crisis. The demonetisation of currency notes in 2016 led to a sharp decline in economic activities, with small businesses being the worst affected. The revolutionary change in the system of indirect taxation by the introduction of the Goods and Services Tax in 2017 was theoretically sound, but practically calamitous. An ideal single national tax on goods and services turned out to be a conundrum with multiple taxes, multiple rates, and parallel administration by the Central and State governments; the rates were lower than those required for a revenue neutral transition, and the key requirement of a robust technology platform was unavailable at that time. Then, Kerala had unprecedented floods in 2018, leading to massive damage to properties, public and private, and causing unbearable distress. The year 2019 too witnessed floods and landslides. And 2020 is one year which anybody would like to forget – COVID 19

pandemic led to unforeseen misery for the people, paralysing all economic and social activity.

- Government of Kerala is experiencing a severe resources crunch. Revenue growth is grossly below targets while expenditure has been growing faster. The expenses on fighting the pandemic in 2020 have arisen additionally; there was also the need to enforce controls and lockdowns, and simultaneously care for people's essential requirements including food.
- The Kerala Government had to introduce a 1% cess over and above the GST in view of the losses caused by floods and natural calamities in 2018; introduction of such a cess is an extraordinary measure taken with the concurrence of the national GST Council.
- The compensation for shortfall in GST revenue is not being paid out by the Central Government due to their own resources problems; the additional loans coming on this account add to the State's debt burden.
- The financial commitment of the State government on salaries, pensions and interest payments - all three growing very fast - leaves very meagre resources for development, maintenance and welfare work.
- The Government has not sanctioned the increase in Dearness Allowance of 3% with effect from 01.01.2019, 5% from 01.07.2019, 4% from 01.01.2020 and 4% from 01.07.2020 due to financial constraints.
- The Central Government has frozen three installments of Dearness Allowance increase that would have been due on 01.01.2020, 01.07.2020 and 01.01.2021 in the context of the COVID 19 pandemic. The frozen DA will not be released.
- Several State Governments in India have had to reduce salaries of staff; Kerala Government also had to effect deferment of 20% of the salary of its employees for five months from April 2020.
- There are complaints of delays in the payments of bills from the State Treasuries.
- The revenue growth is likely to be subdued in the immediate future, both in the Centre and the States as the economy will take time to get back to normal.
- In spite of the constraints, the employees and pensioners have expectations of a hike in their benefits as the Kerala Government has been revising salaries and pensions every five years and they expect the revision to have effect from 1st July 2019.
- The immediate previous Pay Revision Commission had recommended that the revision should be once in ten years as in the Central Government and most of the States.

- While the adoption of technology in Government has not been rapid, there have been several significant transformations in delivery systems; however, there has generally been very little reengineering of processes and reskilling and redeployment of human resources.
- Some Govt. Departments have surplus staff, some others have redundant staff who are still kept despite the completion of the projects for which they had been appointed and yet some others have staff occupying positions which are outdated due to adoption of new technologies
- Governments have generally been unwilling to reduce or rationalize or redeploy staff even when there is adequate justification.
- The entry level salaries of the Central Government employees and State Government employees are somewhat similar at lower levels; it is necessary to maintain an appropriate balance at comparable levels between the Central pay scales and the State pay scales.
- A very peculiar and unprecedented situation has arisen globally because of the spread of the COVID 19 pandemic; this has caused major dislocations in almost all human activities. Normal Government functioning has also been affected.
- As a lesson learned from the COVID 19 crisis, conventional styles of functioning of offices have to change, with the adoption of technology, reengineering of processes, and working remotely – from home if feasible. Government offices in identified sectors at identified levels would also be able to facilitate working remotely.
- The lockdowns and mandatory social distancing in the context of COVID 19 have hit human life styles, and have put ordinary people to extreme hardship denying them the opportunity to earn a living.
- Several organizations and some public men have come out openly against any further benefit to government employees.

1.10 The Commission is conscious of the realities of the State's finances and the constraints of the Government. We are concerned about the increasing debt liabilities of the State, and the mounting interest. Pension - related expenses are also burgeoning, with regular pension payments to pre-2013 recruits, and pension contribution to post-2013 recruits. The government exchequer cannot and should not be seen as a limitless repository of funds. The situation calls for utmost prudence, and we have tried to act with prudence in the absence of realistic expectations of a quick surge in economic activity in the country leading to a sudden buoyancy in government revenues.

CIVIL SERVICE IN KERALA

2.1 According to the latest assessment, 5,21,231 staff members are drawing their salaries from the Kerala government exchequer. This includes 382000 employees of the government and 139000 employees in aided educational institutions. In addition, there are 23,000 employees of the government working with the local self-government institutions - 15965 with the Panchayats and 7221 with the Municipalities. The Universities in Kerala employ about 20,000 persons. The State has a large number of public institutions receiving grant in aid from the government for payment of salaries. The state-owned enterprises employ roughly 1,50,000 persons. Then there are the Anganwadi workers and a large number of employees in regular departments working on contract or on daily wages. Altogether, the public employment in Kerala could be about 8,00,000.

2.2 The following are the biggest departments in terms of employment according to the budget documents, 2020-21.

Sl No	Department	No of employees	Total
(i)	General Education	1,71,434	2,43,707
	Higher Secondary Education	30,617	
	Vocational Higher Secondary	6,409	
	Collegiate Education	22,702	
	Technical Education	8,809	
	NCC	1,068	
	Industrial Training	2,624	
	Entrance Examination	44	
(ii)	Health Services	36,498 +286	63,553
	Medical education	14,760	
	Insurance Medical Services	2,951	
	Indian Systems of Medicine	4,575	
	Ayurveda Medical Education	1,305	
	Homeopathy	3,178	
(iii)	Police		61279
(iv)	Works		21,950

	Public Works	8,576	
	LSG Engineering	5,474	
	Water Resources	7,900	
(v)	Land Administration		21,499
	Land Revenue	17,022	
	Survey & Land Records	3,664	
	Land Board	813	
(vi)	Agriculture & Allied		17,351
	Agriculture	9,235	
	Animal Husbandry	7,048	
	Dairy Development	1,068	1,068
(vii)	Judicial Services		14,574
(viii)	Forests		6,741

2.3 About 60% of the personnel in government employment are in the education and health sectors, both of which have achieved very commendable results in Kerala over a period of time, forming the foundation of what is known as the Kerala model of development. 1,39,669 employees, teaching and non-teaching, are in private educational institutions including schools, colleges, engineering colleges, polytechnics, Ayurveda medical colleges and Homeo medical colleges.

Recruitment

2.4 The State has a well-established and transparent system of recruitment to the civil services through the Public Service Commission, a constitutional entity. The main exceptions are the appointments under the compassionate employment scheme for the dependants of government employees who die in harness, appointments under the sports quota and appointment to part time contingent posts through the Employment Exchanges. Apart from these, appointments are often made on contract basis to engage persons with the skills required for certain activities, or to have support personnel for short term jobs. About 27% of the employees paid from the exchequer are appointed by the Managers of private educational institutions; the rules or orders governing such recruitment unfortunately are inadequate to prevent favouritism and other forms of corruption. The upper age limit for recruitment is fairly high – 35, with relaxation for the Scheduled Castes, Scheduled Tribes, Other Backward Communities and Ex-servicemen. The recruits in government service, except in the uniformed forces, generally start working without any induction training. The Commission will discuss the issues relating to recruitment and training in Part VII of its report.

Retirement

2.5 Kerala government introduced the contributory pension scheme for its employees with effect from 01.04.2013. This implies that the government started spending on the pension of every employee right from the first payment of salary to the employee, contributing 10% in addition to the employee's own contribution. Persons in service as on 31.03.2013 would retire at the age of 56 (with a few categories having higher age of superannuation), and are eligible for statutory pension. Retirement at 56 provides a relatively short tenure in the service, and releases a person from service at a very productive age. Those recruited after 01.04.2013 would retire at the age of 60 only. 1,30,544 employees belong to this category. The Commission's recommendations regarding the age of retirement will be furnished in Part VII of the Report.

HISTORY OF PAY REVISIONS IN KERALA

2.6 The State of Kerala came into existence on 01.11.1956 with the unification of Travancore - Cochin State and the Malabar District of the Madras State. The administrative systems of the former princely States of Travancore and Cochin were modern based on British influence and at the same time traditional with strong local adaptations. The integration of the civil services which developed under different administrative cultures was a fairly long process. Kerala State has had ten Pay Revision Commissions/Committees appointed by the Government for revising the pay of Government employees/teachers and the periodicity has generally been every five years. This Commission is the eleventh. A brief account of the work of each of these Commissions is given below.

(i) Commission for Pay Unification:

Soon after the formation of the State of Kerala, the Government constituted a Commission in 1957, which was primarily entrusted with the duty of unification of the scales of pay of the employees of the erstwhile Travancore-Cochin State and the Malabar district of former Madras State. The Commission was headed by Sri. Sankara Narayana Iyer. Order was issued in G.O (P) No: 150/1958/Fin dated 23.03.1958 implementing the recommendations of the Commission.

(ii) First Pay Revision Commission:

A Pay Commission in its true sense was constituted in the year 1965. The Commission appointed as per G.O (P) No: 74/65/Fin dated 27.02.1965 is considered as the first Pay Commission in the State of Kerala. It was headed by Sri K.M Unnithan ICS (Rtd), and had Sri P.S Nataraja Pillai and Dr. E.K Madhavan as members. The main objective of the Commission was to bring down the disparities that existed between the scales of pay of employees of Madras State with that of Kerala. The Commission followed the pattern of Madras State scale as a basis for evolving new scales to the extent possible taking into account the prescribed minimum qualification, nature of duties and responsibilities and prospects of promotion. The Government implemented the recommendations of the Commission with certain changes. The changes made

by Government led to the lowering the higher scales and improvement in the scales of pay of last grade and low paid employees, village staff and teachers when compared with those in Madras.

(iii) Second Pay Revision Commission:

The second Pay Revision Commission was appointed with Sri V.K Velayudhan as Chairman, Sri. T.K Balakrishna Menon as Member and Sri V Ramachandran IAS as Member Secretary. The Commission had the objective that the resultant pay hike should not cast heavy burden on the State Exchequer. Important recommendations include the hike of ₹ 5/- for the first four lower scales and ₹ 7/- for the higher scales. The revised scales of pay came into effect from 01.07.1968 and were implemented through G.O (P) No: 290/1969/Fin dated 09.06.1969. The 'birthday' of Pay Revision was hence forth accepted as 1st of July from this pay revision onwards.

(iv) Pay Revision of 1973

In the year 1973 the third Central Pay Commission was about to submit its report and the Government of Kerala decided to adopt the pattern of Central Pay Commission in the State also. A sub committee of the Council of Ministers and a Special Officer were entrusted with the task. The subcommittee presented its report in April 1973. One of the significant recommendations which were accepted by Government was a minimum pay of ₹ 196/- as in Central Government. Along with basic pay, personal pay and dearness allowance as on 30.04.1973, the commission recommended an adhoc increase and one increment for every seven years subject to a maximum of three increments. Minimum benefit was fixed as ₹ 15/- and maximum as ₹ 50/-. This revision formed the basis for adopting DA on the Central pattern allowing one instalment of DA for every 8 points increase over and above 200 points of AICPI (All India Consumer Price Index) treated as merged with pay.

(v) Third Pay Revision Commission

The third pay revision commission came into being in September 1977 with Sri. N. Chandrabhanu IAS, former Chief Secretary as a single member Commission. The significant contributions of the Commission include the merging of DA (272 points) as on 01.04.1975, and a weightage of one increment for every completed ten years' service subject to a maximum of two increments. The Commission had formulated 32 numbers of scales of pay as against the then existing 37 scales of pay and submitted its report in September 1978. Time Bound Higher Grade Promotion was introduced after the issue of the third pay revision orders. Government implemented the third pay commission recommendations through G.O (P) No: 860/1978/Fin dated 16.12.1978.

(vi) Fourth Pay Revision Commission

Justice V.P Gopalan Nambiar was chosen to Chair the fourth pay revision commission. The commission's strategy on evaluating various jobs on the basis of minimum educational qualification required at entry level was accepted.

Those professionals who have undergone courses which were longer in duration were placed at higher levels. The commission suggested merging DA (488 points) as on 01.05.1983. Fitment benefit was fixed at half percentage for each completed year subject to a maximum of 15%. Minimum benefit was fixed at ₹ 50/- and maximum at ₹ 150/-. Time Bound Higher Grade Promotion was revised by introducing a second time bound higher grade on completion of 20 years of service. The new pay revision order was implemented through G.O(P) No:515/1985/Fin dated 16.09.1985.

(vii) Fifth Pay Revision Commission

The fifth pay revision commission was appointed by government in December 1987 headed by Justice T. Chandrasekhara Menon. The Commission submitted its report in May 1989. The number of pay scales was revised to 27 and a master scale was introduced. Important recommendations of the Commission include fitment benefit of 1/3% for every completed years of service subject to a maximum of 10%. Minimum benefit was fixed at ₹ 60/- and maximum at ₹ 250/-. Time Bound Higher Grade Promotion was further liberalized as 3 i.e., 10, 20, and 25 years. The Government implemented the recommendations in G.O (P) No: 489/1989/Fin dated 01.11.1989.

(viii) Pay Equalization Committee (Sixth Pay Revision Commission)

The Government in January 1992 appointed a Pay Equalization Committee comprising of Sri Zachariah Mathew IAS, as Chairman, Sri R Narayanan IAS, Sri M Mohan Kumar IAS and Sri V Krishnamoorthy IAS, as Members. The Commission was entrusted with the task of determining the comparability of posts under the State Government with those under Central Government, and to suggest modifications as might become necessary for deciding the new pay scales based on Central rates. The Committee recommended a seven percent increase subject to a minimum of ₹ 75/- and maximum of ₹ 250/- and bunching benefit. No merging of Dearness Allowance was recommended. Another significant proposal was the reduction of Earned Leave to 15 days. Government implemented the recommendations through G.O (P) No: 600/1993/Fin dated 25.11.1993.

(ix) Seventh Pay Revision Commission

The seventh pay revision commission was constituted with Sri. P.M Abraham IAS (Rtd) as Chairman, Dr. K. Ramachandran Nair as Member and Sri K.G Sukumara Pillai as Member Secretary. While formulating the revised pay structure, the Commission had broadly analysed the factors governing the fixation of minimum salary and the factors governing fixation of maximum salary apart from other general principles. Major recommendations include merging of DA (1510 points) as on 01.01.1996, fitment benefit of 10% with 1% for every completed years of service subject to a maximum of 20 % and a minimum benefit of ₹ 250/-. The Commission also suggested Time Bound Higher Grade Promotion at 10, 18 and 23 years of service, with a provision to allow a second higher grade on completion of eight years of service in the promoted post. A

fourth time bound higher grade was recommended to class IV employees on completion of 30 years of service. Government implemented the recommendations of the Commission through G.O (P) No: 3000/1998/Fin dated 25.11.1998. The seventh pay revision was implemented with effect from 01.03.1997.

(x) Eighth Pay Revision Commission

Sri R. Narayanan IAS (Rtd) was the Chairman of the Eighth Pay Revision Commission. Sri C.M Radhakrishnan Nair IPS (Rtd) and Sri. A.K Thomas were Members and Smt. Chandramathy Amma was the Member Secretary. 6% of existing pay was recommended as fitment benefit subject to a minimum benefit of ₹ 350/-. According to the terms of reference, the commission was required to submit its views regarding the need to give interim relief to the employees. Accordingly, the Commission in its interim report dated 05.08.2005 had suggested 3 options on the rate of interim relief. Government accepted the recommendations for giving a flat rate of ₹ 300/p.m for all regular employees choosing the option involving minimum financial commitment. In the case of pensioners and family pensioners the interim relief was ₹ 175/- and ₹ 100/- respectively. A Master Scale was introduced in the 8th pay revision. Other major recommendations include merging of Dearness Allowance (59%) as on 01.07.2003, weightage of one increment for every completed 4 years, subject to a maximum of four increments in the revised scale and Time Bound Higher Grade Promotions at 8, 16, and 23 years of service and a fourth to Class IV employees on completion of 28 years of service. The provision to allow second time bound higher grade promotion on completion of 8 years of service in the promoted post has been discontinued in the eighth pay revision. Government issued orders in G.O (P) No: 145/2006/Fin dated 25.03.2006.

(xi) Ninth Pay Revision Commission

The Ninth Pay Revision Commission was headed by Justice R. Rajendra Babu. Dr. P Mohanan Pillai and Adv P.V Venugopalan Nair were the Members. The commission recommended a fitment benefit of 10% to all employees subject to a minimum of ₹ 1000/- and Service weightage of ½% for each completed year of service, subject to a maximum of 15%. Dearness Allowance (64%) as on 01.07.2009 was fully merged. For the first time, Part-time contingent employees were allotted time scales of pay. The Commission recommended further liberalization of Time Bound Higher Grade Promotion by rescheduling the completed years as 8, 15, 22 and 27 years of service to employees upto the scale of ₹.9940-16580. This benefit has been extended to Civil Police Officers (Police Constables) too. The Commission's recommendation to introduce Paternity Leave of 10 days was also accepted by Government. The orders on these recommendations were issued by Government in G.O (P) No: 85/2011/Fin dated 26.02.2011.

(xii) Tenth Pay Revision Commission

Justice (Rtd) C N Ramachandran Nair was the Chairman, Advocate T V George was Member and Shri K V Thomas was Member-Secretary of the Tenth Pay Revision Commission, appointed as per G.O (Ms) No:583/2013/Fin dated 30.11.2013. The Commission submitted Part I of its Report on 13.07.2015 and Part II on 31.12.2015. The government orders for revision of salaries and pension based on the Commission's report Part I were issued as per G.O (P) No. 7/2016/Fin dated 20.01.2016. The revision was given effect from 01.07.2014. For the revision, Dearness Allowance of 80% was merged, and a fitment of 12% was added, subject to a minimum of ₹ 2000. Weightage was given at ½ % of basic pay for each completed year of service subject to a maximum of 30 years. Fitment and weightage together were not to exceed ₹ 12,000.

Previous Scales of Pay**SCHEDULE OF PAY SCALE AS ON 1-4-1958**

GAZETTED SCALES vide G.O. (P) No.434/60/Fin. dated 8-9-60		NON- GAZETTED SCALES vide G.O. (P) No.150/58/Fin. dated 23-6-58	
1	1200 - 50 - 1500	1	150 - 10 - 240 - 15 - 300
2	1000 - 60 - 1300 - 50 - 1500	2	150 - 10 - 250
3	1000 - 50 - 1200	3	125 - 10 - 225
4	800 - 50 - 1000	4	80 - 8 - 120 - 10 - 150 - 12 ½ - 225
5	700 - 50 - 900	5	125 - 7 ½ - 200
6	600 - 50 - 900	6	100 - 7 ½ - 160 - 10 - 200
7	500 - 50 - 800	7	90 - 8 - 130 - 10 - 200
8	475 - 35 - 580 - 40 - 700	8	50 - 5 - 60 - 6 - 90 - 8 - 130 - 10 - 200
9	400 - 25 - 450 - 30 - 600 - 50 - 700	9	80 - 6 - 110 - 7 - 180
10	350 - 25 - 450 - 30 - 600 - 50 - 700	10	80 - 5 - 120 - 7 ½ - 165
11	350 - 25 - 450 - 30 - 600	11	60 - 5 - 120 - 6 - 150
12	300 - 25 - 500 - 40 - 700	12	50 - 4 - 90 - 5 - 120 - 6 - 150
13	300 - 25 - 550	13	50 - 5 - 65 - 6 - 125
14	250 - 25 - 550	14	40 - 4 - 60 - 5 - 120
15	250 - 25 - 500	15	60 - 4 - 80 - 5 - 100
16	250 - 20 - 350 - 25 - 400	16	40 - 3 - 55 - 4 - 75 - 5 - 100
17	200 - 20 - 400	17	65 - 3 - 80
18	200 - 10 - 230 - 20 - 350	18	40 - 2 - 50 - 3 - 80
		19	55 - 2 - 65
		20	35 - 1 - 40 - 2 - 60
		21	30 - 2 - 42 - 3 - 60
		22	45 - 2 - 55
		23	40 - 1 - 45
		24	35 - 1 - 45
		25	30 - 1 - 40

SCHEDULE OF PAY SCALES AS ON 1-1-1966

GAZETTED PAY SCALES vide G.O.(P)No.112/66/Fin. dated 5-4-66.		NON- GAZETTED PAY SCALES vide G.O.(P)) 112/66/Fin. dated 5-4-66, G.O.(P)No.300/66/Fin. dated 5-7-66, G.O.(P)223/66/Fin. dated 26-5-66, G.O.(P) No.370/66/Fin. dated12-8-66.	
1	1300 - 50 - 1700	1	225 - 10 - 275 - 15 - 425
2	1100 - 50 - 1700	2	210 - 10 - 250 - 15 - 325

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3	1000 - 50 - 1300	3	200 - 10 - 250 - 15 - 400
4	900 - 50 - 1200	4	190 - 10 - 300
5	800 - 50 - 1100	5	175 - 10 - 275
6	800 - 50 - 1000	6	160 - 10 - 270
7	700 - 50 - 1000	7	160 - 10 - 250
8	600 - 50 - 1000	8	150 - 10 - 260 - 15 - 350
9	600 - 50 - 900	9	130 - 6 - 160 - 8 - 240 - 10 - 250
10	550 - 40 - 750 - 50 - 800	10	130 - 10 - 250
11	500 - 25 - 650 - 30 - 800	11	130 - 10 - 250
12	400 - 25 - 550 - 30 - 700	12	120 - 6 - 150 - 8 - 230
13	375 - 25 - 650 - 30 - 800	13	120 - 6 - 150 - 8 - 230
14	350 - 25 - 550 - 30 - 700	14	100 - 5 - 110 - 6 - 200
15	350 - 25 - 650	15	100 - 4 - 120 - 5 - 140
16	300 - 20 - 400 - 25 - 600	16	95 - 3 - 116 - 4 - 120
17	300 - 20 - 400 - 25 - 500	17	95 - 3 - 110
18	250 - 20 - 350 - 25 - 500	18	90 - 5 - 100 - 10 - 190 - 15 - 250
19	250 - 20 - 450	19	90 - 5 - 100 - 6 - 190
20	225 - 10 - 275 - 15 - 350 - 25 - 500	20	90 - 5 - 100 - 6 - 160
		21	85 - 4 - 105 - 5 - 160
		22	80 - 4 - 100 - 5 - 160
		23	75 - 3 - 90 - 4 - 110 - 5 - 135
		24	75 - 2 - 85 - 3 - 115
		25	75 - 2 - 95
		26	65 - 2 - 95
		27	65 - 1 - 75 - 2 - 85
		28	60 - 1 - 70 - 2 - 80

As per G.O. (P) No.88/68Fin. dated 1-3-68 with effect from 1-4-68, the following scales were further revised.

1	95 - 3 - 116 - 4 - 120	1	95 - 3 - 116 - 4 - 140 - 5 - 150
2	95 - 3 - 110	2	95 - 3 - 116 - 4 - 140 - 5 - 150
3	75 - 3 - 90 - 4 - 110 - 5 - 135	3	75 - 4 - 95 - 5 - 120 - 6 - 150
4	75 - 2 - 85 - 3 - 115	4	75 - 3 - 90 - 4 - 110 - 5 - 135
5	75 - 2 - 95	5	75 - 3 - 90 - 4 - 130
6	65 - 2 - 95	6	65 - 3 - 95 - 4 - 115
7	65 - 1 - 75 - 2 - 85	7	65 - 2 - 71 - 3 - 98 - 4 - 110
8	60 - 1 - 70 - 2 - 80	8	60 - 2 - 70 - 3 - 100

SCHEDULE OF PAY SCALES AS ON 1-7-1968

(G.O. (P) No.290/69 Fin. dated 9-6-69)

	Class I
1	1300 - 50 - 1700 (8 years)
2	1000 - 50 - 1400 (8 years)
3	900 - 50 - 1300 (8 years)
4	700 - 50 - 1200 (10 years)
	(i) 800 - 50 - 1200 (8 years)
	Class II
5	(i) 600 - 50 - 1000 (8 years)
	(ii) 600 - 50 - 900 (7 years)
6	400 - 25 - 450 - 30 - 480 - 35 - 550 - 40 - 750 - 50 - 900 (13 years)

	(i) 550 - 40 - 750 - 50 - 900 (8 years)
	(ii) 515 - 35 - 550 - 40 - 750 - 50 - 900 (9 years)
7	375 - 25 - 450 - 30 - 600 - 35 - 670 - 40 - 750 - 50 - 800 (13 years)
8	325 - 25 - 500 - 30 - 650 - 35 - 685 - 40 - 725 (14 years)
9	250 - 20 - 350 - 25 - 600- (15 years)
	(i) 350 - 25 - 600 (10 years)
	(ii) 310 - 20 - 350 - 25 - 600 (12 years)
10	260 - 15 - 350 - 25 - 600 (16 years)
11	250 - 15 - 340 - 20 - 500 - 25 - 525 (15 years)
	(i) 280 - 15 - 340 - 20 - 500 - 25 - 525 (13 years)
	Class III
12	225 - 10 - 245 - 15 - 350 - 20 - 450 (14 years)
13	220 - 10 - 250 - 15 - 370 (11 Years)
14	170 - 10 - 190 - 15 - 385 (15 years)
15	190 - 10 - 260 - 12 - 320 (12 years)
16	175 - 10 - 255 - 12 - 315 (13 years)
17	140 - 10 - 290 (15 years)
18	100 - 10 - 190 - 15 - 280 (15 years)
19	140 - 8 - 172 - 9 - 208 - 10 - 258 - 12 - 270 (14 years)
20	130 - 7 - 151 - 8 - 175 - 9 - 220 - 10 - 270 ((16 years)
21	110 - 6 - 134 - 7 - 162 - 8 - 202 - 9 - 220 (15 years)
22	100 - 6 - 136 - 7 - 178 - 8 - 210 (16 years)
23	90 - 5 -100 - 6 - 190 (17 years)
	(i) 95 - 5 - 100 - 6 - 190 (16 years)
24	80 - 5 - 115 - 6 - 175(16 years)
25	80 - 3 - 89 - 4 - 109 - 5 - 144 - 6 -1 50 (16 years)
26	75 - 3 - 96 - 4 - 120 - 5 - 130 (15 years)
	Class IV
27	70 - 3 -115 (15 years)

SCHEDULE OF PAY SCALES AS ON 1-7-1973**(G.O. (P) No.91/74 Fin. dated5-4-74)**

Sl. No	Scale of pay (1968)	Sl. No	Scale of pay (1973)
1	70 - 3 - 115	1	196 - 3 - 229 - 4 - 245 - 4 / 2 - 265
2	75 - 3 - 96 - 4 - 120 - 5 - 130	2	200 - 3 - 206 - 4 - 250 - 5 - 260 - 5/2 - 285
3	80 - 3 - 89 - 4 - 109 - 5 - 144 - 6 - 150	3	210 - 4 - 218 - 5 - 228 - 6 - 270 - 7 - 305 - 7/2 - 340
4	80 - 5 - 115 - 6 - 175	4	215 - 5 - 225 - 6 - 237 - 7 - 258 - 8 - 330 - 8/2 - 370
5	90 - 5 - 100 - 6 - 190	5	230 - 6 - 236 - 7 - 257 - 8 - 345 - 8/2 - 385
6	95 - 5 - 100 - 6 - 190	6	235 - 7 - 256 - 8 - 296 - 9 - 350 - 9/2 - 395
7	100 - 6 - 136 - 7 - 178 - 8 - 210	7	240 - 9 - 285 - 10 - 395 - 10/2 - 445
8	100 - 10 - 190 - 15 - 280	8	240 - 15 - 465 - 15/2 - 540
9	110 - 6 - 134 - 7 - 162 - 8 - 202 - 9 -220	9	255 - 10 - 405 - 10/2 - 455
10	130 - 7 - 151 - 8 - 175 - 9 - 220 - 10 -270	10	275 - 11 - 330 - 13 - 460 - 13/2 - 525
11	140 - 8 - 172 - 9 - 208 - 10 - 258 - 12 -270	11	285 - 12 - 333 - 13 - 450 - 15 - 465 - 15/2 - 540
12	140 - 10 - 290	12	285 - 13 - 389 - 14 - 445 - 15 - 475 - 15/2 - 550
13	170 - 10 - 190 - 15 - 385	13	325 - 15 - 400 - 16 - 480 - 18 - 570 - 18/2 - 660
14	175 - 10 - 255 - 12 - 315	14	330 - 13 - 395 - 15 - 500 - 15/2 - 575
15	190 - 10 - 260 - 12 - 320	15	345 - 13 - 358 - 14 - 400 - 15 - 505 - 15/2 - 580
16	220 - 10 - 250 - 15 - 370	16	405 - 15 - 540 - 20 - 560 - 20/2 - 660
17	225 - 10 - 245 - 15 - 350 - 20 - 450	17	410 - 15 - 515 - 20 - 655 - 25/2 - 715

18	250 - 15 - 340 - 20 - 500 - 25 - 525	18	435 - 15 - 510 - 20 - 650 - 25 - 700 - 25/2 - 775
19	250 - 20 - 350 - 25 - 600	19	435 - 20 - 535 - 25 - 760 - 25/2 - 835
20	260 - 15 - 350 - 25 - 600	20	445 - 20 - 585 - 25 - 760 - 25/2 - 835
21	280 - 15 - 340 - 20 - 500 - 25 - 525	21	465 - 20 - 625 - 25 - 700 - 25/2 - 775
22	310 - 20 - 350 - 25 - 600	22	495 - 20 - 535 - 25 - 760 - 25/2 - 835
23	325 - 25 - 500 - 30 - 650 - 35 - 685 - 40 - 725	23	510 - 25 - 635 - 30 - 695 - 35 - 835 - 40 - 875 - 40/2 - 995
24	350 - 25 - 600	24	535 - 25 - 760 - 25/2 - 835
25	375 - 25 - 450 - 30 - 600 - 35 - 670 - 40 - 750 - 50 - 800	25	560 - 25 - 635 - 30 - 785 - 35 - 820 - 40 - 900 - 50 - 950 - 50/2 - 1100
26	400 - 25 - 450 - 30 - 480 - 35 - 550 - 40 - 750 - 50 - 900	26	600 - 25 - 650 - 30 - 710 - 40 - 750 - 50 - 1050 - 50/2 - 1200
27	515 - 35 - 550 - 40 - 750 - 50 - 900	27	700 - 40 - 900 - 50 - 1050 - 50/2 - 1200
28	550 - 40 - 750 - 50 - 900	27	710 - 40 - 750 - 50 - 1050 - 50/2 - 1200
29	600 - 50 - 900	29	750 - 50 - 1050 - 50/2 - 1200
30	600 - 50 - 1000	30	750 - 50 - 1150 - 50/2 - 1250
31	700 - 50 - 1200	31	850 - 50 - 1350 - 50/2 - 1450
32	800 - 50 - 1200	32	950 - 50 - 1350 - 50/2 - 1450
33	900 - 50 - 1300	33	1050 - 50 - 1450 - 50/2 - 1550
34	1000 - 50 - 1400	34	1150 - 50 - 1550 - 50/2 - 1650
35		35	1200 - 50 - 1650 - 50/2 - 1750
36	1300 - 50 - 1700	36	1400 - 50 - 1800 - 50/2 - 1900

SCHEDULE OF PAY SCALES AS ON 1-7-1978

(G.O. (P) No.860/78/Fin. dated 16-12-78)

Sl. No.	Scale of pay (1973)	Sl. No.	Scale of pay (1978)
1	196 - 3 - 229 - 4 - 245 - 4/2 - 265	1	280 - 5 - 340 - 6 - 400
2	200 - 3 - 206 - 4 - 250 - 5 - 260 - 5/2 - 285	2	290 - 5 - 330 - 6 - 390 - 7 - 425
3	210 - 4 - 218 - 5 - 228 - 6 - 270 - 7 - 305 - 7/2 - 340	3	300 - 6 - 360 - 7 - 402 - 8 - 450
4	215 - 5 - 225 - 6 - 237 - 7 - 258 - 8 - 330 - 8/2 - 370	4	310 - 6 - 328 - 7 - 356 - 8 - 436 - 9 - 490
5	230 - 6 - 236 - 7 - 257 - 8 - 345 - 8/2 - 385	5	330 - 8 - 410 - 9 - 455 - 10 - 515
6	235 - 7 - 256 - 8 - 296 - 9 - 350 - 9/2 - 395	6	340 - 8 - 380 - 9 - 425 - 10 - 535
7	240 - 9 - 285 - 10 - 395 - 10/2 - 445	7	350 - 10 - 460 - 12 - 580
8	240 - 15 - 465 - 15/2 - 540	8	370 - 10 - 450 - 12 - 510 - 15 - 600
9	255 - 10 - 405 - 10/2 - 455	9	390 - 12 - 438 - 13 - 490 - 15 - 685
10	275 - 11 - 330 - 13 - 460 - 13/2 - 525	10	420 - 13 - 485 - 15 - 635 - 17 - 720
11	285 - 12 - 333 - 13 - 450 - 15 - 465 - 15/2 - 540	11	350 - 15 - 650 - 16 - 730
12	285 - 13 - 389 - 14 - 445 - 15 - 475 - 15/2 - 550	12	450 - 15 - 525 - 16 - 605 - 18 - 785
	Scale given to C.A GrII (240-540)	13	470 - 16 - 550 - 18 - 730 - 20 - 830
13	325 - 15 - 400 - 16 - 480 - 18 - 570 - 18/2 - 660	14	450 - 15 - 525 - 16 - 605 - 18 - 785 - 20 - 885
14	330 - 13 - 395 - 15 - 500 - 15/2 - 575	15	520 - 18 - 700 - 20 - 800 - 25 - 900
15	345 - 13 - 358 - 14 - 400 - 15 - 505 - 15/2 - 580	16	535 - 18 - 625 - 20 - 825 - 25 - 950
	Scale given to C.A GrI		
16	405 - 15 - 540 - 20 - 560 - 20/2 - 660		
17	410 - 15 - 515 - 20 - 655 - 25/2 - 715		

18	435 - 15 - 510 - 20 - 650 - 25 - 700 - 25/2 - 775	17	570 - 20 - 670 - 25 - 920 - 30 - 1070
19	435 - 20 - 535 - 25 - 760 - 25/2 - 835		
20	445 - 20 - 585 - 25 - 760 - 25/2 - 835	18	600 - 20 - 660 - 25 - 860 - 30 - 1100
21	465 - 20 - 625 - 25 - 700 - 25/2 - 775		
22	495 - 20 - 535 - 25 - 760 - 25/2 - 835	19	650 - 25 - 850 - 30 - 1150
23	510 - 25 - 635 - 30 - 695 - 35 - 835 - 40 - 875 - 40/2 - 995	20	700 - 25 - 800 - 30 - 890 - 35 - 1030 - 40 - 1270
24	535 - 25 - 760 - 25/2 - 835		
	HM (Secondary School) HG →	21	725 - 25 - 800 - 30 - 890 - 35 - 1030 - 40 - 1350
25	560 - 25 - 635 - 30 - 785 - 35 - 820 - 40 - 900 - 50 - 950 - 50/2 - 1100	22	750 - 30 - 990 - 40 - 1150 - 50 - 1450
26	600 - 25 - 650 - 30 - 710 - 40 - 750 - 50 - 1050 - 50/2 - 1200	23	800 - 30 - 830 - 40 - 950 - 50 - 1550
27	700 - 40 - 900 - 50 - 1050 - 50/2 - 1200	24	910 - 40 - 950 - 50 - 1550
28	710 - 40 - 750 - 50 - 1050 - 50/2 - 1200		
29	750 - 50 - 1050 - 50/2 - 1200	25	975 - 50 - 1325 - 60 - 1625
30	750 - 50 - 1150 - 50/2 - 1250		
31	850 - 50 - 1350 - 50/2 - 1450	26	1125 - 60 - 1725
32	950 - 50 - 1350 - 50/2 - 1450	27	1200 - 60 - 1800
33	1050 - 50 - 1450 - 50/2 - 1550	28	1300 - 60 - 1600 - 75 - 1900
34	1150 - 50 - 1550 - 50/2 - 1650	29	1450 - 75 - 2050
35	1200 - 50 - 1650 - 50/2 - 1750	30	1650 - 75 - 2175
36	1400 - 50 - 1800 - 50/2 - 1900	31	1800 - 75 - 2250
37	2000 - 125/2 - 2250	32	2500 - 125/2 - 2750

SCHEDULE OF PAY SCALES AS ON 1-7-1983

(G.O. (P).No. 515/85/Fin. dated 16-9-85)

Sl. No.	Scale of pay (1978)	Sl. No.	Scale of pay (1983)
1	280 - 5 - 340 - 6 - 400	1	550 - 10 - 650 - 15 - 800
2	290 - 5 - 330 - 6 - 390 - 7 - 425	2	575 - 10 - 645 - 15 - 900
3	300 - 6 - 360 - 7 - 402 - 8 - 450	3	600 - 10 - 650 - 15 - 830 - 20 - 950
4	310 - 6 - 328 - 7 - 356 - 8 - 436 - 9 - 490	4	640 - 15 - 820 - 20 - 1000
5	330 - 8 - 410 - 9 - 455 - 10 - 515	5	660 - 15 - 810 - 20 - 1050
6	340 - 8 - 380 - 9 - 425 - 10 - 535	6	675 - 20 - 975 - 25 - 1125
7	350 - 10 - 460 - 12 - 580	7	675 - 25 - 1100 - 30 - 1340
8	370 - 10 - 450 - 12 - 510 - 15 - 600	8	700 - 20 - 940 - 25 - 1140
9	390 - 12 - 438 - 13 - 490 - 15 - 685	9	740 - 20 - 920 - 25 - 1245
10	420 - 13 - 485 - 15 - 635 - 17 - 720	10	780 - 20 - 880 - 25 - 1080 - 30 - 1320
11	350 - 15 - 650 - 16 - 730	11	825 - 25 - 1100 - 30 - 1430
12	450 - 15 - 525 - 16 - 605 - 18 - 785		
13	470 - 16 - 550 - 18 - 730 - 20 - 830	12	850 - 25 - 1100 - 30 - 1400 - 40 - 1600
14	450 - 15 - 525 - 16 - 605 - 18 - 785 - 20 - 885		
15	520 - 18 - 700 - 20 - 800 - 25 - 900	13	950 - 25 - 1100 - 30 - 1400 - 40 - 1640
16	535 - 18 - 625 - 20 - 825 - 25 - 950	14	975 - 25 - 1100 - 30 - 1400 - 40 - 1720
17	570 - 20 - 670 - 25 - 920 - 30 - 1070		
18	600 - 20 - 660 - 25 - 860 - 30 - 1100	15	1050 - 30 - 1200 - 40 - 2000
19	650 - 25 - 850 - 30 - 1150	16	1100 - 40 - 1500 - 50 - 2100
20	700 - 25 - 800 - 30 - 890 - 35 - 1030 - 40 - 1270	17	1150 - 40 - 1470 - 50 - 2270
21	725 - 25 - 800 - 30 - 890 - 35 - 1030 - 40 - 1350		

22	750 - 30 - 990 - 40 - 1150 - 50 - 1450	18	1250 - 50 - 1600 - 60 - 1900 - 75 - 2500
23	800 - 30 - 830 - 40 - 950 - 50 - 1550	19	1300 - 60 - 1600 - 75 - 2650
24	910 - 40 - 950 - 50 - 1550	20	1500 - 60 - 1560 - 75 - 2685
25	975 - 50 - 1325 - 60 - 1625	21	1600 - 75 - 2200 - 85 - 2710
26	1125 - 60 - 1725	22	1950 - 75 - 2100 - 85 - 2950
27	1200 - 60 - 1800		
28	1300 - 60 - 1600 - 75 - 1900	23	2100 - 85 - 2440 - 100 - 3040
29	1450 - 75 - 2050	24	2250 - 100 - 2850 - 125 - 3350
30	1650 - 75 - 2175	25	2450 - 100 - 2850 - 125 - 3600
31	1800 - 75 - 2250	26	2600 - 100 - 2800 - 125 - 3800
32	2500 - 125/2 - 2750	27	3700 - 125 - 4200

SCHEDULE OF PAY SCALES AS ON 1-7-1988

(G.O. (P) No.480/89/Fin. dated 1-11-89)

Sl. No.	Scale of pay (1983)	Sl. No.	Scale of pay (1988)
1	550 - 10 - 650 - 15 - 800	1	750 - 10 - 760 - 15 - 805 - 20 - 925 - 25 - 1025
2	575 - 10 - 645 - 15 - 900	2	775 - 15 - 805 - 20 - 925 - 25 - 1100 - 30 - 1160
3	600 - 10 - 650 - 15 - 830 - 20 - 950	3	805 - 20 - 925 - 25 - 1100 - 30 - 1190
4	640 - 15 - 820 - 20 - 1000	4	825 - 20 - 925 - 25 - 1100 - 30 - 1250 - 40 - 1290
5	660 - 15 - 810 - 20 - 1050	5	845 - 20 - 925 - 25 - 1100 - 30 - 1250 - 40 - 1370
6	675 - 20 - 975 - 25 - 1125	6	865 - 20 - 925 - 25 - 1100 - 30 - 1250 - 40 - 1450
7	675 - 25 - 1100 - 30 - 1340		
8	700 - 20 - 940 - 25 - 1140	7	905 - 20 - 925 - 25 - 1100 - 30 - 1250 - 40 - 1490
9	740 - 20 - 920 - 25 - 1245	8	950 - 25 - 1100 - 30 - 1250 - 40 - 1530 - 60 - 1590
10	780 - 20 - 880 - 25 - 1080 - 30 - 1320	9	1000 - 25 - 1100 - 30 - 1250 - 40 - 1530 - 60 - 1710
11	825 - 25 - 1100 - 30 - 1430	10	1050 - 25 - 1100 - 30 - 1250 - 40 - 1530 - 60 - 1830
12	850 - 25 - 1100 - 30 - 1400 - 40 - 1600	11	1100 - 30 - 1250 - 40 - 1530 - 60 - 1830 - 80 - 2070
13	950 - 25 - 1100 - 30 - 1400 - 40 - 1640	12	1220 - 30 - 1250 - 40 - 1530 - 60 - 1830 - 80 - 2150
14	975 - 25 - 1100 - 30 - 1400 - 40 - 1720	13	1250 - 40 - 1530 - 60 - 1830 - 80 - 2230
15	1050 - 30 - 1200 - 40 - 2000	14	1330 - 40 - 1530 - 60 - 1830 - 80 - 2470 - 85 - 2555
16	1100 - 40 - 1500 - 50 - 2100	15	1370 - 40 - 1530 - 60 - 1830 - 80 - 2470 - 85 - 2640
17	1150 - 40 - 1470 - 50 - 2270	16	1450 - 40 - 1530 - 60 - 1830 - 80 - 2470 - 85 - 2725 - 100 - 2825
18	1250 - 50 - 1600 - 60 - 1900 - 75 - 2500	17	1590 - 60 - 1830 - 80 - 2470 - 85 - 2725 - 100 - 2925 - 125 - 3050
19	1300 - 60 - 1600 - 75 - 2650	18	1650 - 60 - 1830 - 80 - 2470 - 85 - 2725 - 100 - 2925 - 125 - 3175
20	1500 - 60 - 1560 - 75 - 2685	19	1830 - 80 - 2470 - 85 - 2725 - 100 - 2925 - 125 - 3425
21	1600 - 75 - 2200 - 85 - 2710	20	2070 - 80 - 2470 - 85 - 2725 - 100 - 2925 -

			125 -3550
22	1950 - 75 - 2100 - 85 - 2950	21	2470 - 85 - 2725 - 100 - 2925 - 125 - 3675
23	2100 - 85 - 2440 - 100 - 3040	22	2640 - 85 - 2725 - 100 - 2925 - 125 - 3675 - 140 -3815
24	2250 - 100 - 2850 - 125 - 3350	23	2825 - 100 - 2975 - 125 - 3675 - 140 - 4095
25	2450 - 100 - 2850 - 125 - 3600	24	3050 - 125 - 3675 - 140 - 4095 - 170 - 4435
26	2600 - 100 - 2800 - 125 - 3800	25	3175 - 125 - 3675 - 140 - 4095 - 170 - 4605
27	3700 - 125 - 4200	26	4435 - 170 - 5285

SCHEDULE OF PAY SCALES AS ON 1-3-1992**(G.O. (P) No.600/93/Fin. dated25-9-93 & G.O.(P) No.930/93(2)/Fin. dated8-12-93)**

Sl. No.	Scale of pay (1988)	Sl. No.	Scale of pay (1992)
1	750 - 10 - 760 - 15 - 805 - 20 - 925 - 25 - 1025	1	775 - 12 - 955 - 14 - 1025 - 20 - 1065
2	775 - 15 - 805 - 20 - 925 - 25 - 1100 - 30 - 1160	2	800 - 15 - 1010 - 20 - 1150 - 25 - 1300
3	805 - 20 - 925 - 25 - 1100 - 30 - 1190	3	825 - 15 - 900 - 20 - 1200 - 25 - 1450
4	825 - 20 - 925 - 25 - 1100 - 30 - 1250 - 40 - 1290	4	950 - 20 - 1150 - 25 - 1650
5	845 - 20 - 925 - 25 - 1100 - 30 - 1250 - 40 - 1370	5	1050 - 25 - 1150 - 30 - 1660
6	865 - 20 - 925 - 25 - 1100 - 30 - 1250 - 40 - 1450	6	1125 - 25 - 1150 - 30 - 1720
7	905 - 20 - 925 - 25 - 1100 - 30 - 1250 - 40 - 1490	7	1200 - 30 - 1560 - 40 - 2040
8	950 - 25 - 1100 - 30 - 1250 - 40 - 1530 - 60 - 1590	8	1350 - 30 - 1440 - 40 - 1800 - 50 -2200
9	1000 - 25 - 1100 - 30 - 1250 - 40 - 1530 - 60 - 1710	9	1400 - 40 - 1800 - 50 - 2300
10	1050 - 25 - 1100 - 30 - 1250 - 40 - 1530 - 60 - 1830	10	1400 - 40 - 1600 - 50 - 2300 -60 -2600
11	1100 - 30 - 1250 - 40 - 1530 - 60 - 1830 - 80 - 2070	11	1520 - 40 - 1600 - 50 - 2300 - 60 -2660
12	1220 - 30 - 1250 - 40 - 1530 - 60 - 1830 - 80 - 2150	12	1600 - 50 - 2300 - 60 - 2660
13	1250 - 40 - 1530 - 60 - 1830 - 80 - 2230	13	1640 - 60 - 2600 - 75 - 2900
14	1330 - 40 - 1530 - 60 - 1830 - 80 - 2470 - 85 - 2555	14	1760 - 60 - 2600 - 75 - 3050
14a	1330 - 40 - 1530 - 60 - 1830 - 80 - 2470 - 85 -2555+Rs. 50 Spl.pay	15	2000 - 60 - 2300 - 75 - 3200
15	1370- 40 - 1530 - 60 - 1830 - 80 - 2470 - 85 - 2640	16	2060 - 60 - 2300 - 75 - 3200
16	1450 - 40 - 1530 - 60 - 1830 - 80 - 2470 - 85 -2725 - 100 - 2825	17	2200 - 75 - 2800 - 100 - 3500
17	1590 - 60 - 1830 - 80 - 2470 - 85 - 2725 - 100 -2925 - 125 - 3050	18	2375 - 75 - 2900 - 100 - 3500
18	1650 - 60 - 1830 - 80 - 2470 - 85 - 2725 - 100 -2925 - 125 -3175	19	2500 - 75 - 2800 - 100 - 4000
19	1830 - 80 -2470 - 85 - 2725 - 100 - 2925 - 125 -3425	20	2650 - 75 - 2800 - 100 - 4200
20	2070 - 80 - 2470 - 85 - 2725 - 100 - 2925 -		

	125 -3550		
21	2470 – 85 – 2725 – 100 – 2925 – 125 - 3675	21	3000 – 100 – 3500 – 125 – 5000
22	2640 – 85 – 2725 – 100 – 2925 – 125 - 3675 - 140 -3815	22	3900 – 125 – 4775 – 150 – 5075
23	2825 – 100 – 2975 – 125 – 3675 – 140 - 4095	23	4200 – 125 – 4700 – 150 – 5300
24	3050 – 125 – 3675 – 140 – 4095 – 170 - 4435	24	4500 – 150 – 5700
25	3175 – 125 – 3675 – 140 – 4095 – 170 - 4605	25	5100 – 150 – 5700
26	4435 – 170 – 5285	26	5100 – 150 – 6300
27		27	5900 -150 – 6700

SCHEDULE OF PAY SCALES AS ON 1-3-1997

(G.O. (P) No.3000/98/Fin. dated25-11-98)

Sl. No.	Scale of pay (1992)	Scale of pay (1997)
S1	775 – 12 – 955 – 14 – 1025 – 20 - 1065	2610 – 60 – 3150 – 65 – 3540 – 70 -3680
S2	800 – 15 – 1010 – 20 – 1150 – 25 - 1300	2650-65-3300-70-4000-75-4150
S3	825 – 15 – 900 – 20 – 1200 – 25 - 1450	2750 – 70 – 3800 – 75 – 4625
S4	950 – 20 – 1150 – 25 - 1650	3050 – 75 – 3950 – 80 – 5230
S5	1050 – 25 – 1150 – 30 - 1660	3350 – 80 – 3830 – 85 – 5275
S6	1125 – 25 – 1150 – 30 - 1720	3590 – 85 – 4100 – 100 – 5400
S7	1200 – 30 – 1560 – 40 - 2040	4000 – 90 – 4090 – 100 – 6090
S8	1350 – 30 – 1440 – 40 – 1800 -50 - 2200	4500 – 100 – 5000 – 125 – 7000
S9	1400 – 40 – 1800 – 50 - 2300	4600 – 100 – 5000 – 125 – 7125
S10	1400 – 40 – 1600 – 50 – 2300 – 60 - 2600	4600 – 100 – 5000 – 125 – 5750 - 150 -8000
S11	1520 – 40 – 1600 – 50 – 2300 -60 - 2660	5000 – 125 – 5750 – 150 – 8150
S12	1600 – 50 – 2300 – 60 - 2660	5250 – 125 – 5750 – 150 – 8150
S13	1640 – 60 – 2600 – 75 - 2900	5500 – 150 – 6100 – 175 – 9075
S14	1760 – 60 – 2600 – 75 - 3050	5800 – 150 – 6100 – 175 – 9425
S15	2000 – 60 – 2300 – 75 - 3200	6500 – 175 – 7550 – 200 – 10550
S16	2060 – 60 – 2300 – 75 - 3200	6675 – 175 – 7550 – 200 – 10550
S17	2200 – 75 – 2800 – 100 - 3500	7200 – 200 – 7800 – 225 – 11400
S18	2375 – 75 – 2900 – 100 - 3500	7450 – 200 – 7650 – 225 – 11475
S19	2500 – 75 – 2800 – 100 - 4000	7800 – 225 – 8475 – 250 – 12975
S20	2650 – 75 - 2800 - 100 - 4200	8250 - 250 - 9250 - 275 – 13650
S21	3000 – 100 – 3500 – 125 - 5000	10000 – 300 – 10600 – 325 – 15150
S22	3900 - 125 - 4775 - 150 - 5075	12000-350 - 12700 - 375 -15325
S23	4200 – 125 – 4700 – 150 - 5300	12600 – 375 – 15600
S24	4500 – 150 - 5700	14000 - 400 – 18000
S25	5100 – 150 - 5700	14300 – 400 – 18300
S26	5100- 150 - 6300	16300 - 400 – 18300
S27	5900 – 150 – 6500 – 200 - 6700	16300 – 450 - 19900

SCHEDULE OF PAY SCALES AS ON 1-7-2004

(G.O. (P) No.145/2006/Fin. dated 25-3-2006& G.O. (P) No.262 /2007/Fin. dated 19-6-2007)

	Scale of pay (1997)		Scale of pay (2004)
S1	2610 - 60 - 3150 - 65 - 3540 - 70 - 3680	S1	4510 - 120 - 4990 - 130 - 5510 - 140 - 5930 - 150 - 6230
S2	2650 - 65 - 3300 - 70 - 4000 - 75 - 4150	S2	4630 - 120 - 4990 - 130 - 5510 - 140 - 5930 - 150 - 6680 -160 -7000
S3	2750 - 70 - 3800 - 75 - 4625	S3	4750 - 120 - 4990 - 130 - 5510 - 140 - 5930 - 150 - 6680 - 160 -7480 - 170 - 7820
S4	3050 - 75 - 3950 - 80 - 5230	S4	5250 - 130 - 5510 - 140 - 5930 - 150 - 6680 - 160 - 7480 -170 -7990 - 200 - 8390
S5	3350 - 80 - 3830 - 85 - 5275	S5	5650 - 140 - 5930 - 150 - 6680 - 160 - 7480 - 170 - 7990 -200 -8790
S6	3590 - 85 - 4100 - 100 - 5400	S6	6080 - 150 - 6680 - 160 - 7480 - 170 - 7990 - 200 - 9590 -240 -9830
S7	4000 - 90 - 4090 - 100 - 6090	S7	6680 - 160 - 7480 - 170 - 7990 - 200 - 9590 - 240 - 10790
S8	4500 - 100 - 5000 - 125 - 7000	S8	7480 - 170 - 7990 - 200 - 9590 - 240 - 10790 - 280 - 11910
S9	4600 - 100 - 5000 - 125 - 7125	S9	7990 - 200 - 9590 - 240 - 10790 - 280 - 11910 - 340 - 12930
S10	4600 - 100 - 5000 - 125 - 5750 - 150 - 8000		
S11	5000 - 125 - 5750 - 150 - 8150	S10	8390 - 200 - 9590 - 240 - 10790 - 280 - 11910 - 340 - 13270
S12	5250 - 125 - 5750 - 150 - 8150	S11	8790 - 200 - 9590 - 240 - 10790 - 280 - 11910 - 340 - 13610
S13	5500 - 150 - 6100 - 175 - 9075	S12	9190 - 200 - 9590 - 240 - 10790 - 280 - 11910 - 340 - 13610 - 380- 15510
S14	5800 - 150 - 6100 - 175 - 9425	S13	9590 - 240 - 10790 - 280 - 11910 - 340 - 13610 - 380 - 16650
S15	6500 - 175 - 7550 - 200 - 10550	S14	10790 - 280 - 11910 - 340 - 13610 - 380 - 16650 - 450 -18000
S16	6675 - 175 - 7550 - 200 - 10550	S15	11070 - 280 - 11910-340 - 13610 - 380 - 16650 - 450 - 18450
S17	7200 - 200 - 7800 - 225 - 11400	S16	11910 - 340 - 13610 - 380 - 16650 - 450 - 19350
S18	7450 - 200 - 7650 - 225 - 11475	S17	12250 - 340 - 13610 - 380 - 16650 - 450 - 19800
S19	7800 - 225 - 8475 - 250 - 12975	S18	12930 - 340 - 13610 - 380 - 16650 - 450 - 20250
S20	8250 - 250 - 9250 - 275 - 13650	S19	13610 - 380 - 16650 - 450 - 20700
S21	10000 - 300 - 10600 - 325 - 15150	S20	16650 - 450 - 20700 - 500 - 23200
S22	12000 - 350 - 12700 - 375 - 15325	S21	20700 - 500 - 23200 - 550 - 25400 - 600 - 26600
S23	12600 - 375 - 15600		
S24	14000 - 400 - 18000	S22	23200 - 550 - 25400 - 600 - 26600 - 650 - 31150
S25	14300 - 400 - 18300	S23	25400 - 600 - 26600 - 650 - 33100
S26	16300 - 400 - 18300	S24	26600 - 650 - 33750
S27	16300 - 450 - 19900		
			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

SCHEDULE OF PAY SCALES AS ON 1-7-2009**G.O. (P) No.85/2011/Fin dt 26.02.2011)**

Sl. No	Scales of pay (2004)	Sl. No	Revised scales of pay (2009)
1	4510-120-4990-130-5510-140-5930-150-6230	1	8500-230-9190-250-9940-270-11020-300-12220-330-13210
2	4630-120-4990-130-5510-140-5930-150-6680-160-7000	2	8730-230-9190-250-9940-270-11020-300-12220-330-13540
3	4750-120-4990-130-5510-140-5930-150-6680-160-7480-170-7820	3	8960-230-9190-250-9940-270-11020-300-12220-330-13540-360-14260
4	5250-130-5510-140-5930-150-6680-160-7480-170-7990-200-8390	4	9190-250-9940-270-11020-300-12220-330-13540-360-14980-400-15780
5	5650-140-5930-150-6680-160-7480-170-7990-200-8790	5	9940-270-11020-300-12220-330-13540-360-14980-400-16580
6	6080-150-6680-160-7480-170-7990-200-9590-240-9830	6	10480-270-11020-300-12220-330-13540-360-14980-400-16980-440-18300
7	6680-160-7480-170-7990-200-9590-240-10790	7	11620-300-12220-330-13540-360-14980-400-16980-440-18740-500-20240
8	7480-170-7990-200-9590-240-10790-280-11910	8	13210-330-13540-360-14980-400-16980-440-18740-500-21240-560-22360
9	7990-200-9590-240-10790-280-11910-340-12930	9	13900-360-14980-400-16980-440-18740-500-21240-560-24040
10	8390-200-9590-240-10790-280-11910-340-13270	10	14620-360-14980-400-16980-440-18740-500-21240-560-24040-620-25280
11	8790-200-9590-240-10790-280-11910-340-13610	11	15380-400-16980-440-18740-500-21240-560-24040-620-25900
12	9190-200-9590-240-10790-280-11910-340-13610-380-15510	12	16180-400-16980-440-18740-500-21240-560-24040-620-27140-680-29180
13	9590-240-10790-280-11910-340-13610-380-16650	13	16980-440-18740-500-21240-560-24040-620-27140-680-29860-750-31360
14	10790-280-11910-340-13610-380-16650-450-18000	14	18740-500-21240-560-24040-620-27140-680-29860-750-32860-820-33680
15	11070-280-11910-340-13610-380-16650-450-18450	15	19240-500-21240-560-24040-620-27140-680-29860-750-32860-820-34500
16	11910-340-13610-380-16650-450-19350	16	20740-500-21240-560-24040-620-27140-680-29860-750-32860-820-36140
17	12250-340-13610-380-16650-450-19800	17	21240-560-24040-620-27140-680-29860-750-32860-820-36140-900-37040
18	12930-340-13610-380-16650-450-20250	18	22360-560-24040-620-27140-680-29860-750-32860-820-36140-900-37940
19	13610-380-16650-450-20700	19	24040-620-27140-680-29860-750-32860-820-36140-900-38840
20	16650-450-20700-500-23200	20	29180-680-29860-750-32860-820-36140-900-40640-1000-43640
		21	32110-750-32860-820-36140-900-40640-1000-44640
21	20700-500-23200-550-25400-600-26600	22	36140-900-40640-1000-48640-1100-49740
22	23200-550-25400-600-26600-650-31150	23	40640-1000-48640-1100-57440
		24	42640-1000-48640-1100-57440-1200-58640
23	25400-600-26600-650-33100	25	44640-1000-48640-1100-57440-1200-58640
24	26600-650-33750	26	46640-1000-48640-1100-57440-1200-59840
		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

SCHEDULE OF PAY SCALES AS ON 1-7-2014**(G.O. (P) No.7/2016/Fin dated 20/01/2016)**

Scale No.	Scales of Pay (2009)	Revised Scales of Pay (2014)
1	8500-230-9190-250-9940-270-11020-300-12220-330-13210	16500-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-35700
2	8730-230-9190-250-9940-270-11020-300-12220-330-13540	17000-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500
3	8960-230-9190-250-9940-270-11020-300-12220-330-13540-360-14260	17500-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-39500
4	9190-250-9940-270-11020-300-12220-330-13540-360-14980-400-15780	18000-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-41500
5	9940-270-11020-300-12220-330-13540-360-14980-400-16580	19000-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-43600
6	10480-270-11020-300-12220-330-13540-360-14980-400-16980-440-18300	20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-45800
7	11620-300-12220-330-13540-360-14980-400-16980-440-18740-500-20240	22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-48000
8	13210-330-13540-360-14980-400-16980-440-18740-500-21240-560-22360	25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000
9	13900-360-14980-400-16980-440-18740-500-21240-560-24040	26500-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-56700
10	14620-360-14980-400-16980-440-18740-500-21240-560-24040-620-25280	27800-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400
11	15380-400-16980-440-18740-500-21240-560-24040-620-25900	29200-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-62400
12	16180-400-16980-440-18740-500-21240-560-24040-620-27140-680-29180	30700-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400
13	16980-440-18740-500-21240-560-24040-620-27140-680-29860-750-31360	32300-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-68700
14	18740-500-21240-560-24040-620-27140-680-29860-750-32860-820-33680	35700-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-75600

15	19240-500-21240-560-24040-620-27140-680-29860-750-32860-820-34500	36600-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-79200
16	20740-500-21240-560-24040-620-27140-680-29860-750-32860-820-36140	39500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-83000
17	21240-560-24040-620-27140-680-29860-750-32860-820-36140-900-37040	40500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-85000
18	22360-560-24040-620-27140-680-29860-750-32860-820-36140-900-37940	42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-87000
19	24040-620-27140-680-29860-750-32860-820-36140-900-38840	45800-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-89000
20	29180-680-29860-750-32860-820-36140-900-40640-1000-43640	55350-1350-59400-1500-65400-1650-72000-1800-81000-2000-97000-2200-101400
21	32110-750-32860-820-36140-900-40640-1000-44640	60900-1500-65400-1650-72000-1800-81000-2000-97000-2200-103600
22	36140-900-40640-1000-48640-1100-49740	68700-1650-72000-1800-81000-2000-97000-2200-108000-2400-110400
23	40640-1000-48640-1100-57440	77400-1800-81000-2000-97000-2200-108000-2400-115200
24	42640-1000-48640-1100-57440-1200-58640	81000-2000-97000-2200-108000-2400-117600
25	44640-1000-48640-1100-57440-1200-58640	85000-2000-97000-2200-108000-2400-117600
26	46640-1000-48640-1100-57440-1200-59840	89000-2000-97000-2200-108000-2400-120000
27	48640-1100-57440-1200-59840	93000-2000-97000-2200-108000-2400-120000
Master Scale	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	16500-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-97000-2200-108000-2400-120000

Introduction

3.1 Kerala economy has received a great deal of attention from development theorists and practitioners from India and abroad for its substantial achievements in social sectors such as health, education and social welfare despite having low percapita income. This was first brought to the notice of the world by a Study of Centre for Development Studies in 1975. Till the early 90s, Kerala's percapita income was much lower than that of the national percapita income and the proportion of population below poverty line was higher than the all-India average. But since then, there has been a turnaround in Kerala's growth performance while maintaining its achievements in the social sectors. By 2018-19, Kerala's percapita income was 75 % higher than the all-India figure with the proportion of the poor close to 15 percentage points below the national figure of 21.92 percent. Decline in population growth rates, more inclusive macroeconomic policies and massive inflow of foreign remittances could be attributed to Kerala's impressive growth story. Though, Kerala is one of the fastest growing state economies in India, its finances are under severe stress. With limited revenue mobilisation possibilities and mounting committed expenditures, fiscal management in the economy has become a tight rope walk.

The focus of this chapter is the revenue receipts of the Government of Kerala, the steady increases in committed expenditure, the increasing shrinkage of its fiscal space and the consequent spike in debt and the wage trends in the economy in the context of the decelerating growth of the Indian economy since 2016-17. This chapter is organised in five parts. Part I discusses the challenges of growth and tax and non- tax revenue mobilisation in Kerala in the larger context of recent Indian growth. Part II analyses the trends in government expenditure, deficits and debt. It then takes up the implications of growing revenue deficit on capital spending against the backdrop of the Fiscal Responsibility and Budget Management (FRBM) Act. Part III deliberates on wage trends in the economy, and salaries and employment in the government. In Part IV, the Covid 19 impact on economic growth, revenue mobilisation and expenditures, particularly the committed

expenditure is analysed. Part V summarises the discussions and the implications for the State's fiscal architecture. Comparisons with the neighbouring States is given wherever necessary.

Part I – Challenges of Growth and Revenue Mobilisation

Growth of the Kerala Economy

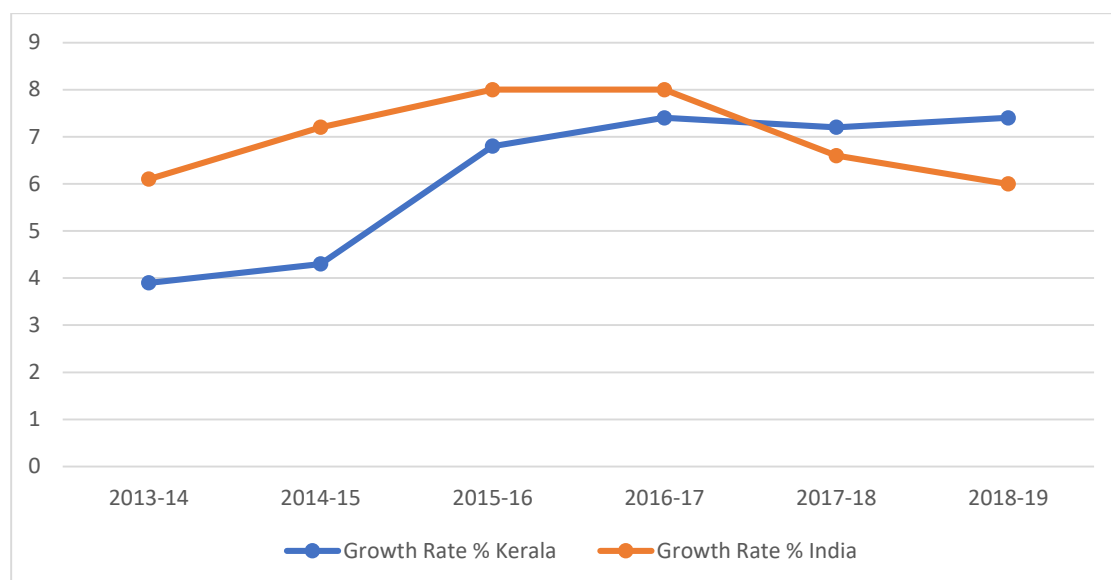
3.2 The growth trajectory of Kerala economy over 2013-14 to 2019-20 is at variance with that of the Nation (Table 1 and Fig. 1). Indian growth continued to remain above Kerala's till 2016-17. But Kerala growth rate went above Indian rate by 2017-18 and remained so thereafter.

Table 1: Growth Rates of Kerala and India: 2013-14 to 2018-19

Year	Growth Rate %	
	Kerala	India
2013-14	3.9	6.1
2014-15	4.3	7.2
2015-16	6.8	8
2016-17	7.4	8
2017-18	7.2	6.6
2018-19	7.4	6
2019-20	7.5	4.2

Source: Kerala Economic Review

An analysis of the growth rates of the major sectors during 2013-14 to 2018-19 shows that agriculture, forestry and fishing (accounting for about 10-12 per cent of GSDP) continues to be in the negative zone and has a depressing effect on the overall growth rate. Manufacturing (accounting for about 10 per cent of GSDP) growth rate fluctuated widely falling to -4.65 percent one year and rising to over 28 per cent another year. It was the fairly consistent growth in construction, transport, trade and banking sectors that had been holding up the growth of GSDP, though with fluctuating fortunes. Banking and financial services which continued with its high growth till 2015-16 reported a sharp drop in 2016-17 and has not recovered from the after effects of demonetization and the banking crisis. Only real estate, ownership of dwelling and professional services is continuing with the high growth rates.

Figure 1: Growth Rates: Kerala and India

The sectors that held up the GSDP growth in the three years till 2018-19 were, public administration and other services. It may be noted that 'other services' consist, inter alia, of health and education services which in Kerala are largely in the government sector. The two sectors together account for close to 20 per cent of the GSDP. In Kerala, the salary arrears were paid over a period of three years from 2016-17 and hence got reflected as relatively high growth rates over the three years. As this effect wears off it is bound to show up as lower GSDP growth.

Table 2: Annual Growth Rates of GVA of Kerala (at Constant Prices)

Industry	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
Agriculture, forestry and fishing	-6.31	0.02	-5.1	-0.65	1.72	-0.52
Mining and Quarrying	50.14	60.76	-67.87	45.45	18.94	-14.6
Manufacturing	-4.65	2.85	28.43	18.19	3.67	11.16
Electricity, gas, water supply and other Utility	8.11	-5.27	0.08	-13.19	27.18	12
Construction	9.15	2.29	-0.04	7.81	4.01	6.35
Trade, repair, hotels and restaurants	2.23	6.15	7.55	1.7	13.26	6.99
Transport storage, communication and services related to broad casting	10.68	4.35	3.63	4.17	-2.26	-1.04
Financial services	11.02	8.37	13.21	4.61	0.77	0.77

Real estate, ownership of dwelling and professional services	14.27	9.27	6.72	7.86	10.63	8.73
Public administration and defence	-0.32	-13.14	1.62	8.97	11.23	14.69
other services	2.37	0.92	7.32	12.61	9.54	17.03
GVA at Base Price	4.29	3.83	5.34	7.11	6.84	7.51

Source: Kerala Economic Review, various issues; ecostat.kerala.gov.in accessed March 30, 2020.

In sum, there is not much hope for growth in Kerala as almost all the sectors which contributed to high growth, such as construction, transport, banking and financial services are reporting low growth. Trade and real estate growth have moderated and agriculture and allied activities has been showing consistent negative growth. It is doubtful whether manufacturing with a small share of 10 per cent in GSDP can sustain overall growth of GSDP at more than 7 per cent a year.

Revenue Receipts of Kerala

3.3 State's revenue receipts consist of state's own tax revenue (SOTR), State's own non- tax revenue (SONTR), and transfers from the central government under the two heads of share of central taxes and grant-in-aid. Among the three, SOTR is the largest component accounting for almost 60 per cent of the total revenue receipts of the State. The percentage which was above 65 in 2013-14, sharply fell close to 55 in 2018-19 (Table 7). This trend is observable in all components of Tax revenue like GST, sales tax and excise, stamp duty and registration and motor vehicle tax. The annual percentage change in SOTR remained around 10 percent which is much short of a desired level of 15 percent. The period beginning 2013-14 had the State's own tax revenue close to 7 per cent of GSDP at current prices (Table 3). It remained a little less than 7 percent throughout the period. With all the major components of SOTR showing signs of severe slump it is very unlikely that the Tax-GSDP position will improve in the near future. GST, though rolled out with great fanfare, not only did not yield the expected revenue, but the revenue went down year by year.

Table3: Trends in State's Own Tax Revenue

Year	SOTR (₹ Crore)	Annual Growth Rate of SOTR (%)	GSDP at Current Prices (₹ Crore)	SOTR as % of GSDP
2013-14	31995.02	6.38	465041.20	6.88
2014-15	35232.50	10.12	512564.10	6.87
2015-16	38995.15	10.68	561993.60	6.93

2016-17	42176.38	8.16	616357.00	6.84
2017-18	46459.61	10.16	686764.40	6.77
2018-19	50644.10	9.01	781653.30	6.48

Source: Kerala Economic Review, 2020

Non-Tax Revenue- Lotteries

3.4 The share of State's Own Non-Tax Revenue (SONTR) in Revenue Receipts was close to 11 percent in 2013-14 and it has continued to remain at around 12 per cent till now (Table 4). The main factor explaining the small rise in the share of NTR is the remarkable increase in revenue from lotteries in the State. Lotteries contribute almost 80 percent of the State's non-tax revenue. While emphasising the contribution of lotteries to NTR, it should not be overlooked that the non-plan revenue expenditure on lotteries (gross expenditure) is as high as 84 percent of the revenue from lotteries.

Table 4. Share of SONTR in Revenue Receipts and Lottery Receipts in SONTR, 2013-14 to 2018-19

Year	SONTR/RR-%	SONTR-%Change	Lottery Receipts/SONTR-%
2013-14	11.33	32.79	68.08
2014-15	12.56	30.65	74.75
2015-16	12.2	15.68	74.43
2016-17	12.82	15.13	75.09
2017-18	13.49	15.46	80.66
2018-19	12.69	5.21	78.63

Source: GOK, Budget in Brief, Various Issues.

Table 5: Percapita Revenue Receipts (₹)

States	Tax Revenue Percapita		Non-Tax Revenue Percapita	
	2001-02	2017-18	2001-02	2017-18
Andhra Pradesh	1657	10269 (520)	823	5207 (533)
Karnataka	1868	13769 (637)	539	4286 (695)
Kerala	1860	13978 (652)	477	5726 (1100)
Tamil Nadu	2095	12582 (501)	473	3318 (610)

Note: Figures in the brackets indicate percent increase from the previous period. Source: Estimated from RBI, Study of State Finances

From the analysis in this section, it is clear that the potential for further enhancement of revenue receipts is rather limited in Kerala unless there is a double digit growth in GSDP which is unlikely to happen in the immediate future. A glance at Table 5 shows that compared to other South Indian states, percapita tax and non-tax revenue collection have gone up enormously in

Kerala during the period 2001-02 to 2017-18. Per capita tax revenue grew over 652 percent in Kerala and non-tax revenue 1100 percent placing Kerala well above the other States. This is further corroborated by the fact that Kerala's tax efforts have been the best among the South Indian States. Though the elasticity of tax efforts has declined over time, the coefficient of tax effort for Kerala has been the highest (Table 6).

Table 6: Elasticity of Tax Effort

States	Elasticity of Tax Efforts	
	2001-02	2017-18
Andhra Pradesh	2.41	1.14
Karnataka	1.64	0.77
Kerala	5.66	1.30
Tamil Nadu	10.10	1.00

Source: Government of Kerala, Annual Budgets, various issues

Central Transfers to Kerala

3.5 Two major components of central devolution are share of taxes and grants as recommended by the Finance Commissions (FC) and grants disbursed by the Central Government. The flow of resources from the Centre to Kerala accounted for about 30 per cent of its revenue receipts from 2013-14 to 2019-20. The First report of the Fifteenth Finance Commission pertaining to the year 2021-22, does not appear to be inimical to the interests of the State though there are still some fears regarding the quantum of devolution. This, however, does not seem to help the state to broaden its fiscal space due to some of the riders attached to devolution. A clear picture may emerge only after the release of the final report of the XV Finance Commission.

Table 7: The Trends in the Components of Revenue Receipts

Year	SOTR/RR%	SONTR/RR%	Central Transfers/RR%
2013-14	65.06	11.34	23.60
2014-15	60.80	12.57	26.63
2015-16	56.49	12.21	31.31
2016-17	55.78	12.83	31.39
2017-18	55.96	13.49	30.55
2018-19	54.54	12.69	32.77
2019-20 RE	56.21	13.37	30.42

Source: GOK, Budget in Brief, Various Issues

Table 7 and 8 clearly show that not only the State's own revenue base is not expanding enough to meet the increasing expenditures, but also the share of total revenue receipts in GSDP has been stagnant for many years now. In the context of the current pandemic, the share is unlikely to increase in the immediate future.

Table 8: Trends in the Components of Revenue Receipts as Percent of GSDP

Year	SOTR/GSDP (%)	SONTR/ GSDP (%)	Central Transfers/ GSDP (%)	TRR/GSDP (%)
2013-14	6.88	1.20	2.50	10.57
2014-15	6.87	1.42	3.01	11.31
2015-16	6.94	1.50	3.85	12.28
2016-17	6.84	1.57	3.85	12.26
2017-18	6.76	1.63	3.69	12.09
2018-19	6.48	1.51	3.89	11.88
2019-20 RE	7.55	1.73	3.96	13.24

Part II – Expenditure, Deficits and Debt

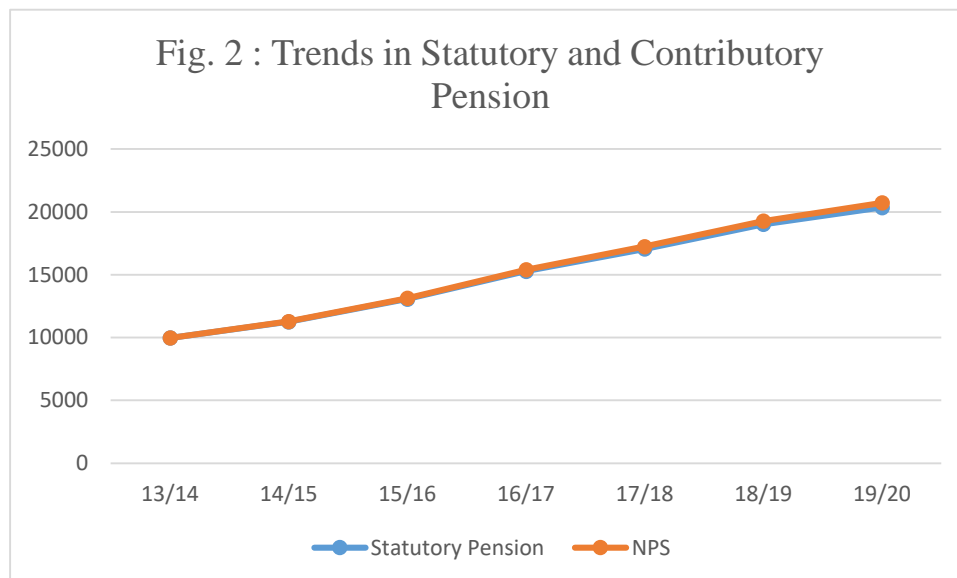
3.6 This part of the chapter analyses the expenditure of the Government of Kerala with the specific objective of finding out the sustainability of higher salary and pension payments in the years to come. The analysis in Part I has shown that Kerala already collects higher per capita tax from its citizens and the scope for mobilising resources- tax, non-tax and central transfers- is rather limited.

Government expenditure in Kerala can be thought of as consisting of four committed parts: salary of employees, pension payments of retirees, interest payments on debt and devolution to the Local Governments. What is left of Total Revenue Receipts after spending on these four heads is available for discretionary spending.

Salary and Pension

3.7 Salary is the major head among the four committed expenditure categories. Any increase in pay or in the number of employees reflects in a higher outgo as salary. Salary share in TRR declined from 39 percent to 34 percent from 2013-14 to 2018-19. A corresponding fall is not observed in the case of pension share which remains around 20 percent throughout the period. The reason for the difference in trends between salary share and pension share is the introduction of National Pension System in Kerala in 2013 (NPS). The new system entailed payment of 10% of the salary including dearness allowance to the NPS corpus of all the employees who joined service from 1 April 2013 by the government. This is an additional payment which started in a small way but by now, about one-fifth of the employees in government service are those who entered service after 1 April 2013. The pension share is bound to increase in this mode till about the middle of 2040s

by which time almost all those who joined service before 2013 would retire. Somewhere along the way the pension share is likely to become larger than the salary share. Figure 2 indicates that the statutory and the National Pension System have been moving in tandem since 2013-14 and that too very steep, and the latter is likely to go above the former sometime in the future.



Salary and Pension together account for over 54 percent of the TRR which is very high leaving very little after meeting the other committed expenditures for discretionary spending. All the components of the committed expenditure taken together is a whopping 78% in 2019-20, though it dropped by almost 11 percentage points from 2013-14 (Table 9).

Table 9: Committed Expenditure and Components as % of TRR

Years	Salary as % of TRR	Pension as % of TRR	Interest as % of TRR	Salary +pension as % of TRR	Devolution to LSGs as % of TRR	Committed Exp. as % of TRR
2011-12	42.17	22.89	16.56	65.06	10.11	91.73
2012-13	39.10	20.09	16.32	59.19	10.92	86.43
2013-14	39.33	20.28	16.81	59.61	12.43	88.85
2014-15	36.95	19.42	16.86	56.37	12.54	85.77
2015-16	34.08	18.92	16.10	53.00	11.10	80.20
2016-17	37.09	20.20	16.03	57.29	11.47	84.79
2017-18	38.43	24.02	18.21	62.45	11.77	92.43
2018-19	33.94	20.48	15.62	54.42	11.07	81.11
2019-20 (R.E.)	32.43	20.55	14.91	52.98	10.03	77.92

Source:(1) Kerala Economic Review, various issues

(2) Kerala Government, LSGD Budget, various years

A comparison with other southern States shows that Kerala's fiscal space is extremely narrow to meet capital expenditure and various other welfare and development expenditures. (Table 10). The average salary in Kerala was ₹6,18,530 per year next only to that in Andhra Pradesh among the southern States in 2017-18. Along with this it may be seen that Kerala had the highest salary per population of ₹ 9367 which is 46 percent more than that in Andhra Pradesh that had the next highest salary per population, though salary per employee in Kerala is lower than that in Andhra Pradesh. It may also be noted that Kerala spends the highest proportion of GSDP on salary compared to the other southern States. In respect of all the indicators listed in Table 10, Karnataka has the lowest tally pointing to higher surplus for discretionary spending.

Interest Payments

3.8 Interest payments are determined by the volume of debt and the interest charged on the debt. The outstanding debt of the State fell from 33.4 percent of GSDP in 2001-02 to 30.15 percent in 2018-19. Interest on debt has fallen. But interest has fallen more rapidly than debt because interest rate on debt has been falling since 2008 from its peak at 12.75-13.25 per cent to 8.25-9.45 per cent in 2019. The marginal fall in interest outgo is largely due to fall in interest rate despite an increase in the volume of outstanding debt (Table 9).

Devolution to Local Governments

3.9 Devolution to local governments have three components: General Purpose Fund; Maintenance Fund; and Expansion and Development Fund. All these components of devolution together account for over 11 per cent of TRR (Table 9). As Panchayat Raj institutions are getting stronger with many more social responsibilities as was witnessed recently in the State, the devolution to LSGs are likely to increase in the future.

Table 10: Some Indicators of Salary in the Southern States

	Andhra Pradesh	Karnataka	Kerala	Tamil Nadu
	2017-18	2017-18	2017-18	2017-18
No. of Employees (in lakhs)	5.31	7.52	5.23	12*
Employment as % of population	1.04	1.14	1.51	1.56
Salary Per Employee (Rs.0.00)	677994	303817	618530	374842
Salary Per Population (Rs.0.00)	6410	3464	9367	5839
Per Employee Salary as % of percapita income	580	226	410	297
Salary as % of GDP	4.1	1.7	4.6	3.2

Note:* indicates employment data reported in The Times of India dated Oct.12/2017

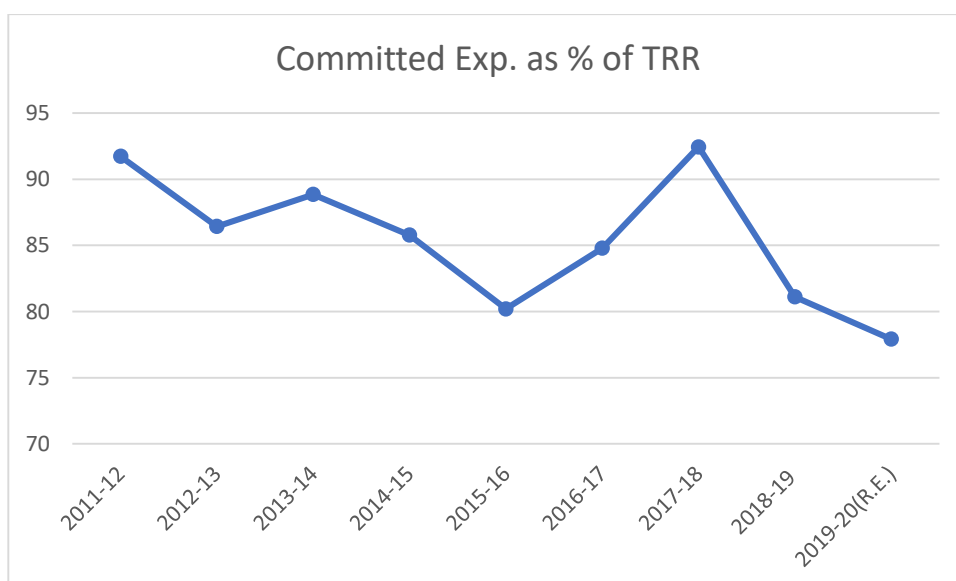
Source: (1) Report of the Sixth State Pay Revision Commission, Karnataka and (2), Kerala Government Budgets, various issues.

Resources for Discretionary Spending

3.10 Figure 4 presents the committed expenditure (salary, pension, interest payment and devolution for all the three purposes to Local Governments) as a proportion of Total Revenue Receipts from 2011-12 to 2019-20 (RE). Even during the beginning of last decade, committed expenditure was as high as 92 percent of TRR (Table 9). This situation is better than that existed till the year 2004-05, when committed expenditure was more than the Total Revenue Receipts of the State leaving nothing for other discretionary spending or capital spending.

The situation is slightly better since then in that about 10 per cent of TRR is available for other spending but this too gets squeezed in years when a hump is seen in the curve (Fig. 3). The humps are seen in those years when the Pay Commission award gets implemented, such as 2011-12, or 2017-18 (Table 9). This cycle consequent upon every pay revision has kept repeating leaving very little resources from the revenue receipts for any discretionary spending or capital spending.

Figure 3. Committed Expenditure as a Proportion of TRR



Kerala's committed expenditure is extremely high, when compared with that of other states (Table 11). The devolution to Local bodies is not included in this Table. This is because clear data, as for Kerala, are not available for other States. Karnataka's share of committed expenditure in total revenue receipts excluding devolution to local bodies is as much as 40 percentage points lower and Tamil Nadu's (whose committed expenditure is already very high) 9 percentage points lower than Kerala's.

Table 11: Committed Expenditure as Percentage of Revenue Receipts for Selected Years: Southern States

Year	Committed Expenditure (Salary, Pension and Interest) as % of Revenue Receipts			
	Andhra Pradesh	Karnataka	Kerala	Tamil Nadu
2002-03	72.12	61.85	86.10	74.10
2007-08	47.43	39.27	77.66	51.07
2012-13	47.69	38.55	73.34	51.57
2017-18	59.42	33.39	73.05	64.42

Source: Reserve Bank of India, Study of State Finances

Note: Devolution to local bodies is not included in this table

Capital Spending

3.11 It was shown above that committed expenditure has been so high that the much needed capital expenditure that goes into creation of productive assets is left with very little. Table 12 shows that capital expenditure on an average has varied between 8 and 13 percent of TRR during the period 2013-14 to 2018-19. The ratio fell from 8.73 percent and then increased for 3 years and fell sharply in 2018-19. Capital spending as a ratio to GSDP was less than 1 percent in 2013-14 and 14-15. Then it increased in the subsequent two years and fell again in 2018-19 signalling a warning bell. Compared to other southern States, Kerala accounts for a much smaller capital spending (Table 13).

Table 12 : Capital Expenditure as Percentage of TRR, TE and GSDP

Year	Cap Ex/TRR	Cap Ex/ TE	Cap Ex/GSDP
2013-14	8.73	6.63	0.92
2014-15	7.34	5.60	0.83
2015-16	10.86	8.70	1.33
2016-17	13.39	10.00	1.64
2017-18	10.54	8.05	1.27
2018-19	8.00	6.31	0.95

Source: KER, various issues

Table 13: Capital Expenditure and Its Share in Total Expenditure: Southern States

States	Capital Expenditure (₹ Crore)		% Share of Capital Expenditure in Total Expenditure	
	2001-02	2017-18	2001-02	2017-18
Andhra Pradesh	4788.50	16271.42	16.22	11.84
Karnataka	2620.14	36483.53	12.34	20.39

Kerala	719.12	10289.46	5.81	9.33
Tamil Nadu	2324.78	26720.23	9.73	13.73

Revenue Deficit and Fiscal Deficit

3.12 A government cannot function by just meeting committed expenditures, such as salary and pension. When it uses up all the revenue receipts on committed expenses it has to turn to borrowing to meet other expenses and that is what Kerala has been doing for long. It has been running huge deficits to meet its current needs. An analysis of the revenue deficit and fiscal deficit will show how Kerala has managed its finances.

Revenue Deficit as percentage of GSDP shows a fluctuating trend. It increased initially, then declined and increased thereafter. However, the RD for 2018-19 is 0.2 percentage points less than that in 2013-14 (Table 14). But Fiscal Deficit more or less follows the same trend with some marginal differences (Figure 4).

This decline in deficits took place largely on the back of Fiscal Responsibility and Budget Management Acts. The lower GSDP growth and poorer tax collection are the reasons for higher deficits to finance the rising committed expenditures. It is also worth noting that after a decline till 2015-16, FD suddenly increased in 2016-17 and 2017-18. This is because the salary arrears due to the award of the 10th Pay Revision Commission was distributed in these years which led to increases in borrowing and the consequent rise in FD.

Table 14: Revenue and Fiscal Deficit as % of Gross State Domestic Product

Year	RD/GSDP (%)	FD/GSDP (%)
2013-14	2.43	3.64
2014-15	2.69	3.64
2015-16	1.72	3.17
2016-17	2.44	4.17
2017-18	2.4	3.83
2018-19	2.23	3.45

Source: KER, various issues

All the southern states had revenue surplus in 2001-02 and this position continued till 2007-08 except for Kerala. Kerala slipped into negative zone much before and had the highest RD throughout. Similarly, next to Andhra Pradesh, Kerala also had the highest fiscal deficit most of the years indicating its stressed fiscal situation (Table 15).

The steadily rising share of pension in TRR too is playing its part in pushing down capital spending. On the whole, it may be noted that the capital spending (as a percentage of GSDP) at the all-State level is also double that of Kerala. Among the southern States, Kerala only has capital spending as percentage of Total Expenditure at single digit level.

Figure 4: Revenue and Fiscal Deficit as % of Gross State Domestic Product

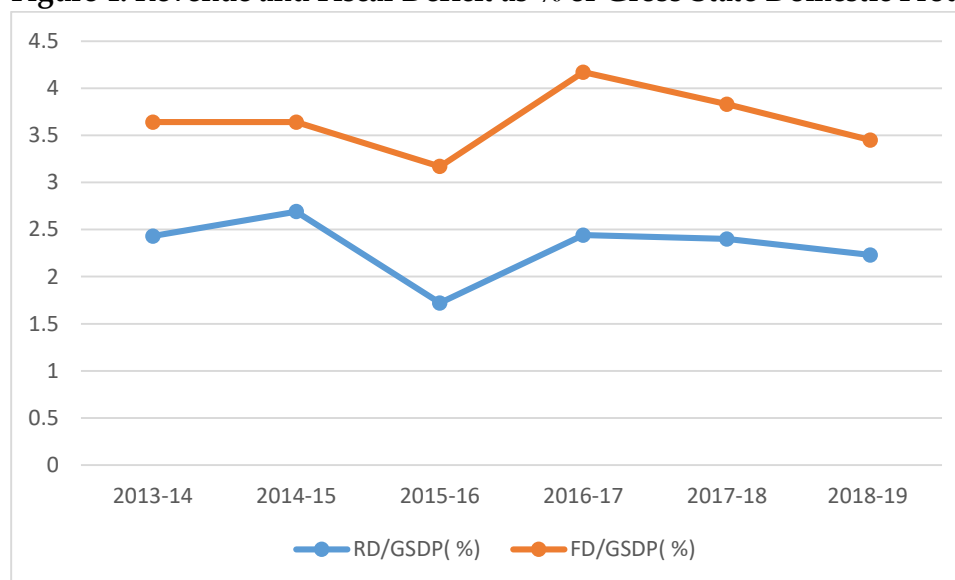


Table 15: Revenue Deficit and Fiscal Deficit as Percentage of Gross State Domestic Product: Southern States

Year	Andhra Pradesh		Karnataka		Kerala		Tamil Nadu	
	RD/GSDP (%)	FD/GSDP (%)	RD/GSDP (%)	FD/GSDP (%)	RD/GSDP (%)	FD/GSDP (%)	RD/GSDP (%)	FD/GSDP (%)
2001-02	-1.84	4.29	-2.91	5.2	-3.34	4.2	-1.84	3.18
2007-08	-0.07	4.14	-1.4	1.97	2.16	3.48	-1.3	1.05
2017-18	2.01	4.03	-0.34	2.37	2.41	3.83	1.51	2.79

Note: minus sign refers to revenue surplus and plus sign revenue deficit

Source: Reserve Bank of India, Study of State Finances

Public Debt

3.13 There are two main components to the debt of the State government: public debt and public account, ie, funds deposited with the Government in trust such as small savings, provident fund etc. Unlike other States in the country, Kerala runs a State Treasury as part of its historical legacy. Treasury accepts deposits and pays interest which too comes under the public account

The debt outstanding of the State rose steadily from around 26 per cent of GSDP in 2013-14 to 30.15 in 2018-19 (Table 16). This is a steep increase, though lower compared to the previous peak of 39 per cent in 2004-05.

Table 16 : Outstanding Debt

Year	Outstanding Debt (₹ Crore)	% change over previous year	Debt/GSDP (%)
2013-14	119009.07	14.95	25.59
2014-15	135440.25	13.81	26.42
2015-16	157370.33	16.19	28.00
2016-17	186453.86	18.48	29.37
2017-18	210762.35	13.04	30.15
2018-19	235631.50	11.81	30.04

Source: KER, Various issues

The overdependence of the State on debt for running the government and for investment is evident from the annual per cent change in nominal debt. Kerala's debt has been significantly higher than that of the other southern states for a long time (Table 17). From 2013-14 to 2016-17 debt has been rising from 15 percent to 18 percent and then dipped to 12 percent by 2018-19. This was much higher than the growth of GSDP at current prices and that is the reason debt GSDP ratio rose from 25 per cent to 30 per cent ever since the last Pay Revision. Despite debt rising at an alarming rate, capital expenditure, as already seen, could not be increased owing to the pressure of committed expenditures in a situation of low increase in TRR.

Table 17: Outstanding Liabilities as % of GSDP: Southern States

Year (as at end- March)	Andhra Pradesh	Karnataka	Kerala	Tamil Nadu
2001	27.2	21.9	33.4	21.7
2005	33.6	26.6	36.6	25.6
2011	23.9	22.8	31.8	19.6
2018	28.3	18.2	30.9	22.3

Source: RBI, Study of State Finances

Among the South Indian States, Kerala has the largest debt liability. Next is Andhra Pradesh whose debt liability is 2.60 percentage points lower than that of Kerala. Tamil Nadu's debt ratio is 22.3 percent and Karnataka's still lower at 18.2 percent (Table 17).

Part III – Wages, and Salaries in Government

3.15 It is worthwhile to have a comparison of the minimum pay of the last grade employees in the Government of Kerala and that of skilled, semi-skilled non-agricultural labourers in Kerala. From the detailed data provided in the Periodic Labour Force Survey (PLFS) of the Government of India for 2017-18, it is possible to estimate the average earnings of different categories of labourers in the country.

Table 18: Average Monthly Earnings of Worker in Own Account Enterprises and Establishments by Sectors: 2017-18

Sectors	Monthly Earnings Per Worker (₹)	
	Own Account Enterprises	Establishments
Manufacturing	8000	9000
Trade	6500	10000
Services	6000	11000

Source: Periodic Labour Force survey, 2017-18

The average emoluments of a worker in own account enterprises are less than ₹ 8000 per month in manufacturing, less than ₹ 6500 in trade and less than ₹ 6000 in other services. Workers in establishments earn more: it is slightly less than ₹ 9000 in manufacturing, around ₹ 10,000 in trade, and over ₹ 11,000 in other services (Table 18).

Turning to the wage rates, average daily wage rates for non-agricultural occupations in rural Kerala are published in the Labour Journal of the Labour Bureau, Government of India on a monthly basis. The details of the data obtained from the April 2019 issue are reported in Chapter 5. Let us consider the data for the month of April 2019 from which we can estimate the average daily wage rates for various skilled and semi-skilled workers in non-agricultural occupations in Rural Kerala. The occupation considered here are Carpenter, Blacksmith, Mason, Plumber, Electrician, Construction Worker, LMV Driver, Non-agricultural labourer, and sweeper/cleaner. The average wage for all these categories for rural Kerala is estimated as ₹ 741.

The minimum pay at the lowest scale of a last grade government employee was fixed by the Government in 2014 as ₹ 16500. The total emolument for an employee working in rural areas with 20 percent dearness allowance and a fixed house rent allowance of ₹ 1000 was ₹ 20,800 per month in April 2019. Excluding 85 normal holidays, 33 earned leave per year and 20 casual leave per year, the total number of days worked by an employee in 2019-20 was 227 days. His/her daily wage/salary is calculated as ₹ 1100 which is 48 % higher than that of a skilled/semi-skilled rural worker. In addition to the monetary compensation, a government employee is entitled to 22 sick leave per annum, bonus, maternity leave (for female employees), medical reimbursement, gratuity on retirement and a handsome post retirement pension. Moreover, in the event of death of a government employee, his/her next of kin gets a government job without having to go through the rigour of a PSC examination and his/her spouse gets a family pension. If the monetised value

of these benefits is added, the earnings of an employee will be much higher than ₹ 1100 per day. This shows that government employees are not underpaid in the State in comparison with workers of same qualifications/skills.

Saying this does not rule out the need for salary enhancement for government employees. In a dynamic market economy, the distribution of increases in gross value added is determined by the market forces. But the government salaries are determined from time to time by the Government, though increases in cost of living is compensated by granting periodical dearness allowance. Pay revisions for government employees is carried out in Kerala quinquennially taking into account the prevailing economic conditions, the need to enhance work efficiency and attract and retain better talents into government service.

Part IV – Covid 19 Impact on the Economy

3.16 In recent times, the economy hit a patch of black ice due to a number of happenings and human actions. The demonetisation of the economy in 2016, the roll out of GST and the Ockhi natural disaster of 2017, the severe floods of 2018, the outbreak and persistence of the Covid 19 pandemic in 2020 spilling over to the next year and the high inflow of return emigrants from the Middle East devastated the very foundation of the economy. The nominal GDP growth rate which averaged above 11 percent during the period 2014-15 to 2018-19 slowly moved into the negative zone in a couple of years (Table 19). The growth rate expected for the current fiscal is -3.82 percent. It is shocking that the real growth rate that was estimated to be 7.75 percent for an otherwise normal year of 2019-20, finally touched a low of 3.45 percent. To cap it all, the real growth rate for the pandemic year 2020-21, is expected to be a whopping - 9.82 percent. Even for 2021-22, the growth expectation for Kerala is as low as 0.6 percent which is at variance with the high expectation for India. On the whole there are 3 lost years for the economy that will recover from the shock only by 2022-23 to come up to the level of 2018-19.

Table19 : GSDP Growth Rates and Annual Change in TRR : Kerala , 2014-15 to 2021-22

	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21 (RE)	2021-22 (BE)
GSDP Growth Rate (Nominal)%	10.22	8.85	13.79	10.51	11.26	8.15	-3.82	6.6
GSDP Growth Rate (Real) %	7.31	8.3	6.22	7.3	6.48	3.45	-9.82	0.6
Annual percentage change in TRR	17.84	19.12	9.53	9.80	11.85	-2.83	3.20	37.87

Note: Estimated from the GSDP figures given in various issues of Kerala Economic Review and Budget in Brief. The real GDP growth for 2020-21 and 2021-22 are estimated on the assumption of 6% annual inflation warranted by recent high inflation numbers.

The lacklustre performance of the economy has significant fiscal implications. Total revenue receipt grew at a decreasing rate from 2014-15 onwards (Table 19). Though it touched a peak of 19 percent in 2015-16, the next year witnessed a sharp dip to slightly above 9 percent. It further slipped to -2.83 percent in 2019-20. The revised estimate of 2020-21 shows a mere 3.2 percent growth over the previous year. On the whole, revenue mobilisation is on the razor's edge battling strong head winds. To add to the woes, the committed expenditure is on the rise. Salaries, Interest payment, pension outgo and devolution to local bodies together firmed up to 92 percent of the total revenue receipts in 2017-18 and settled at around 85 percent in 2019-20 (Table 20). According to the revised estimate for 2020-21, it dropped close to 82 percent which is yet to be confirmed when the actual figures are available.

Table 20: Committed Expenditure as Percentage of Total Revenue Receipts

Year	Salary	Pension	Interest	Salary+ Pension+ Interest	Devolution to LSGs	Total Committed Expenditure
2014-15	36.95	19.42	16.86	73.22	12.54	85.76
2015-16	34.08	18.92	16.09	69.10	11.10	80.20
2016-17	37.09	20.20	16.02	73.32	11.47	84.79
2017-18	38.31	24.02	18.21	80.54	11.77	92.31
2018-19	33.94	20.47	18.04	72.45	11.07	83.52
2019-20	35.22	21.13	21.30	77.64	7.63	85.27
2020-21 (RE)	30.19	20.85	21.79	72.82	8.90	81.72
2021-22 (BE)	31.04	18.00	17.09	66.13	9.65	75.78

Source: (1) GOK, Budget in Brief (2) Kerala Economic Review, various issues

In the State budget 2021-22, the figures for salaries and pensions do not reflect the hike proposed by the 11th Pay Revision Commission. If a 20 percent increase in salaries and pension are factored in, there will be a spike in committed expenditure in 2021-22 (Table 21). From next fiscal onwards, the salary would grow by 8 percent per annum which is the average for the previous 5 years. Similarly, pension would spurt by 20 percent in 2021-22 and by 8.6 percent, the average for the previous 5 years, in subsequent years. Consequently, the percentage of committed expenditure in TRR which started falling from 2018-19 would surge up landing the State finances on a sticky wicket causing staggering devastation to the fiscal architecture. Moreover, in those years, when the salary and pension arrears are distributed, the ratio of total committed expenditure to TRR will shoot up to still higher levels.

Table 21: Revised Committed Expenditure as Percentage of Total Revenue Receipts

Year	Revised Salary	Revised Pension	Interest	Revised Salary+ Pension + Interest	Devolution to LSGs	Revised Committed Expenditure
2014-15	36.95	19.42	16.86	73.22	12.54	85.76
2015-16	34.08	18.92	16.09	69.10	11.10	80.20
2016-17	37.09	20.20	16.02	73.32	11.47	84.79
2017-18	38.31	24.02	18.21	80.54	11.77	92.31
2018-19	33.94	20.47	18.04	72.45	11.07	83.52
2019-20	35.22	21.13	21.30	77.64	7.63	85.27
2020-21 (RE)	30.19	20.15	21.79	72.82	8.90	81.72
2021-22 (BE)	37.25	21.60	17.09	75.94	9.65	85.59

Source: (1) GOK, Budget in Brief (2) Kerala Economic Review, various issues

A rising committed expenditure, as already seen, eats up almost all of the revenue receipts leaving precious little for capital spending, the life support for economic growth. Capital expenditure which averaged 9 percent, which itself was too little, during 2014-15 to 2018-19 decelerated to around 8 percent in later years signalling an alarm bell for the sustainability of the economy.

Table 22: RD, FD, Annual Change in TE, Debt/GSDP and Capital Expenditure

Year	RD as % of GSDP	FD as % of GSDP	Annual % change in TE	Debt/GSDP (%)	Capital Expenditure as % of TE
2014-15	2.69	3.64	15.85	26.42	6.51
2015-16	1.33	3.19	13.41	28	9.59
2016-17	2.51	4.29	17.64	29.37	11.02
2017-18	2.41	3.83	7.67	30.04	9.33
2018-19	2.21	3.41	8.19	29.82	6.75
2019-20	1.7	2.79	-4.73	30.46	8.00
2020-21 (RE)	2.94	4.25	12.24	36.11	7.78
2021-22 (BE)	1.93	3.50	24.18	37.39	6.34

Source: (1) GOK, Budget in Brief (2) Kerala Economic Review, various issues

An immediate consequence of a high committed expenditure and low capital spending will be lowered growth and rising revenue deficit and fiscal deficit which need to be financed through increasing borrowing. In 5 out of 6 years from 2014-15, RD was well above 2 percent of the GSDP. In 2020-21, it is expected to be close to 3 percent. Fiscal Deficit which has been above 3 percent, hit more than 4 percent in 2016-17, but did not fall significantly except in 2019-20 (Table 22). In 2020-21, FD is estimated to soar up to 4.25 percent. These two ratios were prevented from rising further by compressing expenditure, particularly discretionary spending which has adverse consequences for the economy. This is clearly reflected in the rising debt-

GSDP ratio. The ratio which was 26 percent in 2014-15 steadily rose to 30 percent by 2019-20. The revised estimate for 2020-21 puts it at a staggering 36 percent and it is expected to go again up to 37.39 percent in 2021-22. If the estimated increase of 38 percent increase in revenue receipts in 2021-22 is not realised, either the fiscal deficit may increase raising debt-GSDP ratio or discretionary spending will have to be compressed. Either way, fiscal consolidation will become a tough task.

It is against this stressed fiscal scenario that the ensuing salary revision and its impact on growth and sustainability of Kerala economy will have to be evaluated.

Part V – Summing Up

3.17 Kerala economy widely acclaimed for its social sector achievements despite having low economic growth and percapita income, began to demonstrate a turnaround in growth by the 1990s. Social commitment of the government, expansionary macroeconomic policies and increasing gulf remittances played a role in this turn around. Furthermore, the growth rate of Kerala economy went ahead of the national growth rate by 2016-17, but it suddenly started to slip below the national level by 2019-20.

On the revenue mobilisation front the performance of the economy was not very impressive. SOTR which showed an average growth of 10 percent as against the desired level of 15 percent dipped to very low levels by 2019-20. SONTR which showed a marginal increase in recent times mainly thanks to revenues from lotteries, does not show signs of further increase. Central transfers, another component of State's TRR also do not seem to hold any promise for enhancement from the present level. Despite the state's better record of tax efforts, the scope for further expansion in revenues is severely constrained. On the contrary, the total expenditure has been increasing at an average rate of 16 percent every year. A major component of Total Expenditure is committed expenditure consisting mainly of salary, pension, interest and devolution to local self-governments. These expenditures as a proportion of TRR have been falling from a high 92 percent in 2011-12, started shooting up from 2019-20. Consequent upon the 11th Pay Revision, the committed expenditure may climb up to still higher levels having a domino effect on RD, FD and debt-GSDP ratio. Capital spending has been consistently falling for the last many years impacting the State's growth potential. Consequently, RD and FD have been rising up despite the best efforts made by the government to rein in them. State's outstanding liability which was 25 percent of GSDP in 2014-15 has been steadily rising thereafter hitting 36 percent in 2020-21 and showing tendency to go up further. Most of the fiscal parameters of the state are unfavourably compared with those of other south Indian States.

The negative impact of GST and demonetisation, natural disasters like Okchi and floods and of late Covid 19 gave a rude shock to the economy shaking up its fundamentals. Lowering revenues, rising expenditures, especially committed expenditures, untamed RD and FD, dipping capital spending and mounting debt-GSDP ratio have been some of the consequences of these happenings. The State seems to have lost three growth years. Only by 2022-23, it is possible to come out of the tailspin of the economy and reach the 2018-19 level. The spill over effect of the ensuing pay revision in subsequent years may have to be seen against this background.

(This chapter is based on the following two studies sponsored by the XI Pay Revision Commission: (1). **Growth Challenges, Deficits and Debt, and Salaries of Government Employees in Kerala** by Prof. D. Narayana (2) **Salaries Pension Payment and Fiscal Management in South Indian States: A Comparative Perspective** by Centre for Budget Studies, Cochin University of Science and Technology)

4.1 Parity with Central Government pay scales was one of the staunch demands of the service organisations of State Government employees a few decades back. The sixth pay revision exercise in Kerala was actually done in 1992-93 by a Pay Equalisation Committee consisting of four senior IAS officers serving the State Government. The mandate of the Committee was to determine the comparability of posts under the State Government with those under the Central Government, and to suggest modifications as might become necessary for deciding the new pay scales based on Central rates. Over the years, the State has given to its employees several benefits that are more attractive than those available to the Central Government employees.

4.2 One of the terms of reference of this Commission is to consider the scope of extending the benefits which are available to Central Government employees at present, but not available to the State Government employees. The Commission therefore made a comparative study of the respective service rules with a view to having a clear picture of the service benefits enjoyed by the Central and Kerala State employees. It is seen that the Central Government employees fare better in respect of some matters and State Government employees fare better in some other matters. An automatic adoption of the benefits available in the Central government system is not feasible or desirable. Parity is definitely advantageous for the Government as the statutes and their interpretation could become uniform and relative equations could be better defined. The movement towards parity with Central pay structure and service benefits should be with the giving of extra benefits to the State Government employees as available in the Centre, and simultaneously streamlining those benefits which are available in the State Government, but not in the Centre.

4.2 A comparative statement showing the main service benefits under the Central and Kerala State governments is given below.

**Comparison of Service Benefits under
the Central Government and Kerala State Government as on 01.01.2021**

(Bold font indicates item favourable to the employees)

Sl. No.	Item	Centre	State
1	Lowest Pay Scale	18,000- (from 01.01.2016)	16500-35700 (from 01.07.2016)
2	Grades	MACP for other than Group A:3 upgradations (10,20,30 years)	4 grades (8, 15, 22,& 27 years) for the 4 lowest scales starting ₹19,000 and below and also for qualifies civil police officers. 3 grades for scales starting up too ₹26,500. 2 grades for scales starting up to ₹40,500. 1 h.g. for scales starting up to ₹ 55,350
2A	Ratio based promotions	Nil	Available for most categories
3	Increment	3% - ₹ 500 to ₹ 6500	₹ 500 to ₹ 2400
	Stagnation increment	Nil	4 annual plus 1 biennial
4	Periodicity of Pay revision	10 years	5 years
5	Dearness Allowance	0 as on 01.01.2016	9% as on 01.01.2016
6	House Rent Allowance - B2 cities & above	16% of basic pay -	₹ 1500 for pay scale up to ₹ 26500; 2000 for upto 42500; 2500 for upto 68700; 3000 maximum
	Other cities and Towns	8%	1250,1500,1750 & 2000 For the four categories
	Other places	8%	1000, 1250,1500,1750 for the four categories.

Sl. No.	Item	Centre	State
	City Compensatory Allowance	Nil	350,400,450,500 for the above categories
	Rent for quarters	₹ 150 - 3920	2% for pay above 35700; Nil for lower
7	Education Allowance	₹ 2250 pm per child Hostel: ₹ 6750 Differently abled: ₹ 4500 pm	Nil
8	Transport Allowance	₹ 1350-7200 in cities; ₹ 900 - 3600 other places	Nil
9	Earned Leave	30 days per year	33 days per year
	Surrender	10 days for LTC	30 days per year
	Terminal Surrender	Max 300 days	Max 300 days
10	Half Pay leave	20 days	20 days
	Commutation	On medical certificate	No medical certificate
11	Maternity leave	180 days	180 days
	Paternity leave	15 days	10 days
12	Child Care Leave	2 years	Nil
13	LWA for employment outside	Nil	20 years, recently reduced to 5 Years
14	Study leave	24 months	Nil
15	Casual Leave	8 days for those with 17 holidays; 10 for others	20 days
16	Working days	5 days a week	Six days a week (second Saturday closed)
17	Holidays other than weekend	17 maximum	25 minimum
18	Age of retirement	60 years	56 years
19	DCRG Max	₹ 20 lakhs	₹ 14 lakhs
20	Minimum Pension 1.1.16	₹ 9000	₹ 8500 + 9% DA
21	Min Qualifying service for full pension	10 years	30 years
22	Period for higher rate of family pension	10 years for death in service; 7 years for death after retirement	7 years

Sl. No.	Item	Centre	State
23	Benefit for those with less than 10 years	Death Gratuity	Ex gratia pension - ₹ 2750 to 9650
24	Commutation	40%	40%
	Commutation factor, within one year of retirement	8.194	11.1
	Restoration of commutation	15 years	12 Years
25	Medical Allowance	Nil	₹ 300 pm
26	Higher rate for above 80 years	25% to 100%	Nil
27	Leave Travel Concession	Anywhere in India - once in 4 years; hometown - once in two years	Once - 6500 kms

The Level of Pay

5.1 The compensation structure for the State government employees has evolved over the years, with regular increase, and some reform. The key factors which govern the determination of pay for government functionaries should be that pay should be sufficient to attract the best talent and retain high quality staff, that the compensation should motivate staff to be loyal and to put in their best, that pay policy should be linked to other human resource management reforms, that the pay levels should be comparable to pay levels in the Central and other State governments, and most importantly that payout of salaries should not adversely affect long term fiscal sustainability. There is also an issue of perception – pay levels much higher than those of the Central government and other State governments would create an impression that the State’s financial management is inefficacious and imprudent. In a dynamic economy, pay levels should match the increases in GDP and percapita income.

5.2 During discussions with the service organisations, most of them emphasised the need for linking pay scales with the qualifications required for each job. There has been a similar emphasis on relative pay scales of posts in different departments for persons with comparable qualifications. There have also been representations about the difference in pay and prospects for promotion for persons appointed in different departments, from the same selection list of the Public Service Commission. These matters are discussed further in the section ‘PARITY’ later in this Chapter.

Minimum Pay

5.3 The Commission has considered the various options available for determining the minimum pay that should be paid to any person in the service of government, enabling that person’s and family’s sustenance, meeting their basic needs and providing something extra for a decent living. Similar exercises were done by the previous Commissions while arriving at the recommended minimum pay.

5.4 One method for working out the minimum pay is to make projections on the base figures of the pay revisions in the recent past adding the growth in consumer prices. The Tenth Pay Revision Commission had recommended a minimum basic pay of Rs 17,000 per month; as the Commission’s recommendations were made with a time frame of ten years in mind, the

Government reduced it to ₹ 16,500 with effect from July 1, 2014 when issuing orders on the revision with a five year time frame. The VII Central Pay Commission recommended a minimum pay of ₹ 18,000 with effect from January 1, 2016. The increase in the cost of living is compensated by giving Dearness Allowance (DA) once in six months. The rates of eligible DA for State and Central government employees as on July 1, 2019 are 28% and 17% respectively. The adjusted minimum basic pay would therefore be ₹ 21,120 and 21,060 respectively; both figures can be rounded to ₹ 21,000. Allowances would be extra.

5.5 Another method is to determine the minimum pay in government with reference to the minimum pay in the labour market. This has to be done taking into account the overall framework of the 15th Indian Labour Conference (ILC) of 1957. The guiding principles enunciated in the Supreme Court judgment of 1992 in the case of *Workmen v. Reptakos Brett & Co* are also relevant. The minimum wage should be able to meet a working family's minimum required expenditure on food and non-food, which should be adequate to preserve the efficiency of workers at their job and the health of their families. An Expert Committee constituted by the Ministry of Labour and Employment, Government of India to determine the Methodology for Fixing the National Minimum Wage with Dr Anoop Satpathy as Chairman submitted its report in January 2019; the report estimates the Minimum Wages for the region including Kerala as follows: (The Committee has recommended increase in the number of consumption units per household to 3.6 from 3 in the original Aykroyd formula).

Per capita Food expenditure (2,400 calorie levels of a balanced diet)	1,116.71
Non-food expenditure - Essential	642.00
Other	210.50
Total expenditure	1,969.20
Total monthly expenditure for 3.6 consumption units - January 2012	7,089.12
Total monthly household expenditure Updated July 2018	10,775.50
Adding 5% being the increase in CPI for updating to July 2019	11,314.28

In the above, the food to non-food ratio is 56:44. According to the Report on Household Consumer Expenditure in Kerala based on NSS 68th Round 2011-12, the latest available, the ratio of Food to Non-Food is 37:63. If the ratio is assumed to be 40:60 for Kerala as suggested in some literature on the subject, the figure would rise to ₹ 16030 keeping the food expenditure unchanged.

5.6 In the 'Estimation of Variation in Wages, Among Industrial Employees due to Various Factors: A Study Using ASI (Annual Survey of Industry 2014-15) Data' by S. L. Menaria & H. S. Chopra published in the September 2019 issue of *Sarvekshana*, the Journal of the National Statistical Office, Government of India, the median wage per month of a factory worker in Kerala is ₹ 8613, and that of

a Manager/ Supervisor is ₹ 15,528. A 20% increase from 2015 to 2019 will take these figures to ₹ 10,335 and ₹ 18,633 for worker and supervisor respectively.

5.7 The April 2019 issue of the Indian Labour Journal published by the Labour Bureau, Government of India gives the following data on the wages of non-agricultural workers in Kerala:

Table A.2.1 (b) - Average Daily Wage Rates (in ₹) for Non-agricultural Occupations in Rural India during January, 2019. Kerala:

Carpenter	858.10
Blacksmith	734.38
Mason	860.87
Plumbers	772.72
Electricians	772.72
Construction Workers	839.06
LMV& Tractor drivers	775.00
Non agricultural labourers	665.00
Sweeping/ Cleaning Workers (Women)	545.18

5.8 The National Statistical Office (NSO), Ministry of Statistics and Programme Implementation had carried out an all-India survey on household consumption expenditure in the 75th round from July 2017 to June 2018. The NSS Consumer Expenditure Survey is designed to collect information regarding expenditure on consumption of goods and services (food and non-food) consumed by households and it generates estimates of household Monthly Per Capita Consumer Expenditure (MPCE) and the distribution of households and persons over the MPCE classes. This Survey is usually conducted at five year intervals and the last survey on consumer expenditure was conducted in the 68th round from July 2011 to June 2012. The Central Government decided not to release the Consumer Expenditure Survey results of 2017-2018 citing data quality issues. The Commission thus does not have the benefit of such a detailed study.

5.9 Another perspective in respect of the minimum pay can be with reference to the State's per capita GDP. According to the Economic Review, 2019, brought out by the State Planning Board, the estimated per capita GSDP is ₹ 2,25,484. This would break down to a monthly figure of ₹ 18790. Any number above this represents a better than average income level.

5.10 While discussing all this, the ground realities in the market are fairly well known, though not documented. It is not difficult to obtain the details of remuneration paid to sales persons in shops, house maids, drivers in private establishments, accountants in private firms, laboratory technicians in private clinics, nurses in private hospitals, teachers in unaided schools and colleges, site

engineers in building companies, young professionals in smaller technology companies, fresh doctors in private hospitals and even contract staff in public enterprises. There are government guidelines or orders in respect of the minimum salary that should be paid to several of these categories. The Commission does not want to put in any figures for comparison, since we consider government employment on a different footing. In any case, Government has to pay its employees decently, and the employees must realise the privilege they are obtaining through serving government. And that realisation of the employees should be reflected in the way they perform their duties and the attitude they adopt in dealing with the public.

5.11 Based on the discussions above, the Commission feels that any minimum pay above ₹ 21000 would be fair and reasonable. Balancing the need to provide low paid employees with some extra relief, and the compulsion created by the State's severe financial crunch, the Commission recommends a minimum pay of ₹ 23000.

Number of Pay Scales

5.12 The previous Pay Revision Commissions in Kerala have always recommended a certain number of pay scales and a master scale. In the Centre, the last two Pay Commissions have deviated from the standard approach, with the VI CPC introducing four running pay bands and 15 levels of grade pay which delineated the hierarchy in any cadre, and the VII CPC recommended a Pay Matrix with distinct pay levels. The Commission has considered the advantages and disadvantages of all these models. It is felt prudent and practical to maintain the Kerala model of having a certain number of pay scales within a master scale. The various Service Organisations have also demanded the retention of the current model.

5.13 The number of pay scales now is 27. The Commission does not find any pressing reason for changing this by adding more scales or merging some. Continuity in such matters helps both the government and the officers, and so the number of scales of pay may continue as 27. The number of stages is 83. The same number is retained.

Parity

5.14 In principle, it is generally accepted that the salary package is a function of the prescribed educational and other entry level qualifications, nature and content of the job, duties and functions to be performed, roles and responsibilities attached to the position and the expectations from the holder of the job. In a government setting, it is an extremely difficult task to make objective assessments of these factors, as there is a huge variety of organisations with persons of diverse skills, discharging a wide spectrum of functions. For direct recruitment, there is always a premium for education - higher qualifications generally fetch higher salaries.

5.15 The salary scales go up in tandem with the qualifications, the prominent exception being the Kerala Administrative Service for which a Bachelor's degree is adequate, but the competition would be the toughest as the finest have to be churned out from lakhs of applicants, for taking up important responsibilities at the second levels in government departments.

5.16 An understandable complaint of the employees is about the big differences in career opportunities between the various departments. The candidates selected through common examinations held by the KPSC have no choice or clue about the department to which they are being allotted. Merit and personal preferences have little role now in determining the careers of employees because of the systemic compulsions now existing. The suggestion to have a common seniority list of candidates employed in all departments, based on the PSC list, is not feasible and not desirable. The suggestion to facilitate easy movement from one department to another is also not in the interest of the administration as each department has to develop specialists in its work. This can be overcome by a change in the selection and appointment process. The Commission will present its views in the matter in a subsequent report.

5.17 Various categories of professionals like Engineers, Dental Doctors, Veterinary Doctors, Ayurveda Doctors, Homeo Doctors, Agricultural Officers etc have sought parity with Allopathic Doctors in respect of pay. The current pay scales of these categories are as follows:

Category	Entry scale	First promotion/ Grade	Second promotion/ Grade
Engineers in most depts	39,500 - 83,000	42,500 - 87,000	68,700 - 1,10,400
Assistant Surgeons	45,800 - 89,000	68,700 - 1,10,400	85,000 - 1,17,600
Dental Doctors	39,500 - 83,000	68,700 - 1,10,400	85,000 - 1,17,600
Veterinary Doctors	39,500 - 83,000	42,500 - 87,000	45,800 - 89,000
Ayurveda Doctors	39,500 - 83,000	42,500 - 87,000	45,800 - 89,000
Homoeo Doctors	39,500 - 83,000	42,500 - 87,000	45,800 - 89,000
Agricultural Officers	39,500 - 83,000	42,500 - 87,000	45,800 - 89,000

5.18 The Commission has examined the justification for a higher pay for doctors. The IX Pay Revision Commission had observed as follows:

The scale of pay of professional categories has been fixed taking into account their qualification and the level of learning. In this connection the Commission feels that the Assistant Surgeon has to be placed on a higher footing mainly on account of the fact that admission to this course (MBBS) is mainly taken by the top rank holders in the Entrance Examination to the professional courses. Also there is a need to differentiate the nature of duties responsibilities, and the risk involved in the execution of job by an Assistant

Surgeon from other professionals. Another reason for placing Assistant Surgeon above other Medical professionals is the fact that there is a wide network of Health Care Centres in this stream namely Primary Health Centres, Rural Dispensaries, Taluk Hospitals, District Hospitals and General Hospitals. Accessibility to any one of these hospitals to a common man is highly relevant and Allopathy Medical profession is considered to be the top most among the professional cadres. The pressure of duties and responsibilities is high on an Assistant Surgeon. Hence the entry posts of Assistant Surgeon and equated categories in the Specialty Cadre have been placed in the scale of pay corresponding to ₹ 13610-20700.

The choice of majority of the top students is to move into the Engineering or Medical and allied streams of professional education after their Higher Secondary course. In the picking order in the Medical and allied courses, MBBS is the most sought-after course, although it is long and expensive. Higher ranks in competitive examinations always give an edge in careers in a competitive world, although each profession is important in its own way, and deserves recognition. The Commission has noted the argument that a large number of low ranked candidates go abroad and obtain medical degrees. It is also seen that Dental Doctors, Veterinary Doctors and Ayurveda Doctors have the same scales as Allopathic Doctors in many States. Anyway, the pay has to be kept at this level at present to attract good candidates for appointment as Doctors considering the demand in the private sector also. Further, none can grudge an advantage given to professionals in the business of saving human lives and providing health care. The financial commitment would be very high if the salaries of the other professionals are raised to match this; it is unaffordable at this juncture. However, the Commission has proposed improvement of the Career Advancement Scheme, by which their grievance would be substantially addressed.

5.19 The officials of Forests, Excise, Fire & Rescue Services and Prisons have sought parity with the Police at various levels. The Police have an edge over the others at comparable levels – this difference evolved after the 8th Pay revision, was evened out during the 9th Pay Revision and again came about after the 10th Pay Revision. With the nature of the work of the Police, the level of compensation is justified. While the demand of the various services is understandable, the Commission finds that the financial commitment for an exercise in parity would be quite massive. Here also, the Commission has recommended certain measures to address some of the grievances of the employees of these departments.

5.20 Parity with the corresponding levels in the Secretariat is another demand which was raised by several organisations with the Government. There is already some parity in respect of a few institutions / departments like the Kerala Public Service Commission, Advocate General's Office, State Audit, Universities etc. Each institution has an identity of its own and the functions of each are important segments of public administration. The Secretariat is the seat of the Government, and is thus the centre of policy making and monitoring of

implementation. Every institution - the High Court, the Public Service Commission, the Advocate General's Office and so on - has its definite identified unique function, and precise comparisons and total uniformity are neither workable nor desirable. However, for administrative convenience, pay scales or service conditions can be similar in identified departments to the extent specified; differences have to be accepted as differences with no legal right to raise a grievance about discrimination, unless there is a statute or order stipulating equality in all aspects.

5.21 Another issue raised was about the pay scales attached to certain posts with entry qualification of SSLC plus certificate course being less than the pay scale of clerk with the prescribed educational qualification as SSLC. A sizeable number of candidates recruited as clerks possess higher qualifications, and the social preference for a traditional white collar clerical job is an unfortunate reality. The clerical staff come through a generally tough competition. The current equations have emerged over a period of several years and any attempt to modify them would lead to further anomalies, apart from creating a huge financial commitment. The Commission is therefore not inclined to accede to the request for a general modification in the current pattern.

Simplification of Procedures

5.22 There is a dire need to reduce the complexity in administrative processes and procedures. The Commission has not made an assessment of the numbers, but it is obvious that a substantial percentage of government staff would be engaged in handling the service matters of staff. SPARK has made a big difference in the salary disbursement process. The adoption of technology can help to improve the processes, provided it is accompanied by process reengineering. Personnel matters need to be standardised to the extent possible, so that the energy of the system can be diverted for greater service to the citizens.

5.23 The Commission has made some suggestions in this direction for keeping things simple and straightforward. We have attempted to practise what we are advocating by adopting the principle in the pay revision process. Pay fixation has normally been a time-consuming activity, with the exercise being done in respect of every employee, by the concerned office, demanding careful work by the office and supervision from the approving authority. The Commission has proposed stage to stage revision and the report contains specific information on the new stage of pay corresponding to each of the 83 stages of pay now applicable. We have also tried to combine some of the different allowances, thus reducing the work where it is done manually, or at least reducing a few columns in the spreadsheet.

The Next Revision

5.24 According to the practice followed in Kerala in the recent past, the revision of pay and allowances has been happening every five years. The compounding effect of such revision would take the State employees' scales of pay much higher compared to those of the Central government and most State governments. The last revision in the Centre was with effect from 01.01.2016 and the likely date of effect of the next revision will be 01.01.2026. We are now proposing the revision with effect from 01.07.2019, and if the next revision is made with effect from 01.07.2024, the pay scales will go up to levels which society at large will not accept. Therefore, the Commission recommends that the next revision of pay and allowances in the State should be only after the next pay revision in the Central Government.

The Level of Pay

6.1. As stated in the previous chapter, the Commission has decided to fix the minimum pay at ₹ 23000. The next task is to derive the Master Scale. The Commission has not attempted to change the basic structure of existing Master Scale. For deriving the revised Master Scale, only two components need to be considered, which are the Basic Pay and the Dearness Allowance. The existing scales of pay came into effect from 01.07.2014. The Commission proposes that, the revised scales take effect from 01.07.2019. The DA applicable as on that date has to be merged with the Basic Pay for deriving the revised pay scales although the Government have not yet announced the two instalments of Dearness Allowance which are to be taken for deriving revised scales. The Commission worked out the Dearness Allowance applicable as on 01.07.2019 by using the following formula provided in the G.O.(P) No.7/2016/Fin dated 20.01.2016, the last pay revision order.

$$DA = \frac{(\text{Average AICPI for past 12 months} - 239.92) \times 100}{239.92}$$

The 12 months' average AICPI to be taken for calculating DA as on 01.07.2019 is 306.1. By applying this factor in the above formula, the DA arrived will be 27.58%. The Commission has taken it as 28% for the purpose for the revision of new scales.

6.2. The next is the Fitment Benefit, which is a crucial component, since it is a measure of the actual additional financial commitment to be borne by the Government on account of Pay Revision. It is also a measure of actual increase in pay of employees' consequent to pay revision. The Commission is aware of the fact that the Fitment Benefit given in the last pay revision was 12% and the minimum benefit of ₹ 2000 was also assured. The Commission is of the considered view that the financial position of the State is too weak in general owing to multiple factors leading to lower rate of growth ever in 2019-20. The pandemic induced lock down has further dented the exchequer due to the short fall in revenue receipts and the additional expenditure necessitated for Corona care. The Government could not disburse two instalments of DA, which are to be merged with pay in the new scales. The State exchequer cannot afford a major hike in committed expenditure. However, the expectations of the employees cannot be fully repudiated. Considering all relevant factors, the Commission recommends 10% Fitment Benefit for deriving the new scales. The Commission therefore applied a multiplication factor of 1.38 for generating the new scales of pay.

Minimum Benefit

6.3. Owing to the fiscal constraints, no minimum hike over the basic revision which is based on the multiplication factor is recommended.

Service Weightage

6.4. In the past pay revisions in Kerala, weightage was given for the number of years of qualifying service. Earlier, it was given as increments in the revised scales, but in the last two revisions, half percentage of pre-revised pay was given as service weightage for every completed year of service subject to a maximum of 30 years. As early stated, apart from the withheld DA which is 8% (2019), 10% additional hike in salaries will be a heavy burden for the State finances. Therefore, the Commission is not able to recommend any service weightage for this pay revision. Apart from this, the complexity in the revision of pay of individual employee is avoided, as in the Central Government.

Maximum Pay

6.5. The existing maximum pay is ₹ 120000, which is converted into ₹ 166800 by applying the multiplication factor 1.38 including standard deviation involved in the derivation of running scales.

Increment

6.6. Normally increments are related to pay. The rate of increment comes down as pay goes up in the master scale. Increment rate is above 3% in the lower levels of pay and shrinks to 2.04% while reaching the maximum pay stage. In the revised master scales also, the same trend is continued. The existing minimum increment is ₹ 500 which is converted by applying the multiplication factor of 1.38. This Commission recommends increment rates as multiples of 100, instead of multiples of 50 as in the existing scales. Hence the minimum increment in the revised scale is fixed at ₹ 700 which is 3.04% of the minimum pay. There are 17 varying incremental stages in the new scales with the maximum increment as ₹ 3400 which is 2.08% in the last pay stage.

Master Scale

6.7. All the Service Organisations favoured the continuation of Master Scale. It is imperative for the Commission to continue Master Scale owing to the reason mentioned above. The Commission proposes that new Master Scale may be as follows:

23000-700-27900-800-31100-900-38300-1000-42300-1100-47800-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-97800-2500-115300-2800-140500-3100-149800-3400-166800

Proposed Scales of Pay

6.8. The Commission recommends that the proposed scales of pay corresponding to the existing scales of pay may be as shown in Annexure-6(1).

Number of Stages in the Master Scale

6.9. The Commission is of the strong view that complexities involved in fixation of pay from pre-revised to revised scales in the past revisions are to be avoided matters and are to be simplified. In order to achieve this objective, the conventional fixation exercise done in each office by the pay fixation authorities is to be done away with. With a view to achieve this, the Commission takes a novel approach of Stage to Stage revision, which simply implies that corresponding stages of pay in the pre-revised pay stages will be replaced by a new stage as provided by the Commission in Annexure-6(2). Hence, the pay revision involves just replacement of existing pay with a new pay stage as provided by the Commission. In the Table at Annexure-6(2), corresponding stages of pay of the pre-revised stages are provided. This being the approach to the new pay revision, the Commission retains the number of pay stages in the revised scales at the same level as the number of stages in the pre-revised scales. That is, the new master scale also has 83 pay stages.

Spread Between the New Scales

6.10. Spread is the difference between the minima of two consecutive scales of pay as multiples of increments. The spread varies from 1 to 8 increments in the new scales. This is the same as in the existing scales of pay.

Rules of Fixation

6.11. In the previous pay revisions, revision of pay from pre-revised scales to revised scales was a laborious exercise involving detailed calculations, and so a considerable amount of precious time was lost in fixing the pay of an employee in the revised scale. In the case of offices where hundreds of employees are working, many months will be taken to complete the fixation exercise. Errors committed by pay fixation authorities were galore leading to overpayment and financial loss to the exchequer. Efforts for recovery of overpayments open floodgates of court litigations after every pay revision. Usually, a specific formula which contains several components like Basic Pay, other kinds of pay, DA, Fitment Benefit, Service Weightage etc. are to be added to work out an amount of pay for revision and the total amount so arrived at had to be fixed in

a stage in the revised scale of pay. In such cases each employee benefitted differently. By the advantage of a single rupee, the pay could be raised by an increment up to ₹ 2400, while in certain other cases, a deficit by one rupee causes fixation at a lower stage in the revised scale. The Commission feels that such vagaries should be eliminated or at least reduced, and that all the employees will have to be benefitted by the pay revision more or less uniformly. Further, complexities in the pay fixations, the concomitant junior -senior anomalies and resultant court cases have to be avoided. With a view to achieve these objectives, the Commission has taken a novel approach for movement of pay from pre-revised to revised scales.

6.12. As far as the current revision is concerned, as stated earlier, the revision of pay involves merger of 28% DA and additional 10% of Basic Pay as Fitment Benefit. Hence generally, revised pay will be 1.38 multiple of the pre-revised pay. Revised Master scale is derived by applying this formula. The number of pay stages in the new Master Scale is exactly the same as that in the existing Master Scale so that the total 83 stages in the existing Master Scale could be converted to equal number of pay stages. Hence, elaborate fixation exercise, as was done in previous pay revisions, would not have to be repeated for switch over from pre-revised to revised scales. The pre-revised pay needs just to be replaced by the revised pay in the schedule (Annexure-6(2)) provided for stage to stage revision. This would reduce administrative exercise to a large extent, and with the help of SPARK the existing pay of all employees can be replaced with the revised pay in the Annexure-6(2) on a particular date. While switch over to a new system like this, the possible impediment will be cases where various kinds of pay other than basic pay co-exist with the pre-revised basic pay. Appropriate remedies have been provided for addressing such cases to protect employees against any monetary loss. Taking all these into consideration, the Commission has framed rules for fixation of pay as below.

6.13 Rules for Fixation in the Revised Scales of Pay:

- (1) The revised scales of pay will come into force with effect from 01/07/2019.
- (2) All employees who were in service as on 01/07/2019 shall come over to the revised scale of pay with effect from 01/07/2019. There will be no option facility to elect another date for pay revision.
- (3) The pay in the revised scale as on 01/07/2019 will be the corresponding revised pay stage of pre revised pay as provided in Annexure-6(2). However, if the corresponding revised stage is less than the minimum of the revised scale of the post, the pay will be fixed at the minimum. There will be no fixation exercise for calculation of revised pay as done in previous pay revisions.
- (4) In cases where the existing pay as on 01/07/2019 is retrospectively changed after 01/07/2019 for any reason, the pay so changed will be revised as provided in Annexure-6(2).
- (5) All appointments and promotions made on or after 01/07/2019 shall be deemed to have been made in the revised scale of pay and pay will be regulated

accordingly.

Existing emoluments

(6) The existing emoluments for the purpose of these rules will be the basic pay drawn as on 01/07/2019 in the existing scale of pay. Increments, if any, accrued on 01/07/2019 will also be reckoned.

(7) Existing scale of pay for the purpose of these rules is the scale of pay immediately prior to 01/07/2019.

(8) In cases where Personal pay is existing in the pre revised scale of pay, revised pay stage in the revised scales shall be arrived at based on the pre revised basic pay only. After arriving at the revised pay stage, existing Personal pay will be revised by multiplying it with the factor of 1.28 and the result will be rounded off to the next multiple of ₹ 100. If the amount so obtained is equal to or greater than the amount of increment(s) next above the pay fixed in the revised scale, an amount of Personal pay equal to the sum of increment(s) in the revised scales of pay will be subsumed into the basic pay in the revised scale of pay. The remaining portion of Personal pay, if any, after subsumed into basic pay will be continued in the revised scales as Personal pay. In other cases where the revised Personal pay as arrived at above is less than an increment, the Personal pay will be continued as such in the revised scale without absorption in future increase in pay.

(9) Residuary Pay existing in the pre-revised pay structure will not be reckoned for determination of pay stage in the revised scale. The existing Residuary Pay in the pre-revised scale will be multiplied by a factor of 1.28 and the result will be rounded to the next multiple of ₹ 10. The Residuary Pay so fixed will be retained in the revised scale and the existing conditions of payment will continue.

(10) Special Pay existing in the pre-revised pay structure will not be reckoned for determination of pay stage in the revised scale. The existing Special Pay in the pre-revised scale will be multiplied by a factor of 1.28 and the result will be rounded to the next multiple of ₹ 10. The Special Pay so fixed will be retained in the revised pay scales provided such Special Pay is not available in the revised pay scale.

(11) Stagnation increment existing in the pre-revised pay structure will not be reckoned for determination of pay stage in the revised scale. However, the number of stagnation increments drawn in the pre-revised scale will be allowed in the revised scale at the rate of last increments in the scale.

(12) In the case of an employee enjoying Personal pay, Special pay and Stagnation increment at the same time in the pre revised pay structure, Special pay and Personal pay will be retained in the revised pay structure, each multiplied by a factor of 1.28 and rounded to the next multiple of ₹ 10. But Stagnation increment will be retained as provided under Rule 11.

(13) If the amount arrived by multiplication of Personal pay and Special pay by the factor provided is a multiple of ₹ 10 or ₹ 100 as the case may be, the amounts will not be rounded off to the next multiple.

(14) **Date of next increment-** The existing date of increment shall not undergo any change. In all cases where the minimum of the scale of pay of an employee is greater than the pay stage eligible with effect from 01/07/2019 in accordance with Annexure-6(2), the date of next increment will be on completion of one year of service from that date.

(15) In the case of an Officer who is on deputation/ foreign service and has opted for the pay of the deputation post or is on leave without allowances or is under suspension as on 01.07.2019, his pay will be fixed under these rules on the date of his rejoining duty on the basis of pay last drawn immediately before 01.07.2019. In cases where the officer on deputation/ foreign service as on 01.07.2019 has opted for the grade pay and allowances of his cadre post, he will be allowed revised pay as if he were continuing in his parent department.

(16) In the case of employees who are continuing on LWA on 01/07/2019, their pay will be fixed in the revised scale as on the date of return from leave on the basis of pay last drawn before entering on leave. However, if LWA is granted under Rule 91A Part I KSRs or on Medical Certificate to an Officer, both of which qualify for increment under Rule 33(b)(2) KSR, Part I, the pay of such an officer will be fixed on the date of return from leave by counting the increment accrued on 01.07.2019.

(17) Provisional employees recruited through employment exchanges who were in service on 30/06/2019 and continued thereafter shall be eligible only for the minimum of the revised scale of pay with effect from 01/07/2019.

(18) An employee whose increment is withheld for want of declaration of probation as on 01/07/2019 will be allowed the benefit of pay revision on the basis of the pay actually drawn as on 01/07/2019 and he will continue on that pay till the date of effect of declaration of probation. The pay so fixed will be revised to the corresponding stage in accordance with Annexure-6(2) on declaration of probation, notionally counting the increment accrued but withheld. Monetary benefit of revision of fixation will be admissible only from the effective date of declaration of probation. He will draw his next increment on the normal date.

(19) Regular employees who have got a new appointment either through by transfer or by PSC appointment, for which pre service training with stipend is mandatory and the employees were on such training as on 01/07/2019, their pay on 01/07/2019 will be revised based on the actual pay drawn in the former post prior to 01/07/2019, and after completion of such training, pay in the new post will be fixed as per the relevant rules in KSR on the date of assuming duty in the new post.

(20) **Stagnation increment-** The existing system of allowing stagnation increment will continue. Maximum number of stagnation increments allowed will be five, out of which four will be annual and fifth one biennial, subject to

the condition that maximum basic pay after adding stagnation increment shall not exceed maximum of the Master scale.

(21) Suitable illustrations for the above Rules are provided under Annexure-6 (3)

Recovery of Excess Payment

6.14. Chances for erroneous revision of pay cannot be ruled out inspite of specific table for stage to stage revision, and in such cases recovery will have to be effected from those who received pay in excess. In order to facilitate recovery, Government may ensure that all employees have furnished undertaking as prescribed in G.O.(P) No.169/2019/Fin dated 13/12/2019.

Classification of Officers

6.15. Now Government employees are classified into four groups viz. Group A, Group B, Group C and Group D for several purposes. According to the proposed pay scales, revised classification may be as in Annexure-6(4).

Annexures

Annexure-6(1): Existing and Proposed Scales of Pay

Scale No	EXISTING SCALES OF PAY	PROPOSED SCALES OF PAY	Number of Stages
S1	16500-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-35700	23000-700-27900-800-31100-900-38300-1000-42300-1100-47800-1200-50200	31
S2	17000-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500	23700-700-27900-800-31100-900-38300-1000-42300-1100-47800-1200-52600	32
S3	17500-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-39500	24400-700-27900-800-31100-900-38300-1000-42300-1100-47800-1200-52600-1300-55200	33
S4	18000-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-41500	25100-700-27900-800-31100-900-38300-1000-42300-1100-47800-1200-52600-1300-56500-1400-57900	34
S5	19000-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-43600	26500-700-27900-800-31100-900-38300-1000-42300-1100-47800-1200-52600-1300-56500-1400-60700	34

S6	20000-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-45800	27900-800-31100-900-38300-1000-42300-1100-47800-1200-52600-1300-56500-1400-60700-1500-63700	34
S7	22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-48000	31100-900-38300-1000-42300-1100-47800-1200-52600-1300-56500-1400-60700-1500-65200-1600-66800	32
S8	25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000	35600-900-38300-1000-42300-1100-47800-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-75400	32
S9	26500-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-56700	37400-900-38300-1000-42300-1100-47800-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000	32
S10	27800-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400	39300-1000-42300-1100-47800-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-83000	32
S11	29200-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-62400	41300-1000-42300-1100-47800-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-87000	32
S12	30700-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400	43400-1100-47800-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-91200	32
S13	32300-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-68700	45600-1100-47800-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-95600	32
S14	35700-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-75600	50200-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-97800-2500-105300	32
S15	36600-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-79200	51400-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-97800-2500-110300	33
S16	39500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-83000	55200-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-97800-2500-115300	32

S17	40500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-85000	56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-97800-2500-115300-2800-118100	32
S18	42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-87000	59300-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-97800-2500-115300-2800-120900	31
S19	45800-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-89000	63700-1500-65200-1600-70000-1800-79000-2000-89000-2200-97800-2500-115300-2800-123700	29
S20	55350-1350-59400-1500-65400-1650-72000-1800-81000-2000-97000-2200-101400	77200-1800-79000-2000-89000-2200-97800-2500-115300-2800-140500	27
S21	60900-1500-65400-1650-72000-1800-81000-2000-97000-2200-103600	85000-2000-89000-2200-97800-2500-115300-2800-140500-3100-143600	24
S22	68700-1650-72000-1800-81000-2000-97000-2200-108000-2400-110400	95600-2200-97800-2500-115300-2800-140500-3100-149800-3400-153200	22
S23	77400-1800-81000-2000-97000-2200-108000-2400-115200	107800-2500-115300-2800-140500-3100-149800-3400-160000	19
S24	81000-2000-97000-2200-108000-2400-117600	112800-2500-115300-2800-140500-3100-149800-3400-163400	18
S25	85000-2000-97000-2200-108000-2400-117600	118100-2800-140500-3100-149800-3400-163400	16
S26	89000-2000-97000-2200-108000-2400-120000	123700-2800-140500-3100-149800-3400-166800	15
S27	93000-2000-97000-2200-108000-2400-120000	129300-2800-140500-3100-149800-3400-166800	13
Master Scale	16500-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-97000-2200-108000-2400-120000	23000-700-27900-800-31100-900-38300-1000-42300-1100-47800-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-97800-2500-115300-2800-140500-3100-149800-3400-166800	83

Annexure-6(2): Stage to Stage Fixation Table

Stage No	Existing stages in the master scale	Stages in the new master scale	Stage No	Existing stages in the master scale	Stages in the new master scale	Stage No	Existing stages in the master scale	Stages in the new master scale
1	2	3	1	2	3	1	2	3
1	16500	23000	29	33900	47800	57	67050	93400
2	17000	23700	30	34800	49000	58	68700	95600
3	17500	24400	31	35700	50200	59	70350	97800
4	18000	25100	32	36600	51400	60	72000	100300
5	18500	25800	33	37500	52600	61	73800	102800
6	19000	26500	34	38500	53900	62	75600	105300
7	19500	27200	35	39500	55200	63	77400	107800
8	20000	27900	36	40500	56500	64	79200	110300
9	20550	28700	37	41500	57900	65	81000	112800
10	21100	29500	38	42500	59300	66	83000	115300
11	21650	30300	39	43600	60700	67	85000	118100
12	22200	31100	40	44700	62200	68	87000	120900
13	22800	32000	41	45800	63700	69	89000	123700
14	23400	32900	42	46900	65200	70	91000	126500
15	24000	33800	43	48000	66800	71	93000	129300
16	24600	34700	44	49200	68400	72	95000	132100
17	25200	35600	45	50400	70000	73	97000	134900
18	25850	36500	46	51600	71800	74	99200	137700
19	26500	37400	47	52800	73600	75	101400	140500
20	27150	38300	48	54000	75400	76	103600	143600
21	27800	39300	49	55350	77200	77	105800	146700

22	28500	40300	50	56700	79000	78	108000	149800
23	29200	41300	51	58050	81000	79	110400	153200
24	29900	42300	52	59400	83000	80	112800	156600
25	30700	43400	53	60900	85000	81	115200	160000
26	31500	44500	54	62400	87000	82	117600	163400
27	32300	45600	55	63900	89000	83	120000	166800
28	33100	46700	56	65400	91200			

Annexure-6(3): Illustrations for Rules of Fixation

Rule 4

Case I. If the pre-revised pay of an employee on 01.07.2019 is ₹ 27150 in the scale of pay of ₹ 20000-45800, his pay undergoes following changes after 01.07.2019.

01.08.2019 (Increment)-Pay raised to ₹ 27800

01.12.2019(Promotion to a post with scale of pay (₹ 25200-54000)- Pay fixed at ₹ 29200(Rule 28A Part I KSR)

01.08.2020(Increment)- Pay raised to ₹ 29900

Next Increment-01.08.2021

His pay in the revised scale of pay ₹ 27900-63700 is fixed as follows:

Date	Pay Stage in the Pre-revised Scale	Pay Stage in the Revised Scale
01.07.2019	27150	38300
01.08.2019	27800	39300
01.12.2019	29200 (Rule 28A Part I KSR)	41300 (Rule 28A Part I KSR)
01.08.2020	29900 (Re-fixation)	42300(Re-fixation)

Case II. An employee in the scale of pay of ₹ 42500-87000 who was drawing ₹ 65400 w.e.f. 01.05.2019 (increment date) and he was drawing pay of ₹ 67050 w.e.f. 01.05.2020. Suppose his pre-revised pay on 01.07.2019 has been retrospectively changed by a ratio promotion w.e.f. 28.06.2019 as per Order dated 01.07.2021. Consequent on the retrospective promotion, his pay was fixed at ₹ 68700 in the scale of pay of ₹ 45800-89000 and he is eligible for re-fixation on 01.05.2020, on the date of increment in the lower scale. His pay on and after 01.07.2019 will be regulated as follows:

Initial fixation to Revised Pay Scales

Date	Pre-revised Pay Stage & Pre-revised Scale of Pay	Revised Pay Stage & Revised Scale of Pay
01.07.2019	65400 (42500-87000)	91200 (59300-120900)
01.05.2020	67050(Increment)	93400(Increment)
01.05.2021	68700(Increment)	95600(Increment)

Revised Fixation on 01.07.2021(by virtue of order dated 01.07.2021)

Date	Pre-revised Pay Stage & Pre-revised Scale of Pay	Revised Pay Stage & Revised Scale of Pay
01.07.2019	68700 (45800-89000)	95600 (63700-123700)
01.05.2020	70350 (Re-fixation under Rule 28A)	97800 (Re-fixation under Rule 28A)
01.05.2021		100300(Increment)

Case III. An employee in the scale of pay of ₹ 42500-87000 who was drawing ₹65400 w.e.f. 01.05.2019 (increment date) has been awarded with a punishment of barring two increments without cumulative effect by an order dated 18.08.2019. His pay in the revised scale of pay of ₹ 59300-120900 will be regulated as follows:

Date	Pay Stage in the Pre-revised Scale	Pay Stage in the Revised Scale
01.07.2019	65400	91200
18.08.2019	65400	91200
01.05.2020	65400	91200 (1 st increment in the Revised Scale barred)
01.05.2021	65400	91200 (2 nd increment barred)
01.05.2022	70350	97800 (Normal increment sanctioned and barred increments restored)

Case IV. If the increment barred in the above case is with cumulative effect. His pay in the revised scale of pay of ₹ 59300-120900 will be regulated as follows:

Date	Pay Stage in the Pre-revised Scale	Pay Stage in the Revised Scale
01.07.2019	65400	91200
18.08.2019	65400	91200
01.05.2020	65400	91200(1 st increment in the revised scale barred)
01.05.2021	65400	91200(2 nd increment barred)
01.05.2022	67050	93400(Normal increment sanctioned)

Rule 8

Case I. An employee in the scale of pay of ₹ 29200-62400 was drawing ₹ 54000 + ₹ 1500 PP w.e.f. 01.05.2019. His pay in the revised scale of pay of ₹ 41300-87000 will be regulated as follows:

Date	Pay Stage in the Pre-revised Scale	Pay Stage in the Revised Scale
01.07.2019	54000+1500PP	75400(Revised stage of ₹ 54000/-) Revised PP-₹ 1500×1.28=₹ 1920 Next Multiple of 100=₹ 2000 Next Increment after ₹ 75400 is ₹ 1800 Pay stepped up to ₹ 77200 Balance amount ₹ 200 will be protected as PP, which will not be absorbed in future increase in pay.
01.05.2020	55350+1500PP	79000+200PP

Case II. An employee in the scale of pay of ₹ 29200-62400 was drawing ₹ 54000 + ₹ 1100 PP w.e.f. 01.05.2019. His pay in the revised scale of pay of ₹ 41300-87000 will be regulated as follows:

Date	Pay Stage in the Pre-revised Scale	Pay Stage in the Revised Scale
01.07.2019	54000+1100PP	75400(Revised stage of ₹ 54000/-) ₹ 1100×1.28=₹ 1408 Next Multiple of 100=₹ 1500 (It is less than the next increment above ₹ 75400) Hence no step up in pay will be given and his pay will be ₹ 75400+1500PP. The PP will not be absorbed in future increase in pay
01.05.2020	55350+1100PP	₹ 77200+1500 PP

Rule 9

An employee in the scale of pay of ₹ 89000-120000 is drawing basic pay ₹ 120000 and Residuary Pay ₹ 4500 w.e.f. 01.07.2014, his pay in the revised scale of pay of ₹ 123700-166800 as on 01.07.2019 will be ₹ 166800. His Residuary Pay in the revised scale will be ₹ 5760 ($1.28 \times 4500 = 5760$)

Rule 10

An employee in the scale of pay of ₹ 60900-103600 is drawing basic pay ₹ 97000 and Special Pay of ₹ 1300 in lieu of higher time scale w.e.f. 01.5.2019, his pay in the revised scale of pay of ₹ 85000-143600 as on 01.07.2019 will be ₹ 134900. His Special Pay in the revised scale will be ₹ 1670 ($1.28 \times 1300 = 1664$ rounded to 1670).

Rule 11

An employee in the scale of pay of ₹ 18000-41500 is drawing two stagnation increments w.e.f. 01.05.2019. His pay in the revised scale of pay of ₹ 25100-57900 will be regulated as follows:

Date	Pay Stage in the Pre-revised Scale	Pay Stage in the Revised Scale
01.07.2019	41500+₹ 2000 SI (2)	Revised pay stage of ₹ 41500 is ₹ 57900, last increment rate in the scale of pay of ₹ 25100-57900 is ₹ 1400. Hence his revised pay will be ₹ 57900+2800 SI(2)
01.05.2020	41500+₹ 3000 SI(3)	57900+₹ 4200 SI (3)
01.05.2021	41500+₹ 4000 SI (4)	57900+₹ 5600 SI (4)
01.05.2022	41500+₹ 4000 SI (4)	57900+₹ 5600 SI(4)
01.05.2023	41500+₹ 5000 SI(5) 5 th Stagnation Increment Fifth biennial	57900+₹ 7000 SI(5) 5 th Stagnation Increment biennial
01.05.2024	41500+₹ 5000 SI(5) No further stagnation increments	57900+₹ 7000 SI(5) No further stagnation increments

Rule 12

An employee in the scale of pay of ₹ 18000-41500 is drawing two stagnation increments and personal pay of ₹ 800 w.e.f. 01.05.2019. His pay in the revised scale of pay of ₹ 25100-57900 will be regulated as follows:

Date	Pay Stage in the Pre-revised Scale	Pay Stage in the Revised Scale
01.07.2019	41500+800 PP+₹ 2000 SI (2)	Revised pay stage of ₹ 41500 is ₹ 57900; Last increment rate in the scale of pay of ₹ 25100-57900 is ₹ 1400. Hence his revised pay will

		be ₹ 57900+2800 SI(2)+1100 PP(800 X 1.28=1024, rounded to 1100)
01.05.2020	41500+800 PP+₹ 3000 SI(3)	57900+1100 PP+₹ 4200 SI (3)
01.05.2021	41500+800 PP+₹ 4000 SI (4)	57900+1100 PP+₹ 5600 SI (4)
01.05.2022	41500+800 PP+₹ 4000 SI (4)	57900+1100 PP+₹ 5600 SI(4)
01.05.2023	41500+800 PP+₹ 5000 SI(5) 5 th Stagnation Increment Fifth biennial	57900+1100 PP+₹ 7000 SI(5) 5 th Stagnation Increment (biennial)
01.05.2024	41500+800 PP+₹ 5000 SI(5) No further stagnation increments	57900+1100 PP+₹ 7000 SI(5) No further stagnation increments

Rule 14

In the case of three employees A, B and C was drawing ₹ 23400, ₹ 24600 and ₹ 25200 w.e.f. 01.08.2018, 01.09.2018 and 01.09.2019 in the pre-revised scale of pay of ₹ 22200-48000. The scale of pay of their posts was given upgradation in the scale of pay in this pay revision to ₹ 25200-54000. The regulation of pay of three employees in the revised scale of pay of ₹ 35600-75400 are regulated as follows:

Employee A

Date	Pay Stage in the Pre-revised Scale	Corresponding Revised Stage	Pay fixed in the revised scale
01.07.2019	23400	32900	35600
01.08.2019	24000	33800	35600 (Increment will not be given on 01.08.19 since his pay in the revised scale was fixed on 01.07.2019 at a higher stage than corresponding stage in Annexure-6(2))
01.07.2020	24000(No change)	33800	36500 (Next increment on completion of one year from 01.07.2019)
01.07.2021	24600 (w.e.f.01.08.2020)	34700	37400 (Next increment)

Employee B

Date	Pay Stage in the Pre-revised Scale	Corresponding Revised Stage	Pay fixed in the revised scale
01.07.2019	24600	34700	35600
01.09.2019	25200	35600	35600 (Increment will not be given on 01.09.19 since his pay in the revised scale was fixed on 01.07.2019 at a higher stage than corresponding stage in Annexure-6(2))
01.07.2020	25200(No change)	35600	36500 (Next increment on completion of one year from 01.07.2019)
01.07.2021	25850 (w.e.f. 01.09.2020)	36500	37400 (Next increment)

Employee C

Date	Pay Stage in the Pre-revised Scale	Corresponding Revised Stage	Pay fixed in the revised scale
01.07.2019	25200	35600	35600
01.09.2019	25850	36500	36500 (Increment will be given in the due date)
01.09.2020	26500	37400	37400 (Next increment)

Rule 19

A Senior Clerk who was drawing ₹ 38500 w.e.f. 01.05.2019, in the scale of pay ₹25200-54000 has got appointment to the post of State Tax Officer in the scale of pay ₹ 39500-83000 (Revised scale of pay: ₹ 55200-115300) and inducted in to pre-service training w.e.f. 01.06.2019 (which will not be reckoned as duty) and completed the training successfully and joined in regular service in the post of State Tax Officer w.e.f. 05.06.2020. His pay on and after 01.07.2019 will be regulated as follows:

Date	Pre-revised Pay & Scale of Pay in the post of senior clerk	Revised Pay & Scale of Pay	Actual pay or stipend
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01.07.2019	₹ 38500 (₹ 25200-54000)	₹ 53900 (₹ 35600-75400) (senior clerk)	₹ 55200 (Stipend)
01.05.2020	₹ 38500 (₹ 25200-54000)	₹ 53900 (₹ 35600-75400) (senior clerk)	₹ 55200 (Stipend)
05.06.2020	₹ .40500 (₹ 39500-83000) (Fixation under Rule 28 A Part I KSR)	₹ 56500 (₹ 51400-110300) (Fixation under Rule 28 A Part I KSR)	₹ 56500(Pay) (State Tax Officer)
01.05.2021	₹ 41500 (Re- fixation under Rule 28A)	₹ 57900 (Re-fixation under Rule 28A)	57900 (State Tax Officer)

Annexure-6(4): Classification of Officers into Group A, B, C & D

Group A	Group B	Group C	Group D
Proposed Scale of Pay	Proposed Scale of Pay	Proposed Scale of Pay	Proposed Scale of Pay
77200-140500	50200-105300	23700-52600	23000-50200
85000-143600	51400-110300	24400-55200	
95600-153200	55200-115300	25100-57900	
107800-160000	56500-118100	26500-60700	
112800-163400	59300-120900	27900-63700	
118100-163400	63700-123700	31100-66800	
123700-166800		35600-75400	
129300-166800		37400-79000	
		39300-83000	
		41300-87000	
		43400-91200	
		45600-95600	

This Chapter is designed to include a brief introduction to each Department, recommendations of the Commission, various posts with staff strength, existing and revised pay scales, existing and revised rates of various allowances allowed etc. The data regarding the number of posts, existing scales of pay etc, presented here are based on the information provided by the Heads of Departments/Offices. While all attempts and care have been taken to present the data as accurate as possible, unintended omissions cannot be ruled out. This Commission therefore would like to caution that the authority for the existence of a post and its existing scale of pay should be the authenticated Government order on the subject which should be referred to as the deciding document in case of any doubt. In case where a particular post does not figure in this Chapter because of its non-inclusion in the data provided by Head of the Department/Office, this may be brought to the attention of the Government. In cases where posts have been created after the issuance of the last pay revision order, posts are included only if necessary government orders are available. In certain other cases many posts which are not figured in the existing pay revision order are included in the proforma submitted by the Head of departments, but without any documentary evidence regarding the creation of posts and scale of pay- such posts are not included in the department schedules.

This Commission has made an effort to provide all the department specific allowances under the schedule of each department. This is a new feature of this Report, thereby one can easily make out which of the allowances are admissible to officers in a particular department. All the allowances provided under different schedules in the existing Pay Revision Order have been taken out and given under each department. Keen efforts have been taken to avoid omissions. All the recommendations/changes the Commission has intended, are specified in the recommendation paragraphs. No hike in scale of pay is intended by the Commission to any posts unless a specific recommendation to that effect is given under the department, and such a stand has been taken in the matter of ratio promotions, enhancement of existing ratio higher grades etc. In the matter of allowances, no new allowances are provided under a department schedule without having a recommendation to that effect. In case any mismatch between the schedules and the recommendations, the recommendation will prevail.

The Commission received a large number of representations from various Service Organisations and individuals and obtained reports from the Heads of departments. The Commission also heard all the Service Organisations (through Video Conferencing due to COVID -19 protocols), many department heads were heard, but could not hear some of them due to time constraints. The Commission has missed almost two months precious time in its working due to the pandemic induced lock down. Hence department heads were heard in cases only where the Commission needed specific clarifications and additional information in addition to what they submitted before the Commission.

Many of the representations received by the Commission were for enhancement of scale of pay, increase of allowances, improvement of ratio promotion, equations with other posts etc. The Commission has gone through their demands and considered the matter on merits with reference to the reports of Heads of Departments, existing Special Rules and other available data. As the volume of representations was so huge, it is obviously not possible to deal with in this report every representation received or give reasons for not considering the requests put forth in such representations. While dealing with the representations which were of a substantial nature, the Commission has given only brief explanations for the conclusions. The burden of financial commitment also had a reflection in the Commission's decision making process.

7.1. GOVERNMENT SECRETARIAT

A. KERALA RAJ BHAVAN

Kerala Raj Bhavan is the official residence of the Governor of Kerala, who is the Head of the State as per the Constitution. Kerala Raj Bhavan has two establishments, Governor's Secretariat and Governor's Household. The Secretary to the Governor functions as the Head of the Department for both the establishments.

The Commission, having considered the proposals submitted by the Principal Secretary to Governor, and the demands of various Service Organizations and individuals, makes the following recommendations:

- (i) As per G.O.(Ms.) No.203/2016/(5)/Fin dated 23/05/2016 the existing ratio 2:1 between Under Secretary and Under Secretary (HG) in Administrative, Finance, Law and Legislature Secretariats was modified as 1:1. As two posts of Under Secretary are existing in Governor's Secretariat, the modified ratio as in the other Secretariats can be made applicable to post of Under Secretary there also. Hence the 1:1 ratio promotion may be allowed to the post of Under Secretary in Kerala

Raj Bhavan-Governor's Secretariat with Higher Grade in the scale of pay ₹ 68700-110400 as existing in Administrative Secretariat.

- (ii) Appointment to the post of Comptroller in Governor's Household is made by promotion from Under Secretary in Governor's Secretariat. Consequent on granting of ratio promotion to Under Secretary in Governor's Secretariat, the post of Comptroller may be placed in the scale of pay ₹ 77400-115200, the next higher scale of pay of Under Secretary (HG).
- (iii) At present there are no Special Rule for any category of posts in Kerala Raj Bhavan. Special Rules prescribing qualification and method of appointment of all the categories of posts in Kerala Raj Bhavan may be framed expeditiously.
- (iv) Appointment to the posts of Medical Officer, Staff Nurse, Pharmacist, Nursing Assistant and Hospital Attendant in Kerala Raj Bhavan-Governor's Household are being made by deputation from Health Services Department. Hence the scales of pay of these posts may be mentioned in the Schedule of Posts as 'As in PD'.
- (v) All the existing posts except those which are specifically mentioned above may be placed in the corresponding proposed scales of pay.
- (vi) Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

(1) GOVERNOR'S SECRETARIAT

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Secretary to Governor	1	IAS	IAS
	2	Deputy Secretary	2	77400-115200	107800-160000
	3	Under Secretary (HG)		-	95600-153200

a	4	Under Secretary	2	45800-89000	63700-123700
	5	Private Secretary to Governor	1	42500-87000	59300-120900
	6	Public Relations Officer	1	42500-87000	59300-120900
	7	Personal Assistant to Governor	1	39500-83000	55200-115300
	8	Section Officer (HG)	1	40500-85000	56500-118100
a	9	Section Officer	2	36600-79200	51400-110300
	10	Additional Personal Assistant to Governor	1	35700-75600	50200-105300
	11	Tour Superintendent	1	35700-75600	50200-105300
b	12	Assistant Section Officer	4	32300-68700	45600-95600
	13	Senior Grade Assistant	4	30700-65400	43400-91200
	14	Assistant	4	27800-59400	39300-83000
c	15	Computer Assistant Selection Grade	1	32300-68700	45600-95600
	16	Computer Assistant Senior Grade	1	30700-65400	43400-91200
	17	Computer Assistant Grade I	1	27800-59400	39300-83000
	18	Computer Assistant Grade II	2	20000-45800	27900-63700
a	19	Confidential Assistant Grade I	1	27800-59400	39300-83000
	20	Confidential Assistant Grade II	1	20000-45800	27900-63700
	21	Telephone Operator	3	18000-41500	25100-57900
	22	Chauffer	1	18000-41500	25100-57900
	23	Motor Cycle Despatch Rider	2	18000-41500	25100-57900

	24	Binder	1	18000-41500	25100-57900
	25	Clerical Assistant	1	17000-37500	23700-52600
	26	Duffedar	2	17000-37500	23700-52600
	27	Office Attendant Grade I	3	17000-37500	23700-52600
	28	Office Attendant Grade II	17	16500-35700	23000-50200
	29	Sweeper	2	16500-35700	23000-50200
	30	Sanitation Worker	1	16500-35700	23000-50200
	31	Sweeper cum Sanitation Worker	1	16500-35700	23000-50200
	a	Grade ratio will be 1:1			
	b	Existing ratio 1:1:1 will continue			
	c	Existing ratio 1:1:1:1 will continue			

(2) GOVERNOR'S HOUSEHOLD

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	ADC to Governor		As in PD	As in PD
	2	Comptroller	1	60900-103600	107800-160000
	3	Additional Private Secretary		42500-87000	59300-120900
	4	Furniture Clerk	1	19000-43600	26500-60700
	5	Motor Section Clerk	1	19000-43600	26500-60700
	6	Garden Supervisor	1	19000-43600	26500-60700
	7	Chauffer	4	18000-41500	25100-57900
	8	Carpenter	1	18000-41500	25100-57900
	9	Head Butler	1	17500-39500	24400-55200
	10	Head Cook	1	17500-39500	24400-55200
	11	Head Gardener	1	17500-39500	24400-55200
	12	Gardener	12	17000-37500	23700-52600

13	Personal Attendant	2	17000-37500	23700-52600
14	Care Taker	1	17000-37500	23700-52600
15	Tailor	1	17000-37500	23700-52600
16	Cook	2	17000-37500	23700-52600
17	Laundry Superintendent	1	17000-37500	23700-52600
18	Dhobi	1	17000-37500	23700-52600
19	Female Attendant	1	17000-37500	23700-52600
20	Attender		17000-37500	23700-52600
21	Duffedar	1	17000-37500	23700-52600
22	Waiter	4	17000-37500	23700-52600
23	Matey	5	16500-35700	23000-50200
24	Lascar	5	16500-35700	23000-50200
25	Sweeper	12	16500-35700	23000-50200
26	Sweeper-cum-Sanitation Worker	2	16500-35700	23000-50200
27	Cleaner	2	16500-35700	23000-50200
28	Office Attendant	4	16500-35700	23000-50200
29	Watcher	3	16500-35700	23000-50200
30	Medical Officer	1	45800-89000	As in PD
31	Staff Nurse Grade II	1	26500-56700	As in PD
32	Pharmacist Grade II	1	22200-48000	As in PD
33	Nursing Assistant	1	16500-35700	As in PD
34	Hospital Attendant	2	16500-35700	As in PD

Part Time Contingent Employees

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Part Time Sweeper	1	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Special Allowance**

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
GOVERNOR'S SECRETARIAT			
1	Deputy Secretary	750	830
2	Private Secretary to Governor / Additional Private Secretary to Governor	750	830
3	Under Secretary (Tour) / Under Secretary	750	830
4	Personal Assistant to Governor / Section Officer / Section Officer (Accounts) / Tour Superintendent	550	610
5	Assistant	500	550
6	Computer Assistant	300	330
8	Confidential Assistant	500	550
9	Chauffeur	480	530
10	Duffedar	200	220
11	Personal Attendant / Motor Cycle Despatch rider / Office Attendants working with Governor, Secretary to Governor and other Officers and posted for duty in the VIP Room	200	220
12	Telephone Operator	230	260
13	Clerical Assistant	200	220
14	Attender	200	220
15	Police Driver	230	260
GOVERNOR'S HOUSEHOLD			
1	Comptroller	750	830
2	Motor Section Clerk / Furniture Clerk	230	260
3	Chauffeur	480	530
4	Duffedar	200	220
5	Head Butler	200	220
6	Head Cook	200	220
7	Cook	200	220
8	Waiter	200	220

9	Cleaner	200	220
10	Matey	200	220
11	Lascar	200	220
12	Garden Supervisor	200	220
13	Caretaker	200	220
14	Medical Officer	400	440
15	Staff Nurse	250	280
16	Pharmacist	200	220
17	Nursing Assistant	180	200
18	Hospital Attendant	180	200

(2) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
GOVERNOR'S HOUSEHOLD			
1	ADC	330	370
2	Physician to Governor	330	370
3	Head Gardener	100	110
4	Gardener	100	110
5	Sweeper	100	110
6	Pharmacist	100	110
7	Hospital Attendant	100	110
8	Nursing Assistant	100	110

(3) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
GOVERNOR'S HOUSEHOLD			
1	Head Butler	2400	2700
2	Head Cook	2400	2700
3	Cook	2400	2700
4	Waiter	2400	2700
5	Cleaner	2400	2700
6	Matey	2400	2700

7	Lascar	2400	2700
8	Garden Supervisor	2400	2700
9	Caretaker	2400	2700
10	Gardener	2400	2700
11	Sweeper	2400	2700
12	Staff Nurse	2400	2700
13	Pharmacist	2000	2200
14	Hospital Attendant	2400	2700
15	Nursing Assistant	2400	2700

ADMINISTRATIVE / FINANCE/ LAW SECRETARIAT

The Government Secretariat is the official machinery through which the Council of Ministers transacts its official business. The Secretariat Service consists of Administrative Secretariat, Finance Secretariat, Law Secretariat and Legislature Secretariat. The main function of the Secretariat Departments is to assist the Council of Ministers in framing laws and policies, approval of plans & programmes for the overall development of the State, etc. It also interfaces with the Union Government and other State Governments. The Secretariat transacts the business of Government according to the Rules of Business of Government of Kerala issued by the Governor in exercise of the powers conferred under Article 166 of the Constitution of India. The Chief Secretary, who is the topmost executive of the State, has superintending control over all the Departments in the Secretariat.

The Commission considered the proposals of the Additional Chief Secretary (Finance), Principal Secretary (General Administration) and Law Secretary, and the demands of service organizations and individuals. The following recommendations are made:

- (i) At present, employees who are in the existing scale of pay ₹55350-101400 and above only are eligible for flight journey. Under Secretaries to Government on ₹45800-89000 in Secretariat have to perform journey to the national capital for official engagements and they are compelled to travel by train which takes 6 days' journey for both directions, which is causing additional expenditure as well as health issue to officers. Hence, Under Secretaries going on urgent official work to Delhi may be allowed to travel by air, considering the longer time required for rail travel.

- (ii) Footwear Allowance was sanctioned to Part Time Contingent employees who perform sweeping and sanitation activities by G.O.(P)No.90/2016/(11)/Fin dated 02.07.2016. The work in garden is more tedious and strenuous than sweeping work. Hence it is recommended that the posts Gardener and Head Gardener in the Secretariat may be allowed Footwear Allowance.
- (iii) Secretariat Traffic Warden are entrusted with the duty of regulating parking vehicles inside the Secretariat premises. Hence, they have to come to office early and leave the office late. This category is not in receipt of Compensatory Allowance, though many other categories in the Secretariat are allowed this Allowance. Therefore, it is recommended that Compensatory Allowance to Traffic Warden may be allowed at par with the rate now being granted to the posts of Watchman and Chowkidar in Administrative Secretariat.
- (iv) The Last Grade employees and other lower categories in Secretariat have been included in the Secretariat Subordinate Service by G.O.(P)No.8/2016/GAD dated 03.02.2016 and thereby system of appointment to the post of Office Attendants in Secretariat from the common rank list prepared by PSC for appointment to the post in various departments has been dispensed with, and now PSC conducts a separate selection for appointment to the post of Office Attendant in Secretariat. By the amendment to the Secretariat Subordinate Service Special Rules, qualification for the post of Office Attendant in Secretariat has been enhanced from 7th Std to SSLC. The existing incumbents in the post are those appointed based on the earlier qualification. However, in view of the enhancement in qualification for the post, it is recommended that the entry level post of Office Attendant (Grade II) may be placed in the scale of pay ₹17000-37500, and the remaining posts may be placed in the next scales of pay i.e., Office Attendant Grade I on ₹17500-39500, Attender on ₹18000-41500, Attender (HG) on ₹19000-43600, Clerical Assistant Grade II on ₹20000-45800 and Clerical Assistant Grade I on ₹22200-48000
- (v) In the existing Pay Revision Order, no ratio is fixed between Office Attendant Grade I and Grade II posts of Secretariat. A ratio of 2:1 may be allowed between the grades, as allowed in the case of Grade II and Grade I posts of Office Attendant in Common Category.

- (vi) The following posts which are also included under the Secretariat Subordinate Service by the Government Order mentioned above, may be given hike in scales of pay so as to maintain the existing parity among these posts. The posts may be given scale of pay as follows:

Post	Existing Scale of and par post	Scale of Pay for which revision is recommended
Motorcycle Orderly	₹ 20000-45800 (Clerical Assistant Gr I)	₹ 22200-48000
Binder Grade II	₹ 19000-43600 (Clerical Assistant Gr II)	₹ 20000-45800
Binder Grade I	₹ 20000-45800 (Clerical Assistant Gr I)	₹ 22200-48000
Lift Operator	₹ 18000-41500 (Attender HG)	₹ 19000-43600
Duplicating Machine Operator	₹18000-41500 (Attender HG)	₹19000-43600
Nottam	₹17500-39500 (Attender)	₹18000-41500

- (vii) The post 'Nottam' in Administrative Secretariat is now placed in the scale of pay corresponding to Attender. The practice of bringing cash in bulk from the Treasury to Secretariat was stopped long ago, and so there is little relevance of continuing the post of Nottam. Hence this post may be abolished and treated as a vanishing category. The services of the present incumbent may be utilized as Attender.
- (viii) In Common Category, appointment to the post of Lift Operator (₹18000-41500) is made by direct recruitment. There is Lift Operator (HG) post (₹19000-43600) in the ratio 2:1. Appointment to the post of Lift Operator in Secretariat (₹18000-41500) is made through by-transfer from Last Grade Servants. In Secretariat, no higher grade is allowed to the post, but the post of Lift Supervisor (₹20000-45800) is existing as promotion post of Lift Operator. Ratio 9:1 is existing between Lift Operator and Lift Supervisor. The Commission notes that Lift Supervisor being a post of supervisory nature, placing the posts of Lift Operator and Lift Supervisor under ratio promotion is not appropriate. Hence the existing

ratio between Lift Operator and Lift Supervisor may be withdrawn; instead Higher Grade may be allowed to Lift Operator in the ratio 2:1 as existing in Common Category. It is also recommended that the existing posts of Lift Supervisor may be declared as cadre posts. As a higher scale of pay of ₹ 19000-43600 has been recommended for the post of Lift Operator, the posts of Lift Operator(HG) and Lift Supervisor may be placed in the scales of pay corresponding to ₹20000-45800 and 22200-48000 respectively.

- (ix) Lift Operator is allowed Special Allowance and Compensatory Allowance @ ₹120 and ₹100 respectively. There is no need to grant two allowances together to Lift Operator and one of the allowances has to be discontinued. While doing so, the total amount that employee gets under these two allowances may be protected so as to avoid drop in salary. Therefore, these two allowances may be merged into Special Allowance and may be given normal increase over the total amount of the two allowances(₹220).
- (x) Post of Duplicating Machine Operator is existing in many departments, though the post has no relevance now. The employees in the post have no work to perform. The previous two Pay Revision Commissions had recommended to abolish the post. This post has a supervisory post also, by the name Duplicating Machine Supervisor. The scales of pay of Duplicating Machine Operator and Duplicating Machine Supervisor are ₹18000-41500 and ₹19000-43600 respectively, which are the scales of pay of the posts of Attender (HG) and Clerical Assistant Grade II respectively. The Commission recommends that the posts of Duplicating Machine Operator/Roneo Operator and Duplicating Machine Supervisor may be abolished and the employees may be accommodated in the category of Attender(HG) and Clerical Assistant Gr II respectively. It is also recommended that supernumerary posts of Attender(HG) and Clerical Assistant Grade II may be created so as to accommodate the incumbents of Duplicating Machine Operator/Roneo Operator and Duplicating Machine Supervisor, and these posts may be abolished on vacation of the posts by the incumbents.
- (xi) There is a large number employees in Secretariat appointed against supernumerary posts under Compassionate Employment Scheme (CES) who are waiting for regularisation of their appointments. As per the existing rules, 5% of the total vacancies arising in a year is

earmarked for appointment under CES. At least 20 vacancies are needed in year to generate one vacancy to be set apart under CES i.e. number of vacancies up to 19 arising in a year will not generate a vacancy under CES. The Commission feels that this system fails to provide due share to its beneficiaries and needs to be changed. It is recommended that every 20th appointment in a block of 100 appointments in every department may be reserved for appointment under CES.

- (xii) Assistant Translator, Assistant Translator (HG), Senior Translator, Senior Translator (HG) are the posts of translators (Tamil/Kannada) existing in Law Secretariat. The qualification prescribed for the post is graduation in the Language concerned with proficiency in Malayalam also. Now approving the translation work done by translators is carried out by officers in Law Secretariat who may be illiterate in Kannada/Tamil languages. As it is an embarrassing situation, it is recommended that the existing system of approval may be modified and the officers in the Translation wing may be given authority to approve the translation. The Commission further notes that posts Assistant Translator, Translator (HG) and Senior Translator are existing in a department where there is no post by the designation 'Translator'. In order to make the designations of Translators in Law Secretariat logical, it is recommended to modify the existing designations as given follows:

Existing designation	Proposed designation
Assistant Translator	Assistant Translator
Translator HG	Translator
Senior Translator	Senior Translator
Senior Translator HG	Chief Translator

The Commission further recommends that Chief Translator (Existing designation Senior Translator HG) may be given the authority and responsibility to approve all the translation works made by the translators in Law Secretariat.

- (xiii) There are a very limited number of promotion posts for Translators who are vested with the responsibility of converting proposals in the languages of Tamil/Kannada to Malayalam and English and vice versa. It is recommended that Senior Translator (₹35700-75600) may be placed

in the scale of pay corresponding to ₹36600-79200 and Senior Translator (HG) (₹42500-87000), whose designation is recommended to be changed as Chief Translator, may be placed in the scale of pay corresponding to ₹45800-89000

- (xiv) The posts Legal Assistant Grade II and Legal Assistant Grade I in Law Secretariat may be re-designated as Legal Assistant and Legal Assistant Senior Grade respectively, as similar designations are existing in other Secretariats.
- (xv) The Commission has recommended to re-designate the post of Selection Grade Confidential Assistant in the Common Category as Personal Assistant. Concomitant to this, the following posts in Secretariat may be re-designated as follows

Existing designation	New designation
Personal Assistant	Personal Secretary
Personal Assistant HG	Personal Secretary HG
Personal Secretary	Senior Personal Secretary

- (xvi) All the category of posts except those mentioned above may be given corresponding proposed scales of pay of the existing scales of pay.
- xvii) Existing Allowances except those specifically mentioned above may be given normal revision.

7.1.B. ADMINISTRATIVE SECRETARIAT

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Chief Secretary		IAS	IAS
	2	Additional Chief Secretary		IAS	IAS
	3	Principal Secretary		IAS	IAS

	4	Secretary		IAS	IAS
	5	Additional Secretary (IAS)		IAS	IAS
	6	Special Secretary	6	93000-120000	129300-166800
	7	Additional Secretary	53	89000-120000	123700-166800
	8	Joint Secretary	38	85000-117600	118100-163400
	9	Deputy Secretary	49	77400-115200	107800-160000
	10	Under Secretary (HG)	64	68700-110400	95600-153200
a	11	Under Secretary and Asst. Electoral Officer/Protocol Officer/Additional Protocol Officer/Chief Liaison Officer	72	45800-89000	63700-123700
*	12	Language Expert		45800-89000	63700-123700
**	13	Senior Personal Secretary		45800-89000	63700-123700
	14	Personal Secretary (HG)	23	42500-87000	59300-120900
a	15	Personal Secretary	28	40500-85000	56500-118100
	16	Personal Assistant	50	39500-83000	55200-115300
	17	Section Officer (HG)	190	40500-85000	56500-118100
a	18	Section Officer/Cashier/Liaison Officer/Assistant Protocol Officer	194	36600-79200	51400-110300
	19	Office Superintendent (HG)	18	40500-85000	56500-118100
a	20	Office Superintendent	19	36600-79200	51400-110300
	21	Assistant Section Officer	374	32300-68700	45600-95600
b	22	Senior Grade Assistant/ Assistant Cashier	374	30700-65400	43400-91200
	23	Assistant /Accountant/ Reception Officer/ Assistant Liaison Officer	373	27800-59400	39300-83000
c	24	Computer Assistant Selection Grade	112	32300-68700	45600-95600

	25	Computer Assistant Senior Grade	112	30700-65400	43400-91200
	26	Computer Assistant Grade I	112	27800-59400	39300-83000
	27	Computer Assistant Grade II	113	20000-45800	27900-63700
	28	Security Officer	1	30700-65400	43400-91200
	29	Assistant Security Officer	4	27800-59400	39300-83000
	30	Sergeant	4	27800-59400	39300-83000
	31	Head Guard	5	25200-54000	35600-75400
	32	Security Guard Grade I	97	22200-48000	31100-66800
d	33	Security Guard Grade II, Chowkidar, Watchman		19000-43600	26500-60700
	34	Clerical Assistant Grade I	78	20000-45800	31100-66800
a	35	Clerical Assistant Grade II		19000-43600	27900-63700
	36	Lift Supervisor	3	20000-45800	31100-66800
	37	Duplicating Machine Supervisor	1	19000-43600	27900-63700
	38	Duplicating Machine Operator	4	18000-41500	26500-60700
	39	Motor Cycle Orderly	2	20000-45800	31100-66800
	40	Secretariat Traffic Warden	4	17500-39500	24400-55200
	41	Head Gardener	1	17500-39500	24400-55200
e	42	Gardener	19	17000-37500	23700-52600
	43	Dhobi Supervisor	3	18000-41500	25100-57900
	44	Dhobi		17500-39500	24400-55200
	45	Attender (HG)	45	18000-41500	26500-60700
f	46	Attender		17500-39500	25100-57900
	47	Nottam	1	17500-39500	25100-57900
	48	Store Attendant	4	17000-37500	23700-52600
	49	Conference Hall Watchman	2	17500-39500	24400-55200
	50	Messenger	1	16500-35700	23000-50200
	51	Full Time Telephone Cleaner	5	16500-35700	23000-50200

	52	OP Attender	1	16500-35700	23000-50200
i	53	Confidential Assistant Senior Grade	50	30700-65400	43400-91200
	54	Confidential Assistant Grade I	51	27800-59400	39300-83000
	55	Confidential Assistant Grade II	51	20000-45800	27900-63700
	56	Health Inspector Grade II		26500-56700	37400-79000
	57	Binder Grade I	31	20000-45800	31100-66800
h	58	Binder Grade II		19000-43600	27900-63700
	59	Lift Operator (HG)			27900-63700
g	60	Lift Operator	27	18000-41500	26500-60700
	61	Health Assistant		18000-41500	25100-57900
	62	Office Attendant Grade I	791	17000-37500	24400-55200
h	63	Office Attendant Grade II		16500-35700	23700-52600
	64	Full Time Sweeper		16500-35700	23000-50200

* Present incumbent holding the post will be in the Personal scale of pay of ₹107800-160000 in terms of G.O(Ms)No.135/2018/GAD dated 22.06.2018.

** There will be total four posts of Senior Personal Secretary in the O/o the Chief Secretary/ Additional Chief Secretary in the following Departments: General Administration Department -3 and Finance Department -1

- a Existing ratio 1:1 will continue
- b The Grade ratio 1:1:1 will continue
- c The existing ratio 1:1:1:1 will continue
- d The ratio between Grade I and Grade II will be 1:3
- e The ratio of 10:1 between Full Time Gardeners and Head Gardener will continue
- f 1/3rd Higher Grade will continue
- g Ratio between Lift Operator and Lift Operator (HG) will be 2:1
- h The ratio between Grade II and Grade I will be 2:1
- i Ratio among Gr II, Gr I and Senior grade will be 1:1:1

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Garden Supervisor (Addition to the cadre of Assistant Agricultural Officer in Agriculture Department)		As in PD	As in PD

Common Category

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Driver Selection Grade		As in CC	As in CC
2	Driver Senior Grade	14	As in CC	As in CC
3	Driver Grade I		As in CC	As in CC
4	Driver Grade II		As in CC	As in CC
5	Duffedar	1	As in CC	As in CC
6	Full Time Sweeper cum Sanitation Worker	54	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Footwear Allowance**

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Gardener	-	500
2	Head Gardener	-	500

(2) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Additional Secretary/Joint Secretary in the O/o the Chief Secretary	1000	1100
2	Deputy Secretary /Under Secretary, General Administration (SC) Department	900	990
3	Section Officer/ Assistant/Typist, General Administration (SC) Department	750	830
4	Personal Secretary, Personal Assistant and Confidential Assistants in the office of Chief Secretary	750	830
5	Personal Secretary/Personal Assistant/ Confidential Assistant, General Administration (SC) Department	650	720
6	Personal Secretary, Personal Assistant, Confidential Assistant in the Office of Additional Chief Secretaries including Finance	650	720
7	Personal Secretary, Personal Assistant, and Confidential Assistant to Principal Secretaries, Secretaries to Government and Special Secretaries (IAS) to Government	550	610
8	Confidential Assistant /Personal Assistant in the Office of Additional Secretary/Special Secretary	250	280
9	Chauffer/ Attender/Office Attendant in the O/o Chief Secretary	600	660
10	Driver/ Attender/Office Attendant in the Office of Additional Chief Secretaries including Finance	600	660
11	Section Officer, General Administration (SS), Home (SS) and General Administration (C.R. Cell) Department	230	260
12	Assistant/Typist, General Administration (SS) and Home (SS) Department	150	170
13	Assistant, General Administration (Office Section) Department	150	170
14	Assistant, Central Agency	320	360
15	Assistant, General Administration (Official Language Translation) Department	120	140
16	Gunman in the O/o Chief Secretary	350	390

17	Security Guard in the O/o Chief Secretary	350	390
18	Office Attendant/ Attender, General Administration (SS) and Home (SS) Department	120	140
19	Office Superintendent, General Administration (Office Section)	180	200
20	Office Attendant, General Administration (Office Section) Department	120	140
21	Office Superintendent, Tele-printer Section	200	220
22	Office Attendant/ Messenger, Central Agency	200	220
	<i>(ii) General Administration (Political-A) Department</i>		
23	Special Secretary / Additional Secretary/Joint Secretary/Deputy Secretary to Government working as State Protocol Officer	900	990
24	Under Secretary and State Protocol Officer/ Additional State Protocol Officer	750	830
25	Assistant Protocol Officer/ Section Officer	650	720
26	Assistant/Typist/Confidential Assistant	650	720
27	Office Attendant	400	440
28	Chauffeur attached to G.A. (Pol.) Department	400	440
	<i>(iii) Personal Staff of Ministers/Leader of Opposition/Govt. Chief Whip</i>		
29	Private Secretary/ Additional Private Secretary/Special Private Secretary/ Assistant Private Secretary/ Press Secretary and Political Secretary to Chief Minister and Leader of opposition	900	990
30	Personal Assistant/ Additional Personal Assistant/Special Personal Assistant/Section Officer	800	880
31	Clerk/ Assistant/ Confidential Assistant/ Typist	750	830
32	Chauffeur/Driver	700	770
33	Head Office Attendant/ Duffedar	350	390
34	Clerical Assistant/ Attender	600	660
35	Office Attendant/ Contingent Employees	600	660
	<i>(iv) Personnel in the Computer Cell attached to the office of the Chief Minister</i>		

36	Section Officer	550	610
37	Assistant	550	610
38	Typist	550	610
39	Office Attendant	550	610
	<i>(v) Office of the Principal Secretary to the Chief Minister</i>		
40	Joint Secretary	750	830
41	Deputy Secretary/ Under Secretary	550	610
42	Section Officer	550	610
	<i>(vi) Other Categories</i>		
43	Driver	300	330
44	Chief Security Officer	250	280
45	Security Officer	200	220
46	Assistant Security Officer	180	200
47	Station Officer (Fire Force)	180	200
48	Sergeant	180	200
49	Garden Supervisor	140	160
50	Lift Supervisor	300	330
51	Security Guard	120	140
52	Office Attendant, General Administration (English Records) Department	100	110
53	Lift Operator	220	250
54	Driver attached to Principal Secretaries, Secretaries to Government and Special Secretaries (IAS) to Government	400	440
55	Office Attendant, Duffedar attached to Principal Secretaries, Secretaries to Government and Special Secretaries (IAS) to Government	320	360
56	Office Attendant/Duffedar attached to Additional Secretary, Special Secretary to Government	120	140

(3) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Sergeant	100	110
2	Security Guard	100	110

3	Watchman/ Chowkidar	100	110
4	Secretariat Traffic Warden	-	110
	<i>(i) Allopathic Clinic attached to Secretariat</i>		
5	Chief Medical Officer	600	660
6	Medical Officer	600	660
7	Gynaecologist	600	660
8	Dental Surgeon/ Paediatrician	500	550
9	Pharmacist	250	280
10	Nurse	250	280
11	Dental Hygienist	200	220
12	Clerical Assistant	200	220
13	Scavenger	200	220
	<i>(ii) Homoeo Clinic attached to Secretariat</i>		
14	Medical Officer	600	660
15	Pharmacist	250	280
16	Sweeper/Office Attendant	150	170
	<i>(iii) Other Establishments</i>		
17	Head Gardener	100	110
18	Gardener	100	110
19	Sweeper of Secretariat Garden	100	110
	<i>(iv) Ayurveda Clinic attached to Secretariat</i>		
20	Medical Officer	600	660
21	Pharmacist	250	280
22	Attender	150	170

(4) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	<i>a) Other Categories</i>		
2	Security Officer	3500	4000
3	Assistant Security Officer	3500	4000
4	Sergeant	3500	4000
5	Security Guard	3500	4000

6	Secretariat Traffic Warden	3500	4000
7	Lift Operator	2500	2800
8	Durbar/Conference Hall Watchman	2500	2800
9	Full Time Gardener	2500	2800
10	Full -time Sweeper/Full-time Sweeper-cum-Sanitation Worker	2500	2800
11	Driver	2400	2700
	<i>(b) Allopathic Clinic attached to Secretariat</i>		
12	Pharmacist	2000	2200
13	Nurse	2400	2700
14	Scavenger	2400	2700
	<i>(c) Homoeo Clinic attached to Secretariat</i>		
15	Pharmacist	2000	2200
	<i>(d) Other Establishments</i>		
16	Head Gardener	2500	2800
17	Gardener	2500	2800
18	Sweeper of Secretariat Garden	2500	2800
	<i>(e) Ayurveda Clinic attached to Secretariat</i>		
19	Pharmacist	2000	2200
20	Attender	2400	2700
	<i>(f) Personal Staff of Ministers/Leader of Opposition</i>		
21	Chauffeur	3000	3300
22	Attender*	3000	3300
23	Office Attendant	3000	3300
	*Maximum two Attenders in the office of a Minister/Leader of Opposition will be allowed the allowance		

7.1. C. FINANCE SECRETARIAT

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Principal Secretary		IAS	IAS
	2	Secretary		IAS	IAS
	3	Special Secretary	1	93000-120000	129300-166800
	4	Additional Secretary	19	89000-120000	123700-166800
	5	Joint Secretary	20	85000-117600	118100-163400
	6	Deputy Secretary	17	77400-115200	107800-160000
	7	Under Secretary (HG)	18	68700-110400	95600-153200
a	8	Under Secretary	18	45800-89000	63700-123700
	9	Accounts Officer	20	42500-87000	59300-120900
	10	Section Officer (HG)	51	40500-85000	56500-118100
a	11	Section Officer	51	36600-79200	51400-110300
	12	Office Superintendent (HG)	4	40500-85000	56500-118100
a	13	Office Superintendent	4	36600-79200	51400-110300
b	14	Assistant Section Officer	108	32300-68700	45600-95600
	15	Senior Grade Assistant	108	30700-65400	43400-91200
	16	Assistant	110	27800-59400	39300-83000
c	17	Computer Assistant Selection Grade	21	32300-68700	45600-95600
	18	Computer Assistant Senior Grade	22	30700-65400	43400-91200
	19	Computer Assistant Grade I	23	27800-59400	39300-83000
	20	Computer Assistant Grade II	23	20000-45800	27900-63700
	21	Clerical Assistant Grade I	9	20000-45800	31100-66800
a	22	Clerical Assistant Grade II	10	19000-43600	27900-63700
	23	Attender (HG)	3	18000-41500	26500-60700
d	24	Attender	10	17500-39500	25100-57900

	25	Director, Information Systems	1	85000-117600	118100-163400
	26	Joint Director (Information Systems)	1	36600-79200	51400-110300
	27	Binder Grade I	1	20000-45800	31100-66800
e	28	Binder Grade II	4	19000-43600	27900-63700
	29	Roneo Operator	1	18000-41500	26500-60700
	30	Office Attendant Grade I	48	17000-37500	24400-55200
e	31	Office Attendant Grade II	96	16500-35700	23700-52600

- a The existing ratio 1:1 will continue
- b The Grade ratio 1:1:1 will continue
- c The existing ratio 1:1:1:1 will continue
- d 1/3rd HG will continue
- e The ratio between Grade II and Grade I will be 2:1

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Chief Technical Examiner	1	As in PD	As in PD
2	Assistant Chief Technical Examiner	1	As in PD	As in PD
3	Technical Examiner (Civil, Electrical)	8	As in PD	As in PD
4	Assistant Technical Examiner (Civil, Electrical, Mechanical)	10	As in PD	As in PD
5	Divisional Accounts Officer	2	As in PD	As in PD
6	Statistical Assistant Grade I	1	As in PD	As in PD

Common Category

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Driver Selection Grade	1	As in CC	As in CC
2	Driver Senior Grade	13	As in CC	As in CC
3	Driver Grade I	14	As in CC	As in CC
4	Driver Grade II /Driver cum Office Attendant	14	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Special Allowance**

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Personal Secretary, Personal Assistant and Confidential Assistant to Principal Secretaries, Secretaries to Government and Special Secretaries (IAS) to Government	550	610
2	Personal Assistant, Confidential Assistant working in the offices of Additional Secretary/Special Secretary	250	280
3	System Analyst-cum-programming Officer (Data Processing Centre)	450	500
4	Chief Technical Examiner	450	500
5	Assistant Chief Technical Examiner	400	440
6	Technical Examiner (Civil,Electrical)	350	390
7	Assistant Technical Examiner (Civil, Electrical, Mechanical)	250	280
8	Additional Secretary attending the work relating to Secretaries Committee	350	390
9	Section Officer attending the work relating to Secretaries Committee	250	280
10	Assistant attending the work relating to Secretaries Committee	200	220
11	Computer Assistant attending the work relating to Secretaries Committee	170	190
12	Office Attendant attending the work relating to Secretaries Committee	120	140

13	Deputy Secretary & above working on other duty as Vigilance Officer & equated posts in other departments	300	330
14	Under Secretary working on other duty as Accounts Officer in other departments	250	280
15	Office Attendant / Confidential Assistant in O/o Additional Secretary / Special Secretary	250	280
	(i) Office of the Additional Chief Secretary (Finance)/ Principal Secretary (Finance)		
16	Under Secretary/Deputy Secretary/Joint Secretary	600	660
	(ii) Secret Section		
17	Section Officer	300	330
18	Assistant / Computer Assistant	170	190
19	Office Attendant	120	140
	(iii) Other Categories		
20	Driver	300	330
21	Driver attached to Principal Secretaries, Secretaries to Government and Special Secretaries(IAS) to Government	400	440
22	Office Attendant attached to Principal Secretaries, Secretaries to Government and Special Secretaries(IAS) to Government	320	360
23	Office Attendant attached to Additional Secretary, Special Secretary to Government	120	140

(2) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Full -time Sweeper / Full-time Sweeper-cum-Sanitation Worker	2500	2800
2	Driver	2400	2700

7.1. D. LAW SECRETARIAT

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Law Secretary	1	As in PD	As in PD
	2	Special Secretary (Law)	1	93000-120000	129300-166800
	3	Additional Secretary	10	89000-120000	123700-166800
	4	Joint Secretary	11	85000-117600	118100-163400
	5	Deputy Secretary	9	77400-115200	107800-160000
	6	Under Secretary (HG)	7	68700-110400	95600-153200
a	7	Under Secretary	8	45800-89000	63700-123700
	8	Section Officer (HG)	14	40500-85000	56500-118100
a	9	Section Officer	15	36600-79200	51400-110300
	10	Office Superintendent (HG)	2	40500-85000	56500-118100
a	11	Office Superintendent	3	36600-79200	51400-110300
b	12	Assistant Legal Officer	31	32300-68700	45600-95600
	13	Legal Assistant Senior Grade	31	30700-65400	43400-91200
	14	Legal Assistant	62	29200-62400	41300-87000
*	15	Chief Tamil Translator		42500-87000	63700-123700
	16	Senior Tamil Translator	1	35700-75600	51400-110300
	17	Tamil Translator	2	30700-65400	43400-91200
	18	Assistant Tamil Translator	6	26500-56700	37400-79000
	19	Chief Kannada Translator	1	42500-87000	63700-123700
	20	Senior Kannada Translator	1	35700-75600	51400-110300
	21	Kannada Translator	2	30700-65400	43400-91200
	22	Assistant Kannada Translator	4	26500-56700	37400-79000
c	23	Computer Assistant Selection Grade	9	32300-68700	45600-95600

	24	Computer Assistant Senior Grade	9	30700-65400	43400-91200
	25	Computer Assistant Grade I	9	27800-59400	39300-83000
	26	Computer Assistant Grade II	11	20000-45800	27900-63700
	27	Attender (HG)	1	18000-41500	26500-60700
d	28	Attender	2	17500-39500	25100-57900
	29	Clerical Assistant Grade I		20000-45800	31100-66800
a	30	Clerical Assistant Grade II	7	19000-43600	27900-63700
	31	Binder Grade I	1	20000-45800	31100-66800
e	32	Binder Grade II	3	19000-43600	27900-63700
	33	Roneo Operator	1	18000-41500	26500-60700
	33	Office Attendant Grade I	17	17000-37500	24400-55200
e	34	Office Attendant Grade II	33	16500-35700	23700-52600
	35	Duffedar		17000-37500	23700-52600

- a Existing ratio 1:1 will continue
b Grade ratio 1:1:1 will continue
c The existing ratio 1:1:1:1 will continue
d Ratio 2:1 between Attender and Attender HG will continue
e The ratio between Grade II and Grade I will be 2:1
The existing incumbent will continue to be designated as Deputy Secretary (Tamil Translator) with the Personal Scale of pay ₹107800-160000 in terms of GO(Ms)No.177/2012/GAD dated 10.07.2012.

Common Category

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Driver Senior Grade	1	As in CC	As in CC
2	Driver Grade I	1	As in CC	As in CC
3	Driver Grade II	1	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Special Allowance**

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Personal Secretary, Personal Assistant and Confidential Assistant to Secretary, Law	550	610
2	Personal Assistant and Confidential Assistants in the O/o Additional Secretary and Special Secretary	250	280
3	Driver	300	330
4	Driver attached to Secretary, Law	400	440
5	Office Attendant attached to Secretary, Law	320	360
6	Office Attendant attached to Additional Secretary, Special Secretary to Government	120	140

(2) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Clerical Assistant attached to the Library	120	140
2	Office Attendant attached to the Library	100	110
3	Binder attached to the Library	130	150

(3) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Full -time Sweeper / Full-time Sweeper-cum-Sanitation Worker	2500	2800
2	Driver	2400	2700

7.1. E. LEGISLATURE SECRETARIAT

The functions of the Legislature Secretariat include conduct of sessions of the Legislative Assembly to enable the House to transact its business such as Law

making, passing of Budget, discussion of important issues raised by the Members of the Legislative Assembly, etc. The Legislature Secretariat also functions as an interface between the Executive and the Legislature for getting any information required by the Legislative Assembly through interaction with officials of different Government departments. In addition to facilitating the Legislative business, the Legislature Secretariat attends to matters of the Members such as accommodation, salaries, travelling allowance, medical reimbursement, etc. The Legislature Secretariat is headed by the Secretary who is appointed on deputation from among the officers in the rank of District Judge in Subordinate Judiciary.

The Commission, having considered the proposals submitted by the Secretary and the demands of various Service Organizations and individuals, makes the following recommendations:

- (i) The Commission noted that the composition of the Legislature Secretariat, emoluments and conditions of service of staff are governed by the Kerala Legislature Secretariat (Recruitment and Conditions of Service) Rules, 1979. According to Rule 3, posts of and above the rank of Deputy Secretary are created by the Speaker in consultation with the Chief Minister, and the lower posts are created by the Speaker. According to Rule 5, the officers are paid salaries and allowances as admissible to officers of the corresponding rank in the Administrative Secretariat; if there is no such corresponding rank, these will be determined by the Speaker in consultation with the Chief Minister. Rule 8 provides that the conditions of service of staff shall be those applicable to the officers of the Administrative Secretariat of corresponding rank and if there are no officers of corresponding rank in the Administrative Secretariat, these will be decided by the Speaker. The Commission is of the view that while the Legislature Secretariat stands on a different footing from the rest of the State administration, creation of new categories, upgradation of posts and sanction of extra benefits could create inconvenient precedents which will attract demands from other sections of employees unless these are in the context of the unique nature of the work in the Legislature Secretariat. The Commission believes that the Legislature Secretariat will reckon this factor also while creating posts or extending benefits to employees.
- (ii) The Legislature Secretariat is implementing the e-niyamasabha project. Naturally, this adoption of technology will lead to substantial changes

in the working of the office, and will have an impact on the types of human resources required for various activities. The Commission hopes that the Legislature Secretariat will conduct a detailed review of manpower requirements for the future and work towards rationalization of the manpower through reskilling, deployment etc.

- (iii) The Commission see that the ratio now provided in the pay revision order among the four grades of Reporters viz., Selection Grade, Senior Grade, Grade-I and Grade-II, 7:2:5:7 is a strange one. The Secretary, Legislature has reported that as per G.O.(Ms)No.620/2000/Leg dated 01.06.2000, the ratio among the first three grades in the Subordinate Service was modified as 1:1:1. The Commission recommends to continue the ratio 1:1:1, among Reporter Gr-II, Gr-I and Senior Grade. However, any ratio between Senior Grade and Selection Grade Reporter is not recommended as one post is existing in Subordinate Service and other in the State Service. The existing ratio of 2:1 between Selection Grade Reporter and Selection Grade Reporter HG may continue.
- (iv) The Commission observes that the creation of the category of post of Personal Secretary is not strictly in line with the practice in the Administrative Secretariat, where the posts have been attached only to Chief Secretary and Additional Chief Secretaries. However, this has now come as a fait accompli before the Pay Revision Commission. Therefore, the post of Personal Secretary may be included in the Schedule of posts with scale of pay applicable to the post in the Administrative Secretariat i.e., ₹ 45800-89000.
- (v) The Commission has recommended to re-designate the post of Confidential Assistant Selection Grade in the Common Category as Personal Assistant, concomitant to this re-designation, the existing designations, Personal Assistant, Personal Assistant (HG), Personal Secretary in Legislative Secretariat may be re-designated respectively as Personal Secretary, Personal Secretary (HG), Senior Personal Secretary.
- (vi) The post of 'Head Driver' in Legislature Secretariat was created in the scale of pay ₹27800-59400 by G.O.(Ms)No.95/2018/Leg dated 18.01.2018 by upgrading the senior most driver post citing the reason that the post of drivers in Legislature Secretariat require a supervisory post. This has been done invoking the provision of Rule 3(c) in Kerala Legislature Secretariat Recruitment and Conditions of Service-1979.

The scale of pay attached to the post of Selection Grade Driver (₹27800-59400) in Secretariat has been assigned to the post of Head Driver even though the total number of posts of Drivers in Legislature Secretariat is not adequate to have one post of Selection grade Driver according to the ratio provided in Administrative Secretariat. Taking into consideration that the post of Head Driver is a new creation by the Legislature Secretariat and this has wide implications in other parts of Services, the Commission recommends that the post of Head Driver may be included in the schedule of Legislature Secretariat by the designation 'Selection Grade Driver' with corresponding scale of pay now attached to the post of Head Driver(₹27800-59400).

- (vii) The posts of Estate Officer and Finance Officer have been upgraded to the level of Joint Secretary by G.O.(Ms)No.1073/2014/Leg dated 09.07.2014, and G.O.(Ms)No.306/2016/Leg dated 04.03.2016 respectively, issued after consultation with Chief Minister. Hence the posts of Estate Officer and Finance Officer may be included in the cadre of Joint Secretary instead of Deputy Secretary.
- (viii) The Commission considered the demand for parity of Chief Editor with Joint Secretary and similar parity at lower levels also. The nature of duties and responsibilities of the two categories are very different and cannot be considered as identical for the purpose of pay determination.
- (ix) The post of Assistant Agricultural Officer may be included under the sub-heading 'Post held by Personnel of other Departments' in the Schedule of posts in place of Agricultural Assistant in tune with the re-designation of the post of Agriculture Assistant Senior Grade in the Agriculture department vide GO(Ms)No.150/2013/Agri dated 04.5.2013.
- (x) The Secretary, Legislature has reported that the post of Library Boy Grade I and Library Boy Grade II were amalgamated into Office Attendant Grade I and Office Attendant Grade II as per G.O.(Ms)No.430/2000/Leg dated 12.04.2000. Hence these posts may be excluded from the Schedule of posts.
- (xi) The post of Office Assistant may be excluded from the schedule as the post has been abolished by G.O.(Ms)No.975/2019/Leg dated 03.07.2019.

- (xii) The posts of Lift Operator, Roneo Operator are now included in the Secretariat Subordinate Service. Hence these posts may be included in the Schedule of posts of Legislature Secretariat with scale of pay applicable to those posts in Administrative Secretariat.
- (xiii) The designation 'Senior Assembly Attendant' may be excluded from the Schedule of Uniform Allowance as such a post is not existing in Legislature Secretariat. The designation 'Senior Assembly Attendant' seen in the Schedule of Compensatory Allowance of Legislature Secretariat may be corrected as 'Assembly Attendant'.
- (xiv) Legislature Secretariat had issued G.O(Ms)No.684/2017/Leg dated 22.4.2017 and G.O(Ms)No.683/2017/Leg dated 22.4.2017 sanctioning Special Allowance to the posts of Assistant and Under Secretary working in the office of the Secretary, Legislature on the ground that such an allowance is being granted in Administrative Secretariat. But no posts of Assistant or Under Secretary are existing in the offices of the Secretaries in Administrative Secretariat and no Special Allowance is allowed there. The Commission observes that orders allowing Special Allowance to employees working in the office of the Secretary have been issued under Rules 8 (Conditions of Service) and 11(Removal of difficulties), whereas it is actually a decision relating to Emoluments coming under Rule 5. Hence the Commission does not recommend to continue this allowance.
- (xv) Since the Special Rules of Personal staff of Speaker and Deputy Speaker are being issued by Legislature Secretariat and they can decide on the perks applicable to the personal staff of Speaker and Deputy Speaker, the Commission recommends that the rate of Special Allowance sanctioned as per G.O.(Ms)No.664/2016/Leg dated 02.05.2016 and G.O.(Ms)No.1560/2016/Leg dated 26.09.2016 may be allowed to continue at corresponding revised rates as applicable to personal staff of ministers and the allowance may be included in the Schedule of department.
- (xvi) While Part Time Sweepers are not allowed Uniform Allowance in general, it is recommended that it may continue in Legislature Secretariat at corresponding proposed rates of Uniform Allowances being sanctioned to Part Time Sweepers in Legislature Secretariat.

- xvii) By the 10th Pay Revision Order, Lift operators of Administrative Secretariat and Legislature Secretariat were sanctioned same rate of Uniform Allowance (₹2500 per annum). But later the Legislature Secretariat issued orders enhancing the rate of Uniform Allowance in Legislature Secretariat to ₹3000 by invoking Rule 11(Removal of difficulty) of the Kerala Legislature Secretariat (Recruitment and Conditions of Services) Rules 1979. Government ratified this order by G.O.(Ms)No.120/2018/(97)/Fin dated 06.04.2018, as a special case. The Commission does not find any rationale for higher rate of Uniform Allowance to Lift Operator in Legislature Secretariat than which is allowed in Administrative Secretariat. Hence the Commission recommends that Lift Operators in Legislature Secretariat may be allowed the same rate of Uniform Allowance as is sanctioned to the same categories in Administrative Secretariat.
- xviii) The category of Amenities Assistant in Legislature's Hostel is allowed Compensatory Allowance @ ₹100 per month. It is noted that this Allowance is not sanctioned to Lady Attendant in the Hostel. Compensatory Allowance to Lady Attendant in Legislature's Hostel may be allowed on par with Amenities Assistant.
- (xix) As per G.O(P)No.8/2016/GAD dated 03.02.2016, following categories in the Administrative Secretariat which are common to Legislature Secretariat also, have been included in the Secretariat Subordinate Service and enhanced the qualification of Office Attendant Grade II to SSLC.
- Office Attendant
 - Attender
 - Duplicating Machine Operator
 - Lift Operator
 - Binder
 - Clerical Assistant

The Commission has recommended for higher scale of pay to those categories in the Administrative, Finance and Law Secretariats in view of the enhancement in educational qualification. These posts may be included in the Schedule of posts of Legislature Secretariat with the same scales of pay to similar categories in Administrative Secretariat in view of Rule 5 of the Kerala Legislature Secretariat (Recruitment and Conditions of Services) Rules, 1979. The scale of pay corresponding to

₹18000-41500 may be given to the post of Assembly Attendant so as to maintain the parity of this post with Attender Gr II. Likewise, the post of Lady Attendant in Legislature's Hostel is a post equivalent to Office Attendant Grade I. In view of assigning higher scale of pay to the post of Office Attendant Grade I (₹17500-39500), the post of Lady Attendant may be placed in the same scale of pay.

- (xx) The post of Amenities Assistant is now carrying the next higher scale of pay of Office Attendant Grade I. In view of the recommendation made to allow the scale of pay ₹17500-39500 to the post of Office Attendant Grade I, the post of Amenities Assistant may be placed in the scale of pay corresponding to ₹18000-41500. Consequently, the posts of Amenities Assistant (HG) and Chief Amenities Assistant may be placed in the scales of pay corresponding to ₹19000-43600 and ₹20000-45800 respectively.
- (xxi) The post of 'Waiter' in Legislature Secretariat has been re-designated as 'Amenities Assistant' by G.O.(Ms)No.1165/2014/Leg dated 31.07.2014. Still the post of Waiter is included in the schedule of Compensatory Allowance. This post in the Schedule of Compensatory Allowance may be replaced with the post Amenities Assistant.
- xxii) As per the Schedule of Uniform Allowance of Legislature Secretariat, the posts Waiter and Hostel Attendant are allowed Uniform Allowance @ ₹2500 and ₹3000 respectively. Since the post of Waiter has been re-designated as Amenities Assistant, the post 'Waiter' may be replaced by 'Amenities Assistant' and the post 'Hostel Attendant' may be replaced by 'Chief Amenities Assistant' in the Schedule of Uniform Allowance.
- xxiii) The category of 'Lady Attendant' may be given Uniform Allowance at the same rate applicable to the category of Amenities Assistant in Legislature Secretariat.
- xxiv) For those posts in Legislature Secretariat which have corresponding posts in the Administrative Secretariat, the scale of pay and ratio promotions may be as recommended for Administrative Secretariat.
- xxv) All the categories of posts except those which are specifically mentioned above may be given normal revision of scales of pay.
- xxvi) Existing allowances except those which are specifically mentioned above may also be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Secretary	1	As In PD	As In PD
	2	Special Secretary	1	93000-120000	129300-166800
	3	Additional Secretary	4	89000-120000	123700-166800
	4	Joint Secretary / Estate Officer / Finance Officer	12	85000-117600	118100-163400
	5	Deputy Secretary / Research Officer	18	77400-115200	107800-160000
	6	Under Secretary (HG)	16	68700-110400	95600-153200
a	7	Under Secretary / Protocol Officer	16	45800-89000	63700-123700
	8	Section Officer (HG)	32	40500-85000	56500-118100
a	9	Section Officer / Manager / Superintendent / Cashier	33	36600-79200	51400-110300
	10	Chief Editor	1	77400-115200	107800-160000
	11	Joint Chief Editor	2	55350-101400	77200-140500
	12	Deputy Chief Editor	7	45800-89000	63700-123700
	13	Editor of Debates	9	42500-87000	59300-120900
	14	Selection Grade Reporter (HG)	5	40500-85000	56500-118100
c	15	Selection Grade Reporter	11	36600-79200	51400-110300
d	16	Senior Grade Reporter	15	32300-68700	45600-95600
	17	Reporter Grade I	15	30700-65400	43400-91200
	18	Reporter Grade II	16	27800-59400	39300-83000
	19	Chief Librarian	1	68700-110400	95600-153200
	20	Librarian	3	60900-103600	85000-143600
	21	Deputy Librarian	6	45800-89000	63700-123700

b	22	Assistant Librarian Grade I	4	32300-68700	45600-95600
	23	Assistant Librarian Grade II	4	30700-65400	43400-91200
	24	Catalogue Assistant	6	27800-59400	39300-83000
	25	Senior Personal Secretary	1		63700-123700
	26	Personal Secretary (HG)	1	42500-87000	59300-120900
a	27	Personal Secretary	3	40500-85000	56500-118100
b	28	Assistant Section Officer	66	32300-68700	45600-95600
	29	Senior Grade Assistant	67	30700-65400	43400-91200
	30	Assistant	67	27800-59400	39300-83000
	31	Office Superintendent (HG)	7	40500-85000	56500-118100
a	32	Office Superintendent	8	36600-79200	51400-110300
e	33	Computer Assistant Selection Grade	18	32300-68700	45600-95600
	34	Computer Assistant Senior Grade	18	30700-65400	43400-91200
	35	Computer Assistant Grade I	19	27800-59400	39300-83000
	36	Computer Assistant Grade II	19	20000-45800	27900-63700
	37	Controller of Printing	1	36600-79200	51400-110300
	38	Foreman	1	29200-62400	41300-87000
	39	Reader Grade II	4	26500-56700	37400-79000
	40	Paste Up Artist	1	25200-54000	35600-75400
	41	Offset Machine Operator	3	25200-54000	35600-75400
	42	Copy Holder	2	20000-45800	27900-63700
	43	Computer Operator- cum-Web Designer	4	20000-45800	27900-63700
*	44	Selection Grade Driver	1		39300-83000
	45	Health Inspector Grade II	3	27800-59400	39300-83000
	46	Chief Information Assistant	1	26500-56700	37400-79000
	47	Information Assistant	21	25200-54000	35600-75400

	48	Clerical Assistant Grade I	6	20000-45800	31100-66800
a	49	Clerical Assistant Grade II	7	19000-43600	27900-63700
	50	Lift supervisor	3	20000-45800	31100-66800
	51	Chief Amenities Assistant (MLA Hostel)	15	20000-45800	27900-63700
	52	DTP Operator	6	20000-45800	27900-63700
	53	Photocopier Operator	4	18000-41500	25100-57900
	54	Lift Operator (HG)		19000-43600	27900-63700
f	55	Lift Operator	31	18000-41500	26500-60700
	56	Roneo Operator	5	17500-39500	24400-55200
	57	Amenities Assistant (MLA Hostel) HG	16	19000-43600	26500-60700
f	58	Amenities Assistant (MLA Hostel)	34	17500-39500	25100-57900
	59	Attender (HG)	2	18000-41500	26500-60700
f	60	Attender	4	17500-39500	25100-57900
	61	Binder Grade I	4	20000-45800	31100-66800
g	62	Binder Grade II	9	19000-43600	27900-63700
	63	Office Attendant Grade I	30	17000-37500	24400-55200
g	64	Office Attendant Grade II	60	16500-35700	23700-52600
	65	Assembly Attendant	24	17500-39500	25100-57900
	66	Head Gardener	1	17500-39500	24400-55200
	67	Lady Attendant	1	17000-37500	24400-55200
	69	Helper	4	17000-37500	23700-52600
	70	Mochee	2	17000-37500	23700-52600
	71	Gardener	11	17000-37500	23700-52600
	72	Sweeper	22	16500-35700	23000-50200
	73	Sanitation Worker	13	16500-35700	23000-50200
	74	Cleaner	7	16500-35700	23000-50200

- * Senior most driver will be designated as Selection Grade Driver
- a Existing ratio 1:1 will continue
- b Existing ratio 1:1:1 will continue
- Ratio 2:1 will be allowed between Selection
- c Grade Reporter and its HG

- d Ratio 1:1:1 will be allowed among Grade II, Grade I and Senior Grade Reporters
- e Existing ratio 1:1:1:1 will continue
- f 1/3rd of the posts will be in the Higher Grade
- g Ratio between Gr II and Gr I will be 2:1

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Chief Marshal	1	As in PD	As in PD
2	Additional Chief Marshal	1	As in PD	As in PD
3	System Administrator (Software Development & Training)	1	As in PD	As in PD
4	Network Administrator	1	As in PD	As in PD
5	System Administrator (Hardware Maintenance & Networking)	1	As in PD	As in PD
6	Marshal	4	As in PD	As in PD
7	Sergeant (In the grade of Head Constable)	10	As in PD	As in PD
8	Leading Fireman	3	As in PD	As in PD
9	Fireman	1	As in PD	As in PD
10	Sergeant Assistant (In the grade of Police Constable)	86	As in PD	As in PD
11	Women Sergeant Assistant	3	As in PD	As in PD
12	IT Consultant	1	As in PD	As in PD
13	Personal Assistant to MLA	116	As in PD	As in PD
14	Pump operator	2	As in PD	As in PD
15	Assistant Agricultural Officer	1	As in PD	As in PD
16	Junior Health Inspector	3	As in PD	As in PD

Common Category

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Driver Senior Grade	2	As in CC	As in CC
2	Driver Grade I	2	As in CC	As in CC
3	Driver Grade II	2	As in CC	As in CC
4	Personal Assistant (Selection Grade)	8	As in CC	As in CC
5	Confidential Assistant (Senior Grade)	8	As in CC	As in CC
6	Confidential Assistant Grade I	8	As in CC	As in CC
7	Confidential Assistant Grade II	8	As in CC	As in CC
8	Duffedar	1	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Special Allowance**

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Senior Personal Secretary/Personal Secretary attached to Secretary, Legislature	550	610
2	Personal Assistant / Confidential Assistant attached to Additional Secretary	200	220
3	Driver	300	330
4	Lift Operator	120	140
7	Telephone Operator	120	140
8	Office Superintendent	180	200
9	Chief Marshal	350	390
10	Deputy Chief Marshal	300	330
11	Marshal	250	280
12	Sergeant	200	220
13	Sergeant Assistant	150	170

14	Personal Assistant and Confidential Assistant in the O/o Additional Secretary and Special Secretary	250	280
	Protocol Wing		
1	Protocol Officer (Under Secretary)	200	220
2	Assistant	150	170
3	Office Attendant	120	140
	Personal Staff of Speaker/Deputy Speaker/Chairman, Financial Committee		
1	Private Secretary/ Additional Private Secretary / Assistant Private Secretary	900	990
2	Section Officer/Personal Assistant/Additional Personal Assistant	800	880
3	Typist/ Assistant/Confidential Assistant	750	830
4	Chauffeur	700	770
5	Duffedar	350	390
6	Office Attendant	600	660
7	Gardener	600	660

(2) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Lift Operator	100	110
2	Telephone Operator	130	150
3	Amenities Assistant	100	110
4	Assembly Attendant	100	110
5	Lady Attendant	-	110
6	Duffedar	100	110
7	Office Attendant (attending Chamber duty)	100	110
8	Sweeper (including Higher Grade)/Scavenger/ Gardener	100	110

(3) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Chief Marshal	As in PD	As in PD
2	Deputy Chief Marshal	As in PD	As in PD

3	Marshal	As in PD	As in PD
4	Sergeant	3500	4000
5	Sergeant Assistant	3500	4000
6	Assembly Attendant/ Chief Amenities Assistant/ Cleaner/Driver	3000	3000
7	Amenities Assistant	2500	2700
8	Lady Attendant	-	2700
9	Driver	2500	2700
10	Lift Operator	3000	3000
11	Gardener/Full Time Gardener	2500	2700
12	Duffedar	2500	2700
13	Sweeper (including Higher Grade)/Scavenger	2500	2700
14	Full -Time Sweeper/Full-Time Sweeper-cum-Sanitation Worker	2500	2700
15	Part -Time Sweeper	2400	2700

(4) Additional Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Personal Assistant of MLAs in the Legislative Assembly	750	830

7.1.F. KERALA HOUSE, NEW DELHI

Kerala House is the office of the Government of Kerala in New Delhi which liaises with the Central Government on behalf of the State. The Resident Commissioner is the head of the Kerala House.

Based on the examination of the details submitted by the Resident Commissioner and the demands put forth by Service Organizations, the Commission makes the following recommendations:

- (i) All the posts except Chauffer in the Office of the Resident Commissioner are manned by personnel from the Secretariat/other departments. Hence the scales of pay of all the posts, except Chauffer, may be mentioned as 'As in PD' in the Schedule of Posts.

- (ii) The post of Chauffeur is not existing in the Office of the Resident Commissioner and the actual designation of the post is Driver which is a Common Category post. Therefore, the post of Chauffeur included under the subheading 'Office of the Resident Commissioner' in the Schedule of Posts may be corrected as Driver and the scale of pay applicable to the post of Driver in Common Category may be allowed to the post.
- (iii) Appointment to the posts of Deputy Director, Information Officer, Assistant Information Officer and Assistant Editor in the Information Office in Kerala House is made by deputation from Public Relations Department. Hence the scales of pay of these posts may be mentioned as 'As in PD' in the Schedule of Posts.
- (iv) Appointment to the posts of Deputy Secretary and Assistant in the NORKA Cell is made from Administrative Secretariat. Hence the scales of pay of these posts may be mentioned as 'As in PD' in the Schedule of Posts.
- (v) Cauvery Special Cell in Kerala House was wound up by G.O.(Ms)No.27/2017/WRD dated 15/05/2017. Hence the subheading 'Cauvery Special Cell' and the posts mentioned thereunder may be excluded from the Schedule.
- (vi) Appointment to the posts in Tourism Information Office in Kerala House is made by deputation from Tourism Department. Therefore, the scales of pay of those posts mentioned in the Schedule may be changed as 'As in PD'.
- (vii) In view of the higher rate of Education allowance being enjoyed by Central Government employees and the higher cost for education in New Delhi, the rate of monthly Education Allowance now admissible to the State Government employees working in New Delhi may be enhanced from ₹600 to ₹900 per child subject to the maximum of two children.
- (viii) The existing rate of Warm Cloth Allowance is ₹5000 once in four years. The majority of the staff in Kerala House are deputed for a short term. Hence the existing system of payment of Warm Cloth Allowance in lump sum for the period of four years does not appear to be rational. Therefore, the periodicity of allowance may be changed to two years, and rate for the period of two years may be fixed at ₹ 3000.

(ix) All the category of posts may be given corresponding proposed scale of pay of the existing scale of pay.

(x) Allowances except those mentioned above may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	Office of the Resident Commissioner			
1	Resident Commissioner		IAS	IAS
2	Additional Resident Commissioner		IAS	IAS
3	Law Officer (Additional Law Secretary)		89000-120000	As in PD
4	Liaison Officer (Joint Secretary)		85000-117600	As in PD
5	Administrative Officer (Under Secretary)		42500-87000	As in PD
6	Section Officer		36600-79200	As in PD
7	Assistant Executive Engineer		42500-87000	As in PD
8	Assistant Engineer		39500-83000	As in PD
9	Personal Assistant		39500-83000	As in PD
10	Assistant Liaison Officer		27800-59400	As in PD
11	Assistant		27800-59400	As in PD
12	Typist		20000-45800	As in PD
13	Overseer (Electrical)		19000-43600	As in PD
14	Overseer (Civil)		19000-43600	As in PD
15	Driver		18000-41500	As in CC
	Office of the Controller			

	16	Controller	1	39500-83000	55200-115300
	17	Protocol Officer	1	45800-89000	63700-123700
	18	Administrative Officer	1	42500-87000	59300-120900
	19	Assistant Protocol Officer	1	35700-75600	50200-105300
	20	Manager (Catering / Housekeeping)	2	35700-75600	50200-105300
	21	Section Officer	1	36600-79200	51400-110300
	22	Assistant	5	27800-59400	39300-83000
	23	Typist	1	20000-45800	27900-63700
	24	Reception Assistant	9	26500-56700	37400-79000
	25	Catering Supervisor	1	22200-48000	31100-66800
	26	Steno-typist	1	20000-45800	27900-63700
	27	Telephone Operator (HG)	4	19000-43600	26500-60700
a	28	Telephone Operator		18000-41500	25100-57900
	29	House Keeping Supervisor	1	22200-48000	31100-66800
	30	Assistant House Keeper	1	18000-41500	25100-57900
	31	Store Keeper	1	22200-48000	31100-66800
	32	Chauffer (HG)	11	19000-43600	26500-60700
a	33	Chauffer		18000-41500	25100-57900
	34	Butler/Steward	5	18000-41500	25100-57900
	35	Waiter/Bearer (HG)	19	17500-39500	24400-55200
a	36	Waiter/Bearer		17000-37500	23700-52600
	37	Attender	1	17000-37500	23700-52600
	38	Room Attendant (HG)	25	17500-39500	24400-55200
a	39	Room Attendant		17000-37500	23700-52600
	40	Cook (HG)	8	17500-39500	24400-55200
a	41	Cook		17000-37500	23700-52600
	42	Office Attendant Grade I	5	17000-37500	23700-52600
a	43	Office Attendant Grade II		16500-35700	23000-50200
	44	Plumber		18000-41500	25100-57900
	45	Sweeper	16	16500-35700	23000-50200

	46	Lascar/Gardener/ Scavenger/Kitchen Helper	19	16500-35700	23000-50200
		Information Office			
	1	Deputy Director		As in PD	As in PD
	2	Information Officer		45800-89000	As in PD
	3	Assistant Information Officer		27800-59400	As in PD
	4	Assistant Editor		30700-65400	As in PD
	5	Cinema Operator		18000-41500	25100-57900
	6	Office Attendant Grade I		17000-37500	23700-52600
	7	Clerical Attender		16500-35700	23000-50200
	8	Driver		18000-41500	25100-57900
		NORKA Cell			
	1	Deputy Secretary		77400- 115200	As in PD
	2	Assistant		27800-59400	As in PD
		Tourism Information Office			
	1	Deputy Director		As in PD	As in PD
	2	Information Assistant		26500-56700	As in PD
	3	Driver		18000-41500	As in PD
	4	Office Attendant Grade II		16500-35700	As in PD

a 1/3rd HG will continue.

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	New Delhi Allowance	10% of Basic Pay subject to a maximum of ₹8000 per month	10% of Basic Pay subject to a maximum of ₹ 9000 per month
2	Transport Allowance	750 per month	830 per month
3	Warm Cloth Allowance	5000 once in four years	3000 once in two years

4	Uniform Allowance-Summer Season	3000 once in two years	3300 once in two years
5	Uniform Allowance-Winter Season	1800 once in two years	2000 once in two years
6	Shoe Allowance	1200 per annum	1320 per annum
7	Educational Allowance	600 per month per child subject to the maximum of 2 children	900 per month per child subject to the maximum of 2 children
8	Special Allowance to cooks	500 per month	550 per month
9	Mobile Phone Allowance to the officer in charge of Norka Cell, New Delhi	600 per month	660 per month
10	Protocol Officer, New Delhi	750 per month	830 per month
11	Assistant Protocol Officer, New Delhi	650 per month	720 per month
12	Leave Travel Concession/Home Travel Allowance	Once in two years for visiting home town with family and once in a year for single travel (for the officer only)	Once in two years for visiting home town with family and once in a year for single travel (for the officer only)
13	Personal Assistant, Personal Secretary and Confidential Assistant to Resident Commissioner and Additional Resident Commissioner	550 per month	610 per month
14	Confidential Assistant attached to Law Officer	200 per month	220 per month
15	Driver attached to the Resident Commissioner and Additional Resident Commissioner	400 per month	440 per month
16	Office Attendant attached to the Resident Commissioner and Additional Resident Commissioner	320 per month	360 per month

(2) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Chauffeurs in Kerala House and Office of the Resident Commissioner, New Delhi	1500	1650

(3) Uniform allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Driver	2400	2700

7.2. ADVOCATE GENERAL'S OFFICE

The Advocate General, the principal legal advisor to Government, is appointed by the Governor under Article 165 of the Constitution of India from among persons qualified to be a judge of a High Court. The Legal Wing in the Advocate General's Office conducts cases in various courts and includes Additional Advocate General, State Public Prosecutor, Additional State Public Prosecutor, State Attorney, Special Government Pleaders, Senior Government Pleaders, Government Pleaders, Standing Counsel in the Supreme Court and Indexer of Judgements. The Secretary to Advocate General who is in the rank of Additional Secretary heads the administrative side in the office. The main function of the office of the Advocate General is to assist the Advocate General and other law officers in the conduct of cases before various courts.

The Commission, having considered the proposal submitted by the Advocate General, and the demands of various Service Organizations and individuals, makes the following recommendations:

- (i) The 10th Pay Revision Commission, headed by Justice (Rtd) C.N.Ramachandran Nair had made the following suggestions in Part II of their Report:

"5.2 Advocate's General Office: Advocate General's Office in the State, employs about 500 people. Some of them hold very high positions. However, the Commission is of the view that having regard to the nature of the work, there is no need to have an office with such a large number of staff with the Advocate General. Advocate General is assisted by Government Pleaders, each one maintaining their own

personal staff. Essentially only Secretarial Service is required to be rendered to Advocate General and to the Government Pleaders because no one can substitute their personal service, which is essentially preparation of petitions, counter affidavits etc., get ready with the cases and argue the same before the High Court. On the other hand, Law Department in the Secretariat is essentially manned by law graduates, and their professional abilities are not fully utilized. It is the view of Commission that the Law Department staff in the Secretariat should be given training for preparation of counter affidavits and brief to assist the Government Pleaders and the Advocate General, in the conduct of cases in the High Court. Therefore, the Commission feels that the number of Assistants in the Advocate General's Office shall be cut down by stopping further recruitment and permit migration of the law graduates from Secretariat to Advocate General's Office to assist them in the preparation of counter affidavits etc. for better conduct of Government cases in the High Court. In other words, unprofessional staff in the Advocate General's Office should be substituted with law graduates, which could be done by promoting migration of personnel from Law Secretariat of the State. As on now, hardly any intellectual work is done by the staff in the Advocate's General's Office, where there is tremendous demand for support from professionally qualified persons to assist Government Pleaders and Advocate General. Therefore, recruitment to the Advocate General's office should be limited to Computer Assistants, Librarians etc. Advocate General's office could be supplied with legal Assistants from Law Secretariat of the Government and if Assistants are recruited to the Advocate General's Office, they should be professionally qualified and they should be given training before induction and should also be given pay and allowances equal to their counter parts in the Law Secretariat."

The Commission wanted to know the views of the Advocate General in this matter. Further, as the terms of reference of the Commission included recommending measures for improving the efficiency of the civil service, the Commission wanted to know the views of the Advocate General in respect to the types of Government decisions that lead to litigation. However, the AG was not willing to discuss these matters saying that such policy matters can be discussed only between the Government and the Advocate General. The Commission notes that the establishment of the Advocate General's office has more than 500 posts and has a budget provision of ₹ 56.26 crore for the year 2020-21.

Government may take a view in the matter with a view to reducing the establishment expenditure by keeping the size of the establishment at the essential level.

- (ii) The post of Translator that was created in the office of the Advocate General by G.O.(Ms) No.145/2017/Law dated 24/11/2017 with scale of pay ₹ 26500-56700 may be included in the Schedule of Posts with the proposed scale of pay corresponding to ₹ 26500-56700.
- (iii) The ratio between Under Secretary and Under Secretary (HG) may be revised to 1:1 as existing in Government Secretariat.
- (iv) As per G.O.(P)No.27/88/P&ARD dated 29/06/1988, the mode of appointment to the post of Librarian is prescribed as by appointment from Section Officers. But the post of Librarian is now placed in a lower scale of pay (₹ 35700-75600) than Section Officer (₹ 36600-79200). As it is causing administrative difficulties in making appointment to the post, the scale of pay of Librarian may be enhanced to the proposed scale corresponding to ₹36600-79200 on par with Section Officer.
- (v) The post of Clerical Assistant in the AG's office is existing in two grades – Grade I and Grade II. But no ratio is assigned between these posts. The scales of pay of the two Grades are the same as in Secretariat, where a ratio 1:1 is existing between the two grades. Hence the ratio 1:1 between Clerical Assistant Grade I and Grade II may be allowed as in Secretariat.
- (vi) Officers attending cause list work are paid Compensatory Allowance. The Commission has not been able to verify the conditions for the admissibility of this allowance. Hence it is recommended that the Compensatory allowance for cause list work may be paid only as per the prescribed norms. If there are no conditions/norms prescribed, steps may be taken to frame the same.
- (vii) Consequent to the recommendation of the Commission for re-designating the post of Selection Grade Confidential Assistant in the Common Category as Personal Assistant, the existing posts of Personal Assistant and Personal Assistant (HG) in the Advocate General's Office may be re-designated as Personal Secretary and Personal Secretary (HG).

- (viii) All the posts existing in the department except those which are specifically mentioned above, may be placed in the proposed scales of pay corresponding to the existing scales.
- (ix) Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Secretary to Advocate General	1	89000-120000	123700-166800
	2	Joint Secretary	3	85000-117600	118100-163400
	3	Deputy Secretary	6	77400-115200	107800-160000
	4	Under Secretary (HG)	3	68700-110400	95600-153200
a	5	Under Secretary	7	45800-89000	63700-123700
	6	Section Officer (HG)	21	40500-85000	56500-118100
a	7	Section Officer	21	36600-79200	51400-110300
	8	Librarian	1	35700-75600	51400-110300
	9	Personal Secretary (HG)	3	42500-87000	59300-120900
a	10	Personal Secretary	3	40500-85000	56500-118100
	11	Office Superintendent (HG)	4	40500-85000	56500-118100
a	12	Office Superintendent	4	36600-79200	51400-110300
b	13	Assistant Section Officer	49	32300-68700	45600-95600
	14	Assistant Senior Grade	49	30700-65400	43400-91200
	15	Assistant	50	27800-59400	39300-83000
c	16	Computer Assistant Selection Grade	10	32300-68700	45600-95600
	17	Computer Assistant Senior Grade	11	30700-65400	43400-91200

	18	Computer Assistant Grade I	11	27800-59400	39300-83000
	19	Computer Assistant Grade II	11	20000-45800	27900-63700
	20	Translator	1	26500-56700	37400-79000
	21	Clerical Assistant Grade I	10	20000-45800	27900-63700
a	22	Clerical Assistant Grade II	11	19000-43600	26500-60700
	23	Library Assistant	2	18000-41500	25100-57900

- a Grade ratio will be 1:1
b Grade ratio 1:1:1 will continue
c Grade ratio 1:1:1:1 will continue

Common Category

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Personal Assistant	20	As in CC	As in CC
2	Confidential Assistant Senior Grade	20	As in CC	As in CC
3	Confidential Assistant Grade I	20	As in CC	As in CC
4	Confidential Assistant Grade II	20	As in CC	As in CC
5	Driver Senior Grade	2	As in CC	As in CC
6	Driver Grade I	3	As in CC	As in CC
7	Driver Grade II	3	As in CC	As in CC
8	Telephone Operator	2	As in CC	As in CC
9	Telephone Attendant	1	As in CC	As in CC
10	Binder Grade II	1	As in CC	As in CC
11	Duffedar	1	As in CC	As in CC
12	Office Attendant Grade I	35	As in CC	As in CC
13	Office Attendant Grade II	70	As in CC	As in CC
14	Night Watchman		As in CC	As in CC

Part Time Contingent Employees

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Part Time Sweeper	7	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(4) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Personal Secretary attached to Advocate General	550	610
2	Personal Secretary attached to Additional Advocate General	200	220
	<i>Officers attending work in the Office of the Director of Public Prosecution</i>		
3	Section Officer	180	200
4	Confidential Assistant	140	160
5	Personal Secretary/Personal Assistant to the Advocate General attending Secret Section work	140	160
6	Driver	300	330

(2) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Librarian	200	220
2	Assistant officiating as Assistant Librarian	180	200
3	Library Attender	140	160
4	Last Grade Employee in the Library	100	110
5	Library Assistant (Catalogue work)	350	390
	<i>Those Attending Cause list work</i>		
6	Under Secretary	1000	1100
7	Section Officer	1000	1100
8	Assistant	1000	1100

9	Computer Assistant	1000	1100
10	Personal Assistant/Confidential Assistant	1000	1100
11	Office Superintendent	1000	1100
12	Office Attendant	1000	1100

(3) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Driver	2400	2700
2	Duffedar	2400	2700

7.3. AGRICULTURE DEVELOPMENT AND FARMERS' WELFARE

The Agriculture Department deals with the formulation and implementation of various programmes to augment production of both food crops and cash crops in the State. The department also formulates policies and programmes relating to provision of credit to farmers. Agricultural Research, Education and Extension are three important functions of the department. It runs agricultural farms and also has an Engineering Wing. The name of the department has been modified as Department of Agriculture Development & Farmers' Welfare by G.O. (Ms) No.22/2016/Agri dated 23.01.2016. The Director of Agriculture is the head of the Department. The department has offices at the district, block and Panchayat levels. The department has its presence in all the village panchayats through Krishi Bhavans.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- i) The post of Tractor Driver Grade I may be placed in the revised scale of pay corresponding to ₹ 20000-45800.
- ii) The posts of Beetle Picker, Ploughman, Surveyor, Farm Mechanic and Mechanical Engineering Supervisor may be excluded from the schedule as these posts are not existing in the Department.
- iii) The post of Village Officer under the heading 'Posts held by personnel of other Departments' may be excluded from the schedule as the post is not existing in the Department.

- iv) The posts of Tractor Cleaner Grade II, Tractor Cleaner Grade I, Gardener cum Cleaner and Lab Attender in the scales of pay corresponding to ₹ 16500-35700, ₹ 17000-37500, ₹ 16500-35700 and ₹ 17000-37500 respectively may be included in the schedule of the Department.
- v) The post of Permanent Servant may be excluded from the schedule of the Department as the post is not existing in the Department.
- vi) The post of Cinema Operator may be abolished and the incumbents holding the post may be declared as vanishing category.
- vii) The post of Tissue Culture Technician (on contract) with consolidated pay of ₹ 18,000/- may be substituted with the designation Tissue Culture Technician in the scale of pay corresponding to ₹ 20000-45800.
- viii) The Risk Allowance granted to Staff in Seed Garden Complex Munderi, Nilambur may be discontinued.
- ix) Consequent to the recommendation of the Commission to redesignate the post of Confidential Assistant Sel. Gr. as Personal Assistant and to redesignate the existing Personal Assistant as Personal Secretary, the post of Personal Assistant to Director of Agriculture may be redesignated as Personal Secretary to Director of Agriculture.
- x) All other posts existing in the department may be placed on the corresponding revised scales of pay. Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

**A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED
SCALES OF PAY**

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	89000-120000	123700-166800
	2	Additional Director	9	81000-117600	112800-163400
	3	Joint Director/Principal Agricultural Officer	38	68700-110400	95600-153200
	4	Deputy Director/Chief Soil Chemist/Plant Protection Officer	130	45800-89000	63700-123700
a	5	Assistant Director/Senior Agricultural Officer/Radio Contact Officer	343	42500-87000	59300-120900
	6	Assistant Principal Agricultural Officer		40500-85000	56500-118100
	7	Banana Development Officer		40500-85000	56500-118100
	8	Cashew Development Officer/Special Officer		40500-85000	56500-118100
	9	Research Officer/Farm Superintendent		40500-85000	56500-118100
b	10	Assistant Soil Chemist	23	40500-85000	56500-118100
	11	Labour Welfare Officer	1	39500-83000	55200-115300

a	12	Agricultural Officer/ Farm Assistant/ Seed Development Officer	1098	39500-83000	55200-115300
	13	Technical Assistant		39500-83000	55200-115300
	14	Personal Secretary to Director of Agriculture	1	39500-83000	55200-115300
c	15	Senior Scientific Assistant	15	35700-75600	50200-105300
	16	Agricultural Field Officer(HG)	11	39500-83000	55200-115300
d	17	Agricultural Field Officer	36	35700-75600	50200-105300
c	18	Scientific Assistant Grade I	15	30700-65400	43400-91200
e	19	Assistant Agriculture Officer	614	30700-65400	43400-91200
	20	Agricultural Assistant Grade I	921	26500-56700	37400-79000
	21	Agricultural Assistant Grade II	1537	20000-45800	27900-63700
c	22	Scientific Assistant Grade II	31	25200-54000	35600-75400
	23	Offset Operator	1	22200-48000	31100-66800
	24	Assistant Offset Operator	1	18000-41500	25100-57900
	25	Film Librarian	1	18000-41500	25100-57900
	26	Lab Assistant	13	18000-41500	25100-57900
	27	Oil Engine Driver	8	18000-41500	25100-57900
	28	Field Supervisor	3	17000-37500	23700-52600
	29	Lab Keeper	2	17000-37500	23700-52600
	30	Lab Attender	49		23700-52600

31	Tractor Cleaner Grade I	44		23700-52600
32	Tractor Cleaner Grade II			23000-50200
33	Gardener cum Cleaner	12		23000-50200
34	Tissue Culture Technician	13	Consolidated pay of 18000	27900-63700
35	AC Mechanic (on contract)	3	Consolidated pay of 17000/-	Consolidated pay of 23500/-
Agriculture Engineering Wing				
36	State Agricultural Engineer	1	81000-117600	112800-163400
37	Executive Engineer	2	68700-110400	95600-153200
38	Assistant Executive Engineer (Agri)	18	42500-87000	59300-120900
39	Assistant Engineer (Agri)	27	39500-83000	55200-115300
40	Head Draftsman (Civil)	2	39500-83000	55200-115300
41	Draftsman Grade I/ Overseer Grade I/ Draftsman Grade I (Mechanical)	11	26500-56700	37400-79000
42	Store-in-charge	10	26500-56700	37400-79000
43	Foreman	14	22200-48000	31100-66800
44	Draftsman Grade II/ Overseer Grade II	22	22200-48000	31100-66800
45	Work Superintendent	45	19000-43600	26500-60700
46	Tractor Driver Grade I	72	19000-43600	27900-63700
47	Tractor Driver Grade II		18000-41500	25100-57900
48	Senior Mechanic	11	20000-45800	27900-63700

	49	Mechanic	120	18000-41500	25100-57900
	50	Skilled Assistant		18000-41500	25100-57900
	51	Welder	11	18000-41500	25100-57900
	52	Fitter	11	18000-41500	25100-57900
	53	Blacksmith	1	18000-41500	25100-57900
	54	Carpenter	1	18000-41500	25100-57900
	55	Turner	1	18000-41500	25100-57900
	56	Electrician	12	18000-41500	25100-57900
	57	Machinist	1	18000-41500	25100-57900
	58	Borer	1	17500-39500	24400-55200
	59	Workshop Attender	1	17000-37500	23700-52600
Farm Information Bureau					
	60	Principal Information Officer		68700-110400	95600-153200
	61	Deputy Director of Agriculture		45800-89000	63700-123700
	62	Assistant Director of Agriculture		42500-87000	59300-120900
	63	Editor-cum-Press Relations Officer		40500-85000	56500-118100
	64	Technical Assistant		22200-48000	31100-66800
	65	Agricultural Officer		39500-83000	55200-115300
	66	Videographer	1	35700-75600	50200-105300
	67	Photographer	2	27800-59400	39300-83000
	68	Photo Artist	3	25200-54000	35600-75400
	69	Village Level Worker (Agricultural Assistant)		20000-45800	27900-63700

	70	Agricultural Assistant		20000-45800	27900-63700
Animal Husbandry					
	71	Campaign Officer	1	40500-85000	56500-118100
	72	Information Officer	1	40500-85000	56500-118100
	73	Publication Officer	1	40500-85000	56500-118100
	74	Editor Farm News	1	40500-85000	56500-118100
Miscellaneous					
	75	Artist	3	25200-54000	35600-75400
	76	Pharmacist	1	22200-48000	31100-66800
	77	Compositor	1	22200-48000	31100-66800
	78	Boat Driver Grade I	5	20000-45800	27900-63700
	79	Boat Driver Grade II		18000-41500	25100-57900
	80	Regular Mazdoor	2	16500-35700	23000-50200

- The ratio 1:3 between Senior Agricultural Officer/Assistant Director and Agricultural Officer will continue.
- The existing ratio 1:1 between Agricultural Officer and Senior Grade Scientific Assistant for promotion as Assistant Soil Chemist will continue.
- The ratio 2:1:1 among Grade II, Grade I and Senior Grade will continue.
- 25% of posts will be placed in the Higher Grade
- The existing ratio 5:3:2 will continue.

Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Vigilance Officer (Finance)	1	As in PD	As in PD
	2	Senior Administrative Officer	1	As in PD	As in PD

	3	Senior Finance Officer	1	As in PD	As in PD
	4	Law Officer	1	As in PD	As in PD
	5	Deputy Director (Statistics)	1	As in PD	As in PD
	6	Assistant Director (Statistics)	1	As in PD	As in PD
	7	Research Officer	1	As in PD	As in PD
	8	Accounts Officer	1	As in PD	As in PD
	9	Research Assistant	15	As in PD	As in PD
	10	Statistical Assistant/Investigator Grade I	26	As in PD	As in PD

Common Category

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Accounts Officer	20	As in CC	As in CC
	2	Administrative Assistant	16	As in CC	As in CC
	3	Senior Superintendent	29	As in CC	As in CC
	4	Junior Superintendent	134	As in CC	As in CC
	5	Fair Copy Superintendent	11	As in CC	As in CC
	6	Head Clerk	33	As in CC	As in CC
	7	Senior Clerk	1075	As in CC	As in CC
	8	Clerk		As in CC	As in CC
	9	Clerk cum Typist	8	As in CC	As in CC
	10	Typist Selection Grade	179	As in CC	As in CC
	11	Typist Senior Grade		As in CC	As in CC
	12	UD Typist		As in CC	As in CC
	13	L.D. Typist		As in CC	As in CC
	14	Personal Assistant	11	As in CC	As in CC
	15	Confidential Assistant Senior Grade	11	As in CC	As in CC

	16	Confidential Assistant Grade I	11	As in CC	As in CC
	17	Confidential Assistant Grade II	11	As in CC	As in CC
	18	Driver Grade Selection Grade	155	As in CC	As in CC
	19	Driver Grade Senior Grade		As in CC	As in CC
	20	Driver Grade I		As in CC	As in CC
	21	Driver Grade II		As in CC	As in CC
	22	Driver cum Operator	5	As in CC	As in CC
	23	Duplicate Operator	53	As in CC	As in CC
	24	Lascar	7	As in CC	As in CC
	25	Lorry Cleaner Grade I	5	As in CC	As in CC
	26	Lorry Cleaner Grade II		As in CC	As in CC
	27	Office Attendant Grade I	293	As in CC	As in CC
	28	Office Attendant Grade II		As in CC	As in CC
	29	Watchman	137	As in CC	As in CC
	30	Duffedar	1	As in CC	As in CC
*	31	Cinema Operator Grade II	3	As in CC	As in CC
	32	Boat Syrang Grade II	2	As in CC	As in CC
	33	Binder Grade I	3	As in CC	As in CC
	34	Binder Grade II	3	As in CC	As in CC
	35	Attender Grade I	11	As in CC	As in CC
	36	Attender Grade II		As in CC	As in CC
	37	Cleaner Grade I	24	As in CC	As in CC
	38	Cleaner Grade II		As in CC	As in CC
Part Time Contingent					
	1	Part Time Sweeper	290	As in PTCC	As in PTCC

* Vanishing Category.

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Uniform Allowance**

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700
2	Boat Driver	2400	2700
3	Boat Syrang	2400	2700
4	Mechanic	2400	2700
5	Driver-cum-operator	2400	2700
6	Full Time Gardener	2400	2700
7	Tractor Driver	2400	2700

(2) Permanent Conveyance Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)	Area of Jurisdiction
1	Agriculture Officer	170	190	One Panchayat
2	Agricultural Assistant/ Assistant Agricultural Officer	150	170	Below One Panchayat
3	Agricultural Assistant working in KMEP	150	170	Below One Panchayat
4	Field Supervisor	140	160	Below One Panchayat

7.4. ANIMAL HUSBANDRY

The Department of Animal Husbandry was formed in the year 1956. The main objectives of the Department include strengthening of the livestock population in the State in terms of number and quality, increasing the production of milk/egg/meat, creation of more self-employment opportunities in the sector, assistance to weaker sections of the society to enhance their income level,

control of animal diseases, conduct of scientific studies into relevant aspects of livestock rearing, collection and analysis of data and information on the sector in the State, equipping farmers with modern scientific practices in Animal Husbandry, etc. The Director of Animal Husbandry is the Head of Department, which is headquartered in Thiruvananthapuram.

The Commission, having considered the proposals submitted by the Director, and demands of Service Organizations and individuals, makes the following recommendations:

- (i) The posts of Live Stock Inspector in the Department and Agricultural Assistants in the Agricultural Development and Farmers Welfare Department are comparable posts in terms of qualification and nature of duties. Even though Grade I and Grade II posts of Agricultural Assistant and Live Stock Inspector are in the same scale of pay, the post of Senior Grade Live Stock Inspector / Assistant Field Officer (₹29200-62400) in the Department is in a lower scale of pay than that of Assistant Agricultural Officer (₹30700-65400). Therefore, the scale of pay of the post of Live Stock Inspector Senior Grade / Assistant Field Officer may be placed on ₹30700-65400 on par with the post of Assistant Agricultural Officer.
- (ii) In all health care departments, the posts of Laboratory Technician Grade II and Grade I are placed in the ratio 1:1. Even though two grades are existing for Lab Technician in Animal Husbandry Department, no ratio is seen fixed. Laboratory Assistant is an equivalent post of Lab Technician in Animal Husbandry Department. Hence the Grade II and Grade I posts of Lab Technician / Lab Assistant may be placed in the ratio of 1:1.
- (iii) The posts of Assistant Forest Veterinary Officer, Forest Veterinary Officer and Chief Forest Veterinary Officer in the Forest and Wild Life Department are now deputation posts from Animal Husbandry Department under Rule 9B of the General Rules, and it is creating lot of administrative difficulties in making appointment to these posts. Hence these posts may be made ex-cadre posts of the Animal Husbandry Department.
- (iv) The posts of Cinema Operator and Chief Operator have no relevance in the current time. Hence these posts may be declared as vanishing category and the personnel in these categories may be utilized elsewhere.

- (v) The posts of Director, Institute of Animal Health and Veterinary Biological, Palode is a post in the cadre of Additional Director in the Department. Therefore, this post may be shown as interchangeable to the post of Additional Director in the Schedule of posts with the scale of pay corresponding to ₹81000-117600.
- (vi) The posts of Junior Instructor and Chick Sexing Expert are interchangeable posts as per the Special Rules. Hence these posts may be shown as interchangeable in the Schedule with the scale of pay corresponding to ₹27800-59400.
- (vii) As per the Special Rules, the feeder post of X-Ray Technician is Dark Room Assistant, which is not now included in the Schedule of posts. Hence the post may be included in the Schedule with the scale of pay corresponding to ₹18000-41500, as applicable to the same post in Health Services Department.
- (viii) As per the Special Rules, the posts of Laboratory Assistant and Laboratory Technician are equal and interchangeable. Hence the corresponding grades of these posts may also be shown as interchangeable in the Schedule of posts.
- (ix) Taking into account the expenditure incurred for field visits, it is recommended that Permanent Conveyance Allowance @ ₹ 170 per month may be allowed to Live Stock Inspectors at par with the rate admissible to Agricultural Assistant.
- (x) Considering the high risk factor involved in the job of Veterinary Doctors working in Elephant Squad, it is recommended to restore and revise the Risk Allowance allowed in the 9th Pay Revision to the category of Veterinary Surgeon in Elephant Squad. The rate proposed is ₹ 330 per month.
- (xi) The Career Advancement Scheme for Veterinary Surgeons will be revised, and the details given in the section on Promotion prospects.
- (xii) All the existing posts existing in the Department except those which are specifically mentioned above may be placed in corresponding proposed scales of pay.

- (xiii) Existing allowances which are not specifically mentioned above may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Director	1	89000-120000	123700-166800
2	Additional Director / Director, Institute of Animal Health & Veterinary Biological, Palode	2	81000-117600	112800-163400
3	Registrar, Kerala Veterinary Council / Additional Director (Planning)	1	77400-115200	107800-160000
4	Principal Training Officer, Livestock Management Training Centre / Joint Director / District Animal Husbandry Officer / Chief Disease Investigation Officer / Standardization Officer / Project Officer, Live Stock Disease Control / State Livestock Census Officer / Senior Research Officer	24	68700-110400	95600-153200
5	Deputy Director (HG) / Project Officer, ICDP (HG) / Production Manager, Central Hatchery (HG)/ Livestock Products Inspecting Officer(HG) /		55350-101400	77200-140500

		Research Officer, Institute of Animal Health & Veterinary Biologicals(HG) / Quality Control Officer(HG) / Chief Veterinary Officer (HG)/ Cattle Sterility Officer(HG) / State Epidemiologist, Thiruvananthapuram (HG)			
a	6	Deputy Director / Project Officer, ICDP / Production Manager, Central Hatchery / Livestock Products Inspecting Officer / Research Officer, Institute of Animal Health & Veterinary Biologicals / Quality Control Officer / Chief Veterinary Officer / Cattle Sterility Officer / State Epidemiologist Thiruvananthapuram	56	45800-89000	63700-123700
	7	Assistant Director / Senior Veterinary Surgeon / Superintendent, Goat Farm Superintendent, District Livestock Farm / Superintendent, Buffalo Breeding farm / Assistant Project Officer, RAIC / Assistant Director, RPF / Assistant Director (Planning) / Project Officer, IPD Block / Disease Investigation Officer / Assistant Research Officer / Assistant Director, Fodder Development /	385	42500-87000	59300-120900

		Lecturer, Extension Training Centre / Disease Surveillance Officer / Forest Veterinary Officer / Geneticist / Assistant Rinder Pest Officer / Assistant Director, Cattle Sterility			
b	8	Plant Engineer / Assistant Executive Engineer	1	42500-87000	59300-120900
	9	Assistant Engineer	4	39500-83000	55200-115300
c	10	Veterinary Surgeon / Toxicologist / Scientific Assistant / Research Assistant, IAH & VB	1167	39500-83000	55200-115300
	11	Chief Instructor	-	36600-79200	51400-110300
	12	Feed Analyst	1	36600-79200	51400-110300
	13	Labour Officer	-	35700-75600	50200-105300
	14	Senior Instructor	1	35700-75600	50200-105300
	15	Field Officer (HG)	110	36600-79200	51400-110300
d	16	Field Officer		35700-75600	50200-105300
	17	Chemist	2	35700-75600	50200-105300
	18	Laboratory Supervisor	1	35700-75600	50200-105300
	19	Live Stock Inspector Senior Grade / Assistant Field Officer	555	29200-62400	43400-91200
	20	Junior Instructor / Chick Sexing Expert	4	27800-59400	39300-83000
	21	Livestock Inspector Grade I	833	26500-56700	37400-79000
	22	Laboratory Technician Grade I / Laboratory Assistant Grade I	-	25200-54000	35600-75400
	23	Chief Operator	-	25200-54000	35600-75400
	24	Incubation Technician	1	22200-48000	31100-66800
	25	Electrician-cum-Mechanic	2	22200-48000	31100-66800
	26	Refrigeration Mechanic	1	22200-48000	31100-66800
	27	X-ray Technician	4	22200-48000	31100-66800

e	28	Livestock Inspector Grade II	1403	20000-45800	27900-63700
f	29	Laboratory Technician Grade II / Laboratory Assistant Grade II	90	20000-45800	27900-63700
	30	Cinema Operator cum Driver	-	20000-45800	27900-63700
	31	Chick Sexer	61	20000-45800	27900-63700
	32	Dark Room Assistant		-	25100-57900
	33	Despatch Rider	1	17500-39500	24400-55200
	34	Pump Operator / Plumber	3	17500-39500	24400-55200
	35	Carpenter-cum-Mechanic	5	17500-39500	24400-55200
	36	Carpenter-cum-Packer	-	17500-39500	24400-55200
	37	Poultry Attendant / Servant	9	17000-37500	23700-52600
	38	Gardener Grade I	1	17000-37500	23700-52600
	a	HG in the ratio 1:2 will continue			
	b	HG in the ratio 1:2 will continue as in PWD			
	c	The ratio 3:1 between Veterinary Surgeons and Senior Veterinary Surgeons will continue.			
	d	HG in the ratio 1:3 will continue			
	e	Ratio of 5:3:2 among Livestock Inspector Grade II, Livestock Inspector Grade I and Live Stock Inspector Senior Grade / Assistant Field Officer will continue			
	f	Ratio between Grade I and Grade II of Laboratory Assistant / Laboratory Technician will be 1:1			

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Administrative Officer	1	As in PD	As in PD
2	Senior Finance Officer	1	As in PD	As in PD
3	Joint Director (Statistics)		As in PD	As in PD
4	Research Officer	3	As in PD	As in PD

5	Research Assistant	4	As in PD	As in PD
6	Statistical Assistant Grade I	29	As in PD	As in PD
7	Statistical Assistant Grade II	14	As in PD	As in PD
8	Agricultural Officer	3	As in PD	As in PD

Common Category

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Assistant	17	As in CC	As in CC
2	Accounts Officer		As in CC	As in CC
3	Senior Superintendent	22	As in CC	As in CC
4	Junior Superintendent	40	As in CC	As in CC
5	Head Clerk / Head Accountant	33	As in CC	As in CC
6	Senior Clerk	212	As in CC	As in CC
7	Clerk	217	As in CC	As in CC
8	Clerk-Typist	60	As in CC	As in CC
9	Fair Copy Superintendent	2	As in CC	As in CC
10	Typist Selection Grade	29	As in CC	As in CC
11	Typist Senior Grade	30	As in CC	As in CC
12	UD Typist	30	As in CC	As in CC
13	LD Typist	30	As in CC	As in CC
14	Personal Assistant	4	As in CC	As in CC
15	Confidential Assistant Senior Grade	4	As in CC	As in CC
16	Confidential Assistant Grade I	5	As in CC	As in CC
17	Confidential Assistant Grade II	6	As in CC	As in CC
18	Duffedar	1	As in CC	As in CC
19	Binder Grade I	1	As in CC	As in CC
20	Driver Selection Grade	126	As in CC	As in CC
21	Driver Senior Grade		As in CC	As in CC
22	Driver Grade I		As in CC	As in CC
23	Driver Grade II		As in CC	As in CC

	24	Stencil Operator / Duplicating Machine Operator	1	As in CC	As in CC
	25	Mechanic	1	As in CC	As in CC
	26	Boat Driver Grade I	1	As in CC	As in CC
	27	Tractor Driver Grade I	2	As in CC	As in CC
	28	Tractor Driver Grade II	2	As in CC	As in CC
	29	Electrician	4	As in CC	As in CC
	30	Office Attendant Grade I	107	As in CC	As in CC
	31	Office Attendant Grade II		As in CC	As in CC
	32	Watcher / Night Watcher	63	As in CC	As in CC
	33	Sanitation Worker	4	As in CC	As in CC

Part Time Contingent Employees

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Part Time Sweeper	1390	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Risk Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Veterinary Surgeons working in Elephant Squad	-	330
2	X-Ray Technician	100	110

(2) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Driver	2400	2700
2	Duffedar	2400	2700

(3) Additional Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Veterinary Surgeons working in rural areas	3000	3000
2	Veterinary Surgeons working in difficult rural areas	4500	4500

(4) Permanent Conveyance Allowance

Sl. No	Category	Existing Rate per month (₹)	Area of Jurisdiction	Proposed Rate per month (₹)
1	Senior Veterinary Surgeon / Veterinary Surgeon in charge of Veterinary Hospitals and Dispensaries	140	Jurisdiction of the Veterinary hospitals and dispensaries	160
2	Live Stock Inspectors	-	Jurisdiction of the Veterinary hospitals and dispensaries	160

7.5. ARCHAEOLOGY

The Department established in 1896 and is one among the oldest of its kind existing in the State. Over the years, under various stages of transformations, it was in 1956, following the State reorganization that the Department was re-framed into the present form, as a State Department, with state wide jurisdiction. Beginning as a minor department with a staff strength of 40 members having 50 protected monuments and three Museums, the Department has undergone huge transformation over the years, protecting 183 monuments under the Kerala Archaeological Monuments and Archaeological Sites and Remains Act 1968 and rules, 1972 and managing 13 Archaeological Museum across the State. The Head Quarters of the Department of Archaeology is situated in Thiruvananthapuram and is headed by a Director.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) The newly created post of 'Assistant Executive Engineer' may be included in the department schedule with the Scale of Pay corresponding to ₹ 42500-87000.
- (ii) The posts 'Electrician' and 'Mechanic' may be included in department schedule with the scale of pay corresponding to ₹ 18000-41500 as the posts are included in Special Rules.
- (iii) The post of Field Assistant at Padmanabhapuram palace may be upgraded and re-designated as 'Palace Superintendent' and granted revision corresponding to Scale of Pay of ₹ 35700-75600.
- (iv) All other posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Director	1	68700-110400	95600-153200
2	Conservation Officer	1	45800-89000	63700-123700
3	Superintending Archaeologist	1	45800-89000	63700-123700
4	Epigraphist	2	45800-89000	63700-123700
5	Assistant Executive Engineer	1		59300-120900
6	Archaeological Chemist	1	40500-85000	56500-118100
7	Publication Officer	1	40500-85000	56500-118100

	8	Assistant Engineer	3	39500-83000	55200-115300
	9	Documentation Officer	1	36600-79200	51400-110300
	10	Artist Superintendent	1	36600-79200	51400-110300
	11	Education Officer	1	36600-79200	51400-110300
	12	Research Officer	1	36600-79200	51400-110300
	13	Personal Assistant	1	35700-75600	50200-105300
	14	Excavation Assistant	1	35700-75600	50200-105300
	15	Epigraphy Assistant	1	35700-75600	50200-105300
	16	Curator	2	35700-75600	50200-105300
*	17	Palace Superintendent	1		50200-105300
	18	Field Assistant	2	29200-62400	41300-87000
	19	Technical Assistant	2	29200-62400	41300-87000
	20	Assistant Editor	1	27800-59400	39300-83000
	21	Preservation Assistant	1	27800-59400	39300-83000
	22	Research Assistant	3	27800-59400	39300-83000
	23	Manager	1	27800-59400	39300-83000
	24	Artist	1	27800-59400	39300-83000
	25	Documentation Assistant	1	27800-59400	39300-83000
	26	Designer	1	27800-59400	39300-83000
	27	Foreman	1	26500-56700	37400-79000
	28	Museum Assistant	3	25200-54000	35600-75400
	29	Photographer	1	25200-54000	35600-75400
	30	Display Technician	2	25200-54000	35600-75400
	31	Gallery Supervisor	2	25200-54000	35600-75400

32	Estampage Maker	1	25200-54000	35600-75400
33	Laboratory Assistant	1	22200-48000	31100-66800
34	Draftsman	1	20000-45800	27900-63700
35	Museum Guide	9	20000-45800	27900-63700
36	Dark Room Assistant	1	20000-45800	27900-63700
37	Electrician	1		25100-57900
38	Mechanic	1		25100-57900
39	Head Gardener	1	17500-39500	24400-55200
40	Cook	1	17500-39500	24400-55200
41	Ticket Attender	1	17500-39500	24400-55200
42	Record Attender	1	17500-39500	24400-55200
43	Helper/Moulder	3	17000-37500	23700-52600
44	Specimen Collector	2	17000-37500	23700-52600
45	Technical Helper	3	17000-37500	23700-52600
46	Gallery Attender	4	16500-35700	23000-50200
47	Duster	2	16500-35700	23000-50200

* The post of Field Assistant in Padmanabhapuram Palace may be upgraded as Palace Superintendent corresponding to ₹ 35700-75600.

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Security Officer (S.I of Police)		As in PD	As in PD
2	Security Guard(PC/HC)		As in PD	As in PD

Common Category

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Superintendent	2	As in CC	As in CC
2	Junior Superintendent	1	As in CC	As in CC
3	Senior Clerk	10	As in CC	As in CC
4	Clerk	5	As in CC	As in CC
5	Clerk-Typist	6	As in CC	As in CC
6	Selection Grade Typist	1	As in CC	As in CC
7	Senior Grade Typist	1	As in CC	As in CC
8	U.D Typist	1	As in CC	As in CC
9	L.D Typist	1	As in CC	As in CC
10	Confidential Assistant Gr II	1	As in CC	As in CC
11	Senior Grade Driver	1	As in CC	As in CC
12	Driver Gr I	1	As in CC	As in CC
13	Driver Gr II	2	As in CC	As in CC
14	Gardener	20	As in CC	As in CC
15	Office Attendant	26	As in CC	As in CC
16	Night Watcher/ Watcher	10	As in CC	As in CC
17	Waiter	1	As in CC	As in CC
18	Watcher cum Gardener	1	As in CC	As in CC
19	Full Time Sweeper	5	As in CC	As in CC
20	Full Time Scavenger	1	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Uniform Allowance**

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Head Gardener	2400	2700
2	Waiter	2400	2700
3	Driver	2400	2700
4	Gardener	2400	2700
5	Watcher	2400	2700
6	Cook	2400	2700

7.6. ARCHIVES

The State Archives Department was formed in the year 1962. The accession and conservation of all non-current records of enduring value of the State Government for future reference is the basic function of this Department. Major responsibilities of the Department include custody, care and management of records received in Archives, acquire documents of historical value, render technical advice, assistance on management and conservation of records to various departments and institutions. The Headquarters of the Department is in Thiruvananthapuram and the Director is the head of the Department. There are three Regional offices functioning under the Directorate at Thiruvananthapuram, Ernakulam and Kozhikode.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) The posts of Superintendent, Archivist and Editorial Archivist may be placed in the revised Scale of Pay corresponding to ₹ 36600-79200 as these posts are identical with the posts of Senior Superintendent in Common Category.

- (ii) The post of Mender may be re designated as Conservation Assistant.
- (iii) All the other posts existing in the department may be placed on the corresponding revised scale of pay. Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Director	1	68700-110400	95600-153200
2	Assistant Director	1	42500-87000	59300-120900
3	Editorial Archivist	1	35700-75600	51400-110300
4	Archivist	4	35700-75600	51400-110300
5	Superintendent	5	35700-75600	51400-110300
6	Conservation Officer	1	35700-75600	50200-105300
7	Asst. Archivist Gr I	4	30700-65400	43400-91200
8	Junior Editor	1	30700-65400	43400-91200
9	Editorial Assistant	1	25200-54000	35600-75400
10	Senior Clerk/ Asst. Archivist Gr II	21	25200-54000	35600-75400
11	Photographer	1	25200-54000	35600-75400
12	Asst. Conservation Officer	3	35700-75600	50200-105300
13	Preservation Supervisor	5	27800-59400	39300-83000
a	14	18	25200-54000	35600-75400
	15		20000-45800	27900-63700
b	16	12	19000-43600	26500-60700
	17		18000-41500	25100-57900

a.1/3rd Higher Grade will Continue.

b. The ratio between Grade II & I will be 2:1

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Officer	1	As in PD	As in PD

Common Category

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Head Clerk	4	As in CC	As in CC
2	Clerk	15	As in CC	As in CC
3	Selection Grade Typist	1	As in CC	As in CC
4	Senior Grade Typist	1	As in CC	As in CC
5	U.D Typist	1	As in CC	As in CC
6	L.D Typist	2	As in CC	As in CC
7	Confidential Assistant Gr II	1	As in CC	As in CC
8	Librarian Grade II	1	As in CC	As in CC
9	Driver Gr II	2	As in CC	As in CC
10	Duffedar	1	As in CC	As in CC
11	Attender	2	As in CC	As in CC
12	Watchman	6	As in CC	As in CC
13	Office Attendant	6	As in CC	As in CC
14	Lascar	8	As in CC	As in CC
15	Full Time Gardner	1	As in CC	As in CC
Part Time Contingent				
1	Part Time Sweeper, Sanitation Worker, Part Time Gardner	10	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Compensatory Allowance**

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Superintendent posted in the Secretariat Cellar	150	170
2	Assistant/Clerk posted in the Secretariat Cellar	130	150
3	Office Attendant posted in the Secretariat Cellar	100	110
	Preservation Section		
4	Preservation Supervisor/ Conservation Assistant	100	110
5	Binder/Lascar	100	110

(2) Risk Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Conservation Assistant	100	110

(3) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.7. AYURVEDA MEDICAL EDUCATION

Ayurveda Medical Education Department was established in the year 2000 for the effective management of Ayurveda medical education and Ayurveda Colleges in Kerala. The Department was started with 3 Government Ayurveda Colleges and 2 aided Ayurveda Colleges. The courses conducted are BAMS, Post Graduate Courses & Paramedical Courses (Ayurveda Nurse, Ayurveda Pharmacist, Ayurveda Therapist). There are four Government Ayurveda College Hospitals and one Panchakarma Hospital under the Department. Now 12 Self-financing colleges are also functioning under the Department. Director of Ayurveda Medical Education is the Head of the Department.

The Commission, having considered the proposals submitted by the Director, and demands of Service Organizations and individuals, makes the following recommendations:

- (i) The posts of Senior Medical Officer and Chief Medical Officer in Indian Systems of Medicine department are placed in the scales of pay of ₹ 42500-87000 and ₹ 45800-89000 respectively, whereas the similar posts in Ayurveda Medical Education department are given lower scales of pay of ₹ 40500-85000 and ₹ 42500-87000 respectively. The qualification prescribed for the entry post of Medical Officer in both the Departments is the same and the post is placed in the same scale of pay of ₹ 39500-83000 in both the Departments. Hence it is recommended that the posts of Medical Officer, Senior Medical Officer and Chief Medical Officer in Ayurveda Medical Education Department may be placed in scales of pay corresponding to ₹ 39500-83000, ₹ 42500-87000 and ₹ 45800-89000 respectively on par with same posts in Indian Systems of Medicine Department.
- (ii) The post Lab Technician Grade I with scale of pay ₹ 26500-56700 is duplicated in the schedule of the department. Hence duplicate entry may be excluded from the Schedule of posts.
- (iii) The HoD has reported that the post 'Artist cum Museum Keeper' is erroneously shown as 'Artist cum Museum Curator' in the existing Pay Revision Order. The designation 'Artist cum Museum Curator' may be corrected as 'Artist cum Museum Keeper' in the Schedule of the posts of the Department.

- (iv) Appointment to the post Junior Health Inspector is made from Health Services Department on deputation. Therefore, the post may be shown in the Schedule under the heading 'Posts held by Personnel of other Departments'.
- (v) In the existing Pay Revision Order, the post of Research Officer (Botany) is shown as equivalent to Research Officer (Chemistry / Bio-Chemistry). Appointment to the post of Research Officer (Botany) is made by direct recruitment whereas Research Officer (Chemistry / Bio-Chemistry) are promotion posts of Assistant Research Officer (Chemistry/ Bio-Chemistry). Hence the post 'Research Officer (Botany)' may be segregated from Research Officer (Botany/ Chemistry/ Bio-Chemistry) and shown as a separate post under the Drug Standardization Unit in the Schedule of posts.
- (vi) The post of Assistant to Pharmacognosy Officer may be re-designated as Research Assistant (Botany).
- (vii) The post Assistant Research Officer (Botany) is the promotion post of Farm Superintendent/ Assistant to Pharmacognosy Officer in the Pharmacognosy Unit. But no post of Assistant Research Officer (Botany) is included in the Pharmacognosy Unit. The post Assistant Research Officer (Botany) may be shifted from the Drug Standardization Unit to Pharmacognosy Unit in the Schedule of posts.
- (viii) The post 'Lady Medical Officer' now included under the heading 'Posts held by Personnel of other Departments' may be excluded from the Schedule as the post is not existing in the department now.
- (ix) The scale of pay of the posts of Ayurveda Therapist (₹19000-43600) and Ayurveda Therapist (HG) (₹ 20000-45800) may be upgraded to ₹ 20000-45800 and ₹ 25200-54000 respectively in view of the recommendation made by the Commission for similar upgradation in Indian Systems of Medicine Department.
- (x) The qualification prescribed for the post of Lab Technician Grade II in Ayurveda Medical Education Department and Health Services Department is identical as per Special Rules. Hence, consequent on the upgradation of the scale of pay of the post of Lab Technician Grade II in Health Services Department to ₹25200-54000, the scale of pay of the post

of Lab Technician Grade II may be upgraded from ₹ 22200-48000 to ₹25200-54000.

(xi) All the posts existing in the Department except those which are specifically mentioned above, may be placed in corresponding proposed scales of pay.

(xii) Existing allowances also may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Director	1	UGC	UGC
2	Principal	3	UGC	UGC
3	Professor	46	UGC	UGC
4	Associate Professor	55	UGC	UGC
5	Assistant Professor	94	UGC	UGC
6	Chief Medical Officer	1	42500-87000	63700-123700
7	Lecturer	6	42500-87000	59300-120900
8	Senior Medical Officer/ Research Officer / Deputy Manager		40500-85000	59300-120900
9	Scientific Officer	1	40500-85000	56500-118100
10	Demonstrator/ RMO/ Medical Officer	25	39500-83000	55200-115300
11	Scientific Assistant	2	36600-79200	51400-110300
12	Manager / Lay Secretary & Treasurer / Senior Superintendent	10	36600-79200	51400-110300
13	Nursing Superintendent Grade I	2	35700-75600	50200-105300

	14	Junior Scientific Officer	1	35700-75600	50200-105300
	15	Head Nurse (Allopathy)	1	32300-68700	45600-95600
	16	Store Officer / Junior Superintendent	6	30700-65400	43400-91200
	17	Technician (Bhasma & Sindura)	1	30700-65400	43400-91200
	18	Nursing Superintendent Grade II	6	30700-65400	43400-91200
	19	Store Superintendent	4	30700-65400	43400-91200
	20	Technician (Pharmacy)	1	27800-59400	39300-83000
	21	Herpetologist	1	27800-59400	39300-83000
	22	Staff Nurse (Allopathy)	8	27800-59400	39300-83000
	23	Lady Health Inspector	1	26500-56700	37400-79000
	24	Technician (X-ray)	2	26500-56700	37400-79000
	25	Lab Technician Grade I	10	26500-56700	37400-79000
a	26	Lab Technician Grade II	12	22200-48000	35600-75400
	27	Nurse Gr. I	36	25200-54000	35600-75400
	28	Pharmacist Grade I	12	25200-54000	35600-75400
	29	Technician (Electrical)	1	25200-54000	35600-75400
	30	Technician (Other category) (Mechanical)		25200-54000	35600-75400
	31	Technician (Dravyaguna)		25200-54000	35600-75400
	32	Artist cum Museum Keeper	5	25200-54000	35600-75400
	33	Ayurveda Therapist (HG)		20000-45800	35600-75400
c	34	Ayurveda Therapist	31	19000-43600	27900-63700
	35	Foreman (Power Laundry)	1	22200-48000	31100-66800
	36	Junior Public Health Nurse	2	22200-48000	31100-66800
	37	Technician (Netra)	1	22200-48000	31100-66800
	38	Artist Grade II		22200-48000	31100-66800
b	39	Nurse Grade II	53	20000-45800	27900-63700

b	40	Pharmacist Grade II	14	20000-45800	27900-63700
	41	Panchakarma Assistant	10	20000-45800	27900-63700
	42	Technical Assistant (Ayurveda)	6	19000-43600	26500-60700
	43	Herbarium keeper	1	19000-43600	26500-60700
	44	Technical Assistant (X-ray)	2	19000-43600	26500-60700
	45	Technical Assistant (Visha)		19000-43600	26500-60700
	46	Library Assistant	1	18000-41500	25100-57900
	47	Garden Superintendent	1	18000-41500	25100-57900
	48	Record Keeper		18000-41500	25100-57900
	49	Gardener (HG)	1	18000-41500	25100-57900
	50	Scribe	2	18000-41500	25100-57900
	51	Electrician	3	18000-41500	25100-57900
	52	Technician (Swasthawritha)	1	18000-41500	25100-57900
	53	Technician (Nature cure)	1	18000-41500	25100-57900
	54	Record Assistant	1	17500-39500	24400-55200
	55	Theatre Assistant	6	17500-39500	24400-55200
	56	Lab Attender Grade I	9	17500-39500	24400-55200
	57	Pharmacy Attender Grade I	11	17500-39500	24400-55200
	58	Nursing Assistant Grade I	50	17500-39500	24400-55200
d	59	Pharmacy Attender Grade II	41	17000-37500	23700-52600
	60	Lab Attender Grade II / Nursing Assistant Grade II/ Power Laundry Attender	45	17000-37500	23700-52600
	61	Head warden / Hospital Attendant / Specimen collector / Gardener/ Dravya Attender	36	17000-37500	23700-52600
	62	Sanitation Worker	58	16500-35700	23000-50200
	63	Stretcher carrier	3	16500-35700	23000-50200
	64	Gate Keeper	2	16500-35700	23000-50200

65	Van Cleaner Cum Conductor	2	16500-35700	23000-50200
66	Dhoby	10	16500-35700	23000-50200
67	Mess Attender	11	16500-35700	23000-50200
68	Cook	20	16500-35700	23000-50200
69	Male Servant	1	16500-35700	23000-50200
70	Sweeper	12	16500-35700	23000-50200
71	Female Servant	1	16500-35700	23000-50200
72	Watcher	28	16500-35700	23000-50200
73	Scavenger	1	16500-35700	23000-50200
74	Sweeper cum Scavenger	2	16500-35700	23000-50200
75	Kitchen Assistant	2	16500-35700	23000-50200
76	Kashaya Servant	4	16500-35700	23000-50200
77	Female Attender	1	16500-35700	23000-50200
78	Yoga Instructor	3	6500+ DA (Honorarium)	9000+ DA (Honorarium))
	Drugs Standardization unit			
79	Senior Research Officer (Chemistry)	1	60900-103600	85000-143600
80	Research Officer (Botany)		42500-87000	59300-120900
81	Research Officer (Chemistry / Biochemistry)	2	42500-87000	59300-120900
82	Research Officer (Ayurveda)	1	42500-87000	59300-120900
83	Assistant Research Officer (Chemistry / Pharmacology)	4	39500-83000	55200-115300
84	Research Assistant (Microbiology/ Ayurveda/Chemistry)	6	36600-79200	51400-110300
85	Lab Technician (Drug Standardisation Unit)	4	27800-59400	39300-83000
86	Lab Attender		17000-37500	23700-52600
	Pharmacognosy Unit			
87	Senior Research Officer (Botany)	1	60900-103600	85000-143600
88	Research Officer (Botany)	2	42500-87000	59300-120900

	89	Assistant Research Officer (Ayurveda)	1	39500-83000	55200-115300
	90	Assistant Research Officer (Botany)	1	39500-83000	55200-115300
	91	Farm Superintendent	1	39500-83000	55200-115300
	92	Research Assistant (Botany)	1	36600-79200	51400-110300

- a Higher Grade in the ratio of 1:1 will continue
- b Ratio 1:2 between Grade I and Grade II will continue.
- c Ayurveda Therapist and Ayurveda Therapist HG will be in the ratio 2:1
- d Ratio between Pharmacy Attender Grade I and Grade II will be 1:2

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Lecturer Gr-I in Sanskrit (UGC)	6	As in PD	As in PD
2	Lecturer in Physical Education (UGC)	2	As in PD	As in PD
3	Junior Consultant	5	As in PD	As in PD
4	Assistant Surgeon	1	As in PD	As in PD
5	Administrative Officer Grade I	1	As in PD	As in PD
6	Administrative Officer Grade II	1	As in PD	As in PD
7	Librarian Grade I	2	As in PD	As in PD
8	Pharmacist Grade II (Allopathy)	2	As in PD	As in PD
9	Junior Health Inspector	1	As in PD	As in PD

Common Category

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Assistant	2	As in CC	As in CC
2	Accounts Officer	1	As in CC	As in CC

3	Head Clerk / Head Accountant	9	As in CC	As in CC
4	Senior Clerk	34	As in CC	As in CC
5	Clerk	23	As in CC	As in CC
6	Clerk-Typist	16	As in CC	As in CC
7	Typist Selection Grade	3	As in CC	As in CC
8	Typist Senior Grade	3	As in CC	As in CC
9	UD Typist	3	As in CC	As in CC
10	LD Typist	3	As in CC	As in CC
11	Sergeant	1	As in CC	As in CC
12	Driver Senior Grade	2	As in CC	As in CC
13	Driver Grade I	3	As in CC	As in CC
14	Driver Grade II	3	As in CC	As in CC
15	Lift Operator	3	As in CC	As in CC
16	Plumber	1	As in CC	As in CC
17	Mechanic	2	As in CC	As in CC
18	Attender Grade I	4	As in CC	As in CC
19	Attender Grade II	21	As in CC	As in CC
20	Office Attendant Grade I	5	As in CC	As in CC
21	Office Attendant Grade II	27	As in CC	As in CC

Part Time Contingent Employees

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Part Time Sweeper / PT Watcher / PT Scavenger / PT Barber	13	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Foot Wear Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
	<i>Govt. Ayurveda Colleges</i>		
1	Theatre Assistant, Anatomy Department	450	500
2	Scavenger, Anatomy Department	450	500
3	Dravya Attender	450	500

4	X-ray Technician	450	500
5	Nursing Assistant	450	500
6	Ayurveda Therapist	450	500
7	Attender	450	500
8	Stretcher Carrier	450	500
9	Cook	450	500
10	Dhoby	450	500
11	Mess Attender	450	500
12	Sanitation Worker	450	500
13	Watcher	450	500
14	Pharmacy Attender	450	500
15	Gardener	450	500
16	Technician & Assistant Technician (X-Ray Section)	450	500
17	Sweeper	450	500
18	Scavenger	450	500
19	Sweeper-cum-Scavenger	450	500
20	Female Attender	450	500

(2) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Deputy Warden (Hostels)	130	150

(3) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
	<i>Government Ayurveda Colleges</i>		
1	Theatre Assistant, Anatomy Department	2400	2700
2	Scavenger, Anatomy Department	2400	2700
3	Lady Heath Worker (Allopathic Midwife)	1800	2000
4	Nursing Superintendent	2400	2700
5	Nurse	2400	2700

6	Pharmacist	1800	2000
7	Lab Technician	1800	2000
8	Driver	2400	2700
9	Nursing Assistant Grade I & II	2400	2700
10	Ayurveda Therapist	2400	2700
11	Attender Grade I & II	2400	2700
12	Stretcher Carrier	2400	2700
13	Cook	2400	2700
14	Dhoby	2400	2700
15	Mess Attender	2400	2700
16	Sanitation Worker	2400	2700
17	Watcher	2400	2700
18	Pharmacy Attender	2400	2700
19	Gardener	2400	2700
20	Radiographer (X-Ray Section)	1000	1200
21	Technician & Assistant Technician (X-Ray Section)	1000	1200
22	Sweeper	2400	2700
23	Scavenger	2400	2700
24	Sweeper-cum-Scavenger	2400	2700
25	Female Attender	2400	2700

7.8. BACKWARD CLASSES DEVELOPMENT

The Department of Backward Classes Development was created in 1999 by G.O. (Ms) No.93/1999/SCSTDD dated 16/10/1999 and was realized in 2011 by G.O. (Ms) No.92/2011/SCSTDD dated, 14/09/2011. The Department deals with the issues related to the social, economical and educational progression of backward communities in Kerala. While providing financial assistance to preserve traditional job, the department also gives assistance to amplify competitive ability and skill development needed to enhance employability and secure jobs by formulating innovative schemes.

The department is functioning with its Directorate in Thiruvananthapuram and two Regional Offices at Ernakulam and Kozhikode. The Director, drawn from IAS cadre, is the Head of the department.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations makes the following recommendations:

- i) The Commission recommends to frame Special Rules for the department at the earliest.
- ii) All the posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances may also be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Director	1	IAS	IAS
2	Deputy Director	3	45800-89000	63700-123700

Posts held by Personnel of other Departments

Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Finance Officer	1	As in PD	As in PD

Common Category

Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Superintendent	3	As in CC	As in CC
2	Junior Superintendent	1	As in CC	As in CC
3	Confidential Assistant Gr I	1	As in CC	As in CC

	4	Senior Clerk	2	As in CC	As in CC
	5	Clerk	8	As in CC	As in CC
	6	Office Attendant	4	As in CC	As in CC
	7	Driver Gr II	1	As in CC	As in CC
Part Time Contingent					
	1	Part Time Sweeper	1	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No.	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.9. CHEMICAL EXAMINER'S LABORATORY

The Chemical Examiner's Laboratory which started in the year 1890 became an independent Department under the Home Department in the year 1969. Three laboratories are functioning under this Department—in Thiruvananthapuram, Ernakulam and Kozhikode. The Chemical Examiner's Laboratory caters to the needs of the judiciary in the prosecution of crimes. Exhibits pertaining to offences punishable under Indian Penal Code, Narcotic Drugs and Psychotropic Substances Act, Kerala Abkari Act, Medicinal & Toilet Preparation Act, Essential Commodities Act, Explosive Substances Act, etc. are examined in the laboratories and certificates of chemical analysis are issued. Chief Chemical Examiner, Joint Chemical Examiner and Assistant Chemical Examiner are Government scientific experts under Section 293 of the Code of Criminal Procedure, 1973 and their reports are admissible as evidence in the Court of Law.

The Commission considered the proposals submitted by the Chief Chemical Examiner and the demands of Service Organizations and individuals. The following recommendations are made:

- (i) The post of Junior Scientific Officer was re-designated as Scientific Officer by G.O.(P)No.16/2018/Home dated 09/04/2018. The name of the post may be modified accordingly in the Schedule of posts.

- (ii) The post of Bottle Cleaner may be included in the Schedule of posts with proposed scale of pay corresponding to ₹16500-35700.
- (iii) The Commission finds no justification for allowing Risk Allowance to the staff in the Administrative and Finance wings. Therefore, Risk Allowance may be limited only to those employees who are directly engaged in laboratory services.
- (iv) The scales of pay of all the existing posts in the Department may be given normal revision.
- (v) Existing allowances except those specifically mentioned above may also be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Chief Chemical Examiner	1	81000-117600	112800-163400
	2	Joint Chemical Examiner	4	77400-115200	107800-160000
	3	Assistant Chemical Examiner (HG)	18	45800-89000	63700-123700
a	4	Assistant Chemical Examiner		40500-85000	56500-118100
	5	Scientific Officer	32	36600-79200	51400-110300
	6	Technical Assistant / Serological Assistant (HG)	25	30700-65400	43400-91200
b	7	Technical Assistant / Serological Assistant		26500-56700	37400-79000
	8	Glass Blower	3	22200-48000	31100-66800
	9	Laboratory Assistant (HG)	34	20000-45800	27900-63700
c	10	Laboratory Assistant		18000-41500	25100-57900
	11	Junior Lab Assistant	5	17000-37500	23700-52600
	12	Packer	1	17000-37500	23700-52600

13	Lascar	9	16500-35700	23000-50200
14	Bottle Cleaner	22	-	23000-50200
a	The existing ratio 2:1 between Assistant Chemical Examiner and Assistant Chemical Examiner (HG) will continue.			
b	1/3 rd of the post of Technical Assistant / Serological Assistant taken together will be in HG.			
c	1/3 rd of the Laboratory Assistants under direct recruitment will be in HG.			

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Officer	1	As in PD	As in PD
2	Finance Officer	1	As in PD	As in PD

Common Category

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Superintendent	1	As in CC	As in CC
2	Junior Superintendent	2	As in CC	As in CC
3	Confidential Assistant Senior Grade	1	As in CC	As in CC
4	Confidential Assistant Grade I	1	As in CC	As in CC
5	Confidential Assistant Grade II	1	As in CC	As in CC
6	Head Clerk	1	As in CC	As in CC
7	Senior Clerk	6	As in CC	As in CC
8	Clerk	6	As in CC	As in CC
9	Clerk Typist	1	As in CC	As in CC
10	Typist Selection Grade	1	As in CC	As in CC
11	Typist Senior Grade	2	As in CC	As in CC
12	U.D Typist	2	As in CC	As in CC
13	L.D Typist	2	As in CC	As in CC
14	Driver	1	As in CC	As in CC
15	Office Attendant	8	As in CC	As in CC
16	Night Watcher	3	As in CC	As in CC

Part Time Contingent Employees

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Part Time Sweeper	10	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Foot Wear Allowance**

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Junior Laboratory Assistant	450	500
2	Packer / Bottle Cleaner / Lascar	450	500

(2) Risk Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Chief Chemical Examiner	200	220
2	Joint Chemical Examiner	150	170
3	Assistant Chemical Examiner	150	170
4	Scientific Officer	150	170
5	Serological Assistant	120	140
6	Technical Assistant	120	140
7	Laboratory Assistant / Junior Laboratory Assistant	100	110
8	Packer / Bottle Cleaner	100	110
9	Glass Blower	100	110

(3) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Assistant Chemical Examiner	1800	2000
2	Scientific Officer	1800	2000

3	Serological Assistant	1800	2000
4	Technical Assistant	1800	2000
5	Laboratory Assistant	1800	2000
6	Junior Laboratory Assistant	1800	2000
7	Packer / Bottle Cleaner / Lascar	1800	2000
8	Glass Blower	1800	2000
9	Night Watcher	1800	2000
10	Driver	2400	2700

7.10. CIVIL SUPPLIES

The Public Distribution System came into existence in the State with effect from 01/07/1965 and the Civil Supplies Department started functioning as a separate department from 01/08/1975. This Department discharges the important responsibilities of Public Distribution, enforcement of market discipline and promotion of consumer awareness and protection of their interest. The Commissioner of Civil Supplies is the Principal Head of the Department and Principal Advisor to the Minister in charge of Food & Civil Supplies. The Director of Civil Supplies is the administrative head of the Department of Civil Supplies.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- i) The posts of Taluk Supply Officer/ City Rationing Officer/ Senior Superintendent have the same method of appointment and feeder category i.e, by transfer from the posts of Assistant Taluk Supply Officers, Manager, and Junior Superintendent. Hence Taluk Supply Officer/ City Rationing Officer may also be granted Higher Grade in the same ratio as sanctioned to Senior Superintendent i.e, 3:1.
- ii) As per the existing Special Rules, appointment to the post of Assistant Taluk Supply Officer is made 'by transfer' from among the Head Clerks / Senior Clerk while appointment to the post of Junior Superintendent in common category is made 'by promotion' of Head Clerk/ Senior Clerk in the department. But appointment to the posts of Assistant Taluk Supply Officer and Junior Superintendent are made by regular promotion of Head Clerk/ Rationing Inspector in the department for the past several years by treating these posts as interchangeable. Hence the Subordinate Service Special Rules of the department may be amended to

the effect that the method of appointment to the post of Assistant Taluk Supply Officer may be modified as to 'by promotion' from the category of (1) Head Clerks/ Rationing Inspector or (2) in the absence of qualified hands under category (1) from the Senior Clerks in the department.

- iii) All the posts existing in the department may be placed on the corresponding revised scales of pay. Existing allowances may also be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	IAS	IAS
	2	Controller of Rationing	1	77400-115200	107800-160000
	3	Dy. Controller of Rationing/ Vigilance Officer	3	60900-103600	85000-143600
a	4	District Supply Officer/ Assistant Secretary (HG)	17	55350-101400	77200-140500
	5	District Supply Officer / Assistant Secretary		45800-89000	63700-123700
	6	Accounts Officer	1	42500-87000	59300-120900
b	7	Taluk Supply Officer/ City Rationing Officer (HG)	81	40500-85000	56500-118100
	8	Taluk Supply Officer/ City Rationing Officer		36600-79200	51400-110300

9	Assistant Taluk Supply Officer / Manager	187	30700-65400	43400-91200
10	Rationing Inspector	337	27800-59400	39300-83000

- a. 25% Higher Grade will continue.
b. Existing ratio will be modified to 3:1.

Posts held by Personnel of other Departments

Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Chief Accounts Officer	1	As in PD	As in PD
2	Finance Officer	1	As in PD	As in PD
3	Law Officer	1	As in PD	As in PD
4	Statistical Officer	1	As in PD	As in PD

Common Category

Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Superintendent	40	As in CC	As in CC
2	Junior Superintendent	27	As in CC	As in CC
3	Head Clerk	27	As in CC	As in CC
4	Senior Clerk	639	As in CC	As in CC
5	Clerk	736	As in CC	As in CC
6	Typist	117	As in CC	As in CC
7	Confidential Assistant	52	As in CC	As in CC
8	Driver	106	As in CC	As in CC
9	Office Attendant	242	As in CC	As in CC
10	Attender	15	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Permanent Travelling Allowance**

Sl. No.	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)	Area of Jurisdiction	Average number of days of tour in a month
1	Taluk Supply Officer	500	550	One Taluk	15
2	Assistant Taluk Supply Officer	300	330	One Taluk	15

(2) Permanent Conveyance Allowance

Sl. No.	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)	Area of Jurisdiction
1	City Rationing Inspector	240	270	20 to 25 Wards in a city
2	Rationing Inspector	240	270	One village
3	Rationing Inspector	120	140	5 to 13 wards in a city

(3) Uniform Allowance

Sl. No.	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.11. COLLEGIATE EDUCATION

The Collegiate Education Department aims to impart higher education of the best quality to all students of the State after they qualify at the higher secondary level. The Department was set up in 1957 for the administration of the staff of the Government Colleges. Later, consequent to the introduction of direct payment system, the colleges controlled by private educational agencies were also brought under the control of the Department. Music Colleges, Arabic Colleges, Training Colleges, Physical Education Colleges and the Students' Hostels attached to Government Colleges were also brought under the purview of this department later. The Director is the Head of the Department, which is under the administrative control of Higher Education Department in the Government.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) The posts of Professor Gr I (Arabic College), Taxidermist and Gas Man may be excluded from the schedule as the posts are not existing in the Department.
- (ii) The posts of Professor(Training Colleges), Reader(Arts & Science College/Training College/Sanskrit College), Lecturer (Selection Grade), Lecturer (Senior Grade), Lecturer (Arts & Science College/Sanskrit College/Training College/Physical Education College) and Lecturer in Sanskrit may be substituted with the posts of Professor (Arts & Science College/ Sanskrit College/Training College/Physical Education College), Associate Professor (Arts & Science College/Sanskrit College/Training College/Physical Education College), Assistant Professor (Arts & Science College/ Sanskrit College/Training College/Physical Education College) respectively.
- (iii) The post of Law Officer may be included in the schedule under the heading 'Posts held by personnel of other Departments'.
- (iv) The consolidated pay of Part time Lecturer in Law/Journalism may be enhanced from the existing ₹ 19000+DA to ₹ 27000+DA.
- (v) The posts of Senior Administrative Assistant and Special Officer for Scholarships may be sanctioned a Special Pay of ₹ 500/- per month in lieu of Higher Time Scale of Pay.

- (vi) All the other posts existing in the department may be placed on the corresponding revised scales of pay. Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Director	1	IAS	IAS
2	Additional Director	1	UGC	UGC
3	Deputy Director	6	UGC	UGC
4	Principal (Special Grade) (Arts & Science Colleges)	7	UGC	UGC
5	Principal (Arts & Science College/ Sanskrit College/ Training College/ Physical Education College)	237	UGC	UGC
6	Principal (Arabic College)	11	UGC	UGC
7	Professor (Arts & Science College/ Sanskrit College/ Training College/ Physical Education College)		UGC	UGC
8	Associate Professor (Arts & Science College/ Sanskrit College/ Training College/ Physical Education College)		UGC	UGC
9	Assistant Professor (Arts & Science College/ Sanskrit College/ Training College/ Physical Education College)	12911	UGC	UGC

10	Lecturer (Physical Education)		UGC	UGC
11	Librarian (Selection Grade)	173	UGC	UGC
12	Librarian (Senior Grade)		UGC	UGC
13	Librarian		UGC	UGC
14	Principal (Music College)	3	77400-115200	107800-160000
15	Professor(Vocal, Veena, Mridhangam & Violin)	7	68700-110400	95600-153200
16	Professor Gr II (Arabic College)	14	42500-87000	59300-120900
17	Assistant Professor (Vocal, Veena, Mridhangam, Dance (Kerala Nadanam) and Violin)	22	42500-87000	59300-120900
18	Senior Administrative Assistant	1	42500-87000	59300-120900 +500 SP*
19	Special Officer for Scholarship	1	42500-87000	59300-120900 +500 SP*
20	Lecturer in Musicology(Music College)		36600-79200	51400-110300
21	Lecturer(Non-UGC) (Arts & Science, Training College)	26	36600-79200	51400-110300
22	Lecturer (Vocal, Veena, Violin, Mridhangam, Bharathanatyam, Dance (Kerala nadanam), Mohiniyattom, Kathakali Vesham, Kathakali, Kathakali Sangeetham, Kathakali Chenda, Kathakali Maddalam, Drawing & Painting, Sculpture, Applied Art)	57	36600-79200	51400-110300
23	Coach	3	36600-79200	51400-110300
24	Junior Lecturer (Bharathanatyam, Mohiniyattom, Dance	55	29200-62400	41300-87000

	(Kerala nadanam), Kathakali Vesham, Kathakali Sangeetham, Kathakali Chenda, Kathakali Maddalam, Drawing & Painting, Sculpture, Applied Art)			
25	Supporting Artist in Vocal (Bharathanatyam, Mohiniyattom, Dance(Kerala nadanam), Kathakali)	17	29200-62400	41300-87000
26	Supporting Artist in Mridangam (Bharathanatyam, Mohiniyattom, Dance(Kerala nadanam))	3	29200-62400	41300-87000
27	Supporting Artist in Chenda/Maddalam for Kathakali	2	29200-62400	41300-87000
28	Instructor (Arts & Crafts) (Training College)		27800-59400	39300-83000
29	Tech. Assistant (Electronics)	1	27800-59400	39300-83000
30	Tech. Assistant (Computer Science)	31	27800-59400	39300-83000
31	Instrument Mechanic (Music College)	1	26500-56700	37400-79000
32	Matron	3	20000-45800	27900-63700
33	Heritage Document Translator	1	20000-45800	27900-63700
34	Studio Assistant	3	19000-43600	26500-60700
35	Herbarium Keeper	31	18000-41500	25100-57900
36	Mechanic	116	19000-43600	26500-60700
37	Librarian Gr.IV (Kannada Knowing)	1	19000-43600	26500-60700
38	Attender(Music College)	6	17500-39500	24400-55200
39	Lab Attender	1085	17500-39500	24400-55200
40	Library Attender	437	17500-39500	24400-55200

41	Specimen Collector	1	17000-37500	23700-52600
42	Marker	4	16500-35700	23000-50200
43	Cook	86	16500-35700	23000-50200
44	Part time Lecturer in Law/ Journalism	35	19000+DA	27000+DA

*. Special Pay in lieu of Higher Time Scale

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Administrative Officer	1	As in PD	As in PD
2	Senior Finance Officer	1	As in PD	As in PD
3	Law Officer	1	As in PD	As in PD
4	Research Assistant	1	As in PD	As in PD
5	Statistical Investigator Gr.I	1	As in PD	As in PD

Common Category

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Accounts officer	10	As in CC	As in CC
2	Administrative Assistant / Liaison Officer	36	As in CC	As in CC
3	Librarian Gr I	10	As in CC	As in CC
4	Librarian Gr II	6	As in CC	As in CC
5	Librarian Gr III	13	As in CC	As in CC
6	Librarian Gr IV	74	As in CC	As in CC
7	Senior Superintendent	310	As in CC	As in CC
8	Junior Superintendent	218	As in CC	As in CC
9	Faircopy Superintendent	3	As in CC	As in CC

10	Head Accountant	238	As in CC	As in CC
11	Senior Clerk	1486	As in CC	As in CC
12	Clerk		As in CC	As in CC
13	Confidential Assistant Grade II	9	As in CC	As in CC
14	Typist	315	As in CC	As in CC
15	Clerk Typist	10	As in CC	As in CC
16	LD Store Keeper	151	As in CC	As in CC
17	Driver	3	As in CC	As in CC
18	Office Attendant	1081	As in CC	As in CC
19	Gardener	49	As in CC	As in CC
20	Sanitation Worker	137	As in CC	As in CC
21	Sweeper cum Sanitation Worker	1	As in CC	As in CC
22	Night Watchman	137	As in CC	As in CC
23	Full time Sweeper	129	As in CC	As in CC
Part Time Contingent				
1	Part Time Night Watchman	1	As in PTCC	As in PTCC
2	Part time Sweeper	33	As in PTCC	As in PTCC
3	Part Time Cook	2	As in PTCC	As in PTCC
4	Part time Sanitation worker	10	As in PTCC	As in PTCC
5	Part time Sweeper cum sanitation worker	1	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Compensatory Allowance**

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Warden, College Hostels	200	220

(2) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Sweeper	2400	2700
2	Cook	2400	2700
3	Sanitation Worker	2400	2700
4	Driver	2400	2700
5	Gardener	2400	2700

7.12. COMMISSIONERATE OF ENTRANCE EXAMINATIONS

The Commissionerate of Entrance Examination functioning under the Higher Education Department was established in 1983 for conducting entrance examinations and allotment of candidates to various professional courses based on merit and communal reservations. The prime duty of the Commissionerate is the implementation of transparent admission procedures for various professional courses in each academic year on behalf of the Government of Kerala. The department has substantially shifted to the online mode of examination with a proper Online Examination Management System (OEMS) which is more convenient and less time consuming. All staff except the Commissioner and the System Assistant are on deputation from various departments.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendation:

Normal revision may be allowed to the posts existing in the department. Existing allowances may also be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Commissioner	1	IAS	IAS
2	System Assistant	1	30700-65400	43400-91200

Posts held by Personnel of other Departments

Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Joint Commissioner	2	As in PD	As in PD
2	Finance Officer	1	As in PD	As in PD
3	Technical Assistant	4	As in PD	As in PD
4	Systems Manager	1	As in PD	As in PD
5	Systems Analyst	1	As in PD	As in PD
6	Information Officer	1	As in PD	As in PD
7	Programming Officer	2	As in PD	As in PD
8	Systems Assistant	5	As in PD	As in PD
9	Personal Secretary	1	As in PD	As in PD
10	Senior Superintendent	2	As in PD	As in PD
11	Assistant	6	As in PD	As in PD
12	Confidential Assistant	1	As in PD	As in PD
13	Typist	3	As in PD	As in PD
14	DTP Operator	1	As in PD	As in PD

15	Data Entry Operator	2	As in PD	As in PD
16	Driver	2	As in PD	As in PD
17	Attender	1	As in PD	As in PD
18	Technical Attender	1	As in PD	As in PD
19	Office Attendant	5	As in PD	As in PD
20	Night Watchman	1	As in PD	As in PD

Common Category

Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Office Attendant	1	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No.	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)
1	Pay Range ₹ 43400 and above	850	940
2	Pay Range ₹ 39300 to ₹ 43399	800	880
3	Pay Range ₹ 31100 to ₹ 39299	700	770
4	Pay Range below ₹ 31100	650	720

(2) Uniform Allowance

Sl. No.	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.13. CO-OPERATION

The Co-operation Department exercises administrative control over all the co-operative institutions except industrial co-operatives and dairy co-operatives registered under the provisions of the Kerala Co-operative Societies Act, 1969. Co-operative institutions in the State have played a vital role in the economic upliftment of the people particularly the weaker and down-trodden people in the rural areas. There are 15761 different types of societies under the administrative control of the Department, of which 11994 are functional, 3150 are dormant and 617 are under liquidation. A number of schemes such as Care Home Project for those who have lost homes in the flood, KSRTC pension scheme, etc. are also currently implemented through the Department. The Registrar of Co-operative Societies is the Head of the Department and the headquarters of the Department is in Thiruvananthapuram. There are two wings in the Department – General Wing and Audit Wing. The General Wing is concerned with administrative matters connected with co-operative institutions such as formation, registration of bye-laws & their amendments, conduct of elections, arbitration, liquidation, etc., while the Audit Wing conducts audit in the co-operative institutions.

The Commission, after considering the proposals submitted by the Registrar of Co-operative Societies and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) The existing scale of pay of the post of Personal Assistant (₹36600-79200) is less than its feeder post, Confidential Assistant Selection Grade (₹39500-83000) which is recommended to be re-designated as Personal Assistant elsewhere. Hence the scale of pay of the post of Personal Assistant to Registrar of Co-operative Societies/Personal Assistant to Director of Co-operative Audit may be enhanced to ₹39500-83000 with corresponding revision.
- (ii) All the other posts in the department may be placed in the proposed scales of pay corresponding to the existing scales of pay.
- (iii) Existing allowances also may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Registrar of Co-operative Societies	1	IAS	IAS
	2	Additional Registrar	6	77400-115200	107800-160000
	3	Joint Registrar	18	68700-110400	95600-153200
	4	Deputy Registrar	36	45800-89000	63700-123700
	5	Assistant Registrar (HG)	157	39500-83000	55200-115300
a	6	Assistant Registrar		36600-79200	51400-110300
	7	Personal Assistant to the Registrar of Co-operative Societies	1	36600-79200	55200-115300
	8	Editor Cum Press Relation Officer	1	36600-79200	51400-110300
	9	Special Grade Inspector	-	32300-68700	45600-95600
b	10	Senior Inspector	318	30700-65400	43400-91200
c	11	Junior Inspector	318	27800-59400	39300-83000
		Audit Wing			
	12	Director of Co-operative Audit	1	IAS	IAS
	13	Additional Director of Co-operative Audit	1	77400-115200	107800-160000
	14	Joint Director of Co-operative Audit	15	68700-110400	95600-153200
	15	Deputy Director of Co-operative Audit	1	45800-89000	63700-123700
	16	Assistant Director (HG)	79	39500-83000	55200-115300
a	17	Assistant Director		36600-79200	51400-110300
	18	Personal Assistant	-	36600-79200	55200-115300
	19	Special Grade Auditor	-	32300-68700	45600-95600
b	20	Senior Auditor	273	30700-65400	43400-91200
c	21	Junior Auditor	273	27800-59400	39300-83000

a Ratio between Assistant Director and its HG will be 3:1

b 1/3rd of the post will be in Special Grade.

C Existing ratio 1:1 between Senior Inspector/ Senior Auditor and Junior Inspector/Junior Auditor will continue

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Finance Officer	1	As in PD	As in PD
2	Law Officer	1	As in PD	As in PD
3	Deputy Inspector General of Police	1	As in PD	As in PD
4	Deputy Superintendent of Police	3	As in PD	As in PD
5	Circle Inspector of Police	3	As in PD	As in PD
6	Police Constable	12	As in PD	As in PD
7	Election Commission/ Special Secretary	1	As in PD	As in PD
8	Research Officer	1	As in PD	As in PD
9	Junior Statistical Inspector	5	As in PD	As in PD

Common Category

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Fair Copy Superintendent	3	As in CC	As in CC
2	Senior Clerk	100	As in CC	As in CC
3	Clerk	114	As in CC	As in CC
4	Personal Assistant	2	As in CC	As in CC
5	Confidential Assistant Senior Grade	3	As in CC	As in CC
6	Confidential Assistant Grade I	3	As in CC	As in CC
7	Confidential Assistant Grade II	3	As in CC	As in CC
8	Typist Selection Grade	34	As in CC	As in CC
9	Typist Senior Grade	34	As in CC	As in CC
10	U.D Typist	34	As in CC	As in CC
11	L.D Typist	34	As in CC	As in CC
12	Binder Grade II	1	As in CC	As in CC

	13	Driver	18	As in CC	As in CC
	14	Night watchman	300	As in CC	As in CC
	15	Office Attendant		As in CC	As in CC

Part Time Contingent Employees

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Part Time Sweeper	65	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Personal Assistant to the Registrar of Co-operative Societies	550	610

(2) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Driver	2400	2700

(3) Permanent Travelling Allowance

Sl. No	Category	Existing Rate per month (₹)	Area of Jurisdiction	Average no. of days of tour in a month	Proposed Rate per month (₹)
1	Unit Auditor of Co-operative Societies / Unit Inspector of Co-operative Societies	300	One Taluk	15	330

(4) Permanent Conveyance Allowance

Sl. No	Category	Existing Rate per month (₹)	Area of Jurisdiction	Proposed Rate per month (₹)
1	Senior Co-operative Inspector / Junior Co-operative Inspector	200	Circle (Municipal or Corporation area)	220

7.14. CULTURE

The Department of Cultural Publications established in the year 1983 was renamed and restructured as the Directorate of Culture by G.O.(P)No.77/05/CAD dated 25.08.2005. The activities of the Department include distribution of pension and financial assistance to artists or to their dependents and retired employees of cultural institutions, distribution of various awards and providing grants to various cultural organizations. The Directorate is the only office of the Department headed by a Director, with no Sub/Regional offices.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) The Commission has noted that Special Rules have not been issued for appointment to various posts in the Department. The Commission suggests that Special Rules may be framed without further delay.
- (ii) The newly created post of Deputy Director may be included in the Schedule under the heading 'Post held by Personnel of other Departments' as the method of appointment for the post is by deputation.
- (iii) The post of Administrative Officer/ Accounts Officer may be moved from Department schedule of posts to the category 'Post held by Personnel of other Departments' as the post is filled up by deputation from the cadre of Under Secretary in Administrative Secretariat.
- (iv) All the posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Director	1	77400-115200	107800-160000

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Deputy Director	2	As in PD	As in PD
2	Administrative Officer/ Accounts Officer	1	As in PD	As in PD

Common Category

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Superintendent	1	As in CC	As in CC
2	Junior Superintendent	3	As in CC	As in CC
3	Head Clerk	1	As in CC	As in CC
4	Senior Clerk	5	As in CC	As in CC
5	Clerk	5	As in CC	As in CC
6	U.D.Typist	1	As in CC	As in CC
7	L.D.Typist	1	As in CC	As in CC
8	Confidential Assistant Gr II	1	As in CC	As in CC
9	Office Attendant	4	As in CC	As in CC
10	Driver	1	As in CC	As in CC

Part Time Contingent Employees

1	Part Time Sweeper	1	As in PTCC	As in PTCC
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B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Uniform Allowance**

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.15. DAIRY DEVELOPMENT

The Department of Dairy Development was formed in 1962 to promote Dairy Industry in the State. The major activities of the Department are rural dairy extension, Organisation of Dairy Co-Operatives, Strengthening of Dairy Co-Operatives, Fodder development programmes, Milk Shed Development Programme and Cattle feed subsidy scheme etc, besides the statutory functions under the Kerala Co-operative Societies Act 1969. The Department has its Head Quarters at Thiruvananthapuram with Regional Offices at Ernakulam and Kozhikode and is headed by a Director.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) The post of Pump Operator may be included in the department schedule with the Scale of Pay corresponding to ₹ 17000-37500 as the post is included in the Special Rules of the Department.
- (ii) All the posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	77400-115200	107800-160000
	2	Joint Director/Quality Manager	4	60900-103600	85000-143600
	3	Deputy Director/Farm Superintendent/ Principal	28	45800-89000	63700-123700
	4	Quality Control Officer	17	42500-87000	59300-120900
	5	Vice Principal	3	42500-87000	59300-120900
	6	Subject Matter Specialist (Dairy)	1	42500-87000	59300-120900
	7	Assistant Director/Senior Dairy Extension Officer/ Technical Assistant	43	42500-87000	59300-120900
	8	Subject Matter Specialist (Co-operation)	5	42500-87000	59300-120900
a	9	Dairy Extension Officer/Analyst	191	39500-83000	55200-115300
b	10	Dairy Farm Instructor (HG)	95	27800-59400	39300-83000
	11	Dairy Farm Instructor	190	25200-54000	35600-75400
	12	Lab Technician	17	22200-48000	31100-66800
	13	Agricultural Assistant	2	20000-45800	27900-63700
	14	Lab Assistant	13	18000-41500	25100-57900
	15	Pump Operator	1		23700-52600

a. Ratio between Dairy Extension Officer and Senior Dairy Extension Officer/ Assistant Director/Other equated categories will be 2:1.

b. Ratio between Dairy Farm Instructor and Dairy Farm Instructor(HG) will be 2:1.

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Officer	1	As in PD	As in PD
2	Finance Officer	1	As in PD	As in PD
3	Statistical Assistant gr I	2	As in PD	As in PD

Common Category

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Assistant	1	As in CC	As in CC
2	Senior Superintendent	20	As in CC	As in CC
3	Junior Superintendent	6	As in CC	As in CC
4	Fair Copy Superintendent	1	As in CC	As in CC
5	Head Clerk	14	As in CC	As in CC
6	Selection Grade Typist	8	As in CC	As in CC
7	Selection Grade Driver	1	As in CC	As in CC
8	Senior Grade Typist	8	As in CC	As in CC
9	U.D Typist	8	As in CC	As in CC
10	Senior Clerk	104	As in CC	As in CC
11	Senior Grade Driver	9	As in CC	As in CC
12	Confidential Assistant Gr II	3	As in CC	As in CC
13	Driver Gr I	10	As in CC	As in CC
14	Clerk	104	As in CC	As in CC
15	L.D Typist	9	As in CC	As in CC
16	Driver Gr II	10	As in CC	As in CC

17	Tractor Driver	1	As in CC	As in CC
18	Attender Gr II	6	As in CC	As in CC
19	Binder	2	As in CC	As in CC
20	Office Attendant	140	As in CC	As in CC
21	Night Watcher	12	As in CC	As in CC
22	Full Time Sweeper	3	As in CC	As in CC
23	Cleaner	1	As in CC	As in CC
Part Time Contingenet				
1	Part Time Sweeper	49	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

(2) Permanent Conveyance Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)	Area of Jurisdiction
1	Dairy Farm Instructor	200	220	Half the number of Panchayats in a Block

7.16. DEPARTMENT OF GENERAL EDUCATION

As part of implementing the recommendations of M. A. Khader Committee Report, Government established the Directorate of General Education vesting the powers, duties and functions exercised by the Director of the Public Instruction, Director of Higher Secondary Education and Director

of Vocational Higher Secondary Education with the Director of General Education by G.O.(Ms.)No. 53/2019/G.Edn. dated 31.05.2019. Thus the Director of General Education is now the head of General Education, Higher Secondary and Vocational Higher Secondary Wings. The Special Rules for the integrated departments have not been finalised so far. The Commission has therefore not taken into account the proposed integration.

7.16.A. GENERAL EDUCATION

General Education Department is one of the major departments in the State. The department administers school education from pre-primary level to the secondary level and teacher training. The Department plays an eminent role in the physical and mental development of all pupils studying in schools.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) Special Allowance may be allowed to the Lecturers, Senior Lecturers and Principals of DIET who are having Ph.D. in the respective subject as sanctioned in Higher Secondary Education Wing.
- (ii) The scale of pay of the posts of Headmaster and Headmaster (HG) in Special Schools may be enhanced to the scales of pay corresponding to ₹ 40500-85000 and ₹ 42500-87000 respectively
- (iii) An amount of ₹ 600/- per month may be sanctioned to Physical Education Teachers attending to Higher Secondary and VHSE classes, by merging the existing Compensatory Allowance and Special Allowance. The combined revised allowance may be drawn from the salary head of the incumbent.
- (iv) The posts of Assistant Provident Fund Officer and Administrative Assistant in the revised scale of pay corresponding to ₹ 40500-85000 may be included in the schedule of the department.
- (v) Since the posts of Accountant CARE, Calculator Operator, Computer, Compositor, Printer, and Counter have lost their relevance, the same may be abolished, treating the incumbents as vanishing category.

- (vi) Consequent to the recommendation of the Commission to redesignate the post of Confidential Assistant Sel. Gr. as Personal Assistant and to redesignate the existing Personal Assistant as Personal Secretary, the post of Personal Assistant to Secretary, State Edn. Advisory Board may be redesignated as Personal Secretary to Secretary, State Edn. Advisory Board.
- (vii) In view of the decision of the Commission to do away with the City Compensatory Allowance to all categories of employees, a compensatory allowance of ₹ 120/- per month may be sanctioned to the Part Time Teachers working in institutions in Municipal Corporation limits.
- (viii) Group Insurance and State Life Insurance may be extended to Part Time Teachers also.
- (ix) Part Time Teachers in Aided schools may be admitted to Provident Fund.
- (x) The Commission also considered the representation received from Sri.V.Hameed, Headmaster, DOHS School, Pookarathara, Malappuram District based on the orders of Hon'ble High Court dated 22.07.2020 in WP(C)No.13491/2020(J). The Commission does not recommend reduction of the period for higher grades considering the huge financial commitment.
- (xi) All other posts existing in the department may be placed in the corresponding revised scales of pay. Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Director	1	IAS	IAS
2	Additional Director	2	85000-117600	118100-163400
3	Joint Director	1	68700-110400	95600-153200
a 5	Deputy Director	7	45800-89000	63700-123700

6	Chief Planning Officer	1	45800-89000	63700-123700
7	Accounts Officer (Provident Fund)	1	42500-87000	59300-120900
8	Secretary-cum-Treasurer (Housing Society)	1	42500-87000	59300-120900
9	District Educational Officer (Science)	1	42500-87000	59300-120900
10	Assistant Director	2	40500-85000	56500-118100
11	Public Relations Officer	1	40500-85000	56500-118100
12	Additional Administrative Assistant	1	40500-85000	56500-118100
13	Assistant Provident Fund Officer	15		56500-118100
14	Administrative Assistant	16		56500-118100
15	Accounts Officer (Audit)	1	40500-85000	56500-118100
16	Arabic Special Officer	1	40500-85000	56500-118100
17	Sanskrit Special Officer	1	40500-85000	56500-118100
18	PA General	1	39500-83000	55200-115300
19	PA Employment	1	39500-83000	55200-115300
20	Assistant Super Check Officer	2	39500-83000	55200-115300
21	Assistant Secretary (NFTW)	1	39500-83000	55200-115300
22	Personal Secretary to Secretary, State Edn. Advisory Board	1	39500-83000	55200-115300
23	Sports Organiser	1	36600-79200	51400-110300
24	Editor (Vidyarangom)	1	30700-65400	43400-91200
IEDC/ IEDSS				
25	Deputy Director	1	45800-89000	63700-123700
26	Special Educator	1	39500-83000	55200-115300
27	Co-ordinator	2	39500-83000	55200-115300
(CARE)-Noon Meal Programme				
28	Senior Administrative Assistant	1	45800-89000	63700-123700
29	Supervisor (Noon Feeding)	15	36600-79200	51400-110300
Examination Wing				
30	Joint Commissioner for Govt Examinations	1	68700-110400	95600-153200

	31	System Manager	1	68700-110400	95600-153200
	32	Secretary to the Commissioner for Govt. Exams	1	45800-89000	63700-123700
	33	PA to Secretary to the Commissioner for Govt. Exams	1	36600-79200	51400-110300
Text Books					
	34	Text Book Officer	1	45800-89000	63700-123700
	35	Personal Assistant to the Text Book Officer	1	36600-79200	51400-110300
	36	Chief Accountant	1	35700-75600	50200-105300
	38	Store Keeper, Central Stores	3	35700-75600	50200-105300
	39	Store Keeper, District Stores	34	30700-65400	43400-91200
Office of the Deputy Director, Education					
a	40	Deputy Director	14	45800-89000	63700-123700
District Institute of Education and Training (DIET)					
	41	Principal	14	45800-89000	63700-123700
	42	Senior Lecturer	97	42500-87000	59300-120900
	43	Lecturer	168	39500-83000	55200-115300
	44	Technician	4	26500-56700	37400-79000
	45	Statistical Assistant	2	25200-54000	35600-75400
	46	Librarian	14	20000-45800	27900-63700
	47	Laboratory Assistant	14	18000-41500	25100-57900
District & Sub District Office					
	48	District Education Officer	41	42500-87000	59300-120900
	49	Personal Assistant to DEO		40500-85000	56500-118100
	50	Assistant Educational Officer	163	39500-83000	55200-115300
	51	Additional Assistant Educational Officer	2	39500-83000	55200-115300
	52	Inspector of Muslim Education	6	36600-79200	51400-110300
	53	Women Inspector of Muslim Girls Education	3	30700-65400	43400-91200
TTI for In-service Training in Hindi					
	54	Chief Instructor	2	39500-83000	55200-115300
	55	Instructor	8	27800-59400	39300-83000

Secondary School (including Training Schools)				
56	Headmaster HG	1100	42500-87000	59300-120900
57	Headmaster	1356	39500-83000	55200-115300
58	High School Assistant Sel. Gr		36600-79200	51400-110300
59	High School Assistant Sen Gr.(Graduate / Language)	17648	35700-75600	50200-105300
60	High School Assistant HG (Graduate / Language)	21227	32300-68700	45600-95600
62	High School Assistant (Graduate / Language)	11879	29200-62400	41300-87000
Instructors and Specialist Teachers				
62	Instructor (Engineering/ Printing Tech/ Agri.)		32300-68700	45600-95600
b 63	Instructor/Special Teacher/Specialist/ Dance Master/Bhagavathar/ Sewing Mistress/Drawing Master Sel. Grade (Specialization details shown at the end)	6997	32300-68700	45600-95600
64	Instructor Sen. Grade (Commerce)		32300-68700	45600-95600
65	Instructor Grade I (Commerce)		30700-65400	43400-91200
b 66	Instructor/ Special Teacher/ Specialist / Dance Master/ Bhagavathar/ Sewing Mistress/ Drawing Master Sen. Grade (Specialization details shown at the end)	3675	30700-65400	43400-91200
67	Instructor (Engineering)		27800-59400	39300-83000
68	Instructor Grade II (Commerce)		27800-59400	39300-83000
69	Physical Training (Bharatanatyam)		27800-59400	39300-83000
70	Domestic Science Assistant		27800-59400	39300-83000
71	Secretarial Assistant	7166	27800-59400	39300-83000
72	Dance Master (Kathakali)		27800-59400	39300-83000
73	Pandit		27800-59400	39300-83000
b 74	Instructor/ Special Teacher/ Specialist/ Dance Master/ Bhagavathar/Sewing Mistress/Drawing Master		27800-59400	39300-83000

		Grade I (Specialization details shown at the end)			
b	75	Instructor/Special Teacher/Specialist/Dance Master/ Bhagavathar/Sewing Mistress/ Drawing Master Grade II (Specialization details shown at the end)	6354	25200-54000	35600-75400
	76	Teacher - (Ratton Works/Music/Craft/ Physical Edn./Veena/ Commercial/Hindustani - Urdu/craft		25200-54000	35600-75400
Upper Primary and Lower Primary Schools					
	77	Headmaster Sen. Grade	501	39500-83000	55200-115300
	78	Headmaster HG	3528	36600-79200	51400-110300
	79	Headmaster	5335	35700-75600	50200-105300
	80	Assistant Teacher (Nursery/ Pre-primary)/ Assistant Dance Teacher/ Art Assistant/ Art master Sel. Grade		32300-68700	45600-95600
b	81	Teacher/Instructor/ Fishing Technology Assistant/ Matron/Sewing Mistress/Pandit/ Junior Pandit/Hindi Pandit/Drill Master/Drawing Master/Bhagavathar (Bharathanatiyam, Kathakali) Sel. Grade (Specialization details shown at the end)	13641	32300-68700	45600-95600
b	82	Teacher/Instructor/Fishing Technology Assistant/ Matron/Sewing Mistress/Pandit/Junior Pandit/Hindi Pandit/Drill Master/Drawing Master/ Bhagavathar(Bharathanatiyam, Kathakali) Sen. Grade (Specialization details shown at the end)		30700-65400	43400-91200
	83	Assistant Teacher (Nursery/Pre-Primary)/ Assistant Dance Teacher/ Art Assistant/ Art Master Sen. Grade		30700-65400	43400-91200

	84	Assistant Teacher (Nursery/Pre-Primary)/ Assistant Dance Teacher/ Art Assistant/ Art Master Grade I		27800-59400	39300-83000
b	85	Teacher/ Instructor/ Fishing Technology Assistant/ Matron/Sewing Mistress/Pandit/Junior Pandit/Hindi Pandit/Drill Master/Drawing Master/ Bhagavathar (Bharathanatnam, Kathakali) Grade I (Specialization details shown at the end)	19573	27800-59400	39300-83000
	86	Assistant Teacher (Nursery/Pre-Primary)/ Assistant Dance Teacher/ Art Assistant/ Art Master Grade II		25200-54000	35600-75400
b	87	Teacher/Instructor/ Fishing Technology Assistant/ Matron/Sewing Mistress/Pandit/ Junior Pandit/ Hindi Pandit/Drill Master/Drawing Master/ Bhagavathar (Bharathanatnam, Kathakali) Grade II (Specialization details shown at the end)	21451	25200-54000	35600-75400
	88	Attender (Kathakali Chutti)		22200-48000	31100-66800
	89	Teacher (craft)		22200-48000	31100-66800
	90	Instructor Work Experience Programme		22200-48000	31100-66800
Schools for the Handicapped					
	91	Headmaster HG	10	40500-85000	59300-120900
	92	Headmaster	14	39500-83000	56500-118100
	93	High School Assistant Sel. Grade	81	39500-83000	55200-115300
	94	High School Assistant Sen. Grade	109	36600-79200	51400-110300
	95	Resource Teacher Sel. Grade	49	35700-75600	50200-105300
	96	High School Assistant HG	81	35700-75600	50200-105300

97	Teacher (Graduate who are handicapped) Sel. Grade	10	35700-75600	50200-105300
98	Assistant Teacher (with special training) Sel. Grade	40	36600-79200	51400-110300
99	High School Assistant	109	32300-68700	45600-95600
100	Teacher (Graduate who are handicapped) Sen. Grade	12	32300-68700	45600-95600
101	Assistant Teacher (with special training) Sen. Grade	42	35700-75600	50200-105300
102	Headmaster (Under Graduate)	20	30700-65400	43400-91200
103	Resource Teacher Sen. Grade	30	32300-68700	45600-95600
104	Graduate Assistant (Training centre for handicapped)	45	30700-65400	43400-91200
105	Assistant Teacher (without special training) Sel. Grade	10	32300-68700	45600-95600
106	Assistant Teacher (with special training) HG	10	32300-68700	45600-95600
107	Brailist, Craft, Music and Drawing Teacher Sel. Grade	18	32300-68700	45600-95600
108	Teacher (Under Graduate who are handicapped) Sel. Grade	10	32300-68700	45600-95600
109	Mobility Instructor-cum-Physical Edn. Teacher Sel. Grade	2	32300-68700	45600-95600
110	Resource Teacher Grade I	42	27800-59400	39300-83000
111	Teacher (Graduate who are handicapped)	32	27800-59400	39300-83000
112	Assistant Teacher (with special training)	122	29200-62400	41300-87000
113	Assistant Teacher (without special training) Sen. Grade	44	30700-65400	43400-91200
114	Teacher (Under Graduate who are handicapped) Sen. Grade	4	30700-65400	43400-91200
115	Brailist, Craft, Music and Drawing Teacher Sen. Grade	20	30700-65400	43400-91200
116	Mobility Instructor-cum-Physical Edn. Teacher Sen. Grade	3	30700-65400	43400-91200
117	Assistant Teacher (without special training) Grade I	44	27800-59400	39300-83000
118	Teacher (Under Graduate who are handicapped) Grade I	8	27800-59400	39300-83000
119	Brailist, Craft, Music and Drawing Teacher Grade I	81	27800-59400	39300-83000

	120	Mobility Instructor-cum-Physical Edn. Teacher Grade I	6	27800-59400	39300-83000
	121	Instructor in Plumbing	3	25200-54000	35600-75400
	122	Instructor in Composing	5	25200-54000	35600-75400
	123	Assistant Teacher (without special training) Grade II	8	22200-48000	31100-66800
	124	Teacher (Under Graduate who are handicapped) Grade II	7	22200-48000	31100-66800
	125	Brailist, Craft, Music and Drawing Teacher Grade II	20	25200-54000	35600-75400
	126	Mobility Instructor-cum-Physical Edn. Teacher Grade II	18	22200-48000	31100-66800
	127	Matron	81	20000-45800	27900-63700
	128	Brailist (Part- time)	13	18000-41500	25100-57900
	129	Part- time Instrumental Music Teacher	4	18000-41500	25100-57900
	130	Skilled Assistant (Printing & Composing)	3	19000-43600	26500-60700
	131	Skilled Assistant (Plumbing)	4	19000-43600	26500-60700
	132	Ayah	25	16500-35700	23000-50200
Subordinate Staff					
c	133	Accountant CARE	6	26500-56700	37400-79000
	134	Manager	5	26500-56700	37400-79000
	135	Depot Officer	3	26500-56700	37400-79000
	136	Assistant Depot Officer	8	22200-48000	31100-66800
	137	Sergeant	10	22200-48000	31100-66800
c	138	Calculator Operator	1	19000-43600	26500-60700
	139	Mechanic	10	19000-43600	26500-60700
	140	Assistant Librarian	9	18000-41500	25100-57900
	141	Godown Keeper	12	18000-41500	25100-57900
	142	Record Keeper	3	18000-41500	25100-57900
	143	Tally Clerk	3	18000-41500	25100-57900
c	144	Computer	11	18000-41500	25100-57900
c	145	Compositor	2	18000-41500	25100-57900

c	146	Printer	1	18000-41500	25100-57900
	147	Store Assistant	6	17500-39500	24400-55200
	148	Packer	1	17000-37500	23700-52600
c	149	Counter	3	17000-37500	23700-52600
Part time posts					
	150	Language Teacher (High School)	650	19000-43600	26500-60700
	151	Language Teacher (Primary)	728	18000-41500	25100-57900
	152	Teacher (Craft)	102	18000-41500	25100-57900
	153	Teacher (Physical Education)	51	18000-41500	25100-57900
	154	Instructor	25	18000-41500	25100-57900
	155	Instructor (Manual Training)	8	18000-41500	25100-57900
	156	Pandit	2	18000-41500	25100-57900
	157	Teacher (PD)	12	18000-41500	25100-57900
	158	Teacher (Drawing & Drill)	45	18000-41500	25100-57900
	159	Teacher (Music)	29	18000-41500	25100-57900
	160	Teacher (Needle Work)	12	18000-41500	25100-57900
	161	Drawing Master	15	18000-41500	25100-57900
	162	Drill Master	11	18000-41500	25100-57900
	163	Braillist	13	18000-41500	25100-57900
	164	Specialist Teacher		18000-41500	25100-57900

- Out of total no. of posts, 25% of Deputy Director will be in higher grade in the scale of pay of ₹ 77200-140500.
- LPSA/UPSA/Teacher - Ratton works, Craft, Training Reserve, Industrial, Special Language, Hebrew, Arabic, Hindustani, Sewing, Needle work, music, music-cum- Needle work, Music & Drill, Drawing & Music, Drawing -cum- Needle work, Drawing, Physical Education, Thiruvathirakkali, Mohiniyattom, Mirdangom, Kaikottikali, Weaving, Tailoring, Book Binding, Manual Training, Physical Training, Girls Guide, Technological Fishing.
Instructor - Kathakali Chutti, Kathakali Vesham, Kathakali, Mridhangam, Chenda, Art, Bharathanatyam, Physical Training, Wood works, Fine Arts, Drawing & Painting, Home Science, Fishery Technology, Engineering Fishing Technology, Assistant/Matron/Sewing Mistress/Pandit/Junior Pandit/Hindi Pandit /Drill Master/Drawing Master/ Bhagavathar (Bharathanatyam, Kathakali).
- The posts may be declared as vanishing category and the posts held by the existing incumbents may be abolished on their vacation of the posts.

Posts held by personnel of Other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
Posts held by personnel of Govt. Secretariat				
1	Senior Administrative Officer	1	As in PD	As in PD
2	Deputy Secretary, Super Check	2	As in PD	As in PD
3	Senior Finance Officer	3	As in PD	As in PD
4	Law Officer	1	As in PD	As in PD
5	Accounts Officer (DD Office)	3	As in PD	As in PD
6	Finance Officer	1	As in PD	As in PD
Posts held by personnel of Economics & Statistics Department				
1	Statistical Officer (Joint Director)	1	As in PD	As in PD
2	Research Officer (Statistics)	1	As in PD	As in PD
3	Taluk Statistical Officer	1	As in PD	As in PD
4	Research Assistant (Statistics)	3	As in PD	As in PD
5	Statistical Assistant Gr I	3	As in PD	As in PD
6	Statistical Assistant Gr II	3	As in PD	As in PD
7	LD Typist	2	As in PD	As in PD
8	Class IV Employee	2	As in PD	As in PD
Posts held by personnel of Public Works Department				
1	Liaison Officer	1	As in PD	As in PD
2	Assistant Engineer (PWD Electrical)		As in PD	As in PD
Posts held by personnel of Technical Education Department				
1	Special Officer, Work Experience	1	As in PD	As in PD
2	Foreman, Work Experience	2	As in PD	As in PD
3	Workshop Instructor, Work Experience	1	As in PD	As in PD
4	Trade Instructor, Work Experience	2	As in PD	As in PD

Common Category

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Superintendent	381	As in CC	As in CC
2	Junior Superintendent	555	As in CC	As in CC
3	Fair Copy Superintendent	22	As in CC	As in CC
4	Personal Assistant	10	As in CC	As in CC
5	Confidential Assistant (Sen.Gr)	10	As in CC	As in CC
6	Confidential Assistant Grade I	10	As in CC	As in CC
7	Confidential Assistant Gr II	11	As in CC	As in CC
8	Head Clerk	8	As in CC	As in CC
9	Senior Clerk	1778	As in CC	As in CC
10	Clerk	1779	As in CC	As in CC
11	U.D Typist	187	As in CC	As in CC
12	L.D Typist	188	As in CC	As in CC
13	Driver Selection Grade	35	As in CC	As in CC
14	Driver Senior Grade		As in CC	As in CC
15	Driver I		As in CC	As in CC
16	Driver II		As in CC	As in CC
17	Lift Operator	1	As in CC	As in CC
18	Duffedar	1	As in CC	As in CC
19	Chowkidar	1	As in CC	As in CC
20	Store Assistant	5	As in CC	As in CC
21	Full Time Menial	1813	As in CC	As in CC
22	Night watcher	4	As in CC	As in CC

23	Office Attendant	3587	As in CC	As in CC
Part-time Contingent				
24	Part-time Contingent Menial	3090	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Lecturers, Senior Lecturers and Principals of DIET having P.hD in the respective subject		550
2	Headmaster, Govt. Vocational & Higher Secondary School for Deaf, Thiruvananthapuram	400	440
3	Special Officer (Work Experience)	250	280
4	Graduate Headmasters in Special Schools	350	390
5	Assistant Teacher (Without Training) and Special Teacher, School for Handicapped	130	150
6	Teachers in Special Schools	130	150
7	Teacher in charge of Incomplete High School	200	220
8	Headmaster of High School not eligible for Headmaster's scale	200	220
9	Graduate Headmasters of UP School	120	140
10	Headmaster of Aided UP Schools not eligible for Headmaster's scale of pay	150	170
11	Headmaster of Aided LP Schools not eligible for Headmaster's scale of pay	140	160

12	Headmaster of Incomplete LP School	140	160
13	Teacher in charge of Incomplete UP School	140	160
14	Education Extension Officer and Instructor (Training School)	200	220
15	Senior Clerk, Vigilance Section, D.G.E's Office	100	110
16	Confidential Assistant to the Additional Director	130	150
17	Office Attendant to the Additional Director	100	110
18	Deputy Secretary to Government (Super Check Cell)	300	330
19	A.E.O. (HM), Super Check Cell	200	220
20	Teacher in charge of Lab / Library/IT	300	330
21	Physical Education Teacher attending to the Higher Secondary/VHSE School Section#.	300	600
<i>Staff of the Commissionerate of Government Examinations</i>			
22	Pay range of 28700 & above	250	280
23	Pay range between 25100 & 28699	200	220
24	Pay range between 23700 & 25099	160	180
25	Pay below 23700	140	160

#. Allowance may be drawn from the salary head of the incumbent.

(2) Permanent Conveyance Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)	Area of Jurisdiction
1	Assistant Educational Officer/ Additional Assistant Educational Officer	380	420	One Educational Sub District

(3) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

4) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Part Time Teacher [#]		120

[#]. This may be sanctioned to the Part Time Teachers working in institutions in Thiruvananthapuram, Kollam, Kochi, Thrissur, Kozhikode and Kannur Municipal Corporation limits.

Pre-primary Teachers and Ayahs appointed by PTA

The Pre-primary Teachers and Ayahs, appointed by PTA, appeared before the Commission and pleaded to grant them pay and allowances as sanctioned to pre-primary teachers and ayahs in Government Service. As per G.O. (Ms) No.385/2012/GEdn dated, 07/12/2012, the qualification for pre-primary teachers is prescribed as SSLC and Certificate in Pre-Primary Teacher Training and that of Ayahs pass in Std VII. Being not regular employees of Government, their case does not come under the terms of reference of the Commission. However, considering their vital role in building a child's success in their early years' learning, the Commission feels that Pre-primary Teachers and Ayahs may be given a fair remuneration. The Commission, therefore, recommends granting consolidated salary at the rate of ₹ 12,000/- and ₹ 8000/- per month for Pre-Primary Teachers and Ayahs respectively.

7.16.B. HIGHER SECONDARY EDUCATION

In pursuance of the National Policy on Education, the Government of Kerala established the Department of Higher Secondary Education in the year 1990. It was envisaged as a central agency of the State Government seeking to promote all round development in Higher Secondary Education by establishing appropriate philosophies, adequate institutional network, effective administrative systems and well-qualified and motivated staff necessary to carryout academic and administrative responsibilities. The

Director of General Education is the head of Higher Secondary Wing. The academic sections are managed with the help of Joint Directors, Deputy Directors and other supporting staff.

The Commission, having considered the proposals submitted by the Head of Department and demands of Service Organizations and individuals, makes the following recommendations:

- i) Urgent action should be taken for framing Special Rules for the posts of Joint Director and Deputy Director.
- ii) Considering the additional qualifications and nature of job, the Special Allowance for Higher Secondary School Teacher in Special Schools may be enhanced to ₹ 500/- per month.
- iii) The Compensatory Allowance sanctioned to Physical Education Teachers attending the Higher Secondary School section may be merged with Special Allowance sanctioned to them under General Education Department and the combined revised allowance may be drawn from the salary head of the incumbent. Hence the Compensatory Allowance under this Department may be excluded.
- iv) The post of PA to Director shown under the heading 'Posts held by personnel of other Departments' may be excluded from the schedule as the post is not existing in the department.
- v) Since the post of Joint Director is filled up by deputation from the personnel of Collegiate Education Department, the post may be excluded from the department schedule and incorporated under the caption 'Posts held by Personnel of other Departments'.
- vi) Since the Director of General Education is the new Head of Higher Secondary wing after the formation of Directorate of General Education as per G.O.(Ms)No.53/2019/G.Edn. dated 31.05.2019, the post of Director may be excluded from the schedule of Higher Secondary Education Department.
- vii) All the posts existing in the department may be placed on the corresponding revised scales of pay. Existing allowances excluding the one mentioned at (iii) may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
a	1	Deputy Director	10	45800-89000	63700-123700
	2	State Co-ordinator/ Career Guidance/ Adolescent Counselling	2	45800-89000	63700-123700
	3	Principal	2949	45800-89000	63700-123700
	4	Higher Secondary School Teacher(Sel. Gr)	16769	42500-87000	59300-120900
	5	Higher Secondary School Teacher (HG)		40500-85000	56500-118100
	6	Higher Secondary School Teacher		39500-83000	55200-115300
	7	Higher Secondary School Teacher Junior (Sel. Gr)	10283	40500-85000	56500-118100
	8	Higher Secondary School Teacher Junior(HG)		39500-83000	55200-115300
	9	Higher Secondary School Teacher Junior		32300-68700	45600-95600
	10	Lab Assistant	2097	17500-39500	24400-55200

a. The present scale of pay will be applicable only to those who have been appointed as per the Special Rules to be framed.

Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Joint Director	2	As in PD	As in PD
	2	Senior Administrative Officer	1	As in PD	As in PD
	3	Senior Finance Officer	1	As in PD	As in PD
	4	Assistant Director	4	As in PD	As in PD
	5	Administrative Assistant	1	As in PD	As in PD
	6	Accounts Officer	9	As in PD	As in PD

Common Category

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Superintendent	3	As in CC	As in CC
2	Junior Superintendent	22	As in CC	As in CC
3	Fair Copy Superintendent	1	As in CC	As in CC
4	Senior Clerk	81	As in CC	As in CC
5	Clerk	81	As in CC	As in CC
6	Typist	24	As in CC	As in CC
7	Confidential Assistant	4	As in CC	As in CC
8	Office Attendant	22	As in CC	As in CC
9	Binder Gr II	1	As in CC	As in CC
10	Driver Gr II	2	As in CC	As in CC
11	Night Watchman	1	As in CC	As in CC
12	Record Keeper	1	As in CC	As in CC
13	Roneo Operator	1	As in CC	As in CC
Part Time Contingent				
1	Part Time Contingent Menial	2	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Special Allowance**

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Higher Secondary School Teachers / Principal having Ph.D in the respective subject	500	550
2	Higher Secondary School Teacher having Special Training working in Special Schools	400	500
3	Clerk attending the work of Higher Secondary Section in Higher Secondary Schools	200	220

4	Office Attendant attending the work of Higher Secondary section in Higher Secondary Schools	100	110
5	Deputy Director*	1100	1200

* Special Allowance of ₹ 1200 to the incumbents holding the post of Deputy Director who did not enjoy the benefit of pay fixation or advance increment on appointment to the post.

(2) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.16.C. VOCATIONAL HIGHER SECONDARY EDUCATION

Specialization of Vocational Education was introduced as a major policy in the National Educational Policy in the year 1976 with an aim to achieve employment opportunities from the higher secondary level in order to ensure development of the Nation through manpower development, assuring youth with social security as well as eradication of unemployment. Accordingly, State of Kerala introduced Vocational Higher Secondary Education in the State as a separate stream in the year 1983-84 under the Vocational Higher Secondary Education Department. Director of General Education is the Head of the Department and the academic sections are managed with the assistance of Deputy Directors and other supporting staff.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- i) The post of Research Assistant may be placed in the revised scale of pay corresponding to ₹ 40500-85000.
- ii) Vocational and Non Vocational Teachers in the department having Ph.D qualification in the respective subject may be granted Special Allowance similar to Higher Secondary Education Department.
- iii) The post of Matron with the scale of pay corresponding to ₹ 20000-45800 may be included in the schedule.

- iv) Since the Director of General Education is the new head of Vocational Higher Secondary after the formation of Directorate of General Education as per G.O.(Ms.)No. 53/2019/G.Edn. dated 31.05.2019, the post of Director may be excluded from the schedule.
- v) All other posts existing in the department may be placed on the corresponding revised scales of pay. Existing allowances may be given normal revision.

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Deputy Director	3	55350-101400	77200-140500
2	Assistant Director	8	45800-89000	63700-123700
3	Technical Officer	1	40500-85000	56500-118100
4	Research Assistant	1	39500-83000	56500-118100
5	Vocational Teacher/Non-Vocational Teacher(Sel. Gr)	1401	42500-87000	59300-120900
6	Vocational Teacher/Non-Vocational Teacher(HG)		40500-85000	56500-118100
7	Vocational Teacher/Non-Vocational Teacher		39500-83000	55200-115300
8	Non-Vocational Teacher Junior (Sel Gr)	910	40500-85000	56500-118100
9	Non-Vocational Teacher Junior(HG)		39500-83000	55200-115300
10	Non-Vocational Teacher Junior		32300-68700	45600-95600

11	Non-Vocational Teacher (GFC)	204	9500 consolidated pay	13200 consolidated pay
12	Vocational Instructor	1100	27800-59400	39300-83000
13	Matron	2		27900-63700
14	Laboratory Technical Assistant	1100	19000-43600	26500-60700

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Officer	1	As in PD	As in PD
2	Finance Officer	1	As in PD	As in PD

Common Category

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Accounts Officer	2	As in CC	As in CC
2	Senior Superintendent	2	As in CC	As in CC
3	Junior Superintendent	5	As in CC	As in CC
4	Fair Copy Superintendent	1	As in CC	As in CC
5	Head Clerk	6	As in CC	As in CC
6	UD Typist	9	As in CC	As in CC
7	Senior Clerk	153	As in CC	As in CC
8	Confidential Assistant	1	As in CC	As in CC
9	Clerk	276	As in CC	As in CC
10	Office Attendant	204	As in CC	As in CC
11	L.D. Typist	5	As in CC	As in CC
12	Driver Grade II	6	As in CC	As in CC

13	Roneo Operator	1	As in CC	As in CC
14	Night Watchman	6	As in CC	As in CC
Part Time Contingent				
1	Part Time Contingent Menial	8	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Vocational Higher Secondary School Teachers / Principal having Ph.D in the respective subject		550
2	(a) High School		
	Principal	1250	1380
	Teacher holding the charge of Academic Head	700	770
	Science Teacher (in charge of laboratories)	160	180
	Person in charge of Library	250	280
3	(b) Technical High Schools		
	Person in charge of Library	160	180

(2) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.17. DIRECTORATE OF PROSECUTION

The Directorate of Prosecutions exercises administrative and supervisory control over the prosecuting officers in the Magistrate Courts. The Assistant Public Prosecutors conduct prosecution in Magistrate Courts, while the Deputy Directors of Prosecution & Senior Assistant Public Prosecutors, who are the district level officers, represent the prosecution side in the Chief Judicial Magistrate Courts. They also furnish legal opinion to Police and other Departments. The Director General of Prosecution is the head of the directorate, who is appointed directly by Government for a fixed tenure. The Director General of Prosecution is assisted by the Director of Prosecution (Administration) in administrative matters. The administrative control over the department is vested with Home department.

The Commission, after considering the proposals submitted by the Director General of Prosecution and demands of Service Organizations/individuals, makes the following recommendations:

- (i) The post of Personal Assistant created *vide* G.O.(Ms)No.17/2018/Home dated 31/01/2018 may be included in the Schedule of Posts. Action may be taken to include the post in the Special Rules of the Directorate of Prosecution.
- (ii) The post Deputy Director of Prosecution may be included in the Schedule of Posts as 'Deputy Director of Prosecution and Senior Assistant Public Prosecutor' which is the name of the post as per the Special Rules.
- (iii) The scales of pay of all the existing posts may be allowed normal revision.
- (iv) Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director General of Prosecution	1	Consolidated pay	Consolidated pay

	2	Director of Prosecution	1	81000-117600	112800-163400
	3	Deputy Director of Prosecution and Senior Assistant Public Prosecutor	15	68700-110400	95600-153200
a	4	Assistant Public Prosecutor Senior Grade	46	45800-89000	63700-123700
	5	Assistant Public Prosecutor Grade I	46	42500-87000	59300-120900
	6	Assistant Public Prosecutor Grade II	45	40500-85000	56500-118100
	7	Personal Assistant	1	27800-59400	39300-83000

a Ratio 1:1:1 among Assistant Public Prosecutor Senior Gr, Gr-I & Gr-II will continue

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Section Officer	1	As in PD	As in PD
2	Assistant	3	As in PD	As in PD
3	Typist Grade II	5	As in PD	As in PD

Common Category

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Confidential Assistant Grade II	2	As in CC	As in CC
2	Head Clerk	25	As in CC	As in CC
3	Senior Clerk		As in CC	As in CC
4	Clerk		As in CC	As in CC
5	Office Attendant Grade I	109	As in CC	As in CC
6	Office Attendant Grade II		As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**Uniform Allowance**

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Assistant Public Prosecutors	4500	5000
2	Deputy Director of Prosecution and Senior Assistant Public Prosecutor	4500	5000

7.18. DRUGS CONTROL

The Drugs Control Department, formed in the year 1961, enforces the provisions pertaining to drugs and cosmetics in the Central/State Acts and Rules, such as the Drugs and Cosmetics Act 1940, the Drugs and Magic Remedies (Objectionable Advertisement) Act 1954, the Drugs Prices Control Order 1995, the Drugs and Magic Remedies (Objectionable Advertisement) Act 1954, the Kerala Drugs and Other Store (Unlawful Possession) Act 1971, etc. The main activities of the Department include regulation of manufacture, distribution and sale of drugs & cosmetics including homoeopathic/ayurvedic drugs; detection of spurious and sub-standard drugs & cosmetics and prevention of their sale; detection and prohibition of false and misleading advertisements of drugs for certain diseases and disorders, etc. The Department has its headquarters in Thiruvananthapuram and is headed by the Drugs Controller. The other offices in the Department comprise six Zonal offices, eight District offices, two Drugs Testing Laboratories and three ASU (Ayurveda, Siddha & Unani) regional offices.

The Commission, after considering the proposals submitted by the Drugs Controller, and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) The posts of Regional Drugs Inspector, Chief Inspector of Drugs, Intelligence Squad and Senior Drugs Inspector may be grouped together in the Schedule of posts with proposed scale of pay corresponding to ₹ 42500-87000, as these posts are interchangeable as per the Special Rules.
- (ii) The posts of Drugs Inspector, Special Intelligence Branch and Technical Assistant to Drugs Controller may be included along with the post of

Drugs Inspector (Allopathy) in the Schedule of posts with the proposed scale of pay corresponding to ₹ 39500-83000, since these posts are interchangeable with each other.

- (iii) The post of Senior Drugs Inspector (Ayurveda) may be included in the Schedule of posts with the proposed scale of pay corresponding to ₹42500-87000.
- (iv) The post of Deputy Drugs Controller (Ayurveda) may be shown in the Schedule of posts under the heading 'Posts held by Personnel of other Departments' with scale of pay as in Parent Department, as appointment to the post is made by deputation from Ayurveda Medical Education Department.
- (v) All the posts existing in the department may be placed in the proposed scales of pay corresponding to the existing scales of pay.
- (vi) Existing allowances may be given normal revision.

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Drugs Controller	1	77400-115200	107800-160000
	2	Chief Government Analyst	2	68700-110400	95600-153200
	3	Deputy Drugs Controller	2	68700-110400	95600-153200
	4	Assistant Drugs Controller (Allopathy) (HG)	7	55350-101400	77200-140500
a	5	Assistant Drugs Controller (Allopathy)		45800-89000	63700-123700
	6	Analyst Grade I (HG)	7	55350-101400	77200-140500
a	7	Analyst Grade I		45800-89000	63700-123700
	8	Regional Drugs Inspector / Chief Inspector of Drugs, Intelligence Squad /	6	42500-87000	59300-120900

		Senior Drugs Inspector			
	9	Senior Drugs Inspector (Ayurveda)	1	-	59300-120900
	10	Analyst Grade II	21	42500-87000	59300-120900
	11	Drugs Inspector (Allopathy) / Drugs Inspector, Special Intelligence Branch / Technical Assistant to Drugs Controller	47	39500-83000	55200-115300
	12	Drugs Inspector (Ayurveda)	7	39500-83000	55200-115300
	13	Analyst Grade III	49	39500-83000	55200-115300
	14	Law Officer	1	35700-75600	50200-105300
	15	Scientific Assistant	2	27800-59400	39300-83000
	16	Store Superintendent	-	27800-59400	39300-83000
	17	Legal Assistant	1	26500-56700	37400-79000
	18	Technical Assistant (Drugs Testing Lab)	20	25200-54000	35600-75400
	19	Media Maker	1	25200-54000	35600-75400
	20	Sample Warden	2	25200-54000	35600-75400
	21	L.D Technician	22	19000-43600	26500-60700
	22	Technical Store Keeper	-	19000-43600	26500-60700
	23	Record Attender	1	17000-37500	23700-52600
	24	Laboratory Attender	21	17000-37500	23700-52600
	a	30% Higher Grade will continue			

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Deputy Drugs Controller (Ayurveda)	1	68700-110400	As in PD
2	Statistical Assistant	1	As in PD	As in PD

Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Assistant	2	As in CC	As in CC
	2	Senior Superintendent	6	As in CC	As in CC
	3	Junior Superintendent	13	As in CC	As in CC
	4	Fair Copy Superintendent	1	As in CC	As in CC
	5	Confidential Assistant Grade II	1	As in CC	As in CC
	6	Head Clerk	-	As in CC	As in CC
	7	Senior Clerk	44	As in CC	As in CC
	8	Clerk	44	As in CC	As in CC
	9	Driver	8	As in CC	As in CC
	10	Typist Selection Grade	7	As in CC	As in CC
	11	Typist Senior Grade	7	As in CC	As in CC
	12	U.D Typist	7	As in CC	As in CC
	13	L.D Typist	10	As in CC	As in CC
	14	Librarian	1	As in CC	As in CC
	15	Electrician	1	As in CC	As in CC
	16	Office Attendant	30	As in CC	As in CC
	17	Night Watcher	2	As in CC	As in CC

Part Time Contingent Employees

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Part Time Sweeper	14	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**Uniform Allowance**

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Driver	2400	2700

7.19. ECONOMICS AND STATISTICS

The Department of Economics & Statistics is the nodal department of the State Government responsible for the systematic collection, compilation, analysis, interpretation and dissemination of statistics relating to various sectors of Kerala Economy. The Director is the Head of the Department. Besides the Directorate in Thiruvananthapuram, there are 14 District level and 61 Taluk level offices, which are headed by Deputy Directors and Taluk Statistical Officers respectively. There are also statistical cells in 41 other Departments which are manned by personnel posted from the Economics & Statistics Department, and these cells collect, compile, analyse and disseminate statistical data relevant to the functions and needs of the Departments concerned.

The Commission considered the proposals submitted by the Director and the demands of various Service Organizations and individuals. The following recommendations are made:

- (i) Both field work and office work should make use of modern technology to facilitate speed and efficiency. Appropriate mobile apps may be used for field work to track the field level employees and to record data from the field level instantly.
- (ii) The field staff have to undertake frequent journeys for conducting field level activities. Therefore, the rates of Permanent Travelling Allowance may be enhanced to ₹400/- per month for Taluk level field work, and ₹600/- per month for District level field work to all the eligible field staff.
- (iii) The scale of pay of the post of Taluk Statistical Officer (₹35700-75600) and its equated post of Senior Supervisor (Computer) may be upgraded to ₹36600-79200, on par with that of Senior Superintendent in the Common Category taking into account the fact that the post of Senior Superintendent in the Department was converted into Taluk Statistical Officer *vide* G.O.(P)No.58/1985/Plg dated 24/07/1985. As the post of Senior Supervisor (Computer) is an equal and interchangeable post of Taluk Statistical Officer, the post Senior Supervisor (Computer) may be clubbed with Taluk Statistical Officer in the Schedule of Posts.
- (iv) Consequent to the upgradation of the scale of pay of the post Taluk Statistical Officer and its equated post Senior Supervisor

- (Computer), the scale of pay of its further promotion post viz. Additional District Officer and its equivalent post Scrutiny Officer may be upgraded from ₹36600-79200 to ₹39500-83000.
- (v) The scale of pay of the post of District Officer/Senior Statistical Officer (₹40500-85000) may be upgraded to ₹42500-87000 on par with that of Administrative Assistant in Common Category taking into account the fact that erstwhile post of Administrative Assistant in the Department was converted as District Officer/Senior Statistical Officer *vide* G.O.(P).No.58/1985/Plg dated 24/07/1985.
- (vi) As per the Special Rules, Computer Supervisor is an equal and interchangeable post of Research Assistant/ Statistical Inspector/ Extension Officer. But Computer Supervisor is now placed in a lower scale of pay of ₹29200-62400, whereas Research Assistant/Statistical Inspector/ Extension Officer are placed in the scale of pay of ₹30700-65400. Therefore, the post of Computer Supervisor may be placed in the scale of pay corresponding to ₹30700-65400.
- (vii) The post of Director General may be excluded from the Schedule of posts since this post was downgraded as Director *vide* G.O.(P)No.24/2019/Plg dated 06/09/2019.
- (viii) As per the existing Special Rules, Typists and Confidential Assistants in the Department have lateral entry to the post of Statistical Assistant Grade I, which is the first promotion post of an entry cadre Statistical Assistant Grade II. Since the numbers of Typists and Confidential Assistants are much less compared to the strength of Statistical Assistant Grade II, there are chances that Typists and Confidential Assistants having lesser service than Statistical Assistant Grade II will get appointment to the post of Statistical Assistant Grade I. In order to obviate such a situation, it is recommended to amend the Special Rules to the effect that Typists and Confidential Assistants who have lesser service than directly recruited Statistical Assistant Grade II shall not supersede Statistical Assistant Grade II for appointment to the post of Statistical Assistant Grade I.
- (ix) As per the Special Rules, the post Scrutiny Officer is an equal and interchangeable post of Additional District Officer. Hence the post

of Scrutiny Officer may be clubbed with Additional District Officer in the Schedule of posts.

- (x) The posts of Deputy Director and Nosologist may be shown as separate posts in the Schedule of posts, since these are different posts as per the Special Rules.
- (xi) The posts of Computer Operator Grade I and Computer Operator Grade II may be excluded from the Schedule of posts, as these posts stand deleted from the Special Rules as per G.O.(Ms) No.22/2019/Plg dated 28/06/2019.
- (xii) The Commission recommends that the Head of each Department should review the staff pattern, work load and performance of the Statistics Wing in the Department, to assess the staff strength necessary for the functions being performed.
- (xiii) The scales of pay of all existing posts in the Department except those which are specifically mentioned above may be placed in corresponding proposed scales of pay.
- (xiv) Existing allowances which are not specifically mentioned above may be given normal revision.

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	85000-117600	118100-163400
	2	Additional Director	3	81000-117600	112800-163400
	3	Senior Joint Director	2	77400-115200	107800-160000
	4	Joint Director	6	68700-110400	95600-153200
	5	Deputy Director	43	55350-101400	77200-140500
	6	Nosologist		55350-101400	77200-140500
	7	District Officer / Regional Statistical Officer / Senior	22	40500-85000	59300-120900

		Statistical Officer (Administration)			
	8	Assistant Director	17	40500-85000	56500-118100
	9	Additional District Officer / Scrutiny Officer	32	36600-79200	55200-115300
	10	Research Officer	65	36600-79200	51400-110300
	11	Taluk Statistical Officer / Senior Supervisor (Computer)	66	35700-75600	51400-110300
	12	Deputy Health Officer (Vital Statistics)	5	30700-65400	43400-91200
	13	Research Assistant/ Statistical Inspector/ Extension Officer (Planning & Monitoring)/ Computer Supervisor	432	30700-65400	43400-91200
				29200-62400	
	14	Statistical Assistant Grade I / Statistical Investigator Gr. I/ Junior Statistical Inspector	806	26500-56700	37400-79000
a	15	Statistical Assistant Grade II / Statistical Investigator Grade II	792	22200-48000	31100-66800
	16	Draftsman L.D	1	19000-43600	26500-60700

a The existing ratio of 1:1 between Gr. II and Gr. I will continue.

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Administrative Officer		As in PD	As in PD

Common Category

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Fair copy Superintendent (HG)	1	As in CC	As in CC
2	Fair copy Superintendent	2	As in CC	As in CC
3	Typist Selection Grade	12	As in CC	As in CC
4	Typist Senior Grade	12	As in CC	As in CC
5	U.D Typist	12	As in CC	As in CC
6	L.D Typist	13	As in CC	As in CC
7	Personal Assistant	1	As in CC	As in CC
8	Confidential Assistant Senior Grade	1	As in CC	As in CC
9	Confidential Assistant Grade I	2	As in CC	As in CC
10	Confidential Assistant Grade II	2	As in CC	As in CC
11	Driver Senior Grade	5	As in CC	As in CC
12	Driver Grade I	6	As in CC	As in CC
13	Driver Grade II	6	As in CC	As in CC
14	Duffedar	1	As in CC	As in CC
15	Office Attendant Gr I	27	As in CC	As in CC
16	Office Attendant Gr II	55	As in CC	As in CC

Part Time Contingent Employees

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Part Time Sweeper	60	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Uniform Allowance**

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Driver	2400	2700
2	Duffedar	2400	2700

(2) Permanent Travelling Allowance

Sl. No	Category	Existing Rate per month (₹)	Area of Jurisdiction	Average no. of days of tour in a month	Proposed Rate per month (₹)
1	Statistical Investigators conducting field level activities	-	One District	15	600
		-	One Taluk	15	400
<i>Timely Reporting Survey of Agricultural Statistics</i>					
2	Statistical Inspector (NSS)	700	One District	15	770
3	Statistical Inspector	500	One Taluk	15	550
4	Statistical Investigator	330	One Taluk	15	370
5	Statistical Investigator	500	One District	15	550
6	Taluk Statistical Officer	550	One Taluk	15	610

(3) Permanent Conveyance Allowance

Sl. No	Category	Existing Rate per month (₹)	Area of Jurisdiction	Proposed Rate per month (₹)
1	Deputy Health Officer	350	Working in Municipalities, Corporation etc.	390
2	Research Assistant	240		270
3	Compiler	150		170
4	Price Inspector / Statistical Investigator	140	Within 8 kms. of the HQ	160

7.20. ELECTRICAL INSPECTORATE

The Electrical Inspectorate was formed in the Year 1968 by G.O. (Ms) No.28 /68/PW dated 20.10.1968. The Chief Electrical Inspector is the Head of the Department. The Department has district offices in all the Districts of the State, headed by an Electrical Inspector in 11 Districts and Deputy Chief Electrical Inspector in the Districts of Ernakulam, Kozhikode and Thiruvananthapuram. The Department of Electrical Inspectorate is the only statutory authority engaged in the activities for ensuring electrical safety of the electrical installation in the State. The Kerala State Electricity Licensing Board and the Board of Examination for Cinema Operators are functioning under this department. A Meter Testing and Standards Laboratory (MTSL) is also functioning under the Department offering calibration and testing facilities for various electrical equipment and meters.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) The posts of Skilled Assistant, Skilled Assistant (H.G) and Skilled Assistant (Sr.Gr.) may be re designated as Overseer Gr II, Overseer Gr I and Sub Engineer similar to the re designation in P.W.D and other Engineering Departments. Delegation of more powers and entrustment of more duties to Sub Engineers should also be considered.
- (ii) The post of Accounts Officer under the heading of 'Posts held by Personnel of other Departments' may be removed from the Schedule as the post is nonexistent in the Department

- (iii) All the posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Chief Electrical Inspector	1	93000-120000	129300-166800
2	Additional Chief Electrical Inspector	1	85000-117600	118100-163400
3	Deputy Chief Electrical Inspector	4	81000-117600	112800-163400
4	Electrical Inspector(HG)	17	77400-115200	107800-160000
a 5	Electrical Inspector		68700-110400	95600-153200
6	Deputy Electrical Inspector (HG)	55	45800-89000	63700-123700
b 7	Deputy Electrical Inspector		42500-87000	59300-120900
8	Assistant Electrical Inspector	106	39500-83000	55200-115300
9	Instrument Mechanic	1	22200-48000	31100-66800
10	Sub Engineer	15	26500-56700	37400-79000
11	Overseer Gr I	15	22200-48000	31100-66800
c 12	Overseer Gr II	16	19000-43600	26500-60700
13	Night Watcher	2	16500-35700	23000-50200

a. Existing 25% HG will continue.

b. Existing 1/3rd HG will continue.

c. Ratio among Overseer Gr II, Overseer Gr I and Sub Engineer will be 1:1:1.

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Officer	1	As in PD	As in PD
2	Law Officer	1	As in PD	As in PD
3	Finance Officer	1	As in PD	As in PD

Common Category

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Assistant	2	As in CC	As in CC
2	Personal Assistant	1	As in CC	As in CC
3	Senior Superintendent	11	As in CC	As in CC
4	Junior Superintendent	11	As in CC	As in CC
5	Fair Copy Superintendent	1	As in CC	As in CC
6	Confidential Assistant Senior Grade	1	As in CC	As in CC
7	Head Clerk	4	As in CC	As in CC
8	Confidential Assistant Gr I	1	As in CC	As in CC
9	Selection Grade Typist	5	As in CC	As in CC
10	Senior Grade Typist	5	As in CC	As in CC
11	U.D Typist	5	As in CC	As in CC
12	Senior Clerk	47	As in CC	As in CC
13	Librarian Gr IV	1	As in CC	As in CC
14	Driver Senior Gr	1	As in CC	As in CC
15	Confidential Assistant Gr II	2	As in CC	As in CC
16	Driver Gr I	1	As in CC	As in CC

17	Clerk	47	As in CC	As in CC
18	L.D Typist	5	As in CC	As in CC
19	Driver Gr II	2	As in CC	As in CC
20	Clerical Attender	1	As in CC	As in CC
21	Binder Grade II	3	As in CC	As in CC
22	Office Attendant Gr I	19	As in CC	As in CC
23	Office Attendant Gr II	19	As in CC	As in CC
Part Time Contingent				
1	Part Time Sweeper	16	As in PTCC	As in PTCC

A. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.21. ENQUIRY COMMISSIONER & SPECIAL JUDGE; VIGILANCE TRIBUNAL

The Courts of Enquiry Commissioner & Special Judge and the Vigilance Tribunals were established for conducting trial of cases against Public Servants under the relevant provisions of the Prevention of Corruption Act 1988 and the Indian Penal Code 1860. There are six Enquiry Commissioner & Special Judge Courts and two Vigilance Tribunals in the State. The Enquiry Commissioner & Special Judge, Thiruvananthapuram is the co-ordinator of the unit system for the establishment matters of employees in the Courts and the Tribunals. The categories of posts in the Enquiry Commissioner & Special Judge Courts and the Vigilance Tribunals are governed by the same Special Rules.

The Commission, having considered the proposals submitted by the Enquiry Commissioner & Special Judge and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) Considering the reduced promotion opportunities for Assistants joining these organisations compared to those appointed from the select list of the PSC to the Secretariat, Kerala Public Service Commission, Kerala State Audit Department, etc., the Commission recommends that future vacancies of Assistants in these organisations may be converted to the posts of Clerks and appointments may be made on deputation from the Subordinate Civil Judiciary in the Districts concerned, with the Principal District Judge empowered to order the deputation.
- (ii) The ratio between Manager and Manager (HG) may be modified as 1:1 in view of the fact that Manager (HG) post is the highest promotion post existing for an Assistant appointed in these organisations.
- (iii) The Grade II, Grade I, Senior Grade and Selection Grade posts of Computer Assistant and Confidential Assistant may be included in the Schedule of posts, with scales of pay and ratio promotions applicable to similar posts in the Govt. Secretariat, KPSC, Kerala State Audit Department, etc.
- (iv) The posts of Driver Grade II, Grade I and Senior Grade may be included in the Schedule of posts with scales of pay and ratio promotions applicable to the similar post in Common category.
- (v) The scales of pay of all the existing posts may be placed in corresponding proposed scales of pay.
- (vi) Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
		ENQUIRY COMMISSIONER AND SPECIAL JUDGE COURT			
	1	Enquiry Commissioner and Special Judge		NJPC	NJPC
	2	Manager (HG)	8	42500-87000	59300-120900
a	3	Manager		39500-83000	55200-115300
	4	Assistant (Selection Grade)	8	32300-68700	45600-95600
b	5	Assistant (Senior Grade)	8	30700-65400	43400-91200

	6	Assistant	10	27800-59400	39300-83000
	7	Personal Assistant	2	39500-83000	55200-115300
e	8	Confidential Assistant Senior Grade	2	30700-65400	43400-91200
	9	Confidential Assistant Grade I	2	27800-59400	39300-83000
	10	Confidential Assistant Grade II	2	20000-45800	27900-63700
c	11	Computer Assistant Selection Grade	4	32300-68700	45600-95600
	12	Computer Assistant Senior Grade	4	30700-65400	43400-91200
	13	Computer Assistant Grade I	4	27800-59400	39300-83000
	14	Computer Assistant Grade II	5	20000-45800	27900-63700
d	15	Driver Senior Grade	2	22200-48000	31100-66800
	16	Driver Grade I	3	20000-45800	27900-63700
	17	Driver Grade II	3	18000-41500	25100-57900
		VIGILANCE TRIBUNAL			
	1	Vigilance Tribunal		NJPC	NJPC
	2	Manager (HG)		42500-87000	59300-120900
a	3	Manager		39500-83000	55200-115300
b	4	Assistant (Selection Grade)		32300-68700	45600-95600
	5	Assistant (Senior Grade)		30700-65400	43400-91200
	6	Assistant		27800-59400	39300-83000
	7	Personal Assistant		39500-83000	55200-115300
e	8	Confidential Assistant Senior Grade		30700-65400	43400-91200
	9	Confidential Assistant Grade I		27800-59400	39300-83000
	10	Confidential Assistant Grade II		20000-45800	27900-63700
c	11	Computer Assistant Selection Grade		32300-68700	45600-95600
	12	Computer Assistant Senior Grade		30700-65400	43400-91200

	13	Computer Assistant Grade I		27800-59400	39300-83000
	14	Computer Assistant Grade II		20000-45800	27900-63700
d	15	Driver Senior Grade		22200-48000	31100-66800
	16	Driver Grade I		20000-45800	27900-63700
	17	Driver Grade II		18000-41500	25100-57900

- a Ratio between Manager and Manager (HG) will be 1:1
- b The existing ratio 1:1:1 will continue
- c The existing ratio 1:1:1:1 will continue
- d The ratio among Grade II, Grade I and Senior Grade will be 1:1:1
- e The ratio among Grade II, Grade I and Senior Grade will be 1:1:1

Common Category

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Typist Selection Grade	2	As in CC	As in CC
2	Duffedar (HG)	2	As in CC	As in CC
3	Duffedar	6	As in CC	As in CC
4	Office Attendant Grade I	3	As in CC	As in CC
5	Office Attendant Grade II	11	As in CC	As in CC
6	Sweeper cum Watchman	3	As in CC	As in CC
7	Sweeper cum Peon	2	As in CC	As in CC

Part Time Contingent Employees

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Part Time Sweeper	1	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Driver	2400	2700

7.22. ENVIRONMENT & CLIMATE CHANGE

The Department of Environment and Climate Change was formed in the year 2010 by G.O.(Ms) No.06/10/Env dated 18/12/2010. The primary concerns of the Department are implementation of policies and programmes related to conservation of the State's natural resources, its biodiversity and the prevention and abatement of pollution while guided by the principle of sustainable development and enhancement of human well-being. The Director of Environment and Climate Change is the Head of the Department. The Directorate of Environment and Climate Change serves as the nodal agency in formulating climate change related schemes, plans, programmes and their execution and also in the administrative structure of Environment Department for the planning, promotion, co-ordination and overseeing the implementation of Central and State environmental protection and conservation policies and programmes.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendation:

All the posts existing in the department may be placed in the corresponding revised scales of pay.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Director	1	85000-117600	118100-163400
2	Environment Programme Manager	1	77400-115200	107800-160000
3	Environmental Engineer	1	77400-115200	107800-160000
4	Environmental Scientist	1	77400-115200	107800-160000
5	Environmental Officer	1	40500-85000	56500-118100
6	Assistant Environmental Officer	1	36600-79200	51400-110300

Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Officer	1	As in PD	As in PD
	2	Finance Officer	1	As in PD	As in PD

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Head Accountant	1	As in CC	As in CC
	2	Data Entry Operator	1	As in CC	As in CC
	3	Confidential Assistant Gr. II	1	As in CC	As in CC
	4	Clerk	1	As in CC	As in CC
	5	L.D Typist	1	As in CC	As in CC
	6	Driver Gr II	1	As in CC	As in CC
	7	Office Attendant	1	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Uniform Allowance**

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.23. EXCISE

Excise Department, one of the oldest departments in Kerala, enforces the relevant provisions in the Abkari Act, the Narcotic Drugs and Psychotropic Substances Act 1985, the Medicinal and Toilet Preparations (Excise Duties) Act 1955, the Spirituous Preparations (Inter State Trade and Commerce) Control Act 1955, the Prohibition Act 1950, the Cigarettes & Other Tobacco Products Act 2003 and the Rules made thereunder. The Department has also launched an intensive awareness campaign, 'VIMUKTHI' against alcoholism and drug

abuse. The Excise Commissioner, who is an officer in the cadre of IAS/IPS, is the Head of the Department.

The Commission has noted that the work of the Excise Department has changed over the years. While the fight against illicit liquor, regulation of licensed outlets and collection of revenue were the major activities in the past, the current situation focuses on de-addiction and the action against narcotic drugs, apart from the regulatory functions. The Vimukti Programme for de-addiction is a socially important activity. Similarly, the campaign against drug use among students is very important for the safety of the younger generation. The Department needs to enhance its capability for the implementation of such socially significant programmes while continuing to enforce the provisions of the Abkari Act, NDPS Act and the other laws concerned.

The Commission, having considered the proposals submitted by the Excise Commissioner and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) The cadre of Excise Commissioner may be shown as IAS/ IPS in the Schedule of posts.
- (ii) Training Allowance may be granted to all the categories of Excise Personnel who are deputed as trainers in the State Excise Academy and Research Centre, Thrissur.
- (iii) Two types of Special Allowances are now granted to the Excise Staff under:
 - (i) Special Allowance
 - (ii) Additional Special Allowance. The first one may be re-named as 'Training Allowance' as mentioned in (ii) above and the Additional Special Allowance may be renamed as 'Excise Special Allowance'.
- (iv) The designation of Excise Guard shown in the Schedule of posts may be corrected as Civil Excise Officer as the post was re-designated so by G.O.(Ms) No.192/2012/TD dated 09/10/2012.
- (v) The post of Women Civil Excise Officer may be included in the Schedule of posts with the scale of pay corresponding to ₹20000-45800, as the post of Women Excise Guard was incorporated in the Special Rules by G.O.(P) No.113/2008/TD dated 04/06/2008.

- (vi) The post of Vigilance Officer (Superintendent of Police) may be included in the Schedule of posts under the heading 'Posts held by personnel of other Departments'. The post of Vigilance Officer- IAS may be excluded from the Schedule.
- (vii) The post of Van Cleaner may be excluded from the Schedule, as this post is not seen included in the Special Rules, and such a post is not existing in the Department.
- (viii) Civil Excise Officer and Women Civil Excise Officer entering service in the scale of pay ₹ 20000-45800 may be eligible for four time bound higher grades on completion of 8 years, 15 years, 22 years and 27 years of service subject to the general conditions of Time Bound Higher Grade scheme.
- (ix) The Commission recommends that the post of Civil Excise Officer / Women Civil Excise Officer may be given the designation as Preventive Officer (Grade), Assistant Excise Inspector (Grade) and Excise Inspector (Grade) with Uniform and insignia of respective higher posts on completion of 12, 20 and 25 years of service, provided the incumbent is qualified for regular promotion to such post. The Commission recommends this for Excise Personnel in line with the system existing in Police Department.
- (x) The scales of pay of all the existing posts in the Department may be placed in the corresponding proposed scales of pay.
- (xi) Existing allowances except those specifically mentioned above may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Excise Commissioner	1	IAS	IAS/IPS
	2	Additional Excise Commissioner	3	IAS/IPS	IAS/IPS

	3	Joint Commissioner of Excise / Senior Grade Deputy Excise Commissioner	9	81000-117600	112800-163400
	4	Deputy Excise Commissioner	19	77400-115200	107800-160000
	5	Assistant Excise Commissioner (HG) / Assistant Secretary (HG)	34	68700-110400	95600-153200
a	6	Assistant Excise Commissioner / Assistant Secretary		45800-89000	63700-123700
	7	Manager (HG)/ Excise Circle Inspector (HG)/ Superintendent (HG)	149	40500-85000	56500-118100
b	8	Manager / Excise Circle Inspector / Superintendent		39500-83000	55200-115300
	9	Excise Inspector	346	30700-65400	43400-91200
	10	Assistant Excise Inspector	84	29200-62400	41300-87000
	11	Preventive Officer	1023	26500-56700	37400-79000
c	12	Driver Selection Grade	272	29200-62400	41300-87000
	13	Driver Senior Grade		25200-54000	35600-75400
	14	Driver Grade I		22200-48000	31100-66800
	15	Driver Grade II		19000-43600	26500-60700
	16	Civil Excise Officer	3296	20000-45800	27900-63700
	17	Women Civil Excise Officer		-	27900-63700

- a 20% Higher Grade will continue
- b 25% of the post will be in Higher Grade.
- c The existing ratio 1:1:1 among Driver Grade II, Driver Grade I and Driver Senior Grade will continue. 10% of post of Senior Grade Driver will be on Selection Grade.

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Officer	2	As in PD	As in PD
2	Law Officer	1	As in PD	As in PD
3	Mechanical Engineer	-	As in PD	As in PD
4	Finance Officer	1	As in PD	As in PD
5	Section Officer	2	As in PD	As in PD
6	Vigilance Officer (Superintendent of Police)	1	As in PD	As in PD

Common Category

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Confidential Assistant Grade I	9	As in CC	As in CC
2	Confidential Assistant Grade II		As in CC	As in CC
3	UD Typist	43	As in CC	As in CC
4	LD Typist		As in CC	As in CC
5	Office Attendant	72	As in CC	As in CC
6	Boat Driver	1	As in CC	As in CC
7	Cook	3	As in CC	As in CC
8	Lascar	1	As in CC	As in CC

Part Time Contingent Employees

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Part Time Sweeper	272	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Special Allowance**

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
	<i>Training Allowance (Personnel working in State Excise Academy and Research Centre, Thrissur)</i>		
1	Assistant Excise Commissioner	200	800
2	Circle Inspector	160	650
3	Excise Inspector	-	550
4	Preventive Officer	-	400

(2) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Joint Excise Commissioner	5250	5750
2	Deputy Excise Commissioner	5250	5750
3	Assistant Excise Commissioner	5250	5750
4	Excise Circle Inspector	5100	5600
5	Excise Inspector	5100	5600
6	Assistant Excise Inspector	5100	5600
7	Preventive Officer	4500	5000
8	Civil Excise Officer/ Women Civil Excise Officer	4500	5000
9	Driver	4500	5000

(3) Additional Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
	<i>1. Excise Special Allowance</i>		
1	Assistant Excise Commissioner	150	170
2	Excise Circle Inspector	140	160
3	Excise Inspector	140	160

4	Assistant Excise Inspector	120	140
5	Preventive Officer	120	140
6	Civil Excise Officer/ Women Civil Excise Officer	120	140
	2. Day off Allowance *(Rate per day)		
7	Excise Circle Inspector	500	550
8	Excise Inspector	500	550
9	Assistant Excise Inspector	500	550
10	Preventive Officer	460	510
11	Civil Excise Officer/ Women Civil Excise Officer	400	440
12	Driver	400	440
	*Day off Allowance granted for officers working in the field units compensating for their duty during Onam and Christmas festivals.		

(4) Permanent Travelling Allowance

Sl. No	Category	Existing Rate per month (₹)	Area of Jurisdiction	Average no. of days of tour in a month	Proposed Rate per month (₹)
1	Excise Inspector	400	One Range	15	440
2	Assistant Excise Inspector	300	One Range	15	330
3	Preventive Officer	200	One Range	15	220
4	Civil Excise Officer/ Women Civil Excise Officer	200	One Range	15	220

7.24. FACTORIES AND BOILERS

The main responsibility of Factories and Boilers Department is to check whether the Factory Act 1948 and the Indian Boiler Act of 1923 are complied with the factories. The department is designed to ensure the welfare, health and safety of the Factory workers and of the ordinary people. The Director is

the Head of the Department. The department is divided into three regions under which there are 22 factory divisions and 25 additional factory divisions.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) The post of Director, Factories and Boilers may be placed in the scale of pay corresponding to ₹ 85000-117600 considering the qualifications and nature of the job.
- (ii) The post of Senior Joint Director of Factories & Boilers may be redesignated as Additional Director of Factories & Boilers as it is the second level in the hierarchy.
- (iii) The post of Technical Officer (Chemical) may be upgraded to Joint Director (Chemical) in the scale of pay corresponding to ₹68700-110400.
- (iv) Since the posts of Technical Assistant (Chemical) and Chemical Inspector are interchangeable as per the Special Rules, they may be clubbed in the schedule and may be given higher grade in the ratio 2:1 in the scale of pay corresponding to ₹ 45800-89000.
- (v) As per the Special Rules, qualifications for the post of Technical Assistant (Chemical)/ Chemical Inspector are Degree in Chemical Engineering/ Chemical Technology and Two Years post Degree experience in a Chemical Industry or Laboratory run by Government or Quasi Government Enterprise. It is grossly unfair to deny them Career Advancement Scheme on the apprehension that persons with B.Sc Chemical Technology may also get the benefit intended for Professional Degree holders. Hence, Career Advancement Scheme may be implemented for the engineering degree holders directly recruited in the Chemical Branch of the department similar to that given to directly recruited Engineers in PWD, Irrigation, LSGE etc. The Commission recommends amendment of Special Rules of the Kerala Factories and Boilers Service by adding the words 'an engineering degree in' before the words 'Chemical Technology' in entry 8 under Rule 3.

- (vi) Appointment to the post of Additional Inspector of Factories is by transfer from the post of Senior Superintendent. They would not be eligible for the Higher Grade allowed to Senior Superintendent. To mitigate their grievance, they may be allowed Higher Grade in the scale of pay corresponding to ₹ 39500-83000.
- (vii) The posts of Inspector of Factories and Boilers Grade-II and Grade-I may be redesignated as Inspector of Factories and Boilers and Inspector of Factories and Boilers (HG) respectively.
- (viii) The posts of Nursing Assistant Gr.II, Lab Assistant and Lab Attendant may be included in the department schedule under the heading 'Posts held by Personnel of other Departments', as the posts are filled by personnel from Health Services Department.
- (ix) All other posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Director of Factories & Boilers	1	81000-117600	118100-163400
2	Additional Director of Factories & Boilers	1	77400-115200	107800-160000
3	Joint Director of Factories & Boilers	5	68700-110400	95600-153200
4	Joint Director of Factories & Boilers (Medical)	1	68700-110400	95600-153200

	5	Joint Director of Factories & Boilers (Chemical)	1	45800-89000	95600-153200
	6	Medical Officer	4	45800-89000	63700-123700
a	7	Inspector of Factories & Boilers (HG)	8	45800-89000	63700-123700
	8	Inspector of Factories & Boilers	17	39500-83000	55200-115300
b	9	Technical Assistant (Chemical)/ Chemical Inspector(HG)	6		63700-123700
	10	Technical Assistant (Chemical)/ Chemical Inspector		39500-83000	55200-115300
a	11	Additional Inspector of Factories (HG)	8	36600-79200	55200-115300
	12	Additional Inspector of Factories	17	36600-79200	51400-110300
	13	Industrial Hygienist	1	36600-79200	51400-110300
	14	Head Draftsman	1	36600-79200	51400-110300
	15	Head Statistician	1	35700-75600	50200-105300
	16	Computer Operator	1	27800-59400	39300-83000
	17	Draftsman Gr I	3	26500-56700	37400-79000
	18	Draftsman Gr II	3	22200-48000	31100-66800

a. Existing ratio 2:1 will continue

b. Ratio between Technical Assistant (Chemical)/Chemical Inspector and Technical Assistant (Chemical)/Chemical Inspector(HG) will be 2:1.

Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Officer	1	As in PD	As in PD
	2	Finance Officer	1	As in PD	As in PD
	3	Chemist	1	As in PD	As in PD
	4	Nursing Assistant Gr II	1	As in PD	As in PD
	5	Lab Assistant	1	As in PD	As in PD
	6	Lab Attendant	1	As in PD	As in PD

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Superintendent	3	As in CC	As in CC
	2	Junior Superintendent (HG)	2	As in CC	As in CC
	3	Junior Superintendent	4	As in CC	As in CC
	4	Head Accountant	1	As in CC	As in CC
	5	Senior Clerk	50	As in CC	As in CC
	6	Personal Assistant	1	As in CC	As in CC
	7	Confidential Assistant Sen. Gr	1	As in CC	As in CC
	8	Confidential Assistant Grade I	1	As in CC	As in CC
	9	Confidential Assistant Grade II	2	As in CC	As in CC
	10	Clerk-Clerk Typist	51	As in CC	As in CC
	11	Typist Selection Grade	1	As in CC	As in CC
	12	Typist Senior Grade	1	As in CC	As in CC

13	UD Typist	2	As in CC	As in CC
14	L.D. Typist	2	As in CC	As in CC
15	Librarian Gr.IV	1	As in CC	As in CC
16	Senior Grade Driver	2	As in CC	As in CC
17	Driver Grade I	2	As in CC	As in CC
18	Driver Grade II	4	As in CC	As in CC
19	Office Attendant Gr.I	18	As in CC	As in CC
20	Office Attendant Gr.II	34	As in CC	As in CC
21	Night Watcher	2	As in CC	As in CC
22	Full Time Sweeper	1	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Sweeper	2400	2700
2	Driver	2400	2700

(2) Non-Practicing Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Joint Director (Medical)	1200	1320

7.25. FIRE & RESCUE SERVICES

Kerala Fire and Rescue Services Department, which became a separate and independent department in the year 1963 under the provisions of the Kerala Fire Force Act, functions with the aim of saving life and property of the people in emergencies. It carries out firefighting and rescue operations in all sorts of emergency situations, ranging from small accidents to disasters. The Director General is the Head of the Department. Apart from the headquarters office,

there are regional level, district level and station level offices and training academies in the Department. Fire & Rescue Station headed by Station Officer is the basic operational unit of the Department that handles all firefighting and rescue operations.

The Commission, after considering the proposals submitted by the Director General, and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) The posts of Divisional Officer and Assistant Divisional Officer were re-designated as Regional Fire Officer and District Fire Officer respectively by G.O.(Ms)No.96/2018/Home dated 31.05.2018. The new designations may be shown in the Schedule of posts. The re-designations of the posts of Leading Fireman, Driver Mechanic, Fireman Driver cum Pump Operator and Fireman as Senior Fire and Rescue Officer, Senior Fire and Rescue Officer (Mechanic), Fire and Rescue Officer (Driver) and Fire and Rescue Officer respectively ordered by G.O.(Ms) No.185/2019/Home dated 23.11.2019 may also be indicated in the Schedule.
- (ii) There are two posts of Director in the Department, Director (Technical) and Director (Administration). But the number of feeder posts to Director viz. Regional Fire Officer (Senior Grade) is only one. Hence it is recommended that three posts of Regional Fire Officer may be in Senior Grade, out of the nine posts.
- (iii) Fire and Rescue Officers/Fire and Rescue Officer (Driver) entering service in the scale of pay of ₹ 20000-45800 may be eligible for four Time Bound Higher Grades on completion of 8 years, 15 years, 22 years and 27 years of service subject to the general conditions of Time Bound Higher Grade scheme.
- (iv) The Commission recommends that the post of Fire and Rescue Officer may be given three grade designations namely Senior Fire and Rescue Officer (Grade), Assistant Station Officer (Grade) and Station Officer (Grade) with Uniform and insignia of respective higher posts on completion of 12, 20 and 25 years of service, provided the incumbent is qualified for regular promotion to such post. Fire and Rescue Officer (Driver) may also be granted similar grade designations subject to the modification in the second designation, which is Senior Fire and Rescue

Officer (Mechanic). The Commission recommends this to Fire Service Personnel in line with the system existing in Police Department.

- (v) Considering the high chances of getting their uniforms damaged during rescue/firefighting operations, it is recommended that higher Uniform Allowance may be allowed to Fire and Rescue Services personnel.
- (vi) In view of the risk factors associated with rescue operations, the present rate of Risk Allowance of ₹150 per month may be enhanced to ₹200 per month for all eligible Fire and Rescue Services personnel.
- (vii) It is recommended that Training Allowance may be allowed to all the categories of Fire and Rescue Services personnel who are deputed as trainers in all the training institutions.
- (viii) Currently, a number of small, duty-linked allowances are granted to Fire and Rescue Services personnel. These allowances include Smartness Allowance, Feeding Charges, Ration Money, Water and Electricity Charges, etc. The Commission finds it unnecessary to continue allowances like Ration Money, Feeding Charges, Water and Electricity Charges, and feels that all these are outdated allowances, which do not serve any considerable purpose in the service delivery. Similarly, two Special Allowances are now granted to same officers: one under Special Allowance and the other under Additional Special Allowance, which also need to be rationalised. Hence it is recommended that the allowances viz., Smartness Allowance, Ration Money, Feeding Charges, Water & Electricity Charges and Special Allowance under the schedule of 'Additional Special Allowance' may be merged and granted as a single 'Fire Service Special Allowance'. In the case of the two Special Allowances, the higher rate of allowance may be taken for merger. The existing rates of these allowance and the proposed rate of Fire Service Special Allowance are given as follows:

Unit/Type of Allowance	Category of officers and amount of allowance (₹)						
	FRO Driver	Senior FRO (Mechanic)	Senior FRO	FRO	Station Officer	Assistant Station Officer	District Fire Officer
Smartness Allowance	80	80	80	80	-	-	-
Special Allowance	300	140	140	140	160	150	170
Feeding Charges	80	80	80	80	80	80	100
Water & Electricity	50	50	50	50	-	-	-
Ration Money	150	150	150	150	150	150	-
Total	660	500	500	500	390	380	270
Proposed Rate of Fire Service Special Allowance	750	600	600	600	500	500	350

- (ix) Scuba Diving Allowance @ ₹ 500 per month may be allowed to those who are working in the Scuba Diving Team after successfully completing the Advanced Scuba Training conducted by the Institute of Advanced Water Rescue and Training.
- (x) The post of Finance Officer will be included in the schedule of the department under the heading 'Posts held by personnel of other Departments'.
- (xi) All the posts existing in the Department may be placed in corresponding proposed scales of pay.
- (xii) Existing allowances except those specifically mentioned above may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director General	1	IPS	IPS
	2	Director (Technical) / (Administration)	2	81000-117600	112800-163400
@	3	Regional Fire Officer (Senior Grade)	9	68700-110400	95600-153200
@ a	4	Regional Fire Officer		45800-89000	63700-123700
	5	Manager	1	42500-87000	59300-120900
@	6	District Fire Officer (HG)	19	40500-85000	56500-118100
@ b	7	District Fire Officer		36600-79200	51400-110300
	8	Station Officer	123	30700-65400	43400-91200
	9	Station Officer (Motor Transport)	8	30700-65400	43400-91200
	10	Assistant Station Officer	140	29200-62400	41300-87000
*	11	Leading Fireman	496	26500-56700	37400-79000
*	12	Driver Mechanic	130	26500-56700	37400-79000
*	13	Fireman Driver Cum Pump Operator Grade I	917	26500-56700	37400-79000
*	14	Fireman Driver Cum Pump Operator Grade II		20000-45800	27900-63700
*	15	Fireman	2735	20000-45800	27900-63700

a 3 posts will be in Senior Grade

b 20% HG will continue

@ The posts of Divisional Officer and Assistant Divisional Officer were re-designated as Regional Fire Officer and District Fire Officer

respectively by G.O.(Ms)No.96/2018/Home dated 31/05/2018.

- * The posts Leading Fireman, Driver Mechanic, Fireman Driver cum Pump Operator, Fireman may be read as Senior Fire and Rescue Officer, Senior Fire and Rescue Officer (Mechanic), Fire and Rescue Officer (Driver), Fire and Rescue Officer respectively w.e.f. 23/11/2019 in terms of G.O.(Ms) No.185/2019/Home dated 23/11/2019.

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Officer	1	As in PD	As in PD
2	Finance Officer	1	As in PD	As in PD

Common Category

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Superintendent	8	As in CC	As in CC
2	Junior Superintendent	19	As in CC	As in CC
3	Fair Copy Superintendent	1	As in CC	As in CC
4	Confidential Assistant Senior Grade	1	As in CC	As in CC
5	Confidential Assistant Grade I	1	As in CC	As in CC
6	Confidential Assistant Grade II	2	As in CC	As in CC
7	Head Clerk	6	As in CC	As in CC
8	Senior Clerk	66	As in CC	As in CC
9	Clerk	85	As in CC	As in CC
10	Typist Selection Grade	7	As in CC	As in CC
11	Typist Senior Grade	7	As in CC	As in CC
12	UD Typist	7	As in CC	As in CC
13	LD Typist	9	As in CC	As in CC
14	Office Attendant	8	As in CC	As in CC
15	Night Watcher	5	As in CC	As in CC

	16	Cook	2	As in CC	As in CC
	17	Water Carrier	1	As in CC	As in CC

Part Time Contingent Employees

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Part Time Sweeper	112	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Special Allowance**

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
	1. Training Allowance (Personnel working in Training Centres)		
1	Leading Fireman *	120	400
2	Assistant Station Officer	-	450
3	Station Officer	140	550
4	District Fire Officer	-	650
5	Regional Fire Officer	-	800
	2. Scuba Diving Allowance		
6	Fire Service Personnel who are working in the Scuba Diving Team after having successfully completed the Advanced Scuba Training conducted by the Institute of Advanced Water Rescue and Training.	-	500

(2) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Fireman Driver Cum Pump Operator *	100	110
2	Driver Mechanic *	100	110

(3) Risk Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Driver Mechanic *	150	200
2	Leading Fireman *	150	200
3	Fireman *	150	200
4	Fireman Driver Cum Pump Operator *	150	200

(4) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Director (Technical) / Director (Administration)	3000	5500
2	Staff Car Driver of the Director General	2400	2700
3	Driver Mechanic *	4500	5500
4	Leading Fireman *	5000	5500
5	Fireman *	5000	5500
6	Fireman Driver Cum Pump Operator *	5000	5500
7	Station Officer	5000	5500
8	Assistant Station Officer	5000	5500
9	District Fire Officer	3000	5500
10	Regional Fire Officer	3000	5500

(5) Additional Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
	1. Day off Allowance (Rate per day)		
1	Fireman Driver Cum Pump Operator *	150	170
2	Driver Mechanic *	150	170
3	Leading Fireman *	150	170
4	Fireman *	150	170
5	Assistant Station Officer	150	170
6	Station Officer	170	190
	2. Fire Service Special Allowance #		
7	Fireman Driver Cum Pump Operator *		750
8	Driver Mechanic *		600
9	Leading Fireman *		600
10	Fireman *		600
11	Station Officer		500
12	Assistant Station Officer		500
13	District Fire Officer		350
14	Regional Fire Officer		180
15	Staff Car Driver of the Director General	250	280

Special Allowance, Water and Electricity, Feeding Charges and Ration Money now existing under Additional Special Allowance in Annexure XIII are subsumed into Fire Service Special Allowance

* The posts Leading Fireman, Driver Mechanic, Fireman Driver cum Pump Operator, Fireman may be read as Senior Fire and Rescue Officer, Senior Fire and Rescue Officer (Mechanic), Fire and Rescue Officer (Driver), Fire and Rescue Officer respectively w.e.f. 23/11/2019 in terms of G.O.(Ms) No.185/2019/Home dated 23/11/2019

7.26. FISHERIES

The Fisheries Department of Kerala, established in 1st November 1956, is one of the most important productive and developmental sectors of the State. About 3 percent of the economy is attributed to Fisheries. All the development and management programmes envisaged by the Government in the Fisheries sector are being implemented by the Fisheries Department. The main functions of the department include implementation of policy of Government for the Socio Economic Development of fisher folk, undertaking various production oriented schemes for the development of fisheries sector, serving as agency for sustainable fishery and conservation of fish resources, protecting the interest of fisher folk, fish farmers, fish traders, exporters and consumers, implementing schemes for increasing infrastructure facilities in the coastal area, developing new technologies in fisheries sector, implementing schemes for upgrading the educational status of the children of fishermen and implementing of schemes for the welfare and progress of fishermen community etc. The Director from the IAS is the Head of the department.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- i) The post of Mechanic, Tank Attender and Gardener may be included in the department schedule in the revised scales of pay corresponding to ₹18000-41500, ₹ 16500-27500 and ₹ 16500-27500 respectively.
- ii) The posts of Headmaster, Warden cum Tutor, High School Assistant and Physical Education Teacher may be excluded from the category of Regional Fisheries Technical High School in the department schedule and may be included in the category of 'Posts held by Personnel of Other Departments'.
- iii) The post of Statistical Assistant may be included in the schedule of Permanent Travelling Allowance since the same is the interchangeable post of Statistical Investigator.
- iv) The Commission finds that many posts existing in the department are not included in the latest special rules; but were available in the erstwhile Special Rules of the department. The Commission, therefore, recommends to take urgent steps to include such posts in the new

Special Rules after examining the administrative necessity of the posts in the department. If any posts are found to be unnecessary, the same may be abolished and the employees in such categories may be deployed elsewhere in the department.

- v) The schedule of the department is modified as per the latest State Service Special Rules issued vide G.O. (P) No.01/2019/F&PD dated: 29.01.2019. By the new Special Rules, the posts of Fresh Water Biologist, Extension Officer and Aqua Culture Expert will be designated as Fisheries Extension Officer.
- vi) All the posts existing in the department may be placed on the corresponding revised scales of pay. Existing allowances may also be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	IAS	IAS
	2	Additional Director	1	81000-117600	112800-163400
	3	Joint Director	7	68700-110400	95600-153200
a	4	Deputy Director (HG)	3	55350-101400	77200-140500
	5	Deputy Director	16	45800-89000	63700-123700
	6	Assistant Director / CEO/Project Officer	26	40500-85000	56500-118100
	7	Deputy Registrar of Co-operative Societies (Fisheries)	1	40500-85000	56500-118100

	8	Assistant Registrar of Co-operative Societies (Fisheries)	5	36600-79200	51400-110300
	9	Fisheries Extension Officer	76	35700-75600	50200-105300
@	10	Fishery Development Officer Gr.I	28	30700-65400	43400-91200
@	11	Senior Co-operative Inspector	13	30700-65400	43400-91200
b	12	Foreman/ Senior Mechanical Instructor (HG)	16	30700-65400	43400-91200
	13	Foreman/ Senior Mechanical Instructor		27800-59400	39300-83000
	14	Fishery Development Officer Gr.II	11	27800-59400	39300-83000
#	15	Research Assistant	7	27800-59400	39300-83000
#	16	Curator	1	27800-59400	39300-83000
#	17	Assistant Extension Officer	10	27800-59400	39300-83000
#	18	Inspector of Fisheries	26	27800-59400	39300-83000
#	19	Technical Assistant	22	27800-59400	39300-83000
#	20	Fish Culture Officer	3	27800-59400	39300-83000
#	21	Fish Farm Manager	1	27800-59400	39300-83000
	22	Mechanical Instructor Gr I	6	26500-56700	37400-79000
*	23	Sub Inspector of Fisheries	102	25200-54000	35600-75400
	24	Mechanical Instructor Gr II	5	22200-48000	31100-66800

	25	Laboratory Assistant	2	22200-48000	31100-66800
\$	26	Nursery Keeper	3	18000-41500	25100-57900
\$	27	LD Investigator	5	18000-41500	25100-57900
	28	Mechanic	7		25100-57900
	29	Lascar Gr II	9	17500-39500	24400-55200
	30	Cook	17	17500-39500	24400-55200
	31	Tindal Cum Driver	2	17500-39500	24400-55200
	32	Ticket Collector	2	17500-39500	24400-55200
	33	Fisherman cum Watchman	30	17000-37500	23700-52600
	34	Petty Yard Officer	8	17000-37500	23700-52600
	35	Laboratory Attender	2	17000-37500	23700-52600
	36	Oil Man	2	17000-37500	23700-52600
	28	Mess Boy/ Mess Girl	9	16500-35700	23000-50200
	29	Deckman	2	16500-35700	23000-50200
	30	Tank Attender	1		23000-50200
	31	Gardener	1		23000-50200
Miscellaneous Category					
	32	Boat Driver/ Engine Driver	2	18000-41500	25100-57900
	33	Boat Syrang	4	18000-41500	25100-57900
	34	Roneo Operator	1	17500-39500	24400-55200

- a. Existing ratio of 4:1 will continue.
- b. Ratio will be 2:1

Designations marked as @, #, * and \$ may be read as Fisheries Co-operative Inspector, Assistant Fisheries Extension Officer, Fisheries Officer and Fisheries Assistant respectively in terms of G.O. (P) No.16/2020/F&P dated: 24.06.2020.

Posts held by Personnel of other Departments

	Sl. No.	Name of Post	No. of Post	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Administrative Officer	1	As in PD	As in PD
	2	Superintendent of Police (Marine Enforcement)	1	As in PD	As in PD
	3	Senior Finance Officer	1	As in PD	As in PD
	4	Deputy Director (Statistics)	2	As in PD	As in PD
	5	Law Officer	1	As in PD	As in PD
	6	Chief Guards	1	As in PD	As in PD
	7	Research Officer (Statistics)	1	As in PD	As in PD
	8	Inspector of Guards	3	As in PD	As in PD
	9	Sub Inspector of Guards	6	As in PD	As in PD
	10	Research Assistant	2	As in PD	As in PD
	11	Head Guard	12	As in PD	As in PD
	12	Statistical Assistant Grade I	1	As in PD	As in PD
	13	Guard	38	As in PD	As in PD
	14	Statistical Assistant Grade II	1	As in PD	As in PD
	15	Headmaster	10	As in PD	As in PD
	16	High School Assistant	47	As in PD	As in PD
	17	Warden Cum Tutor	10	As in PD	As in PD
	18	Physical Education Teacher	3	As in PD	As in PD

Common Category

Sl. No.	Name of Post	No. of Post	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Assistant	4	As in CC	As in CC
2	Senior Superintendent	3	As in CC	As in CC
3	Junior Superintendent	19	As in CC	As in CC
4	Fair Copy Superintendent	2	As in CC	As in CC
5	Head Clerk	10	As in CC	As in CC
6	Senior Clerk	78	As in CC	As in CC
7	Clerk	78	As in CC	As in CC
8	Personal Assistant	2	As in CC	As in CC
9	Confidential Assistant Senior Grade	2	As in CC	As in CC
10	Confidential Assistant Gr I	2	As in CC	As in CC
11	Confidential Assistant Gr II	3	As in CC	As in CC
12	Selection Grade Typist	10	As in CC	As in CC
13	Senior Grade Typist	10	As in CC	As in CC
14	U.D Typist	10	As in CC	As in CC
15	L.D Typist	10	As in CC	As in CC
16	Clerk Typist	15	As in CC	As in CC
17	Driver Senior Grade	8	As in CC	As in CC
18	Driver Gr I	8	As in CC	As in CC
19	Driver Gr II	10	As in CC	As in CC
20	Binder Gr II	1	As in CC	As in CC
21	Record Attender	1	As in CC	As in CC

	22	Watchman	52	As in CC	As in CC
	23	Office Attendant	198	As in CC	As in CC
	24	Full Time Sweeper	9	As in CC	As in CC
Part Time Contingent					
	1	Part Time Sweeper	60	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Special Allowance**

Sl. No.	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)
1	Head Master, Regional Fisheries Technical High Schools	250	280

(2) Permanent Travelling Allowance

Sl. No.	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)	Area of Jurisdiction	Average number of days of tour in a Month
1	Statistical Investigator / Statistical Assistant Thiruvananthapuram, Kollam and Alappuzha.	300	330	One District	15
2	Statistical Investigator/ Statistical Assistant, Kollam.	250	280	Two Taluks	15
3	Inspector of Fisheries, Kollam and Alappuzha.	300	330	One District	15

4	Sub Inspector of Fisheries, Backwaters	220	250	1. Kollam Backwaters, 2.Vaikom & Meenachil, 3.Cherthala Taluks	15
5	Senior Co-operative Inspector, Vizhinjam and Thiruvananthapuram	250	280	Two Taluks	15
6	Fishery Development Officer, Vizhinjam	250	280	One District	15
7	Fishery Development Officer, Thiruvananthapuram	250	280	Two Taluks	15
8	Senior Co-operative Inspector, Kollam and Alappuzha.	250	280	One District	15
9	Fishery Development Officer, Kollam.	250	280	One District	15
10	Sub Inspector of Fisheries, North Paravur	150	170	One Taluk	15
11	Fishery Development Officer, Ernakulam, Alappuzha.	250	280	Two Districts	15
12	Senior Co-operative Inspector, Ernakulam	250	280	Two Districts	15
13	Sub Inspector of Fisheries, Thevaravattom	220	250	Thevaravattom Fisheries Section	15
14	L.D. Investigator, Alappuzha, (Part of a District)	250	280	Part of a District	15

Office of the Deputy Director of Fisheries, Thrissur					
15	Senior Co-operative Inspector	250	280	One District	15
16	Fishery Development Officer, Chavakkad.	250	280	One Taluk	15
Office of the Deputy Director of Fisheries, Ponnani					
17	Fishery Development Officer, Ponnani and Thanur.	250	280	One Taluk	15
18	Senior Co-operative Inspector, Ponnani and Thanur.	250	280	One Taluk	15
Office of the Deputy Director of Fisheries, Kozhikkode					
19	Fishery Development Officer, Vadakara.	250	280	One Taluk	15
20	Senior Co-operative Inspector.	250	280	One Taluk	15
Office of the Deputy Director of Fisheries, Kannur					
21	Fishery Development Officer, Kannur.	250	280	One Taluk	15
22	Senior Co-operative Inspector.	250	280	One Taluk	15
Office of the Deputy Director of Fisheries, Kasaragod					
23	Fishery Development Officer, Kasaragod.	250	280	One Taluk	15
24	Senior Co-operative Inspector	250	280	One Taluk	15
Office of the Assistant Director of Fisheries, Kottayam					
25	Sub Inspector of Fisheries, Backwater	220	250	One District	15

(3) Risk Allowance

Sl. No	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)
1	Assistant Director	300	330
2	Inspector of Guards	300	330
3	Sub Inspector of Guards	250	280
4	Head Guards	200	220
5	Fishery Guards	170	190
6	Boat Driver	170	190
7	Syrang	170	190
8	Deckman	170	190
9	Lascar	170	190

4) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.27. FOOD SAFETY

The Commissionerate of Food Safety was established in the State in 2009 under Section 30 of the Food Safety & Standards Act, 2006 for efficient implementation of food safety and standards and other requirements laid down in the Act and the Rules/Regulations made thereunder. The Commissioner of Food Safety is the Head of the Department. The headquarters of the Department is in Thiruvananthapuram. There are three regional level, 14 district level and 140 circle level offices which are under Deputy Commissioners, Assistant Commissioners and Food Safety Officers respectively. The Department has also three regional level and one district level analytical/food testing laboratories.

The Commission, having considered the proposals submitted by the Head of Department, and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) The post of Deputy Commissioner which was created by G.O.(Ms) No.184/2018/H&FWD dated 26/09/2018 may be included in the Schedule of posts with the proposed scale of pay corresponding to ₹45800-89000.
- (ii) The posts of Research Officer and Research Officer (Microbiology) included together in the Schedule of Posts may be shown as separate posts.
- (iii) The posts of Technical Officer (Food), Technical Assistant (Legal) and Technical Assistant which are not existing now may be excluded from the Schedule of posts.
- (iv) The posts of Administrative Officer, Finance Officer, Research Officer and Statistical Assistant may be placed under the heading 'Posts held by personnel of other Departments' in the Schedule.
- (v) All the posts existing in the Department may be placed in the corresponding proposed scales of pay.
- (vi) Existing allowances may be given normal revision.
- (vii) The Department needs strengthening. The Commission will give its views in the matter in Part VII of the Commission Report.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Commissioner of Food Safety	1	IAS	IAS
	2	Deputy Director (PFA)	1	81000-117600	112800-163400
	3	Chief Govt. Analyst	1	77400-115200	107800-160000
	4	Joint Commissioner of Food Safety (Administration and Legal) / (Enforcement)	2	68700-110400	95600-153200
	5	Government Analyst	4	45800-89000	63700-123700

	6	Deputy Commissioner of Food Safety	3	45800-89000	63700-123700
	7	Deputy Government Analyst	6	42500-87000	59300-120900
	8	Assistant Commissioner of Food Safety	14	36600-79200	51400-110300
	9	Research Officer	25	36600-79200	51400-110300
	10	Research Officer (Microbiology)		36600-79200	51400-110300
	11	Food Safety Officer (HG)	160	30700-65400	43400-91200
a	12	Food Safety Officer		27800-59400	39300-83000
	13	Junior Research Officer	24	35700-75600	50200-105300
	14	Microbiologist	5	35700-75600	50200-105300
	15	Technical Assistant Grade I	27	30700-65400	43400-91200
	16	Technical Assistant Grade II	25	25200-54000	35600-75400
	17	Lab Assistant	3	18000-41500	25100-57900
	18	Junior Lab Assistant	19	17500-39500	24400-55200
	19	Packer	4	17000-37500	23700-52600

a 1/3rd of the post will be on Higher Grade

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Officer	1	As in PD	As in PD
2	Finance Officer	1	As in PD	As in PD
3	Research Officer	1	As in PD	As in PD
4	Statistical Assistant	1	As in PD	As in PD

Common Category

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Superintendent	2	As in CC	As in CC
2	Junior Superintendent	3	As in CC	As in CC

	3	Head Clerk	2	As in CC	As in CC
	4	Senior Clerk	192	As in CC	As in CC
	5	Clerk		As in CC	As in CC
	6	Clerk Typist	3	As in CC	As in CC
	7	Personal Assistant		As in CC	As in CC
	8	Confidential Assistant Senior Grade		As in CC	As in CC
	9	Confidential Assistant Gr I		As in CC	As in CC
	10	Confidential Assistant Gr II		As in CC	As in CC
	11	Typist Selection Grade	20	As in CC	As in CC
	12	Typist Senior Grade		As in CC	As in CC
	13	UD Typist		As in CC	As in CC
	14	LD Typist		As in CC	As in CC
	15	Driver Selection Grade	18	As in CC	As in CC
	16	Driver Senior Grade		As in CC	As in CC
	17	Driver Grade I		As in CC	As in CC
	18	Driver Grade II		As in CC	As in CC
	19	Office Attendant Gr II	122	As in CC	As in CC
	20	Night Watchman	3	As in CC	As in CC

Part Time Contingent Employees

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Part Time Sweeper	28	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Driver	2400	2700

7.28. FOREST

Kerala Forests & Wild Life Department is one among the very old departments in the State. The main functions of the Department include forest protection & development, wildlife management & research, social forestry, tribal welfare & rehabilitation, special afforestation, forest vigilance & evaluation, etc. The forests of Kerala are managed with the objectives of conserving and expanding natural forests, increasing productivity of forest plantations, increasing the tree cover both inside and outside the forest, conservation, maintenance and enhancement of the existing gene pool of the State for future generations. The Department is headed by the Principal Chief Conservator of Forests & Head of Forest Force, who is assisted by the Principal Chief Conservators of Forests, Additional Principal Chief Conservators of Forests and Chief Conservators of Forests in management of the Department and implementation of various activities and projects. There are 11 Forest circles, 79 Forest Divisions and 136 Forest Ranges under the Department, which are headed by Conservator of Forests, Divisional Forest Officer and Range Forest Officer respectively.

The Commission, having considered the proposal of the Principal Chief Conservator of Forests and Head of Forest Force, and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) Day Off Allowance allowed to Forest Drivers (₹ 160) is very small. An enhanced rate will be allowed.
- (ii) Forest Protective Staff are allowed Uniform Allowance in the range from ₹ 3000 to ₹ 4000 per annum. Considering the facts that Forest Protective Staff are working in dense forest areas and they have to walk into large forest areas regularly and chances of getting their uniform damaged are high compared to other uniformed staff, it is recommended to enhance the Uniform Allowance to Forest Protection Staff. That is, Range Forest Officer, Deputy Range Forest Officer, Section Forest Officer, Beat Forest Officer, and Forest Driver may be allowed Uniform Allowance at par with Police Officers at similar levels. Watcher may be allowed normal revision in Uniform Allowance.
- (iii) Forest Department Staff are given a separate Special Allowance under the heading 'Additional Special Allowance' in the Pay Revision Order. Special Allowance is also given under the heading 'Special Allowance'. The Commission feels that two allowances by the same name may be discontinued. Hence it is recommended to rename the Special Allowance

in the Schedule of Additional Special Allowance, as 'Forest Special Allowance' and it may be provided that Forest Special Allowance and Special Allowance will not be allowed simultaneously.

- (iv) The categories of Mahout and Cavadis of Forest Department are presently allowed Risk allowance @ ₹ 150 p.m. Considering the high risk factor associated with their job, it is recommended that Mahouts and Cavadis may be sanctioned Risk Allowance @ ₹ 250 p.m.
- (v) The Commission considered the demand for granting higher scale of pay to the post of Senior Administrative Assistant on the ground that now the post of Administrative Assistant and Senior Administrative Assistant are placed in same scale of pay even though the former is the promotion post of the latter as per the departmental Special Rules. The Commission observes that Senior Administrative Assistant is a departmental post, whereas Administrative Assistant is a Common Category post. The next scale of pay of Senior Administrative Assistant is ₹ 45800-89000, which is the scale of pay attached to the post of Administrative Officer. Hence a higher scale of pay to the post of Senior Administrative Assistant is not justified. However, as a remedy, Special Pay of ₹500 p.m may be sanctioned to the post of Senior Administrative Assistant in lieu of higher time scale of pay.
- (vi) Unlike in other Forces, training is not mandatory in Forest Department before induction into regular service. The Commission recommends that induction training should be made mandatory for all Forest Protective Staff before posting them in regular posts.
- (vii) Now Forest Protective staff up to the rank of Range Forest Officer is allowed Risk allowance, but that allowance is not sanctioned to Forest Drivers and Forest Boat Drivers though they are also the part of Forest Protective Force. Hence Risk Allowance may be allowed to Forest Drivers and Forest Boat Drivers also at par with the rates admissible to Beat Forest Officer.
- (viii) The Cadre post of Divisional Forest Officer and Wild Life Warden is Assistant Conservator of Forest. These posts may be shown together with the post of Assistant Conservator of Forests in the Schedule of posts.

- (ix) The posts Assistant Conservator of Forests and Deputy Conservator of Forests (Non-Cadre) are now allowed ratio promotion of 3:1. The post of Deputy Conservator (Non-Cadre) is not a cadre post; it is in the cadre of Assistant Conservator of Forests. The term 'Assistant' and 'Deputy' are used as prefixes with the designation of middle level supervisory posts in almost all departments. In all such cases, 'Deputy' is the cadre post having higher duties and responsibilities than 'Assistant'. The 'Assistant' and 'Deputy' posts are not placed under a ratio in any department. Hence the existing designation 'Deputy Conservator of Forests (Non-Cadre)' may be changed as 'Assistant Conservator of Forests (Senior Grade)' in the Schedule of posts.
- (x) The post of Assistant Forest Publicity Officer is the deputation post which corresponds to the cadre of Assistant Information Officer from Information & Public Relations Department. Hence this post may be included under the heading 'Posts held by personnel of other departments' in the Schedule of posts.
- (xi) As there is no Museum functioning under the Forest Department, the posts Curator of Museum and Museum Assistant may be excluded from the Schedule of posts.
- (xii) Dark Room Attender is a deputation post from Information & Public Relations Department. The post may be excluded from the Schedule as it has no relevance now.
- (xiii) As per G.O(Ms)No.18/2020/F&WLD dated 04.11.2020, the post of Tribal Watcher in the Forest Department has been re-designated as Forest Watcher (Special Recruitment). This re-designation may be indicated in the Schedule of posts and allowances.
- (xiv) Beat Forest Officers entering service in the scale of pay of ₹ 20000-45800 may be eligible for four time bound higher grades on completion of 8 years, 15 years, 22 years and 27 years of service subject to the general conditions of Time Bound Higher Grade scheme.
- (xv) The Commission recommends that the post of Beat Forest Officer may be given the designation Section Forest Officer (Grade), Deputy Range Officer (Grade) with Uniform and insignia of respective higher posts on completion of 12 and 20 years of service, provided the incumbent is qualified for regular promotion to such post. The Commission recommends this to Personnel in Forest Department in line with the system existing in Police Department.

(xvi) All the categories of posts may be given proposed scales of pay corresponding to the existing scale of pay.

(xvii) Allowances except those which are specifically mentioned above may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Principal Chief Conservator of Forests (Head of Forest Force)	1	IFS	IFS
	2	Principal Chief Conservator of Forests	1	IFS	IFS
	3	Additional Principal Chief Conservator of Forests	3	IFS	IFS
	4	Chief Conservator of Forests	11	IFS	IFS
	5	Conservator of Forests	15	IFS	IFS
	6	Deputy Conservator of Forests	32	IFS	IFS
	7	Assistant Conservator of Forests (Senior Grade)	25	77400-115200	107800-160000
	8	Economist	1	77400-115200	107800-160000
a	9	Assistant Conservator of Forests / Divisional Forest Officer/ Wildlife Warden	76	45800-89000	63700-123700
	10	Deputy Director (Wildlife Education)	3	45800-89000	63700-123700
	11	Senior Administrative Assistant	9	42500-87000	59300-120900 + 500 sp*
	12	Range Forest Officer and equated category	205	39500-83000	55200-115300
	13	Wildlife Assistant Senior Grade	3	39500-83000	55200-115300
b	14	Wild life Assistant Grade I	3	30700-65400	43400-91200
	15	Wild life Assistant Grade II	4	26500-56700	37400-79000

	16	Deputy Range Officer	168	29200-62400	41300-87000
	17	Section Forest Officer	938	26500-56700	37400-79000
	18	Beat Forest Officer	2629	20000-45800	27900-63700
	19	Selection Grade Forest Driver	8	29200-62400	41300-87000
	20	Senior Grade Forest Driver	78	25200-54000	35600-75400
	21	Forest Driver Grade I	86	22200-48000	31100-66800
	22	Forest Driver Grade II	87	19000-43600	26500-60700
	23	Forest Boat Driver	22	19000-43600	26500-60700
	24	Timber Supervisor	1	17500-39500	24400-55200
	25	Documentation Officer	1	17500-39500	24400-55200
	26	Elephant Mahouts/Cavadies	26	17500-39500	24400-55200
	27	Boat Watcher	7	16500-35700	23000-50200
	28	Boat Cleaner	3	16500-35700	23000-50200
	29	Boat Lascar	4	16500-35700	23000-50200
	30	Boat Syrang	1	16500-35700	23000-50200
	31	Tracker - Cum - Gardener	4	16500-35700	23000-50200
	32	Gardener - Cum - Marker	5	16500-35700	23000-50200
	33	Cook	1	16500-35700	23000-50200
	34	Assistant Cook	7	16500-35700	23000-50200
	35	Chowkidar	2	16500-35700	23000-50200
	36	Depot Watcher / Reserve Watcher	505	16500-35700	23000-50200
@	37	Tribal Watcher	700	16500-35700	23000-50200
	38	Plantation Watcher cum Cook	9	16500-35700	23000-50200
	39	Sanitation Worker	1	16500-35700	23000-50200

sp* Special Pay in lieu of higher time scale of pay

- a 25% posts of Assistant Conservator of Forest will be in Senior Grade
- b The existing ratio of 1:1:1 among Senior Grade, Grade I and Grade II Wildlife Assistants will continue.
- @ The post marked @ may be read as Forest Watcher (Special Recruitment) w.e.f 04/11/2020 in terms of G.O.(Ms) No.18/2020/F&WLD dated 04.11.2020

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	Economics & Statistics			
1	Research Officer	1	As in PD	As in PD
2	Deputy Director	1	As in PD	As in PD
3	Statistical Officer	1	As in PD	As in PD
4	Research Assistant	2	As in PD	As in PD
5	Statistical Assistant Grade I	31	As in PD	As in PD
6	Statistical Assistant Grade II	13	As in PD	As in PD
	Survey and Land Records			
1	Assistant Director	1	As in PD	As in PD
2	Superintendent of Survey	2	As in PD	As in PD
3	Head Draftsman	2	As in PD	As in PD
4	Head Surveyor	2	As in PD	As in PD
5	Draftsman Grade I	48	As in PD	As in PD
6	Draftsman Grade II	29	As in PD	As in PD
7	Surveyor Grade I	17	As in PD	As in PD
8	Surveyor Grade II	49	As in PD	As in PD
9	Survey Lascar	11	As in PD	As in PD
	Judiciary			
1	Tribunal Judge	1	As in PD	As in PD
	Secretariat			
1	Senior Administrative Officer	1	As in PD	As in PD
2	Senior Finance Officer	1	As in PD	As in PD
3	Section Officer	1	As in PD	As in PD
4	Public Relations Officer	1	As in PD	As in PD
5	Legal Assistant	1	As in PD	As in PD
6	Photographer - cum- Artist	1	As in PD	As in PD

7	Confidential Assistant	1	As in CC	As in CC
8	Office Attendant	1	As in PD	As in PD
	AG's Office			
1	Finance Manager	1	As in PD	As in PD
	Animal Husbandry			
1	Forest Veterinary Officer	2	As in PD	As in PD
2	Assistant Veterinary Officer	2	As in PD	As in PD
	PWD			
1	Head Draftsman	2	As in PD	As in PD
2	Draftsman Grade I	48	As in PD	As in PD
3	Draftsman Grade II	29	As in PD	As in PD
	Police			
1	Circle Inspector	2	As in PD	As in PD
2	Sub Inspector	4	As in PD	As in PD
3	Head Constable	22	As in PD	As in PD
4	Constable	110	As in PD	As in PD
5	P.T. Instructor	6	As in PD	As in PD
	Health			
1	Pharmacist	2	As in PD	As in PD
2	Nursing Assistant	1	As in PD	As in PD
3	Hospital Attender	1	As in PD	As in PD
	Kerala Water Authority			
1	Pump Operator	1	As in PD	As in PD
	Information & Public Relations Department			
1	Assistant Forest Publicity Officer	3	As in PD	As in PD

Common Category

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Assistant	12	As in CC	As in CC
2	Senior Superintendent (And equated posts like Manager)	34	As in CC	As in CC
3	Junior Superintendent	71	As in CC	As in CC
4	Fair Copy Superintendent	8	As in CC	As in CC
5	Head Clerk/ Head Accountant (and equated Posts)	74	As in CC	As in CC
6	Senior Clerk	443	As in CC	As in CC
7	Clerk	444	As in CC	As in CC
8	Personal Assistant	9	As in CC	As in CC
9	Confidential Assistant Senior Grade	10	As in CC	As in CC
10	Confidential Assistant Grade I	10	As in CC	As in CC
11	Confidential Assistant Grade II	10	As in CC	As in CC
12	Typist Selection Grade	33	As in CC	As in CC
13	Typist Senior Grade	33	As in CC	As in CC
14	U.D. Typist	33	As in CC	As in CC
15	L.D. Typist	34	As in CC	As in CC
16	Binder Grade II	2	As in CC	As in CC
17	Attender Grade I	6	As in CC	As in CC
18	Attender Grade II	12	As in CC	As in CC
19	Office Attendant Grade I	839	As in CC	As in CC
20	Office Attendant Grade II		As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Special Allowance**

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Principal, Forest School, Arippa	200	220
2	Instructor (Ranger), Forest School, Arippa	200	220
3	Instructor, Forest School, Walayar	200	220
	Vigilance and Evaluation Wing		
1	Assistant Conservator of Forests	200	220
2	Divisional Forest Officer	200	220
3	Range Forest Officer	180	200
4	Section Forest Officer	120	140
5	Beat Forest Officer	100	110
	Wild Life Wing		
1	Range Forest Officer	180	200
2	Wild Life Assistant	180	200
3	Deputy Range Forest Officer	150	170
4	Section Forest Officer	120	140
5	Beat Forest Officer	100	110
6	Warder	100	110
	Flying Squad		
1	Assistant Conservator of Forest	200	220
2	Divisional Forest Officer	200	220
3	Range Forest Officer	180	200
4	Deputy Range Forest Officer	150	170
5	Section Forest Officer	120	140
6	Beat Forest Officer	100	110
7	Forest Driver	100	110
	Marayoor Sandal Division		
1	Deputy Range Forest Officer	10% of basic pay	10% of basic pay
2	Section Forest Officer	10% of basic pay	10% of basic pay
3	Beat Forest Officer	10% of basic pay	10% of basic pay

4	Watcher	10% of basic pay	10% of basic pay
5	Forest Driver	10% of basic pay	10% of basic pay

(2) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Van Driver (Publicity Unit)	150	170

(3) Risk Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Deputy Range Forest Officer	250	280
2	Beat Forest Officer	200	220
3	Forest Driver		220
4	Forest Boat Driver		220
5	Forest Watcher	200	220
6	Tribal Watcher @	200	220
7	Section Forest Officer	250	280
8	Mahouts and Cavadies	150	250

(4) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Range Forest Officer (Range)	3000	5500
2	Deputy Range Forest Officer	3000	5500
3	Wild Life Assistant	3000	3300
4	Section Forest Officer	4000	5500
5	Beat Forest Officer	4000	5500
6	Forest Driver	4000	5500
7	Boat Driver	4000	4500
8	Forest Watcher	4000	4500
9	Watcher (Specially recruited) @	4000	4500
10	Driver (Common Category)	2400	2700

(5) Additional Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	1. Day off Allowance (Rate per day)		
2	Range Forest Officer (Range)	100	110
3	Senior Grade Range Forest Officer	100	110
4	Deputy Range Forest Officer	200	220
5	Beat Forest Officer	160	180
6	Forest Watcher	160	180
7	Watcher (Specially recruited) @	160	180
8	Section Forest Officer	200	220
9	Forest Driver	160	220
10	Boat Driver	160	180
	2. Forest Special Allowance *		
1	Range Forest Officer (Range)	140	160
2	Senior Grade Range Forest Officer	140	160
3	Deputy Range Forest Officer	170	190
4	Wild Life Assistant	120	140
5	Beat Forest Officer	150	170
6	Forest Watcher	120	140
7	Watcher (Specially recruited) @	120	140
8	Section Forest Officer	160	180
9	Forest Driver	120	140
10	Boat Driver	120	140
*	Special Allowance and Forest Special Allowance will not be eligible at a time.		

(6) Permanent Travelling Allowance

Sl. No	Category	Existing Rate per month (₹)	Area of Jurisdiction	Average no. of days of tour in a month	Proposed Rate per month (₹)
1	Range Forest Officer	350	Range	20	390
2	Senior Grade Range Forest Officer	350	Range	15	390

3	Deputy Range Forest Officer	300	Range	15	390
4	Beat Forest Officer	220	Range	15	250
5	Forest Watcher	170	Section	20	190
6	Watcher (Specially recruited) @	170	Section	20	190
7	Section Forest Officer	300	Section	15	330
8	Surveyor	150	Range	20	170
9	Boat Driver	170	Section	20	190
10	Syrang	170	Section	20	190
11	Cleaner	170	Section	20	190
	Wild Life Wing				
1	Range Forest Officer	350			390
2	Deputy Range Forest Officer	300			330
3	Section Forest Officer	300			330
4	Beat Forest Officer	220			250
	Flying Squad				
1	Range Forest Officer	350			390
2	Deputy Range Forest Officer	300			330
3	Section Forest Officer	300			330
4	Beat Forest Officer	220			250
	Marayoor Sandal Division				
1	Deputy Range Forest Officer	300			330
2	Section Forest Officer	300			330
3	Beat Forest Officer	220			250
4	Watcher	170			190

@ The post marked @ may be read as Forest Watcher (Special Recruitment) w.e.f. 04/11/2020 in terms of G.O.(Ms) No.18/2020/F&WLD dated 04.11.2020

7.29. GROUND WATER

The Ground Water Department, the nodal agency in the State for Ground Water Resources Management, started functioning as an independent department in the year 1978. The Department has Hydrogeological, Geophysical and Hydro Chemical and Engineering wings for survey, drilling, resource evaluation and monitoring of ground water resources. A ground water database, setup as a part of hydrology project by incorporating data generated by the routing works and from the observation wells at different places of the state aid us predicting early onset of drought related emergency. The Director is the Head of the Department.

The Commission, having considered the proposals submitted by the Head of Department and demands of Service Organizations and individuals, makes the following recommendations:

- (i) One post of Senior Geophysicist with the scale of pay of ₹ 60900-103600 may be upgraded as Superintending Geophysicist with the scale of pay corresponding to ₹ 81000 - 117600 and one post of Geophysicist with the scale of pay ₹ 40500-85000 may be upgraded as Senior Geophysicist.
- (ii) Career Advancement Scheme may be implemented for Engineers in the Department. The existing scales of pay of Assistant Executive Engineers may be upgraded to ₹ 42500-87000 and that of Executive Engineers to ₹ 68700-110400.
- (iii) The ratio for the appointment to the post of District Officer shall be modified as 6:6:1 among Senior Hydrogeologists, Executive Engineers and Senior Geophysicists. The 14th post may be given to the senior among Senior Hydrogeologists and Senior Geophysicists.
- (iv) The post of Welder may be excluded from the schedule as the post is not existing in the department.
- (v) The post of Lascar may be included in the schedule with the scale of pay corresponding to ₹ 16500-35700.

- (vi) All other posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay	
1	Director	1	85000-117600	118100-163400	
2	Superintending Hydrogeologist	2	81000-117600	112800-163400	
3	Superintending Engineer	2	81000-117600	112800-163400	
4	Superintending Geophysicist	1		112800-163400	
5	Chief Chemist	1	81000-117600	112800-163400	
a	6	Executive Engineer (Design/Drilling/Hydrology/Sp & W)	8	60900-103600	95600-153200
	7	Senior Hydrogeologist	9	60900-103600	85000-143600
	8	Senior Geophysicist	2	60900-103600	85000-143600
9	Executive Chemist	3	60900-103600	85000-143600	
b	10	Assistant Executive Engineer (Design/Drilling/Hydrology/Sp & W)(HG)	16	45800-89000	63700-123700
	11	Assistant Executive Engineer (Design/Drilling/Hydrology/Sp & W)		40500-85000	59300-120900
12	Chemist	2	40500-85000	56500-118100	
13	Hydrogeologist	13	40500-85000	56500-118100	
14	Geophysicist	2	40500-85000	56500-118100	
15	Junior Chemist	3	36600-79200	51400-110300	
16	Junior Hydrogeologist	18	36600-79200	51400-110300	
17	Junior Geophysicist	14	36600-79200	51400-110300	
18	Assistant Engineer	19	39500-83000	55200-115300	
19	System Manager(IT)	1	36600-79200	51400-110300	
20	Master Driller	20	35700-75600	50200-105300	

	21	Senior Driller	30	32300-68700	45600-95600
	22	Foreman	1	27800-59400	39300-83000
	23	Store-in-charge	3	27800-59400	39300-83000
	24	Driller	70	26500-56700	37400-79000
	25	Drilling mechanic		26500-56700	37400-79000
c	26	Draftsman Gr. I	7	26500-56700	37400-79000
	27	Draftsman Gr. II		22200-48000	31100-66800
	28	Surveyor Gr. I		26500-56700	37400-79000
	29	Geological Assistant	11	26500-56700	37400-79000
	30	Geophysical Assistant	1	26500-56700	37400-79000
	31	Chemical Assistant	2	26500-56700	37400-79000
	32	Motor Mechanic	2	25200-54000	35600-75400
	33	Store Assistant	1	25200-54000	35600-75400
c	34	Surveyor Gr. II	6	22200-48000	31100-66800
	35	Compressor Driver	11	20000-45800	27900-63700
	36	Tractor Driver	1	20000-45800	27900-63700
	37	Electrician	3	19000-43600	26500-60700
	38	Tracer	2	19000-43600	26500-60700
	39	Machinist	2	18000-41500	25100-57900
	40	Blacksmith	1	18000-41500	25100-57900
	41	Tinker	1	18000-41500	25100-57900
	42	Turner	1	18000-41500	25100-57900
	43	Fitter	1	18000-41500	25100-57900
	44	Drilling Assistant	96	18000-41500	25100-57900
	45	Pump Operator	2	18000-41500	25100-57900
	46	Cleaner		17500-39500	24400-55200
	47	Lab Attender	2	17000-37500	23700-52600
	48	Workshop Attender	1	17000-37500	23700-52600
	49	Worker		16500-35700	23000-50200
	50	Lascar	14	16500-35700	23000-50200

- a. Ratio 6:6:1 among Senior Hydrogeologist, Executive Engineer and Senior Geophysicist for appointment to District Officer. The 14th post may be given to the senior among Senior Hydrogeologists and Senior Geophysicists.
- b. 1/3rd higher grade will continue.
- c. The ratio 1:1 between Grade I and Grade II will continue.

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Sr. Finance Officer	1	As in PD	As in PD
2	Administrative Officer	1	As in PD	As in PD

Common Category

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Superintendent	1	As in CC	As in CC
2	Junior Superintendent	1	As in CC	As in CC
3	Head Clerk	1	As in CC	As in CC
4	Confidential Assistant Grade II	3	As in CC	As in CC
5	Senior Clerk	23	As in CC	As in CC
6	Clerk	23	As in CC	As in CC
7	Typist Selection Grade	4	As in CC	As in CC
8	Typist Senior Grade	5	As in CC	As in CC
9	UD Typist	5	As in CC	As in CC
10	L.D. Typist	5	As in CC	As in CC
11	Senior Grade Driver	4	As in CC	As in CC
12	Driver Grade I	5	As in CC	As in CC
13	Driver Grade II	6	As in CC	As in CC
14	Office Attendant	18	As in CC	As in CC
15	Binder	1	As in CC	As in CC
16	Watcher	29	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Uniform Allowance**

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
	<i>Drilling Staff</i>		
1	Master Driller	2000	2200
2	Senior Driller	2000	2200
3	Drilling Mechanic/Driller	2000	2200
4	Compressor Driver	2000	2200
5	Drilling Assistant	2000	2200
6	Foreman	2000	2200
7	Store in Charge	2000	2200
8	Motor Mechanic	2000	2200
9	Store Assistant	2000	2200
10	Tractor Driver	2000	2200
11	Electrician	2000	2200
12	Machinist	2000	2200
13	Blacksmith	2000	2200
14	Tinker	2000	2200
15	Turner	2000	2200
16	Fitter	2000	2200
17	Pump Operator	2000	2200
18	Lorry Cleaner	2000	2200
19	Workshop Attender	2000	2200
20	Skilled Worker	2000	2200
21	Lascar	2000	2200
22	Watcher	2000	2200
23	Unskilled Worker	2000	2200
24	Driver	2400	2700

7.30. HARBOUR ENGINEERING

The Harbour Engineering Department was formed in the year 1982 to function as a service department to Fisheries and Ports Department. It is engaged in investigation, planning, execution and monitoring various projects in coastal area. The department undertakes the construction and maintenance of fishing harbours and fish landing centres, fisheries infrastructure like hatcheries, ponds, farms, etc., sea shore-based tourism projects, infrastructure of ports and coastal roads. The Department is now offering consultancy services to other States and organizations for the development of coastal infrastructure. The Chief Engineer is the head of the department.

The Commission, having considered the proposals submitted by the Head of Department and demands of Service Organizations and individuals, makes the following recommendations:

- (i) The scales of pay of Chief Engineer and Superintending Engineer may be enhanced corresponding to ₹ 93000-120000 and ₹ 85000-117600 respectively on par with the equivalent posts in Public Works/Irrigation/Local Self Government Engineering Departments.
- (ii) The post of Electrician/Lineman Gr.II may be placed corresponding to ₹ 18000-41500 on par with scale of pay of Electrician in Common Category.
- (iii) The posts of Draftsman Gr.III/ Overseer Gr.III, Draftsman Gr.II/ Overseer Gr.II and Draftsman Gr.I/ Overseer Gr.I may be redesignated as Draftsman Gr.II/Overseer Gr.II, Draftsman Gr.I/Overseer Gr.I and Sub Engineer respectively. Delegation of more powers and entrustment of more duties to the posts of Sub Engineer may be considered.
- (iv) Since the qualifications for the posts of Draftsman Gr. III/ Overseer Gr. III and Draftsman Gr. II/ Overseer Grade. II (redesignated as Draftsman Gr. II/ Overseer Gr. II and Draftsman Gr. I/ Overseer Gr. I) in Civil Engineering Branch are the same, direct recruitment to the post of Draftsman Gr II/ Overseer Gr II (redesignated as Draftsman Gr I/Overseer Gr I) may be discontinued and the posts may only be filled up by promotion from Draftsman Gr III/ Overseer Grade III (redesignated as Draftsman Gr II/ Overseer Gr II). The existing practice in Mechanical and Electrical Branches may continue.

- (v) The posts of Mobile Crane Operator /Heavy Mechanic Operator, Crane Operator, Master Gr.III, Engine Driver Gr.III, Light Machine Operator, Seaman and Cleaner may be excluded from the schedule as these posts do not exist in the department.
- (vi) The posts of Helper, Cook, Watchman-cum-Cook and Store Attender corresponding to the scales of pay of ₹ 16500-35700, ₹ 16500-35700, ₹ 17000-37500 and ₹ 19000-43600 respectively may be included in the schedule of the department.
- (vii) The post of Blue Printer in the scale of pay of ₹ 17000-37500 may be declared as a vanishing category and the post may be abolished as and when the existing incumbents vacate the posts.
- (viii) All other posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Chief Engineer	1	85000-117600	129300-166800
	2	Superintending Engineer/Deputy Chief Engineer	4	81000-117600	118100-163400
a	3	Executive Engineer (HG)	11	77400-115200	107800-160000
	4	Executive Engineer		68700-110400	95600-153200
a	5	Assistant Executive Engineer (HG)	34	45800-89000	63700-123700
	6	Assistant Executive Engineer/Technical Assistant		42500-87000	59300-120900
	7	Assistant Engineer/Head Draftsman	84	39500-83000	55200-115300

	8	Sub Engineer	64	26500-56700	37400-79000
	9	Senior Mechanic	1	22200-48000	31100-66800
	10	Draftsman Gr.I/Overseer Gr.I	65	22200-48000	31100-66800
	11	Tracer	10	19000-43600	26500-60700
	12	Draftsman Gr.II/ Overseer Gr.II	43	19000-43600	26500-60700
	13	Store Attender	1		26500-60700
	14	Electrician Gr.II/ Lineman	5	17500-39500	25100-57900
	15	Mechanic	1	18000-41500	25100-57900
#	16	Blue Printer	11	17000-37500	23700-52600
	17	Asst. Crane Operator	2	17000-37500	23700-52600
	18	Watchman-cum-Cook	2		23700-52600
	19	Lascar/Chainman	34	16500-35700	23000-50200
	20	Helper	1		23000-50200
	21	Cook	1		23000-50200

a. Grade ratio as applicable in Public Works Department.

#. The post may be declared as a vanishing category and may be abolished as and when the existing incumbents vacate the posts.

Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Finance Officer	1	As in PD	As in PD

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Assistant	1	As in CC	As in CC
	2	Senior Superintendent	10	As in CC	As in CC
	3	Divisional Accounts Officer	8	As in CC	As in CC
	4	Junior Superintendent	4	As in CC	As in CC

5	Fair Copy Superintendent	1	As in CC	As in CC
6	Head Clerk	5	As in CC	As in CC
7	Senior Clerk	38	As in CC	As in CC
8	Clerk	38	As in CC	As in CC
9	Typist Selection Grade	29	As in CC	As in CC
10	Typist Senior Grade		As in CC	As in CC
11	UD Typist		As in CC	As in CC
12	L.D.Typist		As in CC	As in CC
13	Confidential Assistant	4	As in CC	As in CC
14	Driver Grade II	15	As in CC	As in CC
15	Duplicating Machine Operator	1	As in CC	As in CC
16	Office Attendant	37	As in CC	As in CC
17	Watchman	17	As in CC	As in CC
Part Time Contingent				
1	Part Time Sweeper	23	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Driver	2400	2700

7.31. HEALTH SERVICES

The department of Health Services functions under the administrative control of Health and Family Welfare Department of the Government of Kerala. The Health Services Department performs mainly the function of the delivery of primary health care in a wholesome manner. The main objective of the department is prevention, control and management of communicable, non-communicable and life style diseases, disaster management, healthy pollution free environment, nurturing a mindset among the public to identify health needs and utilize health services by implementing various national health programs. Accordingly, the state has better health standards with low birth

and death rate, high level of acceptance of family planning methods and increased life expectancy when compared to even developed countries. Patient friendly hospital initiative named ARDRAM provides quality health care services at all levels. As a part of the program, it is envisaged to upgrade primary health centers into family health centers in a phased manner in order to deliver effective family centered health care services. The vision of the department is to provide quality health care, affordable and acceptable to all. The Director is the administrative Head of Department who is assisted by Additional Directors, Deputy Directors and Assistant Directors.

The Commission, having considered the proposals submitted by the Director, demands of various Service Organizations and individuals, makes the following recommendations:

- (i) In Health Services Department there is facility for by transfer appointment to the post of Junior Health Inspector from among Field Worker, Field Assistant and Insect Collector. Completion of Health Inspector's training is mandatory for such by transfer appointment. The training is given to employees with full salary and allowances. It has come to the notice of the Commission that the employees who have undergone one year training with salary are later found desisting from being appointed as Junior Health Inspector when their respective turn for appointment becomes due. This situation causes severe loss to the state exchequer. Hence an option should be made mandatory in advance to be appointed as Junior Health Inspector on by transfer basis from the category of Field Worker, Field Assistant and Insect Collector and only those willing employees need be deputed for training course and the option once furnished to select the Junior Health Inspector promotion channel should be made final, and any retraction from the option will not be allowed.
- (ii) Now the posts of Field Assistant and Insect Collector are two different posts with different scales of pay i.e., ₹ 18000-41500 and ₹ 19000-43600 respectively, but as per the new special rules issued by G.O(P)No.76/2017/H&FWD dated 12.12.2017, the posts of Insect Collector and Field Assistant are equal and interchangeable posts. Hence the posts of Insect Collector and Field Assistant may be shown as interchangeable in the schedule of posts with scale of pay corresponding to ₹ 19000-43600.

- (iii) Nurses working in hospitals have to wear uniform compulsorily during the entire duty time and they have to keep good demeanour in clean and tidy uniform. The Commission found that the existing rate of Uniform allowance provided to nursing staff is inadequate to purchase requisite sets of uniform. Hence Uniform Allowance @ ₹ 5000/- per annum may be sanctioned to the categories of Staff Nurse, Head Nurse and, Nursing Superintendent in Health Services Department.
- (iv) The Commission has observed that the scale of pay attached to the entry posts of paramedical categories in Health Services Department is not commensurate with the qualification prescribed for the posts and even posts with lesser qualifications have been given better scales of pay. The qualification prescribed for paramedical categories is 10+2+2/3 year diploma course. On closer scrutiny of the history of past pay revisions, it is found these categories have not been given adequate consideration in the matter of pay scales while similarly placed and even lower categories have surpassed them in scale of pay over the successive pay revisions. The job nature of paramedical categories also makes them eligible to have a scale of pay commensurate with the scales of pay given to other categories having similar qualification. The 9th Pay Revision Commission placed the posts of LPSA, UPSA and Paramedical categories in the same scale of pay, but after that revision the Government have allowed enhancement in scale of pay to teacher's post through an executive order, and thereby LPSA/UPSA have come to enjoy next higher scale of pay. The same placement continued in the 10th Pay revision also. The Commission is of the view that paramedical categories deserve better scales in consideration of their qualification, nature of duties and responsibilities. The entry level scale of pay of following paramedical categories may be enhanced from the existing ₹ 22200-48000 to ₹ 25200-54000:
1. Dental Mechanic Gr II
 2. Dental Hygienist Gr II
 3. Optometrist Gr II
 4. Pharmacist Gr II
 5. Laboratory Technician Gr II
 6. Radiographer Gr II
 7. Blood Bank Technician Gr II
- (v) In Health Services Department, generally Grade I and Grade II posts of paramedical and other technical categories are placed in the ratio 1:1, but there are some exceptions. The Commission finds that a uniformity has

to be maintained in the ratio promotions of all these categories. All paramedical and other technical categories in HSD may be placed in the same ratio 1:1 between Grade II and Grade I posts. Also, in the case of paramedical categories having senior grades, a uniform ratio 2:2:1 among Grade II, Grade I and Senior Grade may be allowed. Hence the Gr I and Gr II posts of Anaesthesia Technician, CSR Technician/Sterilisation Technician, ECG Technician, ENT Technician may be placed in the ratio 1:1.

- (vi) District Lab Technician is generally not working as a Technician in any Laboratory. Also, a laboratory by the name District Laboratory is not existing under the department. District Lab Technician is generally engaged in supervision of laboratory activities in a district. Hence the post of 'District Lab Technician' may be redesignated as 'District Laboratory Officer'.
- (vii) Now the post of Assistant Director(Medical Supplies) is attached to Pharmacy wing. The Commission finds that 'Assistant Director (Pharmacy Services)' is a more appropriate designation than Assistant Director (Medical Supplies). Hence the post of Assistant Director(Medical Supplies) under 'Pharmacy and Medical supplies' may be redesignated as 'Assistant Director (Pharmacy Services)'.
- (viii) As India Population Project (IP Project) is defunct now, the post 'Stores Officer/FW/IPP' may be redesignated as 'Stores Officer/FW'.
- (ix) Two categories of Stores Superintendent are now existing in Health Services Department viz., Stores Superintendent, District Medical Stores' on ₹ 35700-75600 and Stores Superintendent (Hospital) on ₹ 32300-68700. Now the District Medical Stores are defunct consequent to the formation of Medical Services Corporation. Thus, all 'Store Superintendents' on ₹ 35700-75600 are now working in hospitals . Hence there is no need to retain two categories of Stores Superintendent posts in two scales of pay in hospitals. These two categories of 'Store Superintendents on different scales of pay may be merged into a single category of 'Store Superintendent' on ₹ 35700-75600.
- (x) Among the various paramedical categories in HSD, there is parity in scale of pay in the entry cadre and first ratio promotion post. There are some categories having the senior grade post also. Eventhough there is

parity in entry and first promotion posts, wide disparity is existing in the scale of pay of second promotion posts. In the case of Radiographer and Optometrists, the scale of pay of Senior grade post is ₹ 35700-75600; but in the case of Pharmacist, second promotion post (Pharmacist Store Keeper) is in the scale of pay of ₹ 30700-65400. But in the case of Dental Hygienist, Dental Mechanic and Lab Technician, the second promotion post is at a lower scale of pay of ₹ 27800-59400. The Commission finds that this is a grave anomaly among similarly placed posts with similar qualification. Hence the second promotion post of all paramedical categories in the entry level scale of pay ₹25200-54000 may be in the scale of pay not less than ₹30700-65400. Therefore, the Senior Grade posts of Dental Hygienist, Dental Mechanic and the post of Chief Lab Technician may be enhanced from ₹27800-59400 to ₹30700-65400.

(xi) It has come to the notice of the Commission that the total number of 1445 posts of Laboratory Technician is placed in two grades in the ratio 1:1 on ₹ 22200-48000 and ₹ 26500-56700. There are only four posts of Chief Lab Technician on ₹ 27800-59400 as its promotion post. Hence there is every possibility for majority of the employees to retire in the Gr I post. Such a stagnating situation is not existing in the case of any other Paramedical Categories. In Medical Education department, post of Senior Laboratory Technician in the scale of pay ₹ 30700-65400 is existing, with the ratio 1:1:1 among Gr II, Gr I and Senior grade. Hence a Senior grade may be introduced for Laboratory Technicians in HSD also, in the scale of pay ₹ 30700-65400 and the ratio among Grade II, Grade I and Senior grade may be 2:2:1. So the number of posts in each grade may be as follows

Gr I →578

Gr II →578

Sr Grade →289, Chief Lab Technician may be made the promotion post of Laboratory Technician (Senior grade).

(xii) The categories of Dental Hygienist and Dental Mechanic in Medical Education department are allowed Uniform allowance, but the same categories in HSD are not allowed the allowance now. Since the categories in both the departments are required to wear uniform, denying uniform allowance in one department and allowing the same in another department is not justifiable. The categories of Dental Hygienist and Dental Mechanic in Health Services Department may be

allowed Uniform Allowance at the same rate which is applicable to same categories in Medical Education Department.

- (xiii) It is pertinent to note that Speciality Cadre doctors in Health Services department have higher qualification and they are fully engaged in clinical duties in their entire service period, but they have the maximum promotion post up to the level of Chief Consultant which corresponds to Additional Director in the Administrative cadre. They cannot become the Head of the Department by virtue of their option to the speciality cadre. Hence a Higher grade may be granted to the senior most Chief Consultant among various specialties in the scale of pay equivalent to that of Director, Health Services i.e., ₹ 93000-120000.
- (xiv) Despite there being different cadres in HSD, parity in scales of pay is existing at all levels of posts in Administrative, Speciality and General cadres. Also, higher start is applicable to all cadres. The existing placement of all corresponding posts in all cadres in same scale of pay may be continued. However, the rate of Special Pay of Speciality cadre doctors may be double the rate of Special Pay of Administrative cadre. At present Administrative cadre doctors are given Special Pay exactly equal to three increments; that of Speciality cadre is an amount which is less than five increments. The Doctors in the Speciality cadre and Administrative cadre may be given Special pay at a consolidated amount equal to first six and three increments respectively of the minimum of the scale of pay of the post.
- (xv) The posts Assistant Surgeon and Civil Surgeon, Junior Administrative Medical officer and Assistant Director are different posts involving change of duty, and so such posts cannot be placed under ratio promotion. It is seen that the ratio 3:1 is provided between Assistant Surgeon & Civil Surgeon, Junior Consultant & Consultant and Junior Administrative Medical Officer & Assistant Director, in the existing pay revision order. The Commission found that such a ratio is not operating in the department due to the change of duty involved between two posts. Hence the ratio may be withdrawn and the cadre strength of Civil Surgeon, Assistant Director and Consultant may be fixed as per the existing number of posts available in those cadres.
- (xvi) Unlike other categories of employees the retirement age of doctors in Health Services department is 60 years. It is pertinent to note that at

present the pay of Deputy Director of Health Services starts at ₹ 93000. ₹ 93000 is the 71st pay stage, out of the total 83 pay stages in the master scale. After that only 12 pay stages are available. A doctor would reach the pay of ₹ 93000 while getting 2nd placement under CAS on completion of 15 years of service. Since the retirement age of doctors is 60, there is every possibility for a doctor to have total 35 years of service. That is, after getting 2nd TBHG only 12 pay stages are available in the remaining 20 years of service and for fixation of pay on three promotions. Thus, at present there is every possibility of stagnation for years at the maximum of the scale. Elongating the master scale further would disturb the ratio of minimum and maximum pay. Allowing increments indefinitely after reaching the maximum pay in the master scale will be in contravention of the existing rules being followed for fixation of pay. However, the Commission is of the view that the issue being faced by the doctors has to be addressed as they remain in service without increment for long periods. As a way out, the Commission recommends as follows:

Now, Residuary pay is in existence to protect the salary of officers whose pay exceeds the maximum of the master scale when switching over to the revised pay scales during pay revision. At present the Residuary pay system is allowed only at the time of switch over from pre-revised scale of pay to the revised scale of pay and no hike in residuary pay will be given after fixing pay in the revised scales. In order to address the issue faced by doctors in HSD, Doctors in Health Services Department who are stagnating in the maximum of the master scale may be allowed biennial increments in pay as Residuary Pay and the maximum number of such biennial increment shall be five. It may also be provided that Residuary pay will not be counted for any purpose, viz, fixation of pay, leave salary, pension, family pension, DCRG, drawal of allowance or transit pay. However, Dearness Allowance will be admissible on Residuary Pay. The residuary pay as biennial increments may be allowed in cases where an incumbent completed two years service after reaching the maximum of the revised Master scale.

(xvii) The Commission found that as per G.O.(P)No.521/2006(23)/Fin dated 28.12.2006 government allowed the benefit of two advance increments to entry cadre doctors including Dental Surgeons in the Health Services department. Even though the pay and allowances of medical doctors have undergone substantial changes over subsequent

revisions with higher scales of pay and much higher start in pay, the entry level scales of pay of Dental doctors remains much lower than that of Medical doctors and the benefit of two advance increments that was being enjoyed by them is no longer there. Hence the Commission recommends that Dental Assistant Surgeons and Junior Dental Consultants on scale of pay ₹ 39500-83000 possessing PG Degree / Diploma in any Dental Speciality may be allowed the benefit of three additional increments next above the pay as on 01.04.2021 without prejudice to the normal increment. Those who enter service on or after 01.04.2021 as Dental Assistant Surgeon / Junior Dental Consultant with PG Degree / Diploma in any Dental Speciality may be granted higher start on ₹ 42500 in the scale of pay of ₹ 39500-83000.

- (xviii) At present among other categories RMO(Resident Medical Officer)in the Cadre of Assistant Surgeon is allowed Non -Practicing allowance. In view of the cadre system, the Junior Administrative Medical Officer working as RMO may also be allowed Non-Practicing Allowance at the same rate it is being allowed to RMO in the cadre of Assistant Surgeon.
- (xix) At present Medical Officer, Primary Health Centres are allowed Compensatory Allowance ₹ 700 per month taking into account of the additional administrative responsibilities of Primary Health Care institutions. Only one Medical Officer who is in charge of the administration of Primary Health Centre may be allowed Compensatory Allowance.
- (xx) In the 10th PRO, post of Civil Surgeon (HG) is existing in the scale of pay corresponding to Deputy Director, Health Services Department i.e., ₹ 85000-117600. But no ratio is prescribed for the post of Civil Surgeon and its HG post. Taking into account the fact that placing equivalent posts of Civil Surgeon in the Speciality and Administrative cadres, viz Consultant & Senior Consultant and Assistant Director & Deputy Director under ratio promotion is not possible, the Commission is not recommending a ratio between Civil Surgeon and Civil Surgeon HG. However, a Medical Officer who has completed eight years of qualifying service as Civil Surgeon or has availed the 2nd placement under CAS may be designated as Civil Surgeon(HG).

- (xxi) In the existing special rules of Medical Officers, it is mentioned that Super Speciality cadre will be implemented for doctors in HSD. Government is in the course of amending the special rules for incorporating Super Speciality cadre. But, by virtue of the provisions in the existing special rules, Government have created some super speciality cadre posts and have made appointment in those posts by G.O.(Rt)No.2634/2018/H&FWD dated 20.08.2018. At present Super Speciality posts are created in Cardiology, Nephrology, Neurology and Urology specialities. Doctors working against these posts may be allowed Super Specialist Allowance equal to the sum of two increments at the lowest rates in the new pay scales of Consultant, Senior Consultant and Chief Consultant as the case may be and the existing Super Specialist degree allowance will be continued with normal revision. It may also be provided that Super Specialist Allowance and Super Specialist degree allowance will not be allowed simultaneously.
- (xxii) The PG Degree/Diploma Allowance now sanctioned to Doctors in Health Services in the General Cadre may be extended to all category of Dental Doctors in the General cadre who possess Post Graduation.
- (xxiii) Although Optometrists in Health Services Department are supposed to wear uniform, they are not sanctioned Uniform Allowances now. Optometrists in Health Services Department may be sanctioned Uniform Allowance at the minimum rate of Uniform Allowance.
- (xxiv) The scale of pay attached to the post of Psychiatric Social Worker is ₹ 30700-65400 and its Higher Grade post is placed in the scale of pay of ₹ 39500-83000. The qualification prescribed to the post of Psychiatric Social Worker is Post Graduate degree and Diploma in Social Psychology. Posts in other departments with similar qualifications are placed in higher scales of pay. Hence the post of Psychiatric Social Worker may be placed in the scale of pay ₹ 32300-68700 and the Higher Grade Post may be given normal revision.
- (xxv) The post of District Malaria Officer is related with National Anti-Malaria Programme. As the name of the programme is re-named as National Vector Borne Disease Control Programme, the post of District Malaria Officer may be redesignated as District Vector Borne Disease Control Officer in line with the guidelines issued by the Directorate of

National Vector Borne Disease Control Programme, Government of India.

- (xxvi) As per 10th PRO, Doctors only are allowed Post-mortem allowance. The Commission finds that Post-mortem Allowance is now allowed to Hospital Attendant Gr. II and Nursing Assistant also at the rates of ₹ 65/- and ₹ 75/- respectively, which is very meager. Hence an amount of ₹ 100/- may be sanctioned as Post-mortem Allowance per case to the category of Hospital Attendant Gr-II and Nursing Assistant and the allowance may be included in the schedule of 'Special Allowance'.
- (xxvii) Now, Footwear allowance is sanctioned to specified categories of various departments at uniform rate ₹ 450 p.a. This includes the category of Sanitation Workers of Health Services Department also. Sanitation Workers in Health Service Department may be allowed Footwear allowance of ₹600/-p.a. taking into account of the fact that Gumboot is necessary to perform their job.
- (xxviii) The post of Photographer cum Model Maker existed in the previous Pay Revision Orders (1989 PR and 1992 PR) corresponding to the existing scale of pay of ₹ 25200-54000 and happened to be omitted in the subsequent orders. HoD has proposed to include the post 'Photographer cum Model Maker' with revision corresponding to the existing scale of pay ₹25200-54000. Hence the post 'Photographer cum Model Maker' may be included in the department schedule under the subheading 'Other Miscellaneous Categories' with revision corresponding to the existing scale of pay ₹25200-54000.
- (xxix) In the 10th PRO, post of Technical Assistant is shown in the schedule of Health Services Department. It is mentioned within brackets that this post is equivalent to Head Clerk. But the post of Technical Assistant (Head Clerk) is placed in the scale of pay ₹ 26500-56700, whereas the post of Head Clerk in Common Category is placed in the scale of pay ₹ 27800-59400. Since this is an anomalous situation, the post 'Technical Assistant (Head Clerk)' may be given scale of pay equivalent to Head Clerk in the Common Category.
- (xxx) As per Special Rules, the Posts 'Biologist' and 'Entomologist' in Health Services Department are interchangeable posts. Hence these posts may be clubbed together in the schedule. Also the Posts 'Assistant

Director (Entomology)' and 'Assistant Director (Filaria)' are interchangeable posts. These posts may also be clubbed together in the schedule.

(xxxix) As per special rules the post 'Assistant Director (Nursing Service)' is equal and interchangeable to District Nursing Officer. Hence these posts may be shown as interchangeable in the schedule of posts.

(xxxixii) The Post 'Computer Programmer' included under the heading 'Pharmacy and Medical Supplies' actually does not come under the category of Pharmacy. Hence the post 'Computer Programmer' may be shifted from the subheading 'Pharmacy and Medical Supplies' to 'Other Miscellaneous Categories'.

(xxxixiii) The post 'Junior Scientific Officer' included under the subheading "Common Categories in Laboratories" has been shifted to the schedule of Food Safety Department. Hence the post may be excluded from the schedule of Health Services Department.

(xxxixiv) Two categories of Chemist post are included under the subheading "Common Categories in Laboratories" with scales of pay ₹25200-54000 and ₹35700-75600 respectively. As per GO(Ms)No.104/68/HD, these posts are differentiated by re-designating as Gr I and Gr II posts. The two categories of Chemist post may be re-designated as Chemist and Senior Chemist respectively.

(xxxixv) The post 'Food Analyst' now included under the subheading "Common Categories in Laboratories" is now not existing in the department. Hence this post may be excluded from the schedule of post.

(xxxixvi) As the National Goitre Control programme is not existing now, the post 'Technical Officer (Goitre)' got abolished. Hence this post may be excluded from the schedule.

(xxxixvii) Posts 'Communication Officer', 'Health Education Instructor', 'Training Co-ordinator' included under the sub-heading 'Family Welfare' are inter-changeable posts. Hence these posts may be clubbed together in the department schedule.

- (xxxviii) Posts 'Deputy State Mass Education & Media officer', 'Chief Health Education Officer', 'School Health Education Officer' and 'Technical Officer (Health Education)' included under the sub-heading 'Family Welfare' are interchangeable posts. Hence these posts may be clubbed together in the department schedule.
- (xxxix) Posts 'District Education and Media Officer', 'Social Science Instructor', 'Social Scientist', 'Production and Distribution Assistant' included under the sub-heading "Family Welfare" are also interchangeable. Hence these posts may be clubbed together in the department schedule.
- (xl) Posts 'Medical Lecturer cum Demonstrator' and 'Management Instructor' now included under the sub-heading "Family Welfare" are not existing in the department. Hence these posts may be excluded from the schedule.
- (xli) Appointment to the post of 'Statistical Assistant' now included under the sub-heading 'Family Welfare' is held by personnel from Economics & Statistics department. Hence this post may be shifted to the sub-heading 'Posts held by Personnel of other departments'.
- (xlii) The post 'Electrical Overseer' is not existing in the department. Hence the post may be excluded from the Schedule.
- (xliii) On account of the job nature of Physiotherapist, which warrants close physical contact with patients, Physiotherapist may be allowed Risk allowance @ ₹ 500p.m.
- (xliv) Two posts of Refrigeration Mechanic are shown in the existing Pay Revision order, one is 'Refrigeration Mechanic UIP' with scale of pay ₹ 19000-43600 and the other is 'Refrigeration Mechanic' with scale of pay ₹ 25200-54000. In the previous pay revision orders, the designation of the second post was 'Refrigeration Mechanic (Senior grade)'. The post of Refrigeration Mechanic (Senior Grade) is not a cadre post. In the 8th PRO, only one category of Refrigeration Mechanic was included in the scale of pay of ₹ 5650-8790 (Now ₹ 19000-43600). In the 7th PRO, this post was not included, but was later incorporated with the scale of pay of ₹3350-5275 (Now ₹19000-43600) as per G.O.(Ms)No.1106/2001/(114)/Fin dt.06.10.2001. While, in compliance

with the judgment of Hon'ble Supreme Court in SLP No.19559/2005 dt.30.09.2005, the government elevated the scale of pay of this post to ₹ 4500-7000 (Now ₹ 25200-54000) vide G.O.(Ms).No.510/2005/(154)/Fin dt.30.11.2005. But the 8th PRC did not place this post in the corresponding revised scale and allowed the scale of pay ₹ 5650-8790 (Now ₹ 19000-43600), and corresponding revision of scale of pay of ₹ 4500-7000(Now ₹ 25200-54000) was given only to persons who were benefited by the G.O. dt.30.11.2005 as personal. The 8th PRC denied corresponding revision to this category by citing the reason that the post of 'Refrigeration Mechanic' was re-designated to "Refrigeration Mechanic UIP" and reduced the qualification of the post to a lesser qualification compared to the erstwhile post. Persons on higher personal scale were re-designated as Refrigeration Mechanic (Senior grade) and the cadre post was designated as 'Refrigeration Mechanic UIP'. The Refrigeration Mechanic (Senior Grade) therefore becomes a supernumerary category. In the 10th PRO, the post of Refrigeration Mechanic (UIP) is included with scale of pay 19000-43600 and a foot note (k) was also provided to mention the scale of pay of persons who were benefitted by G.O.(Ms)No.510/2005/ (154)/Fin dt.30.11.2005 (₹25200-54000). That is, it is to be noted that the above clauses were enough to mention the scale of pay of cadre post and to protect the personal scale of pay. At the same time, an error happened in the PRO by including another entry of Refrigeration Mechanic with scale of pay ₹ 25200-54000. This inclusion of the two posts with same designation and different scales creates confusion. Hence the post 'Refrigeration Mechanic' with scale of pay ₹25200-54000 (supernumerary Senior Grade post of Refrigeration mechanic) included in the existing Pay Revision Order may be excluded from the schedule.

(xlv) The HoD has reported that Post of EEG Technician is existing in the department, but the post is not included in the pay revision order. EEG Technician Gr I and Gr II are included in the schedule of the Medical Education department with scales ₹ 25200-54000 and ₹ 19000-43600 respectively. These posts may be included in the schedule of HSD with scales of pay granted to same posts in Medical Education Department, the ratio 1:1 allowed between Gr I and Gr II posts of EEG Technician in Medical Education Department may be extended to these posts in Health Services Department also.

- (xlvi) All the categories of posts existing in the department except those which are specifically mentioned above, may be placed with corresponding revised scales of pay. Allowances except those specifically mentioned in pre paras, also may be given normal revision.
- (xlvii) The Commission has recommended normal revision to all posts of Doctors who are in service as on the effective date of this pay revision and is aware of the fact that a doctor at the entry level as the general cadre with a basic qualification of degree in modern medicine will be paid ₹ 71,800/- p.m as pay, as on 01.07.2019 in the scale of pay of ₹ 63700-123700. The Commission is of the view that the size of salary at that rates is on a higher side when viewed against the basic qualifications. However, this much of salary is wholly justified only in the case of a medical professional in possession of PG Degree or Diploma in a medical specialty . Hence the general applicability of higher start above the minimum of scale of pay may be discontinued. PG/Diploma holders in a medical specialty alone be given higher start in pay. Those who enter service with the basic qualification of MBBS on or after 01.04.2021 may start at the minimum of the scale of pay of the post ₹ 63700-123700. The benefit of higher start in pay will be admissible only if the incumbent possesses a Post graduate Degree/ Diploma in a medical specialty. In the case of MBBS doctors who acquire PG degree/Diploma in a medical specialty after entry in service, their pay will be stepped upto five incremental stages above the pay drawn on the date of acquisition of either of these qualifications without prejudice to normal increment. The date of publication of result may be treated as the date of acquisition of qualification. However, those who enter service as Assistant Surgeon with a PG degree or Diploma will be allowed higher start fixed at the scales of pay applicable on the date of entry itself.
- (xlviii) The Commission finds that there are several posts in the schedule which appear to be outdated or irrelevant. The Commission recommends that a detailed exercise may be done by the Administrative Department to identify such posts and abolish them.
- (i) The Commission view on the existing Cadre system in the department will be given in Part VII of the Report.

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
ADMINISTRATIVE CADRE					
#	1	Director of Health Services	1	93000-120000 (6600 sp*)	129300-166800 (8400sp*)
#1	2	Additional Director of Health Services	13	89000-120000 (6600 sp*)	123700-166800 (8400sp*)
#2	3	Deputy Director of Health Services	53	85000-117600 (6200 sp*)	118100-163400 (8400 sp*)
	4	Deputy Director (Dental)	1	85000-117600	118100-163400
#3	5	Assistant Director of Health Services	174	68700-110400 (5400 sp*)	95600-153200 (7200sp*)
#4	6	Junior Administrative Medical Officer	33	45800-89000 (3750 sp*)	63700-123700 (4700sp*)
SPECIALITY CADRE					
#	7	Chief Consultant (HG)^ (Various Specialities)			129300-166800 (17400 sp*)
#1	8	Chief Consultant (Various Specialities)	21	89000-120000 (9300 sp*)	123700-166800 (16800 sp*)
	9	Chief Dental Consultant (Various Specialities)		89000-120000	123700-166800
#2	10	Senior Consultant (Various specialities)	63	85000-117600 (8900 sp*)	118100-163400 (16800 sp*)
	11	Senior Dental Consultant (Various specialities)		85000-117600	118100-163400
#3	12	Consultant (Various specialities)	712	68700-110400 (7700 sp*)	95600-153200 (14700 sp*)
	13	Dental Consultant (Various specialities)		68700-110400	95600-153200
#4	14	Junior Consultant (Various Specialities)	1367	45800-89000 (5600 sp*)	63700-123700 (9900 sp*)

#5	15	Junior Dental Consultant (Various specialities)		39500-83000	55200-115300
GENERAL CADRE					
#2	16	Civil Surgeon (HG)		85000-117600	118100-163400
	17	Dental Civil Surgeon (HG)		85000-117600	118100-163400
	18	Civil Surgeon	259	68700-110400	95600-153200
	19	Dental Civil Surgeon	15	68700-110400	95600-153200
#4 \$	20	Assistant Surgeon	3754	45800-89000	63700-123700
#5 *	21	Dental Assistant Surgeon	134	39500-83000	55200-115300
DENTAL WING					
b	22	Dental Mechanic Senior Grade		27800-59400	43400-91200
	23	Dental Mechanic Grade I		26500-56700	37400-79000
	24	Dental Mechanic Grade II	58	22200-48000	35600-75400
b	25	Dental Hygienist Senior Grade		27800-59400	43400-91200
	26	Dental Hygienist Grade I		26500-56700	37400-79000
	27	Dental Hygienist Grade II	115	22200-48000	35600-75400
	28	Dental Equipment Maintenance Technician	1	19000-43600	26500-60700
TB WING					
	29	Director, TB Centre		68700-110400	95600-153200
	30	District TB Officer		68700-110400	95600-153200
	31	Supervising Medical Officer		68700-110400	95600-153200
	32	Bacteriologist		42500-87000	59300-120900
	33	Senior Treatment Organiser	12	35700-75600	50200-105300
a	34	Treatment Organiser Grade I	95	26500-56700	37400-79000

	35	Treatment Organiser Grade II		19000-43600	26500-60700
LEPROSY					
	36	District Leprosy Officer		68700- 110400	95600-153200
	37	Technical Assistant (Leprosy)	1	36600-79200	51400-110300
	38	Assistant Leprosy Officer	24	35700-75600	50200-105300
	39	Non-Medical Supervisor Grade I	55	30700-65400	43400-91200
OPHTHALMOLOGY					
	40	District Ophthalmic Co- ordinator	15	36600-79200	51400-110300
b	41	Senior Optometrist	66	35700-75600	50200-105300
	42	Optometrist Grade I	274	26500-56700	37400-79000
	43	Optometrist Grade II		22200-48000	35600-75400
COMMUNICABLE DISEASES					
	44	Assistant Director (Entomology)/ Assistant Director (Filaria)	2	45800-89000	63700-123700
	45	Senior Biologist	3	40500-85000	56500-118100
	46	Biologist/ Entomologist	11	39500-83000	55200-115300
c	47	District Vector Borne Disease Control Officer (HG)	4	40500-85000	56500-118100
	48	District Vector Borne Disease Control Officer	8	39500-83000	55200-115300
	49	Assistant Entomologist	8	27800-59400	39300-83000
NURSING SERVICE - HOSPITAL WING					
	50	Additional Director (Nursing)	1	68700- 110400	95600-153200
	51	Deputy Director (Nursing)	1	55350- 101400	77200-140500
	52	Assistant Director (Nursing Service)/ District Nursing Officer	15	45800-89000	63700-123700
	53	Nursing Officer	12	42500-87000	59300-120900
	54	Nursing Superintendent Grade I	92	39500-83000	55200-115300
	55	Nursing Superintendent Grade II	140	35700-75600	50200-105300

d	56	Head Nurse	1506	32300-68700	45600-95600
a	57	Staff Nurse Grade I	3320	29200-62400	41300-87000
	58	Staff Nurse Grade II	3725	27800-59400	39300-83000
	59	Honorary Nursing Sister (Fixed Pay)		8000	11100
NURSING SCHOOL/JUNIOR PUBLIC HEALTH NURSING SCHOOL					
	60	Principal, School of Nursing	25	45800-89000	63700-123700
	61	Vice Principal	15	40500-85000	56500-118100
e	62	Senior Nursing Tutor		39500-83000	55200-115300
	63	Nursing Tutor	106	35700-75600	50200-105300
PHARMACY AND MEDICAL SUPPLIES					
	64	Assistant Director (Pharmacy Services)	1	42500-87000	59300-120900
	65	Stores Officer, Govt. Medical Stores	1	42500-87000	59300-120900
	66	Stores Superintendent	52	35700-75600	50200-105300
			1	32300-68700	
	67	Stores Verification Officer	1	35700-75600	50200-105300
	68	Stores Officer (FW)	2	35700-75600	50200-105300
	69	Stores Verification Officer (District)	13	35700-75600	50200-105300
	70	Pharmacist Store Keeper	126	30700-65400	43400-91200
a	71	Pharmacist Grade I	896	26500-56700	37400-79000
	72	Pharmacist Grade II	896	22200-48000	35600-75400
PUBLIC HEALTH LABORATORY					
#1	73	Director/Chief Consultant		89000-120000 (9300 sp*)	123700-166800 (16800sp*)
#3	74	Consultant		68700-110400 (7700 sp*)	95600-153200 (14700 sp*)
#4	75	Junior Consultant		45800-89000 (5600 sp*)	63700-123700 (9900 sp*)
	76	Scientific Officer (HG) {Sterile Solution/ Biochemistry/ Microbiology}		42500-87000	59300-120900

c	77	Scientific Officer (Sterile Solution)	10	39500-83000	55200-115300
	78	Scientific Officer (Biochemistry)		39500-83000	55200-115300
	79	Scientific Officer (Microbiology)		39500-83000	55200-115300
c	80	Research Officer (Biochemistry)HG	7	42500-87000	59300-120900
	81	Research Officer (Biochemistry)		36600-79200	51400-110300
	82	Junior Proto zoologist /Scientific Officer	1	39500-83000	55200-115300
COMMON CATEGORIES IN LABORATORIES					
	83	Bacteriologist	1	35700-75600	50200-105300
	84	Senior Chemist	2	35700-75600	50200-105300
	85	Store Superintendent	2	27800-59400	39300-83000
	86	Chemist		25200-54000	35600-75400
LABORATORY SERVICES-GENERAL					
	87	Junior Scientific Officer	28	36600-79200	51400-110300
	88	District Laboratory Officer	14	35700-75600	50200-105300
	89	Chief Lab Technician	4	27800-59400	43400-91200
	90	Laboratory Technician Senior Grade		-	43400-91200
i	91	Laboratory Technician Grade I	622	26500-56700	37400-79000
	92	Laboratory Technician Grade II	823	22200-48000	35600-75400
	93	Junior Laboratory Assistant	112	17500-39500	24400-55200
RADIOLOGY					
	94	Chief Radiographer	2	35700-75600	50200-105300
a	95	Radiographer Grade I	202	26500-56700	37400-79000
	96	Radiographer Grade II		22200-48000	35600-75400
OTHER SUPPORTING SERVICE					
	97	Clinical Psychologist (HG)	8	42500-87000	59300-120900
f	98	Clinical Psychologist	9	39500-83000	55200-115300
	99	Radiation Physicist	1	36600-79200	51400-110300
	100	Psychiatric Social Worker (HG)	8	39500-83000	55200-115300

f	101	Psychiatric Social Worker	8	30700-65400	45600-95600
c	102	Physiotherapist (General) HG	8	35700-75600	50200-105300
	103	Physiotherapist (General)	23	32300-68700	45600-95600
	104	Occupational Therapist	3	27800-59400	39300-83000
NUTRITION WING					
	105	State Nutrition Officer	1	68700-110400	95600-153200
	106	Chief Scientific Officer (Nutrition)	1	55350-101400	77200-140500
b	107	Senior Grade Dietician	3	36600-79200	51400-110300
	108	Dietician Grade I	6	30700-65400	43400-91200
	109	Dietician Grade II	6	27800-59400	39300-83000
OTHER TECHNICAL SERVICES					
	110	Blood Bank Technician Grade I		26500-56700	37400-79000
	111	Mortuary Technician Grade I		26500-56700	37400-79000
	112	Theatre Technician Grade I		26500-56700	37400-79000
	113	E.N.T. Technician Grade I		25200-54000	35600-75400
	114	E.C.G. Technician Grade I		25200-54000	35600-75400
	115	C.S.R. Technician Grade I / Sterilization Technician Grade I		25200-54000	35600-75400
	116	Anaesthetic Technician Grade I		25200-54000	35600-75400
	117	E.E.G. Technician Grade I			35600-75400
	118	Theatre Mechanic Grade I		25200-54000	35600-75400
a	119	Blood Bank Technician Grade II	58	22200-48000	35600-75400
	120	Mortuary Technician Grade II	5	22200-48000	31100-66800
	121	Theatre Technician Grade II		22200-48000	31100-66800
a	122	E.N.T Technician Grade II		19000-43600	26500-60700

	123	E. C. G Technician Grade II	71	19000-43600	26500-60700
	124	C. S. R Technician Grade II / Sterilization Technician Grade II	9	19000-43600	26500-60700
	125	Anesthetic Technician Grade II	3	19000-43600	26500-60700
a	126	E.E.G. Technician Grade II			26500-60700
	127	Theatre Mechanic Grade II	3	19000-43600	26500-60700
FAMILY WELFARE					
	128	State Mass Education & Media Officer	1	68700-110400	95600-153200
	129	Communication Officer/Health Education Instructor/ Training Co-ordinator	5	45800-89000	63700-123700
	130	Chief Health Education Officer/ School Health Education Officer/ Deputy State Mass Education and Media Officer/ Technical Officer (Health Education)	4	42500-87000	59300-120900
	131	Health Education Extension Officer/Social Science Instructor/ District Education and Media Officer/ Production & Distribution Assistant/ Social Scientist	20	40500-85000	56500-118100
	132	Deputy District Education and Media Officer	28	39500-83000	55200-115300
MCH WING					
	133	MCH Officer	14	39500-83000	55200-115300
	134	District Public Health Nurse	26	36600-79200	51400-110300
	135	Public Health Nursing Instructor	37	35700-75600	50200-105300
c	136	Lady Health Supervisor HG	153	35700-75600	50200-105300

	137	Lady Health Supervisor		30700-65400	43400-91200
	138	Lady Health Inspector	958	29200-62400	41300-87000
a	139	Junior PH Nurse Grade I	2772	26500-56700	37400-79000
	140	Junior PH Nurse Grade II	2773	22200-48000	31100-66800
PUBLIC HEALTH					
	141	Technical Assistant Grade I		36600-79200	51400-110300
	142	Technical Assistant Grade II / District Health Education Officer / Senior Sanitarian / Senior Health Inspector	36	35700-75600	50200-105300
	143	Medical Record Officer	3	35700-75600	50200-105300
c	144	Health Supervisor HG	58	35700-75600	50200-105300
	145	Health Supervisor/ Health Inspector Grade I / Filariasis Inspector Grade I/ Malaria Inspector Grade I	117	30700-65400	43400-91200
	146	Health Inspector Grade II/ Filariasis Inspector Grade II/Malaria Inspector Grade II	881	29200-62400	41300-87000
	147	Junior Health Inspector Grade I / Evaluation Assistant	1807	26500-56700	37400-79000
	148	Medical Record Librarian Grade I		25200-54000	35600-75400
a	149	Junior Health Inspector Grade II	1812	22200-48000	31100-66800
a	150	Medical Record Librarian Grade II	76	22200-48000	31100-66800
	151	Field Assistant/Insect Collector	118	18000-41500	26500-60700
			38	19000-43600	
	152	Field Worker	445	17000-37500	23700-52600
PUBLICATION					
	153	Senior Editor	1	40500-85000	56500-118100
	154	Editor	1	36600-79200	51400-110300
	155	Sub Editor	1	30700-65400	43400-91200

	156	Publication Assistant	1	26500-56700	37400-79000
TRANSPORT ORGANIZATION					
	157	State Health Transport Officer	1	42500-87000	59300-120900
	158	Store Superintendent	1	29200-62400	41300-87000
	159	Chargeman	3	27800-59400	39300-83000
	160	Foreman Mechanic	11	25200-54000	35600-75400
	161	Purchase Assistant	1	22200-48000	31100-66800
	162	Mechanic (Health Transport)	41	19000-43600	26500-60700
	163	Tinker	1	18000-41500	25100-57900
	164	Blacksmith	1	18000-41500	25100-57900
	165	Assistant Sergeant	1	18000-41500	25100-57900
	166	Electrician (Health Transport)	11	19000-43600	26500-60700
	167	Welder	1	18000-41500	25100-57900
	168	Helper	6	17500-39500	24400-55200
	169	Van Cleaner	4	16500-35700	23000-50200
LIMB FITTING CENTRE					
	170	Foreman	2	32300-68700	45600-95600
	171	Rehabilitation Technician (Orthotics) Grade I	20	25200-54000	35600-75400
	172	Rehabilitation Technician (Leather Works) Grade I		25200-54000	35600-75400
	173	Rehabilitation Technician (Prosthetics) Grade I		25200-54000	35600-75400
a	174	Rehabilitation Technician (Prosthetics) Grade II		20000-45800	27900-63700
a	175	Rehabilitation Technician (Leather Works) Grade II		20000-45800	27900-63700
a	176	Rehabilitation Technician (Orthotics) Grade II		20000-45800	27900-63700
	177	Cobbler		12	17500-39500
	178	Helper	4	16500-35700	23000-50200

OTHER MISCELLANEOUS CATEGORIES					
	179	Cold Chain Officer	1	39500-83000	55200-115300
	180	Superintendent (Offset Press)	1	36600-79200	51400-110300
	181	Computer Programmer	1	30700-65400	43400-91200
	182	Helio Operator	1	27800-59400	39300-83000
	183	Cameraman		26500-56700	37400-79000
	184	Offset Machine Operator	1	26500-56700	37400-79000
	185	Proof Reader	1	25200-54000	35600-75400
	186	Photographer cum Model Maker			35600-75400
	187	Instructor Grade I		25200-54000	35600-75400
	188	Retouching Artist	1	25200-54000	35600-75400
	189	Compositor (HG)		22200-48000	31100-66800
	190	Binder UD	1	22200-48000	31100-66800
	191	Graining Machine Operator	1	22200-48000	31100-66800
	192	Store Keeper	1	22200-48000	31100-66800
	193	Statistical Assistant		22200-48000	31100-66800
	194	Foreman Power Laundry		22200-48000	31100-66800
	195	Plate maker	1	20000-45800	27900-63700
	196	Electrician	19	19000-43600	26500-60700
h	197	Refrigeration Mechanic (UIP)	14	19000-43600	26500-60700
	198	Copy Holder	1	19000-43600	26500-60700
	199	Instructor Grade II		19000-43600	26500-60700
	200	Assistant Instructor	1	19000-43600	26500-60700
	201	Bunoi Instructor		19000-43600	26500-60700
	202	Assistant Offset Machine Operator	2	18000-41500	25100-57900
	203	Binder LD	2	18000-41500	25100-57900
	204	Printer LD	1	18000-41500	25100-57900
	205	LD Compositor	2	18000-41500	25100-57900
	206	Data Entry Operator		18000-41500	25100-57900
	207	Receptionist-cum-Computer Operator	1	19000-43600	26500-60700
	208	Carpenter	3	18000-41500	25100-57900

	209	Dark Room Assistant	1	18000-41500	25100-57900
	210	Boiler Attendant		18000-41500	25100-57900
	211	Tailoring Instructor		18000-41500	25100-57900
	212	Auto Electrician	2	18000-41500	25100-57900
	213	Fireman	1	17500-39500	24400-55200
	214	Plumber cum Operator	2	18000-41500	25100-57900
	215	Theatre Assistant	6	17500-39500	24400-55200
	216	Boat Driver	1	17500-39500	24400-55200
	217	Lift Operator	7	17500-39500	24400-55200
	218	Junior Laboratory Assistant		17500-39500	24400-55200
	219	Laboratory Assistant	2	17000-37500	23700-52600
	220	Plaster Technician	1	17000-37500	23700-52600
	221	Packer	3	17000-37500	23700-52600
	222	Lab Attender	27	17500-39500	24400-55200
	223	Record Attender	3	17500-39500	24400-55200
	224	Power Laundry Attender	1	17000-37500	23700-52600
	225	Stable Attender		17000-37500	23700-52600
	226	Nursing Assistant	4412	17500-39500	24400-55200
	227	Telephone Operator	4	17000-37500	23700-52600
	228	Barber	7	17000-37500	23700-52600
	229	Silk Screen Printing-cum-Duplicating Operator	1	17000-37500	23700-52600
	230	House Keeper	36	17500-39500	24400-55200
	231	Engine Driver		17000-37500	23700-52600
	232	Tailor	2	17000-37500	23700-52600
	233	Cook Grade I		17000-37500	23700-52600
	234	Hospital Attendant Grade I/ X-Ray Attender/ Boiler Attender/ Blood Bank Attender/ Pump House Attender/ Library Attender	1080	17000-37500	23700-52600
g	235	Hospital Attendant Grade II	4141	16500-35700	23000-50200
g	236	Cook Gr. II	67	16500-35700	23000-50200

	237	Bottle Cleaner		16500-35700	23000-50200
	238	Chowkidar Grade II	6	16500-35700	23000-50200
	239	Lascar and Bottle Cleaner	4	16500-35700	23000-50200
	240	Dhobi	29	16500-35700	23000-50200
	241	Electrical Winder	3	18000-41500	25100-57900
	242	Painter	3	17000-37500	23700-52600
MINISTERIAL WING					
	243	Senior Administrative Assistant	4	42500-87000	59300-120900
	244	Accounts Officer (FW)	1	42500-87000	59300-120900
	245	Lay Secretary and Treasurer	146	36600-79200	51400-110300
	246	Manager, TB Centre	1	35700-75600	50200-105300
	247	Chief Accountant		35700-75600	50200-105300
	248	Junior Accounts Officer	1	35700-75600	50200-105300
	249	Accountant (AIDS)		35700-75600	50200-105300
	250	Technical Assistant (Head Clerk)		26500-56700	39300-83000
	sp*	Special pay in addition to pay			
	#	Allowed higher start at ₹ 140500 in the scale of pay of ₹ 129300-166800			
	#1	Allowed higher start at ₹ 134900 in the scale of pay of ₹ 123700-166800			
	#2	Allowed higher start at ₹ 129300 in the scale of pay of ₹ 118100-163400			
	#3	Allowed higher start at ₹ 105300 in the scale of pay of ₹ 95600-153200			
	#4	Allowed higher start at ₹ 71800 in the scale of pay of ₹ 63700-123700			
	#5	Allowed higher start at ₹ 59300 in the scale of pay of ₹ 55200-115300			
	\$	In the case of appointees who have joined service on or after 01.04.2021, higher start is admissible only if they possess PG Degree/Diploma in a Medical Speciality			

*	Doctors possessing PG Degree/Diploma in a Dental Speciality only will be eligible for the higher start.
^	Senior most Chief Consultant among various specialities will be granted Higher Grade
a	Ratio between Grade I and Grade II posts will be 1:1
b	Existing ratio of 2:2:1 among Grade II, Grade I & Senior Grade will continue.
c	The existing ratio 1:2 between Higher Grade and Lower Grade posts will continue.
d	The existing ratio of 1:2 between Head Nurse and Staff Nurse Gr.I will continue. Cadre strength of Head Nurse will be determined in the ratio 1:2 between Head Nurse and Staff Nurse Grade I.
e	Ratio 3:1 between Nursing Tutor and Senior Nursing Tutor will continue.
f	The existing ratio 1:1 between Higher Grade and Lower Grade posts will continue.
g	The ratio between Grade I and Grade II posts will be 1:2.
h	Refrigeration Mechanic (UIP) benefited by G.O.(Ms) No.510/2005/(154)/Fin dated 30/11/2005 will be allowed revision corresponding to the scale of ₹ 25200-54000.
i	Ratio 2:2:1 among Grade II, Grade I and Senior Grade will be allowed

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Administrative Officer	1	As in PD	As in PD
2	Senior Finance Officer	1	As in PD	As in PD
3	Finance Officer	1	As in PD	As in PD
4	Law Officer	1	As in PD	As in PD
5	Liaison Officer (Engineer)	1	As in PD	As in PD
6	Demographer	1	As in PD	As in PD
7	Chief Statistician	1	As in PD	As in PD
8	Statistical Officer	3	As in PD	As in PD
9	Statistician		As in PD	As in PD

10	Statistical Assistant	50	As in PD	As in PD
11	Statistical Investigator		As in PD	As in PD
12	Statistical Assistant Grade I	16	As in PD	As in PD
13	Statistical Assistant Grade II	13	As in PD	As in PD

Common Category

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Assistant	17	As in CC	As in CC
2	Senior Superintendent	44	As in CC	As in CC
3	Junior Superintendent	86	As in CC	As in CC
4	Fair Copy Superintendent	9	As in CC	As in CC
5	Head Clerk / Head Accountant	134	As in CC	As in CC
6	Senior Clerk	1175	As in CC	As in CC
7	Clerk	1176	As in CC	As in CC
8	Clerk-Typist	120	As in CC	As in CC
9	Confidential Assistant Grade II	25	As in CC	As in CC
10	Typist Selection Grade	6	As in CC	As in CC
11	Typist Senior Grade	8	As in CC	As in CC
12	UD Typist	213	As in CC	As in CC
13	LD Typist		As in CC	As in CC
14	Chief Operator	1	As in CC	As in CC
15	Sergeant	8	As in CC	As in CC
16	Driver Selection Grade	22	As in CC	As in CC
17	Driver Senior Grade	220	As in CC	As in CC

18	Driver Grade I	222	As in CC	As in CC
19	Driver Grade II	222	As in CC	As in CC
20	Plumber	17	As in CC	As in CC
21	Cinema Operator Grade II	4	As in CC	As in CC
22	Clerical Attender	3	As in CC	As in CC
23	Duffedar	1	As in CC	As in CC
24	Office Attendant Grade I	1351	As in CC	As in CC
25	Office Attendant Grade II		As in CC	As in CC
26	Night Watcher	2	As in CC	As in CC
27	Watcher	14	As in CC	As in CC

Part Time Contingent Employees

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Part Time Sweeper	1430	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Foot Wear Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Foreman Mechanic	450	500
2	Motor Mechanic	450	500
3	Helper	450	500
4	Electrician	450	500
5	Blacksmith	450	500
6	Tinker	450	500
7	Security Guards	450	500
8	Welder	450	500
9	Van Cleaner	450	500
10	Assistant Sergeant	450	500
11	Sergeant	450	500
12	Nursing Assistant	450	500

13	Junior Lab Assistant	450	500
14	Hospital Attendant	450	500
15	Sanitation Worker	450	600
16	Part-Time-Contingent Employees	450	500

(2) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	General Cadre Doctors in Health Services (PG Diploma Allowance)	800	880
2	General Cadre Doctors in Health Services (PG Degree Allowance)	1000	1100
3	Dental Doctors in Health Services (General Cadre) (PG Diploma Allowance)	-	880
4	Dental Doctors in Health Services (General Cadre) (PG Degree Allowance)	-	1100
5	Chief Consultant working as Super Specialist		5600
6	Senior Consultant working as Super Specialist		5600
7	Consultant working as Super Specialist		4700
8	Doctors possessing Super Speciality Degree, Super Speciality Allowance (those will not come under Sl. No. 6,7,8 above)	1500	1650
9	Post mortem Allowance (per case)to Doctors	1000	1100
10	Post mortem Allowance (per case)to Hospital Attendant Gr-II and Nursing Assistant		100
11	Exhumation Allowance (Per exhumation) to Doctors	1500	1650
12	Specialist Doctors working in Radiology, TB, Pathology, Leprosy, Anaesthetics	1200	1320
13	Thorasic Surgeon working in Thorasic surgery unit in District Hospitals and TB Hospitals.	1200	1320
14	Pharmacist attending clerical work	100	110
15	Lift Operator	100	110

(3) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Medical Officer, Primary Health Centre in charge of Administration (General cadre)	700	770
2	Health Inspector, Public Health Training School, Thiruvananthapuram	130	150

(4) Risk Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
	<i>(i) X-ray Sections of Hospitals</i>		
1	Medical Officer	300	330
2	Head Nurse	100	110
3	Staff Nurse	100	110
4	Mechanic	100	110
5	Radiographer	100	110
6	Technician	100	110
7	Dark Room Assistant	100	110
8	Other Full time employees like Attender/Attendant/Cleaner/Warder etc.	100	110
	<i>(ii) Radium Sections of Hospitals</i>		
1	Medical Officer	300	330
2	Technician	150	170
3	Radiographer	150	170
4	Staff Nurse	150	170
5	Attender	100	110
6	Cleaner	100	110
7	Warder	100	110
8	Lascar	100	110

	<i>(iii) Sanatorium for Chest Diseases, Pulayanarkotta Chest Hospital, Mulamkunnathukavu, Pariyaram TB clinics/TB Wards/TB Centres</i>		
1	Medical Officer	300	330
2	Bacteriologist	180	200
3	Nursing Superintendent	180	200
4	Manager/Lay Secretary and Treasurer	180	200
5	Head Nurse	150	170
6	Staff Nurse	150	170
7	Treatment Organizer Grade I and Grade II	150	170
8	Pharmacist/Pharmacist Store Keeper	100	110
9	Laboratory Technician Grade I &II / Health Welfare Worker/Medical Records Librarian	100	110
10	Statistician/Statistical Assistant / Steward/Head Clerk/Clerk/Store Keeper/ Typist/Instructor (Tailoring)/ Driver/LD Compiler	100	110
11	Social Worker	100	110
12	Dietician	100	110
13	Blood Bank Technician	100	110
14	Mechanic	100	110
15	House Keeper	100	110
16	All other Class III (except ministerial) & Class IV officers	100	110
	<i>(iv) Specialist Medical Officer, Govt. Hospital, Mavelikkara, visiting the Leprosy Hospital, Nooranad (One Eye Specialist, One Dental Surgeon and One Surgeon)</i>	300	330
	<i>(v) V.D. Section of Hospitals/V.D. Clinics</i>		
1	Medical Officer	250	280
2	Nursing Superintendent (V.D), Medical Colleges	180	200
3	Head Nurse	100	110
4	Staff Nurse	100	110
5	Serological Assistant/ Social Worker	100	110
6	Technician	100	110
7	Cleaner/Warder/Sweeper/ Attender	100	110

	<i>(vi) Mental Health Centres</i>		
1	Medical Officer	200	220
2	Nursing Superintendent	150	170
3	Psychiatric Social Worker	150	170
4	Head Nurse	100	110
5	Staff Nurse	100	110
6	Deputy Overseer	100	110
7	Laboratory Technician	100	110
8	Weaving Instructor/ Bunoï Instructor	100	110
9	Nursing Assistant/ Laboratory Attender/ Work Mistress	100	110
10	All other Class-III & Class-IV Officers	100	110
	<i>(vii) Laboratory Section of Hospitals</i>		
1	Medical Officer	150	170
2	Chemist	100	110
3	Laboratory Technician	100	110
4	Laboratory Technicians working in Public Health Centres	100	110
5	Attender/ Attendant/ Cleaner/Lascar	100	110
	<i>(viii) Contagious Disease Hospital</i>		
1	Medical Officer	200	220
2	Head Nurse	100	110
3	Midwife	100	110
4	Pharmacist	100	110
5	Clerk/Typist	100	110
6	All other Last Grade Employees	100	110
	<i>(ix) Psychiatric Clinic attached to the Medical College Hospital, Kottayam</i>		
1	Staff Nurse	100	110
2	Nursing Assistant	100	110
	<i>(x) Public Health Laboratory</i>		
1	Director/Chief Consultant	200	220
2	Consultant	150	170
3	Junior Consultant	150	170
4	Micro Biologist/Scientific Officer/Junior Protozoologist	150	170

5	Laboratory Assistant/ Attender	100	110
6	Bottle Cleaner/ Glass Blower	100	110
	<i>(xi) Regional District Public Health Laboratories</i>		
1	Medical Officer (Pathology)	150	170
2	Chief Scientific Officer	150	170
3	Research Officer/Scientific Officer/Junior Scientific Officer	150	170
4	Technical Assistant / Laboratory Technician	100	110
5	Laboratory Assistant/ Laboratory Attender/ Last Grade Employees	100	110
	<i>(xii) Leprosy Wing</i>		
1	Non-medical Supervisor/ Assistant leprosy Officer	150	170
	<i>(xiii) Reconstructive Unit of Leprosy Sanatorium, Nooranad</i>		
1	Staff Nurse	150	170
2	Nursing Assistant	100	110
	<i>(xiv) Other Supporting Service</i>		
1	Physiotherapist		500

(5) Non-Practising Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Director of Health Services	2000	2200
2	Additional Director	1700	1870
3	Deputy Director	1600	1760
4	Principal, Public Health Training School	1600	1760
5	Assistant Director (HE)	1600	1760
6	Assistant Director (CD)	1600	1760
7	Assistant Director(MCH)	1600	1760
8	Deputy Director (TB)	1600	1760
9	Deputy Director (Leprosy)	1600	1760
10	Deputy Director (FW)	1600	1760
11	Deputy Director (Ophthalmology)	1600	1760
12	Assistant Director (Physical Medicine Rehabilitation)	1600	1760

13	Zonal Malaria Officer	1600	1760
14	District Medical Officer (Health) / Deputy District Medical Officer (Health)	1600	1760
15	Principal, Family Welfare Training Centre, Thiruvananthapuram / Kozhikode	1600	1760
16	District RCH Officer	1600	1760
17	Supervisory Medical Officer, BCG Campaign (Civil Surgeon)	900	990
18	District Immunisation Officer	900	990
19	Medical Officer in charge (I.U.C.D) (Civil Surgeon)	900	990
20	Civil Surgeon (Non Cadre) (Family Welfare Programme)	900	990
21	RMO (in the cadre of Civil Surgeon)	900	990
22	District Leprosy Officer	900	990
23	Medical Officer, Pilot Survey Unit	650	720
24	RMO in the cadre of Assistant Surgeon	650	720
25	Junior Administrative Medical Officer working as RMO		720
26	Assistant Surgeon-in-charge, Mobile Medical Unit (Attapady, Kalpetta, Thaliparamba & Floating Dispensary, Chambakulam)	650	720
27	Assistant Surgeon (Family Welfare Programme)	650	720
28	Medical Officer, School Health Programme	650	720
29	Medical Officer, Raj Bhavan Dispensary	650	720
	<i>Public Health Laboratory</i>		
1	Director	1000	1100
2	Senior Consultant/Consultant as Senior Assistant Director	1000	1100
3	Junior Consultant / Consultant as Assistant Director	800	880
4	Consultant as Assistant Director (Nutrition) (<i>Civil Surgeon Gr. II</i>)	800	880
5	Junior Consultant	650	720
	<i>Regional Laboratories</i>		
1	Consultant	800	880
2	Junior Consultant	650	720

	<i>District Laboratories</i>		
1	Junior Consultant/Consultant	650	720

(6) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Nursing Superintendent	2600	5000
2	Nursing Sister (Matron and Head Nurse)	2600	5000
3	Nursing Tutor	2600	3000
4	Head Nurse	2600	5000
5	Lady Health Inspector	2400	2700
6	Lady Health Supervisor	2400	2700
7	District Public Health Nurse	2400	2700
8	Public Health Nursing Instructor	2400	2700
9	MCH Officer	2600	3000
10	Nursing Officer(Principal)	2600	3000
11	Lady Health Worker (Allopathic Midwife)	2000	2200
12	Junior Public Health Nurse	2400	2700
13	Pupil Nurse	2000	2200
14	Nurse (Male & Female)	2400	2700
15	Vice Principal (Nursing)	2600	3000
16	Staff Nurse	2400	5000
17	Pharmacist/Pharmacist Store Keeper	2000	2200
18	Optometrist	-	1200
19	Dental Hygienist	-	2200
20	Dental Mechanic	-	2200
21	Driver	2400	2700
22	Foreman Mechanic	2000	2200
23	Motor Mechanic	2000	2200
24	Helper	2000	2200
25	Electrician	2000	2200
26	Blacksmith	2000	2200
27	Tinker	2000	2200
28	Security Guard	2000	2200

29	Welder	2000	2200
30	Van Cleaner	2000	2200
31	Assistant Sergeant	2000	2200
32	Lab Technician	2000	2200
33	Blood Bank Technician	2000	2200
34	Sergeant	2000	2200
35	Nursing Assistant	2400	2700
36	Cook	2400	2700
37	Junior Lab Assistant	2000	2200
38	Hospital Attendant	2400	2700
39	Offset Machine Operator	2000	2200
40	Grinning Machine Operator	2000	2200
41	LD Printer	2000	2200
42	Compositor	2000	2200
43	LD Binder	1800	2000
44	UD Binder	1800	2000
45	Plate Maker	1800	2000
46	Assistant Offset Machine Operator	1800	2000
47	Radiographer	2000	2200
48	Mechanic	2000	2200
49	Darkroom Assistant	2000	2200
50	Other Full time employees like Attender/Attendant/Cleaner/Warder /Lascar/Sweeper etc.	2400	2700
51	Chemist	2000	2200
52	Medical Records Librarian, Laboratory Assistant, and other Last grade employees in Sanatorium for Chest Diseases, Pulayanarkotta Chest Hospital, Mulamkunnathukavu, Pariyaram TB clinics/TB Wards/TB Centres	2000	2200
53	Bottle Cleaner/ Glass Blower, <i>Public Health Laboratory</i>	2400	2700
54	Technical Assistant, <i>Regional District Public Health Laboratories</i>	2000	2200

(7) Additional Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Doctors working in Rural areas, Rural area allowance	4500	4500
2	Doctors working in difficult Rural areas, Difficult Rural area allowance	5500	5500
3	Casualty Allowance (Except in rural area)	3000	3300
4	Special Difficult area allowance to Doctors working in Attapady Region	20000	20000
5	Special Difficult area allowance to Other staff working in Attapady Region	15% of basic pay	15% of basic pay

(8) Permanent Travelling Allowance

Sl. No	Category	Existing Rate per month (₹)	Area of Jurisdiction	Average no. of days of tour in a month	Proposed Rate per month (₹)
1	District PH Nurse/District Extension Educator/BCH Team Leader/Malaria Inspector GrI & II/Health Educator	300	Parts of a District	15	330
2	Health Inspector	300	Parts of a District	15	330
3	Health Supervisor	300	Parts of a District	15	330

(9) Permanent Conveyance Allowance

Sl. No	Category	Existing Rate per month (₹)	Area of Jurisdiction	Proposed Rate per month (₹)
1	Health Inspector/ Health Supervisor	250	Area covered by 3 to 5 Junior Public Health Nurses	280
2	Medical Officer (to visit Raj Bhavan)	600		660
3	Medical Officer (to visit Sub Jails)	500		550
4	Lady Health Inspector	250	Area covered by 3 to 5 Junior Public Health Inspectors	280
5	Extension Educator (Family Welfare)	250		280
6	Junior Health Inspector Grade I	220		250
7	Junior Public Health Nurse Grade I	220		250
8	Non-Medical Supervisor	350		390
9	Leprosy Health Visitor	220		250
10	Urban Health Educator (Attending Clinics of SET Centres)	250		280
11	Junior Health Inspector Grade II/ Social Worker	150		170
12	Junior Public Health Nurse	150		170
13	Field Assistant/Field Worker	150		170
	<i>Biweekly Dispensaries & Tri-weekly Dispensaries</i>			
	(A)			
1	Medical Officer	400	Where the distance to be covered from the main P.H Centre of Dispensary does not exceed 8 Km.	440

2	Pharmacist	150	Where the distance to be covered from the main P.H Centre of Dispensary does not exceed 8 Km.	170
3	Hospital Attendant	130	Where the distance to be covered from the main P.H Centre of Dispensary does not exceed 8 Km.	150
	(B)			
1	Medical Officer	450	Where it exceeds 8 Km.	500
2	Pharmacist	200	Where it exceeds 8 Km.	220
3	Hospital Attendant	150	Where it exceeds 8 Km.	170

7.32. HINDU RELIGIOUS AND CHARITABLE ENDOWMENT

The Hindu Religious & Charitable Endowments (Admin) Department was abolished and Malabar Devaswom Board was formed by the Madras Hindu Religious & Charitable Endowments (Amendment) Act, 2008, for administration of the Hindu Temples in the erstwhile Malabar area. The department as such ceased to exist w.e.f 02.10.2008, the date on which the newly formed Malabar Devaswom Board assumed office. However, the employees of the abolished Hindu Religious & Charitable Endowments (Admin) Department were allowed to continue on deemed deputation in the newly formed Malabar Devaswom Board as per G.O.(Ms)No. 222/2010/RD dated 08.06.2010. The employees of the erstwhile Hindu Religious & Charitable Endowments (Admin) Department continuing in Malabar Devaswom Board on deputation have been recognized as State Government employees for all practical purposes including pay & allowances and pensionary benefits as a vanishing category in the service of the Board with the same terms and conditions of service and rights and privileges, as before.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendation:

All the posts existing in the department may be placed on the corresponding revised scales of pay.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Commissioner	1	77400-115200	107800-160000
2	Deputy Commissioner	2	45800-89000	63700-123700
3	Assistant Commissioner	6	40500-85000	56500-118100
4	Inspector Gr.I	8	27800-59400	39300-83000
5	Inspector Gr.II	3	25200-54000	35600-75400
6	Goldsmith	1	18000-41500	25100-57900

Common Category

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Personal Assistant	1	As in CC	As in CC
2	Senior Superintendent	4	As in CC	As in CC
3	Junior Superintendent	4	As in CC	As in CC

4	Confidential Assistant Senior Grade	1	As in CC	As in CC
5	Head Clerk/ Head Accountant	5	As in CC	As in CC
6	Confidential Assistant Gr I	1	As in CC	As in CC
7	Typist Selection Grade	2	As in CC	As in CC
8	Typist Senior Grade	2	As in CC	As in CC
9	U.D Typist	2	As in CC	As in CC
10	Senior Clerk	23	As in CC	As in CC
11	Confidential Assistant Gr II	3	As in CC	As in CC
12	Clerk	8	As in CC	As in CC
13	L.D Typist	3	As in CC	As in CC
14	Clerical Attender	2	As in CC	As in CC
15	Office Attendant/ Watchman	27	As in CC	As in CC

7.33. HOMOEOPATHY

The Department of Homoeopathy functions under the AYUSH Department, Kerala with the objective of providing comprehensive and affordable homoeopathic healthcare to the public through a network of well-equipped healthcare institutions served by competent professionals responsive to the needs of the society. There are 14 District Medical Offices, 14 District Homoeo Hospitals, 20 Homoeo Hospitals and 669 Homoeo Dispensaries under the Department. Some of the speciality projects of the Department include Seethalayam, RAECH, Janani, Sadgamaya, Ayushmanbhava, Chethana, Punarjani. The Department is headed by Director of Homoeopathy and its headquarters is in Thiruvananthapuram.

The Commission, having considered the proposals submitted by the Director, and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) As per the new Special Rules, the post of Hospital Superintendent is the promotion post of Chief Medical Officer. Hospital Superintendent and its feeder post Chief Medical Officer are now placed in the same

scale of pay of ₹ 42500-87000. Therefore, the scale of pay of the post Hospital Superintendent may be upgraded to ₹ 45800-89000 with corresponding revision.

- (ii) As hike in the scale of pay of Hospital Superintendent has been recommended, the scales of pay of the further promotion posts of Hospital Superintendent viz. District Medical Officer and District Medical Officer (HG) may be upgraded to ₹ 55350-101400 and ₹ 60900-103600 respectively and corresponding revision may be given.
- (iii) The post of Lab Technician Grade II in the Department has the same qualification and nature of duty compared to the similar post existing in Health Services and Medical Education Departments. It has been recommended to enhance the scale of pay of the posts in Health Services and Medical Education from ₹ 22200-48000 to ₹ 25200-54000. Therefore, Lab Technician Grade II in the Homoeopathy Department may also be placed in the scale of pay corresponding to ₹ 25200-54000.
- (iv) PG Allowance @ ₹ 500 per month may be allowed to Medical Officers who possess PG degree taken through a regular course.
- (v) All the category of posts except those specifically mentioned above may be given normal revision..
- (vi) Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	77400-115200	107800-160000
	2	Deputy Director	1	68700-110400	95600-153200
	3	District Medical Officer (HG)		55350-101400	85000-143600
a	4	District Medical Officer	14	45800-89000	77200-140500

	5	Hospital Superintendent	30	42500-87000	63700-123700
	6	Chief Medical Officer	127	42500-87000	59300-120900
	7	Medical Officer	584	39500-83000	55200-115300
	10	Lay Secretary		36600-79200	51400-110300
	11	Nursing Superintendent Grade II	2	27800-59400	39300-83000
	12	Medical Officer (Non-Cadre)		27800-59400	39300-83000
	13	Laboratory Technician Grade I		26500-56700	37400-79000
	14	Nurse Grade I		25200-54000	35600-75400
	15	Pharmacist Grade I		25200-54000	35600-75400
b	16	Laboratory Technician Grade II	14	22200-48000	35600-75400
c	17	Nurse Grade II	102	20000-45800	27900-63700
c	18	Pharmacist Grade II	603	20000-45800	27900-63700
	19	Nursing Assistant Grade I		17500-39500	24400-55200
	20	Attender Grade I		17500-39500	24400-55200
	21	Dispenser Grade I		17500-39500	24400-55200
	22	Store Attender Grade I		17500-39500	24400-55200
	23	Record Attender Grade I		17500-39500	24400-55200
c	24	Nursing Assistant Grade II	659	17000-37500	23700-52600
	25	Attender Grade II		17000-37500	23700-52600
	26	Dispenser Grade II		17000-37500	23700-52600
	27	Store Attender Grade II		17000-37500	23700-52600
	28	Record Attender Grade II		17000-37500	23700-52600

- a Ratio between District Medical Officer and District Medical Officer (HG) will be 4:1.
- b Ratio between Laboratory Technician Grade II and Grade I will be 1:1
- c Existing ratio 1:2 between Grade I and Grade II will continue

Posts held by personnel from other Departments

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Officer	1	As in PD	As in PD

Common Category

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Assistant	1	As in CC	As in CC
2	Senior Superintendent / Lay Secretary	17	As in CC	As in CC
3	Junior Superintendent	2	As in CC	As in CC
4	Head Clerk	1	As in CC	As in CC
5	Senior Clerk	37	As in CC	As in CC
6	Clerk	37	As in CC	As in CC
7	Confidential Assistant Grade II	1	As in CC	As in CC
8	L.D Typist	16	As in CC	As in CC
9	Clerk Typist	8	As in CC	As in CC
10	Driver Grade II	6	As in CC	As in CC
11	Office Attendant / Night Watcher / SCP / WCS / Cook / Sanitation Worker / Cleaner / Clinical Attender	265	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Special Allowance**

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Medical Officer with PG degree (Regular PG Degree only) - PG Allowance	-	500

(2) Non-Practising Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Director	800	880
2	Deputy Director	800	880
3	District Medical Officer	750	830

(3) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Nurse	2400	2700
2	Pharmacist	1800	2000
3	Attender	1800	2000
4	Dispenser	1800	2000
5	Nursing Assistant	2400	2700
6	Lab Attender	1800	2000
7	Driver	2400	2700
8	Cook	2400	2700
9	Cleaner	2400	2700

(4) Additional Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Doctors working in rural areas	3000	3000
2	Doctors working in difficult rural areas	4500	4500

7.34. HOMOEOPATHY MEDICAL COLLEGES

There are five Homoeopathy Medical Colleges in the State, of which two are Government colleges situated at Thiruvananthapuram and Kozhikode and the other three are Aided colleges. These colleges are affiliated to the Kerala University of Health Sciences (KUHS). The Principal, Government Homoeopathic Medical College, Thiruvananthapuram is the Controlling Officer of the colleges.

The Commission, after examining the demands submitted by the Principal & Controlling Officer and Service Organizations, makes the following recommendations:

- (i) The posts of Attender, Nursing Assistant and Lab Attender are equal and interchangeable posts. Hence these posts may be shown as equal and interchangeable posts in the Schedule with the scale of pay corresponding to ₹17000-37500.
- (ii) In Homoeopathy Department, the posts of Attender, Nursing Assistant and Lab Attender are given ratio higher grade in the ratio 2:1, but in Homeopathy Medical Colleges, Grade I post is existing for Nursing Assistant only, and no ratio is seen fixed for Attender and Lab Attender. Hence the posts of Attender and Lab Attender may be given ratio promotion as existing in Homeopathy Department.
- (iii) The post of Specimen Collector is an equivalent post of Attender, Nursing Assistant and Lab Attender. Hence the above ratio grade of 2:1 may be granted to Specimen Collector also.
- (iv) The posts of Radiographer and X-ray Technician are not existing in Homoeopathy Department, but are existing in Homoeopathy Medical Colleges. These posts have qualification as in Health Services Department, where a ratio 1:1 is existing between Grade I and Grade II posts. The same ratio may be extended to these posts in Homoeopathy Medical Colleges also. It is also recommended that recruitment to the posts of Radiographer and X-ray Technician could be from a common rank list of the Kerala Public Service Commission.
- (v) The existing office of the Controlling Officer may be converted as the office of the Director of Homoeopathic Medical Education without any additional post creation. The Director could also be the Principal of the Government Homoeopathic Medical College, Thiruvananthapuram, considering that the workload of both the positions can be managed by one officer.
- (vi) The posts of Lab Technician Grade II and Radiographer Grade II in Homoeopathy Medical Colleges have the same qualification and nature of duty compared to the similar posts existing in Health Services and Medical Education Departments. It has been recommended to enhance the scale of pay of those posts in Health Services and Medical Education from ₹ 22200-48000 to ₹ 25200-54000. Therefore, the posts of Radiographer Grade II and Lab Technician Grade II in Homoeopathy Medical Colleges may also be placed in the scale of pay corresponding to ₹ 25200-54000.

- (vii) All other posts may be placed in the corresponding revised scales of pay.
- (viii) Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
a	1	Principal & Controlling Officer	2	85000-117600	118100-163400
	2	Principal		UGC	UGC
a	3	Professor	26	85000-117600	118100-163400
	4	Professor		UGC	UGC
a	5	Reader	36	77400-115200	107800-160000
	6	Reader		UGC	UGC
a	7	Lecturer	36	68700-110400	95600-153200
	8	Lecturer		UGC	UGC
	9	Tutor / RMO		42500-87000	59300-120900
	10	Tutor		UGC	UGC
	11	Radiologist	1	36600-79200	51400-110300
	12	Lay Secretary	-	36600-79200	51400-110300
	13	Pharmacist Store Keeper	1	27800-59400	39300-83000
	14	Nursing Superintendent	1	27800-59400	39300-83000
	15	Lab Technician Grade I		26500-56700	37400-79000
	16	Radiographer Grade I		-	37400-79000
	17	X-Ray Technician Grade I		-	37400-79000
	18	Nurse Grade I		25200-54000	35600-75400
	19	Pharmacist Grade I		25200-54000	35600-75400

b	20	Radiographer Grade II	2	22200-48000	35600-75400
b	21	X-Ray Technician Grade II	2	22200-48000	31100-66800
b	22	Lab Technician Grade II	7	22200-48000	35600-75400
c	23	Nurse Grade II	18	20000-45800	27900-63700
c	24	Pharmacist Grade II	6	20000-45800	27900-63700
	25	ECG Technician	1	19000-43600	26500-60700
	26	Dark Room Assistant	2	18000-41500	25100-57900
	27	Attender Grade I / Nursing Assistant Grade I / Lab Attender Grade I		17500-39500	24400-55200
	28	Specimen Collector Grade I		-	24400-55200
	29	House Keeper	1	17000-37500	23700-52600
c	30	Attender Grade II / Nursing Assistant Grade II / Lab Attender Grade II	33	17000-37500	23700-52600
c	31	Specimen Collector Grade II	4	17000-37500	23700-52600
	32	Gardener	1	17000-37500	23700-52600
	33	Cook	8	16500-35700	23000-50200
	34	Worker		16500-35700	23000-50200
	35	Sweeper cum Cleaner	28	16500-35700	23000-50200
	36	Sweeper		16500-35700	23000-50200

- a These scales are applicable to those teaching staff who are not eligible for UGC scales as per G.O.(P) No.48/2012/Fin dated 13/01/2012
- b The ratio between Grade I & Grade II will be 1:1
- c The ratio between Grade I & Grade II will be 1:2

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Officer	1	As in PD	As in PD

Common Category

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Accounts Officer	1	As in CC	As in CC
2	Senior Superintendent	4	As in CC	As in CC
3	Librarian Grade II	1	As in CC	As in CC
4	Junior Superintendent	3	As in CC	As in CC
5	Head Clerk	3	As in CC	As in CC
6	Senior Clerk	12	As in CC	As in CC
7	Clerk	12	As in CC	As in CC
8	Typist Selection Grade	2	As in CC	As in CC
9	Typist Senior Grade	2	As in CC	As in CC
10	U.D Typist	2	As in CC	As in CC
11	L.D Typist	2	As in CC	As in CC
12	Confidential Assistant Grade II	1	As in CC	As in CC
13	Clerk cum Typist	2	As in CC	As in CC
14	Driver Grade II	2	As in CC	As in CC
15	Clerical Attender	1	As in CC	As in CC
16	Night Watchman	11	As in CC	As in CC
17	Office Attendant	13	As in CC	As in CC

Part Time Contingent Employees

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Part Time Sweeper	8	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Special Allowance**

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Principal & Controlling Officer	750	830

(2) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
	<i>Homoeopathy Medical College, Kozhikkode</i>		
1	Warden, Men's Hostel	150	170

(3) Risk Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Radiographers and X-ray Technicians	100	110
2	Laboratory Technicians	100	110

(4) Non-Practising Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
	<i>Non-Technical</i>		
1	Principal	800	880
2	Professor	750	830
3	Assistant Professor / Tutor	650	720

(5) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Nurse	2400	2700
2	Radiographers and X-ray Technicians	2000	2200
3	Laboratory Technicians	2000	2200
4	Driver	2400	2700

7.35. HOUSING TECHNICAL CELL

The Housing Technical Cell was formed in the year 1980 as per the G.O(Ms) No.8/80/I&HD dated, 19/01/1980 as a new Technical Cell under the direct guidance of the Housing Commissioner and ex Officio Additional Secretary (Housing) with the objective of achieving, the degree of co-ordination among various housing activities in the State. The main function of the Cell is supporting the Housing Department with technical guidance in all matters related to 'Housing'. The Housing Commissioner is the head of the Cell.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) The posts of 'Architectural Head Draftsman', 'Draftsman Gr-I', 'Draftsman Gr-II' may be excluded from the department schedule, as the posts are not existing in the department.
- (ii) All the posts existing in the department may be placed on the corresponding revised scale of pay. Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Housing Commissioner	1	89000-120000	123700-166800
2	Chief Planner (Housing)	1	85000-117600	118100-163400
3	Asst. Executive Engineer	1	40500-85000	56500-118100
4	Assistant Engineer	2	39500-83000	55200-115300

Common Category

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Superintendent	1	As in CC	As in CC
2	U.D Typist	1	As in CC	As in CC
3	Senior Clerk	1	As in CC	As in CC
4	Confidential Assistant Gr II	2	As in CC	As in CC
5	Clerk	1	As in CC	As in CC
6	Driver Gr II	1	As in CC	As in CC
7	Office Attendant Gr I	1	As in CC	As in CC
8	Office Attendant Gr II	2	As in CC	As in CC

Part Time Contingent

1	Part Time Sweeper	1	As in PTCC	As in PTCC
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B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Uniform Allowance**

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.36. HYDROGRAPHIC SURVEY WING

The Hydrographic Survey Wing was constituted in 1967 with the objective of collecting and analysing hydrographic data required for minor and intermediate Ports and facilitating inland water transport. The wing conducts pre and post monsoon survey, pre and post dredging survey and survey on the construction of fishing harbours. It also undertakes hydrographic survey requirements of Irrigation, Inland Navigation, Water

Transport Departments etc. The Chief Hydrographer is the Head of the Wing and its headquarters is in Thiruvananthapuram.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) The post of Deck Tindal may be excluded from the department schedule and the Annexure of Uniform Allowance as suggested by the Director.
- (ii) The existing ratio of 1:1 between Draftsman Grade II and Draftsman Grade I may be omitted since they are functional posts as per the Special Rules.
- (iii) Ratio promotion of 3:1 may be sanctioned between Chief Survey Syrang and Chief Survey Syrang(HG).
- (iv) All the posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Chief Hydrographer	1	85000-117600	118100-163400
2	Deputy Hydrographer	1	77400-115200	107800-160000
3	Marine Surveyor	2	68700-110400	95600-153200
4	Assistant Cartographer	1	68700-110400	95600-153200
5	Senior Technical Assistant (Electronics)	1	40500-85000	56500-118100
6	Assistant Marine Surveyor	8	39500-83000	55200-115300
7	Chief Draftsman	2	39500-83000	55200-115300
8	Assistant Engineer (Mechanical)	1	39500-83000	55200-115300

	9	Chief Survey Syrang (HG)	1	30700-65400	43400-91200
	10	Engine Driver Gr. I	4	27800-59400	39300-83000
a	11	Chief Survey Syrang	3	27800-59400	39300-83000
	12	Field Assistant	15	26500-56700	37400-79000
	13	Draftsman Gr. I	3	26500-56700	37400-79000
	14	Engine Driver Gr. II	5	22200-48000	31100-66800
	15	Survey Syrang Gr. I	7	22200-48000	31100-66800
	16	Draftsman Gr. II	2	22200-48000	31100-66800
	17	Tide Watcher	6	20000-45800	27900-63700
	18	Cassab (Store Keeper)	3	19000-43600	26500-60700
	19	Engine Driver Gr. III	1	18000-41500	25100-57900
	20	Survey Syrang Gr. II	1	18000-41500	25100-57900
	21	Master Gr. III	1	18000-41500	25100-57900
	22	Leadsman	8	18000-41500	25100-57900
	23	Seaman	46	17500-39500	24400-55200
	24	Machine Room Attender	1	17500-39500	24400-55200
	25	Blue Printer	2	17000-37500	23700-52600
	26	Cook Cum Steward	2	16500-35700	23000-50200

a. Ratio 3:1 between Chief Survey Syrang and Chief Survey Syrang (HG).

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Finance Officer	1	As in PD	As in PD

Common Category

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Assistant	1	As in CC	As in CC

2	Head Clerk	1	As in CC	As in CC
3	Senior Clerk	9	As in CC	As in CC
4	Clerk		As in CC	As in CC
5	Confidential Assistant	1	As in CC	As in CC
6	Typist	2	As in CC	As in CC
7	Driver Grade I	1	As in CC	As in CC
8	Driver Grade II	2	As in CC	As in CC
9	Office Attendant	2	As in CC	As in CC
Part Time Contingent				
1	Part Time Sweeper	4	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Risk Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Master	100	110
2	Engine Driver	100	110
3	Syrang	100	110
4	Seaman/ Cook-cum-Steward	100	110

(2) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Master	2400	2700
2	Engine Driver	2400	2700
3	Syrang	2400	2700
4	Tide Watcher	2400	2700

5	Cassab	2400	2700
6	Leadsman	2400	2700
7	Machine room Attender	2400	2700
8	Driver	2400	2700
9	Seaman/Cook-cum-Steward	2400	2700

7.37. INDIAN SYSTEMS OF MEDICINE

Indian Systems of Medicine Department comes under AYUSH Department, Kerala. The different institutions under this Department deliver primary, secondary and tertiary level health care to the public through Ayurveda, Yoga & Naturopathy, Unani and Siddha streams of medicine. There is a wide network of Ayurveda, Naturopathy, Siddha & Unani hospitals and dispensaries in Kerala. In-patient and out-patient treatments are rendered through 815 dispensaries and 127 hospitals all over the State. The headquarters of the Department is in Thiruvananthapuram. The Department is headed by the Director of Indian Systems of Medicine. All the Ayurveda, Yoga & Nature cure, Unani and Siddha hospitals and dispensaries are functioning under the District Medical Officers of the Department concerned, while Government Ayurveda Research Institute for Mental Diseases in Malappuram District is under the direct control of the Director.

The Commission, having considered the proposals submitted by the Director, and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) Attenders and Nursing Assistants of Indian System of Medicine Department are interchangeable posts which are now allowed same scale of pay of ₹17000-37500. The work of Nursing Assistant is much more demanding than that of Attender, with longer hours of work. Hence the post of Nursing Assistant may be placed in the scale of pay corresponding to ₹17500-39500. Existing two grades of Nursing Assistant may be clubbed and the post of Nursing Assistant be made as the promotion post of Attender Grade II based on the willingness of employees. The employees who have opted for the post of the Nursing Assistant may not be considered for promotion to Grade I post of Attenders. If no willing candidates are there for the post of Nursing Assistant, juniors may be appointed as Nursing Assistant. The existing post of Nursing Assistant may be excluded from the ratio higher grades

provided to the post of Attenders. The Special Rules may be amended accordingly.

- (ii) The post of Attender (Siddha) included in the Special Rules of the Department is not included in the Schedule of posts despite the posts being occupied now. The post of Attender (Siddha) may be included in the Schedule of posts with the scale of pay corresponding to ₹17000-37500.
- (iii) The existing Duty Manual of Indian System of Medicine Department is based on the situations that were prevailing decades ago. Hence it is recommended that the Duty Manual of the Department may be revised clearly specifying the duties of each and every category in sync with the current scenario.
- (iv) The posts of Nurse, Pharmacist, Lab Assistant, and even Clerk and Typist working in Mental Hospital, Kottakkal are allowed Risk Allowance, while Ayurveda Therapists are not sanctioned this Allowance. The job of Ayurveda Therapist needs close physical contact with the patients, hence the risk factor involved in their work is much higher compared to other categories. Hence Risk Allowance to Ayurveda Therapist working in Mental Hospital, Kottakkal may be at the same rate applicable to the post of Nurse and Pharmacist. It is also recommended to discontinue the Risk Allowance being given to the post of Clerk/ Typist (Administration) working in Mental Hospital, Kottakkal as there is no justification in granting Risk Allowance to Ministerial Categories.
- (v) Only Nurses in Indian Systems of Medicine Department are allowed Uniform Allowance at present; while a number of similar Categories in Ayurveda Medical Education Department are allowed Uniform Allowance. Denial of Uniform Allowance to categories who are required to wear uniform while on duty has no justification. Therefore, Uniform Allowance may be allowed to the posts of Nursing Superintendent, Pharmacist, Lab Technician, Ayurveda Therapist, Nursing Assistant, Lab Attender, Radiographer (X-ray Section), Cook and Sanitation Worker at the rates applicable to similar categories in Ayurveda Medical Education Department.

- (vi) The post of Pharmacist (Siddha) Grade II is included in the Special Rules of the Department, but not included in the Schedule of posts and the posts are manned now. Hence the posts of Pharmacist (Siddha) Grade II and Pharmacist (Siddha) Grade I may be included in the Schedule with scale of pay corresponding to Pharmacist Grade II and Grade I, i.e. ₹20000-45800 and ₹ 25200-54000. Ratio 1:2 applicable to Pharmacists Grade I and Grade II in the department, may be allowed between Grade I and Grade II posts of Pharmacist (Siddha) also.
- (vii) For getting appointment to the post of Medical Officer (Specialist), PG degree or Diploma in the respective speciality (Visha, Netra, Marma, Panchakarma and Sickle Cell Anaemia) is a necessary qualification, whereas basic degree in Ayurveda Medicine (BAMS) is sufficient for appointment to the post of Medical Officer (Ayurveda). Prior to the amendment of the Special Rules, there was separate appointment to the post of Medical Officer (Specialist) and this post was placed in a higher scale of pay than that of Medical Officer (Ayurveda). By the amendment in the Special Rules as per G.O.(P) No.93/2005/H&FWD dated 05.04.2005, separate recruitment to the post of Medical Officer (Specialist) was dispensed with and appointment is now made by placement from qualified Medical Officer (Ayurveda). Till the 9th Pay Revision, Medical Officer (Specialist) was in higher scale of pay. But in the 9th Pay Revision, the post of Medical Officer (Specialist) and Medical Officer (Ayurveda) were placed in same scale of pay consequent on the hike in scale of pay awarded to the post of Medical Officer (Ayurveda). Specialist Allowance was given to Medical Officers (Specialist) so as to compensate highly qualified doctors. This system is still continuing.

The Commission examined the demand for higher scale of pay to the post of specialist medical officers by virtue of their higher qualification. Highly qualified doctors deserve higher pay than lesser qualified doctors. But, at the same time, it is quite difficult to place them in a separate higher scale of pay as it would disturb the existing equilibrium among different categories of posts. Considering the fact that Specialist Medical Officers possess higher qualification and highly qualified and proficient doctors have to be attracted to Specialist posts, the Commission is of the opinion that the existing system of granting only a Special allowance to highly qualified doctors needs to be replaced with a pay component which will be protected during the entire service of an Officer. Hence it is recommended as follows:

Instead of granting Specialist Allowance, Medical Officer (Specialist) may be given Special Pay as is being given to the Administrative and Speciality Cadre in Health Services Department. The rate of Special Pay may be equal to the sum of two initial level increments applicable to the scale of pay of the post of Medical Officer. A similar Special pay may be given to the next promotion post, viz Senior Medical Officer (Specialist) also, at the rate equal to the sum of two initial increments applicable to the scale of pay of Senior Medical Officer. This special pay may be in lieu of higher time scale of pay and it will remain as a separate component in the posts of Medical Officer (Specialist) and Senior Medical Officer (Specialist). However, the special pay may be reckoned for fixation of pay on further promotion as Chief Medical Officer as this special pay is not recommended to the post of Chief Medical Officer as it is a common promotion post of Senior Medical Officer (Specialist) and Senior Medical Officer (Ayurveda). This Special pay may be given effect from the date of issuance of Government order.

- (viii) The Special pay as recommended in (vii) above may be given to the post of Medical Officer (Panchakarma) also, since Medical Officer (Panchakarma) is also included in the category of Specialist Medical Officers.
- (ix) The posts of Superintendent (Medical) and Chief Medical Officer are interchangeable posts as per Special Rules, but these are shown as separate posts in the Schedule of posts. Hence these posts may be shown as interchangeable posts in the Schedule.
- (x) Chief Medical Officer and Senior Medical Officer are two posts with different nature of duties. But ratio promotion is existing between Senior Medical Officer and Chief Medical Officer in the ratio 3:1. Two categories, viz. Senior Medical Officer (Ayurveda) and Senior Medical Officer (Specialist) are existing as feeder categories to the post of Chief Medical Officer. Appointment to the post of Chief Medical Officer is being made from Senior Medical Officer (Ayurveda) and Senior Medical Officer (Specialist) in the ratio 15:1. Thus, the ratio promotion existing between the posts of Chief Medical Officer and two categories of Senior Medical Officer is irrational. Hence the ratio existing (1:3) between Chief Medical Officer and Senior Medical Officer may be discontinued and it may be specified that existing posts of Chief

Medical Officer will be the cadre strength of Chief Medical Officer for all purposes.

- (xi) The post of Medical Officer (Unani) is an entirely different post from Medical Officer (Ayur), but in the existing Pay Revision Order, these posts are shown as Medical Officer (Ayur & Unani). Hence the post of Medical Officer (Unani) may be segregated from Medical Officer (Ayur & Unani) and the posts of Medical Officer (Ayur) and Medical Officer (Unani) may be shown as separate posts in the schedule with scale of pay corresponding to ₹39500-83000.
- (xii) The qualification fixed for the post of Nurse, Pharmacist and Therapist are SSLC and a one-year certificate course in the respective discipline. The posts of Nurse Grade II and Pharmacist Grade II have the same scale of pay of ₹20000-45800 whereas the post of Ayurveda Therapist gets a scale of pay of ₹19000-43600. The job nature of Therapists is more strenuous compared to that of Nurse and Pharmacist. Hence there is no justification for placing Ayurveda Therapists in a lower scale of pay than Nurse and Pharmacist. Ayurveda Therapists may be given the same scale of pay as that of Nurse and Pharmacist in all grades.

The Commission also took into consideration the order dated 09.01.2020 of the Hon'ble KAT in OA[EKM]No.2234/2019 filed by Sri.Renjith N.P and others. The above recommendation would cover the relief sought by the petitioner in the application before the Tribunal.

- (xiii) The Commission notes that several hospitals do not have sanctioned posts of essential staff like Pharmacists, Therapists and Cooks. Government may consider sanctioning the essential posts so that the institutions can function effectively, providing the service that is expected from them.
- (xiv) All the category of posts except those specifically mentioned above may be given normal revision.
- (xv) Existing allowances except those specifically mentioned above also may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	85000-117600	118100-163400
	2	Joint Director	2	77400-115200	107800-160000
	3	District Medical Officer	14	68700-110400	95600-153200
	4	Superintendent (Nature Cure)	1	45800-89000	63700-123700
	5	Superintendent Mental Hospital (Manasika)	1	45800-89000	63700-123700
	6	Superintendent (Medical) / Chief Medical Officer	88	45800-89000	63700-123700
	7	Senior Specialist (Nature Cure)	1	42500-87000	59300-120900
	8	Senior Specialist (Manasika)	1	42500-87000	59300-120900
	9	Specialist (Manasika)	2	40500-85000	56500-118100
a	10	Senior Medical Officer (Specialist)	15	42500-87000	59300-120900+ 2900 sp#
b	11	Senior Medical Officer (Ayurveda)	247	42500-87000	59300-120900
b	12	Senior Medical Officer (Siddha)	3	42500-87000	59300-120900
a	13	Medical Officer (Specialist, Visha, Netra, Marma)	45	39500-83000	55200-115300+ 2700 sp#
b	14	Medical Officer (Ayurveda)	747	39500-83000	55200-115300
	15	Medical Officer (Unani)	1	39500-83000	55200-115300
a	16	Medical Officer (Panchakarma)	8	39500-83000	55200-115300 + 2700 sp#
b	17	Medical Officer (Siddha)	8	39500-83000	55200-115300
	18	Medical Officer (Nature Cure)	3	39500-83000	55200-115300

a	19	Medical Officer (Sickle Cell Anaemia)	1	39500-83000	55200-115300+ 2700 sp#
	20	Medical Officer (Rehabilitation)		39500-83000	55200-115300
	21	Lay Secretary & Treasurer	4	36600-79200	51400-110300
	22	Nursing Superintendent (HG)		35700-75600	50200-105300
	23	Store Keeper (Pharmacist) (HG)		35700-75600	50200-105300
c	24	Store Keeper (Pharmacist)	2	30700-65400	43400-91200
c	25	Nursing Superintendent	3	30700-65400	43400-91200
	26	Lab Technician Grade I	7	26500-56700	37400-79000
d	27	Lab Technician Grade II	8	22200-48000	31100-66800
	28	Nurse Grade I	146	25200-54000	35600-75400
e	29	Nurse Grade II	294	20000-45800	27900-63700
	30	Pharmacist Grade I	318	25200-54000	35600-75400
e	31	Pharmacist Grade II	638	20000-45800	27900-63700
	32	Pharmacist Grade I (Siddha)	2	-	35600-75400
e	33	Pharmacist Grade II (Siddha)	5	-	27900-63700
	34	Ayurveda Therapist (HG)	28	20000-45800	35600-75400
f	35	Ayurveda Therapist	56	19000-43600	27900-63700
	36	Radiographer	2	22200-48000	31100-66800
	37	Nursing Assistant	422	17500-39500	24400-55200
	38	Pharmacy Attender Grade I/ Attender Grade I		17500-39500	24400-55200
e	39	Pharmacy Attender Grade II/ Attender Grade II	840	17000-37500	23700-52600
	40	Lab Attender	4	17000-37500	23700-52600
	41	Attender (Siddha)	9	-	23700-52600
	42	Cook Grade I		17000-37500	23700-52600
	43	Cook Grade II	128	16500-35700	23000-50200
	44	Gardener	3	16500-35700	23000-50200

	45	Sanitation worker	150	16500-35700	23000-50200
	46	Full time Sweeper	14	16500-35700	23000-50200
	47	Night Watcher	2	16500-35700	23000-50200

Special pay in lieu of higher time scale of pay.

- # The Special pay attached to Senior Medical Officer (Specialist) will be reckoned for fixation of pay on promotion to the post of Chief Medical Officer.
- a Ratio 1:3 between SMO and MO will continue. The ratio between SMO (Ay) and SMO (Specialist) for promotion to the post of CMO will be 15:1 as envisaged in the Special Rules.
- b Ratio 1:3 between SMO and MO in concerned branches will continue
- c One post will be in HG
- d Ratio 1:1 between Grade I and Grade II will continue
- e Existing ratio 1:2 between Grade I and Grade II will continue
- f Ratio between Ayurveda Therapist and Ayurveda Therapist (HG) will be 2:1

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Administrative Officer		As in PD	As in PD

Common Category

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Assistant	1	As in CC	As in CC
2	Accounts Officer	2	As in CC	As in CC
3	Senior Superintendent	20	As in CC	As in CC
4	Junior Superintendent	16	As in CC	As in CC
5	Head Clerk / Head Accountant	10	As in CC	As in CC
6	Senior Clerk	92	As in CC	As in CC

7	Clerk	91	As in CC	As in CC
8	Clerk-Typist	6	As in CC	As in CC
9	Fair Copy Superintendent	1	As in CC	As in CC
10	Typist Selection Grade	5	As in CC	As in CC
11	Typist Senior Grade	5	As in CC	As in CC
12	UD Typist	6	As in CC	As in CC
13	LD Typist	6	As in CC	As in CC
14	Confidential Assistant Grade II	1	As in CC	As in CC
15	Store Keeper cum Clerk	1	As in CC	As in CC
16	Driver Senior Grade	3	As in CC	As in CC
17	Driver Grade I	3	As in CC	As in CC
18	Driver Grade II	4	As in CC	As in CC
19	Binder Grade II	1	As in CC	As in CC
20	Office Attendant Grade II	40	As in CC	As in CC

Part Time Contingent Employees

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Part Time Sweeper	857	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1). Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Superintendent (Medical)	400	440
2	Pharmacist, Ayurveda Hospital doing clerical work	100	110
3	Superintendent, Mental Hospital, Kottakkal	400	440
4	Medical Officer with PG Degree (who does not have Special pay)- PG Degree allowance	1000	1100

(2) Risk Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
	<i>Ayurveda Mental Hospital, Kottakkal</i>		
1	Superintendent	250	280
2	Senior Specialist	250	280
3	Specialist Physician	250	280
4	Nursing Superintendent	250	280
5	Laboratory Assistant	100	110
6	Nurse	100	110
7	Pharmacist	100	110
8	Ayurveda Therapist	100	110
9	Laboratory Attender	100	110

(3) Non-Practising Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	District Medical Officer	800	880
2	Superintendent, District Ayurveda Hospital, Kannur	800	880
3	Superintendent, Mental Hospital, Kottakkal	800	880

(4) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Nursing Superintendent	2400	2700
2	Nurse	2400	2700
3	Pharmacist	1800	2000
4	Lab Technician	1800	2000
5	Ayurveda Therapist	2400	2700
6	Nursing Assistant	2400	2700
7	Attender/ Lab Attender/ Pharmacy Attender	2400	2700

8	Cook	2400	2700
9	Sanitation Worker	2400	2700
10	Radiographer (X-ray Section)	1000	1100
11	Driver	2400	2700

(5) Additional Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Doctors working in Rural areas	3000	3000
2	Doctors working in Difficult Rural areas	4500	4500

7.38. INDUSTRIAL TRAINING

The Industrial Training Department functions with the major objectives of providing Skill and Apprenticeship Training to the youths in the State. To achieve these objectives, the Department runs a variety of skill training programmes in Industrial Training Institutes in the State. It also registers the youth for Apprenticeship training across various establishments in the State. The Industrial Training Department is the agency for implementation of Craftsman Training Scheme (CTS) & Apprenticeship Training Scheme (ATS), major skill up-gradation schemes of the Director General of Training (DGT) in the State. Several new schemes are being implemented by the department throughout the State namely Centres of Excellence, PPP, Modular Employable Skills etc. which are intended to transform the skill development in the State of Kerala.

The Industrial Training Department functions under the Department of Labour & Skills. The Director of Training, also designated as the State Apprenticeship Adviser, is the Head of the Department. There are 99 Industrial Training Institutes and 350 Private ITIs under the Department.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- i) The Inspector of Training may be placed in the revised scale of pay corresponding to ₹ 55350-101400. The Special Rules may be

amended to provide for including the post of Principal Class I as the feeder category of Inspector of Training.

- ii) The post of Accounts Officer may be given the scale of pay corresponding to ₹ 42500-87000 on par with the scale of pay of Accounts Officer in the Common Category.
- iii) The existing Special Allowance of ₹ 150/- for the post of Principal ITI, Kalamasserry, Kozhikode and Thiruvananthapuram and the Compensatory Allowance of ₹ 100/- and ₹ 80/- for the posts of Clerk and Office Attendants of ITI, Kalamasserry, Kozhikode and Thiruvananthapuram may be discontinued as there are no justifiable grounds for continuance.
- iv) The interchangeability of ACD Instructor with Senior Instructor may be excluded from the department schedule since it is the interchangeable post of Junior Instructor as per the Special Rules.
- v) The posts of Part Time Scavenger, Officer In-charge of Training cum Orientation and Water Carrier may be excluded from the department schedule since these posts have been abolished.
- vi) The post of Motor Driver in Mechanic Motor Vehicle Trade may be included in the schedule with the revised scale of pay corresponding to ₹ 18000-41500, same as that of the Driver.
- vii) The post of Social Studies Instructor may be excluded from the schedule of Posts held by Personnel of other Departments and the post of Employability Skill Instructor may be included in the department schedule in the revised scale of pay corresponding to ₹26500-56700.
- viii) All other posts existing in the department may be placed in the corresponding revised scales of pay. Existing allowances may also be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Director of Training	1	IAS	IAS
2	Additional Director of Training/ Special Officer STI	2	81000-117600	112800-163400
3	Joint Director	3	77400-115200	107800-160000
4	Deputy Director	2	68700-110400	95600-153200
5	Deputy State Apprenticeship Advisor	1	68700-110400	95600-153200
6	Inspector of Training	5	45800-89000	77200-140500
7	Principal Class I	22	45800-89000	63700-123700
8	Vice Principal/ Principal Class II	120	42500-87000	59300-120900
9	Training Officer	9	42500-87000	59300-120900
10	Trade Test Officer	1	42500-87000	59300-120900
11	Accounts Officer	2	40500-85000	59300-120900
a	12 Group Instructor (HG)	127	35700-75600	50200-105300
	13 Group Instructor		32300-68700	45600-95600
14	Junior Apprenticeship Advisor (Tech)	14	32300-68700	45600-95600
15	Technical Assistant	1	32300-68700	45600-95600
16	Junior Apprenticeship Advisor (Catering)	1	32300-68700	45600-95600
17	AVTS Instructor	9	30700-65400	43400-91200
18	Post ITI Special Instructor	8	30700-65400	43400-91200
19	Junior Apprenticeship Advisor (Non-Technical)	9	30700-65400	43400-91200
20	Special Grade Store Keeper	1	27800-59400	39300-83000

21	Senior Instructor	852	27800-59400	39300-83000
22	Junior Instructor/ ACD Instructor	852	26500-56700	37400-79000
23	Employability Skill Instructor	1	-	37400-79000
24	Assistant Hostel Superintendent	12	25200-54000	35600-75400
25	Workshop Attender	174	18000-41500	25100-57900
26	Trade Assistant	7	18000-41500	25100-57900
27	Motor Driver in Mechanic Motor Vehicle Trade		-	25100-57900
28	Painter	1	17500-39500	24400-55200
29	Store Attender	35	17000-37500	23700-52600
30	Dresser	19	17000-37500	23700-52600

a. Existing ratio of 2:1 will continue

Posts held by Personnel of other Departments

Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Officer	1	As in PD	As in PD
2	Finance Officer	1	As in PD	As in PD
3	Pharmacist	21	As in PD	As in PD

Common Category

Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Assistant	1	As in CC	As in CC
2	Senior Superintendent	36	As in CC	As in CC
3	Junior Superintendent	79	As in CC	As in CC
4	Head Clerk	17	As in CC	As in CC
5	Senior Clerk	210	As in CC	As in CC
6	Clerk	210	As in CC	As in CC
7	Fair Copy Superintendent	1	As in CC	As in CC
8	Personal Assistant	1	As in CC	As in CC

	9	Confidential Assistant Senior Grade	1	As in CC	As in CC
	10	Confidential Assistant Gr I	1	As in CC	As in CC
	11	Confidential Assistant Gr II	1	As in CC	As in CC
	12	Selection Grade Typist	23	As in CC	As in CC
	13	Senior Grade Typist	23	As in CC	As in CC
	14	U.D Typist	24	As in CC	As in CC
	15	L.D Typist	24	As in CC	As in CC
	16	Clerk Typist	10	As in CC	As in CC
	17	U D Store Keeper	21	As in CC	As in CC
	18	L D Store Keeper	72	As in CC	As in CC
	19	Librarian	3	As in CC	As in CC
	20	Driver Senior Grade	7	As in CC	As in CC
	21	Driver Gr I	7	As in CC	As in CC
	22	Driver Gr II	10	As in CC	As in CC
	23	Watchman	207	As in CC	As in CC
	24	Office Attendant	211	As in CC	As in CC
	25	Full Time Sweeper cum scavenger	121	As in CC	As in CC
Part Time Contingent					
	1	Part Time Sweeper cum Scavenger	17	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No.	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)
<i>Staff attached to the examination wing of the Directorate</i>			
1	Pay Range of ₹ 26500/- and above	250	280
2	Pay Range between ₹ 25100/- and ₹ 26499/-	200	220

3	Pay Range between ₹ 23700/- and ₹ 25099/-	170	190
4	Pay Range below ₹ 23700/-	150	170

(2) Compensatory Allowance

Sl. No	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)
1	Drivers in I.T.I.s (Those who are imparting training to students in Mechanic (Motor Vehicles) and Mechanic (Diesel))	300	330
2	Part Time Medical Officer, I.T.I.	250	280
3	Assistant Hostel Superintendent (PT), ITI, Kozhikode	120	140
4	Group Instructor (Foreman ITI, Kalamasserry)	120	140

(3) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

39. INDUSTRIAL TRIBUNAL

The Industrial Tribunal is a statutory quasi-judicial body established under Section 7A of the Industrial Disputes Act, 1947 to adjudicate industrial disputes referred to it. It is also a court constituted under Section 75 of the Employees State Insurance Act, 1948. There are seven Industrial Tribunals in the State at Thiruvananthapuram, Kollam, Alappuzha, Idukki, Thrissur, Palakkad and Kozhikode. The Presiding Officers of the Industrial Tribunals are appointed from among the Judicial Officers not below the rank of a District Judge or is a person who is qualified for appointment as a judge of the High Court. The Secretary who is the ministerial head and the other subordinate staff are all appointed from the Labour Department.

The Commission, having considered the proposal submitted by the Labour Commissioner and the demands of the Presiding Officers and Service Organizations, makes the following recommendations:

- (i) The Commission has received representations from the Presiding Officers about the inconvenience caused by frequent transfer of staff. The Commission will furnish its recommendation in the matter in Part VII of the report.
- (ii) The posts existing in the Industrial Tribunal may be placed in the proposed scales of pay applicable to the posts in the parent department.
- (iii) Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Tribunal	7	NJPC	NJPC
	2	Secretary (Senior Superintendent)	7	36600-79200	As in PD

Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Personal Assistant	3	As in CC	As in CC
	2	Confidential Assistant Senior Grade	3	As in CC	As in CC
	3	Confidential Assistant Grade I	1	As in CC	As in CC
	4	Senior Clerk	16	As in CC	As in CC
	5	Clerk	13	As in CC	As in CC
	6	Typist Selection Grade	3	As in CC	As in CC

7	Typist Senior Grade	1	As in CC	As in CC
8	U.D. Typist	4	As in CC	As in CC
9	L.D. Typist	3	As in CC	As in CC
10	Driver Senior Grade	1	As in CC	As in CC
11	Driver Grade I	2	As in CC	As in CC
12	Driver cum Office Attendant	2	As in CC	As in CC
13	Office Attendant	13	As in CC	As in CC
14	Night Watchman	7	As in CC	As in CC
15	Watchman		As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Driver	2400	2700

7.40. INDUSTRIES AND COMMERCE

The Department of Industries and Commerce is dealing with the implementation of various industrial development activities and is responsible for promoting / sponsoring, registering, financing and advising MSMEs (Micro Small or Medium Enterprises) in the State. The role of the department is to act as a facilitator for industrial promotion and sustainability of MSMEs and traditional industrial sector in the State. The Department has three branches - it is composed of Directorate of Industries and Commerce, Directorate of Handloom and Textiles and Directorate of Coir Development. The Directorate of Industries and Commerce, headed by the Director of Industries and Commerce, from IAS, bears the responsibility of promoting Industries, Handicrafts and Industrial Co-operatives. The Directorate of Coir and the Directorate of Handlooms & Textiles are headed by separate Directors under the overall administrative control of the Director of Industries and Commerce.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) The posts of Assistant Director(Planning), Skilled Worker(Rubber), Skilled Worker (Tool Room) and Winder under Department Schedule of

posts and the post of Assistant Director (Nucleus Cell) under the heading 'Posts held by Personnel of other Departments' may be removed from the Schedule as the posts are non-existent in the Department.

- (ii) The posts of Inspector (Quality Control) and Field Assistants (Junior Field Officer) may be removed from the Schedule of Permanent Travelling Allowance as the posts are non-existent in the Department.
- (iii) The post of Inspector (Quality Control) may be removed from the Schedule of Permanent Conveyance Allowance as the post is non-existent in the Department.
- (iv) The posts of Technical Assistant (Chemical Testing) and Technical Assistant (Physical Testing) in the department schedule may be re-designated Technical Officer (Chemical Testing) and Technical Officer (Physical Testing) respectively.
- (v) The posts of Foreman (Rubber), Foreman (Plastic), Foreman (Electrical) and Foreman (Tool Room) in the department schedule may be re-designated Technical Officer (Rubber), Technical Officer (Plastic), Technical Officer (Electrical) and Technical Officer (Tool Room) respectively.
- (vi) The Scale of Pay of the posts of Machine Operator Gr II and Machine Operator Gr I may be revised corresponding to the Scales of Pay of ₹ 18000-41500 and ₹ 19000-43600 respectively.
- (vii) Considering the need for frequent travel associated with the job of Industrial Extension Officer the Commission recommends to enhance the Permanent Travelling Allowance for the posts from the existing rates of ₹ 300 to ₹ 400.
- (viii) All other posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances excluding the one mentioned above may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No	Name of Post	No. of Post	Existing Scale of Pay	Proposed Scale of Pay
1	Director	1	IAS	IAS
2	Director of Handloom and Textiles	1	85000-117600	118100-163400
3	Director of Coir Development	1	85000-117600	118100-163400
4	Additional Director	3	77400-115200	107800-160000
5	Joint Director	3	68700-110400	95600-153200
6	General Manager(District Industries Centre)	14	68700-110400	95600-153200
7	Manager/ Deputy Director / Women's Industries Officer	42	45800-89000	63700-123700
8	Assistant Director	10	40500-85000	56500-118100
9	Assistant Director (Rubber)	1	40500-85000	56500-118100
10	Assistant Director (Training)	1	40500-85000	56500-118100
11	Assistant Director (Plastic)	1	40500-85000	56500-118100
12	Assistant Director (Tool Room)	1	40500-85000	56500-118100
13	Special Officer (RBI)	1	40500-85000	56500-118100
14	Project Officer(Coair)	10	40500-85000	56500-118100
15	Deputy Registrar	17	40500-85000	56500-118100
16	Assistant Registrar of Co-Operative Societies.	14	36600-79200	51400-110300
17	Assistant District Industries Officer	88	36600-79200	51400-110300

	18	Technical Officer (Tool Room)	1	35700-75600	50200-105300
	19	Technical Officer (Electrical)	1	35700-75600	50200-105300
	20	Technical Officer (Rubber)	1	35700-75600	50200-105300
	21	Technical Officer (Plastic)	1	35700-75600	50200-105300
	22	Technical Officer (Chemical Testing)	1	35700-75600	50200-105300
	23	Technical Officer (Physical Testing)	1	35700-75600	50200-105300
	24	Industries Extension Officer	193	35700-75600	50200-105300
	25	Senior Co-operative Inspector /Senior Supervisor (Handloom)/Senior Coir Inspector/ Liquidation Inspector-Coir(Special Grade)	19	32300-68700	45600-95600
a	26	Senior Co-operative Inspector /Senior Supervisor (Handloom)/Senior Coir Inspector/ Liquidation Inspector-Coir	76	30700-65400	43400-91200
	27	Junior Co-operative Inspector	95	27800-59400	39300-83000
	28	Textile Assistant	2	27800-59400	39300-83000
	29	Junior Scientific Officer	2	26500-56700	37400-79000
	30	Electrician(CFSC)	1	25200-54000	35600-75400
	31	Analyst(CFSC)	2	22200-48000	31100-66800
	32	Dye Maker	1	22200-48000	31100-66800

	33	Machine Operator (CFSC)	1	22200-48000	31100-66800
	34	Liaison Officer	1	25200-54000	35600-75400
	35	Laboratory Assistant	2	18000-41500	25100-57900
	36	Machine Operator Grade I	4	18000-41500	26500-60700
	37	Machine Operator Grade II	5	17500-39500	25100-57900

- a. Existing 1:1 ratio between Senior Inspector & Junior Inspector will continue and 10% of total number of posts in the two Grades will be placed in Special Grade.

Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Post	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Administrative Officer	1	As in PD	As in PD
	2	Senior Finance Officer	1	As in PD	As in PD
	3	Finance Officer	1	As in PD	As in PD
	4	Technical Assistant	1	As in PD	As in PD
	5	Law Officer	1	As in PD	As in PD
	6	Special Officer	1	As in PD	As in PD
	7	Research Officer	1	As in PD	As in PD
	8	Librarian	1	As in PD	As in PD
	9	Research Assistant		As in PD	As in PD

Common Category

	Sl. No	Name of Post	No. of Post	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Assistant	17	As in CC	As in CC

2	Senior Superintendent (HG)	2	As in CC	As in CC
3	Senior Superintendent	20	As in CC	As in CC
4	Junior Superintendent (HG)	5	As in CC	As in CC
5	Junior Superintendent	44	As in CC	As in CC
6	Fair Copy Superintendent	5	As in CC	As in CC
7	Head Clerk/ Chief Accountant	32	As in CC	As in CC
8	Senior Clerk/ UDFA	217	As in CC	As in CC
9	Clerk/ LDFA	218	As in CC	As in CC
10	Selection Grade Typist	17	As in CC	As in CC
11	Senior Grade Typist	17	As in CC	As in CC
12	U.D Typist	18	As in CC	As in CC
13	L.D Typist	18	As in CC	As in CC
14	Clerk-Typist	76	As in CC	As in CC
15	Personal Assistant	6	As in CC	As in CC
16	Confidential Assistant Senior Grade	7	As in CC	As in CC
17	Confidential Assistant Gr I	7	As in CC	As in CC
18	Confidential Assistant Gr II	7	As in CC	As in CC
19	Selection Grade Driver	1	As in CC	As in CC
20	Senior Grade Driver	16	As in CC	As in CC
21	Driver Gr I	16	As in CC	As in CC
22	Driver Gr II	16	As in CC	As in CC
23	Roneo Operator/ Stencil Operator	1	As in CC	As in CC
24	Office Attendant	254	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Uniform Allowance**

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

(2) Permanent Travelling Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)	Area of Jurisdiction	Average No. of days of tour in a month
1	Industries Extension Officer	300	400	One Taluk	15
2	Junior Co-operative Inspector	300	330	One Block	15
3	Senior Co-operative Inspector	300	330	One to three Taluks	15
4	Supervisor, Handloom	300	330	One to three Taluks	15

(3) Permanent Conveyance Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)	Area of Jurisdiction
1	Industries Extension Officer	300	330	One Block

7.41. INFORMATION & PUBLIC RELATIONS

The Information and Public Relations Department (I&PRD) functions as the nodal agency of the Government of Kerala to disseminate information to the public through print and electronic media on Government policies,

programmes, schemes, initiatives and achievements. It publicizes information through different modes of communication viz. press releases, press notes, feature articles, photographs, video clippings etc, mainly in Malayalam to reach out to the target people and almost all newspapers and media organizations in different parts of the State instantaneously. It also serves as an interface between the Government and the public to provide feedback to the Government on people's reaction as reflected in the media.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- i) The equated categories of Information Officer include the posts of Scrutiny Officer, Cultural Development Officer, Editor-Malayalam, Editor-English and Co-ordinating News Editor. Hence the nomenclature "Information Officer and equated categories" may be modified as Information Officer/ Scrutiny Officer/ Cultural Development Officer/ Editor, Malayalam/ Editor, English/ Co-ordinating News Editor in the schedule.
- ii) The technology of film development become obsolete by the introduction of digital photography and hence, the posts of Photographic Attender, Dark Room Assistant, Printer and Photo Artist are unnecessary. Hence the above-mentioned posts may be declared as vanishing category. The personnel in these categories may be utilized elsewhere in the department.
- iii) All the posts existing in the department may be placed in the corresponding revised scales of pay. Existing allowances may also be given normal revision.

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	IAS	IAS
	2	Additional Director	4	85000-117600	118100-163400
	3	Deputy Director	15	77400-115200	107800-160000
a	4	Information Officer/ Scrutiny Officer/ Cultural Development	9	68700-110400	95600-153200

		Officer/ Editor, Malayalam/ Editor, English/ Co- ordinating News Editor. (HG)			
	5	Information Officer/ Scrutiny Officer/ Cultural Development Officer/ Editor, Malayalam/ Editor, English/ Co- ordinating News Editor.	30	45800-89000	63700-123700
	6	Chief Photographer	1	39500-83000	55200-115300
	7	Assistant Editor	20	30700-65400	43400-91200
	8	Research Officer	1	30700-65400	43400-91200
	9	Assistant Cultural Development Officer	1	30700-65400	43400-91200
	10	Assistant Scrutiny Officer	1	30700-65400	43400-91200
	11	Designer	2	29200-62400	41300-87000
	12	Manager (Tagore Theatre)	1	27800-59400	39300-83000
	13	Photographer	10	27800-59400	39300-83000
	14	Assistant Information Officer	21	27800-59400	39300-83000
	15	Translator	4	27800-59400	39300-83000
	16	Artist	1	25200-54000	35600-75400
*	17	Photo Artist	1	25200-54000	35600-75400
*	18	Printer	1	22200-48000	31100-66800
	19	DTP Operator	1	18000-41500	25100-57900
	20	Packer	1	17000-37500	23700-52600
*	21	Dark Room Assistant	1	17000-37500	23700-52600
*	22	Attender (Photography)	3	17000-37500	23700-52600

* Vanishing category.

a. Existing ratio of 3:1 will continue.

Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Deputy Secretary		As in PD	As in PD
	2	Accounts Officer		As in PD	As in PD
	3	Section Officer		As in PD	As in PD
	4	Assistant		As in PD	As in PD
	5	Senior Clerk		As in PD	As in PD
	6	U.D Typist		As in PD	As in PD
	7	Confidential Assistant		As in PD	As in PD
	8	Clerk		As in PD	As in PD
	9	L.D Typist / Clerk Typist		As in PD	As in PD
	10	Gardener		As in PD	As in PD

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Driver	24	As in CC	As in CC
	2	Cinema Operator Gr II	18	As in CC	As in CC
	3	Roneo Operator	3	As in CC	As in CC
	4	Clerical Attender	16	As in CC	As in CC
	5	Office Attendant	42	As in CC	As in CC
	6	Binder	1	As in CC	As in CC
	7	Watch Man	2	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Special Allowance**

Sl. No	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)
1	Staff Car Driver	300	330

(2) Compensatory Allowance

Sl. No	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)
<i>(a) Information Office, New Delhi</i>			
1	Information Officer	600	660
2	Assistant/ Confidential Assistant	600	660
<i>(b) Directorate</i>			
3	Assistant working in the Cellar	150	170
4	Clerical Assistant working in the Cellar	120	140
5	Office Attendant working in the Cellar	100	110

(3) Permanent Conveyance Allowance

Sl. No	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)	Area of Jurisdiction
1	Information Officer, New Delhi	300	330	Delhi and Surrounding area

(4) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.42. INSURANCE MEDICAL SERVICE

Insurance Medical Services Department was established in the year 1985 as a separate department for implementing in the State the medical care scheme under the Employees State Insurance Scheme of India. Comprehensive medical care services are provided to the worker population and their dependents under the ESI Scheme. Medical facilities under Allopathic, Ayurvedic and Homoeopathic system are provided through 9 State and 4 ESI

Corporation ESI Hospitals, one ESI Annexe in Government Chest Disease Sanatorium, Pulayanarkotta and 145 full time dispensaries. The Director of Insurance Medical Services is the Head of the Department. There are three Regional Offices headed by Regional Deputy Directors at Kollam (South Zone), Ernakulam (Central Zone) and Kozhikode (North Zone).

The Commission, after considering the proposals submitted by the Director, and the demands of Service Organizations and individuals, makes the following recommendations:

(i) Implementation of Cadre System for Doctors:

Government had amended the Special Rules for the Kerala Insurance Medical Services, 1993 by G.O.(P)No.98/2013/LBR dated 23.08.2013 for implementing Cadre system for the Allopathy doctors in Insurance Medical Services Department on the lines of the Cadre system already implemented in the Health Services Department by G.O.(P)No.69/2010/H&FWD dated 17.02.2010. As per the system doctors in the Insurance Medical Services Department are placed in three Cadres viz. Administrative Cadre, Speciality Cadre & Entry Cadre. But the Cadre system has not been practically implemented in the Department so far. Government have referred to the Commission the matter of implementation of the Cadre System. The Commission's recommendations in the matter will be furnished in Part VII of the Report.

- (ii) The Director has suggested availing of the services of Specialists from outside for surgeries in ESI Hospitals in various specialities. The Commission recommends that this may be tried out in a couple of hospitals with good infrastructure and other facilities, giving remuneration at the rates ₹ 4000 per day as suggested by the HoD. The practical and financial aspects may be analysed after six months and a decision on further continuance can be taken after such a review.
- (iii) The category of Nurse (Ayurveda) is existing in the Department, but the post is not included in the Schedule of Posts. Hence the posts of Nurse (Ayurveda) Grade I and Nurse (Ayurveda) Grade II may be included in the Schedule with scales of pay ₹25200-54000 and ₹20000-45800 respectively on par with the scales of pay applicable to the posts of Nurse Grade I and Nurse Grade II in Indian Systems of Medicine Department.

Ratio 2:1 between Grade II and Grade I posts may be allowed as existing in Indian Systems of Medicine Department.

- (iv) Even though two grades are existing to the post of Medical Record Librarian in the Department, only the post of Medical Record Librarian Grade I in the scale of pay ₹ 25200-54000 is included in the Schedule of Posts. The post of Medical Record Librarian Grade II may be included in the Schedule of Posts with scale of pay ₹22200-48000. The ratio 1:1 between Grade II and Grade I posts as existing in Health Services Department may be allowed.
- (v) All the posts in Nursing and Paramedical categories in Insurance Medical Services Department enjoy parity with similar posts in Health Services Department. In Pharmacy wing, posts of Pharmacist Grade I and Store Keeper are exceptions, whereas the other two posts viz., Pharmacist Gr-II and Store Superintendent have parity with the corresponding posts in Health Services Department. It is recommended that the scales of pay of the posts of Pharmacist Grade I and Store Keeper may be upgraded to ₹26500-56700 and ₹ 30700-65400 respectively, which are assigned to the corresponding posts in Health Services Department.
- (vi) As per the existing Pay Revision Order, none of the categories in Insurance Medical Services Department are allowed Footwear Allowance. The Commission recommends that all categories to which Footwear Allowance is sanctioned in Health Services Department may be given Footwear Allowance in Insurance Medical Services Department also. Accordingly, the posts of Electrician, Nursing Assistant, Junior Lab Assistant and Hospital Attendant in IMS Department may be allowed Footwear Allowance.
- (vii) There is no relevance for a separate allowance by the name ESI allowance. Hence ESI Allowance need not be allowed to any categories in Insurance Medical Services Department. The existing Special Allowance enjoyed by Cooks, sanctioned as ESI Allowance (₹100/-) may be stopped. However, it is recommended that the post of Cook may be given a Uniform Allowance of ₹2400 per annum.
- viii) Auxiliary Nurses / Midwives (ANM) are primarily involved in antenatal activities which involve duties like maintaining registers regarding details of pregnant ladies, their nutrition, proper vaccination of infants

etc. It is understood that the services of majority of Auxiliary Nurse Midwives are now utilized in Dispensaries for distribution of medicines. Where there are two shifts, one shift is managed by the usual Pharmacist and the other by ANM. In short, the service of ANM is utilized in Dispensaries due to the shortage of Pharmacists. However, in the light of the recent court direction that dispensing medicine should be handled by Pharmacists alone, there is difficulty in deploying excess number of ANM in Dispensaries also. Due to the protest from nursing staff in ESI Hospitals, the service of ANM cannot be utilized in hospitals also. Field level activities in antenatal care are entrusted to Health Services Department and so the service of ANM cannot be utilized for field work or in Nursing service or Pharmacy.

There are 156 posts of ANM in IMS Department. There are 9 ESI hospitals and 145 Dispensaries. The service of ANM can be effectively utilized only in hospitals. In view of these, the Commission recommends that after retaining only 18 posts, the remaining posts of ANM may be converted as supernumerary posts and they may be considered as vanishing category and abolished on the retirement of the existing staff. However, the persons now in service need to be given benefits on par with those in Health Services Department. There are no promotional avenues for ANM to the category of Junior Public Health Nurse in IMS Department, whereas the same category in Health Services Department has good promotion prospects. Hence the post of ANM may be given Grade I post and corresponding scale (₹26500-56700) as in the case of Junior Public Health Nurse Grade I post in Health Services Department. The ratio between two Grades in Insurance Medical Services Department may be also fixed on par with Junior Public Health Nurse Grade I and Grade II (1:1) in Health Services Department. As the post of ANM has no further promotion posts, 20% of the Grade I posts may be placed in the Senior Grade with scale of pay ₹29200-62400 on par with that of Lady Health Inspector in HSD.

- (ix) The rate of Uniform allowance being sanctioned to Auxiliary Nurses / Midwife (ANM) is lower than that sanctioned to Pharmacist in the Department [ANM- ₹1800 & Pharmacist - ₹2000]. There is no justification to have a lower rate of Uniform Allowance than Pharmacist. Auxiliary Nurses / Midwife (ANM) may be given Uniform allowance at higher rates.

- (x) The Commission has recommended that Risk Allowance need not be introduced for new categories. But those who are eligible now in IMS Department may be sanctioned Risk Allowance @ 75% of the rates proposed to corresponding categories in Health Services Department.
- (xi) Staff Nurses in Insurance Medical Services Department may be sanctioned Uniform Allowance at the higher rates proposed to identical categories in Health Services Department.
- (xii) In both Health Services Department and Insurance Medical Services Department, Nursing Assistant is the promotion post of Hospital Attendant Grade I. In Health Services Department, the post of Nursing Assistant is placed in a higher scale of pay of ₹17500-39500 than that of Hospital Attendant Grade I, whereas in Insurance Medical Services Department, the posts of Hospital Attendant Grade I and Nursing Assistant are both placed in the same scale of pay (₹ 17000-37500). In order to rectify this anomaly, the Commission recommends to place the post of Nursing Assistant in the IMS Department in the scale of pay of ₹ 17500-39500.
- xiii) The post Superintendent (Homoeo) is an interchangeable post of Insurance Medical Officer Grade II (Homoeo) and included in the Schedule of Posts with scale of pay equivalent to the post of Insurance Medical Officer Gr-II (Homoeo) i.e. ₹ 42500-87000. But this post is not included in the Special Rules. It is reported that the post is not existing in the department. Hence the post of Superintendent (Homoeo) may be deleted from the Schedule of Posts.
- xiv) The posts of Nursing Assistant (Homoeo), Hospital Attendant (Homoeo) and Nurse (Homoeo) Grade I and II are not existing now and the HoD has recommended to exclude these posts from the schedule. Hence these posts may be deleted from the Schedule of Posts.
- (xv) Van Cleaner, a post covered under Last Grade Special Rules, is not included in the Schedule of Posts. Three posts are existing according to the report of the HoD. Hence the the post of Van Cleaner may be included in the Schedule with proposed scale of pay corresponding to ₹ 16500-35700. The Commission finds that these posts have lost their relevance and recommends abolition, treating the present incumbents as a vanishing category.

- xvi) As per Special Rules, posts of Junior Laboratory Assistant, Laboratory Attender, X-Ray Attender are interchangeable. These posts may be included together in the Schedule of Posts.
- (xvii) The post Packer is included in the Special Rules and Schedule of Posts. But this post is not included in the proforma furnished by the HoD. The post may be deleted from the Schedule.
- viii) Dental Surgeons in the Department have no promotion posts and hence they are eligible only for general Time Bound Higher Grade Scales. But these scales are very low when compared to scales of pay of Time Bound Higher Grade promotions granted to Dental Doctors in Health Services Department. The Dental Surgeons in IMS Department are also professional categories, so they deserve minimum benefits sanctioned to professional categories under Career Advancement Scheme. The Commission therefore, recommends that special placement under Career Advancement Scheme may be allowed to Dental Surgeons in IMS Department by granting 1st placement and 2nd placement in the proposed scales of pay corresponding to ₹55350-101400 and ₹68700-110400 respectively.
- xix) In Health Services Department, the Commission has recommended to restrict higher start only to Doctors who possess PG Degree or Diploma in a Medical speciality. In view of this, it may be specified that in the case of Doctors who join service on or after 01.04.2021, higher start is admissible only if they possess PG Degree or Diploma in a Medical Speciality under the same conditions as specified in Health Services Department. (Para 7.31.xvii)
- x) The Commission has recommended higher start in pay of three increments to the entry level Dental doctors in Health Services Department. It is recommended that the same benefit may be given to Dental Surgeons in IMS Department also and the Dental Surgeons may be allowed higher start at ₹ 42500 in the scale of pay of ₹ 39500-83000 as recommended to the same post in HSD. This higher start in pay is admissible only to doctors possessing PG Degree or Diploma in a dental speciality in view of the specific recommendation given in this regard in Health Services Department. The conditions specified for granting advancement

increments in Health Service Department may be made applicable in Insurance Medical Service Department also. (Para 7.31.xlvii)

(xxi) The qualification prescribed for paramedical categories are Plus Two and 2 or 3 year Diploma course, and the posts are now placed in the scale of pay ₹ 22200-48000, which the Commission feel, is not commensurate with the scale of pay attached to the posts having same or even lower qualification in other departments. The nature of job and responsibilities attached to these posts also entitles them to have a higher scale of pay. The Commission has recommended to enhance the scale of pay of these categories in HSD from ₹ 22200-48000 to ₹ 25200-54000. The Commission has recommended same placement to those categories in the Indian Systems of Medicine Department as well. Hence the scale of pay of following categories in the Department may be upgraded from ₹ 22200-48000 to ₹ 25200-54000.

- (a) Pharmacist Gr II
- (b) Radiographer Gr II
- (c) Blood Bank Technician Gr II
- (d) Laboratory Technician Gr II
- (e) Dental Hygienist Gr II

(xxii) All the category of posts, except those which are specifically mentioned above, may be given corresponding proposed scales of pay of the existing scales of pay.

(xxiii) Also, Allowances except those specifically mentioned may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
#	1	Director		89000-120000	123700-166800
#1	2	Joint Director		85000-117600	118100-163400

#1	3	Regional Deputy Director		85000-117600	118100-163400
	4	Deputy Director (Homoeo)	1	68700-110400	95600-153200
	5	Deputy Director (Ayurveda)	1	68700-110400	95600-153200
#2	6	Insurance Medical Officer	97	68700-110400	95600-153200
	7	Insurance Medical Officer GradeI (Ayurveda)	1	45800-89000	63700-123700
	8	Insurance Medical Officer GradeI (Homoeo)	1	45800-89000	63700-123700
	9	Insurance Medical Officer GradeII (Ayurveda)	3	42500-87000	59300-120900
	10	Insurance Medical Officer GradeII (Homoeo)	1	42500-87000	59300-120900
#3	11	Assistant Insurance Medical Officer	377	45800-89000	63700-123700
\$	12	Assistant Insurance Medical Officer (Ayurveda)	10	39500-83000	55200-115300
	13	Assistant Insurance Medical Officer (Homoeo)	12	39500-83000	55200-115300
#4	14	Dental Surgeon	9	20740-36140	55200-115300
*	15	Nursing Superintendent GradeI	3	39500-83000	55200-115300
	16	Lay Secretary and Treasurer	8	36600-79200	51400-110300
	17	Store Superintendent	1	35700-75600	50200-105300

	18	Nursing Superintendent Grade II	6	35700-75600	50200-105300
	19	Scientific Assistant (Physiotherapy)	1	32300-68700	45600-95600
b	20	Head Nurse	44	32300-68700	45600-95600
	21	Store Keeper	3	26500-56700	43400-91200
	22	Staff Nurse Grade I	91	29200-62400	41300-87000
	23	Auxiliary Nurse Midwife (ANM) Senior Grade			41300-87000
	24	Cytotechnologist		27800-59400	39300-83000
	25	Dental Hygienist Senior Grade	1	27800-59400	39300-83000
	26	Dietician	1	27800-59400	39300-83000
a	27	Staff Nurse Grade II	97	27800-59400	39300-83000
	28	Radiographer Grade I	11	26500-56700	37400-79000
	29	Blood Bank Technician Grade I		26500-56700	37400-79000
	30	Laboratory Technician Grade I	9	26500-56700	37400-79000
	31	Dental Hygienist Grade I	4	26500-56700	37400-79000
	32	X-Ray Technician Grade-I		26500-56700	37400-79000
	33	Pharmacist Grade I	93	25200-54000	37400-79000
f	34	Auxiliary Nurse Midwife (ANM) Grade I			37400-79000
	35	Pharmacist (Ayurveda) Grade I	11	25200-54000	35600-75400
	36	Medical Record Librarian Grade I	1	25200-54000	35600-75400
	37	Pharmacist (Homoeo) Grade I	13	25200-54000	35600-75400

	38	Nurse (Ayurveda)Grade I	4	25200-54000	35600-75400
	39	Radiographer Grade II	11	22200-48000	35600-75400
a	40	Blood Bank Technician Grade II	1	22200-48000	35600-75400
a	41	Laboratory Technician Grade II	19	22200-48000	35600-75400
e	42	Dental Hygienist Grade II	4	22200-48000	35600-75400
c	43	Pharmacist Grade II	187	22200-48000	35600-75400
a	44	X-Ray Technician Grade II	10	22200-48000	31100-66800
a	45	Medical Record Librarian GradeII	1	22200-48000	31100-66800
a	46	Auxiliary Nurse Midwife (ANM) Grade II	156	22200-48000	31100-66800
c	47	Pharmacist (Homoeo) Grade II	13	20000-45800	27900-63700
f	48	Pharmacist (Ayurveda) Grade II	11	20000-45800	27900-63700
c	49	Nurse (Ayurveda)Grade II		20000-45800	27900-63700
	50	Operation Theatre Technician	3	19000-43600	26500-60700
	51	Masseur	2	19000-43600	26500-60700
	52	Electrician	3	18000-41500	25100-57900
	53	Theatre Attender	3	17500-39500	24400-55200
	54	Head Cook	5	17500-39500	24400-55200
	55	Plumber-cum- Operator	8	17500-39500	24400-55200
	56	Nursing Assistant	210	17000-37500	24400-55200

	57	Junior Laboratory Assistant/ Laboratory Attender/ X-Ray Attender	15	17000-37500	23700-52600
	58	Cook Grade I	11	17000-37500	23700-52600
	59	Attender (Ayurveda)	10	17000-37500	23700-52600
	60	Hospital Attendant Grade I	143	17000-37500	23700-52600
d	61	Hospital Attendant Grade II	445	16500-35700	23000-50200
	62	Dhobi	10	16500-35700	23000-50200
c	63	Cook Grade II	12	16500-35700	23000-50200
	64	Van Cleaner	3		23000-50200

Allowed higher start on ₹134900 in scale of pay ₹123700-166800

#1 Allowed higher start on ₹129300 in scale of pay ₹118100-163400

#2 Allowed higher start on ₹105300 in scale of pay ₹95600-153200

#3 Allowed higher start on ₹71800 in scale of pay ₹63700-123700

\$ In the case of Doctors who join service on or after 01.04.2021, higher start is admissible only if they possess PG Degree or Diploma in a Medical speciality.

#4 Allowed higher start on ₹59300 in scale of pay ₹55200-115300

* Dental Surgeons possessing PG Degree or Diploma in a Dental Speciality only will be eligible for the higher start.

a Existing ratio 1:1 between Grade I and Grade II will continue.

b The cadre strength of Head Nurse determined in the ratio 1:2 between Head Nurse and Staff Nurse Gr-I will continue

c The ratio 1:2 between Gr-I and Gr-II posts will continue

d Existing ratio of 1:3 between Grade I and Grade II posts will continue.

e The ratio 2:2:1 among Gr-II, Gr-I and Senior Grade will continue.

f 20% of the posts of ANM Gr-I will be on Senior Grade

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Officer	1	As in PD	As in PD
2	Finance Officer	1	As in PD	As in PD

Common Category

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Junior Superintendent	11	As in CC	As in CC
2	Head Clerk	40	As in CC	As in CC
3	Senior Clerk	165	As in CC	As in CC
4	Clerk	165	As in CC	As in CC
5	Fair Copy Superintendent	1	As in CC	As in CC
6	Confidential Assistant Gr II	1	As in CC	As in CC
7	Typist Selection Grade	4	As in CC	As in CC
8	Typist Senior Grade	4	As in CC	As in CC
9	UD Typist	9	As in CC	As in CC
10	LD Typist	9	As in CC	As in CC
11	Driver Grade I	3	As in CC	As in CC
12	Driver Grade II	15	As in CC	As in CC
13	Binder Gr II	1	As in CC	As in CC
14	Clerical Attender	1	As in CC	As in CC
15	Office Attendant Grade II/Night watchman	165	As in CC	As in CC

Part Time Contingent Employees

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Part Time Sweeper	110	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES(1). Footwear Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Electrician	450	500
2	Van Cleaner	450	500
3	Nursing Assistant	450	500
4	Junior Lab Assistant	450	500
5	Hospital Attendant	450	500
6	Part Time Sweeper	450	500
7	Part Time Sanitation Worker	450	500

(2) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Insurance Medical Officer (Allopathy) [Entry Cadre only]	700	770
2	Assistant Insurance Medical Officer (Allopathy)[Entry Cadre only]	700	770
3	Scientific Assistant (Physiotherapy), ESI Hospital, Peroorkada	150	170
4	Nursing Superintendent	120	140
5	Radiographer	100	110
6	Head Nurse	100	110
7	Laboratory Technician	100	110
8	X-Ray Technician	100	110
9	Staff Nurse	100	110
10	Pharmacist	100	110
11	Auxiliary Nurse & Midwife	100	110
12	Laboratory Attender	100	110
13	X-Ray Attender	100	110
14	Nursing Assistant	100	110
15	Dietician	100	110

(3) Risk Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
	<i>Staff working in Laboratories, X-ray unit and sanatorium for chest diseases, Mulakkunnathukavu and VD section</i>		
1	Medical Officer (Allopathy) in all cadres	350	390
2	Nursing Superintendent	150	170
3	Radiographer	100	130
4	X-ray Technician	100	130
5	Laboratory Technician	100	110
6	Head Nurse	100	130
7	Staff Nurse	100	130
8	Pharmacist	100	110
9	Junior Laboratory Assistant	100	110
10	Nursing Assistant	100	110
11	Hospital Attendant	100	110
12	Office Attendant	100	110

(4) Non-Practising Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Director/Joint Director	1500	1650
2	Regional Deputy Director	1000	1100
3	RMO [In the cadre of Insurance Medical Officer/Medical Officer (Administration)]	800	880
4	RMO [In the cadre of Assistant Insurance Medical Officer/Junior Medical Officer(Administration)	650	720

(5) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Nursing Superintendent	2600	5000
2	Radiographer	2000	2200
3	Head Nurse	2600	5000
4	Laboratory Technician	2000	2200
5	X-Ray Technician	2000	2200
6	Staff Nurse	2400	5000
7	Pharmacist	2000	2200
8	Auxiliary Nurse & Midwife	1800	2200
9	Laboratory Attender	2400	2700
10	X-Ray Attender	2000	2200
11	Nursing Assistant	2400	2700
12	Lady Health Worker	1800	2000
13	Driver	2400	2700
14	Cook	2400	2700
15	Blood Bank Technician	2000	2200
16	Dental Hygienist	2000	2200
17	Dhobi	2400	2700
18	ECG Technician	2000	2200
19	Attender (Ayurveda)	2400	2700
20	Hospital Attendant	2000	2200

(6) Additional Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
	<i>Rural Area Allowance</i>		
1	Medical Officer(Allopathy) in all posts, all cadres	4500	4500
2	Medical Officer(Ayurveda)	3000	3000
3	Medical Officer(Homoeo)	3000	3000

	<i>Difficult Rural Area Allowance</i>		
4	Medical Officer(Allopathy) in all posts, all cadres	5500	5500
5	Medical Officer(Ayurveda)	4500	4500
6	Medical Officer(Homoeo)	4500	4500
	<i>Post Graduate Degree/Diploma Allowance</i>		
7	Assistant Insurance Medical Officer, Insurance Medical Officer (Post Graduate Degree) [Entry Cadre only]	1000	1100
8	Assistant Insurance Medical Officer, Insurance Medical Officer(Diploma) [Entry Cadre only]	800	880

7.43. IRRIGATION

The Irrigation Department, which was initially a part of the Public Works Department, was formed in 1934 with three sub-divisions and nine sections to carry out the irrigation works of the State. Public Works Department was bifurcated into two departments viz, Irrigation Department and Public Works Department with effect from 1st April 1990. The Chief Engineer is the head of the Department. The departmental activities are framed in line with the State Water Policy and Kerala Irrigation and Water Conservation Act.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- i. Out of the total cadre strength of 49 posts of Blue Printers, 46 vacant posts may be abolished and the remaining 3 posts may be continued as supernumerary which also may be abolished when the present incumbents vacate the posts.
- ii. The post of Dredger Cleaner may be re-designated as Dredging Assistant. The post may be placed in the revised scale of pay corresponding to ₹ 17500-39500 in view of its qualification.

- iii. The posts of Chief Inspector of Boats (AEE), Plumbing Inspector, Canal Inspector, Boat Registration Officer, Jetty Superintendent, Light Machine Operator, Asst. Pump Operator, Welder, Roller Cleaner, Lorry Cleaner, Pump Cleaner/ Canal Watcher, Telephone Operator, Helper and NMR Worker Gr.I may be excluded from schedule as they are not existing or are in-operative in the Department.
- iv. The posts of Plumbing Inspector, Greaser, Painter, Bulldozer Operator, Excavator, Spray Painter, Computer Operator, Mixer Driver, Plumber, Upholsterer and Deckman under the caption 'Mechanical Wing' may also be excluded from the department schedule of posts since they are in-operative in the Department.
- v. The posts of Draftsman Gr I/Overseer Gr I, Draftsman Gr II/Overseer Gr II and Draftsman Gr III /Overseer Gr III may be redesignated as Sub Engineer, Draftsman Gr I /Overseer Gr I and Draftsman Gr II /Overseer Gr II respectively. Delegation of more powers and entrustment of more duties to Sub Engineers may be considered.
- vi. The qualification for direct recruitment to the post of Overseer Gr.III/Draftsman Gr.III (redesignated as Overseer Gr.II/Draftsman Gr.II) is SSLC and Kerala Government Certificate Exam in Civil Engineering or equivalent. For Overseer Gr.II/Draftsman Gr.II (redesignated as Overseer Gr.I/Draftsman Gr.I), the qualifications are the same. 50% of the posts of Overseer Gr.II/Draftsman Gr.II (redesignated as Overseer Gr.I/Draftsman Gr.I) is filled by direct recruitment while the balance 50% is filled by promotion from Overseer Gr.III/Draftsman Gr.III (redesignated as Overseer Gr.II/Draftsman Gr.II). There is no rationale in direct recruitment to two posts in the hierarchy from persons with identical qualifications. Hence the Commission recommends that 100% of the posts of Overseer Gr.II/Draftsman Gr.II (redesignated as Overseer Gr.I/Draftsman Gr.I) may be filled by promotion of persons in the cadre of Overseer Gr.III/Draftsman Gr.III (redesignated as Overseer Gr.II/Draftsman Gr.II).
- vii. The ratio between Overseer Grade II/Draftsman Grade II (redesignated as Overseer Gr.I/ Draftsman Gr.I) and Overseer Grade

I / Draftsman Grade I (re designated as Sub Engineer) may be excluded as they are functional post by the Special Rules.

- viii. Staff working under the interstate, projects viz, Parambikulam Aliyar Project (JWR Division (IDRB) Palakkad), Mullaperiyar Dam Area (Minor Irrigation Division, Idukki, Kattappana) and Siruvani Project Sub Division, Section Offices and Executive Engineer (KPIP Division, Kanjirapuzha) may be sanctioned Special Pay at 3% of the revised pay subject to the condition that no dearness allowance will be admissible on the Special Pay.
- ix. All other posts existing in the department may be placed in corresponding revised scales of pay. Existing Allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Chief Engineer	5	93000-120000	129300-166800
	2	Deputy Chief Engineer/ Superintending Engineer/ Director	21	85000-117600	118100-163400
a	3	Executive Engineer/ Joint Director (HG)	86	77400-115200	107800-160000
	4	Executive Engineer/Joint Director		68700-110400	95600-153200
b	5	Asst.Exe.Engineer/ Deputy Director(HG)	254	45800-89000	63700-123700

6	Asst.Exe.Engineer/ Deputy Director		42500-87000	59300-120900
7	Asst.Engineer/ Assistant Director	624	39500-83000	55200-115300
8	Sub Engineer	562	26500-56700	37400-79000
9	Scientific Assistant	3	26500-56700	37400-79000
10	Foreman	2	26500-56700	37400-79000
11	Information Assistant	1	22200-48000	31100-66800
12	Dredger Driver	6	22200-48000	31100-66800
13	Dredger Operator	6	22200-48000	31100-66800
14	Senior Mechanic	2	22200-48000	31100-66800
15	Heavy Machine Operator	6	22200-48000	31100-66800
16	Mechanic	1	22200-48000	31100-66800
17	Canal Officer	6	25200-54000	35600-75400
18	Draftsman Gr. I/ Overseer Gr. I	604	22200-48000	31100-66800
19	Draftsman Gr II / Overseer Gr II	846	19000-43600	26500-60700
20	Tracer	72	19000-43600	26500-60700
21	Pump Operator/ Pump Driver	31	18000-41500	25100-57900
22	Lab Assistant	3	18000-41500	25100-57900
23	Turner	1	18000-41500	25100-57900
24	Driver cum Operator	6	18000-41500	25100-57900
25	Boat Syrang	1	18000-41500	25100-57900

	26	Motor Boat Syrang/ Syrang	1	18000-41500	25100-57900
	27	Lineman	22	18000-41500	25100-57900
	28	Fitter Gr.II/ Mechanic	10	18000-41500	25100-57900
	29	Operator Mechanic	1	17500-39500	24400-55200
	30	Black Smith	1	17500-39500	24400-55200
	31	Moulder	2	17500-39500	24400-55200
	32	Butler/Cook	3	17000-37500	23700-52600
	33	Cook cum Watchman	1	17000-37500	23700-52600
	34	Gardener	2	17000-37500	23700-52600
*	35	Blue Printer	3	17000-37500	23700-52600
	36	IB Watcher	3	16500-35700	23000-50200
	37	NMR Worker Gr. II	200	16500-35700	23000-50200
	38	Lascar/Watcher	713	16500-35700	23000-50200
Mechanical Wing					
	1	Chief Engineer	1	93000-120000	129300-166800
	2	Superintending Engineer/ Director	2	85000-117600	118100-163400
a	3	Executive Engineer (HG)	5	77400-115200	107800-160000
	4	Executive Engineer/Joint Director		68700-110400	95600-153200
	5	Asst.Exe.Engineer (HG)	22	45800-89000	63700-123700
	6	Asst.Exe.Engineer/ Deputy Director		42500-87000	59300-120900

b	7	Asst.Engineer/ Assistant Director	49	39500-83000	55200-115300
	8	Sub Engineer	27	26500-56700	37400-79000
	9	Draftsman Gr. I/ Overseer Gr. I	25	22200-48000	31100-66800
	10	Draftsman Gr II / Overseer Gr II	51	19000-43600	26500-60700
	11	Roller Driver Grade II	5	19000-43600	26500-60700
	12	Boat Driver	10	18000-41500	25100-57900
	13	Carpenter	3	17500-39500	24400-55200
	14	Roller cleaner	1	18000-41500	25100-57900
	15	Roller cum Lorry Driver	2	17000-37500	23700-52600
	16	Lorry cleaner	1	16500-35700	23000-50200
	17	Senior mechanic	2	22200-48000	31100-66800
	18	Diesel Mechanic	2	17500-39500	24400-55200
	19	Mechanic/Fitter	8	17500-39500	24400-55200
	20	Blacksmith	2	17500-39500	24400-55200
	21	Welder	7	17500-39500	24400-55200
	22	Moulder	2	17500-39500	24400-55200
	23	Turner	1	17500-39500	24400-55200
	24	Electrician	3	17500-39500	24400-55200
	25	Lascar	5	16500-35700	23000-50200
	26	Lineman Gr II	22	18000-41500	25100-57900
	27	Dredger Operator	6	22200-48000	31100-66800
	28	Dredger Driver	6	22200-48000	31100-66800

29	Driver cum operator	6	18000-41500	25100-57900
30	Dredger Watcher	12	16500-35700	23000-50200
31	Dredging Assistant	12	16500-35700	24400-55200
32	Dredger Worker	27	16500-35700	23000-50200
33	Lineman Gr I	3	19000-43600	26500-60700
34	Oil Engine Driver	2	18000-41500	25100-57900
35	Care Taker	1	18000-41500	25100-57900
36	Wireman	1	18000-41500	25100-57900
37	Lock Operator	2	17500-39500	24400-55200
38	Drilling Plant Operator	1	17500-39500	24400-55200
39	Modeller	1	17500-39500	24400-55200
40	Boat Cleaner	1	17000-37500	23700-52600
41	Worker Gr I	28	17000-37500	23700-52600
42	Worker Gr II		16500-35700	23000-50200
43	Mason	1	16500-35700	23000-50200
44	Engine Man	1	16500-35700	23000-50200

a. 25% Higher Grade will continue

b. 1/3rd Higher Grade will continue

*. The post ceases to exist as and when the present incumbents vacate the posts.

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Administrative Officer	1	As in PD	As in PD

	2	Senior Finance Officer	5	As in PD	As in PD
	3	Law Officer	3	As in PD	As in PD
	4	Financial Assistant	12	As in PD	As in PD
	5	Divisional Accounts Officer	58	As in PD	As in PD
	6	Legal Assistant		As in PD	As in PD
	7	Statistical Assistant Gr I		As in PD	As in PD
	8	Statistical Assistant Gr II		As in PD	As in PD
	9	Assistant Surgeon		As in PD	As in PD
	10	Pharmacist		As in PD	As in PD
	11	Assistant Nurse/Midwife		As in PD	As in PD
	12	Nursing Assistant		As in PD	As in PD
	13	Hospital Attender		As in PD	As in PD

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Assistant	14	As in CC	As in CC
	2	Senior Superintendent	26	As in CC	As in CC
	3	Junior Superintendent	159	As in CC	As in CC
	4	Fair Copy Superintendent	7	As in CC	As in CC
	5	Head Clerk	187	As in CC	As in CC
	6	Senior Clerk	1288	As in CC	As in CC
	7	Clerk		As in CC	As in CC
	8	Selection Grade Typist	358	As in CC	As in CC
	9	Senior Grade Typist		As in CC	As in CC
	10	UD Typist		As in CC	As in CC

	11	LD Typist		As in CC	As in CC
	12	Typist Clerk	1	As in CC	As in CC
	13	Personal Assistant	29	As in CC	As in CC
	14	Confidential Assistant Sen.Gr		As in CC	As in CC
	15	Confidential Assistant Gr I		As in CC	As in CC
	16	Confidential Assistant Gr II		As in CC	As in CC
	17	Driver	219	As in CC	As in CC
	18	System Administrator	1	As in CC	As in CC
	19	Scavenger	3	As in CC	As in CC
	20	Office Attendant	643	As in CC	As in CC
	21	Night Watchman	5	As in CC	As in CC
	22	Full Time Sweeper	11	As in CC	As in CC
Part Time Contingent					
	1	Part Time Sweeper	257	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	The Engineers deployed from the IDRB to the Dam Safety Authority	As admissible to the corresponding post in IDRB	As admissible to the corresponding post in IDRB
<i>Irrigation, Design and Research Board</i>			
2	Chief Engineer	800	880
3	Superintending Engineer (Director)	600	660
4	Executive Engineer (Joint Director)	600	660
5	Assistant Executive	500	550

	Engineer (Deputy Director)		
6	Assistant Engineer (Assistant Director)	500	550
7	All Technical Staff other than Engineers	350	390

(2) Compensatory Allowance

Sl. No	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)
1	Overseer Grade I and Sub Engineer (only during the period they are actually engaged in the work of gauging)	450	500

(3) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.44. JUDICIARY (SUBORDINATE)

The Judiciary (Subordinate) includes Munsiff's Courts, Magistrate Courts, Sub & Assistant Sessions Courts, District & Sessions Courts, Family Courts, Motor Accident Claims Tribunals and Special Courts constituted under the Acts such as the POCSO Act, the NDPS Act, etc. The Registrar (Subordinate Judiciary), High Court of Kerala is the Head of Subordinate Judiciary. The staff of the Judiciary (Subordinate) exist as two separate wings viz., Civil Judiciary and Criminal Judiciary. Staff in Magistrate Courts only come under the Criminal Wing, while those in all other Courts except Family Courts are included in the Civil Wing. Family Courts are not included under either Wing, and postings to these Courts are made by deputation from both the Wings.

The Commission, having considered the proposals submitted by the Registrar (Subordinate Judiciary) and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) The Schedule of posts of the Department may be re-arranged showing the posts in the Civil and the Criminal wings of Subordinate Judiciary

on the basis of the details given by the Registrar, (Subordinate Judiciary), High Court of Kerala.

- (ii) On analysing the promotion prospects of various posts existing in both the wings of the Judiciary, the Commission observes that the Criminal Judiciary has less promotional avenues compared to the Civil Judiciary. While the integration of judicial officers in Civil and Criminal Judiciaries has been materialized, the integration of supporting staff in Civil and Criminal Judiciaries has not happened. The integration would definitely reduce the disparity in workload and promotional prospects existing between both the arms of Judiciary. Hence it is recommended that the process of integration of supporting staff in Civil and Criminal Judiciary may be accelerated.
- (iii) At present, only Security Officer is allowed Uniform Allowance. Duffedar is required to wear uniform compulsorily while escorting Judicial Officers. Hence Uniform Allowance may be allowed to the post of Duffedar at the proposed rate corresponding to ₹ 2400 per annum.
- (iv) Family Court is not part of either Civil or Criminal Judiciary; it is a separate entity. Appointment of staff in Family Courts is made by deputation from any of the two wings in the Judiciary. The Presiding Officer in Family Court is in the rank of District Judge. Since the case load of Family Court is more or less equal to that of District Court, Special Allowance may be allowed to Confidential Assistant in Family Court @ ₹600 per month on par with that allowance given to Confidential Assistants in District Court.
- (v) Additional District Courts are attached to District Court establishment, and no exclusive post of Sheristadar, Additional District Court is existing in Additional District Courts. But the post of Sheristadar is existing in other Courts having the status of a District Court, which include Family Court, and various Special Courts. Hence the existing designation of 'Sheristadar, Additional District Court' may be modified as 'Sheristadar of Courts having the status of a District Court' in the Schedule of posts.
- (vi) Considering the work load in issuance of fair copies of judgments and copies of case files on receiving copy application, Fair Copy

Superintendent in Judiciary may be allowed Special Allowance @ ₹ 300 per month.

- (vii) In some Munsiff's Courts there is no post of Fair Copy Superintendent. The senior most Typist in that Courts are doing the duties of Fair Copy Superintendent. Hence Special Allowance @ ₹ 200 per month may be allowed to the senior most Typist in a Munsiff's Court who is performing duty of copy application and fair copy issuance of judgements.
- (viii) Bench Clerk Grade II holds the post of Bench Clerk in Sub Courts. Taking into account the responsibilities and work load of the post, Special Allowance may be allowed to Bench Clerk Grade II @ ₹ 300 per month and to the Clerk in charge of Benches in Munsiff's Courts @ ₹ 200 per month. The Clerk attached to Benches in Criminal Judiciary (Magistrate Courts) who is acting as Bench Clerk may also be given Special Allowance as in the case of Civil Judiciary.
- (ix) Taking into consideration the special working conditions in Subordinate Courts, Special Allowance may be allowed to Office Attendant in Judiciary @ ₹200 per month.
- (x) The staff working in Record Sections of Courts are often exposed to dust making them vulnerable to health problems. Considering this, Special Allowance @ ₹ 200 per month may be allowed to Clerk and Attender attached to Record Sections of Courts.
- (xi) Thondi Clerk in Magistrate Court is the custodian of all Thondi items produced before the Court and he is responsible for the safekeeping of the items and to produce before the Court as and when it is required. In view of this higher responsibility, Special Allowance may be allowed to Thondi Clerk @ ₹200 per month.
- (xii) Appointment to the post of Office Attendant in Judiciary is made from the common rank list prepared by the KPSC for appointment to the post in various departments. In Common Category, the next promotion post of Office Attendant is Attender, but according to the system being followed in Judiciary, a number of promotion posts are existing in between the posts of Office Attendant and Attender. The existing promotion channel in Judiciary is as follows:

Office Attendant Grade II → Office Attendant Grade I → Court Keeper/ Duffedar → Court Keeper/Duffedar (HG) → Process Server → Attender → Amin

The scale of pay of Process Server is higher than the scale of pay of Attender. The existing system in Subordinate Judiciary is causing administrative difficulties. Placing the Common Category post of Attender in a higher scale of pay than Process Server in the Judiciary is not practical. Hence it is recommended that the Special Rules may be amended so as to make the promotion channel in Judiciary as follows:

Office Attendant → Court Keeper/ Attender → Process Server → Amin

- (xiii) Family Court has the status of a District Court, but the post of Bench Clerk is not sanctioned in Family Courts. It is recommended to sanction one post of Bench Clerk Grade I in all Family Courts and to depute officers in the cadre of Junior Superintendent from Civil or Criminal Judiciary to that post.
- (xiv) Now different MACTs have different staff pattern, which is not based on any parameters. It is recommended that a unified staff pattern for MACTs may be prescribed.
- (xv) At present, post of Bench Clerk is not sanctioned in Magistrate Courts and Munsiff's Courts. An exclusive post of Clerk is indispensable for handling the day to day matters in Benches. Senior Clerk is an interchangeable post of Bench Clerk Grade III. Hence one post of Senior Clerk in all Munsiff's Courts and Magistrate Courts may be designated as Bench Clerk Grade III and this post may be given the Special Allowance @ ₹ 200 as recommended at Sub Para (viii).
- (xvi) Employees in the Subordinate Judiciary enjoy a few additional perks compared to their counter parts in other Departments based on the Shetty Commission recommendations. These benefits are very specific to their service in the Judiciary. So, in cases of employees moving out of the Judiciary on inter-departmental transfer, it may be stipulated that the additional pay received by the employees by virtue of their posting in Subordinate Judiciary shall be forfeited while leaving the Judiciary and the pay that he would have availed had he been posted in any other

department will be deemed to be his last pay in the Subordinate Judiciary for the purpose of future fixation of pay.

- xvii) The Commission understands that in Civil Judiciary, State-wise seniority lists are prepared from the post of Junior Superintendent upwards, whereas in Criminal Judiciary all the posts come under district-wise seniority. Therefore, it is recommended that there may be State-wise seniority list from Junior Superintendent onwards in Criminal Judiciary also.
- xviii) All the posts existing in the Department may be allowed normal revision in scales of pay.
- (xix) Existing allowances except those which are specifically mentioned above may be given normal revision.

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
		Civil Wing			
	1	Sheristadar District Court / State Transport Appellate Tribunal	15	42500-87000	59300-120900
	2	Sheristadar of Courts having the status of a District Court/MACT/ Special Courts/ Family Courts	71	40500-85000	56500-118100
	3	Sheristadar, Sub Court (HG)/ Senior Superintendent (HG)	15	40500-85000	56500-118100
	4	Sheristadar, Sub Court / Senior Superintendent	51	36600-79200	51400-110300
	5	Principal Counsellor Family Court (HG)	14	40500-85000	56500-118100
a	6	Principal Counsellor Family Court	14	39500-83000	55200-115300

7	Junior Superintendent (HG)	53	35700-75600	50200-105300
8	Junior Superintendent / Bench Clerk Grade I / Central Nazir	313	30700-65400	43400-91200
9	Head Clerk / Bench Clerk Grade II	142	27800-59400	39300-83000
10	Senior Clerk / Bench Clerk Grade III / Deputy Nazir	1126	25200-54000	35600-75400
11	Kannada Translator	2	25200-54000	35600-75400
12	Personal Assistant to District Judge	92	39500-83000	55200-115300
13	Personal Assistant		39500-83000	55200-115300
14	Confidential Assistant Senior Grade	78	30700-65400	43400-91200
15	Confidential Assistant Grade I	78	27800-59400	39300-83000
16	Confidential Assistants Grade II	78	25200-54000	35600-75400
17	Clerk / Protocol Officer	1126	19000-43600	26500-60700
18	L.D. Clerk Kannada	6	19000-43600	26500-60700
19	L.D. Clerk Tamil	10	19000-43600	26500-60700
20	Amin	448	18000-41500	25100-57900
21	Process Server	2046	17500-39500	24400-55200
22	Court Keeper (HG)/ Duffedar (HG)	76	17500-39500	24400-55200
23	Court Keeper/ Duffedar	167	17000-37500	23700-52600
	Criminal Wing			
24	Sheristadar, Chief Judicial Magistrate Court	15	40500-85000	56500-118100
25	Senior Superintendent (HG)	4	40500-85000	56500-118100
26	Senior Superintendent	16	36600-79200	51400-110300
27	Junior Superintendent (HG)	34	35700-75600	50200-105300
28	Junior Superintendent	123	30700-65400	43400-91200
29	Bench Clerk Grade II/ Accountant / Head Clerk	54	27800-59400	39300-83000

	30	Senior Clerk / Bench Clerk Grade III	532	25200-54000	35600-75400
	31	Kannada Translator	2	25200-54000	35600-75400
	32	Personal Assistant	1	39500-83000	55200-115300
	33	Confidential Assistant Senior Grade	32	30700-65400	43400-91200
	34	Confidential Assistant Grade I	32	27800-59400	39300-83000
	35	Confidential Assistant Grade II	58	25200-54000	35600-75400
	36	L.D. Clerk Tamil	7	19000-43600	26500-60700
	37	Clerk/ Bench Assistant	532	19000-43600	26500-60700
	38	Clerk cum Typist	1	19000-43600	26500-60700

a Existing ratio 1:1 will continue

Common Category

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	Civil Wing			
1	Fair Copy Superintendent (HG)	51	As in CC	As in CC
2	Fair Copy Superintendent	12	As in CC	As in CC
3	Selection Grade Typist	344	As in CC	As in CC
4	Senior Grade Typist		As in CC	As in CC
5	U.D. Typist	344	As in CC	As in CC
6	L.D. Typist	414	As in CC	As in CC
7	L.D. Typist (Kannada)	3	As in CC	As in CC
8	Driver Selection Grade	3	As in CC	As in CC
9	Driver Senior Grade	30	As in CC	As in CC
10	Driver Grade I	33	As in CC	As in CC
11	Driver Grade II	35	As in CC	As in CC
12	Lift Operator	2	As in CC	As in CC
13	Attender Grade I	46	As in CC	As in CC
14	Attender Grade II	98	As in CC	As in CC
15	Office Attendant Grade I	255	As in CC	As in CC
16	Office Attendant Grade II	546	As in CC	As in CC

17	Full Time Sweeper	1	As in CC	As in CC
18	Gardener	1	As in CC	As in CC
	Criminal Wing			
19	Selection Grade Typist	91	As in CC	As in CC
20	Senior Grade Typist		As in CC	As in CC
21	U.D. Typist	91	As in CC	As in CC
22	L.D. Typist	93	As in CC	As in CC
23	L.D. Typist (Kannada)	1	As in CC	As in CC
24	Driver Senior Grade	4	As in CC	As in CC
25	Driver Grade I	4	As in CC	As in CC
26	Driver Grade II	6	As in CC	As in CC
27	Office Attendant Grade I	184	As in CC	As in CC
28	Office Attendant Grade II	368	As in CC	As in CC

Part Time Contingent Employees

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	Civil Wing			
1	Part Time Sweeper	234	As in PTCC	As in PTCC
	Criminal Wing			
2	Part Time Sweeper	118	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Personal Assistant/ Confidential Assistant of District Court/ CJM Court/ Sub Court/ Family Court/ Additional District Court/WAKF Tribunal/ Special Court for NIA/CBI Court/MACT	600	660
2	Personal Assistant/ Confidential Assistant of Munsiff's Court, Judicial First Class Magistrate Court	400	440

3	Fair Copy Superintendent	-	300
4	Senior most Typist dealing with copy application and fair copy despatch in Munsiff's Courts	-	200
5	Bench Clerk Grade II	200	300
6	Bench Clerk Grade III / Clerk in charge of Benches in Munsiff's Courts and Magistrate Courts and acting as Bench Clerk	-	200
7	Clerk and Attender attached to Record Sections of Courts	250	250
8	Clerk in charge of Thondi section	-	200
9	Amins and Process Servers	150	170
10	Office Attendant	-	200

(2) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Security Officer	2400	2700
2	Driver	2400	2700
3	Duffedar	-	2700

7.45. KERALA ADMINISTRATIVE TRIBUNAL

The Kerala Administrative Tribunal (KAT) was set up under the provisions of the Administrative Tribunals Act, 1985 and it came into existence with effect from 26.08.2010. It deals with disputes and complaints with respect to recruitment and conditions of service of persons appointed to public services under the control of the Government of Kerala. The Tribunal consists of Chairman, Judicial members and Administrative members, and has benches at Thiruvananthapuram and Ernakulam. Registrar in the cadre of District Judge functions as the chief of ministerial cadre.

The Commission, after considering proposals submitted by the Registrar and the demands of Service Organisations, makes the following recommendations:

- (i) The Special Rules for recruitment and conditions of service of staff in the KAT viz. the Kerala Administrative Tribunal Staff (Recruitment and Conditions of Service) Rules, 2019 were issued by G.O.(P) No.9/2019/P&ARD dated 13.11.2019. In the Special Rules, the scales of pay admissible to various categories of posts in the KAT are also mentioned along with categories of posts. As scales of pay of posts may change from time to time due to pay revisions, scales of pay of posts are not normally provided in any Special Rules. Hence it is recommended that the scales of pay mentioned in the Special Rules may be deleted.
- (ii) The scales of pay and grades in respect of the posts of Confidential Assistant, Personal Assistant to Chairman & Members, and Private Secretary to Chairman & Members in the KAT as provided in the Special Rules are substantially different from those of the corresponding posts in Government departments.

In view of these, it is recommended that the scale of pay given to the post of Confidential Assistant and its promotion posts in Government departments may be made applicable in the KAT. Accordingly, the posts in the KAT may be placed in the scales of pay as mentioned in the table below and corresponding revision be given.

Name of post in KAT	Corresponding post in Government Secretariat, PSC, etc. and existing scales of pay	Scale of pay corresponding to which revision is proposed in the KAT
Confidential Assistant Gr II	Confidential Assistant Gr II (₹ 20000-45800)	₹ 20000-45800
Confidential Assistant Gr I	Confidential Assistant Gr I (₹ 27800-59400)	₹ 27800-59400
Personal Assistant to Chairman & Members	Confidential Assistant Senior Grade (₹ 30700-65400)	₹ 32300-68700

Personal Assistant to Chairman & Members (HG)	Personal Assistant * (₹ 39500-83000)	₹ 39500-83000
Private Secretary to Chairman and Members	Personal Secretary * (₹ 40500-85000)	₹ 40500-85000
Private Secretary to Chairman and Members (HG)	Personal Secretary HG * (₹ 42500-87000)	₹ 42500-87000
<i>* New designations proposed by the Commission</i>		

It is recommended that in the case of incumbents who are absorbed in the KAT and regularized with effect from a date prior to 01.07.2019, they will be given protection of the existing pay for fixation of pay to the proposed scales, while their scales of pay will be the proposed scales of pay attached to the post which have effect from 01.07.2019.

- (iii) The following categories may be allowed ratio promotion in the ratios mentioned against them.

Court Officer/Section Officer and Court Officer/Section Officer (HG)	1:1
Private Secretary to Chairman & Members and Private Secretary to Chairman & Members (HG)	1:1
Personal Assistant to Chairman & Members and Personal Assistant to Chairman & Members (HG)	1:1
Confidential Assistant Grade II and Confidential Assistant Grade I	1:1
Assistant, Senior Grade Assistant and Assistant Section Officer	1:1:1
Computer Assistant Grade II and Computer Assistant Grade I	1:1

Clerical Assistant Grade II and Clerical Assistant Grade I	1:1
Driver cum Office Attendant Selection Grade, Driver cum Office Attendant Senior Grade, Driver cum Office Attendant Grade I and Driver cum Office Attendant Grade II	1:1:1:1
Office Attendant Grade II and Office Attendant Grade I	1:1

- (iv) The post of Attender may be included in the Department Schedule with scale of pay corresponding to ₹17500-39500 on par with the post of Attender in the High Court.
- (v) All the remaining posts which are not specifically mentioned above may be given normal revision of scales of pay.
- (vi) The post of Driver cum Office Attendant, Duffedar, Office Attendant, Process Server, Messenger, Night Watchman and Attender may be given Uniform Allowance as the corresponding categories in the High Court are allowed Uniform Allowance.
- (vii) Coat Allowance @ ₹ 4000/- once in 3 years is existing for Court Officer, Private Secretary/Personal Assistant to Chairman and Members, as is granted in the High Court. This allowance may be continued with normal revision subject to the condition that maximum 12 officers may draw the allowance within a period of three years. (Two persons per Chairman/ Member)
- (viii) At present, appointment of staff in the KAT is made by deputation from the High Court and Government departments. Hence those employees are eligible for pay applicable to them in the High Court or parent Departments. The proposed scales of pay provided in the following schedule are applicable only to those employees who are absorbed or directly recruited to the KAT as per the Special Rules. However, the allowances mentioned below are applicable to all the categories

mentioned in the respective schedule of allowances, irrespective of whether they are directly recruited/absorbed/on deputation.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

B. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Registrar	1	As in PD	As in PD
	2	Deputy Registrar (Judicial)	2	As in PD	As in PD
	3	Deputy Registrar (Administration)	1	As in PD	As in PD
	4	Deputy Registrar (Finance)	1	As in PD	As in PD
	5	Filing Scrutiny Officer	2	42500-87000	59300-120900
	6	Court Officer (HG) / Section Officer (HG)	18	40500-85000	56500-118100
a	7	Court Officer / Section Officer		36600-79200	51400-110300
b	8	Assistant Section Officer	8	32300-68700	45600-95600
	9	Senior Grade Assistant	8	30700-65400	43400-91200
	10	Assistant	8	27800-59400	39300-83000
	11	Private Secretary to Chairman and Members (HG)	6	-	59300-120900
a	12	Private Secretary to Chairman and Members		45800-89000	56500-118100
	13	Personal Assistant to Chairman and Members (HG)	3	-	55200-115300
a	14	Personal Assistant to Chairman and Members	3	40500-85000	45600-95600
	15	Confidential Assistant Grade I	12	27800-59400	39300-83000
a	16	Confidential Assistant Grade II		20000-45800	27900-63700
	17	Computer Assistant Grade I	6	27800-59400	39300-83000

a	18	Computer Assistant Grade II		20000-45800	27900-63700
	19	Librarian	2	36600-79200	51400-110300
	20	Network Administrator	1	36600-79200	51400-110300
	21	Data Entry Operator	2	20000-45800	27900-63700
c	22	Driver cum Office Attendant Selection Grade	11	27800-59400	39300-83000
	23	Driver cum Office Attendant Senior Grade		22200-48000	31100-66800
	24	Driver cum Office Attendant Grade I		20000-45800	27900-63700
	25	Driver cum Office Attendant Grade II		18000-41500	25100-57900
	26	Clerical Assistant Grade I	8	20000-45800	27900-63700
a	27	Clerical Assistant Grade II		19000-43600	26500-60700
	28	Attender	-	17500-39500	24400-55200
	29	Duffedar	7	17000-37500	23700-52600
	30	Office Attendant Grade I	-	-	23700-52600
a	31	Office Attendant Grade II/ Messenger/ Night Watchman	-	16500-35700	23000-50200

a Ratio between Grade II and Grade I or Lower grade and Higher Grade will be 1:1

b Ratio among Assistant, Senior Grade Assistant and Assistant Section Officer will be 1:1:1

c Ratio among Grade II, Grade I, Senior Grade and Selection Grade will be 1:1:1:1

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate (₹)	Proposed Rate (₹)
1	Personal Assistant / Private Secretary to Chairman and Members	550	610

(2) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Driver cum Office Attendant	2400	2700
2	Duffedar	2400	2700
3	Office Attendant, Process Server, Messenger, Night Watchman, Attender	2400	2700
4	Part time Sweeper	2400	2700

(3) Coat Allowance

Sl. No	Category	Existing Rate (₹)	Proposed Rate (₹)
1	Court Officer, Private Secretary/ Personal Assistant to Chairman and Members *	4000	4400
	* Once in three years subject to the condition that maximum twelve officers will be allowed the allowance within a period of three years		

7.46. KERALA INSTITUTE FOR RESEARCH, TRAINING AND DEVELOPMENT STUDIES OF SCHEDULED CASTES AND SCHEDULED TRIBES (KIRTADS)

The Kerala Institute for Research, Training and Development Studies of Scheduled Castes and Tribes (KIRTADS), was formed in the year 1970 as Tribal Research and Training Centre (TR & TC) in a national pattern, which subsequently got reorganised as KIRTADS in 1979. Its main objective is to carry out research that helps to promote development among the scheduled communities in Kerala. It also attempts to identify the needs and problems confronting the marginalized sections of the population and suggest recommendations to the Government in finding a panacea for their overall development. It functions as an 'Expert Agency' in caste determination in disputed cases; conducting research in the fields of Anthropology, Linguistics, Sociology and Economics. The Director is the Head of the Department.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendation:

All the posts existing in the department may be placed in the corresponding revised scales of pay. Existing allowances may also be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Director	1	81000-117600	112800-163400
2	Deputy Director (Anthropology)	1	45800-89000	63700-123700
3	Deputy Director (Development Studies)	1	45800-89000	63700-123700
4	Deputy Director (Training)	1	45800-89000	63700-123700
5	Lecturer (Anthropology / Sociology)	3	39500-83000	55200-115300
6	Research Officer (Anthropology)	7	39500-83000	55200-115300
7	Research Officer (Statistics)	1	39500-83000	55200-115300
8	Computer Operator	1	36600-79200	51400-110300
9	Statistician	1	29200-62400	41300-87000
10	Research Assistant (Anthropology)	6	27800-59400	39300-83000
11	Research Assistant (Sociology)	2	27800-59400	39300-83000
12	Research Assistant (Linguistics)	1	27800-59400	39300-83000

	13	Cartographer	1	27800-59400	39300-83000
	14	Curator	1	25200-54000	35600-75400
	15	Investigator	6	25200-54000	35600-75400
	16	Record Attender	1	17000-37500	23700-52600
	17	Museum Attendant	1	17000-37500	23700-52600

Posts held by Personnel of other Departments

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Officer	1	As in PD	As in PD
	2	Finance Officer	1	As in PD	As in PD
	3	Librarian Grade I	1	As in PD	As in PD

Common Category

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Junior Superintendent	1	As in CC	As in CC
	2	Senior Clerk	2	As in CC	As in CC
	3	Clerk	2	As in CC	As in CC
	4	Confidential Assistant	1	As in CC	As in CC
	5	U.D. Typist	1	As in CC	As in CC
	6	L.D. Typist	2	As in CC	As in CC
	7	Driver	4	As in CC	As in CC
	8	Office Attendant	4	As in CC	As in CC
	9	Watchman	1	As in CC	As in CC
	10	Night Watchman	1	As in CC	As in CC
	11	Sweeper cum watchman	1	As in CC	As in CC

Part Time Contingent					
	1	Part Time Sweeper	1	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No.	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700
2	Watchman	2400	2700
3	Sweeper cum Watchman	2400	2700

7.47. KERALA LOK AYUKTA

The Lok Ayukta, constituted under the Kerala Lok Ayukta Act, 1999 (Act 8 of 1999), investigates into the allegations of corruption and mal-administration against public servants and redresses grievances of the public arising out of corruption/mal-administration. The Lok Ayukta is either a former Judge of the Supreme Court or a Chief Justice of a High Court, and is appointed by the Governor on the advice of the Chief Minister in consultation with the Speaker of the Legislative Assembly and the Leader of the Opposition. The Registrar of the Lok Ayukta is a District Judge deputed from the Kerala Higher Judicial Service. The investigation agency under the Lok Ayukta is headed by an Inspector General from the Police Department. The office of Lok Ayukta is situated in Thiruvananthapuram.

The Commission, having considered the proposals submitted by the Registrar and demands of various Service Organizations and individuals, makes the following recommendations:

- (i) The existing scale of pay of Section Officer/ Court Officer in Kerala Lok Ayukta (₹35700-75600) is lower than the scale of pay of the same post in the High Court of Kerala and in Government Secretariat (₹36600-79200). As appointment to these posts in Kerala Lok Ayukta is being made by deputation from the High Court of Kerala or from the Government

Secretariat, a different scale of pay to these posts in Kerala Lok Ayukta is causing difficulties in making appointments. Therefore, the scale of pay of the post of Section Officer and Court Officer may be upgraded to the scale of pay corresponding to ₹36600-79200, on par with the scale of pay of the same post in the High Court of Kerala and the Government Secretariat.

- (ii) The Higher Grade posts of Section Officer and Court Officer may be included in the Schedule of Posts with the scale of pay corresponding to ₹40500-85000, as existing in the High Court of Kerala and in the Government Secretariat.
- (iii) As in the case of Section Officer/ Court Officer, the existing scale of pay of Assistant in Kerala Lok Ayukta (₹26500-56700) is lower than that of Assistant in the High Court of Kerala and in the Government Secretariat (₹27800-59400). Hence, the scale of pay of the post in Kerala Lok Ayukta may be upgraded to ₹27800-59400. The three grades of this post may also be included in the Schedule of Posts with the scales of pay corresponding to these grades in the Government Secretariat.
- (iv) The post of Confidential Assistant is mentioned as Stenographer in the Schedule of Posts. Also, the posts Office Attendant Grade I and Grade II are mentioned as Class IV Employee Grade I and Grade II. These designations may be changed as Confidential Assistant and Office Attendant Grade I and Grade II respectively in the Schedule.
- (v) All the posts existing in the department except those are specifically mentioned above may be placed in corresponding revised scales of pay.
- (vi) Existing allowances may be given normal revision.

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Registrar	1	NJPC	NJPC
2	Additional Registrar	1	85000-117600	118100-163400
3	Deputy Registrar	1	77400-115200	107800-160000
4	PS to Lok Ayukta	1	40500-85000	56500-118100

	5	PS to Upa Lok Ayukta	2	40500-85000	56500-118100
	6	Court Officer (HG)		-	56500-118100
	7	Section Officer (HG)		-	56500-118100
	8	Court Officer	3	35700-75600	51400-110300
	9	Section Officer	2	35700-75600	51400-110300
	10	PA to Lok Ayukta	1	35700-75600	50200-105300
	11	PA to Upa Lok Ayukta	2	35700-75600	50200-105300
	12	Security Officer	1	30700-65400	43400-91200
	13	Senior Accountant	1	30700-65400	43400-91200
	14	Assistant Section Officer		-	45600-95600
	15	Assistant Senior Grade	11	30700-65400	43400-91200
	16	Assistant	2	26500-56700	39300-83000
	17	Confidential Assistant Grade II	8	20000-45800	27900-63700
	18	Computer Assistant Grade II	4	20000-45800	27900-63700
	19	Data Entry Operator	2	22200-48000	31100-66800
	20	Driver Grade II	9	18000-41500	25100-57900
	21	Court Keeper	1	17000-37500	23700-52600
	22	Record Keeper	1	17000-37500	23700-52600
	23	Attender	4	17000-37500	23700-52600
	24	Office Attendant Grade I	14	17000-37500	23700-52600
	25	Office Attendant Grade II		16500-35700	23000-50200
	26	Night Watchman		16500-35700	23000-50200
Investigation Wing					
	27	Director of Investigation	1	IPS	IPS
	28	Superintendent of Police	1	As in PD	As in PD
	29	Deputy Superintendent of Police	2	As in PD	As in PD
	30	Inspector of Police	3	As in PD	As in PD
	31	Senior Civil Police Officer	3	As in PD	As in PD

Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Duplicate Operator	1	As in CC	As in CC
	2	Cook	1	As in CC	As in CC

Part Time Contingent Employees

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Part Time Sweeper	7	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Uniform Allowance**

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Driver	2400	2700

7.48. KERALA PUBLIC SERVICE COMMISSION

The Kerala Public Service Commission is a Constitutional entity which advises the Government on all matters relating to civil services referred to it under Article 320 (3) of the Constitution. It conducts recruitment and selection to various posts in Government departments, Public Sector Undertakings, Local Self Government Institutions and other public institutions. It also tenders advice to the Government on disciplinary matters related to civil servants. The Commission consists of Chairman and other members. The Secretary is the executive head of the Commission. Besides its Head Office in Thiruvananthapuram, the Kerala Public Service Commission has three Regional offices and 14 District offices.

The Commission, having considered the proposals submitted by the Secretary and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) In the existing Pay Revision Order, the post of Enquiry Officer is shown as interchangeable with Office Superintendent (HG). But as per G.O.(Rt)No.3269/71/PD dated 28/08/1971, the method of appointment of Enquiry Officer is prescribed as by transfer from Office Superintendent, Stenographers and Typists in the cadre of U.D. and above having a total period of 3 years of service either in any of these posts or together. Obviously, the post Enquiry Officer is not interchangeable with Office Superintendent (HG). Hence the post of Enquiry Officer may be segregated from Office Superintendent (HG) and included separately in the Schedule of posts with scale of pay corresponding to ₹ 40500-85000.
- (ii) The entry level scales of pay of Security Guard and Sergeant in KPSC are the same as in Secretariat (₹19000-43600 and ₹27800-59400 respectively). But the Higher Grade post of Security Guard in Secretariat is placed in a higher scale of pay of ₹22200-48000 than that in KPSC (₹20000-45800). Since appointment to the entry cadre post is made from a common rank list and there is parity in scales of pay of feeder and promotion posts, the scale of pay of Security Guard (HG) in KPSC may be enhanced to ₹22200-48000 as in Secretariat and corresponding revision may be given.
- (iii) The post of Duplicating Machine Operator is existing in many departments, though the post has no relevance in these times. These employees have no work to perform. Considering this, the previous two Pay Revision Commissions had recommended to abolish the post. The existing scale of pay of Duplicating Machine Operator is ₹17500-39500, which is the scale of pay of the post of Attender Grade I. Hence the post of Duplicating Machine Operator may be abolished and the existing employees may be accommodated temporarily in the category of Attender Grade I, by creating necessary supernumerary posts of Attender Grade I. These supernumerary posts may be abolished on vacation of the posts by the incumbents who will be converted from the category of Duplicating Machine Operator. During the period of such supernumerary service, they may be allowed all service benefits that would have been otherwise admissible.
- (iv) The ratio between Under Secretary and Under Secretary (HG) may be revised to 1:1 as existing in Secretariat.

- (v) Even though each of the posts of Clerical Assistant and Attender has two grades in KPSC, no ratio is fixed for placement in different grades. But ratio is existing in Secretariat, which is 1:1 for Clerical Assistant Grade II and Grade I and 2:1 for Attender and Attender Higher Grade. The same ratios i.e. 1:1 for Clerical Assistants and 2:1 for Attenders may be extended to KPSC also.
- (vi) The post of Security Guard in KPSC is placed in two grades, Security Guard and Security Guard (HG). But no ratio is fixed between these grades. In Secretariat, a ratio 1:3 is existing between Grade I and Grade II posts of Security Guard. The ratio of 1:3 as in Secretariat may be allowed between Security Guard (HG) and Security Guard in KPSC also.
- (vii) In Annexure VIII of the existing Pay Revision Order, Special Allowance @ ₹550 p.m. is sanctioned to Personal Assistant to Chairman, KPSC, but the actual designation is Private Secretary to Chairman. The designation may be corrected as Private Secretary to Chairman.
- (viii) KPSC has two officers of the level of Additional Secretary and the senior among them is the Secretary of the KPSC. A special pay of ₹ 1000 per month may be granted to the Secretary in lieu of higher time scale so as to place the post on a higher footing.
- (ix) All other posts in the KPSC may be placed in corresponding proposed scales of pay.
- (x) It has been recommended to re-designate the existing post of Confidential Assistant Selection Grade in the Common Category as Personal Assistant. Hence the existing post of Personal Assistant in KPSC may be re-designated as Personal Secretary.
- (xi) Existing allowances may be given normal revision.
- (xii) The Regulation 14 of the Kerala Public Service Commission (Composition and Conditions of Service of Members and Staff) Regulations, 1957 provides as follows:

“In respect of any matter for which special provision is not made by these regulations, the conditions of service of a person serving as a member of the Commission or its staff shall be governed by the rules and orders applicable to such classes of Government servants as specified by the Governor”.

The practice has been to follow the rules and orders applicable to corresponding categories of staff in the Secretariat, but the

Commission has not been able to see any material by which it has been specified so by order of the Governor.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Secretary	1	89000-120000	123700-166800 + 1000 sp*
	2	Addl. Secretary / Controller of Examinations	6	89000-120000	123700-166800
	3	Joint Secretary / Controller of Finance / Regional Officer	16	85000-117600	118100-163400
	4	Deputy Secretary	27	77400-115200	107800-160000
a	5	Under Secretary (HG)	36	68700-110400	95600-153200
	6	Under Secretary	37	45800-89000	63700-123700
a	7	Section Officer (HG)	113	40500-85000	56500-118100
	8	Section Officer / Public Relations Officer	113	36600-79200	51400-110300
c	9	Assistant Section Officer	243	32300-68700	45600-95600
	10	Senior Grade Assistant / Cashier	244	30700-65400	43400-91200
	11	Assistant	244	27800-59400	39300-83000
	12	System Administrator	1	77400-115200	107800-160000
	13	System Manager / E.D.P.Manager	1	55350-101400	77200-140500
	14	System Analyst / Senior Programmer	7	42500-87000	59300-120900
	15	Hardware Engineer	1	42500-87000	59300-120900
	16	Programmer	6	39500-83000	55200-115300

	17	Technical Assistant	7	30700-65400	43400-91200
	18	Data Entry Operator	9	25200-54000	35600-75400
	19	Private Secretary to Chairman	1	45800-89000	63700-123700
a	20	Personal Secretary (HG)	11	42500-87000	59300-120900
	21	Personal Secretary	11	40500-85000	56500-118100
	22	Enquiry Officer	4	40500-85000	56500-118100
a	23	Office Superintendent (HG)		40500-85000	56500-118100
		24	Office Superintendent	26	36600-79200
d	25	Computer Assistant Selection Grade	46	32300-68700	45600-95600
	26	Computer Assistant Senior Grade	47	30700-65400	43400-91200
	27	Computer Assistant Grade I	47	27800-59400	39300-83000
	28	Computer Assistant Grade II	47	20000-45800	27900-63700
a	29	Clerical Assistant Grade I	21	20000-45800	27900-63700
	30	Clerical Assistant Grade II	21	19000-43600	26500-60700
b	31	Attender Grade I	7	17500-39500	24400-55200
	32	Attender Grade II	14	17000-37500	23700-52600
	33	Sergeant	1	27800-59400	39300-83000
e	34	Security Guard (HG)	5	20000-45800	31100-66800
	35	Security Guard	30	19000-43600	26500-60700
	36	Driver cum Peon (Co-Terminus)	21	18000-41500	25100-57900

* Special pay in lieu of higher time scale

a Grade ratio will be 1:1

b Ratio between Attender Gr II and Gr I will be 2:1

c Ratio of 1:1:1 between Assistant Section Officer, Senior Grade Assistant and Assistant will continue

d Existing ratio 1:1:1:1 will continue

e Ratio between Security Guard (HG) and Security Guard will be 1:3

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Vigilance and Security Officer		As in PD	As in PD
2	Deputy Superintendent of Police		As in PD	As in PD
3	Sub Inspector of Police		As in PD	As in PD
4	Police Constable		As in PD	As in PD
5	Police Constable Driver		As in PD	As in PD
6	Librarian Grade I		As in PD	As in PD

Common Category

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Personal Assistant	4	As in CC	As in CC
2	Confidential Assistant Senior Grade	4	As in CC	As in CC
3	Confidential Assistant Grade I	5	As in CC	As in CC
4	Confidential Assistant Grade II	5	As in CC	As in CC
5	Driver Senior Grade	3	As in CC	As in CC
6	Driver Grade I	4	As in CC	As in CC
7	Driver Grade II	4	As in CC	As in CC
8	Electrician	2	As in CC	As in CC
9	Lift Operator	2	As in CC	As in CC
10	Duplicating Machine Operator	17	As in CC	As in CC
11	Binder Grade II	4	As in CC	As in CC
12	Duffedar (HG)	7	As in CC	As in CC
13	Duffedar	14	As in CC	As in CC
14	Gardener	4	As in CC	As in CC
15	Office Attendant Grade I	44	As in CC	As in CC
16	Office Attendant Grade II	126	As in CC	As in CC
17	Full Time Sweeper cum Sanitation Worker	4	As in CC	As in CC

Part Time Contingent Employees

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Part Time Sweeper cum Sanitation Worker	32	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Private Secretary to Chairman	550	610
2	Personal Secretary, Personal Secretary (HG) of Members of KPSC	400	440
3	Personal Secretary, Personal Secretary (HG) to Secretary, KPSC	200	220

(2) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
	<i>Staff working in the Cellar</i>		
1	Assistant	150	170
2	Attender / Clerical Assistant / Binder	120	140
3	Office Attendant	100	110

(3) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Security Guard/Sergeant	3500	4000
2	Gardener	2500	2700
3	Full Time Gardener	2500	2700
4	Full Time Sweeper	2500	2700

5	Part Time Sweeper	2500	2700
6	Lift Operator	2500	2700
7	Duffedar	2500	2700
8	Driver-cum-Office Attendant	2500	2700
9	Driver	2500	2700

7.49. KERALA VALUE ADDED TAX/ AGRICULTURAL INCOME TAX & SALES TAX APPELLATE TRIBUNAL

The Kerala Value Added Tax/Agricultural Income Tax and Sales Tax Appellate Tribunal considers and disposes of appeals filed under the Kerala General Sales Tax Act, 1963, the Kerala Agricultural Income Tax Act, 1991 and the Kerala Value Added Tax Act, 2003. The headquarters of the Tribunal and its principal bench is at Ernakulam, with additional benches at Thiruvananthapuram, Kottayam, Ernakulam, Palakkad and Kozhikode. Chairman is the head of the Tribunal and common to all the benches. In addition, there are Member (Judicial), Member (Accounts) & Member (Departmental) in the Tribunal. Chairman and Member (Judicial) are from the judiciary, while Member (Departmental) is deputed from the cadre of Deputy Commissioners of the Kerala State GST Department and Member (Accounts) is appointed by direct recruitment through the Kerala Public Service Commission. The Secretary of the Tribunal is the head of ministerial staff, who is also posted from the Kerala State GST Department.

The Commission, having considered the proposals submitted by the Secretary and demands of Service Organizations and individuals, makes the following recommendations:

- (i) All the posts existing in the Tribunal may be placed in the scales of pay corresponding to the existing scales of pay.
- (ii) Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Chairman		NJPC	NJPC
2	Member (Judicial)		NJPC	NJPC
3	Member (Accounts)	2	81000-117600	112800-163400
4	Member (Departmental)	2	As in PD	As in PD
5	Secretary	1	42500-87000	59300-120900
6	Assistant Secretary	1	35700-75600	50200-105300

Common Category

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Junior Superintendent	2	As in CC	As in CC
2	Senior Clerk	3	As in CC	As in CC
3	Clerk	4	As in CC	As in CC
4	Personal Assistant	4	As in CC	As in CC
5	Confidential Assistant Senior Grade	1	As in CC	As in CC
6	Typist Selection Grade	2	As in CC	As in CC
7	Typist Senior Grade	1	As in CC	As in CC
8	Clerical Attender	2	As in CC	As in CC
9	Office Attendant Grade I	4	As in CC	As in CC
10	Office Attendant Grade II	3	As in CC	As in CC

Part Time Contingent Employees

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Part Time Sweeper	1	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Uniform Allowance**

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Driver	2400	2700

7.50. LABOUR

The Labour Department, started functioning as an independent department on 26th January, 1946, with the objective of achieving and maintaining cordial relationship between employees and employers in Industry, Agriculture and Service sectors. The Department is entrusted with the responsibility to keep industrial peace and harmony in the State. It also attempts to provide good working conditions and improved quality of life to the workers and to ensure co-operation and healthy relation between the employers and the employed. Systematic implementation of the various Labour laws throughout the State and enhancing social security coverage of workers through better policies and programmes are also the functions of Labour Department. The Labour Commissioner, drawn from IAS cadre, is the Head of the Department.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- i) The posts of Assistant Labour Officer Gr.I and Inspector of Plantations may be clubbed in the schedule since the posts are interchangeable as per the Special Rules.
- ii) The post of Liaison Officer may be excluded from the department schedule as there is no such duly created post in the Labour department.
- iii) The post of Personal Assistant to the Labour Commissioner may be redesignated to Personal Secretary to the Labour Commissioner in view of the recommendation of Commission to redesignate the post

of Confidential Assistant Sel. Gr. as Personal Assistant and the existing Personal Assistant as Personal Secretary.

- iv) Government in Finance Department has forwarded a representation from Deputy Labour Commissioners, in compliance of Order dated 23.09.2020 of the Hon'ble KAT in O.A.No. 657/2019, with the request to enhance the scale of pay of the post of Deputy Labour Commissioners to ₹ 68700-110400 from the existing scale of ₹ 45800-89000 and to grant 50% higher grade in the post. As the current scale of pay of Deputy Labour Commissioner is commensurate with their duties and responsibilities, the request for a higher scale of pay is not agreed to. Further, the Commission finds that there were 67 posts with the same scale of pay of Deputy Labour Commissioner in the 8th Pay revision and the enhancement given by the 9th Pay Revision Commission for 12 posts among these doesn't automatically apply to Deputy Labour Commissioners. The 11 posts of Deputy Labour Commissioner have 4 posts of Joint Labour Commissioner and 3 posts of Additional Labour Commissioner as its promotion posts and so creation of more avenues of promotion for its own sake without any functional imperative is not a prudent exercise.
- v) G.O. (Rt) No. 7550/2017/GAD may be amended by replacing the post of District Labour Officer in the list of Non- -State Civil Service Posts with Deputy Labour Commissioner in the scale of pay of ₹ 45800-89000.
- vi) All the posts existing in the department may be placed on the corresponding revised scales of pay. Existing allowances may also be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Labour Commissioner	1	IAS	IAS
2	Addl. Labour Commissioner	3	81000-117600	112800-163400

3	Joint Labour Commissioner	4	77400-115200	107800-160000
4	Chief Inspector of Plantation	1	77400-115200	107800-160000
5	Deputy Labour Commissioner (HQ)/ Deputy Labour Commissioner & Workmen Compensation Commissioner/ Deputy Labour Commissioner & Secretary State Advisory Contract Labour Board	11	45800-89000	63700-123700
6	District Labour Officer	25	42500-87000	59300-120900
7	Inspector of Newspaper Establishment/District Labour Officer(HQ)	1	42500-87000	59300-120900
8	Deputy Labour Officer	19	39500-83000	55200-115300
9	Personal Secretary to the Labour Commissioner	1	39500-83000	55200-115300
10	Secretary Minimum Wages Advisory Board	1	35700-75600	50200-105300
11	Secretary, Labour Committee	1	35700-75600	50200-105300
12	Assistant Labour Officer Gr.I / Inspector of Plantations	24	35700-75600	50200-105300
13	Assistant Labour Officer Gr.II	102	30700-65400	43400-91200

Posts held by Personnel of other Departments

Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Administrative Officer	1	As in PD	As in PD

	2	Finance Officer	1	As in PD	As in PD
	3	Law Officer	1	As in PD	As in PD
	4	Publicity Officer	1	As in PD	As in PD
	5	Research Officer	1	As in PD	As in PD
	6	Publicity Assistant	1	As in PD	As in PD
	7	Research Assistant	1	As in PD	As in PD
	8	Statistical Assistant Gr.I	2	As in PD	As in PD
	9	Librarian Gr IV	1	As in PD	As in PD

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Assistant	2	As in CC	As in CC
	2	Senior Superintendent	11	As in CC	As in CC
	3	Junior Superintendent	34	As in CC	As in CC
	4	Fair Copy Superintendent	2	As in CC	As in CC
	5	Head Clerk	3	As in CC	As in CC
	6	Senior Clerk	204	As in CC	As in CC
	7	Clerk	205	As in CC	As in CC
	8	Selection Grade Typist	17	As in CC	As in CC
	9	Senior Grade Typist	18	As in CC	As in CC
	10	U.D Typist	18	As in CC	As in CC
	11	L.D Typist	18	As in CC	As in CC
	12	Clerk Typist	12	As in CC	As in CC
	13	Personal Assistant	6	As in CC	As in CC
	14	Confidential Assistant Senior Grade	7	As in CC	As in CC
	15	Confidential Assistant Gr I	7	As in CC	As in CC

16	Confidential Assistant Gr II	7	As in CC	As in CC
17	Senior Grade Driver	7	As in CC	As in CC
18	Driver Gr I	7	As in CC	As in CC
19	Driver Gr II	8	As in CC	As in CC
20	Binder Grade II	1	As in CC	As in CC
21	Duffedar	1	As in CC	As in CC
22	Office Attendant	197	As in CC	As in CC
23	Watchman	4	As in CC	As in CC
24	Night watchman	2	As in CC	As in CC
Part Time Contingent				
1	Part Time Sweeper	46	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Permanent Travelling Allowance

Sl. No	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)	Area of Jurisdiction	Average number of days of tour in a month
1	Deputy Labour Officer	400	440	One District	15
2	Assistant Labour Officer Gr.I & II	300	330	One Taluk	15
3	Inspector of Plantations	350	390	One or more Revenue Districts	15

(2) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.51. LABOUR COURTS

The Labour Courts deal with the disputes between employers and employees under the provisions of Industrial Disputes Act and other Labour laws. There are four Labour Courts in Kerala functioning under the Department of Labour at Kollam, Ernakulam, Kozhikode and Kannur. Only two posts viz, Presiding Officer & Secretary exists in the department. The Presiding Officers of these Courts are deputed from among the Officers in the cadre of District Judge in the Subordinate Judiciary. The supporting staff including the Secretary are appointed from the Labour Department.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendation:

All the posts existing in the department may be placed on the corresponding revised scales of pay. Existing allowances may also be given normal revision.

The Presiding Officers have represented to the Commission about the problem caused by the frequent transfers of Staff. The Commission's recommendation in the matter will be given in Part VII of the report.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Presiding Officer	4	NJPC	NJPC
	2	Secretary	4	36600-79200	51400-110300

Common Category

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Clerk	12	As in CC	As in CC
	2	Senior Clerk		As in CC	As in CC
	3	Selection Grade Typist	4	As in CC	As in CC
	4	Senior Grade Typist		As in CC	As in CC

	5	Personal Assistant		As in CC	As in CC
	6	Confidential Assistant Senior Grade	4	As in CC	As in CC
	7	Confidential Assistant Gr II		As in CC	As in CC
	8	Driver Gr II	2	As in CC	As in CC
	9	Office Attendant	8	As in CC	As in CC
Part Time Contingent					
	1	Part Time Sweeper	4	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No.	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.52. LAND BOARD

The Land Board was formed to realise the objectives of the Kerala Land Reforms Act, 1963, which are vesting of the ownership of the agricultural land to the tillers of the land, fixity of tenure to tenants and kudikidappukars, enhancement of agricultural production and distribution of lands in excess of ceiling limits to agricultural labourers. The Board is functioning under the Land Revenue Department, with the Commissioner of Land Revenue as its chairman. The Secretary is the head of the Board. There are Taluk Land Boards, Land Tribunals and Appellate Authorities under administrative superintendence of the Land Board. All other staff in the Land Board are deputed from the Land Revenue/other departments.

The Commission, having considered the proposals submitted by the Secretary, Land Board makes the following recommendations:

- (i) All the posts existing in the Land Board are manned by personnel from other departments. Hence all the existing posts may be shown in the Schedule of Posts with scale of pay applicable as in parent department.

(ii) Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Secretary	1	IAS	IAS
	2	Assistant Secretary (Deputy Collector)	1	As in PD	As in PD
	3	Senior Superintendent / Tahsildar	3	As in PD	As in PD
	4	Junior Superintendent / Deputy Tahsildar	3	As in PD	As in PD
	5	Senior Clerk / Special Village Officer	35	As in PD	As in PD

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Law Officer	1	As in PD	As in PD
2	Finance Officer	1	As in PD	As in PD

Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Fair Copy Superintendent	1	As in CC	As in CC
	2	Typist Selection Grade	7	As in CC	As in CC
	3	U.D. Typist	1	As in CC	As in CC
	4	Driver	3	As in CC	As in CC
	5	Attender	3	As in CC	As in CC

	6	Office Attendant Grade I	2	As in CC	As in CC
	7	Office Attendant Grade II	8	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Driver	2400	2700

7.53. LAND REVENUE

The Land Revenue Department plays a key role in the administration of the State. The major functions of the Department include collection of land tax/cess/plantation tax, land conservancy, land utilization, land assignment, maintenance of land records, disaster management, revenue recovery, election, census, protection of public rights, matters regarding law and order, issue of various certificates, etc. It is a nodal agency for the implementation of various welfare schemes of Central, State and Local Self Government. It also undertakes emergency relief measures and provides relief to victims in natural calamities. The Department is headed by Land Revenue Commissioner. There are 14 Districts offices, 27 Revenue Divisional offices, 77 Taluk offices and 1664 Village offices under the Department, which are headed by District Collectors, Revenue Divisional Officers, Tahsildars and Village Officers respectively. The Land Board, Kerala State Disaster Management Authority and Institute of Land and Disaster Management are the other offices/authorities under the Department.

The Commission, having considered the proposals submitted by the Land Revenue Commissioner and the demands of Service Organizations and individuals, makes the following recommendations

- (i) Government have specifically referred the matter of anomaly in the scale of pay of Village Officer and the case of upgradation of the scale to, the Commission for consideration. The posts existing in Land Revenue Department are Village Assistant, Special Village Officer, Village Officer/ Revenue Inspector, Deputy Tahsildar, Tahsildar and Deputy Collector. All these posts except Deputy Collector are interchangeable with the posts in

the Common Category, as Clerk, Senior Clerk, Head Clerk, Junior Superintendent and Senior Superintendent respectively. In view of this interchangeability with Common Category posts, the scales of pay of posts in Revenue Department used to be the same as those of the corresponding posts in the Common Category. The 10th Pay Revision Commission recommended to upgrade the post of Village Officer to the cadre of Deputy Tahsildar / Junior Superintendent by raising the scale of pay by two levels. But the scale of pay of the post was given only one level of hike by Government while issuing the orders (10th Pay Revision Order) revising scales of pay, based on a general decision taken to limit upgradation of scale levels to one level only. Accordingly, the scale of pay given to Village Officer was an intermediary scale of pay (₹29200-62400) in between Head Clerk (₹27800-59400) and Junior Superintendent (₹30700-65400). At the same time, the other interchangeable post of Village Officer, that is, Revenue Inspector (₹27800-59400) was placed in the same scale of pay of Head Clerk. As this placement of Village Officer is against the Special Rules of the Department, pay revision could not be done in the scale of pay as provided in the 10th Pay Revision Order. Under these circumstances, Government have recently modified the position and downgraded the scale of pay of Village Officer to the level of Head Clerk (₹27800-59400) by G.O.(Ms) No.63/2020/(118)/Fin dated 10/06/2020.

The Commission examined the matter in detail and recommends that the post of Village Officer, which is now on ₹27800-59400 by the latest Government Order may be given the corresponding proposed scale of pay only, and interchangeability among Village Officer, Head Clerk and Revenue Inspector may be continued as such, in view of the following specific reasons:

- (a) Deputy Tahsildars in the offices of Tahsildars are now assisting the Tahsildars in the supervision of Village Offices. Upgrading Village Officers to the level of Deputy Tahsildars would create a situation in which Deputy Tahsildar in Taluk Offices would not be in a position to supervise Village Offices as is done now, leading to dead lock in the administration.
- (b) Upgrading around 1600 Head Clerk-equivalent posts to the level of Junior Superintendent leads to a situation in which the number of higher posts at the level of Junior Superintendent/ Deputy Tahsildar will be seven to eight times the number of feeder posts of Head Clerk/ Revenue Inspector. This would lead to a very

distorted organisational structure, and such a situation is not conducive to an efficient administration.

- (c) Placing Village Officers in an intermediate scale of pay between Head Clerk and Junior Superintendents cannot be made practical, as Common Category-turned departmental posts in all the departments have a uniform structure and many other departmental posts are interchangeable to the Common Category post, and a different system in the Revenue Department alone would create anomalies vis-a-vis equivalent posts in other departments.
- (ii) The Commission is of the view that Pay scales are not the sole determinants of status; the Village Office has its special status as a basic unit of the Government at the field level for general administrative matters. Taking into consideration the heavy workload, important responsibilities and various arduous and time bound duties to be undertaken by Village Officers, the Commission recommends a substantial amount of Special Allowance to Village Officers. The rate of allowance may be ₹1500 per month. This Special Allowance is admissible only in the time of officiating as Village Officer and it will not be admissible during any kind of leave, transit and for surrender of Earned Leave, leave salary etc.
- (iii) Though Tahsildar is only a Taluk-level officer, around 30 to 40 subordinate offices (Village Offices) come under the jurisdiction of a Tahsildar, which is a large number compared to Taluk-level officers of other departments. The post is now placed in the scale of pay on par with High School Headmaster, Panchayat Secretary and Taluk-level officers of many minor departments. Though Tahsildars are Executive Magistrates, they are placed in a lower scale of pay than that of a Station House Officer (Inspector) of Police Department. Considering all these into account, the Commission recommends to re-designate the post at the helm of Taluk Office as Principal Tahsildar. The scale of pay of Principal Tahsildar will be equivalent to Senior Superintendent (HG) and Officers in the level of Senior Superintendent (HG) only shall be posted as Principal Tahsildar. The posts of 14 Huzur Sheristadars in Collectorates may also be upgraded to the level of Principal Tahsildar. Altogether 100 out of 395 posts of Senior Superintendent/ Tahsildar may be designated as Principal Tahsildar/ Huzur Sheristadar by keeping the existing ratio between Senior Superintendent/ Tahsildar and Senior Superintendent (HG)/ Tahsildar (HG) intact. It may be specified that remaining Higher Grade posts after

setting apart 100 posts mentioned above will remain as Senior Superintendent (HG)/ Tahsildar (HG), giving adequate leeway for the appointing authority to choose suitable officers. Taking into account the higher duties and responsibilities attached to the post of Tahsildar, the Principal Tahsildars may be given Special Allowance @ ₹ 1500 per month under the same conditions as specified in the case of Village Officers.

- (iv) The post of Village Field Assistant (₹ 17000-37500) may be placed in the scale of pay corresponding to ₹ 17500-39500 and Village Field Assistant (HG) (₹ 17500-39500) may be placed in the scale of pay corresponding to ₹ 18000-41500, considering the enhancement in qualification and assignment of duties other than those usually assigned to Office Attendants.
- (v) The posts of LD Typist, UD Typist, Senior Grade Typist, Selection Grade Typist, Fair Copy Superintendent, Typist Clerk/ Clerk-Typist, LD Typist (Tamil) and LD Typist (Kannada) are included in the Special Rules. Hence these posts may be included in the Schedule of posts of the Department with the scales of pay corresponding to the same posts in Common Category.
- (vi) Village Offices are not provided with vehicles and they have to undertake frequent journeys within their jurisdiction by using their own vehicles / hired vehicles. Hence Permanent Conveyance Allowance allowed to of Village Officers may be enhanced from ₹170 per month to ₹ 350 per month.
- (vii) The existing designations Special Village Officer and Village Officer are creating confusion among the public on the hierarchical position of the posts. Therefore, the post Special Village Officer may be re-designated as Deputy Village Officer.
- (viii) The interchangeable posts of Village Officer, Head Clerk and Revenue Inspector may be shown together in the Schedule of posts.
- (ix) The posts of Mochee and Massachi may be abolished and the incumbents may treated as vanishing category whose service may be utilised as Attender and Sweeper cum Sanitation Worker respectively.
- (x) All the category of posts existing in the department except those which are specifically mentioned above, may be placed in corresponding proposed scales of pay.
- (xi) Allowances except those which are specifically mentioned above may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Commissioner		IAS	IAS
	2	Joint Commissioner		IAS	IAS
	3	District Collector		IAS	IAS
	4	Senior Finance Officer		As in PD	As in PD
	5	Finance Officer		As in PD	As in PD
	6	District Law Officer		As in PD	As in PD
	7	Sub Collector / Assistant Collector		IAS	IAS
a	8	Deputy Collector Senior Grade	144	77400-115200	107800-160000
	9	Deputy Collector		45800-89000	63700-123700
	10	Principal Tahsildar			56500-118100
b	11	Tahsildar (HG)/ Senior Superintendent (HG)	395	40500-85000	56500-118100
	12	Tahsildar/ Senior Superintendent		36600-79200	51400-110300
c	13	Deputy Tahsildar (HG)/Junior Superintendent (HG)	1285	35700-75600	50200-105300
	14	Deputy Tahsildar /Junior Superintendent		30700-65400	43400-91200
	15	Village Officer/ Head Clerk/ Revenue Inspector	1954	27800-59400	39300-83000
	16	Deputy Village Officer / Senior Clerk	4229	25200-54000	35600-75400
	17	Village Assistant/ Clerk	4125	19000-43600	26500-60700
	18	Fair Copy Superintendent (HG)	40	35700-75600	50200-105300
	19	Fair Copy Superintendent		30700-65400	43400-91200
	20	Typist Selection Grade	207	27800-59400	39300-83000
	21	Typist Senior Grade	207	26500-56700	37400-79000
	22	U.D. Typist	209	25200-54000	35600-75400

	23	L.D. Typist	214	19000-43600	26500-60700
	24	Clerk Typist	13	19000-43600	26500-60700
	25	Typist Clerk		19000-43600	26500-60700
	26	L.D. Typist (Tamil)		19000-43600	26500-60700
	27	L.D. Typist (Kannada)	3	19000-43600	26500-60700
c	28	Village Field Assistant (HG)	3098	17500-39500	25100-57900
	29	Village Field Assistant		17000-37500	24400-55200

- a Ratio 3:1 between Deputy Collector and Deputy Collector Senior Grade will continue
- b 25% Higher Grade will continue
- c 1/3rd of the post will be in Higher Grade

Common Category

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Personal Assistant	24	As in CC	As in CC
2	Confidential Assistant Senior Grade	24	As in CC	As in CC
3	Confidential Assistant Grade I	24	As in CC	As in CC
4	Confidential Assistant Grade II	31	As in CC	As in CC
5	Sergeant Senior Grade	12	As in CC	As in CC
6	Sergeant Grade I		As in CC	As in CC
7	Sergeant Grade II		As in CC	As in CC
8	Driver Selection Grade	5	As in CC	As in CC
9	Driver Senior Grade	54	As in CC	As in CC
10	Driver Grade I	54	As in CC	As in CC
11	Driver Grade II	55	As in CC	As in CC
12	Pump Operator	1	As in CC	As in CC
13	Lift Operator	6	As in CC	As in CC
14	Attender	202	As in CC	As in CC
15	Chain man/Class IV Employees Grade I	2221	As in CC	As in CC
16	Chain man/Class IV Employees Grade II		As in CC	As in CC
17	Mochee	2	As in CC	As in CC

18	Duffedar (HG)	9	As in CC	As in CC
19	Duffedar		As in CC	As in CC
20	Gardener	8	As in CC	As in CC
21	Massachi	20	As in CC	As in CC
22	Chowkidar	11	As in CC	As in CC
23	Lascar	1	As in CC	As in CC
24	Night Watchman	8	As in CC	As in CC
25	Blue Printer	1	As in CC	As in CC
26	Boat Syrang	1	As in CC	As in CC
27	Depot Watcher	2	As in CC	As in CC
28	Scavenger / Sanitary Worker	4	As in CC	As in CC

Part Time Contingent Employees

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Part Time Sweeper	339	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Principal Tahsildar	-	1500
2	Village Officer	-	1500

(2) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Driver	2400	2700
2	Sergeant	2400	2700
3	Chowkidar	2400	2700
4	Lift Operator	2400	2700
5	Gardener	2400	2700
6	Sanitation Worker	2400	2700
7	Duffedar	2400	2700

(3) Permanent Travelling Allowance

Sl. No	Category	Existing Rate per month (₹)	Area of Jurisdiction	Average no. of days of tour in a month	Proposed Rate per month (₹)
1	Tahsildar	700	One Taluk	15	770
2	Special Tahsildar	350	One Taluk and more	15	390
3	Special Tahsildar	400	2 Taluks and more	15	440
4	Special Tahsildar	500	3 Taluks and more	15	550
5	Deputy Tahsildar/Special Deputy Tahsildar	500	One Taluk	15	550
6	Deputy Tahsildar/Special Deputy Tahsildar	350	2 Taluks	15	390
7	Deputy Tahsildar/Special Deputy Tahsildar	400	3 Taluks	15	440
8	Revenue Inspector/Special Revenue Inspector	300	Over 1 Taluk but less than 3 Taluks	15	330
9	Revenue Inspector/Special Revenue Inspector (attached to the Offices of Special Tahsildar, TVM & Kollam)	350	One District	15	390
10	Taluk Surveyor/Additional Taluk Surveyor	250	One Taluk	15	280
11	Chainman (Under Special Deputy Surveyor)	170	One Taluk	15	190
12	Special Chainman/Special Office Attendant	170	One Taluk	15	190
13	Special Chainman/Special Office Attendant	200	2 Taluks and more	15	220

14	Special Chainman/Special Office Attendant	220	3 Taluks and more	15	250
15	Special Chainman/Special Office Attendant	250	More than 3 Taluks	15	280
16	Village Officer	200	More than 1 Village and up to One Taluk	15	220
17	Village Officer	220	2 Taluks	15	250
18	Village Officer	250	3 Taluks	15	280
19	Village Officer	300	More than 3 Taluks	15	330
20	Village Assistant	170	More than 1 Village up to 1 Taluk	15	190
21	Village Assistant	180	2 Taluks	15	200
22	Village Assistant	220	3 Taluks	15	250
23	Village Assistant	250	More than 3 Taluks	15	280
24	Village Field Assistant	170	More than 1 village & up to 2 Taluks	15	190
25	Village Field Assistant	180	3 Taluks	15	200
26	Village Field Assistant	200	More than 3 Taluks	15	220

(4) Permanent Conveyance Allowance

Sl. No	Category	Existing Rate per month (₹)	Area of Jurisdiction	Proposed Rate per month (₹)
1	Revenue Inspector/Special Revenue Inspector	250	One Firka or a portion of a Taluk	280
2	Special Chainman/Special Office Attendant	150	More than one Village but less than One Taluk	170
3	Village Officer	170	One Village	350
4	Village Assistant	150	One Village	200
5	Village Field Assistant	150	One Village	200

7.54. LAND USE BOARD

Kerala State Land Use Board, established in 1975 under the Department of Planning and Economic Affairs, became a State department in 2007. Its vision is generation and analysis of spatial data on land resources to ensure their sustainable management and conservation. The Land Use Commissioner is the head of the Department.

The Commission, after considering the proposals submitted by the Land Use Commissioner and demands of various Service Organizations and individuals, makes the following recommendations:

- (i) The Land Use Board is a Board only in name. It is a small department of the Government doing good work in the area of land use studies. As there are several departments involved in similar related exercises, it is necessary that the information is shared, duplication of efforts avoided and the output of each department's work utilised properly. The Commission will give its recommendations in the matter in Part VII of its Report.
- (ii) As per the Special Rules, the feeder post of Specialists (Soil Science, Soil Conservation) and Assistant Director is the same i.e. Agriculture Officer/Soil Survey Officer. Also the feeder posts of Deputy Director include both the categories of Assistant Director and Specialists. The post of Agronomist is an equivalent post of Specialists (Soil Science, Soil Conservation) in respect of qualification and method of appointment. Agronomist is also included as the feeder category of Deputy Director. Despite this being the position, now the posts of Specialists (Soil Science, Soil Conservation) and Agronomist are placed in a lower scale of pay (₹ 40500-85000) than that of Assistant Director (₹ 42500-87000). There is no reason to place the posts of Specialists (Soil Science, Soil Conservation) and Agronomist in a lower scale of pay than that of Assistant Director. Hence the scales of pay of Specialists (Soil Science, Soil Conservation) and Agronomist may be upgraded from ₹ 40500-85000 to ₹ 42500-87000.
- (iii) The post of Soil Survey Assistant has been re-designated as Soil Survey Officer in the Special Rules. Hence the post of Soil Survey Assistant may be deleted from the Schedule of Posts and the posts of Agriculture Officer and Soil Survey Officer may be shown as interchangeable posts.
- (iv) The posts of Forest Officer, Assistant cum Accountant and Statistical Assistant existing in the Schedule of Posts are not seen included in both the Special Rules and in the proforma of posts now furnished by the Land

Use Commissioner. Hence these posts may be deleted from the Schedule of Posts.

(v) All the posts existing in the Department except those which are specifically mentioned above may be placed in the proposed scales of pay corresponding to the existing scales of pay.

(vi) Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Land Use Commissioner	1	IAS	IAS
2	Joint Director	2	55350-101400	77200-140500
3	Deputy Director (Agriculture)	1	45800-89000	63700-123700
4	Deputy Director (Soil Survey)	1	45800-89000	63700-123700
5	Deputy Director (Statistics)	1	As in PD	As in PD
6	Assistant Director (Agriculture)	2	42500-87000	59300-120900
7	Assistant Director (Soil Survey)	1	42500-87000	59300-120900
8	Agronomist	1	40500-85000	59300-120900
9	Specialist (Soil Science)	1	40500-85000	59300-120900
10	Specialist (Soil Conservation)	1	40500-85000	59300-120900
11	Specialist (Hydrogeology)	1	40500-85000	56500-118100
12	Agricultural Officer / Soil Survey Officer	5	39500-83000	55200-115300
13	Assistant Geologist	1	36600-79200	51400-110300
14	Cartographer	1	36600-79200	51400-110300
15	Geological Assistant	6	30700-65400	43400-91200
16	Documentation Assistant	1	30700-65400	43400-91200

17	Publication Assistant	1	27800-59400	39300-83000
18	Draftsman Grade I	1	26500-56700	37400-79000
19	Draftsman Grade II	2	20000-45800	27900-63700
20	Lab Assistant	1	20000-45800	27900-63700
21	Planning Surveyor Grade II	2	20000-45800	27900-63700
22	Cartographic Assistant	1	17000-37500	23700-52600
23	Agricultural Assistant Grade II	2	20000-45800	27900-63700
24	Technical Assistant(GIS)	1	22200-48000	31100-66800
25	System Administrator	1	36600-79200	51400-110300

Common Category

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Superintendent	1	As in CC	As in CC
2	Head Clerk	1	As in CC	As in CC
3	Senior Clerk	1	As in CC	As in CC
4	Clerk	3	As in CC	As in CC
5	U.D. Typist	1	As in CC	As in CC
6	L.D. Typist	1	As in CC	As in CC
7	Confidential Assistant Grade II	1	As in CC	As in CC
8	Driver Grade II	5	As in CC	As in CC
9	Office Attendant	6	As in CC	As in CC
10	Watchman	1	As in CC	As in CC

Part Time Contingent Employees

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Part Time Sweeper	3	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Uniform Allowance**

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Driver	2400	2700

7.55. LEGAL METROLOGY

The Department of Legal Metrology was formerly known as Department of Weights and Measures, and was renamed in 1992. Its objective is protection of consumers' rights by enforcing provisions in the relevant Central/State Acts and Rules, such as the Legal Metrology Act, 2009; the Legal Metrology (National Standards) Rules, 2011; the Kerala Legal Metrology (Enforcement) Rules, 2012, etc. The Controller is the head of the Department, which is headquartered in Thiruvananthapuram. The Department has Regional offices, District Offices and Taluk-level offices.

The Commission considered the proposals submitted by the Controller and the demands of various Service Organizations and individuals. The following recommendations are made:

- (xiii) The scales of pay of all the posts existing in the department may be allowed normal revision.
- (xiv) Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Controller	1	77400-115200	107800-160000
*	2	Joint Controller	1	60900-103600	85000-143600
*	3	Deputy Controller	3	45800-89000	63700-123700

*	4	Assistant Controller (HG)	7	45800-89000	63700-123700
* a	5	Assistant Controller	24	40500-85000	56500-118100
*	6	Senior Inspector (HG)	6	39500-83000	55200-115300
* b	7	Senior Inspector	12	35700-75600	50200-105300
	8	Technical Assistant	1	27800-59400	39300-83000
	9	Inspector	100	30700-65400	43400-91200
	10	Inspecting Assistant (HG)	129	20000-45800	27900-63700
c	11	Inspecting Assistant		19000-43600	26500-60700
	12	Assay Master	1	35700-75600	50200-105300
	13	Assay Master Junior	1	30700-65400	43400-91200

- * The posts of Joint Controller, Deputy Controller, Assistant Controller and Senior Inspector may be read as Additional Controller, Joint Controller, Deputy Controller, Assistant Controller respectively without any change in scales of pay w.e.f. 17/03/2020 in terms of G.O.(Rt)No.89/2020/CAD dated 17/03/2020
- a 1/4th Higher Grade will continue
- b 1/3rd of the posts will be in HG
- c Existing ratio 1:1 will continue

Posts held by Personnel of other Departments

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Law Officer		As in PD	As in PD
	2	Administrative Officer		As in PD	As in PD

Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Superintendent	2	As in CC	As in CC
	2	Junior Superintendent (HG)	1	As in CC	As in CC

	3	Junior Superintendent	4	As in CC	As in CC
	4	Head Clerk	4	As in CC	As in CC
	5	Senior Clerk	43	As in CC	As in CC
	6	Clerk	44	As in CC	As in CC
	7	Driver Selection Grade	1	As in CC	As in CC
	8	Driver Senior Grade	10	As in CC	As in CC
	9	Driver Grade I	11	As in CC	As in CC
	10	Driver Grade II	10	As in CC	As in CC
	11	Typist Senior Grade	1	As in CC	As in CC
	12	UD Typist	1	As in CC	As in CC
	13	LD Typist	1	As in CC	As in CC
	14	Confidential Assistant	1	As in CC	As in CC
	15	Attender	1	As in CC	As in CC
	16	Office Attendant	89	As in CC	As in CC
	17	Full Time Watcher	57	As in CC	As in CC
	18	Full Time Watcher cum Sweeper	6	As in CC	As in CC

Part Time Contingent Employees

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Part Time/Casual Sweeper	59	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Inspecting Assistant	100	110

(2) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Inspector / Deputy Controller	2000	2200

(3) Permanent Travelling Allowance

Sl. No	Category	Existing Rate per month (₹)	Area of Jurisdiction	Average no. of days of tour in a month	Proposed Rate per month (₹)
1	Assistant Controller / Inspector	350	One Taluk	15	390

7.56. LOCAL SELF GOVERNMENT DEPARTMENT

Government as per G.O(Ms)No.61/2011/LSGD dated 26.02.2011 ordered the constitution of a common service integrating the services under the Panchayats, Rural Development, Urban Affairs, Town & Country Planning, Local Self Government Engineering Wing and the Municipal Common Service. The Special Rules for the integrated Services have not been finalised so far. The Commission has therefore not taken into account the proposed integration.

7.56.A. PANCHAYATS

The Department of Panchayats, constituted under the provisions of the Kerala Panchayat Act 1960 came into force on 19th January 1962, consequent on bifurcation of the Local Bodies Department into Department of Panchayats and Department of Municipal Administration. Government declared the Panchayat Employees (belonging to the Panchayat Common Service) as full scale Government Servants vide G.O.(Ms) No.25/87/LAD dated 03.02.1987. As per G.O.(P)No.151/94/LAD dated 16.06.1994, Government notified the Kerala Panchayat Subordinate Service Rules and thereby integrated Panchayat Common Service and Panchayat Department with retrospective effect from 01.01.1990.

The Director of Panchayats from IAS cadre is the Head of the Department. In addition to the Directorate of Panchayats as the State level Office, Deputy Directorates of Panchayats are there in all the 14 Districts under the Deputy Directors of Panchayats. Appointment and administration of staff in all cadres of the 941 Grama Panchayats is done by the Director of Panchayats.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) As the post of Deputy Chief Registrar was upgraded to as Chief Registrar in the cadre of Joint Director, the post of Chief Registrar may be included in the Schedule with the scale of pay corresponding to ₹ 77400-115200.
- (ii) The Post of System Manager may be included in the Schedule of post with the scale of pay corresponding to ₹ 36600-79200.
- (iii) The Post of Accountant may be included in the Schedule of posts with the scale of pay corresponding to ₹ 27800-59400.
- (iv) As the post of Assistant Director of Panchayats and Provident Fund Accounts Officer are included as same category in the Special Rules and the method of appointment to both the posts is by transfer from the category of Senior Superintendent, the Scale of Pay of the post of Provident Fund Accounts Officer may be revised corresponding to ₹ 42500-87000.
- (v) The post of Health Inspector Grade I may be placed in the revised scale of pay corresponding to ₹ 26500-56700 similar to the scale of pay of the post in Municipal Common Service.
- (vi) In the schedule of Uniform Allowances and Permanent Conveyance Allowance the designation of Midwife may be replaced as Auxiliary Nurse cum Midwife as in department schedule.
- (vii) In the schedule of Permanent Conveyance Allowance granted to the posts of Junior Health Inspector and Bill Collector may be substituted as Health Inspector and Junior Bill Collector.
- (viii) All other posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director of Panchayats	1	IAS	IAS
	2	Additional Director of Panchayats	1	81000-117600	112800-163400
	3	Joint Director of Panchayats/Secretary (KREWS)	4	77400-115200	107800-160000
	4	Chief Registrar	1	77400-115200	107800-160000
	5	Deputy Director of Panchayats/General Manager (Gramalekshmi Mudralayam)	17	45800-89000	63700-123700
	6	Assistant Director of Panchayats	14	42500-87000	59300-120900
	7	Provident Fund Accounts Officer	1	40500-85000.	59300-120900
	8	Secretary Grama Panchayat /Performance Audit Supervisor/ Senior Superintendent (HG)	1041	40500-85000	56500-118100
a	9	Secretary Grama Panchayat /Performance Audit Supervisor/ Senior Superintendent		36600-79200	51400-110300
	10	System Manager	1		51400-110300
b	11	Assistant Secretary / Junior Superintendent (HG)	1477	35700-75600	50200-105300
	12	Assistant Secretary/ Junior Superintendent		30700-65400	43400-91200
	13	Publicity Officer	1	30700-65400	43400-91200
	14	Librarian (Sel.Grade)	16	30700-65400	43400-91200

	15	Librarian (Sen.Grade)	24	27800-59400	39300-83000
	16	Accountant	941		39300-83000
	17	Health Inspector Gr.I	7	25200-54000	37400-79000
c	18	Librarian	42	22200-48000	31100-66800
d	19	Health Inspector Gr.II	5	22200-48000	31100-66800
	20	Pharmacist	1	22200-48000	31100-66800
	21	Auxiliary Nurse- cum - midwife	1	20000-45800	27900-63700
	22	Junior Bill Collector	1	17000-37500	23700-52600

- a. 25% Higher Grade will continue.
- b. 1/3rd of the post will be in Higher Grade.
- c. Existing ratio of 5:3:2 among Librarian, Librarian Sen Gr and Librarian Sel Grade will continue.
- d. Existing ratio of 2:1 will continue

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Law Officer	1	As in PD	As in PD
2	Senior Finance Officer	1	As in PD	As in PD
3	Junior Statistical Inspector		As in PD	As in PD

Common Category

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Assistant	1	As in CC	As in CC
2	Fair Copy Superintendent	2	As in CC	As in CC
3	Head Clerk	610	As in CC	As in CC
4	Senior Clerk	3631	As in CC	As in CC
5	Clerk	3632	As in CC	As in CC

	6	Selection Grade Typist	107	As in CC	As in CC
	7	Senior Grade Typist		As in CC	As in CC
	8	U.D Typist		As in CC	As in CC
	9	L.D Typist		As in CC	As in CC
	10	Personal Assistant	4	As in CC	As in CC
	11	Confidential Assistant Senior Grade		As in CC	As in CC
	12	Confidential Assistant Gr I		As in CC	As in CC
	13	Confidential Assistant Gr II		As in CC	As in CC
	14	Selection Grade Driver	458	As in CC	As in CC
	15	Senior Grade Driver		As in CC	As in CC
	16	Driver Gr I		As in CC	As in CC
	17	Driver Gr II		As in CC	As in CC
	18	Cashier/ Accountant	1	As in CC	As in CC
	19	Mechanic	1	As in CC	As in CC
	20	Office Attendant	1502	As in CC	As in CC
	21	Full Time Sweeper	751	As in CC	As in CC
Part Time Contingent					
	1	Part Time Sweeper	964	As in PTCC	As in PTCC
	2	Other Part-Time Contingent Staff	705	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Auxiliary Nurse cum Midwife	1800	2000
2	Driver	2400	2700

2) Permanent Conveyance Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)	Area of Jurisdiction
1	Auxiliary Nurse cum Midwife	150	170	One Panchayat
2	Secretary	300	330	One Panchayat (more than 76.8 Sq.km)
3	Secretary	250	280	One Panchayat (less than 76.8 Sq.km)
4	Health Inspector	150	170	One Panchayat
5	Junior Bill Collector/ Clerk	140	160	One Panchayat
6	Office Attendant	100	110	One Panchayat

7.56.B. RURAL DEVELOPMENT

The Rural Development Department is the nodal agency for the implementation of various rural development programmes introduced by Central and State Governments. The Rural Development Department is primarily concerned with addressing the needs of the rural people in matters of sustainable economic activity, shelter & hygiene concerns, rural infrastructure & connectivity. The Commissioner, Rural Development is the Head of the Department.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) The post of Assistant Sericulture Officer may be placed in the revised scale of pay corresponding to ₹ 29200-62400.

- (ii) The percentage of by transfer appointment to the post of Block Panchayat Secretary/ BDO from the qualified Junior Superintendent/ Head Clerk may be enhanced from the existing 8% to $16\frac{2}{3}$ % reducing the $25\frac{1}{3}$ % set apart for the Selection Grade and Senior Grade Assistants in Administrative, Finance and Legislature Secretariat, KPSC, Advocate General's Office and Legal Assistants in Law Secretariat to $16\frac{2}{3}$ %.
- (iii) The post of Project Officer ITDP Attappady may be excluded from the schedule of the Department as the post has been shifted to Scheduled Tribes Department.
- (iv) The post of Campaign Officer (RIB) may be placed in the revised scale of pay corresponding to ₹ 36600-79200 equal to that of Secretary, Block Panchayat.
- (v) The post of Assistant Project Officer ITDP, Attappady may be placed in the revised scale of pay corresponding to ₹ 36600-79200 equal to that of Secretary, Block Panchayat.
- (vi) The post of Manager, RIB may be placed in the revised scale of pay corresponding to ₹ 27800-59400 equal to that of Head Clerk/Head Accountant.
- (vii) As per Amendment to the Kerala General Subordinate Service Posts in the Rural Development Department (Amendment) Special Rules, 2008 issued by G.O.(P)No.216/2008/LSGD dated 30.11.2008, Joint Block Development Officer and Extension Officer (Women's Welfare) Grade I, ITDP Attappady were commonly designated as Joint Block Development Officer. Hence the posts of Joint BDO(EGS), Joint BDO(RH) and Extension Officer, Women's Welfare (ITDP) Attappady may be substituted with the designation Joint Block Development Officer, in the scale of pay corresponding to ₹ 30700-65400.
- (viii) As per Amendment to the Kerala General Subordinate Service Posts in the Rural Development Department (Amendment) Special Rules, 2008 issued by G.O.(P)No.216/2008/LSGD dated 30.11.2008, the posts of General Extension Officer, Extension Officer (Housing) Grade II and Extension Officer (Women's Welfare) were commonly designated as Extension Officer. Hence the posts may be substituted with the

designation Extension Officer in the scale of pay corresponding to ₹ 27800-59400.

- (ix) The posts of Lady Village Extension Officer Grade I and Lady Village Extension Officer Grade II may be excluded from the schedule as these posts are not existing as such in the Department.
- (x) The post of Chief Instructor Workshop Wing and Lady Village Extension Officer may be excluded from the Annexure of Special Allowance.
- (xi) The posts of Extension Officer (AH), (P), (IRD), (Women's Welfare) and (H) and General Extension Officer may be substituted with the post of Extension Officer in the Annexure of Permanent Conveyance Allowance.
- (xii) The post of Lady Village Extension Officer and Assistant Engineer may be excluded from the Annexure of Permanent Conveyance Allowance.
- (xiii) All other posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Commissioner for Rural Development	1	IAS	IAS
2	Mission Director, MGNREGS	1	IAS	IAS
3	Additional Development Commissioner	6	81000-117600	112800-163400
4	Director SIRD	1	77400-115200	107800-160000
5	Joint Development Commissioner	5	77400-115200	107800-160000
6	Joint Programme Coordinator (MGNREGS)	10	77400-115200	107800-160000

	7	Coordinator (WCP/ DWCRA)	2	68700-110400	95600-153200
	8	Deputy Development Commissioner	19	68700-110400	95600-153200
	9	Principal, Extension Training Centre		68700-110400	95600-153200
	10	Technical Co- ordinator CDD- Watson		68700-110400	95600-153200
	11	Secretary SIRD		68700-110400	95600-153200
	12	Assistant Development Commissioner	49	45800-89000	63700-123700
	13	District Women's Welfare Officer (HG)	3	42500-87000	59300-120900
a	14	District Women's Welfare Officer(WD)	24	40500-85000	56500-118100
	15	Accounts Officer	1	40500-85000	56500-118100
b	16	Senior Block Development Officer	51	40500-85000	56500-118100
	17	General Foreman	1	39500-83000	55200-115300
	18	Senior Lecturer in Rural Development	1	39500-83000	55200-115300
	19	Lecturer in Rural Industries	1	35700-75600	50200-105300
	20	Campaign Officer (RIB)	103	35700-75600	51400-110300
b	21	Block Panchayath Secretary / BDO		36600-79200	51400-110300
	22	Assistant Project Officer ITDP Attappady		35700-75600	51400-110300
	23	Lecturer Gr.I in Home Science	2	35700-75600	50200-105300
	24	Lecturer Gr.I in Agriculture	1	36600-79200	51400-110300
	25	Farm Supervisor	1	35700-75600	50200-105300

	26	Joint BDO (HG)	57	35700-75600	50200-105300
c	27	Joint Block Development Officer	171	30700-65400	43400-91200
	28	Lecturer Gr.II in Home Science	6	29200-62400	41300-87000
	29	Lecturer Gr.I in Rural Economics	3	35700-75600	50200-105300
	30	Lecturer Gr.II in Social Education	1	29200-62400	41300-87000
	31	Assistant Campaign Officer (RIB)		29200-62400	41300-87000
	32	Extension Officer	375	27800-59400	39300-83000
	35	Manager, RIB		26500-56700	39300-83000
	36	Training Officer	2	26500-56700	37400-79000
	37	Artist-cum-Photographer cum Cinema Operator Gr.I	1	25200-54000	35600-75400
d	38	Village Extension Officer Gr.I	1021	25200-54000	35600-75400
	39	Nursery Teacher	1	22200-48000	31100-66800
	40	Artist-cum-Photographer cum Cinema Operator Gr.II	3	19000-43600	26500-60700
d	41	Village Extension Officer Gr.II	901	20000-45800	27900-63700
	42	Skilled Assistant	2	19000-43600	26500-60700
	43	Carpenter Cum Blacksmith	2	17500-39500	24400-55200
	44	Mechanic (Extension Training Centre)	1	17500-39500	24400-55200
	45	Lab Attender	2	17000-37500	23700-52600

	46	Balawadi Ayah	1	16500-35700	23000-50200
e	47	Assistant Sericulture Officer	34	27800-59400	41300-87000
	48	Class IV Employee Gr. II		16500-35700	23000-50200
	49	Watchman	13	16500-35700	23000-50200

- 20% of the posts or 3 posts whichever is less are on Higher Grade.
- The ratio 2:1 between Block Panchayath Secretary/BDO and Senior BDO will continue.
- 25% Higher Grade will continue.
- The existing ratio 1:1 between Grade I and Grade II posts will continue.
- Posts absorbed from SERIFED.

Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Administrative Officer	1	As in PD	As in PD
	2	Senior Finance Officer	1	As in PD	As in PD
	3	Financial Assistant	1	As in PD	As in PD
	4	Deputy Director P&M	1	As in PD	As in PD
	5	Chief Officer RIB		As in PD	As in PD
	6	Lecturer in Animal Husbandry		As in PD	As in PD
	7	Lecturer (Co-operation)		As in PD	As in PD
	8	Junior Lecturer (Rural Engineering)		As in PD	As in PD
	9	Junior Lecturer in Animal Husbandry		As in PD	As in PD
	10	Research Assistant	1	As in PD	As in PD
	11	Statistical Investigator Gr.I	18	As in PD	As in PD
	12	Extension Officer(P&M)	153	As in PD	As in PD

13	Physical Instructor -cum- Librarian		As in PD	As in PD
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Common Category

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Assistant	1	As in CC	As in CC
2	Senior Superintendent (HG)	7	As in CC	As in CC
3	Senior Superintendent	23	As in CC	As in CC
4	Junior Superintendent (HG)	3	As in CC	As in CC
5	Junior Superintendent	7	As in CC	As in CC
6	Fair Copy Superintendent	1	As in CC	As in CC
7	Personal Assistant	2	As in CC	As in CC
8	Confidential Assistant Senior Grade	2	As in CC	As in CC
9	Confidential Assistant Gr I	2	As in CC	As in CC
10	Confidential Assistant Gr II	4	As in CC	As in CC
11	Head Clerk/Head Accountant	323	As in CC	As in CC
12	Senior Clerk	330	As in CC	As in CC
13	Clerk	298	As in CC	As in CC
14	Clerk cum Typist	1	As in CC	As in CC
15	Selection Grade Typist	52	As in CC	As in CC
16	Senior Grade Typist	52	As in CC	As in CC

	17	U.D Typist	52	As in CC	As in CC
	18	L.D Typist	52	As in CC	As in CC
	19	Driver Selection Grade	7	As in CC	As in CC
	20	Driver Senior Grade	62	As in CC	As in CC
	21	Driver Grade I	70	As in CC	As in CC
	22	Driver Grade II	80	As in CC	As in CC
	23	Record Keeper	1	As in CC	As in CC
	24	Binder Grade II	1	As in CC	As in CC
	25	Office Attendant Grade I	132	As in CC	As in CC
	26	Office Attendant Grade II	274	As in CC	As in CC
Part Time Contingent					
	1	Part Time Sweeper Category III	62	As in PTCC	As in PTCC
	2	Part Time Sweeper Category II	102	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)
1	Physical Instructor - cum - Librarian	100	110
2	Village Extension Officer	150	170

(2) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

(3) Permanent Travelling Allowance

Sl. No	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)	Area of Jurisdiction	Average No. of days of tour in a month
1	Block Development Officer (If vehicle available)	450	500	One Block	20
2	Block Development Officer (If vehicle not available)	550	610	One Block	20

(4) Permanent Conveyance Allowance

Sl. No	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)	Area of Jurisdiction
1	Extension Officer	300	330	One Block
2	Village Extension Officer	230	260	One Circle

7.56.C. MUNICIPAL COMMON SERVICE

The Municipal Common Service, constituted in 1967, functions as a separate segment under the Urban Affairs Department. It had three wings

namely, (a) Ministerial (b) Engineering & Town Planning and (c) Health, prior to 2008. Presently, the Municipal Common Service constitutes all Ministerial & Revenue Branch and Health Wing of all the 6 Municipal Corporations and 87 Municipalities. The Director of Urban Affairs is the inspecting authority in respect of all Municipal bodies. The Department of Urban Affairs, headed by the Director of Urban Affairs is the overall controlling authority of the Municipalities & Municipal Corporations in Kerala State.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- i) The posts of Attender Stores, Care Taker, Food Inspector, Food Inspector (HG), Staff Nurse, Sanitary Inspector, Public Health Nurse, Maistry, Nursing Orderly, Lab Assistant, X-ray Attender, Attendant, Park Superintendent, Garden Superintendent and Town Hall Sweeper/ Gardener may be excluded from the department schedule since the posts do not exist in the department.
- ii) The posts of Assistant Project Officer and Land Tenure Coordinator may be included in the revised scales of pay corresponding to ₹ 22200-48000 and the posts of Chainman and Night Watchman in the revised scale of pay corresponding to ₹ 16500-35700 in the department schedule.
- iii) Junior Public Health Nurse (HG) may be corrected as Junior Public Health Nurse Gr.I which is the designation in the Special Rules.
- iv) The posts of Librarians Gr.I, II and III may be placed in the revised scales of pay corresponding to ₹ 40500-85000, ₹ 35700-75600 and ₹ 30700-65400 on par with the corresponding posts in the Common Pool.
- v) The scales of pay of Health Officer Gr.III/ Assistant Health Officer (Corporation) /Medical Officer and Lady Medical Officer may be placed in the revised scale of pay corresponding to ₹ 40500-85000, considering that they are medical professionals.
- vi) The scale of pay of Junior Public Health Nurse Gr.I may be placed in the revised scale of pay corresponding to ₹ 26500-56700, giving parity with the identical post in the Health Services Department.

- vii) All other posts existing in the department may be placed on the corresponding revised scales of pay. Existing allowances may also be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
MCS Office & Revenue				
1	Deputy Secretary	8	45800-89000	63700-123700
a	2 Personal Assistant to Secretary/ Revenue Officer/ Secretary to Council/ Accounts Officer (HG)	11	40500-85000	56500-118100
	3 Personal Assistant to Secretary/ Revenue Officer/ Secretary to Council/ Accounts Officer	28	36600-79200	51400-110300
	4 Revenue Officer Grade II	37	35700-75600	50200-105300
5	PABX Operator/ Telephone Attender	7	17000-37500	23700-52600
Health				
1	Health Officer Grade I	5	77400-115200	107800-160000
2	Health Officer Grade II	2	68700-110400	95600-153200
3	TB Specialist	1	42500-87000	59300-120900
4	Health Officer Grade III/ Assistant Health Officer	15	39500-83000	56500-118100

		(Corporation)/ Medical Officer			
	5	Lady Medical Officer		39500-83000	56500-118100
	6	Veterinary Surgeon	6	39500-83000	55200-115300
	7	Homoeo Medical Officer	1	39500-83000	55200-115300
	8	Medical Officer (Ayurveda)	2	39500-83000	55200-115300
	9	Health Supervisor	44	35700-75600	50200-105300
	10	Health Inspector Grade I	144	30700-65400	43400-91200
	11	Health Inspector Grade II	158	29200-62400	41300-87000
	12	Junior Health Inspector Grade I	253	26500-56700	37400-79000
a	13	Junior Public Health Nurse Grade I	57	25200-54000	37400-79000
	14	Radiographer	1	22200-48000	31100-66800
	15	Lab Technician		22200-48000	31100-66800
	16	Pharmacist Gr II (Allopathy)	13	22200-48000	31100-66800
	17	Junior Health Inspector Grade II	568	22200-48000	31100-66800
a	18	Junior Public Health Nurse Grade II	243	22200-48000	31100-66800
	19	Pharmacist (Homoeo)		20000-45800	27900-63700
	20	Pharmacist (Ayurveda)	1	20000-45800	27900-63700
	21	Compounder	1	18000-41500	25100-57900
	22	Cleaner	26	17000-37500	23700-52600
	23	Mazdoor	50	17000-37500	23700-52600

24	Mosquito Control Maistries & Workers		17000-37500	23700-52600
25	Female Attendant	101	16500-35700	23000-50200
26	Lady Assistant	2	16500-35700	23000-50200
27	Sanitary Worker	270	16500-35700	23000-50200
Miscellaneous				
1	Librarian Grade I	3	39500-83000	56500-118100
2	Librarian Grade II	2	30700-65400	50200-105300
3	Librarian Grade III	15	27800-59400	43400-91200
4	Assistant Curator	1	25200-54000	35600-75400
5	Legal Assistant	1	25200-54000	35600-75400
6	Librarian Grade IV	43	22200-48000	31100-66800
7	Assistant Project Officer	1		31100-66800
8	Land Tenure Coordinator	1		31100-66800
9	Sergeant	5	22200-48000	31100-66800
10	Nursery School Teacher	38	22200-48000	31100-66800
11	Community Organizer/ Social Worker	11	22200-48000	31100-66800
12	Data Entry Operator	2	18000-41500	25100-57900
13	Lift Operator	5	18000-41500	25100-57900
14	Gardener	8	17000-37500	23700-52600
15	Library Attender	1	17000-37500	23700-52600
16	Carpenter	3	17000-37500	23700-52600
17	Chainman	41		23000-50200
18	Night Watchman	24		23000-50200

a. Present ratio of 2:1 will continue.

Common Category

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Junior Superintendent	303	As in CC	As in CC
	2	Fair Copy Superintendent	8	As in CC	As in CC
	3	Head Clerk	246	As in CC	As in CC
	4	Senior Clerk	1452	As in CC	As in CC
	5	Clerk	1504	As in CC	As in CC
	6	Personal Assistant	4	As in CC	As in CC
	7	Confidential Assistant (Senior Grade)	4	As in CC	As in CC
	8	Confidential Assistant (Grade I)	4	As in CC	As in CC
	9	Confidential Assistant (Grade II)	5	As in CC	As in CC
	10	Selection Grade Typist	212	As in CC	As in CC
	11	Senior Grade Typist		As in CC	As in CC
	12	U.D Typist		As in CC	As in CC
	13	L.D Typist		As in CC	As in CC
	14	Driver Selection Grade	324	As in CC	As in CC
	15	Driver Senior Grade		As in CC	As in CC
	16	Driver Grade I		As in CC	As in CC
	17	Driver Gr II		As in CC	As in CC
	18	Roller Driver Gr II	7	As in CC	As in CC
	19	Electrician	6	As in CC	As in CC
	20	Fitter	3	As in CC	As in CC
	21	Mechanic	2	As in CC	As in CC
	22	Welder	1	As in CC	As in CC
	23	Office Attendant	969	As in CC	As in CC

	24	Lorry Cleaner	8	As in CC	As in CC
	25	Duffedar	10	As in CC	As in CC
Part Time Contingent					
	1	Part Time Librarian	1	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No.	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Health Inspector Gr I & II	2000	2200
2	Health Supervisor	2000	2200
3	Jr. Health Inspector Gr I & II	2000	2200
4	Junior Public Health Nurse Grade I & II	1800	2000
5	Driver	2400	2700

(2) Permanent Conveyance Allowance

Sl. No.	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)	Area of Jurisdiction
1	Health Officer Gr I, II & III	540	600	Whole area of the Municipality, Corporation or Wards allotted
2	Revenue Officer, Corporation	540	600	Whole area of the Municipality, Corporation or Wards allotted
3	Assistant Health Officer, Corporation of Cochin	540	600	Whole area of the Municipality, Corporation or Wards allotted

4	Revenue Inspector	270	300	Whole area of the Municipality, Corporation or Wards allotted
5	Health Inspector Gr I & II	270	300	Whole area of the Municipality, Corporation or Wards allotted
6	Health Supervisor	270	300	Respective Municipal/ Corporation area
7	Veterinary Surgeon	270	300	Whole area of the Municipality, Corporation or Wards allotted
8	Revenue Officer (Municipality)	270	300	Whole area of the Municipality, Corporation or Wards allotted
9	Jr. Health Inspector Gr I & II	170	190	Whole area of the Municipality, Corporation or Wards allotted
10	Junior Public Health Nurse Grade II & I	170	190	Whole area of the Municipality, Corporation or Wards allotted
11	Bill Collector	170	190	Whole area of the Municipality, Corporation or Wards allotted
12	Female Attendant	150	170	Whole area of the Municipality, Corporation or Wards allotted
13	Chainman	150	170	Whole area of the Municipality,

				Corporation or Wards allotted
14	Fitter	150	170	Whole area of the Municipality, Corporation or Wards allotted

7.56.D. LOCAL SELF GOVERNMENT ENGINEERING

Committee of Decentralisation of Powers, in Vol 3 Part A of its final report on “strengthening of professional and ministerial support to local governments” had given detailed recommendations on the development of Engineering Cadre in Local Governments to cope with the functional responsibilities transferred to them under Kerala Panchayati Raj Act 1994 and Kerala Municipality Act 1994. As per G.O.(Ms) No.253/2007/LSGD dated 13/11/2007, Government decided to create a separate engineering cadre in the Local Self Government Department. This wing was set up on 01.10.2008 by grouping technically qualified officials of PWD, Water Works Department, Poverty Alleviation Units, Kerala State Rural Roads Development Agency and all engineering staff of Panchayath Department, Municipalities and Corporations.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) The post of Overseer Gr.I/Draftsman Gr.I, Overseer Gr.II/Draftsman Gr.II and Overseer Gr.III may be redesignated as Sub Engineer, Overseer Gr.I/Draftsman Gr.I and Overseer Gr.II/Draftsman Gr.II respectively. The delegation of more powers and entrustment of more duties to the post of Sub Engineer may be considered.
- (ii) The qualification for direct recruitment to the post of Overseer Gr.III/Draftsman Gr.III (redesignated as Overseer Gr.II/Draftsman Gr.II) is SSLC and Kerala Government Certificate Exam in Civil Engineering or equivalent. For Overseer Gr.II/Draftsman Gr.II (redesignated as Overseer Gr.I/Draftsman Gr.I), the qualifications are the same. 50% of the posts of the latter is filled by direct recruitment while the balance 50% is filled by promotion from the former. There is no rationale in direct recruitment to two posts in the hierarchy from

persons with identical qualifications. Hence the Commission recommends that 100% of the posts of Overseer Gr.II/Draftsman Gr.II (redesignated as Overseer Gr.I/Draftsman Gr.I) may be filled by promotion of persons in the cadre of Overseer Gr.III/Draftsman Gr.III (redesignated as Overseer Gr.II/Draftsman Gr.II).

- (iii) As per G.O(Ms)No.89/2017/LSGD dated 28.04.2017, one post each of Administrative Officer and Finance Officer were created in LSGE Department. Hence the posts of Administrative Officer and Finance Officer may be included in the schedule of the department under the caption 'Posts held by Personnel of other Departments'.
- (iv) Ratio between Overseer Gr.I /Draftsman Gr.I (redesignated as Sub Engineer) and Overseer Gr.II/Draftsman Gr.II (redesignated as Overseer Gr.I/Draftsman Gr.I) mentioned in the Tenth Pay Revision Order may be deleted as these are functional posts by the Special Rules.
- (v) Permanent Conveyance Allowance may be allowed to Assistant Engineers and other staff who are not provided with vehicles for field visit.
- (vi) All the posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Chief Engineer	2	93000-120000	129300-166800
	2	Superintending Engineer/ Deputy Chief Engineer	10	85000-117600	118100-163400
a	3	Executive Engineer (HG)	50	77400-115200	107800-160000

	4	Executive Engineer		68700-110400	95600-153200
b	5	Assistant Executive Engineer (HG)	233	45800-89000	63700-123700
	6	Assistant Executive Engineer		42500-87000	59300-120900
	7	Assistant Engineer	1293	39500-83000	55200-115300
	8	Sub Engineer	875	26500-56700	37400-79000
	9	Overseer Gr.I/ Draftsman Gr.I	820	22200-48000	31100-66800
	10	Overseer Gr.II/ Draftsman Gr.II	1225	19000-43600	26500-60700

- a. 25% Higher Grade will continue
b. 1/3rd Higher Grade will continue

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Officer	1	As in PD	As in PD
2	Finance Officer	1	As in PD	As in PD

Common Category

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Assistant	2	As in CC	As in CC
2	Senior Superintendent	1	As in CC	As in CC
3	Divisional Accounts Officer	14	As in CC	As in CC
4	Junior Superintendent	22	As in CC	As in CC
5	Fair Copy Superintendent	1	As in CC	As in CC

	6	Head Clerk	22	As in CC	As in CC
	7	Senior Clerk		As in CC	As in CC
	8	Clerk	533	As in CC	As in CC
	9	Typist Selection Grade	37	As in CC	As in CC
	10	Typist Senior Grade	37	As in CC	As in CC
	11	UD Typist	37	As in CC	As in CC
	12	L.D. Typist	38	As in CC	As in CC
	13	Driver	18	As in CC	As in CC
	14	Office Attendant	202	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

(2) Permanent Conveyance Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)	Area of Jurisdiction
1	Assistant Engineer/ Sub Engineer/ Overseer Gr. I/ Overseer Gr. II (who are not using departmental vehicles)		330	As specified by the Department

7.56.E. TOWN AND COUNTRY PLANNING

The Department of Town Planning started functioning in 1957 with headquarters in Thiruvananthapuram and Regional Offices at Ernakulam and Kozhikode, mainly to ensure planned development of urban settlements in the State. In order to ensure the achievement of the objective, this Department prepares various spatial development Plans at State, District/ Regional and local levels, examines development potentials and advises the Government in matters related to Town Planning. Later, giving due respect to the unique scattered development pattern of settlements as well as the rural urban continuum prevalent in the state, it was decided to widen the field of activity of the Department by covering the rural settlements as well. Accordingly, in 1999, this Department was renamed as the 'Department of Town and Country Planning'.

The Commission, having considered the proposals submitted by the Head of Department and demands of Service Organizations and individuals, makes the following recommendations:

- (i) The post of Photographer Cum Commercial Artist may be excluded from the schedule as the post is non-existent in the Department.
- (ii) The post of Research Assistant/ Statistical Inspector (HG) may be excluded from the schedule under the heading 'Post Held by Personnel of Other Departments' as there is no Higher Grade to these posts in the Parent Department.
- (iii) All the posts existing in the department may be placed in corresponding revised scales of pay. Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Chief Town Planner	3	93000-120000	129300-166800
2	Additional Chief Town Planner	1	85000-117600	118100-163400

	3	Senior Town Planner	4	85000-117600	118100-163400
a	4	Town Planner (HG)	26	77400-115200	107800-160000
	5	Town Planner		68700-110400	95600-153200
b	6	Deputy Town Planner (HG)	51	45800-89000	63700-123700
	7	Deputy Town Planner		40500-85000	56500-118100
	8	Assistant Town Planner	75	39500-83000	55200-115300
c	9	Draftsman Gr-I/ Town Planning Surveyor Gr. I	55	26500-56700	37400-79000
	10	Draftsman Gr-II/ Town Planning Surveyor Gr. II	55	22200-48000	31100-66800
	11	Artist	2	25200-54000	35600-75400
	12	Tracer	15	19000-43600	26500-60700
	13	Blue Printer	1	17000-37500	23700-52600

a. 25% Higher Grade will continue.

b. 1/3rd Higher Grade will continue.

c. Existing ratio 1:1 will continue.

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Officer	1	As in PD	As in PD
2	Finance Officer	1	As in PD	As in PD
3	Deputy Director (Statistics)	1	As in PD	As in PD
4	Assistant Director	1	As in PD	As in PD
5	Research Officer	2	As in PD	As in PD
6	Research Assistant/ Statistical Inspector	9	As in PD	As in PD
7	Statistical Investigator Gr.II/ Grade I/ Investigator/ Statistical Assistant	27	As in PD	As in PD

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Assistant	1	As in CC	As in CC
	2	Senior Superintendent	5	As in CC	As in CC
	3	Junior Superintendent	11	As in CC	As in CC
	4	Personal Assistant	1	As in CC	As in CC
	5	Fair Copy Superintendent	1	As in CC	As in CC
	6	Head Clerk	9	As in CC	As in CC
	7	Senior Clerk	36	As in CC	As in CC
	8	Clerk	36	As in CC	As in CC
	9	Confidential Assistant(Senior Grade)	1	As in CC	As in CC
	10	Confidential Assistant Grade I	1	As in CC	As in CC
	11	Confidential Assistant Grade II	3	As in CC	As in CC
	12	Selection Grade Typist	7	As in CC	As in CC
	13	Senior Grade Typist	7	As in CC	As in CC
	14	UD Typist	7	As in CC	As in CC
	15	LD Typist	7	As in CC	As in CC
	16	Driver Senior Grade	1	As in CC	As in CC
	17	Driver Grade I	2	As in CC	As in CC
	18	Driver Grade II	3	As in CC	As in CC
	19	Last Grade Servant (Chain man/ OA/ Watcher)	135	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Uniform Allowance**

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.56.F. URBAN AFFAIRS

The Department of Urban Affairs, formerly Department of Municipal Administration, was formed in 1962 by the bifurcation of the erstwhile Department of Local Bodies into Department of Municipal Administration and Department of Panchayats for better and efficient administration and policy of decentralization of powers. The Department of Municipalities has been later renamed as Department of Urban Affairs with effect from 16/12/2002.

This Department is concerned with the administration of Municipalities and Municipal Corporations (together called Urban Local Bodies) in Kerala. There are 93 Urban Local Bodies in Kerala including 6 Municipal Corporations and 87 Municipalities. This Department functions under the Kerala Municipality Act 1994 which is a unified Act for Municipalities and Corporations based on 74th Amendment of the Constitution of India. The Department of Urban Affairs, with the Director as the head, functions as the controlling authority of entire Urban Local Bodies in their working.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- i) The post Assistant Municipal Secretary included in the 10th Pay Revision Order may be excluded from the department schedule as the post doesn't exist in the department.
- ii) The Administrative Assistant in common category was given one level hike in the 10th Pay Revision Order and assigned the scale of pay of ₹ 42500-87000 while the posts of Administrative Assistant /Provident Fund Officer/ Pension Officer of Urban Affairs department were given normal revision and placed in the scale of pay of ₹ 40500-85000. As the feeder category of all these posts is Senior Superintendent, the posts of

Provident Fund Officer/ Pension Officer and Administrative Assistant of Urban Affairs Department may be placed in the revised scale of pay corresponding to ₹ 42500-87000.

- iii) Even though Official Vehicles are not sanctioned to Municipal Secretaries Government have sanctioned the same to some Secretaries on case-to-case basis considering requests. Hence the Permanent Conveyance Allowance sanctioned to Municipal Secretaries may be limited to those who are not allotted with Official vehicles.
- iv) All other posts existing in the department may be placed in the corresponding revised scales of pay. Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Director	1	81000-117600	112800-163400
2	Joint Director (Administration)	5	77400-115200	107800-160000
3	Joint Director (Health)/ Regional Joint Director	1	77400-115200	107800-160000
4	Corporation Secretary	6	68700-110400	95600-153200
5	Corporation Additional Secretary	6	68700-110400	95600-153200
6	Municipal Secretary-Grade I	12	55350-101400	77200-140500
7	Municipal Secretary-Grade II	22	45800-89000	63700-123700
8	Provident Fund Officer/Pension Officer	3	40500-85000	59300-120900
9	Administrative Assistant		40500-85000	59300-120900
10	Municipal Secretary-Grade III	54	39500-83000	55200-115300

Posts held by Personnel of other Departments

Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Finance Officer	1	As in PD	As in PD
2	Law Officer	1	As in PD	As in PD
3	Research Assistant	1	As in PD	As in PD
4	Statistical Assistant Gr I	1	As in PD	As in PD
5	Statistical Assistant Gr II	1	As in PD	As in PD

Common Category

Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Superintendent	6	As in CC	As in CC
2	Junior Superintendent	11	As in CC	As in CC
3	Fair Copy Superintendent	1	As in CC	As in CC
4	Senior Clerk	32	As in CC	As in CC
5	Clerk	32	As in CC	As in CC
6	Selection Grade Typist	3	As in CC	As in CC
7	Senior Grade Typist	3	As in CC	As in CC
8	U.D Typist	3	As in CC	As in CC
9	L.D Typist	4	As in CC	As in CC
10	Personal Assistant	1	As in CC	As in CC
11	Confidential Assistant Senior Grade	1	As in CC	As in CC
12	Confidential Assistant Gr I	1	As in CC	As in CC
13	Confidential Assistant Gr II	1	As in CC	As in CC
14	Driver Senior Grade	1	As in CC	As in CC
15	Driver Gr.I	1	As in CC	As in CC
16	Driver Gr.II	2	As in CC	As in CC
17	Office Attendant	16	As in CC	As in CC

Part time Contingent					
	1	Part Time Sweeper	5	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Permanent Conveyance Allowance

	Sl. No.	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)	Area of Jurisdiction
	1	Corporation Secretary	900	1000	Corporation Area
*	2	Municipal Secretary Gr.I	750	830	Corporation / Municipal Area
*	3	Municipal Secretary Gr.II	650	720	Municipal Area
*	4	Municipal Secretary Gr.III	500	550	Municipal Area

* PCA will be limited to those Municipal Secretaries who are not provided with Official vehicles.

(2) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.57. MEDICAL EDUCATION

The Department of Medical Education plays a pivotal role in developing medical and para-medical personnel to cater to the health needs of the State. The department also has a role to play in establishment and maintenance of well-equipped teaching institutions. Research is another area of activity for Medical Education Department. The Directorate of Medical Education was established in 1983. There are 12 Medical Colleges, 6 Dental Colleges, 6 Nursing Colleges and 4 Pharmacy Colleges under the Directorate of Medical Education. The Director of Medical Education is the head of the Department.

The Commission, having considered the proposals submitted by the Director, and the demands of Service Organizations and individuals, makes the following recommendations:

The Commission, having considered the proposals submitted by the Principal Secretary to Governor, and the demands of various Service Organizations and individuals, makes the following recommendations:

- (i) Consequent on the upgradation of scales of pay of following posts in Health Services Department, the identical posts in Medical Education Department may be given the same scales of pay as follows:

Post	Existing scale of pay	Enhanced scale of pay
Psychiatric Social Worker	₹30700-65400	₹32300-68700
Lab Technician Grade II	₹22200-48000	₹25200-54000
Radiographer Grade II	₹22200-48000	₹25200-54000
Pharmacist Grade II	₹22200-48000	₹25200-54000
Dental Hygienist Grade II	₹22200-48000	₹25200-54000
Dental Mechanic Grade II	₹22200-48000	₹25200-54000
Blood Bank Technician Grade II	₹22200-48000	₹25200-54000
Optometrist Grade II	₹22200-48000	₹25200-54000

- (ii) The Commission finds that among other technical categories in the Department having qualification SSLC and ITI, the post of Mechanic is placed in a higher scale of pay compared to other similar categories. There were lots of demands before the Commission for allowing the same scale of pay to the other categories too. The scale of pay attached to the other posts are commensurate with the qualification and nature of duties and the Commission does not find any reason for upgrading the scale of pay of those posts. The Commission feels that the higher placement of Mechanic when compared to similar categories like Refrigeration Mechanic, Air Condition Mechanic, Electrician, Lift Mechanic etc was not based on any specific grounds. Therefore, the Commission recommends that the scale of pay of Mechanic may be downgraded to ₹20000-45800 in order to bring parity in scale of pay among similar categories.

- (iii) The Commission notes that Government created a number of posts for the new blocks of Medical College, Thrissur by G.O.(Ms)No.474/2013/H&FWD dated 6.12.2013. Among these posts, there was a new category, Scientific Assistant (Lab Technician) in the scale of pay ₹ 16180-29180. Though it was a new category of post, qualification and method of appointment of the post were not mentioned either in that Government Order or fixed thereafter. The 10th Pay Revision Commission recommended the corresponding revised scale of pay of ₹30700-65400 to the post of Scientific Assistant (Lab Technician). In the absence of details such as qualification, method of appointment etc., this Commission also recommends corresponding revised scale of pay. The Commission recommends that, in future, appointment to a newly created category of post may be made only after fixing qualification, method of appointment and duties and responsibilities of the post concerned.
- (iv) The post of Cath Lab Technician is not included in the existing pay revision order. It is seen that three such posts were created in the Department by G.O.(Ms)No.9/2011/H&FWD dated 07.1.2011 with scale of pay ₹ 10790-18000. The qualification for the post was fixed as B.Sc degree and Diploma in Cardio Vascular Technology vide G.O.(Ms)No.105/2015/H&FWD dated 19.05.2015. Later, the High Court has struck down this qualification owing to the reason that B.Sc is an unnecessary qualification and it would prevent qualified incumbents from getting appointment to the post since Plus two is the basic qualification prescribed for admission to Diploma in Cardio Vascular Technology. Accordingly, government have revised the qualification to the post as Plus two and Diploma in Cardio Vascular Technology. This post was included in the 9th Pay revision order with scale of pay ₹ 10790-18000. Two more posts of Cath Lab Technician were created for SAT Hospital in the scale of pay ₹ 22200-48000 vide G.O.(Rt)No.141/2017/H&FWD dated 28.09.2017. In view of the revised qualification and scale of pay of the newly created post of Cath Lab Technician, DME has requested to fix the scale of pay of Cath Lab Technician equivalent to that of Lab Technician Gr. II. The recommendation of the DME may be accepted and the post of Cath Lab Technician may be included in the department schedule with scale of pay applicable to the post of Lab Technician Gr. II (₹ 25200-54000). The post may also be given ratio promotion to Gr. I post in the ratio 1:1 as applicable to Lab Technicians (Scale of pay ₹ 26500-56700).

- (v) As per the G.O.(Ms)No.110/82/HD dt. 10.05.1982, the basic qualification prescribed for the post of Anaesthesia Technician in Medical Education Department is SSLC Pass and technical qualification of not less than 3 years experience in operation theatre to handle anaesthesia equipments in a major hospital. Later, DOTT (Diploma in Operation Theatre Technology), DOTAT (Diploma in Operation Theatre & Anaesthesia Technology) courses were started under the Medical Education Dept and the qualification of Anaesthesia Technician was modified by including these courses also. HoD has reported that proposal for framing Special Rules insisting on the basic qualification for the post of Anaesthesia Technician as Plus Two & technical qualification is pending with the Government, and candidates with these qualifications are preferred for appointment to the post. Hence the Commission recommends that the post of Anesthetic Technician may be placed in the same scale of pay applicable to the other paramedical categories like Lab Technician, Pharmacist etc. (₹25200-54000) subject to the condition that candidates who have DOTT (Diploma in Operation Theatre Technology), Or DOTAT (Diploma in Operation Theatre & Anesthesia Technology) only will be eligible for this scale of pay and other incumbents with lesser qualification will be given corresponding revised scale of pay of their existing scale of pay as 'Personal' (₹19000-43600). It is also recommended that Anesthesia Technicians may be given ratio promotion 1:1 as existing in Health Services Department with Grade I post in the scale of pay ₹26500-56700. Lesser qualified incumbents may also be given Grade I post in the scale of pay of ₹22200-48000 as 'Personal'.
- (vi) The qualification for the post of Theatre Technician in Medical Education Department was revised as DOTT/ DOTAT by G.O.(Ms)No.179/2018/H&FWD dt.13.09.2018. The post of Theatre Technician in Health Services Department is placed in the scale of pay ₹ 22200-48000, whereas the post in Medical Education is placed at ₹ 20000-45800. Also, in HSD Gr. I post in the scale of pay ₹ 26500-56700 is also existing in the ratio 1:1; but no ratio promotion is existing in Medical Education Department. In view of the higher qualification in Medical Education department, it is recommended that the post of Theatre Technician may be placed in the same scale of pay applicable to the other paramedical categories (₹25200-54000) subject to the condition that employees who have qualified as per G.O.(Ms)No.179/2018/ H&FWD dt.13.09.2018, only will be eligible for this scale of pay and other incumbents will be given corresponding revised scale of pay of their

existing scale of pay of ₹20000-45800 as 'Personal'. It is also recommended that Theatre Technician may be given ratio promotion 1:1 as existing in Health Services Department-Grade I post may be in the scale of pay ₹26500-56700. Lesser qualified incumbents may also be given Grade I post in the scale of pay of ₹22200-48000 as 'Personal' in the ratio 1:1.

- (vii) The post of Medical Radio Isotope Technologist was created in the department as per G.O.(Ms)No.124/1989/H&FWD dated 13.6.1989, but the post is not included in the existing Pay Revision Order. The HoD has requested to include this post in the Schedule of Posts. As per G.O.(Ms)No.14/2018/H&FWD dated 22.01.2018, the qualification for the post of Medical Radio Isotope Technologist is fixed as M.Sc Degree in Physics or Chemistry or its equivalent and Diploma in Medical Radio Isotope Technology(DMRIT) obtained from Bhabha Atomic Research Centre; and appointment to this post is made by transfer from qualified employees working under Medical Education Department. This qualification is similar to the qualification fixed for the post of Senior Scientific Assistant which is now placed in the scale of pay of ₹ 36600-79200. Hence it is recommended that the post of Medical Radio Isotope Technologist may be included in the Schedule of posts with the scale of pay corresponding to the post of Senior Scientific Assistant i.e. ₹36600-79200.
- (viii) As per G.O.(Ms)No.49/2019/H&FWD dated 20.03.2019, the qualification for the post of Medical Social Worker is prescribed as MSW or MA/MSc in Psychology and appointment is made by transfer from qualified employees in Medical Education Service and by direct recruitment in the ratio 1:1. The previous qualification was Degree in Sociology. The qualification fixed as per G.O. dated 20.03.2019 is similar to the qualification fixed in the case of Social Scientist. The post of Social Scientist is placed in the scale of pay of ₹ 30700-65400, but Medical Social Worker is placed in the scale of pay ₹ 26500-56700. In view of higher qualification prescribed for the post of Medical Social Worker, recommended to place the post of Medical Social Worker in the scale of pay corresponding to ₹ 30700-65400 subject to the condition that those who are qualified as per G.O.(Ms)No.49/2019/ H&FWD dated 20.03.2019 only will be eligible for this scale of pay and other incumbents will be given corresponding proposed scale of pay of their existing scale of pay (₹26500-56700) as 'Personal'.

- (ix) The scale of pay of Refractionist/ Orthoptist Senior Grade and that of Orthoptic Technician in the Department is the same. i.e., ₹ 35700-75600. As the qualification for the post of Orthoptic Technician has not been fixed yet, the Commission recommends to prescribe the same for making appointment to the post of Orthoptic Technician which is the highest promotion post of Refractionist/Orthoptist.
- (x) The post of Lady Health Inspector in Medical Education Department (₹ 27800-59400) and Health Services Department (₹ 29200-62400) is the promotion post of Junior Public Health Nurse Grade I. The post of Junior Public Health Nurse Gr-I in both the departments is placed in the same scale of pay. i.e., ₹ 26500-56700. The promotion post of Lady Health Inspector in both the departments, Lady Health Supervisor, is also placed in the same scale of pay of ₹ 30700-65400. As there is no justification to have a lower scale of pay to the post of Lady Health Inspector in Medical Education Department the scale of pay of Lady Health Inspector in Medical Education Department may be enhanced to ₹ 29200-62400 at par with the post of Lady Health Inspector in Health Services Department.
- (xi) The post of Computer Programmer was created in Medical Education department as per G.O.(Ms)No.124/99/ H&FWD dated 31.03.1999, with scale of pay ₹ 1520-2660. But the post is not included in the Pay Revision Order, the HoD has proposed to include the post in the Schedule. The existing scale of pay corresponding to ₹ 1520-2660 is ₹ 27800-59400. As per G.O.(Ms)No.207/2018/H&FWD dated 03.11.2018, the qualification and method of appointment of Computer Programmer is fixed as B.Tech in Computer Science/IT or MCA or M.Sc and method of appointment is fixed as by transfer from qualified employees working under Medical Education Department and by direct recruitment in the ratio 1:1. Hence it is recommended to include the post in the schedule of posts with revision corresponding to the existing scale of pay of ₹27800-59400.
- (xii) In Medical Education department, two channels of promotion are existing for Lab Technicians (₹ 22200-48000). The first channel is Lab Technician Grade I (₹ 26500-56700) →Senior Technician, Scientific Assistant (₹ 30700-65400) → Junior Scientific Officer (₹ 36600-79200). The second channel is Laboratory Technician Gr I→ Lab Assistant (₹ 27800-54000) → Research Assistant (₹ 29200-62400) → Junior Research Officer (₹ 35700-75600). Higher qualification is necessary to opt the second channel, and posts existing therein have duties scientific in nature,

compared with the first channel posts which have duties of routine laboratory examinations. In order to attract qualified incumbents into the second channel, identical scales of pay existing in the first channel need to be given to corresponding posts in the second channel. Therefore, it is recommended that the scale of pay of Research Assistant (₹29200-62400) and that of Junior Research Officer (₹35700-75600) included in the 2nd channel of promotion of Lab Technicians may be placed in the scales of pay corresponding to the posts of Senior Technician (₹30700-65400) and Junior Scientific Officer (₹36600-79200), included in the 1st channel.

- (xiii) There are two categories of Lab Assistants in Medical Education department. Appointment to one category, as mentioned above, is being made through by-transfer appointment from Lab Technicians having qualification B.Sc Chemistry / Zoology and the second category is the promotion post of Class IV employees. The scale of pay of the former post is ₹27800-54000 and that of the latter is ₹17500-39500. It is obvious that these two posts are entirely different, but the designation is the same, which is an anomaly. Therefore, the higher post of Lab Assistant (scale of pay ₹27800-59400) may be re-designated as Junior Research Assistant.
- (xiv) The qualification prescribed to the posts of Biochemist, Senior Scientific Assistant and Physiological Assistant in Medical Education department is MSc. Appointment to the posts of Biochemist, and Senior Scientific Assistant are being made by direct recruitment and to the post of Physiological Assistant is being made by promotion from qualified Lab Assistants. These posts are now placed in the scale of pay of ₹ 36600-79200 which is at par with the scales of pay attached to the posts having similar qualification in Health Services department. Senior Scientific officer, which is the promotion post of Senior Scientific Assistant and the post of Biochemist, are now placed in the scale of pay of ₹ 40500-85000. There is no further promotion post for Senior Scientific Officer. Considering the fact that Scientific Officers in Medical Colleges are highly qualified personnel and are doing research activities, but they have only one promotion post namely the post of Senior Scientific Officer in the scale of pay of ₹40500-85000, it is recommended that the scale of pay of Senior Scientific Officer may be enhanced to ₹42500-87000 and 1/3rd posts of Senior Scientific Officer may be given higher grade in the scale of pay of ₹45800-89000.

- (xv) There are two categories of Junior Lab Assistants in Medical Education Department. Appointment to first category on ₹ 18000-41500 is being made by direct recruitment and qualification prescribed is Plus two. Appointment to second category on ₹ 17500-39500 is being made through by transfer from last grade employees. In Medical Education department itself, the category of Lab Attender on ₹ 17500-39500 is also existing. The scale of pay and method of appointment of Lab Attender is same as that of second category Junior Lab Assistant mentioned above. Since the existence of two entirely different categories with the same designation is causing confusion, the category of Junior Lab Assistant in the scale of pay of ₹17500-39500 may be merged with the category of Lab Attender and the post of Junior Lab Assistant in the scale of pay ₹17500-39500 may be deleted from the Schedule of posts.
- (xvi) Though the qualification prescribed for the post of Junior Lab Assistant is Plus two, the post is now placed in a lower scale of pay (₹ 18000-41500) compared to scales of pay of posts having qualification SSLC. The work of Junior Lab Assistant is associated with rendering assistance in laboratories. The post of Junior Lab Assistant may be placed in the scale of pay corresponding to ₹20000-45800, commensurate with the scale of pay of Nurse/Pharmacist in Indian System of Medicine and Homeopathy departments.
- (xvii) The posts of Ophthalmic Assistant, Refractionist and Orthoptist in Health Services Department have been re-designated as Optometrists and the designation Optometrist has been brought in the Pay Revision Order also. But in Medical Education Department, the designations still remain as Refractionist/Orthoptist. Since the job of these categories in the two Departments are the same, the posts of Refractionist/Orthoptist in all grades in Medical Education Department may be re-designated as 'Optometrist'.
- (xviii) The post of Sergeant is a common category post which is existing in three grades with scales of pay ₹ 22200-48000, ₹ 25200-54000 and ₹ 26500-56700. In many other departments the post of Security Assistant is the feeder post of Sergeant, while in Medical Education department the post of Security Assistant is a promotion post of Sergeant and the post is existing in the scale of pay ₹ 27800-59400. It has a promotion post of Security Officer which is in the scale of pay ₹ 35700-75600. As the post of Security Assistant is the promotion post of Sergeant, the existing

designation is not appropriate. As the designation Security Assistant is analogous to Security Guards in other places, the post of Security Assistant in Medical Education Department may be re-designated as Assistant Security Officer.

- (xix) The qualification prescribed for the post of Cytotechnician is Diploma in MLT and training in Cytology. Appointment to the post of Cytotechnician is made by promotion from Lab Technician Gr II and the post is now placed in the scale of pay equivalent to Lab Technician Gr I (₹ 26500-56700). The post of Cytotechnician requires additional training in Cytology and has no further promotion posts, whereas the post of Lab Technicians in the parent cadre and in other channels have adequate promotional avenues. Therefore, the post of Cytotechnician may be placed in scale of pay equivalent to Lab Assistant (₹ 27800-59400) and higher grade may be allowed to this post in the scale of pay applicable to the post of Senior Technician (₹ 30700-65400) in the ratio 1:1.
- (xx) The qualification prescribed for the post of Clinical Psychologist in Health Services and Medical Education Departments is the same. But the post of Clinical Psychologist in Health Services Department is placed in a higher scale of pay (₹ 39500-83000) than that in Medical Education department (₹ 35700-75600). The Commission does not find any justification in placing the post in Medical Education Department in a lower scale though the job profile in Medical Education is more demanding compared to Health Services Department. Hence the post of Clinical Psychologist in Medical Education department may be placed in the scale of pay corresponding to ₹ 39500-83000 at par with the scale of pay of the post in Health Services Department.
- (xxi) As per G.O(Ms)No.289/2012/ H&FWD dated 05.09.2012, the qualification prescribed for the post of Clinical Audiometrician is fixed as Plus Two and Diploma in Hearing, with three years experience as Audiometrician in Government hospitals OR BASLP (Bachelor of Speech and language Pathology) and mode of appointment is by direct recruitment. The existing scales of pay of the post of Clinical Audiometrician Gr II is ₹ 19000-43600 and that of Gr I post is ₹ 25200-54000. This scale of pay is based on the erstwhile qualification prescribed for the post, which was SSLC and experience. The existing qualification prescribed for the post is equivalent to other paramedical categories, but the scale of pay of the post is comparably very low. Hence the post of

Clinical Audiometrician Grade II and Grade I may be placed in same scales of pay (₹ 25200-54000 & ₹ 26500-56700 respectively) as applicable to other paramedical categories (like Lab Technician, Pharmacist etc.)

- (xxii) The requests placed before the Commission by Sri.Lawrence John & others, on the basis of the order of Hon'ble KAT dated 14.01.2020 in OA No.39/2018 filed by them were examined by the Commission. The grievance of the applicants is as follows;

From the post of Hospital Attendant Grade I onwards, they have been continuing in the same scale of pay irrespective of the fact that they were granted promotion as Nursing Assistant / Hospital Attender (other Attender) and thereafter as Junior Lab Assistant and X-Ray Attender. Though these are promotion posts for Hospital Attendant Grade I, all these posts carry the same scale of pay of ₹17500-39500.

The Commission notes that the posts of Hospital Attendant Grade II, Hospital Attendant Grade I and Nursing Assistant are there both in Medical Education Department and in Health Services Department. The scales of pay of these posts are ₹16500-35700, ₹17000-37500 and ₹17500-39500 respectively. Before 10th Pay Revision, the scales of pay of Hospital Attendant Grade I, Nursing Assistant, Lab Attender and Record Attender were the same - ₹8730-13540 (the corresponding revised scale is ₹17000-37500). Taking into account of the fact that Nursing Assistant is the promotion post of Hospital Attendant Grade I, the 10th Pay Revision gave a higher scale of pay of ₹17500-39500 to the post of Nursing Assistant and similar hike was given to the categories of Lab Attender, Hospital Attender, X-ray Attender and Record Attender. Hence some kind of anomaly that existed has been corrected in the previous pay revision. The Commission finds that no orders exist specifying that the post of other Attenders (Lab Attender, Record Attender etc.) are promotion posts of either Nursing Assistant or Hospital Attendant. The Commission therefore finds that the demands raised in the OA are devoid of merit.

- (xxiii)The post Medical Record Superintendent with same scale of pay ₹35700-75600 is duplicated in the schedule; one under the subheading 'Teaching' and second under the subheading 'Non-Teaching Non-Medical'. The post Medical Record Superintendent does not belong to the category of Teaching. Therefore, the post included under the subheading 'Teaching' may be deleted from the Schedule.

- (xxiv) The Commission has recommended higher rate of Uniform allowance to Nursing (Hospital) staff in Health Services department, par rate is recommended to equated categories in Medical Education department also.
- (xxv) The post Finance Officer shown in the subheading 'Post held by personnel of other departments' may be replaced by Senior Finance Officer.
- (xxvi) Scales of Pay of all the categories of posts except those which are specifically modified above may be given normal revision. Existing allowances except those specifically mentioned above also may be given normal revision.
- (xxvii) The post of CSR Technician may also be allowed Higher Grade ratio 1:1 as in Health Services Department.
- (xxviii) In the existing Pay Revision Order, the posts in Medical Education Department are shown in a scattered manner without any grouping. It is very difficult to locate a particular post from the existing schedule. Efforts have been taken to locate posts coming under same wings and the Schedule of posts has been re-arranged in such a way that posts included under a specific branch/wing are shown together.
- (xxix) The Commission finds that there are several posts in the Schedule which appear to be outdated or irrelevant, and recommends that a detailed exercise may be done to identify such posts and abolish them.

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director of Medical Education	1	UGC	UGC
	2	Joint Director of Medical Education	2	UGC	UGC
		Colleges: A-Teaching (Medical and Non- Medical)			
	3	Principal	24	UGC	UGC

	4	Vice principal		UGC	UGC
	5	Professor	393	UGC	UGC
	6	Professor (Physical Education)		UGC	UGC
	7	Additional Professor	127	UGC	UGC
	8	Associate Professor	521	UGC	UGC
	9	Assistant Professor	1462	UGC	UGC
	10	Bio Medical Engineer	4	UGC	UGC
	11	Lecturer	556	UGC	UGC
	12	Lecturer (Physical Education)		UGC	UGC
	13	Lecturer (Pharmacy)		UGC	UGC
	14	Lecturer, Pharmaceutical Engineering		UGC	UGC
	15	Lecturer in Health Education		UGC	UGC
		College of Pharmaceutical Sciences			
	16	Principal		UGC	UGC
	17	Professor		UGC	UGC
	18	Associate Professor		UGC	UGC
	19	Assistant Professor		UGC	UGC
	20	Lecturer		UGC	UGC
		College of Nursing			
	21	Principal		UGC	UGC
	22	Professor		UGC	UGC
	23	Associate Professor		UGC	UGC
	24	Assistant Professor		UGC	UGC
	25	Tutor		UGC	UGC
		Non -Teaching Medical			
	26	Associate Professor of Medicine (Research)		UGC	UGC
		Non -Teaching Non- Medical			
	27	Senior Grade Librarian	12	60900-103600	85000-143600
	28	Senior Librarian		45800-89000	63700-123700
		Dental Wing			
	29	Tutor in Dental Mechanic		35700-75600	50200-105300
	30	Tutor, Dental Hygiene		35700-75600	50200-105300
	31	Maxillo Facial Prosthetic Technician		30700-65400	43400-91200

	32	Dental Mechanic Grade I		26500-56700	37400-79000
f	33	Dental Mechanic Grade II	32	22200-48000	35600-75400
	34	Dental Hygienist Grade I		26500-56700	37400-79000
f	35	Dental Hygienist Grade II	56	22200-48000	35600-75400
		Ophthalmology			
	36	Tutor Technician (Optometry)		35700-75600	50200-105300
c	37	Optometrist Senior Grade	68	35700-75600	50200-105300
	38	Optometrist Grade I		26500-56700	37400-79000
	39	Optometrist Grade II		22200-48000	35600-75400
		Radiology			
	40	Radiographer (Teaching)		35700-75600	50200-105300
	41	Radiographer Grade I	199	26500-56700	37400-79000
f	42	Radiographer Grade II		22200-48000	35600-75400
	43	X-Ray Technician	6	22200-48000	31100-66800
	44	X-Ray Attender	1	17500-39500	24400-55200
	45	Dark Room Assistant	2	18000-41500	25100-57900
		Physical Medicine & Rehabilitation			
	46	Chief Physiotherapist	1	42500-87000	59300-120900
	47	Chief Occupational Therapist	2	42500-87000	59300-120900
	48	Scientific Assistant (Physiotherapy)	4	35700-75600	50200-105300
	49	Scientific Assistant (Occupational Therapy)		35700-75600	50200-105300
	50	Orthotic Technician	2	35700-75600	50200-105300
	51	Prosthetics and Orthotics Engineer	2	35700-75600	50200-105300
	52	Senior Store Officer (Technical)	3	32300-68700	45600-95600
	53	Work shop Foreman / Foreman		32300-68700	45600-95600
	54	Rehabilitation Technician Grade I (Prosthetics/Orthotics/Leather)	44	25200-54000	35600-75400
f	55	Rehabilitation Technician Grade II (Prosthetics/Orthotics/Leather)		20000-45800	27900-63700
	56	Cobbler	6	17500-39500	24400-55200
	57	Helper	1	17000-37500	23700-52600
		Nursing Wing			
	58	Nursing Officer	8	42500-87000	59300-120900

	59	Nursing Superintendent Grade I	29	39500-83000	55200-115300
	60	Nursing Superintendent Grade II	57	35700-75600	50200-105300
d	61	Head Nurse	587	32300-68700	45600-95600
	62	Staff Nurse Grade I	3451	29200-62400	41300-87000
f	63	Staff Nurse Grade II		27800-59400	39300-83000
		Scientific Staff			
m	64	Senior Scientific Officer (HG)		-	63700-123700
	65	Senior Scientific Officer	11	40500-85000	59300-120900
	66	Senior Scientific Assistant	27	36600-79200	51400-110300
	67	Medical Radio Isotope Technologist		-	51400-110300
	68	Biochemist	8	36600-79200	51400-110300
	69	Physiological Assistant	1	36600-79200	51400-110300
	70	Scientific Assistant	39	35700-75600	50200-105300
	71	Scientific Assistant (Electro diagnosis)		30700-65400	43400-91200
		Pharmacy Wing			
b	72	Pharmaceutical Chemist	4	36600-79200	51400-110300
	73	Store Superintendent	10	35700-75600.	50200-105300.
	74	Pharmacist Store Keeper	17	30700-65400	43400-91200
	75	Store Keeper (Pharmacist)	6	30700-65400	43400-91200
	76	Pharmacist Grade I	173	26500-56700	37400-79000
f	77	Pharmacist Grade II		22200-48000	35600-75400
		Medical Record Wing			
	78	Medical Records Superintendent	9	35700-75600	50200-105300
	79	Medical Record Librarian Grade I	44	25200-54000	35600-75400
f	80	Medical Record Librarian Grade II		20000-45800	27900-63700
		Laboratory Wing			
	81	Senior Research Officer	1	40500-85000	56500-118100
	82	Tutor (MLT)	3	36600-79200	51400-110300
	83	Tutor School of MLT (Biochemistry / Microbiology)		36600-79200	51400-110300
	84	Tutor Technician (MLT)	9	35700-75600	50200-105300
	85	Junior Scientific Officer	3	36600-79200	51400-110300
	86	Junior Research Officer	2	35700-75600	51400-110300

	87	Scientific Assistant (Lab Technician)		30700-65400	43400-91200
e	88	Senior Technician	28	30700-65400	43400-91200
	89	Lab Technician Grade I	499	26500-56700	37400-79000
	90	Lab Technician Grade II		22200-48000	35600-75400
	91	Research Assistant	3	29200-62400	43400-91200
	92	Junior Research Assistant	18	27800-59400	39300-83000
	93	Curator	13	27800-59400	39300-83000
	94	Lab Assistant (Dialysis)	4	26500-56700	37400-79000
	95	Serological Assistant		26500-56700	37400-79000
	96	Cyto Technician (HG)		-	43400-91200
a	97	Cyto Technician	7	26500-56700	39300-83000
	98	Lab Technician (Pharmacy) Grade I		26500-56700	37400-79000
f	99	Lab Technician (Pharmacy) Grade II		22200-48000	31100-66800
	100	Chemist	1	25200-54000	35600-75400
	101	Technician (Media Making) Grade I	2	25200-54000	35600-75400
	102	Technician (Media Making) Grade II		20000-45800	27900-63700
	103	VD Technician		22200-48000	31100-66800
	104	Junior Laboratory Assistant	244	18000-41500	27900-63700
	105	Glass Blower	1	18000-41500	25100-57900
		Transfusion Medicine			
	106	Scientific Assistant (Blood Bank)		30700-65400	43400-91200
	107	Blood Bank Technician Grade I	78	26500-56700	37400-79000
f	108	Blood Bank Technician Grade II		22200-48000	35600-75400
	109	Haematology Technician		20000-45800	27900-63700
		Nutrition Wing			
	110	Dietician Senior Grade		36600-79200	51400-110300
	111	Dietician Grade I	9	30700-65400	43400-91200
	112	Dietician Grade II		27800-59400	39300-83000
		Public Health			
	113	Assistant Leprosy Officer	5	35700-75600	50200-105300
	114	Rehabilitation Co- Ordinator	1	35700-75600	50200-105300
	115	Entomological Assistant	2	30700-65400	43400-91200

	116	Health Educator	5	30700-65400	43400-91200
	117	Health Supervisor	5	30700-65400	43400-91200
	118	Health Inspector Grade I	18	30700-65400	43400-91200
	119	Health Inspector Grade II		27800-59400	39300-83000
	120	Junior Health Inspector Grade I	18	26500-56700	37400-79000
g	121	Junior Health Inspector Grade II		22200-48000	31100-66800
		MCH Wing			
	122	Lady Health Supervisor		30700-65400	43400-91200
	123	Lady Health Inspector	7	27800-59400	41300-87000
	124	Junior Public Health Nurse Grade I	10	26500-56700	37400-79000
g	125	Junior Public Health Nurse Grade II		22200-48000	31100-66800
		Mental Health & Rehabilitation			
	126	Clinical Psychologist	4	35700-75600	55200-115300
	127	Psychiatric Social worker	5	30700-65400	45600-95600
		Audiology			
	128	Speech Therapist & Audiologist	12	36600-79200	51400-110300
	129	Clinical Audio Metrician Grade I		25200-54000	37400-79000
f	130	Clinical Audiometrician Grade II	2	19000-43600	35600-75400
		Press			
	131	Superintendent of Press	1	35700-75600	50200-105300
	132	Foreman	1	26500-56700	37400-79000
	133	Foreman-cum-Litho Press Operator	1	26500-56700	37400-79000
	134	Litho Press Operator		19000-43600	26500-60700
	135	Compositor	2	18000-41500	25100-57900
	136	Printer	1	18000-41500	25100-57900
		Security Wing			
	137	Security Officer	7	35700-75600	50200-105300
	138	Assistant Security Officer	12	27800-59400	39300-83000
	139	Sergeant	32	22200-48000	31100-66800
		Other Technical Services			
	140	Dialysis Technician	2	35700-75600	50200-105300
	141	Mortuary Technician Grade I		26500-56700	37400-79000
	142	Mortuary Technician Grade II	4	22200-48000	31100-66800

	143	Cath Lab Technician Grade I		-	37400-79000
f	144	Cath Lab Technician Grade II		-	35600-75400
	145	Theatre Mechanic Grade I	16	25200-54000	35600-75400
	146	Theatre Mechanic Grade II		19000-43600	26500-60700
	147	E E G Technician Grade I	11	25200-54000	35600-75400
f	148	E E G Technician Grade II		19000-43600	26500-60700
	149	ECG Technician Grade I/ TMT Technician Grade I	56	25200-54000	35600-75400
f	150	E C G Technician Grade II/TMT Technician Grade II		19000-43600	26500-60700
	151	Sterilization Technician Grade I		25200-54000	35600-75400
f	152	Sterilization Technician Grade II		19000-43600	26500-60700
	153	CSR Technician Grade I	37	25200-54000	35600-75400
f	154	CSR Technician Grade II		19000-43600	26500-60700
	155	Radium Technician Grade I	3	25200-54000	35600-75400
f	156	Radium Technician Grade II		19000-43600	26500-60700
	157	Respiratory Technician HG		26500-56700	37400-79000
	158	Respiratory Technician Grade II		20000-45800	27900-63700
	159	Theatre Technician Grade I	28	-	37400-79000
k	160	Theatre Technician Grade II		20000-45800	35600-75400
f	161	Nuclear Medicine Technician Grade II	1	19000-43600	26500-60700
	162	Anaesthesia Technician Grade I	25	-	37400-79000
l	163	Anaesthesia Technician Grade II		19000-43600	35600-75400
	164	Theatre Assistant		17500-39500	24400-55200
		Central Workshop			
	165	Technical Officer	1	45800-89000	63700-123700
	166	Bio-Medical Engineer (Technical -Non-Teaching)	4	36600-79200	51400-110300
	167	AC-cum-Refrigeration Supervisor	1	30700-65400	43400-91200
	168	Technical Assistant (Refrigeration and AC)	4	30700-65400	43400-91200
	169	Technical Assistant (Electronics)		30700-65400	43400-91200
	170	Technical Assistant (Machinist)		30700-65400	43400-91200
	171	Mechanic	14	22200-48000	27900-63700
	172	Electric Mechanic		22200-48000	31100-66800
	173	Refrigeration Mechanic	11	20000-45800	27900-63700

	174	Air Condition Mechanic	4	20000-45800	27900-63700
	175	Instrument Mechanic	4	20000-45800	27900-63700
	176	Electrician- cum -Mechanic	4	20000-45800	27900-63700
	177	Electrician	19	20000-45800	27900-63700
	178	Machinist		20000-45800	27900-63700
	179	Plumber cum Operator	10	18000-41500	25100-57900
	180	Fitter	1	18000-41500	25100-57900
	181	Projectionist	4	17500-39500	24400-55200
	182	Electrical Lascar	1	16500-35700	23000-50200
		Other Technical Categories			
	183	Mechanical Engineer	1	39500-83000	55200-115300
	184	Medical Statistician	3	36600-79200	51400-110300
	185	Instrument Mechanic (Pharmacy)		29200-62400	41300-87000
	186	X-Ray Mechanic	2	26500-56700	37400-79000
	187	Foreman (Power Laundry)		25200-54000	35600-75400
	188	Electrician Overseer	3	20000-45800	27900-63700
	189	Lift Mechanic	2	20000-45800	27900-63700
	190	Pump Operator	8	18000-41500	25100-57900
	191	Assistant Foreman	2	18000-41500	25100-57900
	192	Painter		17500-39500	24400-55200
	193	Mechanic		18000-41500	25100-57900
		Other Miscellaneous Categories			
	194	Social Scientist (HG)	10	36600-79200	51400-110300
a	195	Social Scientist		30700-65400	43400-91200
	196	Enquiry Officer	1	30700-65400	43400-91200
	197	Perfusionist	4	29200-62400	41300-87000
	198	Museum-cum-photographic Assistant	2	29200-62400	41300-87000
	199	Computer Programmer		-	39300-83000
j	200	Medical Social Worker	4	26500-56700	43400-91200
	201	Social Worker	3	26500-56700	37400-79000
	202	Statistical Assistant	4	26500-56700	37400-79000
	203	Museum Curator	1	25200-54000	35600-75400
	204	Artist Curator	3	25200-54000	35600-75400
	205	Medical Photographer	7	25200-54000	35600-75400

	206	VD Social Worker	1	25200-54000	35600-75400
	207	Artist/Modeller	10	25200-54000	35600-75400
	208	Boiler/Fireman	2	22200-48000	31100-66800
	209	Receptionist	8	19000-43600	26500-60700
	210	Steward	1	18000-41500	25100-57900
	211	Binder	3	18000-41500	25100-57900
	212	Nursing Assistant (HG)		17500-39500	24400-55200
	213	Telephone Attender		17500-39500	24400-55200
	214	Boiler Attender		17000-37500	23700-52600
	215	Power Laundry Attender	21	17000-37500	23700-52600
	216	Nursing Assistant	1482	17500-39500	24400-55200
	217	ECG Attender	3	17000-37500	23700-52600
	218	Hospital Attender	422	17500-39500	24400-55200
	219	Female Physiotherapy Assistant	2	17000-37500	23700-52600
i	220	Lab Attender	68	17500-39500	24400-55200
	221	Hospital Attendant Grade I	478	17000-37500	23700-52600
	222	Lab Assistant	7	17500-39500	24400-55200
	223	Tailor	5	17000-37500	23700-52600
	224	Telephone Operator	20	17000-37500	23700-52600
	225	Marker	4	17000-37500	23700-52600
	226	House keeper	10	17000-37500	23700-52600
	227	Painter	1	17000-37500	23700-52600
	228	Theatre Assistant	8	17000-37500	23700-52600
	229	Animal Attender	8	17000-37500	23700-52600
	230	Barber	5	16500-35700	23000-50200
h	231	Hospital Attendant Grade II	1039	16500-35700	23000-50200
	232	Dialysis Machine Operator	2	16500-35700	23000-50200
	a	Existing ratio 1:1 will continue			
	b	B.Pharm graduates only are eligible for the scale.			
	c	Existing ratio 1:2:2 among Senior Grade, Grade I and Grade II will continue			
	d	Existing ratio of 1:2 between Head Nurse and Staff Nurse Grade I will continue. Cadre strength of Head Nurse will be determined in the ratio of 1:2 between Head Nurse and Staff Nurse Grade I.			
	e	Ratio 1:1:1 among Grade I, Grade II and Senior Technician will continue			

f	Existing ratio 1:1 between Grade I and Grade II will continue	
g	Ratio between Grade I and Grade II will be 1:2	
h	Existing ratio 1:3 between Grade I and Grade II will continue	
i	Existing posts of Junior Lab Assistant in the scale of pay of ₹ 24400-55200 merged with the category of Lab Attender in the scale of pay of ₹ 24400-55200	
j	Incumbents who are qualified as per G.O.(Ms)No.49/2019/H&FWDdt.20.03.2019 only are eligible for the scale of pay (₹ 43400-91200) and others will be given the scale of pay (₹ 37400-79000) as 'Personal'.	
k	Those who are qualified as per G.O.(Ms)No.179/18/H&FWD dt.13.09.2018 will be eligible for ₹ 35600-75400 and Higher Grade in the ratio 1:1 in the scale of pay of ₹ 37400-79000; others will be eligible for the scale of pay of ₹ 27900-63700 and Higher Grade in the ratio 1:1 in the scale of pay of ₹ 31100-66800.	
l	Those who are qualified as per G.O.(Ms)No.179/18/H&FWD dt.13.09.2018 will be eligible for ₹ 35600-75400 and Higher Grade in the ratio 1:1 in the scale of pay of ₹ 37400-79000; others will be eligible for the scale of pay of ₹ 26500-60700 and Higher Grade in the ratio 1:1 in the scale of pay of ₹ 31100-66800.	
m	Ratio 2:1 will be allowed between the posts of Senior Scientific Officer and Senior Scientific Officer (HG)	

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Administrative Officer	11	As in PD	As in PD
2	Senior Finance Officer		As in PD	As in PD
3	Administrative Officer Grade II		As in PD	As in PD

Common Category

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Accounts Officer	24	As in CC	As in CC
2	Administrative Assistant	13	As in CC	As in CC

3	Lay Secretary / Treasurer	14	As in CC	As in CC
4	Senior Superintendent	24	As in CC	As in CC
5	Junior Superintendent	72	As in CC	As in CC
6	Fair Copy Superintendent	6	As in CC	As in CC
7	Senior Clerk	239	As in CC	As in CC
8	Clerk	239	As in CC	As in CC
9	Clerk-Typist	49	As in CC	As in CC
10	Librarian Grade II	23	As in CC	As in CC
11	Librarian Grade III	10	As in CC	As in CC
12	Librarian Grade IV	32	As in CC	As in CC
13	Personal Assistant	18	As in CC	As in CC
14	Confidential Assistant Senior Grade	18	As in CC	As in CC
15	Confidential Assistant Grade I	18	As in CC	As in CC
16	Confidential Assistant Grade II	20	As in CC	As in CC
17	LD Typist	78	As in CC	As in CC
18	Sergeant	32	As in CC	As in CC
19	Driver Grade II	110	As in CC	As in CC
20	Lift Operator HG	25	As in CC	As in CC
21	Lift Operator	50	As in CC	As in CC
22	Carpenter	9	As in CC	As in CC
23	Clerical Attender	58	As in CC	As in CC
24	Duffedar	1	As in CC	As in CC
25	Full time Sweeper	563	As in CC	As in CC
26	Office Attendant Grade II	151	As in CC	As in CC
27	Watchman	68	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Special Allowance**

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Medical Officer (Post mortem Allowance per case)	600	660
2	Medical Officer (Exhumation Allowance per exhumation)	1000	1100
3	Lift Operator	100	110

(2) Special Allowance (Common Category)

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Confidential Assistant to Director of Medical Education	550	610
2	Drivers attached to Director of Medical Education	400	440
3	Office Attendant, Duffedar attached to Director of Medical Education	320	360
4	Drivers	200	220
5	Office Attendant working as Night Watchman	300	330

(3) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Resident Medical Officer	300	330
2	Assistant Resident Medical Officer	250	280
3	Warden (or rent free quarters)	220	250
4	Assistant Warden (or rent free quarters)	180	200
5	Resident Warden, College of Nursing (or rent free quarters)	180	200
6	Medical officers working in health centres attached to medical colleges	300	330

(4) Risk Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
	<i>(i) College of Pharmaceutical Sciences</i>		
1	Scientific Officer, Nuclear Medicine / Assistant Professor, Nuclear Medicine	200	220
2	Scavenger cum Sewage Cleaner	100	110
	<i>(ii) Radiology Department</i>		
1	X-Ray Mechanic/X-Ray Technician/Radiographer	100	110
2	X-Ray Attender	100	110
3	Receptionist	100	110
	<i>(iii) Dermatology and Venerology</i>		
1	Serological / Scientific Assistant	150	170
	<i>(iv) Anatomy Department</i>		
1	Curator	100	110
2	Laboratory Technician	100	110
3	Junior Laboratory Assistant	100	110
4	Mortuary Attender	100	110
5	Theatre Assistant	100	110
6	Sweeper/ Cleaner	100	110
	<i>(v) Forensic Medicine</i>		
1	Mortuary Technician	100	110
2	Laboratory Technician	100	110
3	Junior Laboratory Assistant	100	110
4	Mortuary Attender/ Sweeper/ Cleaner	100	110
	<i>(vi) Other Categories</i>		
1	Bio-Chemist/Scientific Assistant (Pathology)	150	170
2	Laboratory Technician/ Laboratory Assistant	100	110
3	Junior Laboratory Assistant/ Photographic Attender	100	110
4	Laboratory Attender	100	110
5	Technician (Media making)	100	110
	<i>(vii) Staff working in T.B. Unit of Kozhikode Medical College</i>		
1	Pharmacist/Health Visitor	100	110

2	Staff Nurse	100	110
3	Clerk	100	110
4	Hospital Attender/ Nursing Assistant	100	110

(5) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Assistant Leprosy Officer	1600	1800
2	Barber	2000	2200
3	Biomedical Engineer (Teaching)	1600	1800
4	Bio-Chemist	2000	2200
5	Blood Bank Technician	2000	2200
6	Boiler Attender	2000	2200
7	Boiler Fireman	2000	2200
8	Carpenter	2000	2200
9	Chemist	2000	2200
10	Chief Occupational Therapist	2000	2200
11	Chief Physiotherapist	2000	2200
12	Clinical Audio Metrician	2000	2200
13	Clinical Psychologist	2000	2200
14	Cobbler	2400	2700
15	Cook	2400	2700
16	Curator	2000	2200
17	CSR Technician	2000	2200
18	Cyto Technician	2000	2200
19	Dark Room Assistant	2000	2200
20	Dental Hygienist	2000	2200
21	Dental Mechanic	2000	2200
22	Duffedar	2000	2200
23	Dhobi	2400	2700
24	Dialysis Machine Operator	2000	2200
25	Dialysis Technician	2000	2200
26	Dietician	2000	2200
27	ECG/TMT/EEG Technician	2000	2200

28	ECG Attender	2000	2200
29	Electric Mechanic	2000	2200
30	Electrical Lascar	2000	2200
31	Electrician	2000	2200
32	Electrician-cum-Mechanic	2000	2200
33	Electrician Overseer	2000	2200
34	Entomological Assistant	2000	2200
35	Female Physiotherapy Assistant	2000	2200
36	Fitter	2000	2200
37	Foreman-cum-Litho Press Operator	2000	2200
38	Foreman (Power laundry)	2000	2200
39	Full Time Sweeper	2400	2700
40	Gardener	2000	2200
41	Glass Blower	2400	2700
42	Head Nurse	2600	5000
43	Health Educator	2000	2200
44	Health Inspector	2000	2200
45	Health Supervisor	2000	2200
46	Helper	2400	2700
47	Haematology Technician	2000	2200
48	Hospital Attendant	2400	2700
49	Hospital Attender	2400	2700
50	House Keeper	2400	2700
51	Instrument Mechanic	2400	2700
52	Junior Health Inspector	2000	2200
53	Junior Laboratory Assistant	2000	2200
54	Junior Public Health Nurse	2400	2700
55	Junior Research Officer	2000	2200
56	Junior Research Assistant	2000	2200
57	Lab Attender	2000	2200
58	Lab Technician	2000	2200
59	Lady Health Inspector	2400	2700
60	Lady Health Supervisor	2400	2700
61	Lascar	2400	2700
62	Lecturer in Health Education	1600	1800

63	Lift Mechanic	2400	2700
64	Lift Operator	2400	2700
65	Machinist	2400	2700
66	Marker	2400	2700
67	Maxillo Facial Prosthetic Technician	2000	2200
68	Mechanic	2000	2200
69	Mechanical Engineer	1600	1800
70	Medical Photographer	2000	2200
71	Medical Radio Isotope Technician	2000	2200
72	Medical Record Librarian	2000	2200
73	Medical Record Superintendent	2000	2200
74	Medical Social Worker	2000	2200
75	Medical Statistician	2000	2200
76	Mess Girl	2400	2700
77	Museum Curator	2000	2200
78	Mortuary Attender	2400	2700
79	Mortuary Technician	2400	2700
80	Museum-cum-Photographic Assistant	2000	2200
81	Nuclear Medicine Technician	2000	2200
82	Nursing Assistant	2400	2700
83	Nursing Officer	2600	3000
84	Nursing Superintendent	2600	5000
85	Orthotic Technician	2000	2200
86	Painter	2400	2700
87	Part Time Sweeper	2400	2700
88	Perfusionist	2000	2200
89	Pharmaceutical Chemist	2000	2200
90	Pharmacist	2000	2200
91	Photographic Attender	1600	1800
92	Physiological Assistant	2000	2200
93	Plumber	2400	2700
94	Power Laundry Attender	2400	2700
95	Printer	2000	2200
96	Projectionist	2000	2200
97	Prosthetics and Orthotics Engineer	2000	2200

98	Psychiatric Social Worker	2000	2200
99	Pump Operator	2000	2200
100	Public Health Nursing Tutor, Medical College, Thiruvananthapuram (For visiting health Centres)	2400	2700
101	Radiographer (Teaching)	2000	2200
102	Radiographer	2000	2200
103	Radium Technician	2000	2200
104	Optometrist	2000	2200
105	Refrigeration Mechanic	2000	2200
106	Rehabilitation Co-ordinator	2000	2200
107	Rehabilitation Technician	2000	2200
108	Research Assistant	2000	2200
109	Respiratory Technician	2000	2200
110	Scientific Officer	2000	2200
111	Scientific Assistant	2000	2200
112	Security Officer	2400	2700
113	Assistant Security Officer	2400	2700
114	Research Officer	2000	2200
115	Store Officer	2000	2200
116	Senior Technician	2000	2200
117	Sergeant	2400	2700
118	Serological Assistant	2000	2200
119	Social Worker	2000	2200
120	Social Scientist	2000	2200
121	Speech Pathologist & Audiologist	2000	2200
122	Staff Nurse	2400	5000
123	Statistical Assistant	2000	2200
124	Sterilization Technician	2000	2200
125	Steward	2000	2200
126	Store Keeper (Pharmacist)	2000	2200
127	Store Superintendent	2000	2200
128	Sweeper, Anatomy Department & Forensic Medicine	2400	2700
129	Technical Assistant	2000	2200
130	Technician	2000	2200

131	Technician (Media making)	2000	2200
132	Theatre Assistant	2000	2200
133	Theatre Assistant, Anatomy department	2400	2700
134	Theatre Mechanic	2000	2200
135	Theatre Technician	2000	2200
136	Tutors	2000	2200
137	Tutor Technician	2000	2200
138	Van Cleaner/ Bus Cleaner	2000	2200
139	Watchman	2000	2200
140	Workshop Foreman/Foreman	2000	2200
141	X-Ray Attender	2000	2200
142	X-Ray Mechanic	2000	2200
143	X-Ray Technician	2000	2200
144	Public Health Nursing Tutor/ Health Inspector/Health Visitor, Medical College, Thiruvananthapuram (For visiting health Centres)	2400	2700

(6) Permanent Conveyance Allowance

Sl. No	Category	Existing Rate per month (₹)	Area of Jurisdiction	Proposed Rate per month (₹)
	<i>Medical College, Thiruvananthapuram</i>			
1	Public Health Nursing Tutor/ Health Inspector/Health Visitor	300	Health Centres for visiting health units under Neendakara and Pangappara	330

7.58. MINING AND GEOLOGY

The Department of Geology started its functioning in 1946 as a separate entity independent from Industries Department. The department was re-organised in 1970 and was named Department of Mining and Geology. At

present the Department functions through its 14 District Offices, 3 Mineral Squads, One Special Squad apart from its Headquarters in Thiruvananthapuram. There are two Divisions in the department viz. Exploratory & Prospecting Division and Mineral Development & Mining Lease Division. The Director is the Head of the Department.

The Commission, having considered the proposals submitted by the Head of Department and demands of Service Organizations and individuals, makes the following recommendations:

- (i) The post of Drilling Assistant/Technical Assistant may be re designated Drilling Assistant.
- (ii) The post of Tracer may be excluded from the schedule as the post is lying vacant in the Department.
- (iii) The post of Drilling Mechanic/Driller (HG) may be re designated Driller (HG).
- (iv) All posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	81000-117600	112800-163400
	2	Additional Director	1	77400-115200	107800-160000
	3	Deputy Director	2	68700-110400	95600-153200
a	4	Senior Geologist	6	45800-89000	63700-123700
	5	Senior Chemist	1	45800-89000	63700-123700
a	6	Geologist	21	40500-85000	56500-118100
	7	Administrative-cum-Accounts Officer	1	40500-85000	56500-118100
	8	Audit Officer	1	40500-85000	56500-118100

	9	Assistant Geologist	30	36600-79200	51400-110300
	10	Junior Chemist	3	36600-79200	51400-110300
	11	Asst. Drilling Engineer	1	36600-79200	51400-110300
	12	Senior Auditor	1	30700-65400	43400-91200
b	13	Mineral Revenue Inspector(HG)	8	30700-65400	43400-91200
	14	Mineral Revenue Inspector	8	27800-59400	39300-83000
b	15	Driller (HG)	1	27800-59400	39300-83000
	16	Driller	3	25200-54000	35600-75400
	17	Junior Auditor	2	26500-56700	37400-79000
	18	Draftsman-cum-Surveyor Gr II	1	22200-48000	31100-66800
	19	Drilling Assistant	5	18000-41500	25100-57900
c	20	Laboratory Assistant	1	18000-41500	25100-57900
c	21	Section Cutter	1	17500-39500	24400-55200
	22	Laboratory Attender	5	17000-37500	23700-52600

- The ratio 1:3 between Senior Geologist and Geologist will continue.
- Higher Grade ratio 1:1 will continue.
- Existing ratio of 1:1 between Section Cutter and Laboratory Attender for promotion to the post of Laboratory Assistant will continue.

Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Officer	1	As in PD	As in PD

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Superintendent	2	As in CC	As in CC
	2	Junior Superintendent	3	As in CC	As in CC

3	Fair Copy Superintendent	1	As in CC	As in CC
4	Senior Clerk	24	As in CC	As in CC
5	Clerk	25	As in CC	As in CC
6	Clerk cum Typist	1	As in CC	As in CC
7	Typist Selection Grade	5	As in CC	As in CC
8	Typist Senior Grade	5	As in CC	As in CC
9	UD Typist	5	As in CC	As in CC
10	L.D.Typist	7	As in CC	As in CC
11	Librarian	1	As in CC	As in CC
12	Confidential Assistant	1	As in CC	As in CC
13	Driver Senior Grade	7	As in CC	As in CC
14	Driver Gr.I	7	As in CC	As in CC
15	Driver Grade II	8	As in CC	As in CC
16	Duffedar	1	As in CC	As in CC
17	Office Attendant Gr.I	9	As in CC	As in CC
18	Office Attendant Gr.II	19	As in CC	As in CC
19	Night Watcher	7	As in CC	As in CC
20	Gardner	1	As in CC	As in CC
21	Sanitary Worker	1	As in CC	As in CC
22	Full Time Sweeper	2	As in CC	As in CC
Part Time Contingent				
1	Part Time Sweeper	12	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driller	2400	2700
2	Drilling Assistant	2400	2700
3	Full Time Sweeper	2400	2700

4	Sanitary Worker	2400	2700
5	Gardener	2400	2700
6	Driver	2400	2700

7.59. MINORITY WELFARE

The Minority Welfare Department was created as per G.O. (P) No.02/2011/GAD dated: 01.01.2011. It acts as the nodal agency for implementing both Central and State schemes and projects for the welfare of minority communities in the State. Kerala State Minority Development Finance Corporation, Madrassa Teachers Welfare Fund, Coaching Centre for Minority Youth are the main arms of the department. It implements various projects and development programmes for the welfare of minority communities like Muslims, Christians, Buddhists, Sikhs, Jains and Parsis etc. The department is functioning with its Directorate in Thiruvananthapuram.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations, makes the following recommendations:

- i) The Commission recommends to frame Special Rules for the department at the earliest.
- ii) All the posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances may also be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Posts held by Personnel of other Departments

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	As in PD	As in PD

	2	Information Research Officer cum	1	As in PD	As in PD
	3	Administrative Officer	1	As in PD	As in PD
	4	Finance Officer	1	As in PD	As in PD
	5	Project Officer	1	As in PD	As in PD

Common Category

Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Junior Superintendent	1	As in CC	As in CC
2	Confidential Assistant Gr II	1	As in CC	As in CC
3	Clerk	4	As in CC	As in CC
4	Data Entry Operator cum CA	1	As in CC	As in CC
5	Typist Cum Computer Operator	1	As in CC	As in CC
6	Office Attendant	3	As in CC	As in CC
7	Driver Gr II	1	As in CC	As in CC

Part Time Contingent					
	1	Part Time Sweeper	2	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No.	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.60. MOTOR VEHICLES

The Motor Vehicles Department is established for enforcement of the provisions in the Motor Vehicles Act 1988 (Central Act 59 of 1988), the Kerala Motor Vehicles Taxation Act 1976 and the Rules framed under these Acts. The

other functions of the Department include registration of vehicles, collection of taxes/fees, issue of permits/driving licenses/fitness certificates, control of automobile pollution, etc. The Transport Commissioner is the Head of the Department which is headquartered in Thiruvananthapuram. The Department has four zonal offices, 18 Regional Transport Offices, 14 Regional Transport Offices (Enforcement), 68 Sub Regional Transport Offices and 19 border check posts.

The Commission, having considered the proposals submitted by the Transport Commissioner and the demands of various Service Organisations and individuals, makes the following recommendations:

- (i) The post Senior Deputy Transport Commissioner & Secretary, State Transport Authority was re-designated as Joint Transport Commissioner by G.O.(Ms)No.28/2011/Tran. dated 23/05/2011. A post of Joint Transport Commissioner was created as per G.O.(Ms)No.70/2011/Trans. dated 12/12/2011 as part of formation of an Enforcement Wing in the Department. These posts are not seen included in the Schedule of posts of the Department in the existing Pay Revision Order. Hence the posts of Joint Transport Commissioner & Secretary, State Transport Authority and Joint Transport Commissioner (Enforcement) may be included in the Schedule of posts grouping them together as interchangeable with each other.
- (ii) As per the existing Special Rules of the Department, appointment to the post of Joint Regional Transport Officer is made by promotion from Motor Vehicle Inspectors and by transfer from Senior Superintendents in the ministerial cadre in the ratio 2:1. The Commission has received suggestions for change in the system. The Commission's recommendations in the matter will be given in Part VII of its Report.
- (iii) All the category of posts may be given the proposed scales of pay corresponding to the existing scales.
- (iv) Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Transport Commissioner	1	IAS	IAS
2	Additional Transport Commissioner	1	IPS	IPS
3	Joint Transport Commissioner & Secretary, State Transport Authority /Joint Transport Commissioner (Enforcement)	2	81000-117600	112800-163400
4	Senior Deputy Transport Commissioner(Taxes)	1	77400-115200	107800-160000
5	Deputy Transport Commissioner	4	68700-110400	95600-153200
6	Regional Transport Officer/ Assistant Transport Commissioner	33	45800-89000	63700-123700
7	Joint Regional Transport Officer/ Assistant Secretary, State Transport Authority	89	40500-85000	56500-118100
8	Motor Vehicle Inspector	290	39500-83000	55200-115300
9	Assistant Motor Vehicle Inspector	614	32300-68700	45600-95600

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Technical Advisor		AICTE	AICTE
2	Senior Administrative Officer		As in PD	As in PD

3	Senior Finance Officer		As in PD	As in PD
4	Senior Law Officer		As in PD	As in PD
5	Statistical Officer		As in PD	As in PD

Common Category

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Accounts Officer	2	As in CC	As in CC
2	Senior Superintendent/Senior Superintendent (Accounts)	36	As in CC	As in CC
3	Junior Superintendent	67	As in CC	As in CC
4	Head Clerk/Head Accountant/Public Relations Officer	168	As in CC	As in CC
5	Senior Clerk	795	As in CC	As in CC
6	Clerk		As in CC	As in CC
7	Personal Assistant	3	As in CC	As in CC
8	Confidential Assistant Senior Grade	9	As in CC	As in CC
9	Confidential Assistant Grade I		As in CC	As in CC
10	Confidential Assistant Grade II		As in CC	As in CC
11	Fair copy Superintendent	1	As in CC	As in CC
12	Typist Selection Grade	100	As in CC	As in CC
13	Typist Senior Grade		As in CC	As in CC
14	U.D Typist		As in CC	As in CC
15	L.D Typist		As in CC	As in CC
16	Driver Selection Grade	86	As in CC	As in CC
17	Driver Senior Grade		As in CC	As in CC
18	Driver Grade I		As in CC	As in CC
19	Driver Grade II		As in CC	As in CC
20	Roneo Operator	1	As in CC	As in CC
21	Attender Grade I	49	As in CC	As in CC
22	Attender Grade II		As in CC	As in CC

23	Office Attendant Grade I	250	As in CC	As in CC
24	Office Attendant Grade II		As in CC	As in CC
25	Night Watchman	1	As in CC	As in CC

Part Time Contingent Employees

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	Part Time Sweeper	68	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Uniform Allowance**

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Regional Transport Officer	3000	3300
2	Joint Transport Officer	3000	3300
3	Motor Vehicle Inspector	3000	3300
4	Assistant Motor Vehicle Inspector	3000	3300
5	Driver	2400	2700

(2) Permanent Travelling Allowance

Sl. No	Category	Existing Rate per month (₹)	Area of Jurisdiction	Average No. of days of tour in a month	Proposed Rate per month (₹)
1	Assistant Motor Vehicle Inspector	350	One Taluk	15	390

7.61. MUSEUMS AND ZOOS

The Department of Museums & Zoos, headed by the Director is under the administrative control of Cultural Affairs Department. The Department consist of Directorate, Museum and Galleries and Zoological Park situated at Thiruvananthapuram and two Regional Institutions, State Museum and Zoo at Thrissur and Art Gallery and Krishna Menon Museum at Kozhikode. The Department works to propagate knowledge about the importance of the

objects in respect of the history, culture, scientific and artistic excellence and also provides opportunities for education and research on Wildlife. It also engages in developing, preserving and exhibiting a significant collection of Natural, Art and Historical objects.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) Considering the risk factors associated with the job of Veterinary Surgeon, Zoo Keeper and Part Time Zookeeper the Commission recommends to enhance the Risk allowance for the posts from the existing rates of ₹ 200, ₹ 200 and ₹ 100 to ₹ 300, ₹ 300 and ₹ 200 respectively.
- (ii) The post of Caretaker may be excluded from the Department Schedule as the same is re-designated as Clerk in the Department.
- (iii) The post of Photographer may be excluded from the Department Schedule as the same is vanished.
- (iv) The post of Blacksmith may be moved from Department schedule and placed in the schedule of Common Category posts with Scale of Pay corresponding to ₹ 18000-41500.
- (v) The post of Cleaner may be included in department schedule with Scale of Pay corresponding to ₹ 16500-35700 as the same is not included in the list of Common Category posts.
- (vi) Higher Grade may be sanctioned to the cadre of Superintendent in the present ratio of 1:1 taking together the post of Superintendent and Education Officer. Also the posts of Superintendent and Education Officer may be made interchangeable posts and necessary amendments should be made in the Special Rules in this regard.
- (vii) The Commission recommends 50% appointment to the post of Curator Gr II made by direct recruitment to impart more professionalism in the cadre.

(viii) All the posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances excluding the one mentioned above may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

B. A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	68700-110400	95600-153200
a	2	Superintendent (HG)	3	42500-87000	59300-120900
	3	Superintendent	3	40500-85000	56500-118100
	4	Education Officer	1	40500-85000	56500-118100
b	5	Curator Grade - I	3	35700-75600	50200-105300
	6	Curator Grade - II	4	26500-56700	37400-79000
	7	Draftsman Grade - I	1	26500-56700	37400-79000
	8	Biologist	1	26500-56700	37400-79000
	9	Guide/ Guide Lecturer	5	26500-56700	37400-79000
	10	Taxidermist Grade I	1	26500-56700	37400-79000
	11	Caretaker Clerk	1	25200-54000	35600-75400
	12	Draftsman Grade - II	1	20000-45800	27900-63700
	13	Taxidermist Grade II	1	20000-45800	27900-63700
	14	Artist Modeller	1	19000-43600	26500-60700
	15	Garden Supervisor	2	19000-43600	26500-60700
	16	Pump Operator	1	18000-41500	25100-57900
	17	Supervisor (Zoo)	2	18000-41500	25100-57900
	18	Carpenter	1	18000-41500	25100-57900
	19	Head Gardener	1	17500-39500	24400-55200
	20	Keeper	43	17500-39500	24400-55200

	21	Mason	2	17000-37500	23700-52600
	22	Lab Assistant	2	17000-37500	23700-52600
	23	Lab Attendant	1	17000-37500	23700-52600
	24	Gallery Assistant	2	17000-37500	23700-52600
	25	Gardener	70	17000-37500	23700-52600
	26	Gallery Attendant	21	16500-35700	23000-50200
c	27	Guard	33	16500-35700	23000-50200
	28	Cleaner	3	16500-35700	23000-50200

- a. Existing ratio of 1:1 between Lower and Higher Grades will continue.
- b. The ratio 1:1 between Grade II and Grade I posts will continue.
- c. Three posts will be in the Higher Grade on ₹ 17500-39500

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Officer	1	As in PD	As in PD
2	Finance Officer	1	As in PD	As in PD
3	Veterinary Surgeon	2	As in PD	As in PD
4	Lineman	1	As in PD	As in PD
5	Live Stock Inspector	1	As in PD	As in PD
6	Senior Civil Police Officer	1	As in PD	As in PD
7	Civil Police Officer	11	As in PD	As in PD

Common Category

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Superintendent	2	As in CC	As in CC

	2	Junior Superintendent	1	As in CC	As in CC
	3	Head Clerk	2	As in CC	As in CC
	4	Senior Clerk	7	As in CC	As in CC
	5	Clerk	7	As in CC	As in CC
	6	Clerk-Typist	2	As in CC	As in CC
	7	Selection Grade Typist	1	As in CC	As in CC
	8	U.D Typist	1	As in CC	As in CC
	9	L.D Typist	1	As in CC	As in CC
	10	Confidential Assistant Gr II	1	As in CC	As in CC
	11	Driver Gr I	1	As in CC	As in CC
	12	Driver Gr II	1	As in CC	As in CC
	13	Blacksmith	1	As in CC	As in CC
	14	Daffedar	1	As in CC	As in CC
	15	Office Attendant	9	As in CC	As in CC
	16	Sergeant	1	As in CC	As in CC
	17	Scavenger	3	As in CC	As in CC
	18	Sweeper	44	As in CC	As in CC
	19	Night watcher	2	As in CC	As in CC
		Part Time Contingent			
	1	Part Time Sweeper	3	As in PTCC	As in PTCC
	2	Part Time Keeper	5	As in PTCC	As in PTCC
	3	Part Time Gardner	3	As in PTCC	As in PTCC
	4	Part Time Watcher	1	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Footwear Allowance**

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Zoo Keeper	450	500
2	Part Time Zoo Keeper	450	500
3	Gardener	450	500
4	Sweeper	450	500
5	Guard	450	500
6	Cleaner	450	500
7	Deffadar	450	500
8	Blacksmith	450	500
9	Lab Attendant	450	500
10	Driver	450	500
11	Lab Assistant	450	500
12	Carpenter	450	500
13	Night Watcher	450	500
14	Sweeper Scavenger	450	500
15	Scavenger	450	500
16	Part Time Gardener /Sweeper/ Watcher	450	500
17	Zoo Supervisor	450	500

(2) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Veterinary Surgeon/ Assistant Director, Thiruvananthapuram Zoo	300	330
2	Watcher	100	110
3	Employees working on holidays	1DA	350

(3) Risk Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Veterinary Surgeon/ Assistant Director, Thiruvananthapuram Zoo	200	300
2	Zoo Keeper	200	300
3	Part Time Zoo Keeper	100	200

(4) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Watcher	2400	2700
2	Zoo Keeper	2400	2700
3	Part Time Zoo Keeper	2400	2700
4	Gardener	2400	2700
5	Sweeper	2400	2700
6	Guard	2400	2700
7	Gallery Attendant	2000	2200
8	Gallery Assistant	2000	2200
9	Cleaner	2400	2700
10	Deffadar	2400	2700
11	Blacksmith	2400	2700
12	Lab Attendant	2400	2700
13	Driver	2400	2700
14	Lab Assistant	2400	2700
15	Carpenter	2400	2700
16	Night Watcher	2400	2700
17	Mason	2400	2700
18	Sweeper Scavenger	2400	2700

19	Scavenger	2400	2700
20	Part Time Gardener/ Sweeper/ Watcher	2400	2700
21	Zoo Supervisor	2000	2200

7.62. NATIONAL CADET CORPS

The National Cadets Corps came into existence in July, 1948 under the National Cadet Corps Act of 1948 under the Ministry of Defence. The NCC is headed by a Director General. The Headquarters is located in Delhi with 17 Directorates located in the state capitals headed by an officer of the rank of a Major General from the three Services. The Directorate Controlling the activities of Kerala and Lakshadweep is located at Thiruvananthapuram. The NCC Department has mainly two wings- Central and State Wing. The functions of State wing include Establishment, Finance, Audit & publicity and is headed by Additional Director General, NCC of the rank of Major General. All the civilian posts in this Department are exclusively reserved for Ex-servicemen and their dependents.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) Considering the nature of job, the post of 'Ship Modelling Mechanic' may be re-designated as 'Ship Modelling Instructor'.
- (ii) The post of Administrative Assistant may be moved from the category 'Post held by Personnel of other Departments' and placed in the Department schedule of posts with the scale of pay corresponding to ₹ 42500-87000 as the post is included in the Special Rules.
- (iii) All the posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Deputy Director General of NCC	1	Defence Service	Defence Service
2	Publicity-cum-Liaison Officer	1	45800-89000	63700-123700
3	Administrative Assistant	1	42500-87000	59300-120900
4	Accounts Officer	1	40500-85000	56500-118100
5	Aero-Modelling Instructor cum Store Keeper	3	27800-59400	39300-83000
6	Ship Modelling Instructor	5	25200-54000	35600-75400
7	Ship Modelling Store Keeper	5	18000-41500	25100-57900
8	Aero-Modelling Helper	1	17000-37500	23700-52600
9	Boat Keeper	12	17000-37500	23700-52600
10	Farrier	1	16500-35700	23000-50200
11	Saddler	1	16500-35700	23000-50200

Common Category

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Superintendent	7	As in CC	As in CC
2	Junior Superintendent	51	As in CC	As in CC
3	Fair Copy Superintendent	1	As in CC	As in CC
4	Head Clerk	4	As in CC	As in CC
5	Selection Grade Typist	22	As in CC	As in CC
6	Senior Grade Typist	23	As in CC	As in CC
7	U.D Typist	22	As in CC	As in CC
8	Senior Clerk	171	As in CC	As in CC
9	Confidential Assistant Gr II	6	As in CC	As in CC

	10	Clerk	175	As in CC	As in CC
	11	L.D Typist	23	As in CC	As in CC
	12	Driver Gr II	121	As in CC	As in CC
	13	Attender	6	As in CC	As in CC
	14	Office Attendant	59	As in CC	As in CC
	15	Lascar	278	As in CC	As in CC
	16	Chowkidar	52	As in CC	As in CC
	17	Masalchi	5	As in CC	As in CC
	18	Cook	1	As in CC	As in CC
	19	Full time Sweeper	9	As in CC	As in CC

Part Time Contingent					
	1	Part Time Sweeper	39	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700
2	Lascar	2400	2700
3	Chowkidar	2400	2700
4	Full Time Sweeper	2400	2700

7.63. NATIONAL EMPLOYMENT SERVICE

The Directorate General of Resettlement and Employment was set up in the country in July 1945 for providing Employment Service to the job seekers in the nation. The administrative control of the department was handed over to the State Government with effect from 01.11.1956 by the recommendations of the Training and Employment Services Organization Committee, headed by Sri: Shiva Rao. The Employment Service is now the joint concern of the

Central and State Governments. The policies and procedures to be adopted in the functional activities of the Employment Exchanges are prescribed at the national level by the Director General of Employment & Training, New Delhi to ensure uniformity in the functioning of the Employment Exchanges all over India. In Kerala, the Employment Department is functioning under the Secretariat Department of Labour and Rehabilitation, and is called National Employment Service (Kerala).

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- i) The following category of posts are interchangeable as per Special Rules. Hence these posts may be clubbed in the schedule.
 - Deputy Director of Employment, Regional Deputy Director of Employment.
 - Divisional Employment Officer, State Vocational Guidance Officer, Sub Regional Employment Officer.
 - Employment Officer, Employment Officer (PL), Deputy Chief (University Employment Information and Guidance Bureau), Accounts Officer.
 - Junior Employment Officer, Head Accountant.

- ii) All the posts existing in the department may be placed on the corresponding revised scales of pay. Existing allowances may also be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Director of Employment	1	IAS	IAS
2	Joint Director of Employment	1	77400-115200	107800-160000
3	Deputy Director of Employment/ Regional Deputy	5	55350-101400	77200-140500

		Director of Employment			
	4	Divisional Employment Officer / State Vocational Guidance Officer / Sub Regional Employment Officer	11	45800-89000	63700-123700
	5	District Employment Officer	14	39500-83000	55200-115300
	6	Employment Officer/ Employment Officer (PL) / Deputy Chief, University Employment Information and Guidance Bureau/ Accounts Officer	112	36600-79200	51400-110300
	7	Junior Employment Officer / Head Accountant	128	30700-65400	43400-91200
	8	Instructor (Stenography)	2	29200-62400	41300-87000

Common Category

Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Junior Superintendent	40	As in CC	As in CC
2	Fair Copy Superintendent	1	As in CC	As in CC
3	Head Clerk	28	As in CC	As in CC
4	Senior Clerk	221	As in CC	As in CC
5	Clerk	230	As in CC	As in CC
6	Confidential Assistant Gr I	6	As in CC	As in CC
7	Selection Grade Typist	28	As in CC	As in CC
8	Senior Grade Typist	28	As in CC	As in CC

9	U.D Typist	28	As in CC	As in CC
10	L.D Typist	29	As in CC	As in CC
11	Clerk Typist	9	As in CC	As in CC
12	Driver Gr II	1	As in CC	As in CC
13	Clerical Attender	14	As in CC	As in CC
14	Full Time Watchman	2	As in CC	As in CC
15	Office Attendant	133	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.64. NATIONAL SAVINGS

National Savings Department started functioning in the year 1968. National Savings Schemes are saving instruments launched by the Central Government with a view to cultivating thrift and saving habits among the public especially rural population and thereby mobilising necessary resources for government. The State receives long term loans from the Central Government to the extent of 100% of the net collection raised from the State for developmental activities. The Department is under the administrative control of Finance Department and has 14 District offices. The Director of National Savings, appointed by Government, is the Head of Department. The officers and staff other than Additional Director, Deputy Director and Assistant Director are posted from the Finance and the Revenue Departments.

The Commission, after considering the proposals submitted by the Head of the Department and the demands of Service Organisations and individuals, makes the following recommendations:

- (i) Normal revision of scales of pay is recommended to the posts of Director, Additional Director, Deputy Director and Assistant Director.
- (ii) At present, Permanent Travelling Allowance is seen allowed to all Assistant Directors in the Department. Since only the officers

attached to the district offices require frequent travelling, Permanent Travelling Allowance may be limited to Assistant Directors working in district offices only.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Director	1	77400-115200	107800-160000
2	Additional Director	1	68700-110400	95600-153200
3	Deputy Director	13	45800-89000	63700-123700
4	Assistant Director	19	39500-83000	55200-115300

Posts held by personnel of other Departments

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Under Secretary	104	As in PD	As in PD
2	Accounts Officer		As in PD	As in PD
3	Section Officer		As in PD	As in PD
4	Office Superintendent		As in PD	As in PD
5	Assistant Section Officer		As in PD	As in PD
6	Senior Grade Assistant		As in PD	As in PD
7	Assistant		As in PD	As in PD
8	Computer Assistant		As in PD	As in PD
9	Clerical Assistant		As in PD	As in PD
10	Office Attendant		As in PD	As in PD
11	Driver		As in PD	As in PD
12	Binder		As in PD	As in PD
13	Senior Clerk		As in PD	As in PD
14	Clerk		As in PD	As in PD

C. EXISTING AND PROPOSED RATES OF ALLOWANCES

Permanent Travelling Allowance

Sl. No.	Category	Existing Rate per Month (Rs.)	Area of Jurisdiction	Average No. of days of tour in a month	Proposed Rate per Month (₹)
1	Assistant Director (in District offices only)	500	One District	15	550

7.65. POLICE

Kerala Police is the law enforcement agency of the Government of Kerala, with its Headquarters in Thiruvananthapuram. The department is headed by the Director General of Police & State Police Chief. The main duty of Police Officers of various ranks under the department is prevention and detection of crimes, apprehension and prosecution of criminals, assistance to the general public and maintenance of law and order. Police Officers are given general and specialized training to perform special tasks against terrorism and insurgency. Though there are 14 Revenue districts, Police have 19 Police districts. For administrative convenience the Revenue district of Thiruvananthapuram, Ernakulam, Kollam, Thrissur and Kozhikode has been bifurcated into two Police districts, City and Rural. The Police districts are grouped under Police Ranges and Ranges under Zones. Indian Penal Code, Criminal Procedure Code, Special and Local Laws and the Kerala Police Act 2011 govern functioning of the department. The department has a massive organizational structure starting from Civil Police Officer/Police Constable to Director General of Police and State Police Chief. The basic unit of function is the office of the Station House Officer.

The department has a mechanism called 'Cyber Dome' to prevent cyber crimes and to defend against the growing threat of cyber attacks. The department has units specially designed to prevent crimes against women and children.

The Commission, having considered the proposals submitted by the State Police Chief, various Service Organizations and individuals, makes the following recommendations:

- (i) The posts of Commandant in Armed Police Battalion and India Reserve Battalion and lower post Deputy Commandant in Armed Police Battalion, India Reserve Battalion, Armed Reserve Battalion and the post of Assistant Commandant (HG) in all the above Battalions are all in the same scale of pay of ₹ 77400-115200. Hence the scale of pay attached to the post of Commandant in Armed Police Battalion and India Reserve Battalion may be upgraded from ₹ 77400-115200 to ₹ 81000-117600 on par with Superintendent of Police (Non IPS) considering the fact that Commandant holds the entire charge of a Battalion.
- (ii) Police personnel attached to battalion are bound to remain in barracks as part of their duty. Government is bearing the boarding and lodging expense of these police personnel. Since the Government bears the cost of accommodation, the Commission is of the view that they are not eligible for any HRA, which is a compensation for accommodation rented by the employee. Hence the Commission does not recommend HRA to these employees. However, a new allowance by the name 'Barrack Allowance', in order to protect the employees against the loss of HRA, is recommended as detailed below. An employee who is allotted government quarters will not be eligible to draw Barrack Allowance. The rate of 'Barrack Allowance' to different categories may be as follows:

Category	Rate per month
Police Constable	Rs. 1500
Havildar	Rs. 1800
Armed Police ASI	Rs. 2000
Armed Police SI	Rs. 2500
Armed Police Inspector	Rs. 3000
Armed Police Inspector (HG)	Rs. 3000
Assistant Commandant	Rs. 4000
Assistant Commandant (HG)	Rs. 4000
Deputy Commandant	Rs. 4000
Commandant (Non-IPS)	Rs. 5000

- (iii) The Police personnel attached to special units like Crime Branch, Intelligence Wing etc are not required to wear uniform during their

normal duty time; but they have to wear uniform occasionally. Therefore, there is no need to grant full uniform allowance to police personnel working in special units. But Civil Police Officer and Senior Civil Police Officer attached to these units are allowed uniform allowance at full rate. Paying full rate of uniform allowance to personnel who are not required to wear uniform during their normal duty time is needless. Hence the Commission recommends that all police personnel working in special units may be given uniform allowance at half rate taking into consideration of the fact that one set of uniform would suffice for special occasions.

- (iv) The existing practice of departmental purchase and supply of Helmet and Body Protector to Police Personnel may continue. But they may be allotted exclusively to every individual officer under proper acknowledgment so as to avoid health hazards.
- (v) The police personnel working in different places are now allowed various duty linked allowances in small amounts. These allowances include Smartness allowance, Feeding charges, Ration Money, Water and Electricity charges etc. This leads to showing numerous items in the salary slip. These allowances may be subsumed into the existing Police Special Allowance and henceforth -Police Special Allowance would be inclusive of the above five allowances. The existing rates of these allowance under different branches and the proposed rate of Police Special allowance are given as follows:

Unit/ Type of Allowance	CPO/ HC	SCPO/ Havildar	Asst. Sub Inspector	Sub Inspector	Inspector	DySP
(1) Telecommunication Unit						
Smartness Allowance	80	80	80	80	80	
Special Allowance	220	220	300	300	350	350
Feeding Charge	100	100	100	100	100	
Total	400	400	480	480	530	350
Proposed Rate of Police Special Allowance	450	450	550	550	600	400

(2) Dog Squad						
Smartness Allowance	80	80		80		
Special Allowance	220	220		300		
Feeding Charge	100	100		100		
Ration Money	250	250		250		
Total	650	650		730		
Proposed Rate of Police Special Allowance	750	750	750	850		
(3) Armourer						
Smartness Allowance	80	80				
Special Allowance	220	220	300	300	350	
Feeding Charge	100	100	100	100		
Ration Money	250	250	250	250		
Total	650	650	650	650	350	
Proposed Rate of Police Special Allowance	750	750	750	750	400	

Unit/ Type of Allowance	CP O/ H C	SCP O/ Havildar	Asst. Sub Inspector	Sub Inspector	Inspector	Dy SP	Dy. Commandant	Driver (S CP O)	Driver (CP O)
(4) Personal Guard									
Smartness	80	80							

Allowance									
Battalion Allowance	70	80	80	100					
Special Allowance	220	220	300	300					
Feeding Charge	100	100	100	100					
Ration Money	250	250	250	250					
Total	720	730	730	750					
Proposed Rate of Police Special Allowance	800	850	850	850					
(5) Police Personnel (General Executive)									
Smartness Allowance	80	80						80	80
Water and Electricity	50	50						50	50
Special Allowance	220	220	300	300	350	350			
Feeding Charge	100	100	100	100	100			100	100
Ration Money	250	250	250	250				250	250
Total	700	700	650	650	450	350		480	480
Proposed Rate of Police Special Allowance	800	800	800	800	550	400		550	550
(6) Armed Police Battalion									
Smartness	80	80	80	80	80			80	80

Allowance									
Battalion Allowance	70	80	80	100	120			80	70
Special Allowance	220	220	300	300	350		350	220	220
Feeding Charge	100	100	100	100	100			100	100
Ration Money	250	250	250	250	250			250	250
Total	720	730	810	830	900		350	730	720
Proposed Rate of Police Special Allowance	800	850	900	950	1000		400	850	800
(7) Armed Reserve Police									
Smartness Allowance	80	80	80	80	80			80	80
Battalion Allowance	70	80	80	100	120			70	70
Special Allowance	220	220	300	300	350			220	220
Feeding Charge	100	100	100	100				100	100
Ration Money	250	250	250	250				250	250
Total	720	730	810	830	550			720	720
Proposed Rate of Police Special Allowance	800	850	900	950	650			800	800

Unit / Type of Allowance	CPO	Other PCs	Sub Inspector	Brass Band Man / Orchestra Man / Bugler Man
Miscellaneous				
Smartness Allowance	80	50	80	80
Battalion Allowance		50	80	80
Special Allowance	220	150	300	150
Feeding Charge	100		100	
Ration Money	250	250	250	250
Total	650	500	810	560
Proposed Rate of Police Special Allowance	750	600	900	650

- (vi) A number of designations which do not have a place in the department schedule of Police department are seen included under the schedule of Additional Special allowance under the subheading 'Miscellaneous'. Persons who are assigned specific jobs in police stations are seen included under this heading despite their getting allowances attached to their original cadre. The categories included under the subheading 'Other Miscellaneous Categories' in the department schedule alone may be retained under the subheading '(7) Miscellaneous' under the schedule 'Additional Special Allowance'. Hence, posts such as Station Writer, Circle Writer, Co-Clerk, and Motor Cleaner may be excluded.
- (vii) The Special Allowance to the police personnel working in Vigilance and Anti-Corruption Bureau are mentioned in three places in the pay revision order, which are as follows:
- (1) under the subheading 'Vigilance and Anti-Corruption Bureau' in the schedule of 'Special allowance',
 - (2) under the subheading 'Police' under sub heading 'Vigilance' in the schedule of 'Additional Special allowance'
 - (3) under the subheading 'Vigilance and Anti- Corruption Bureau' – Vigilance Allowance' in the schedule of 'Additional Special Allowance'.

As per G.O(Ms)No.238/2016/(8)/Fin dated 20.06.2016, the allowances mentioned as second and third above have been discontinued w.e.f. 12.02.2016 following extension of various duty linked allowances admissible to the executive staff in the Police department, to those working in Vigilance also by

G.O.(Ms)No.5/2016/Vig dated 12.2.2016. The duty of police personnel in General Executive and V&ACB are entirely different. Police personnel deployed to V&ACB need not wear uniform while on duty, and hence, full rate of Uniform allowance is not justified in the case of Vigilance personnel. Smartness allowance is also not necessary for Vigilance personnel. The duty of Vigilance personnel is mainly confined to offices except occasional outside duties; they need not attend office on holidays; they are not deployed for out post duties, and hence the allowances like Day Off allowance, Traffic Point Duty allowance, Water and Electricity Charges, Feeding Charges, Police Special Allowance and Ration Money Allowances have no relevance for them. Therefore, extension and continuance of all allowances given to General Executive police personnel to the police personnel in Vigilance is irrational and may be discontinued. Considering that only those with unblemished service career and high integrity alone are inducted into the V&ACB, Police Personnel in Vigilance may be allowed a new allowance namely 'Vigilance Special Allowance' at the following rates, which may be included under the department schedule of 'Vigilance & Anti Corruption Bureau'.

Designation	New Rate proposed
SP	Rs.3000
DYSP(HG)	Rs.2500
DYSP	
CI(HG)	Rs.2200
CI	
SI	Rs.2000
ASI	Rs.1800
Head Constable	Rs.1700
Police Constable	Rs.1600
Police Driver	Rs.1600
Executive Engineer (Mech)	Rs.2000
Executive Engineer (Civil)	Rs.2000

- (viii) As stated in the case of Vigilance Personnel, there is no need to continue the various kinds of allowances to Policemen working in Crime Branch and in the case of Crime Branch also, single allowance by the name 'Crime Branch Special Allowance' may be allowed subsuming all the allowances under Additional Special Allowance. Considering discontinuance of different kinds of additional special Allowances to Police Personnel working in Crime Branch and with a view to attracting efficient officers to the Crime Branch, a single allowance by the name 'Crime Branch Special Allowance' may be recommended at par with the rate of 'Vigilance Allowance' to corresponding categories in the Crime Branch. This allowance may not be allowed to District Crime Branch working under the supervision of District Police Chiefs.
- (ix) The Police persons working in Special Branch CID (SBCID) [now recommended to be corrected as State Special Branch] are not allowed any other allowances except Special Allowance provided under the schedule of Additional Special Allowance. The rate of this Special allowance is higher than the rate of Police Special Allowance applicable in other branches. As the duty of State Special Branch is collection of intelligence and the work is sophisticated in nature and they have not been sanctioned any other allowances applicable to other policemen, the Commission recommends to enhance the Special allowance now admissible to them to a higher rate at par with Vigilance / Crime Branch Allowance. The name of the allowance sanctioned for State Special Branch may be named as 'Intelligence Special Allowance'. This allowance may not be allowed to District Special Branch working under the supervision of District Police Chiefs
- (x) Police Personnel working in Cyber Cells and Cyber Police Stations are not treated as a separate branch in the schedule of allowances. They are engaged in IT enabled services and they have the stature of the IT arm of Police. They are now given all the allowances applicable to General Executive wing. Cyber Cell and Cyber Police Stations may be included as a separate branch under the schedule of 'Additional Special allowance', and they may be allowed an allowance by the name 'Cyber Allowance' at par with the Vigilance/ Crime Branch/Intelligence Special Allowances.
- (xi) Camp Followers are generally attached to Police Battalions; they are not expected to work under General Executive. But still Camp Followers

have been sanctioned different kinds of Additional Special Allowances under the caption 'Police Personnel' in the schedule of Additional Special Allowance. All these allowances being allowed to Camp Followers may be subsumed into an allowance which may be named as 'Camp Followers Special Allowance'. This allowance may be included under various Battalions in the schedule of 'Additional Special Allowance'. The sum total of the existing Smartness Allowance, Special Allowance, Feeding Charge and Ration Money of Camp Followers is ₹ 450 p.m. Hence the rate of Camp Followers Special Allowance may be ₹ 550 p.m.

- (xii) The Commission finds that as per G.O.(Ms)No.637/2012/Fin. dated 19.11.2012, following allowances are sanctioned to Commando Wing of India Reserve Battalion.

Name of Allowance	Rate
Uniform Allowance	Rs.10000 p.a
Commando Weapon Maintenance	Rs.1000 p.m
Commando Special Diet Allowance	Rs.1000 p.m
Risk Allowance	Rs.2000 p.m
Kit Accoutrement & Maintenance	Rs.500 p.m

The above allowances were allowed under the following conditions,

- 1.The above allowances are eligible for 200 Commandos (who were in training at that time)
- 2.The allowances will be available as long as the Commandos are engaged in the Commando Wing of IRB.
- 3.The allowances generally sanctioned in the Pay revision order will not be allowed along with the above allowances.

The Commission understands that the above allowances are given taking into account the extra risk factor, arduous nature of duty, rigorous training etc. of the Thunder bolt Personnel in the India Reserve Battalion. It is seen that the above allowances have not been brought under the 10th pay revision order. The allowances sanctioned to Commando wing in the India Reserve Battalion as per G.O.(Ms)No.637/2012/Fin. dt.19.11.2012 may be included in the schedule of allowances. The existing Risk Allowance of ₹ 2000 p.m may be enhanced to ₹ 3000 p.m. and other allowances may be given normal revision. Government may refix the number of Commandos eligible for these allowances according to the existing strength of Commando wing of IR Battalion. The Commando Wing Personnel of IR Battalion may not be

eligible for any other allowances, specifically provided to any other branches of Police Personnel, except the Barrack Allowance.

- (xiii) Police Personnel deployed for anti-naxal operations are provided with various allowances (i) Additional Special Allowance I - 28% of Basic Pay p.m (ii) Additional Special Allowance II- 10% of BP + D.A p.m (iii) Ration Money-Rs.450 p.m. (iv) Uniform Allowance-Rs.5000 p.a. as per G.O.(Ms)No.77/2018/(95)/Fin dated 03.03.2018. The aggregate of these two Special allowances comes to 41% of basic pay. It is represented before the Commission that the rate of Additional Special allowance I in the 2009 scales were 50% of basic pay and there is demand for allowing that allowance at 50% rate. There is no justification for having allowance at more than 60% of the basic pay and for DA for an allowance. The two additional special allowances sanctioned for Anti-naxal Force may be merged and named as 'Anti-Naxal Operation Special Risk Allowance'. The rate of allowance may be 50% of the Basic Pay and no D.A may be given for this allowance. Ration Money Allowance to Anti-naxal force may be enhanced to ₹ 1000 p.m and Uniform Allowance to ₹ 10000 p.a.
- (xiv) Considering the status of India Reserve Battalion as a specialised police force with longer period of training and other specialised training similar to paramilitary forces, the personnel in the India Reserve Battalion may be allowed a special allowance by the name 'IR Battalion allowance' @ ₹ 3000 per month in addition to the other allowances generally applicable to police personnel in Armed Police Battalion.
- (xv) India Reserve Battalion is a nascent Police Battalion constituted in the year 2008 with a total strength of 1007 including Police Personnel, Ministerial Staff and Camp Followers. The higher posts in the Battalion from the rank of ASI onwards are now manned by personnel from other Battalions or General Executive on deputation basis. Since they do not come under the strength of IR Battalion, they are not eligible for the allowances specifically provided for IR Battalion. It is seen that Government as per G.O.(Ms)No.271/2019/(114)/Fin dated 19.07.2019 has allowed incentive to these officers at an amount equal to one increment next above the pay drawn on the date of assumption of charge. The amount of incentive varies from person to person as it is linked to increment. In view of recommending Battalion Allowance to IR Battalion Police Personnel @ ₹ 3000 per month, the officers of the battalion deputed from other wings may also be allowed 'Incentive' at the rates given below: The existing incentive to them sanctioned by the G.O dated 19.07.2019 may be discontinued.

Designation	Incentive (Rate per month)
Commandant	4000
DySP/ Assistant Commandant	3500
Inspector	3500
ASI/SI	3000
Havildar/SCPO	3000

- (xvi) Government have constituted a separate Battalion for Women Police by G.O(Ms)No.15/2017/Home dated 30.01.2017. A separate heading 'Women Police Battalion' may be included under the department schedule with scales of pay applicable to corresponding categories in the Armed Police Battalion. The allowances to police personnel attached to Women Police Battalion may be granted at same rates admissible to corresponding categories in Armed Police Battalion.
- (xvii) The nature of duty of the Photographers of Police department is entirely different from that of Photographers working in other departments and agencies. The Photographer of Police department engaged in imaging works associated with recording of forensic evidence. The imaging devices they operate for this service are highly sophisticated. Taking this into consideration, the post of 'Photographer' in Photographic Bureau may be re-designated as 'Imaging Expert' and 'Chief Photographer' as 'Director, Imaging Division.'
- (xviii) There is no justification to continue Risk Allowance sanctioned to the categories of Head Clerk, Senior Superintendent, Manager, Confidential Assistant, Clerk, Typist and Police Driver in Forensic Science Laboratory and the benefit may be discontinued. Director, Joint Director, Assistant Director, Ballistic Expert, Scientific Officer, Photographer, Mechanic and Technical Attender of Forensic Science Laboratory may be allowed to continue Risk Allowance with normal revision.
- (xix) The Senior Administrative Assistant may be sanctioned a Special pay @ ₹ 500 p.m in lieu of higher time scale of pay.

- (xx) Ministerial staff in State Special Branch is a separate category in Police department. They are recruited exclusively to that particular wing and they remain in that wing until retirement. The entry post in this wing is Assistant Gr II and it has two higher grades viz., Gr I and Senior grade which are in the ratio 3:3:2. The scale of pay of the post Assistant Gr II on ₹ 22200-48000 in State Special Branch (Ministerial) may be given revision in the scale of pay corresponding to ₹ 25200-54000. The existing ratio 3:3:2 among Assistant Gr II, Assistant Gr I and Assistant (Senior Grade) may be modified as 1:1:1.
- (xxi) The promotion post of Senior grade Assistant in State Special Branch (Ministerial) is Senior Superintendent, but the post of Senior Superintendent is not included under this wing. The post of 'Senior Superintendent' may be included in the department schedule under 'State Special Branch (Ministerial)' as it is not a common category post. The benefit of Higher Grade available for Senior Superintendent in Common Category may be extended to the post of Senior Superintendent in State Special Branch also.
- (xxii) The post of Director, Finger Print Bureau and that of Forensic Science Laboratory are placed in the higher scales of pay. But the Director, Shorthand Bureau is comparatively on a lesser scale of pay. Hence the post may be given revision in the scale of pay corresponding to ₹ 45800-89000 giving one level hike subject to the condition that the existing higher grade of Chief Reporter may be dispensed with.
- (xxiii) Officers of and above the rank of DySPs have to wear Tunic during all ceremonial functions including Republic Day and Independence Day celebrations. Uniform allowance is inclusive of all the cost incurred for the purchase of Uniform. However, taking into account that purchase of Tunic is expensive, a separate allowance of ₹ 2000 p.a may be sanctioned to Officers of and above the rank of DySP who are requisitioned for ceremonial parade at least once in a year. This allowance may be allowed as reimbursement on production of participation certificate in the ceremonial parade in tunic issued by the Controlling Officer.
- (xxiv) Article 86 KFC Vol I stipulates that officers above the rank of Inspectors in Police Department will not be allowed Railway Warrants. Article 86 may be amended to include DySPs also for the benefit of railway warrants as they are supposed to conduct investigation into major cases which may require frequent rail journey.

- (xxv) In view of the recommendation to re-designate the posts 'Photographer' and 'Chief Photographer' of Photographic Bureau as 'Imaging Expert' and 'Director', 'Photographic Bureau' may be re-named as 'Imaging Division'.
- (xxvi) Three posts of Photographer and one post of Attender in Photographic Bureau attached to PHQ, Tvpm may be shifted to other units as the purpose for which the posts were created in the year 1965 has become obsolete now with the advent of new technology of scanning thumb impressions directly from the documents by the Finger Print Experts.
- (xxvii) The post of 'Scientific Assistant' in Forensic Science Laboratory has been re-designated as Scientific Officer by G.O(Ms)No.48/2016/Home date 12.2.2016. Hence corresponding changes may be effected in the schedule of posts.
- (xxviii) In the existing Pay Revision order, the name of the Wings 'Crime Branch', 'State Special Branch' are mentioned erroneously as 'Crime Branch CID', and 'Special Branch CID' respectively. These errors may be corrected.
- (xxix) There is no separate recruitment for the branches State Special Branch, Crime Branch, Dog Squad and Railway Police, and appointment to those wings are made by usual transfer and postings from the General Executive. In the existing pay revision order, scales of pay are mentioned against these posts. The scales of pay of posts under the above headings may be mentioned as 'As in General Executive'.
- (xxx) Among the posts existing in Police Training College, the posts except Criminologist and Librarian are cadre posts in the General Executive and appointment to those posts are made on temporary basis as usual transfer and postings of Officers. Hence the Commission has recommended that scale of pay may be mentioned only for the posts of Criminologist and Librarian and scales of pay of other posts may be mentioned 'As in General Executive' by mentioning original cadre within brackets.
- (xxxi) Since appointment to all the posts existing in Kerala Police Academy are made through usual transfer and postings, the scales of pay of such posts may be mentioned as 'As in General Executive' by mentioning original cadre within brackets. The scale of pay of the posts occupied by personnel from other department may be mentioned as 'As in PD'.

- (xxxii) The posts included under the branch 'Police Computer Centre' except System Analyst (Programme Manager) are held by the Police Personnel from General Executive and appointment is made by usual transfer and postings. The scale of pay of these posts except System Analyst may be mentioned as 'As in General Executive'.
- (xxxiii) The post 'Motor Transport Inspector', the only category included under the subheading 'RW at MSP & CW at SAP' in the schedule of department is not existing. Hence the post and the wing may be excluded from the schedule.
- (xxxiv) In the existing pay revision order, the post of Upholsterer is included under the sub heading 'Civilian Technical Staff' with scale of pay ₹ 17500-39500. As per G.O.(P)No.347/1982/GAD dated 30.10.1982, the post of Upholster is included under Technical Police Constable category. Hence the post of 'PC Upholsterer' under the sub heading 'Civilian Technical Staff' may be shifted to "Other Miscellaneous categories - Technical Executive Staff" in the schedule with scale of pay applicable to Police Constable.
- (xxxv) The posts 'Band and Orchestra PC' is now not included in the department schedule. Hence the post may be included under the sub heading 'Orchestra' with scale of pay applicable to Police Constable.
- (xxxvi) The post 'Ratten Weaver PC' is now not included in the department schedule. Hence the post may be included under the sub heading 'Other Miscellaneous categories - Technical Executive Staff' with scale of pay applicable to Police Constable.
- (xxxvii) The designations 'Police Driver Grade II' and 'Police Driver Grade I' included under the sub heading 'Police Driver / Motor Cycle Rider' may be changed as 'Police Constable (Driver)' and 'Police Head Constable (Driver)' respectively in tune with the actual designation of the posts. The post Driver Assistant Sub Inspector is not included in the schedule. The post 'Assistant Sub Inspector (Driver)' may be included under the sub heading 'Police Driver / Motor Cycle Rider' with scale of pay equivalent to Assistant Sub Inspector.
- (xxxviii) The post Camp Follower included under the sub heading 'Civilian Technical Staff' in the department schedule may be changed as 'Dhobi (Camp Follower)', 'Cook (Camp Follower)', 'Barber (Camp Follower)', 'Water Carrier (Camp Follower)', 'Sweeper (Camp Follower)'. Accordingly, the designations Dhobi, Cook, Barber, Water

Carrier and Sweeper included under the sub heading 'India Reserve Battalion' may be deleted from the schedule.

- (xxxix) The posts of 'Head Clerk / ISA / SA' included under the sub heading 'Civilian Technical Staff' belong to Common Category. These posts may be excluded from the schedule.
- (xl) The posts shown under the sub heading 'Civilian Technical Staff' - Mechanic, Electrician, Upholsterer, Blacksmith are converted as Executive posts and are now included under the sub heading 'Other Miscellaneous categories'-Technical Executive staff.' These designations may be excluded from the sub heading 'Civilian Technical Staff'.
- (xli) The Commission has recommended that the 'Special Commando Allowance' now allowed to Special Commandos in Police Department will be allowed to continue at 15% of the revised basic pay under the existing conditions. The 'Special Commando Allowance' may be included in the schedule of Special Allowance.
- (xlii) The personnel posted to Police Training College / Police Academy are relieved of all other regular duties of Police. The service in training college / academy can be considered only as normal duty for which salaries are paid to all employees. Hence there is no justification to have a separate Training Allowance to those posted in Police Training College / Police Academy. However, in order to avoid drop in salary, the existing benefit of Training Allowance, enjoyed by the Police personnel posted in Police Training College / Police Academy may continue without any hike. The Training Allowance may be included in the schedule of Special Allowance.
- (xliii) All the categories of posts which are not specifically mentioned above may be given corresponding revised scale of pay of the existing scale of pay. Allowances except those specifically mentioned above may be given normal revision.

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director General of Police & State Police Chief		IPS	IPS

	2	Additional Director General of Police		IPS	IPS
	3	Inspector General of Police		IPS	IPS
	4	Deputy Inspector General of Police		IPS	IPS
	5	Assistant Inspector General of Police		IPS	IPS
	6	Superintendent of Police		IPS	IPS
		KERALA CIVIL POLICE (General Executive)			
	7	Superintendent of Police (Non IPS)		81000-117600	112800-163400
	8	Deputy Superintendent of Police (HG)		77400-115200	107800-160000
a	9	Deputy Superintendent of Police / Assistant Commissioner		45800-89000	63700-123700
	10	Inspector of Police (HG)		40500-85000	56500-118100
a	11	Inspector of Police		39500-83000	55200-115300
	12	Sub Inspector		32300-68700	45600-95600
	13	Assistant Sub Inspector		30700-65400	43400-91200
	14	Senior Civil Police Officer		27800-59400	39300-83000
	15	Civil Police Officer		22200-48000	31100-66800
		WOMEN POLICE			
	16	Superintendent of Police (Non IPS)		81000-117600	112800-163400
	17	Deputy Superintendent of Police (Women)	1	45800-89000	63700-123700
	18	Woman Inspector (HG)	22	40500-85000	56500-118100
a	19	Woman Inspector		39500-83000	55200-115300
	20	Woman Sub Inspector	67	32300-68700	45600-95600
	21	Woman Senior Civil Police Officer	163	27800-59400	39300-83000
	22	Woman Civil Police Officer	2787	22200-48000	31100-66800
		ARMED RESERVE POLICE			
	23	Deputy Commandant	6	77400-115200	107800-160000
	24	Assistant Commandant (HG)	42	77400-115200	107800-160000
a	25	Assistant Commandant		45800-89000	63700-123700
	26	Reserve Inspector (HG)	43	40500-85000	56500-118100
a	27	Reserve Inspector		39500-83000	55200-115300
	28	Reserve Sub Inspector		32300-68700	45600-95600

	29	Reserve Assistant Sub-Inspector		30700-65400	43400-91200
	30	Havildar		27800-59400	39300-83000
	31	Police Constable		22200-48000	31100-66800
		ARMED POLICE BATTALION			
	32	Commandant (Non-IPS)	3	77400-115200	112800-163400
	33	Deputy Commandant	11	77400-115200	107800-160000
	34	Assistant Commandant (HG)	38	77400-115200	107800-160000
a	35	Assistant Commandant		45800-89000	63700-123700
	36	Armed Police Inspector (HG)	62	40500-85000	56500-118100
a	37	Armed Police Inspector		39500-83000	55200-115300
	38	Armed Police Sub Inspector	171	32300-68700	45600-95600
	39	Armed Police Assistant Sub Inspector	75	30700-65400	43400-91200
	40	Havildar	1329	27800-59400	39300-83000
	41	Police Constable	6429	22200-48000	31100-66800
		ARMOUR WING			
	42	Armourer Deputy Superintendent of Police	1	45800-89000	63700-123700
	43	Chief Inspector of Arms/ Armourer Inspector (HG)	5	40500-85000	56500-118100
a	44	Chief Inspector of Arms/ Armourer Inspector		39500-83000	55200-115300
	45	Armourer Sub Inspector	19	32300-68700	45600-95600
	46	Armourer Assistant Sub Inspector	18	30700-65400	43400-91200
	47	Armourer Head Constable	55	27800-59400	39300-83000
	48	Armourer Police Constable	67	22200-48000	31100-66800
		MOTOR TRANSPORT UNIT			
	49	Superintendent of Police (Non IPS)	2	81000-117600	112800-163400
a	50	Deputy Superintendent of Police Motor Transport Officer	5	45800-89000	63700-123700
	51	Motor Transport Inspector (HG)	7	40500-85000	56500-118100
a	52	Motor Transport Inspector		39500-83000	55200-115300
	53	Motor Transport Sub Inspector	8	32300-68700	45600-95600
	54	Havildar Mechanic	31	27800-59400	39300-83000

	55	PC Mechanic/PC Fitter	63	22200-48000	31100-66800
	56	PC Electrician		22200-48000	31100-66800
		POLICE DRIVER/MOTOR CYCLE RIDER			
	57	Driver Sub Inspector	30	32300-68700	45600-95600
	58	Master Driver (ASI)(Coastal Police)	24	30700-65400	43400-91200
	59	Assistant Sub Inspector (Driver)			43400-91200
	60	Police Head Constable (Driver)	2583	27800-59400	39300-83000
	61	Police Constable (Driver)		22200-48000	31100-66800
	62	Motor Cycle Rider Grade I	2	22200-48000	31100-66800
	63	Motor Cycle Rider Grade II		18000-41500	25100-57900
	64	Boat Driver Grade I	55	22200-48000	31100-66800
	65	Boat Driver Grade II		18000-41500	25100-57900
	66	Syrang Grade I	55	22200-48000	31100-66800
	67	Syrang Grade II		18000-41500	25100-57900
	68	Boat Lascar	56	17500-39500	24400-55200
		POLICE TRAINING COLLEGE			
	69	Principal		IPS	IPS
	70	Vice Principal (DySP)		45800-89000	As in General Executive
	71	Criminologist	1	42500-87000	59300-120900
	72	Armed Police Inspector / Chief Drill Instructor		39500-83000	As in General Executive
	73	Senior Law Instructor (Inspector of Police)	2	39500-83000	As in General Executive
	74	Drill Instructor/Sub Inspector		32300-68700	As in General Executive
	75	Assistant Sub Inspector		30700-65400	As in General Executive
	76	Head Constable		27800-59400	As in General Executive
	77	Police Constable		22200-48000	As in General Executive
	78	Librarian		19000-43600	26500-60700
		CRIME BRANCH			
	79	Superintendent of Police (Non IPS)		81000-117600	As in General Executive
a	80	Deputy Superintendent of Police (Senior Grade)		77400-115200	As in General Executive

	81	Deputy Superintendent of Police		45800-89000	As in General Executive
	82	Detective Inspector (HG)		40500-85000	As in General Executive
a	83	Detective Inspector		39500-83000	As in General Executive
	84	Detective Sub Inspector		32300-68700	As in General Executive
	85	Detective Assistant Sub Inspector		30700-65400	As in General Executive
	86	Senior Civil Police Officer		27800-59400	As in General Executive
	87	Civil Police Officer		22200-48000	As in General Executive
		FINGER PRINT BUREAU			
	88	Director	1	77400-115200	107800-160000
	89	Deputy Director	1	55350-101400	77200-140500
	90	Tester Inspector (HG)	22	42500-87000	59300-120900
b	91	Tester Inspector		39500-83000	55200-115300
	92	Finger Print Expert	44	35700-75600	50200-105300
	93	Finger Print Searcher	25	30700-65400	43400-91200
		IMAGING DIVISION			
	94	Director	1	42500-87000	59300-120900
	95	Imaging Expert (HG)		36600-79200	51400-110300
c	96	Imaging Expert	23	35700-75600	50200-105300
	97	Attender		17000-37500	23700-52600
		FORENSIC SCIENCE LABORATORY			
	98	Director	1	81000-117600	112800-163400
	99	Joint Director	6	77400-115200	107800-160000
	100	Assistant Director (HG)	19	45800-89000	63700-123700
a	101	Assistant Director		42500-87000	59300-120900
	102	Scientific Officer	55	36600-79200	51400-110300
	103	Mechanic		22200-48000	31100-66800
	104	Technical Attender		17000-37500	23700-52600
		STATE SPECIAL BRANCH			
	105	Superintendent of Police (Non-IPS)		81000-117600	As in General Executive
	106	DySP / Assistant Commandant (Senior Grade)		77400-115200	As in General Executive

a	107	DySP / Assistant Commandant		45800-89000	As in General Executive
	108	Inspector of Police (HG)		40500-85000	As in General Executive
a	109	Inspector of Police		39500-83000	As in General Executive
	110	Women Circle Inspector		39500-83000	As in General Executive
	111	Sub Inspector of Police		32300-68700	As in General Executive
	112	Women Sub Inspector		32300-68700	As in General Executive
	113	Assistant Sub Inspector		30700-65400	As in General Executive
	114	Senior Civil Police Officer		27800-59400	As in General Executive
	115	Woman Head Constable		27800-59400	As in General Executive
	116	Civil Police Officer		22200-48000	As in General Executive
	117	Woman Police Constable		22200-48000	As in General Executive
		STATE SPECIAL BRANCH (MINISTERIAL)			
	118	Senior Administrative Assistant	1	42500-87000	59300-120900 + 500 sp*
	119	Senior Superintendent (HG)		40500-85000	56500-118100
b	120	Senior Superintendent		36600-79200	51400-110300
	121	Assistant Senior Grade		30700-65400	43400-91200
d	122	Assistant Grade I	77	27800-59400	39300-83000
	123	Assistant Grade II		22200-48000	35600-75400
		SHORTHAND BUREAU			
	124	Director	1	40500-85000	63700-123700
	125	Chief Reporter (Inspector)	1	39500-83000	55200-115300
	126	Reporter Senior Grade (Sub Inspector)	5	32300-68700	45600-95600
	127	Reporter Grade I (Assistant Sub Inspector)	5	30700-65400	43400-91200
	128	Reporter Grade II (Head Constable)	10	27800-59400	39300-83000
		POLICE TELECOMMUNICATIONS			
	129	Superintendent of Police (Non-IPS)		81000-117600	112800-163400
	130	Deputy Superintendent of Police (Senior Grade)	2	77400-115200	107800-160000

a	131	Deputy Superintendent of Police		45800-89000	63700-123700
	132	Inspector of Police (Telecommunication) HG	24	40500-85000	56500-118100
a	133	Inspector of Police (Telecommunication)		39500-83000	55200-115300
	134	Sub Inspector (Telecommunication)	188	32300-68700	45600-95600
	135	Assistant Sub Inspector (Telecommunication)	40	30700-65400	43400-91200
	136	Head Constable (Operator)	205	27800-59400	39300-83000
	137	Draftsman	1	20000-45800	27900-63700
	138	Police Constable (Telecommunication)	385	22200-48000	31100-66800
		MINISTERIAL STAFF OTHER THAN IN SB			
	139	Senior Administrative Assistant	6	42500-87000	59300-120900 + 500 sp*
	140	Malayalam Translator	1	30700-65400	43400-91200
		KERALA POLICE ACADEMY			
	141	Assistant Director(SP)		77400-115200	IPS
	142	Assistant Director (Administration) (SP)		77400-115200	IPS
	143	Assistant Director (Police Science) (SP)		77400-115200	As in General Executive
	144	Assistant Director (Technical & MT Studies)(SP)		77400-115200	As in General Executive
	145	Assistant Director (Outdoor)(SP)		77400-115200	As in General Executive
	146	Assistant Director (Financial & Office)		As in PD	As in PD
	147	Head of Department (Law)		As in PD	As in PD
	148	Head of Department (Forensic Science)		As in PD	As in FSL
	149	Head of Department (Forensic Medicine)		As in PD	As in PD
	150	Head of Department (Behavioural Science)		As in PD	As in PD
	151	Head of Department (Computer Applications)		As in PD	As in PD
	152	Chief Instructor (Police Science) (DySP)		68700-110400	As in General Executive
a	153	Assistant Commandant (DySP)		45800-89000	As in AR Battalion

154	Chief Instructor (Law) (DySP)		42500-87000	As in General Executive
155	Chief Drill Instructor (DySP)		42500-87000	As in General Executive
156	Senior Instructor (Forensic Science) (Scientific Officer-FSL)		36600-79200	As in General Executive
157	Senior Instructor (Finger Print) (Tester Inspector-FPB)		36600-79200	As in General Executive
158	Senior Instructor (Law) (Inspector)		35700-75600	As in General Executive
159	Senior Instructor (Communication) (Inspector-Telecommunication)		35700-75600	As in Tele Wing
160	Senior Instructor (Motor Transport) (Inspector-Motor Transport)		35700-75600	As in MT Wing
161	Senior Instructor (Computer) (Inspector-Executive/Battalion)		35700-75600	As in General Executive
	INDIA RESERVE (IR) BATTALION			
162	Commandant		77400-115200	112800-163400
163	Deputy Commandant		77400-115200	107800-160000
164	Deputy Superintendent of Police		45800-89000	63700-123700
165	Inspector of Police (CI)		39500-83000	55200-115300
166	Sub Inspector		32300-68700	45600-95600
167	Assistant Sub Inspector		30700-65400	43400-91200
168	Head Constable		27800-59400	39300-83000
169	Police Constable		22200-48000	31100-66800
170	Medical Officer		As in PD	As in PD
171	Pharmacist		25200-54000	As in PD
172	Nursing Assistant		17500-39500	As in PD
	WIRELESS STATION (IR) BATTALION			
173	Inspector of Police (CI)		39500-83000	55200-115300
174	Sub Inspector		32300-68700	45600-95600
175	Head Constable		27800-59400	39300-83000
176	Police Constable		22200-48000	31100-66800
	OTHER MISCELLANEOUS CATEGORIES -			

		TECHNICAL EXECUTIVE STAFF			
	177	Blacksmith-cum-Tinker PC		22200-48000	31100-66800
	178	Welder PC	1	22200-48000	31100-66800
	179	Fitter PC		22200-48000	31100-66800
	180	Painter PC	26	22200-48000	31100-66800
	181	Lathe Operator PC	1	22200-48000	31100-66800
	182	Tailor PC	22	22200-48000	31100-66800
	183	Binder PC	1	22200-48000	31100-66800
	184	Carpenter PC	37	22200-48000	31100-66800
	185	Mason PC	1	22200-48000	31100-66800
	186	Cinema Operator PC	1	22200-48000	31100-66800
	187	Electrician PC	36	22200-48000	31100-66800
	188	Blacksmith PC	13	22200-48000	31100-66800
	189	Mechanic PC		22200-48000	31100-66800
	190	Cleaner PC	30	22200-48000	31100-66800
	191	Upholsterer PC	1	22200-48000	31100-66800
	192	Ratten Weaver PC	1		31100-66800
		CIVILIAN TECHNICAL STAFF			
	193	Cobbler	3	17500-39500	24400-55200
	194	Machinist	1	18000-41500	25100-57900
e	195	Dhobi (Camp Follower)	1235	16500-35700	23000-50200
	196	Cook (Camp Follower)		16500-35700	23000-50200
	197	Barber (Camp Follower)		16500-35700	23000-50200
	198	Water Carrier (Camp Follower)		16500-35700	23000-50200
	199	Sweeper (Camp Follower)		16500-35700	23000-50200
	200	Packer	2	17000-37500	23700-52600
		POLICE COMPUTER CENTRE (SCRB)			
	201	Inspector General of Police		IPS	IPS
	202	Superintendent of Police		IPS	IPS
	203	Superintendent of Police (Non-IPS)		81000-117600	As in General Executive
	204	System Analyst/Programme Manager	2	77400-115200	107800-160000
	205	Deputy Superintendent of Police		45800-89000	As in General Executive

	206	Inspector of Police (HG)		40500-85000	As in General Executive
a	207	Inspector of Police		39500-83000	As in General Executive
	208	Sub Inspector		32300-68700	As in General Executive
	209	Head Constable		27800-59400	As in General Executive
	210	Police Constable		22200-48000	As in General Executive
		RAILWAY POLICE			
	211	Superintendent of Police		IPS	IPS
	212	Deputy Superintendent of Police (Senior Grade)		77400-115200	As in General Executive
a	213	Deputy Superintendent of Police		45800-89000	As in General Executive
	214	Inspector of Police (HG)		40500-85000	As in General Executive
a	215	Inspector of Police		39500-83000	As in General Executive
	216	Sub Inspector		32300-68700	As in General Executive
	217	Head Constable		27800-59400	As in General Executive
	218	Police Constable		22200-48000	As in General Executive
		DOG SQUAD			
	219	Sub Inspector	1	32300-68700	As in General Executive
	220	Assistant Sub Inspector		30700-65400	As in General Executive
	221	Head Constable / Havildar	3	27800-59400	As in General Executive
	222	Police Constable	18	22200-48000	As in General Executive
		MOUNTED POLICE			
	223	Reserve Inspector (HG)	1	40500-85000	56500-118100
a	224	Reserve Inspector		39500-83000	55200-115300
	225	Reserve Sub Inspector	2	32300-68700	45600-95600
	226	Reserve Assistant Sub-Inspector		30700-65400	43400-91200
	227	Head Constable	8	27800-59400	39300-83000
	228	Police Constable	23	22200-48000	31100-66800
	229	Farrier PC	2	22200-48000	31100-66800
	230	Saddler	3	18000-41500	25100-57900

	ORCHESTRA				
231	Band Master (Armed Police Inspector)			39500-83000	55200-115300
232	Band Master (Armed Police Sub Inspector)	8		32300-68700	45600-95600
233	Havildar	17		27800-59400	39300-83000
234	Police Constable	191		22200-48000	31100-66800
235	Bugler PC	99		22200-48000	31100-66800
236	Drummer PC	73		22200-48000	31100-66800
237	Band and Orchestra PC			22200-48000	31100-66800
*	Special Pay in lieu of higher time scale of pay				
a	25% HG will continue.				
b	20% HG will continue.				
c	1/3 rd of the post will be in HG				
d	Ratio 1:1:1 among Grade II, Grade I and Senior Grade will be allowed.				
e	Existing 1/3 rd Higher Grade will be allowed in the scale corresponding to ₹ 17000-37500				

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Legal Advisor (in the cadre of Joint Secretary from Law/ Administrative Secretariat)		As in PD	As in PD
2	Deputy Director of Police Prosecution		As in PD	As in PD
3	Senior Finance Officer		As in PD	As in PD
4	Medico Legal Advisor		As in PD	As in PD
5	Liaison Officer		As in PD	As in PD
6	Statistical Officer		As in PD	As in PD
7	Sports Officer		As in PD	As in PD
8	Coach		As in PD	As in PD
9	Statistical Assistant Grade I		As in PD	As in PD
10	Assistant Surgeon		As in PD	As in PD
11	Veterinary Surgeon		As in PD	As in PD

12	Head Nurse		As in PD	As in PD
13	Staff Nurse		As in PD	As in PD
14	Pharmacist		As in PD	As in PD
15	Veterinary Compounder		As in PD	As in PD
16	Nursing Assistant		As in PD	As in PD
17	Hospital Attendant Grade I		As in PD	As in PD
18	Hospital Attendant Grade II		As in PD	As in PD

Common Category

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Assistant/AO PHQ	35	As in CC	As in CC
2	Manager/Senior Superintendent/Accounts Officer/Chief Store Keeper	63	As in CC	As in CC
3	Junior Superintendent	191	As in CC	As in CC
4	Fair Copy Superintendent	39	As in CC	As in CC
5	Head Clerk / Store Accountant / Cashier / Head Accountant / Inspecting Store Accountant	99	As in CC	As in CC
6	Personal Assistant	107	As in CC	As in CC
7	Confidential Assistant Senior Grade		As in CC	As in CC
8	Confidential Assistant Grade I		As in CC	As in CC
9	Confidential Assistant Grade II		As in CC	As in CC
10	Senior Clerk	642	As in CC	As in CC
11	Clerk	643	As in CC	As in CC
12	Typist Selection Grade	330	As in CC	As in CC
13	Typist Senior Grade		As in CC	As in CC
14	UD Typist		As in CC	As in CC
15	LD Typist		As in CC	As in CC
16	Clerk cum Typist	3	As in CC	As in CC
17	Attender	44	As in CC	As in CC

	18	Duplicating Machine Operator	1	As in CC	As in CC
	19	Office Attendant	138	As in CC	As in CC
	20	Full Time Sweeper	25	As in CC	As in CC

Part Time Contingent Employees

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Part Time Sweeper	797	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Ministerial Staff (all categories working in Special Branch)	200	220
	<i>(i)Finger Print Bureau</i>		
1	Director/Tester Inspector	200	220
2	Finger Print Expert	150	170
3	Finger Print Searcher	120	140
	<i>(ii)Shorthand Bureau</i>		
1	Chief Reporter	160	180
2	Reporter Senior Grade	140	160
3	Reporter Grade I	140	160
4	Reporter Grade II	120	140
	<i>(iii)State Crime Records Bureau</i>		
1	Sub Inspector	140	160
2	Senior Civil Police Officer	120	140
3	Civil Police Officer (DCIB) of Tvm City	100	110
	<i>(iv) Training Allowance</i>		
1	Vice-Principal, Police Training College (SP)	1600	1600
2	Assistant Commandant	1600	1600

3	Senior Law Lecturer (CI) / Law Instructor (CI)	1300	1300
4	Senior Drill Instructor (Armed Police Inspector)	1300	1300
5	Armed Police Inspector	1300	1300
6	Senior Instructors and Instructors	1300	1300
7	Armed Police Sub Inspector	1100	1100
8	Drill Instructor (Armed Police Inspector / Reserve Sub Inspector)	1100	1100
9	Assistant Law Instructor (Sub Inspector)	1100	1100
10	Assistant Sub Inspector (From Battalions)	900	900
11	Assistant Drill Instructor (Head Constable / Havildar)	800	800
12	Havildar	800	800
	<i>(v) Special Commando Allowance *</i>		
1	Special Commandos	15% of Basic Pay	15% of Basic Pay
	<i>* Existing conditions of sanctioning Special Commando Allowance will continue</i>		
	<i>(vi) Miscellaneous</i>		
1	Veterinary Surgeon of the Mounted Police	180	200
2	Staff Car Driver	220	250
3	Superintendent Confidential Section	140	160
4	Confidential Assistant/ Clerk (Confidential Section)	120	140
	<i>(vii) Civil Staff</i>		
1	Electrician/Fitter/Welder / Blacksmith/Mechanic/ Binder/Upholsterer/Packer/ Store Attender/Lascar	100	110

(2) Special Allowance (Common Category)

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Personal Assistant and Confidential Assistant to Director General of Police	550	610
2	Drivers attached to Director General of Police	400	440

3	Office Attendant attached to Director General of Police	320	360
4	Personal Assistant and Confidential Assistant of Additional Director General of Police	400	440
5	Personal Assistant and Confidential Assistant to SPs and Higher Ranked Police Officers of and including the level of Inspector General of Police	200	220
6	Office Attendant attached to SPs and Higher Ranked Police Officers of and including the level of Inspector General of Police	120	140

(3) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Assistant (2) Typists (1) of Special Branch	150	170
2	Cinema Operator (PC)	50	60

(4) Risk Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
	<i>(i) Telecommunication Unit</i>		
1	Inspector of Police	120	140
2	Sub Inspector	100	110
3	Assistant Sub Inspector	100	110
4	Head Constable (Operator)	100	110
5	Police Constable	100	110
	<i>(ii) General Executive</i>		
1	Inspector of Police (HG)	120	140
2	Inspector of Police	120	140
3	Sub Inspector	100	110
4	Assistant Sub Inspector	100	110
5	Senior Civil Police Officer	100	110
6	Civil Police Officer	100	110

7	Driver (Sr CPO)	100	110
8	Driver (CPO)	100	110
	<i>(iii) Armed Police (Battalion)</i>		
1	Armed Police Inspector	120	140
2	Armed Police Sub Inspector	100	110
3	Armed Police Assistant Sub Inspector	100	110
4	Havildar	100	110
5	Civil Police Officer	100	110
6	Police Head Constable Driver	100	110
7	Police Constable Driver	100	110
	<i>(iv) Armed Reserve Police</i>		
1	Reserve Inspector	120	140
2	Sub Inspector	100	110
3	Assistant Sub Inspector	100	110
4	Havildar	100	110
5	Civil Police Officer	100	110
6	Police Head Constable Driver	100	110
7	Police Constable Driver	100	110
	<i>(ii) Women Police Battalion</i>		
1	Armed Police Inspector	120	140
2	Armed Police Sub Inspector	100	110
3	Armed Police Assistant Sub Inspector	100	110
4	Havildar	100	110
5	Civil Police Officer	100	110
6	Police Head Constable Driver	100	110
7	Police Constable Driver	100	110
	<i>(iii) India Reserve Battalion- Regular wing</i>		
1	Armed Police Inspector	120	140
2	Armed Police Sub Inspector	100	110
3	Armed Police Assistant Sub Inspector	100	110
4	Havildar	100	110
5	Civil Police Officer	100	110
6	Police Head Constable Driver	100	110
7	Police Constable Driver	100	110
	<i>(v) Forensic Science Laboratory</i>		

1	Director	200	220
2	Joint Director/ Assistant Director	150	170
3	Ballistic Expert/Scientific Officer/Photographer	150	170
4	Mechanic/Technical Attender	100	110

(5) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
	<i>(i) State Special Branch, Crime Branch</i>		
1	Superintendent of Police (Non -IPS)	2625	3000
2	Deputy Superintendent of Police	2625	3000
3	Inspector of Police	2550	2900
4	Woman Inspector of Police	2550	2900
5	Sub Inspector	2550	2900
6	Woman Sub- Inspector	2550	2900
7	Driver SI	2550	2900
8	Assistant Sub Inspector	5100	5600
9	Senior Civil Police Officer (District Special Branch)	5000	5500
10	Woman Senior Civil Police Officer	5000	5500
11	Driver	5000	5500
	<i>Note:-Uniform allowance will be given at half rate for all Police Personnel in the unit</i>		
	<i>(ii) Telecommunication Unit</i>		
1	Deputy Superintendent of Police	5250	5750
2	Inspector of Police	5100	5600
3	Sub Inspector	5100	5600
4	Assistant Sub Inspector	5100	5600
5	Head Constable (Operator)	5000	5500
6	Police Constable	5000	5500
	<i>(iii) Dog Squad</i>		
1	Sub Inspector	5100	5600
2	Senior Civil Police Officer	5000	5500
3	Civil Police Officer	5000	5500

	<i>(iv) Armourer</i>		
1	Armourer Inspector (Chief Inspector of Arms)	5100	5600
2	Armourer Sub Inspector	5100	5600
3	Armourer Assistant Sub Inspector	5100	5600
4	Armourer Senior Civil Police Officer	5000	5500
5	Armourer Civil Police Officer	5000	5500
	<i>(v) Personal Guard</i>		
1	Sub Inspector (Reserve Sub Inspector/ Armed Police Sub Inspector)	5100	5600
2	Assistant Sub Inspector	5100	5600
3	Senior Civil Police Officer	5000	5500
4	Civil Police Officer	5000	5500
	<i>(vi) Miscellaneous</i>		
1	Brass Band Man/Orchestra Man/Bugler Man	5000	5500
2	Tailor (PC)	5000	5500
3	Cinema Operator (PC)	5000	5500
4	Carpenter (PC)	5000	5500
	<i>(vii) General Executive</i>		
1	Superintendent of Police (Non IPS)	5250	5750
2	Deputy Superintendent of Police (HG)	5250	5750
3	Deputy Superintendent of Police	5250	5750
4	Deputy Commandant	5250	5750
5	Inspector of Police (HG)	5100	5600
6	Inspector of Police	5100	5600
7	Sub Inspector	5100	5600
8	Assistant Sub Inspector	5100	5600
9	Senior Civil Police Officer	5000	5500
10	Civil Police Officer	5000	5500
11	Driver (Sr CPO)	5000	5500
12	Driver (CPO)	5000	5500
	<i>(viii) Armed Police (Battalion)</i>		
1	Armed Police Inspector	5100	5600
2	Armed Police Sub Inspector	5100	5600
3	Armed Police Assistant Sub Inspector	5100	5600
4	Havildar	5000	5500

5	Civil Police Officer	5000	5500
6	Police Head Constable Driver	5000	5500
7	Police Constable Driver	5000	5500
8	Camp Follower	4000	4500
	<i>(ix) Armed Reserve Police</i>		
1	Reserve Inspector	5100	5600
2	Sub Inspector	5100	5600
3	Assistant Sub Inspector	5100	5600
4	Havildar	5000	5500
5	Civil Police Officer	5000	5500
6	Police Head Constable Driver	5000	5500
7	Police Constable Driver	5000	5500
	<i>(x) Women Police Battalion</i>		
1	Reserve Inspector	5100	5600
2	Sub Inspector	5100	5600
3	Assistant Sub Inspector	5100	5600
4	Havildar	5000	5500
5	Civil Police Officer/Police Constable	5000	5500
6	Police Head Constable Driver	5000	5500
7	Police Constable Driver	5000	5500
	<i>(xi) India Reserve Battalion</i>		
1	Regular Wing	5000	5500
2	Commandos of Commando Wing of IRB	10000	11000
	<i>(xii) Anti-Naxal Force (Special Operations Group)</i>	5000	10000

(6) Additional Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
	I. Crime Branch		
	<i>(i) Crime Branch Special Allowance</i>		
1	Superintendent of Police (Non-IPS)		3000
2	Deputy Superintendent of Police		2500
3	Inspector of Police/Women Inspector of Police		2200

4	Sub Inspector/Women Sub Inspector		2000
5	Assistant Sub Inspector		1800
6	Senior Civil Police Officer/Women Senior Civil Police Officer		1700
7	Civil Police Officer/Women Civil Police Officer		1600
8	Police Driver		1600
	<i>(ii) Day off Allowance (Rate per Day in ₹)</i>		
1	Inspector of Police	500	550
2	Woman Inspector of Police	500	550
3	Sub Inspector	500	550
4	Woman Sub- Inspector	500	550
5	Driver SI	500	550
6	Assistant Sub Inspector	500	550
7	Senior Civil Police Officer	460	510
8	Women Senior Civil Police Officer	460	510
9	Civil Police Officer	400	440
10	Women Civil Police Officer	400	440
11	Driver	400	440
	II. State Special Branch		
	Intelligence Special Allowance		
1	Superintendent of Police (Non-IPS)	2000	3000
2	Deputy Superintendent of Police	1200	2500
3	Inspector of Police/Women Inspector of Police	950	2200
4	Sub Inspector/ Women Sub-Inspector/ Driver SI	800	2000
5	Assistant Sub Inspector	700	1800
6	Senior Civil Police Officer/ Women Senior Civil Police Officer	650	1700
7	Civil Police Officer/ Women Civil Police Officer	500	1600
8	Driver	500	1600
	III. Telecommunication Unit		
	(i) Police Special Allowance		
1	Deputy Superintendent of Police	350	400
2	Inspector of Police	530	600

3	Sub Inspector	480	550
4	Assistant Sub Inspector	480	550
5	Head Constable (Operator)	400	450
6	Police Constable	400	450
	2. Day off Allowance (Rate per day in ₹)		
1	Inspector of Police	500	550
2	Sub Inspector	500	550
3	Assistant Sub Inspector	500	550
4	Head Constable (Operator)	460	510
5	Police Constable	400	440
	III. Dog Squad		
	(i) Police Special Allowance		
1	Sub Inspector	730	850
2	Assistant Sub Inspector	-	750
3	Senior Civil Police Officer/ Head Constable	650	750
4	Civil Police Officer/ Police Constable	650	750
	(ii) Day off Allowance (Rate per day in ₹)		
1	Sub Inspector	500	550
2	Senior Civil Police Officer	460	510
3	Civil Police Officer	400	440
	IV. Armourer		
	(i) Police Special Allowance		
1	Armourer Inspector	350	400
2	Armourer Sub Inspector	650	750
3	Armourer Asst. Sub Inspector	650	750
4	Armourer Head Constable	650	750
5	Armourer Police Constable	650	750
	(ii) Day off Allowance (Rate per day in ₹)		
1	Armourer Sub Inspector	500	550
2	Armourer Assistant Sub Inspector	500	550
3	Armourer Head Constable	460	510
4	Armourer Police Constable	400	440
	V. Personal Guard		

	<i>(i) Police Special Allowance</i>		
1	Sub Inspector (Reserve Sub Inspector/ Armed Police Sub Inspector)	750	850
2	Assistant Sub Inspector	730	850
3	Senior Civil Police Officer/Havildar/Head Constable	730	850
4	Civil Police Officer/ Police Constable	720	800
	<i>(ii) Day off Allowance (Rate per day in ₹)</i>		
1	Sub Inspector (Reserve Sub Inspector/ Armed Police Sub Inspector)	500	550
2	Assistant Sub Inspector	500	550
3	Senior Civil Police Officer/Havildar/Head Constable	460	510
4	Civil Police Officer/ Police Constable	400	440
	<i>VI. Orchestra</i>		
	<i>(i) Police Special Allowance</i>		
1	Band Master Sub Inspector	810	900
2	Havildar/Head Constable	650	750
3	Bugler PC, Drummer PC, Band PC, Orchestra PC	500	600
4	Brass Band Man/Orchestra Man/Bugler Man	560	650
	<i>(ii) Day off Allowance (Rate per day in ₹)</i>		
1	Band Master (SI/ Armed Police SI)	500	550
	<i>(VII) General Executive</i>		
	<i>(i) Police Special Allowance</i>		
1	Deputy Superintendent of Police	350	400
2	Inspector of Police/Women Inspector of Police	450	550
3	Sub Inspector/ Women Sub-Inspector	650	800
4	Assistant Sub Inspector	650	800
5	Senior Civil Police Officer/ Women Senior Civil Police Officer	700	800
6	Civil Police Officer/ Women Civil Police Officer	700	800

7	Driver (Sr CPO)	480	550
8	Driver (CPO)	480	550
	<i>(ii) Day off Allowance (Rate per day in ₹)</i>		
1	Inspector of Police	500	550
2	Sub Inspector	500	550
3	Assistant Sub Inspector	500	550
4	Senior Civil Police Officer	460	510
5	Civil Police Officer	400	440
6	Driver (Sr CPO)	460	510
7	Driver (CPO)	400	440
	<i>(iii) Traffic Point Duty</i>		
1	Senior Civil Police Officer	300	330
2	Civil Police Officer	300	330
	<i>(iv) Station House Officer Allowance</i>		
1	Inspector /Sub Inspector (<i>either one person per station</i>)	1000	1100
	<i>(iv) Camp Office</i>		
1	Deputy Superintendent of Police (HG)*	250	280
2	Deputy Superintendent of Police*	250	280
	*Note:-Those who are Sub Divisional Police Officers		
	<i>(VIII) Armed Police Battalion*</i>		
	<i>(i) Police Special Allowance</i>		
1	Deputy Commandant	350	400
2	Armed Police Inspector	900	1000
3	Armed Police Sub Inspector	830	950
4	Armed Police Assistant Sub Inspector	810	900
5	Havildar	730	850
6	Police Constable	720	800
7	Police Head Constable Driver	730	850
8	Police Constable Driver	720	800
	<i>(ii) Day Off Allowance (Rate per day in ₹)</i>		

1	Armed Police Inspector	500	550
2	Armed Police Sub Inspector	500	550
3	Armed Police Assistant Sub Inspector	500	550
4	Havildar	460	510
5	Civil Police Officer	400	440
6	Police Head Constable Driver	460	510
7	Police Constable Driver	400	440
8	Camp Follower	300	330
	(iii) Barrack Allowance		
1	Commandant		5000
2	Assistant Commandant/ Deputy Commandant		4000
3	Armed Police Inspector		3000
4	Armed Police Sub Inspector		2500
5	Armed Police Assistant Sub Inspector		2000
6	Havildar		1800
7	Police Constable		1500
	* These personnel are not eligible for HRA and those who occupy quarters are not eligible for Barrack allowance.		
	(iv) Camp Follower Allowance		
1	Camp Follower	450	550
	(IX) Armed Reserve Police*		
	(i) Police Special Allowance		
1	Reserve Inspector	550	650
2	Sub Inspector	830	950
3	Assistant Sub Inspector	810	900
4	Havildar	730	850
5	Civil Police Officer	720	800
6	Police Head Constable Driver	720	800
7	Police Constable Driver	720	800
	(ii) Special Allowance to Technical categories in Armed Police and Armed Reserve Battalion	70	80
	(iii) Special Allowance to Cannoeman/ Boat Lascar/ Syrang	120	140

	<i>(iv) Day off Allowance (Rate per day in ₹)</i>		
1	Reserve Inspector	500	550
2	Sub Inspector	500	550
3	Assistant Sub Inspector	500	550
4	Havildar	460	510
5	Civil Police Officer	400	440
6	Police Head Constable Driver	400	440
7	Police Constable Driver	400	440
8	Camp Follower	300	330
	<i>(v)Camp Follower Allowance</i>		
1	Camp Follower	450	550
	<i>(vi)Barrack Allowance</i>		
1	Commandant		5000
2	Assistant Commandant/ Deputy Commandant		4000
3	Reserve Inspector		3000
4	Sub Inspector		2500
5	Assistant Sub Inspector		2000
6	Havildar /Senior Civil Police Officer		1800
7	Police Constable/Civil Police Officer		1500
	* These personnel are not eligible for HRA and those who occupy quarters are not eligible for Barrack allowance.		
	Note:- All allowances sanctioned to Police Personnel except Barrack Allowance under the sub heading 'Armed Reserve Police' is extended to Police Personnel in Mounted Police, Motor Transport Unit, Short Hand Bureau and Technical Executive Staff under the head "Other Miscellaneous Categories".		
	(X)Cyber Cell/Cyber Police Station*		
	<i>Cyber Allowance</i>		
1	Superintendent of Police (Non-IPS)		3000
2	Deputy Superintendent of Police		2500

3	Inspector of Police/Women Inspector of Police		2200
4	Sub Inspector/ Women Sub- Inspector		2000
5	Assistant Sub Inspector		1800
6	Senior Civil Police Officer/ Women Senior Civil Police Officer		1700
7	Civil Police Officer/ Women Civil Police Officer		1600
8	Police Driver		1600
	*Police personnel working in Cyber Cell and Cyber Police stations are eligible for none of the other allowances provided in the schedule of Additional Special Allowance.		
	<i>(XI) Women Police Battalion*</i>		
	<i>(i) Police Special Allowance</i>		
1	Deputy Commandant	350	400
2	Armed Police Inspector	900	1000
3	Armed Police Sub Inspector	830	950
4	Armed Police Assistant Sub Inspector	810	900
5	Havildar	730	850
6	Police Constable	720	800
7	Police Head Constable Driver	730	850
8	Police Constable Driver	720	800
	<i>(ii) Day Off Allowance (Rate per day in ₹)</i>		
1	Armed Police Inspector	500	550
2	Armed Police Sub Inspector	500	550
3	Armed Police Assistant Sub Inspector	500	550
4	Havildar	460	510
5	Civil Police Officer	400	440
6	Police Head Constable Driver	460	510
7	Police Constable Driver	400	440
8	Camp Follower	300	330
	<i>(iii) Barrack Allowance</i>		
1	Commandant		5000

2	Assistant Commandant/ Deputy Commandant		4000
3	Armed Police Inspector		3000
4	Armed Police Sub Inspector		2500
5	Armed Police Assistant Sub Inspector		2000
6	Havildar		1800
7	Police Constable		1500
	* These personnel are not eligible for HRA and those who occupy quarters are not eligible for Barrack allowance.		
	<i>(iii)Camp Follower Allowance</i>		
1	Camp Follower	450	550
	<i>(XII)India Reserve Battalion</i>		
	<i>A. Regular Wing*</i>		
	<i>(i)IR Battalion Allowance</i>		3000
	<i>(ii)Day off Allowance (Rate per Day in ₹)</i>		
1	Armed Police Inspector	500	550
2	Sub Inspector	500	550
3	Assistant Sub Inspector	500	550
4	Havildar/Head Constable	460	510
5	Police Constable	400	440
6	Police Head Constable Driver	400	440
7	Police Constable Driver	400	440
8	Camp Follower	300	330
	<i>(iii)Camp Follower Allowance</i>		
1	Camp Followers	450	550
	<i>(iv)Barrack Allowance</i>		
1	Commandant		5000
2	Assistant Commandant/ Deputy Commandant		4000
3	Armed Police Inspector		3000
4	Sub Inspector		2500
5	Assistant Sub Inspector		2000
6	Havildar /Senior Civil Police Officer		1800

7	Police Constable/Civil Police Officer		1500
	* These personnel are not eligible for HRA and those who occupy quarters are not eligible for Barrack allowance.		
	B. Thunderbolt Commandos*		
1	(i)Commando Weapon Maintenance Allowance	1000	1100
2	(ii)Commando Special Diet Allowance	1000	1100
3	(iii)Kit Accoutrement & Maintenance allowance	500	550
4	(iv)Special Risk allowance	2000	3000
	(v)Day off Allowance (Rate per Day in ₹)		
1	Armed Police Inspector	500	550
2	Sub Inspector	500	550
3	Assistant Sub Inspector	500	550
4	Havildar/Head Constable	460	510
5	Police Constable	400	440
6	Police Head Constable Driver	400	440
7	Police Constable Driver	400	440
	(vi)Barrack Allowance		
1	Commandant		5000
2	Assistant Commandant/ Deputy Commandant		4000
3	Armed Police Inspector		3000
4	Sub Inspector		2500
5	Assistant Sub Inspector		2000
6	Havildar /Senior Civil Police Officer		1800
7	Police Constable/Civil Police Officer		1500
	* These personnel are not eligible for HRA and those who occupy quarters are not eligible for Barrack allowance.		
	C. Police Personnel from other branches on deputation in IR Battalion*		

	<i>(i) Incentive</i>		
1	Commandant/SP	Amount equal to one increment in the current pay	4000
2	DySP		3500
3	Inspector		3500
4	Sub Inspector		3000
5	Assistant Sub Inspector		3000
6	Havildar/ SCPO		3000
	<i>*These officers are also eligible for all allowances except Police Special allowance applicable in the parent cadre.</i>		
	XIII. Anti-Naxal Force (Special Operations Group) *		
	<i>(i) Anti-Naxal Operation Special Risk Allowance</i>	28% of B.P without DA and 10% of B.P+ D.A in the revised scale (w.e.f.01.01.2018)	50% of Basic Pay (without DA)
	<i>(ii) Ration Money Allowance</i>	450	1000
	<i>(iii) Day off Allowance (Rate per Day in ₹)</i>		
1	Armed Police Inspector	500	550
2	Sub Inspector	500	550
3	Assistant Sub Inspector	500	550
4	Havildar/Head Constable	460	510
5	Police Constable	400	440
6	Police Head Constable Driver	400	440
7	Police Constable Driver	400	440
	<i>(iv) Barrack Allowance</i>		
1	Commandant		5000
2	Assistant Commandant/ Deputy Commandant		4000
3	Armed Police Inspector		3000
4	Sub Inspector		2500
5	Assistant Sub Inspector		2000
6	Havildar /Senior Civil Police Officer		1800

7	Police Constable/Civil Police Officer		1500
	* These personnel are not eligible for HRA and those who occupy quarters are not eligible for Barrack allowance.		

(7) Permanent Travelling Allowance

Sl. No	Category	Existing Rate per month (₹)	Area of Jurisdiction	Average no. of days of tour in a month	Proposed Rate per month (₹)
	<i>(i) State Special Branch and Crime Branch</i>				
1	Driver SI	250	32 Km from HQ		280
2	Senior Civil Police Officer (District Special Branch)	350	32 Km from HQ		390
3	Woman Senior Civil Police Officer	350	32 Km from HQ		390
4	Civil Police Officer (District Special Branch)	250	32 Km from HQ		280
5	Woman Civil Police Officer (District Special Branch)	250	32 Km from HQ		280
6	Driver	250	32 Km from HQ		280
	<i>(ii) Telecommunication Unit</i>				
1	Sub Inspector	250	32 Km from HQ		280
2	Assistant Sub Inspector	250	32 Km from HQ		280
3	Head Constable (Operator)	250	32 Km from HQ		280
4	Police Constable	250	32 Km from HQ		280
	<i>(iii) Armourer</i>				
1	Armourer Sub Inspector	250	Not Prescribed		280
2	Armourer Assistant Sub Inspector	250	Not Prescribed		280

	Armourer Senior Civil Police Officer	250	Not Prescribed		280
3	Armourer Civil Police Officer	250	Not Prescribed		280
4	Armourer Staff	250	Not Prescribed		280
	<i>(iv) State Crime Records Bureau</i>				
1	Sub Inspector	420	32 Km from HQ		470
2	Senior Civil Police Officer	350	32 Km from HQ		390
3	Civil Police Officer (DCIB) of Tvm City	250	32 Km from HQ		280
	<i>(v) Personal Guard</i>				
1	Sub Inspector (Reserve Sub Inspector/ Armed Police Sub Inspector)	420	32 Km from HQ		470
2	Assistant Sub Inspector	350	32 Km from HQ		390
3	Senior Civil Police Officer	350	32 Km from HQ		390
4	Civil Police Officer	250	32 Km from HQ		280
	<i>(vi) Miscellaneous</i>				
1	Band Master (SI/ Armed Police SI)	250	Not prescribed		280
2	Brass Band Man/Orchestra Man/Bugler Man	250	Not prescribed		280
3	Sub Inspector Band Unit	250	Not prescribed		280
4	Mounted Police	250	Not prescribed		280
5	Armourer Staff	250	Not prescribed		280
6	Electrician	250	Not prescribed		280
7	Carpenter	250	Not prescribed		280
8	Painter	250	Not prescribed		280
9	Blacksmith	250	Not prescribed		280

10	Mason	250	Not prescribed		280
11	Boat Syrang	250	Respective District		280
12	Boat Driver	250	Respective District		280
13	Bugler/ Drummer	250	Not prescribed		280
14	Technical Staff (Executive & Civilian) attached to range workshop MSP	250	32 Km from HQ		280
15	Motor Cycle Orderlies attached to the Chief Office	250	32 Km from HQ		280
16	Members of the police force of and below the rank of Sub Inspectors attached to Police computer centre	250	Not prescribed		280
17	Members of the Motor Transport Unit attached to the District AR including MTRSI attached to various units	250	32 Km from HQ		280
	<i>(vii) Executive Staff</i>				
1	Mechanic (M.T.Check)/ Mason /Binder/ Rattan Weaver/Lathe Operator / Boat Crew	250	Not prescribed		280
	<i>(viii) Civil Staff</i>				
1	Electrician/Fitter/Welder / Blacksmith/Mechanic/ Binder/Upholsterer/ Packer/ Store Attender/Lascar	250	Not prescribed		280
	<i>(ix) Motor Transport Unit</i>				
1	Motor Transport Officer	250	Not prescribed		280
2	Motor Transport Inspector	250	Not prescribed		280
3	Motor Transport Sub Inspector	250	Not prescribed		280
4	Havildar Mechanic	250	Not prescribed		280

5	Civil Police Officer Mechanic/Fitter/Electrician	250	Not prescribed		280
6	Members of Motor Transport Unit attached to District A.R. attached to various units	250	Not prescribed		280
	<i>(x) Band Unit</i>				
1	Sub Inspector (Band)	250	Not prescribed		280
2	Bugler/Drummer	250	Not prescribed		280
3	Band and Orchestra personnel	250	Not prescribed		280
	<i>(xi) General Executive</i>				
1	Station House Officer	420	32 Km from HQ		470
2	Sub Inspector	420	32 Km from HQ		470
3	Assistant Sub Inspector	350	32 Km from HQ		390
4	Senior Civil Police Officer	350	32 Km from HQ		390
5	Civil Police Officer	250	32 Km from HQ		280
6	Police Head Constable Driver	250	32 Km from HQ		280
7	Police Constable Driver	250	32 Km from HQ		280
	<i>(xii) Armed Police (Battalion)</i>				
1	Armed Police Sub Inspector	420			470
2	Armed Police Assistant Sub Inspector	350			390
3	Havildar	350			390
4	Civil Police Officer	250			280
5	Police Head Constable Driver	250			280
6	Police Constable Driver	250			280
	<i>(xiii) Armed Reserve Police</i>				
1	Sub Inspector	420	32 Km from HQ		470

2	Assistant Sub Inspector	350	32 Km from HQ		390
3	Havildar	350	32 Km from HQ		390
4	Civil Police Officer	250	32 Km from HQ		280
5	Police Head Constable Driver	250	32 Km from HQ		280
6	Police Constable Driver	250	32 Km from HQ		280
7	Technical categories in Armed Police and Armed Reserve Battalion	250	32 Km from HQ		280
8	Canoeman/Boat Lascar/Syrang	250			280

7.66. PORTS

The Ports Department mainly provides basic facilities for shipping operations at the Intermediate and Minor ports in Kerala State. The intermediate Ports are at Neendakara, Alappuzha and Kozhikode(Beypore) and the minor Ports are at Vizhinjam, Trivandrum(Valiyathura), Kollam (Thankassery), Kayamkulam, Kodungallore/Munambam, Ponnani, Badagara, Thalassery, Kannur, Azhikkal, Neeleswaram, Kasaragode, Manjeswaram and Kottayam. The Government by G.O.(Ms)No.1/2018/F&PD dated 02.02.2018 formed Kerala Maritime Board and transferred all the assets of the department under it. However, the Government have now informed by Letter No.208/E2/2020/F&PD dated 11.01.2021 that, Government have decided to treat all employees of the Port Department transferred to the Kerala Maritime Board as Government employees for all practical purposes. The Chief Executive Officer, Kerala Maritime Board is the Head of the Board.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) Since the Dredging unit in the department was abolished the posts of Dredging Superintendent, Officer Class I, Officer Class II, Engineer, Deputy Dredging Superintendent, Engineer cum Dredge Master, Officer Class III/ Junior Officer, Electrical Officer, Senior Cutter Suction Dredger Operator, Engine Driver, Greaser, Boat Swain / Syrang /Quarter Master, Radio Telephone Operator, Welder, Driver - cum - operator, Cook cum

Steward, Asst. Cook cum Steward, Pier Lascar, Helper, Pier Sweeper/Foreshore Sweeper and Boatman under the caption Dredging Unit may be excluded from the schedule as these posts are non-existent in the department.

- (ii) The caption Dredging Unit may be excluded from the schedule as the unit was abolished from the department and the posts of Navigator, Cutter Section Dredger Operator and Operator cum Mechanic which are presently in existence may be incorporated under the department schedule.
- (iii) The posts of Oil man, Head Watchman, Pier Light Keeper and Pier Tindal may be excluded from the schedule as these posts are not existing in the department.
- (iv) The post of Draftsman Gr I may be excluded from the schedule as the same is the duplication of the post Draftsman Gr I/ Charge hand.
- (v) The post of Assistant Executive Engineer (Mechanical) (HG) under the caption Mechanical Engineering Wing and the ratio for promotion in the cadre may be excluded from department schedule as the cadre strength is less than the minimum required for applying the ratio.
- (vi) The post of Diesel Mechanic may be included in the Schedule of post with the scale of pay corresponding to ₹ 17000-37500.
- (vii) The posts of Driver-cum-operator, Captain/Dredger master, Chief Engineer/Officer I, Engineer/Officer II, Engineer-cum-Dredger Master, Officer III/Junior Officer, Electrical Officer, Syrang-cum-Quarter Master/Greaser, Seaman/Steward and Assistant Cook/ Topaz/ Part Time Cook may be excluded from the schedule of Risk Allowance as these posts are not existing in the department.
- (viii) The post of Cargo Supervisor may be excluded from the schedule of Uniform Allowance as the post is not existing in the department.
- (ix) All the posts existing in the department may be placed on the corresponding revised scale of pay. Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Director	1	85000-117600	118100-163400
2	Deputy Director	1	81000-117600	112800-163400
3	Port Officer	3	81000-117600	112800-163400
4	Officer in charge	4	68700-110400	95600-153200
5	Engineer in charge	4	68700-110400	95600-153200
6	Senior Port Conservator	2	42500-87000	59300-120900
7	Assistant Engineer(Marine)	1	39500-83000	55200-115300
8	Personal Assistant to Port Officer/Purser	4	36600-79200	51400-110300
9	Navigator	1	36600-79200	51400-110300
10	Port Conservator / Pier Master / Reserve Port Conservator	13	30700-65400	43400-91200
11	Master Gr.I	10	27800-59400	39300-83000
12	Cutter Suction Dredger Operator	1	27800-59400	39300-83000
13	Driver Gr.I	5	27800-59400	39300-83000
14	Master Gr.II	6	22200-48000	31100-66800
15	Driver Gr.II	15	22200-48000	31100-66800
16	Radio Operator	1	22200-48000	31100-66800
17	Wharf Supervisor / Asst.Port Conservator/ Cargo	14	22200-48000	31100-66800

		Supervisor / Asst. Pier Master			
	18	Draftsman Gr.II	3	22200-48000	31100-66800
	19	Chief Signaller	4	20000-45800	27900-63700
	20	Mobile Crane Operator	1	19000-43600	26500-60700
	21	Crane Operator	4	19000-43600	26500-60700
	22	Operator cum Mechanic	1	19000-43600	26500-60700
	23	Light Keeper & Signaller	8	18000-41500	25100-57900
	24	Master Gr.III / Asst. Tug Master	19	18000-41500	25100-57900
	25	Driver Gr.III / Asst. Tug Driver	7	18000-41500	25100-57900
	26	Mechanical Carpenter	1	17500-39500	24400-55200
	27	Seaman cum pump Attendar	4	17500-39500	24400-55200
	28	Seaman	74	17500-39500	24400-55200
	29	Tug Clerk	1	17000-37500	23700-52600
	30	Asst. crane Driver	16	17000-37500	23700-52600
	31	Watchman cum cook	1	17000-37500	23700-52600
	32	Assistant Crane Operator cum Cleaner	1	17000-37500	23700-52600
	33	Diesel Mechanic	2		23700-52600
Mechanical Engineering Wing					
	34	Chief Mechanical Engineer	1	68700-110400	95600-153200
	35	Mechanical Marine Engineer	1	68700-110400	95600-153200
	36	Shipwright/Naval Architect	1	68700-110400	95600-153200

37	Asst. Exe. Engineer (Mechanical)	2	42500-87000	59300-120900
38	Assistant Engineer	2	39500-83000	55200-115300
39	Head Draftsman	1	39500-83000	55200-115300
40	Draftsman Gr.I/ Charge hand	3	26500-56700	37400-79000
41	Overseer(Electrical)	2	26500-56700	37400-79000
42	Asst. Line man	1	17000-37500	23700-52600

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Officer	1	As in PD	As in PD
2	Finance Officer	1	As in PD	As in PD

Common Category

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Assistant	2	As in CC	As in CC
2	Personal Assistant	1	As in CC	As in CC
3	Senior Superintendent	1	As in CC	As in CC
4	Junior Superintendent	2	As in CC	As in CC
5	Confidential Assistant Senior Grade	1	As in CC	As in CC
6	Head Clerk	5	As in CC	As in CC
7	Confidential Assistant Gr I	2	As in CC	As in CC
8	Selection Grade Typist	3	As in CC	As in CC
9	Senior Grade Typist	3	As in CC	As in CC

10	U.D Typist	3	As in CC	As in CC
11	Senior Clerk	21	As in CC	As in CC
12	Confidential Assistant Gr II	2	As in CC	As in CC
13	Clerk	22	As in CC	As in CC
14	L.D Typist	4	As in CC	As in CC
15	Clerk-Typist	1	As in CC	As in CC
16	Typist cum Clerk	1	As in CC	As in CC
17	Driver Gr II	6	As in CC	As in CC
18	Watchman	12	As in CC	As in CC
19	Record Attender	1	As in CC	As in CC
20	Helper	6	As in CC	As in CC
21	Gardener	1	As in CC	As in CC
22	Office Attendant	30	As in CC	As in CC
23	Night Watchman	4	As in CC	As in CC
24	Welder	2	As in CC	As in CC
25	Mechanic	1	As in CC	As in CC
26	Turner	2	As in CC	As in CC
27	Electrician	2	As in CC	As in CC
28	Fitter	2	As in CC	As in CC
29	Blacksmith	1	As in CC	As in CC
30	Watchman cum Gardner	2	As in CC	As in CC
31	Watchman cum Sweeper	2	As in CC	As in CC
Part Time Contingent				
1	Part Time Sweeper	15	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Risk Allowance**

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Assistant Engineer	150	170
2	Navigator	150	170
3	Electrician	100	110
4	Master Gr. I, II and III	100	110
5	Driver Gr. I and II	100	110
6	C.S.D. Operator/ Radio Telephone Operator	100	110
7	Welder	100	110
8	Cook	100	110

(2) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Port Conservator/ Assistant Port Conservator	2000	2200
2	Assistant Pier Master/ Wharf Supervisor	1800	2000
3	Driver	2400	2700

7.67. PRINTING

The Printing Department, the 'Official Printer' of the Government of Kerala, attends to the printing works of the Government or Public Sector Organisations under the Government. The first Government Press, 'Travancore Government Press' was established in Thiruvananthapuram in

1836 which was later transformed into the prestigious Government Central Press and now is the prominent institution of Printing Department. At present, a total of eleven Government Presses are functioning under the Department and also there are twelve District Form Stores. The publication of Government Gazettes and printing of various forms, registers, publications, Budget documents, ballot papers, Government Diaries and Calendars are the major works entrusted with the Department. The Director of Printing is the head of the Department. The Superintendent of Government Presses is in charge of the supervision of the printing and other technical matters of all Government Presses.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- i) The posts of DTP Operator Gr.I in the revised scale of pay corresponding to ₹ 26500-56700 may be included in the department schedule.
- ii) The post of Technician (Mechanic-cum-Carpenter) Senior Grade on ₹ 26500-56700 may be replaced with Carpenter Senior Grade. In the latest Special Rules the post is designated as Carpenter Senior Grade. Hence the recommendation.
- iii) The posts of Manager PSC Form Store, Chief Operator, Photo type setter Gr.I, Photo type setter Gr.II, Grainer, Printer Gr.II, Duplicator Operator, AC Mechanic and Senior Foreman (Foundry) may be excluded from the schedule as the posts become vanished or abolished.
- iv) All the posts existing in the department may be placed in the corresponding revised scales of pay. Existing allowances may also be given normal revision.

The Commission will give its further recommendations on matter pertaining to the Department in Part VII of its report.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director of Printing	1	As in PD	As in PD
	2	Superintendent of Govt. Presses	1	68700-110400	95600-153200
	3	Controller of Forms	1	55350-101400	77200-140500
a	4	Deputy Superintendent of Govt Presses (HG)	3	55350-101400	77200-140500
	5	Deputy Superintendent of Govt Presses	7	45800-89000	63700-123700
	6	Asst. Engineer (Electronics)	1	36600-79200	51400-110300
	7	Asst. Superintendent	10	36600-79200	51400-110300
	8	District Forms Officer	17	36600-79200	51400-110300
	9	Publication Assistant	1	36600-79200	51400-110300
	10	Office Manager	1	36600-79200	51400-110300
	11	Head Reader	3	32300-68700	45600-95600
	12	General Foreman	14	32300-68700	45600-95600
	13	Head Computer	3	32300-68700	45600-95600
	14	Chief Foreman (Electrical)	1	32300-68700	45600-95600
	15	Chief Foreman (Workshop)	1	32300-68700	45600-95600
	16	Offset Supervisor	3	32300-68700	45600-95600
	17	Plate making Supervisor	1	32300-68700	45600-95600

	18	Supervisor	1	30700-65400	43400-91200
	19	Computing Supervisor	6	30700-65400	43400-91200
	20	Foreman (Workshop)	3	30700-65400	43400-91200
	21	Senior Foreman	22	30700-65400	43400-91200
	22	Senior Reader	9	30700-65400	43400-91200
	23	Foreman (Electrical)	1	30700-65400	43400-91200
	24	Chief Warehouseman	1	30700-65400	43400-91200
	25	Type Store Keeper	1	30700-65400	43400-91200
	26	Reader Gr.I	24	29200-62400	41300-87000
	27	Computer Senior Grade	12	29200-62400	41300-87000
	28	Junior Foreman	46	29200-62400	41300-87000
*	29	Senior Carpenter	1	29200-62400	41300-87000
	30	Senior Electrician	4	29200-62400	41300-87000
	31	Senior Mechanic	7	29200-62400	41300-87000
	32	Cashier / Forms Inspector	5	27800-59400	39300-83000
	33	Reader Gr.II	47	27800-59400	39300-83000
	34	Asst. Foreman	75	27800-59400	39300-83000
	35	Computer Gr.I	24	27800-59400	39300-83000
	36	Mechanic	3	27800-59400	39300-83000
	37	Offset Printing Machine Operator Senior Grade	4	27800-59400	39300-83000
	38	Junior Supervisor (Offset)	1	27800-59400	39300-83000
	39	Chief Time Keeper	1	26500-56700	37400-79000
	40	Sr.Gr. Electrician	3	26500-56700	37400-79000

	41	Technician Sr.Gr.	9	26500-56700	37400-79000
	42	Binder Sr.Gr	103	26500-56700	37400-79000
*	43	Compositor Sr.Gr.	17	26500-56700	37400-79000
	44	Offset Printing Machine Operator Gr.I	19	26500-56700	37400-79000
	45	Warehouseman Sr. Gr	2	26500-56700	37400-79000
	46	Camera Operator cum Film Developer Gr.I	1	26500-56700	37400-79000
	47	Retouching Artist Gr.I	1	26500-56700	37400-79000
	48	Plate Maker Gr.I	1	26500-56700	37400-79000
	49	Paste-up Artist Gr.I	1	26500-56700	37400-79000
	50	Senior Grade Printer	69	26500-56700	37400-79000
*	51	Carpenter Senior Grade	1	26500-56700	37400-79000
	52	DTP Operator Gr.I	3		37400-79000
	53	Senior Time Keeper	3	25200-54000	35600-75400
	54	Electrician Gr.I	7	25200-54000	35600-75400
	55	Technician Gr.I	9	25200-54000	35600-75400
	56	Binder Gr.I	206	25200-54000	35600-75400
*	57	Compositor Gr.I	1	25200-54000	35600-75400
	58	Offset Printing Machine Operator Gr.II	31	25200-54000	35600-75400
	59	Warehouseman Gr.I	4	25200-54000	35600-75400
	60	Camera Operator cum Film Developer Gr.II	2	25200-54000	35600-75400
	61	Platemaker Gr.II	7	25200-54000	35600-75400

	62	Pasteup Artist Gr.II	5	25200-54000	35600-75400
	63	Printer Gr.I	139	25200-54000	35600-75400
	64	Retouching Artist Gr.II	3	25200-54000	35600-75400
	65	DTP Operator Gr.II	4	25200-54000	35600-75400
	66	Assistant Type Store Keeper	1	25200-54000	35600-75400
	67	Time Keeper	5	22200-48000	31100-66800
	68	Copy Holder	50	20000-45800	27900-63700
	69	Computer Gr.II	24	20000-45800	27900-63700
	70	Electrician Gr.II	11	20000-45800	27900-63700
	71	Warehouseman Gr.II	5	20000-45800	27900-63700
	72	Asst. Time Keeper	8	19000-43600	26500-60700
	73	Technician Gr.II	10	19000-43600	26500-60700
	74	Examiner	1	19000-43600	26500-60700
	75	Binder Gr.II	207	19000-43600	26500-60700
*	76	Compositor Gr.II	1	19000-43600	26500-60700
	77	Galley Pressman Gr.I	2	18000-41500	25100-57900
	78	Helper Gr.I	1	17500-39500	24400-55200
	79	Sanitary Worker Gr.I	1	17500-39500	24400-55200
	80	Sweeper Gr.I	5	17500-39500	24400-55200
	81	Packer Gr.I	11	17500-39500	24400-55200
	82	Counter Gr.I	17	17500-39500	24400-55200
	83	Gatekeeper Gr.I	3	17500-39500	24400-55200
	84	Lascar Gr.I	45	17500-39500	24400-55200
	85	Helper Gr.II	6	17000-37500	23700-52600
	86	Gardener	1	17000-37500	23700-52600
	87	Sanitary Worker Gr.II	6	17000-37500	23700-52600

88	Sweeper Gr.II	14	17000-37500	23700-52600
89	Packer Gr.II	24	17000-37500	23700-52600
90	Counter Gr.II	39	17000-37500	23700-52600
91	Gatekeeper Gr.II	12	17000-37500	23700-52600
92	Lascar Gr.II	98	17000-37500	23700-52600
93	SLR (Skilled Workers)	30	16500-35700	23000-50200

a. 30% Higher Grade will continue.

* Vanishing category

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Officer	1	As in PD	As in PD
2	Finance Officer	1	As in PD	As in PD
3	Assistant Executive Engineer	1	As in PD	As in PD
4	Labour Welfare Officer	1	As in PD	As in PD
5	Security Officer	1	As in PD	As in PD
6	Senior Civil Police Officer	1	As in PD	As in PD
7	Civil Police Officer	1	As in PD	As in PD
8	Women Civil Police Officer	1	As in PD	As in PD

Common Category

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Assistant	3	As in CC	As in CC
2	Accounts Officer	1	As in CC	As in CC

3	Senior Superintendent	3	As in CC	As in CC
4	Junior Superintendent	19	As in CC	As in CC
5	Fair Copy Superintendent	1	As in CC	As in CC
6	Head Clerk	12	As in CC	As in CC
7	Senior Clerk	80	As in CC	As in CC
8	Clerk	81	As in CC	As in CC
9	Selection Grade Typist	6	As in CC	As in CC
10	Senior Grade Typist	7	As in CC	As in CC
11	U.D Typist	7	As in CC	As in CC
12	L.D Typist	6	As in CC	As in CC
13	Confidential Assistant Gr II	2	As in CC	As in CC
14	Office Attendant Grade I	14	As in CC	As in CC
15	Driver Gr I	1	As in CC	As in CC
16	Driver Gr II	2	As in CC	As in CC
17	Attender Grade I	2	As in CC	As in CC
18	Attender Grade II	11	As in CC	As in CC
19	Lorry Cleaner	2	As in CC	As in CC
20	Office Attendant Grade II	27	As in CC	As in CC
21	Watchman	13	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)
1	Superintendent of Govt. Presses	250	280
2	General Foreman	120	140
3	Worker with LPT Diploma in Printing Technology	100	110

4	Cleaner	150	170
Staff of Confidential Section			
1	Pay Range between ₹ 50200-105300 to 63700-123700	220	250
2	Pay Range between ₹ 37400-79000 to 43400-91200	160	180
3	Pay Range between ₹ 35600-75400 to 37400-79000	150	170
4	Pay Range between ₹ 27900-63700 to 31100-66800	140	160
5	Pay Range between ₹ 24400-55200 to 25100-57900	140	160
6	Pay Range below ₹ 23700-52600	130	150

(2) Footwear Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Technical Employees - Male/ Female	450	500
2	Mechanical Employees (Workshop wing)	450	500

(3) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Technical Employees - Male/ Female	1800	2000
2	Mechanical Employees (Workshop wing)	2200	2500
3	Driver	2400	2700

7.68. PRISONS AND CORRECTIONAL SERVICES

Prisons and Correctional Services Department is entrusted with the basic responsibility of confining securely persons who are sentenced to undergo imprisonment or are facing trial. Prisoners are given educational and vocational training with a view to making them reformed and self-sustainable individuals by the time they are released. There are three Central Prisons & Correctional Homes, two Open Prisons & Correctional Homes, one High Security Prison, 13 District Jails, three Women's Prisons & Correctional Homes, one Women's Open Prison & Correctional Home, one Borstal School, 15 Special Sub Jails and 16 Sub Jails under the Department. The State Institute of Correctional Administration (SICA) is the departmental training institute for imparting training to personnel of the Department. The Head of the Department is Director General of Prisons and Correctional Services, an officer deputed from the IPS Cadre in the Police Department. The headquarters of the Department is in Thiruvananthapuram.

The Commission, having considered the proposals of the Director General of Prisons & Correctional Services, and the demands of Service Organisations and individuals, makes the following recommendations:

- (i) As per the Special Rules, the post of Gate Keeper is an equivalent post of Prison Officer / Chief Warder, but it is now placed in a lower scale of pay (₹ 25200-54000) than that of Prison Officer (₹ 26500-56700). Therefore, the scale of pay corresponding to ₹ 26500-56700 may be allowed to the post of Gate Keeper on par with the post of Prison Officer.
- (ii) The post P.D. Teacher in the Department is a post equivalent to P.D. Teacher in General Education Department in terms of qualification. But the post is placed in a lower scale of pay (₹ 22200-48000) than the post in General Education Department (₹ 25200-54000). Therefore, the post of P.D. Teacher in the Department may be allowed the scale of pay corresponding to ₹ 25200-54000 on par with the post in General Education Department.
- (iii) It is seen that among the executive posts, only the posts of Gate Keeper and Prison Officer in Central Prisons are allowed Special Allowance. Limiting this allowance only to the above two categories while leaving out the other executive posts does not appear to be logical. It is, therefore, recommended that Special Allowance may also be allowed to

all other executive posts below the rank of Prison Officer (viz. Assistant Prison Officer, Deputy Prison Officer and Female Assistant Prison Officer) at the rates now being allowed to Prison Officer and Gate Keeper.

- (iv) The post of Driver cum Assistant Prison Officer is a recently created category of post having no promotional avenues and ratio higher grades, but the similar categories in other departments like Excise and Forest have ratio higher grades. Hence this post may be given higher grade in the ratio 2:1 with the designation Driver cum Assistant Prison Officer (HG) and scale of pay corresponding to ₹22200-48000 on par with that of Driver Grade I in Excise and Forest departments. The post of Driver cum Assistant Prison Officer may be merged with the post of Assistant Prison Officer for future recruitment, and Drivers may be engaged by the Department from any suitable Assistant Prison Officer as an additional job for them, giving them an additional allowance.
- (v) The post of Inspector General of Prison is not existing now. Hence the post may be excluded from the Schedule of Posts.
- (vi) The post of Superintendent, Women's Prison/Women's Open Prison may be severed from the existing group of posts included together in the Schedule of Posts of the Department and may be shown separately in the Schedule, as this post has a separate mode of recruitment compared with the other posts in the existing group.
- (vii) The post of Assistant Superintendent Grade I, Women's Prison may be severed from the existing group of posts included together in the Schedule of Posts of the Department and may be shown separately in the Schedule, as this post has a different mode of recruitment compared with the other posts in the existing group.
- (viii) The posts of Carpentry Instructor and Carpentry Foreman are equated posts as per the Special Rules. Hence these posts may be shown together in the Schedule of posts.
- (ix) The posts of Packer Clerk, Engine Driver and Agricultural Demonstrator may be removed from the Schedule, as the Head of the Department has reported that these posts are defunct now.

- (x) Consequent on the re-designation of the post of Matron as Female Assistant Superintendent by G.O.(P) No.2780/2016/Home dated 31.08.2016, the post may be shown in the Schedule in the new designation.
- (xi) At present, a number of small, duty-linked allowances are allowed to Prison and Correctional Services personnel. These allowances include Smartness Allowance, Special Allowance, Water and Electricity Charges, etc. It is recommended that these allowances under the Schedule of Additional Special Allowance may be merged and granted as 'Prison Special Allowance'. The existing rates of these Allowances and the proposed rate of Prison Special Allowance are given below:

Unit / Type of Allowance	Category of officers and amount of allowance (₹)		
	Gate Keeper	Assistant Prison Officer	Deputy Prison Officer
Prison			
Smartness Allowance	-	80	80
Special Allowance	150	150	150
Water & Electricity	60	60	60
Total	210	290	290
Proposed Rate of Prison Special Allowance	250	350	350

- (xii) Assistant Prison Officers entering service in the scale of pay of ₹ 20000-45800 may be eligible for four time bound higher grades on completion of 8 years, 15 years, 22 years and 27 years of service subject to the general conditions of Time Bound Higher Grade scheme.
- (xiii) The Commission recommends that the post of Assistant Prison Officer may be given the designation Deputy Prison Officer (Grade), Prison Officer (Grade) and Assistant Superintendent Gr-II (Grade) with Uniform and insignia of respective higher posts on completion of 12, 20 and 25 years of service, provided the incumbent is qualified for regular promotion to such post. The Commission recommends this to Personnel in Prison Department in line with the system existing in Police Department.

- (xiv) The Hon'ble Kerala Administrative Tribunal in its Order dated 13.08.2020 in OA No.1187/2018 filed by Smt. K. Sarasamma, Chief Audit Officer (Rtd) and others, had directed the Commission to consider the demand raised by applicants in accordance with the law. The demand of the petitioners in brief is that they being competent to audit all institutions including Central Prisons in the Department, the scale of pay of Chief Audit Officer should be made equivalent to the scale of pay of the post of Superintendent, Central Prison. The Commission has examined the matter in detail and finds that the demand of the petitioners lacks any merit and cannot be allowed, since audit is being done on behalf of the head of the department and he is the authority to take further actions on audit report.
- (xv) The scales of pay of all the posts in the Department may be given normal revision, except in the case of those posts for which different scales of pay are proposed in the above sub paragraphs.
- (xvi) Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Director General of Prisons & Correctional Services	1	IPS	IPS
2	DIG of Prisons / Director, SICA	4	81000-117600	112800-163400
3	'Superintendent', Central Prison / Open Prison	6	68700-110400	95600-153200
4	Programme Officer	1	68700-110400	95600-153200
5	Chief Welfare Officer	1	68700-110400	95600-153200
6	Regional Welfare Officer	3	55350-101400	77200-140500

	7	'Joint Superintendent', Central Prison / Open Prison; 'Superintendent', District Jail; 'Senior Lecturer', SICA; Special Officers	24	45800-89000	63700-123700
	8	'Superintendent', Women's Prison / Women's Open Prison		45800-89000	63700-123700
	9	Chief Audit Officer	1	42500-87000	59300-120900
	10	Personal Assistant to Director General of Prisons & Correctional Services	1	39500-83000	55200-115300
	11	Welfare Officer Grade I	23	45800-89000	63700-123700
a	12	Welfare Officer Grade II		39500-83000	55200-115300
	13	'Deputy Superintendent', Central Prison / District Jail ; 'Superintendent', Special Sub Jail / Borstal School; 'Law Lecturer', SICA	28	39500-83000	55200-115300
	14	'Deputy Superintendent', Women Prison		39500-83000	55200-115300
	15	Accounts Officer	1	36600-79200	51400-110300
	16	'Assistant Superintendent Grade I', Women's Prison		30700-65400	43400-91200
	17	'Armourer', SICA ; 'Training Officer', SICA; 'Supervisor', Open Prison / Borstal School; 'Store Keeper', Open Prison; 'Superintendent', Sub Jail	63	30700-65400	43400-91200
	18	Assistant Superintendent Grade II	58	29200-62400	41300-87000

	19	Female Assistant Superintendent Grade II	-	29200-62400	41300-87000
	20	Deputy Prison Officer / Chief Petty Officer	414	26500-56700	37400-79000
	21	Prison Officer	15	26500-56700	37400-79000
	22	Carpentry Instructor / Carpentry Foreman	4	25200-54000	35600-75400
	23	Weaving Instructor / Weaving Foreman	3	25200-54000	35600-75400
	24	Weaving Assistant	5	25200-54000	35600-75400
	25	Gate Keeper	6	25200-54000	37400-79000
	26	P.D. Teacher		22200-48000	35600-75400
	27	Assistant Prison Officer / Petty Officer (Male / Female)	1190	20000-45800	27900-63700
	28	Female Assistant Prison Officer		20000-45800	27900-63700
	29	Driver	2	20000-45800	27900-63700
	30	Driver cum Assistant Prison Officer (HG)	-	-	31100-66800
b	31	Driver cum Assistant Prison Officer	64	19000-43600	26500-60700
	32	Boot Foreman	1	19000-43600	26500-60700
	33	Blacksmithy Instructor	1	19000-43600	26500-60700
	34	Tailoring Instructor	6	19000-43600	26500-60700
	35	Physical Training Instructor	1	19000-43600	26500-60700
	36	Wireman	1	17500-39500	24400-55200
	37	Shoe Maistry	2	17500-39500	24400-55200
	38	Warder Attendant	4	17500-39500	24400-55200
	39	Clerical Attendant		17500-39500	24400-55200
	40	Sweeper-cum-Sanitation Worker		17000-37500	23700-52600
	41	Weaver	2	17000-37500	23700-52600

a Existing ratio 1:1 between Grade I and Grade II will continue

b The ratio between Driver cum Assistant Prison Officer and its HG will be 2:1

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Officer	1	As in PD	As in PD
2	Finance Officer	1	As in PD	As in PD
3	Medical Officer	11	As in PD	As in PD
4	Staff Nurse (Male)	3	As in PD	As in PD
5	Pharmacist	12	As in PD	As in PD
6	ECG Technician	1	As in PD	As in PD
7	Laboratory Assistant	5	As in PD	As in PD
8	Nursing Assistant	10	As in PD	As in PD

Common Category

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Superintendent	4	As in CC	As in CC
2	Fair Copy Superintendent	1	As in CC	As in CC
3	Confidential Assistant	3	As in CC	As in CC
4	Junior Superintendent	7	As in CC	As in CC
5	Head Clerk	10	As in CC	As in CC
6	Senior Clerk	54	As in CC	As in CC
7	Clerk		As in CC	As in CC
8	Typist Selection Grade	18	As in CC	As in CC
9	Typist Senior Grade		As in CC	As in CC
10	U.D. Typist		As in CC	As in CC
11	L.D. Typist		As in CC	As in CC
12	Attender	2	As in CC	As in CC
13	Office Attendant	8	As in CC	As in CC
14	Sweeper	1	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Foot Wear Allowance**

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Gardener	450	500
2	Full Time Sweeper	450	500
3	Part Time Sweeper	450	500

(2) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Deputy Inspector General of Prisons	250	280
2	Personal Assistant to Director General of Prisons	550	610
	<i>Central Prisons</i>		
3	Medical Officer	180	200
4	Medical Officer (Ayurveda)	180	200
5	Lady Medical Officer	180	200
6	Compounder/Pharmacist	100	110
7	Gate Keeper	200	220
8	Prison Officer	200	220
9	Deputy Prison Officer	-	220
10	Assistant Prison Officer	-	220
11	Female Assistant Prison Officer	-	220
	<i>Open Prison, Nettukaltheri</i>		
12	Superintendent	150	170
13	Agricultural Officer	150	170
14	Supervisor	120	140
15	Welfare Officer	120	140
16	Chief Accountant	120	140
17	Assistant Superintendent Grade I	150	170
18	Clerk	120	140
19	Deputy Prison Officer	120	140
20	Assistant Prison Officer	100	110

21	Pharmacist	100	110
22	Part Time Medical Officer	250	280
	<i>District Jail, Kozhikode</i>		
23	Compounder	100	110

(3) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Psychiatrist, Central Prison	300	330
2	District Medical Officer visiting Central Prison (for each visit)	150	170
3	Homoeo Medical Officer attending the Homoeo Clinic in the Central Prison, Thiruvananthapuram	300	330
4	Warder Attendant, Leprosy Sanatorium Nooranad	150	170

(4) Risk Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Superintendent, Sub Jail / Supervisor, Open Prison / Supervisor, Borstal School	100	110
2	Assistant Superintendent Grade I and II	100	110
3	Female Assistant Superintendent	100	110
4	Chief Petty Officer / Petty Officer	100	110
5	Prison Officer	100	110
6	Deputy Prison Officer	100	110
7	Gate Keeper	100	110
8	Assistant Prison Officer	100	110
	<i>Open Prison Nettukaltheri</i>		
9	Assistant Superintendent Grade I	100	110
10	Deputy Prison Officer	100	110
11	Assistant Prison Officer	100	110

(5) Non-Practising Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Medical Officer, Central Prisons, Thiruvananthapuram, Viyyur and Kannur	650	720

(6) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Deputy Inspector General of Prisons	4500	5000
2	Superintendent, Prisons	4500	5000
3	Joint Superintendent	4500	5000
4	Deputy Superintendent	4500	5000
5	Principal, State Institute of Correctional Administration	4500	5000
6	Assistant Superintendent Grade I / Grade II	4500	5000
7	Chief Petty Officer	4500	5000
8	Petty Officer	4500	5000
9	Prison Officer	4500	5000
10	Deputy Prison Officer	4500	5000
11	Gate Keeper	4500	5000
12	Assistant Prison Officer	4500	5000
13	Driver cum Assistant Prison Officer	-	5000
14	Senior Lecturer / Lecturer, SICA	4500	5000
15	Driver	2400	2700

(7) Additional Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
	1. Day off Allowance (Rate per day)		
1	Assistant Superintendent Grade I	220	250
2	Assistant Superintendent Grade II	200	220

3	Chief Petty Officer	180	200
4	Petty Officer	180	200
5	Prison Officer	180	200
6	Deputy Prison Officer	180	200
7	Gate Keeper	180	200
8	Assistant Prison Officer	180	200
	2. Prisons Special Allowance*		
9	Superintendent of Central Prison/Open Prison/ District Jail/ Women Prison/ Women Open Prison/Special Sub Jail/ Borstal School	220	250
10	Deputy Superintendent of Central Prison/Open Prison/ District Jail/ Women Prison/ Women Open Prison	220	250
11	Principal, State Institute of Correctional Administration	220	250
12	Joint Superintendent	220	250
13	Deputy Superintendent, Special Sub Jail	200	220
14	Superintendent, Sub Jail/ Supervisor, Open Prison/ Supervisor, Borstal School	200	220
15	Assistant Superintendent Grade I	200	220
16	Assistant Superintendent Grade II	180	200
17	Chief Petty Officer	150	170
18	Petty Officer	150	170
19	Prison Officer	150	170
20	Deputy Prison Officer	290	350
21	Gate Keeper	210	250
22	Assistant Prison Officer	290	350
23	Driver cum Assistant Prison Officer	150	170
24	P.D. Teacher	150	170
25	Weaving Instructor / Weaving Foreman	150	170
26	Weaving Assistant	150	170
27	Pharmacist	150	170
28	Boot Foreman	150	170
29	Weaver	130	150
	<i>*Smartness Allowance, Special Allowance, Water & Electricity charges now existing</i>		

	<i>under Additional Special Allowance in Annexure XIII are subsumed into Prisons Special Allowance</i>		
	Central Prison, Press Thiruvananthapuram		
	Special Allowance		
30	Assistant Superintendent	150	170
31	General Foreman	130	150
32	Class III Employees	120	140
33	Class IV Employees	110	130

7.69. PUBLIC WORKS

The Public Works Department is one of the very prominent departments of the Government of Kerala and is the statutory authority for designing, planning, monitoring, constructing and undertaking maintenance of public works of the State Government such as Government Buildings, Roads, Bridges etc. The present organisational structure of the Public Works Department is mainly divided into various wings based on the nature of works and each wing is under the administrative control of a Chief Engineer. Organizations like Kerala State Transport Project (KSTP), Kerala State Construction Corporation Ltd (KSCC), Kerala Road Fund Board (KRFB), Roads and Bridges Development Corporation of Kerala Ltd (RBDCK) and Road Infrastructure Company Kerala Ltd (RICK) also functions under the department.

The Commission, having considered the proposals submitted by the Head of Department and demands of Service Organizations and individuals, makes the following recommendations:

- (i) Considering the increased workload and statutory/technical requirements in respect of multistoried buildings, the post of Chief Electrical Engineer may be upgraded to Chief Engineer (Electrical) in the scale of pay corresponding to ₹ 93000-120000. The post of Executive Engineer at Headquarters may also be upgraded to that of Superintending Engineer in the scale of pay corresponding to ₹ 85000-117600.
- (ii) Career Advancement Scheme may be implemented to directly recruited professionals of Architectural Wing. The post of Deputy Architect may be placed in the scale of pay corresponding to ₹ 42500-87000.

- (iii) The posts of Overseer Gr.I/Draftsman Grade I, Overseer Grade II/Draftsman Grade II and Overseer Gr III/Tracer may be re-designated Sub Engineer, Overseer Gr.I/Draftsman Gr.I and Overseer Gr.II/Tracer respectively. The post of Engineering Assistant (Electronics) may also be re-designated Sub Engineer (Electronics). Delegation of more powers and entrustment of more duties to Sub Engineers may be considered.
- (iv) Since the qualifications for the posts of Overseer Gr II/ Draftsman Gr II and Overseer Grade III/ Draftsman Gr III (redesignated as Overseer Gr I/ Draftsman Gr I and Overseer Grade II/ Draftsman Gr II respectively) are same, direct recruitment to the post of Overseer Gr II/ Draftsman Gr II (redesignated as Overseer Gr I/ Draftsman Gr I) may be discontinued and the posts may be filled up by promotion from Overseer Grade III/ Draftsman Gr III (redesignated as Overseer Gr II/ Draftsman Gr II) only.
- (v) The existing posts of Engineers of Design Wing and Investigation & Quality Control Wing have been redesignated by G.O (Ms)No.24/2017/PWD dated 10.04.2017. Hence, old designations may be substituted with new designations, and the posts so redesignated may be included along with equivalent posts existing in the schedule as follows:
1. The post of Design Assistant(HG), equivalent to Executive Engineer(HG) has been redesignated as Senior Structural Engineer(HG)/Senior Bridge Engineer(HG)/Senior Highway Engineer(HG)/Senior Geotechnical Engineer(HG)/ Senior Environmental Engineer(HG) and may be included as such along with Executive Engineer(HG) and its equivalent posts.
 2. The post of Design Assistant, equivalent to Executive Engineer has been redesignated as Senior Structural Engineer/Senior Bridge Engineer/Senior Highway Engineer/Senior Geotechnical Engineer/Senior Environmental Engineer and may be included as such along with Executive Engineer and its equivalent posts.
 3. The post of Design Assistant(HG) equivalent to Assistant Executive Engineer(HG) has been redesignated as Structural Engineer(HG)/Bridge Engineer(HG)/Highway Engineer(HG)/ Geotechnical Engineer(HG)/Environmental Engineer(HG)/ Material Engineer(HG) and may be included as such along with Assistant Executive Engineer(HG) and its equivalent posts.
 4. The post of Design Assistant equivalent to Assistant Executive Engineer has been redesignated as Structural Engineer/Bridge Engineer/Highway Engineer/Geotechnical Engineer/Environmental Engineer/ Material Engineer and may be

included as such along with Assistant Executive Engineer and its equivalent posts.

5. The post of Junior Designer equivalent to Assistant Engineer has been redesignated as Assistant Structural Engineer/Assistant Bridge Engineer/Assistant Highway Engineer/Assistant Geotechnical Engineer/Assistant Electrical Design Engineer/Assistant Plumbing Design Engineer/Assistant HVAC Engineer/Assistant Material Engineer/Assistant Traffic Engineer and may be included as such along with Assistant Engineer and its equivalent posts.
- (vi) The posts of Blue Printer, Lab Assistant, Assistant Lineman, Blacksmith, Store Attender, Road Worker, Mechanic, Unskilled Worker and Boring Plant Operator may be excluded from the schedule as these posts are not existing in the Department.
- (vii) The caption 'Staff absorbed from KSEW Ltd' may be removed from department schedule since the posts under the caption are excluded from the schedule.
- (viii) The posts of Assistant Architectural Engineer, Quantity Surveyor and Assistant Architectural Engineer(HG), Quantity Surveyor(HG) under the heading Architectural Wing may be excluded from the department schedule as these posts are not existing in the Department.
- (ix) Since the posts of Technical Assistant(Architecture) and Technical Assistant(Architecture)(HG) are not interchangeable posts of Deputy Architect and Deputy Architect(HG) respectively, they may be shown as separate posts in the schedule.
- (x) The posts of Draftsman Grade I, Draftsman Grade II(Architecture) and Tracer under Architectural Wing have been re-designated Architectural Draftsman Grade I, Architectural Draftsman Grade II and Architectural Draftsman Grade III respectively by the new Special Rules. Hence the posts of Draftsman Grade I, Draftsman Grade II(Architecture) and Tracer under the Architectural Wing may be substituted with Architectural Draftsman Grade I, Architectural Draftsman Grade II and Architectural Draftsman Grade III respectively.
- (xi) The post of Pump Operator under the heading 'Miscellaneous Staff' may be excluded as the post is not in existence nor is it there in the Special Rules. The post of Assistant Pump Operator in the scale of pay of ₹ 17500-39500 may be included.
- (xii) The ratio between Overseer Grade II/Draftsman Grade II(re designated as Overseer Gr.I/ Draftsman Gr.I) and Overseer Grade I / Draftsman Grade I (re designated as Sub Engineer) and the ratio between Draftsman

Grade II(Architecture)(redesignated as Architectural Draftsman Grade II) and Draftsman Grade I(redesignated as Architectural Draftsman Grade I) may be excluded as they are functional posts according to the Special Rules.

- (xiii) The post of Waiter in the scale of pay corresponding to ₹ 16500-35700 may be included in the schedule of Public Works Department under the caption 'Rest House Staff'.
- (xiv) All other posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Chief Engineer	8	93000-120000	129300-166800
	2	Deputy Chief Engineer / Superintending Engineer/ Director	25	85000-117600	118100-163400
	3	Executive Engineer (HG)/ Joint Director (HG)/Executive Engineer General (HG)/ Senior Structural Engineer (HG)/ Senior Bridge Engineer(HG)/ Senior Highway Engineer(HG)/ Senior Geotechnical Engineer(HG)/ Senior Environmental Engineer(HG)	24	77400-115200	107800-160000
a	4	Executive Engineer / Joint Director/Executive	74	68700-110400	95600-153200

		Engineer General/ Senior Structural Engineer/ Senior Bridge Engineer/ Senior Highway Engineer/ Senior Geotechnical Engineer/ Senior Environmental Engineer			
	5	Assistant Executive Engineer (HG)/ Deputy Director(HG)/ Assistant Executive Engineer (Technical)(HG) / Structural Engineer(HG)/ Bridge Engineer(HG)/ Highway Engineer(HG)/ Geotechnical Engineer(HG)/ Environmental Engineer(HG)/ Material Engineer(HG)	108	45800-89000	63700-123700
b	6	Assistant Executive Engineer / Deputy Director/ Assistant Executive Engineer (Technical)/ Structural Engineer/ Bridge Engineer/ Highway Engineer/ Geotechnical Engineer/ Environmental Engineer/ Material Engineer	218	42500-87000	59300-120900
	7	Assistant Engineer / Assistant Director/ Assistant Structural Engineer/ Assistant	742	39500-83000	55200-115300

		Bridge Engineer/ Assistant Highway Engineer/ Assistant Geotechnical Engineer/ Assistant Electrical Design Engineer/ Assistant Plumbing Design Engineer/ Assistant HVAC Engineer/ Assistant Material Engineer/ Assistant Traffic Engineer			
	8	System Programmer	1	35700-75600	50200-105300
	9	Sub Engineer	654	26500-56700	37400-79000
	10	Research Assistant	10	26500-56700	37400-79000
	11	Foreman	3	26500-56700	37400-79000
	12	Scientific Assistant	1	26500-56700	37400-79000
	13	Overseer Grade I /Draftsman Grade I	623	22200-48000	31100-66800
	14	Overseer Grade II/ Tracer	1324	19000-43600	26500-60700
		Architectural Wing			
	15	Chief Architect	1	93000-120000	129300-166800
	16	Deputy Chief Architect	1	85000-117600	118100-163400
	17	Senior Architect (HG)	1	77400-115200	107800-160000
a	18	Senior Architect	3	68700-110400	95600-153200
b	19	Deputy Architect (HG)	4	45800-89000	63700-123700
	20	Technical Assistant (Architecture)(HG)		45800-89000	63700-123700
b	21	Deputy Architect	9	40500-85000	59300-120900
	22	Technical Assistant (Architecture)	1	40500-85000	56500-118100
	23	Architectural Assistant	14	39500-83000	55200-115300
	24	Architectural Draftsman Grade I	17	26500-56700	37400-79000

	25	Architectural Draftsman Grade II	7	22200-48000	31100-66800
	26	Architectural Draftsman Grade III	2	19000-43600	26500-60700
	Electrical & Electronics Wing				
	27	Chief Engineer (Electrical)	1		129300-166800
	28	Superintending Engineer (Electrical)	1	85000-117600	118100-163400
	29	Executive Engineer (HG)	1	77400-115200	107800-160000
a	30	Exe.Engineer (Elec/ Electronics)	6	68700-110400	95600-153200
	31	Assistant Executive Engineer (HG)	10	45800-89000	63700-123700
	32	Assistant Executive Engineer(Electrical/ Electronics)	20	42500-87000	59300-120900
	33	Assistant Engineer (Electrical/ Electronics)	83	39500-83000	55200-115300
	34	Sub Engineer	98	26500-56700	37400-79000
	35	Sub Engineer (Electronics)	38	26500-56700	37400-79000
	36	Refrigerator Mechanic/Generator Mechanic	2	26500-56700	37400-79000
	37	Draftsman Grade I/ Overseer Grade I	118	22200-48000	31100-66800
	38	Lineman	338	19000-43600	26500-60700
	Rest house staff				
	39	Manager Grade I	5	30700-65400	43400-91200
	40	Manager Grade II	17	19000-43600	26500-60700
	41	Caretaker	51	17500-39500	24400-55200
	42	Butler	13	17000-37500	23700-52600
	43	Maity	14	16500-35700	23000-50200
	44	Dhoby	1	16500-35700	23000-50200

	45	Cook	14	16500-35700	23000-50200
	46	Rest House Attender		16500-35700	23000-50200
	47	Waiter	3		23000-50200
c	Mechanical Wing				
	Miscellaneous staff				
	47	Plumbing Inspector	1	22200-48000	31100-66800
	48	Fitter	2	18000-41500	25100-57900
	49	Assistant Pump Operator	6	17500-39500	24400-55200
	50	Ferryman	186	17500-39500	24400-55200
	51	Skilled Worker		17500-39500	24400-55200
	52	Head Gardener	1	17500-39500	24400-55200
	53	Gardener	14	17000-37500	23700-52600
	54	Watchman cum Cook/ Cook cum Watchman	94	17000-37500	23700-52600
	55	Worker Grade I		17000-37500	23700-52600
	56	Worker Grade II		16500-35700	23000-50200
	57	Lascar	3	16500-35700	23000-50200
	58	Watcher cum Gardener	18	16500-35700	23000-50200
	59	Full-Time Sweeper/ Scavenger	22	16500-35700	23000-50200
	60	Sweeper cum Cleaner	8	16500-35700	23000-50200

- 25% Higher Grade will continue.
- Existing 1/3rd HG will continue.
- Administrative Control of Mechanical wing is under Irrigation department and the posts have been placed under the schedule of Irrigation Department.

Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Administrative Officer		As in PD	As in PD
	2	Senior Finance Officer		As in PD	As in PD
	3	Financial Assistant		As in PD	As in PD

4	Divisional Accounts Officer		As in PD	As in PD
5	Assistant Geologist		As in PD	As in PD
6	Research Officer		As in PD	As in PD
7	Statistical Investigator Gr I/ Statistical Assistant Gr I		As in PD	As in PD
8	Statistical Investigator Gr II/ Statistical Assistant Gr II		As in PD	As in PD

Common Category

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Assistant	17	As in CC	As in CC
2	Senior Superintendent	19	As in CC	As in CC
3	Junior Superintendent	97	As in CC	As in CC
4	Fair Copy Superintendent	9	As in CC	As in CC
5	Head Clerk	211	As in CC	As in CC
6	Senior Clerk	707	As in CC	As in CC
7	Clerk	707	As in CC	As in CC
8	Clerk cum Typist	1	As in CC	As in CC
9	Selection Grade Typist	89	As in CC	As in CC
10	Senior Grade Typist	89	As in CC	As in CC
11	U.D Typist	89	As in CC	As in CC
12	L.D Typist	89	As in CC	As in CC
13	Personal Assistant	7	As in CC	As in CC
14	Confidential Assistant Senior Grade	7	As in CC	As in CC
15	Confidential Assistant Gr I	7	As in CC	As in CC

	16	Confidential Assistant Gr II	9	As in CC	As in CC
	17	Selection Grade Driver	157	As in CC	As in CC
	18	Senior Grade Driver		As in CC	As in CC
	19	Driver Gr I		As in CC	As in CC
	20	Driver Gr II		As in CC	As in CC
	21	Office Attendant	921	As in CC	As in CC
	22	Binder	1	As in CC	As in CC
	23	Roller Driver Gr I	10	As in CC	As in CC
	24	Roller Driver Gr II		As in CC	As in CC
	25	Roller Cleaner	44	As in CC	As in CC
	26	Lift Operator	32	As in CC	As in CC
	27	Watchman	186	As in CC	As in CC
	28	Sergeant	2	As in CC	As in CC
Part Time Contingent					
	1	Part time Sweeper	434	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Lift Operator	120	140
(Design, Research, Investigation and Quality Control Board)			
2	Chief Engineer	800	880
3	Superintending Engineer (Director)	600	660
4	Executive Engineer (Joint Director)	600	660
5	Assistant Executive Engineer (Deputy Director)	500	550
6	Assistant Engineer (Assistant Director)	500	550

7	All Technical Staff other than Engineers (Draftsman, Tracer, Research Assistant etc.)	350	390
8	Manager Gr.II of Rest Houses	200	220
9	Rain Coat Allowance to Ferryman per year	300	330

(2) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Ferry Man	200	220
2	Watchman in the PWD Rest House	100	110

(3) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Lift Operator	2400	2700
2	Driver	2400	2700
3	Ferryman	2400	2700

7.70. REGISTRATION

The Registration Department is one of the oldest departments in the State and at present it is the third largest source of revenue to the State exchequer. The main objective of the law of registration is to provide a conclusive proof of genuineness of documents, afford publicity to transactions, prevent fraud, facilitate information as to whether a property has already been transacted and provide security of title deeds and to create facility for providing titles in case the original deeds are lost or destroyed. The implementation of the Registration Act 1908, Kerala Registration Rules 1967, Stamps Act and Rules, Society's Registration Act, Kerala Non-Trading Companies Act, Indian

Partnership Act, Kerala Chitty Act and Rules etc is done by this Department. The Inspector General of Registration is the Head of the Department. The department is divided into 4 zones viz, Thiruvananthapuram, Thrissur, Ernakulum and Kozhikode and each zone is under the control of the Deputy Inspector General of Registration. At present there are 311 Sub-Registrar offices in the State.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendation:

All the posts existing in the department may be placed in the corresponding revised scales of pay. Existing allowances may also be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Inspector General of Registration	1	81000-117600	112800-163400
2	Joint Inspector General of Registration	1	68700-110400	95600-153200
3	Deputy Inspector General of Registration	5	55350-101400	77200-140500
4	District Registrar/ Asst IG of Registration	26	42500-87000	59300-120900
5	Sub Registrar/ Chitty Inspector/ Chitty Auditor/ Chitty Prosecuting Inspector/ Cashier	358	36600-79200	51400-110300
6	Binding Supervisor	7	25200-54000	35600-75400

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Officer	1	As in PD	As in PD
2	Finance Officer	1	As in PD	As in PD
3	Accounts Officer	1	As in PD	As in PD
4	Law Officer	1	As in PD	As in PD

Common Category Posts

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Superintendent	4	As in CC	As in CC
2	Junior Superintendent	105	As in CC	As in CC
3	Fair Copy Superintendent	1	As in CC	As in CC
4	Head Clerk	247	As in CC	As in CC
5	Senior Clerk	723	As in CC	As in CC
6	Clerk	730	As in CC	As in CC
7	Confidential Assistant Gr II	1	As in CC	As in CC
8	Selection Grade Typist	8	As in CC	As in CC
9	Senior Grade Typist	8	As in CC	As in CC
10	U.D Typist	8	As in CC	As in CC
11	L.D Typist	9	As in CC	As in CC
12	Binder Grade I	6	As in CC	As in CC
13	Binder Grade II	21	As in CC	As in CC
14	Driver Senior Grade	6	As in CC	As in CC
15	Driver Gr I	7	As in CC	As in CC
16	Driver Gr II	7	As in CC	As in CC
17	Attender	2	As in CC	As in CC

	18	Duffedar	1	As in CC	As in CC
	19	Office Attendant	630	As in CC	As in CC

Part Time Contingent					
	1	Part Time Sweeper	322	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Permanent Travelling Allowance

Sl. No	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)	Area of Jurisdiction	Average number of days of tour in a month
1	Chitty Auditor	400	440	One District	20
2	Chitty Auditor	450	500	More than One District	20

(2) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.71. SAINIK WELFARE

The Sainik Welfare Department is constituted for implementation of various programmes related to the welfare and resettlement of Ex-servicemen, their dependents and war widows. All the Ex-servicemen, who are willing to be re-employed/resettled, register their names with the respective Zila Sainik Welfare Offices, and the Zila Sainik Welfare Offices in turn sponsor their name for re-employment against vacancies notified by the Government Departments/ PSU etc. Zila Sainik Welfare Offices also prepare and send

Index Cards of all Ex-servicemen so registered to the respective Employment Exchanges of each Districts of the State so that Ex-servicemen can be sponsored against general vacancies also. This Department is also looking after the welfare of families of both Ex-servicemen and serving personnel of the State. The activities of the Department include formulation of schemes for re-orientation training and rehabilitation of Ex-servicemen. The department is headed by a Director.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) The personal scale of pay given to the Director may be withdrawn as it is irrelevant now.
- (ii) The post of Accounts Officer under the heading 'Post Held by Personnel of Other Departments' in the Schedule may be replaced with Administrative Officer in line with the designation in the Department.
- (iii) All the posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Director	1	68700-110400	95600-153200
2	Deputy Director/ Zila Sainik Welfare Officer.	15	42500-87000	59300-120900

	3	Assistant Director/ Assistant Zila Sainik Welfare Officer(HG)	3	39500-83000	55200-115300
	4	Assistant Director/ Assistant Zila Sainik Welfare Officer	8	35700-75600	50200-105300
	5	Welfare Organiser	13	26500-56700	37400-79000

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Officer	1	As in PD	As in PD
2	Finance Officer	1	As in PD	As in PD
3	Junior Employment Officer	1	As in PD	As in PD

Common Category

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Junior Superintendent	2	As in CC	As in CC
2	Head Accountant/ Head Clerk	11	As in CC	As in CC
3	Senior Clerk	34	As in CC	As in CC
4	Confidential Assistant Gr II	1	As in CC	As in CC
5	Clerk	35	As in CC	As in CC
6	Clerk-Typist	17	As in CC	As in CC
7	Binder Grade II	1	As in CC	As in CC
8	Roneo Operator	1	As in CC	As in CC

9	Driver Gr II	1	As in CC	As in CC
10	Night Watchman	2	As in CC	As in CC
11	Office Attendant	18	As in CC	As in CC

Part Time Contingent

1	Part Time Sweeper	13	As in PTCC	As in PTCC
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B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Special Allowance**

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Director	750	830

(2) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.72. SCHEDULED CASTE DEVELOPMENT

The Scheduled Caste Development Department of Kerala, formerly Harijan Welfare Department implements programmes for the upliftment of the Scheduled Castes in the State identified under Article 341 of the Indian Constitution. The prime areas of concern of the Department are the Education, Employment and Empowerment of the Scheduled Castes in Kerala. It also aims at prevention of atrocities against Scheduled Castes. The Director, drawn from IAS is the Head of the Department.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- i) The post of Training Superintendent may be placed in the revised scale of pay corresponding to ₹ 30700-65400. As per G.O.(Ms) No.46/2017 (216)/Fin dated 27.01.2017, the scale of pay of Training Superintendents in SC Development Department was modified from ₹ 14620-25280 to ₹ 16180-29180 with effect from 01.07.2009.
- ii) As per G.O.(Ms) No.28/10/SCSTDD dated, 12.03.2010, the qualification prescribed for the post of Cook in the department was upgraded from pass in 4th standard to SSLC & KGCE in food production. Hence the post of Cook may be included in the department schedule in the revised scale of pay corresponding to ₹ 17000-35700 and they may be granted ratio promotion as Cook Gr II, Cook Gr I and Cook Sr Gr in the ratio 1:1:1 in the scales of pay of ₹ 17000-37500, ₹ 17500-39500 & ₹ 18000-41500 respectively.
- iii) The post of Steward may be included in the department schedule in the revised scale of pay corresponding to ₹ 19000-43600.
- iv) The posts of SC Development Officer Gr I/ Chief Publicity Officer may be shown as interchangeable posts as classified by Special Rules.
- v) The Cooks in the department may be exempted from the mess recovery charges.
- vi) The department treats, without the authority of Special Rules, the posts of Scheduled Castes Development Officer Grade II and Junior Superintendent as interchangeable posts. But, as the qualification, method of appointment and feeder category of the two posts are different as per the Special Rules, these posts cannot be treated as interchangeable. The Commission recommends to stop the practice of treating the posts of Scheduled Castes Development Officer Grade II and Junior Superintendent as interchangeable posts and further appointment to the post of Scheduled Castes Development Officer Grade II shall be made strictly as per the Special Rules only.
- vii) All other posts existing in the department may be placed on the corresponding revised scales of pay. Existing allowances may also be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	IAS	IAS
	2	Additional Director	1	77400-115200	107800-160000
	3	Joint Director	3	68700-110400	95600-153200
	4	Deputy Director	2	45800-89000	63700-123700
a	5	District Development Officer (HG)	4	45800-89000	63700-123700
	6	District Development Officer	10	42500-87000	59300-120900
	7	Training Officer	1	42500-87000	59300-120900
a	8	Asst. District Development Officer to SC(HG)	4	42500-87000	59300-120900
	9	Asst. District Development Officer to SC	10	40500-85000	56500-118100
	10	SC Development Officer Gr I/ Chief Publicity Officer / Sr. Superintendent	82	36600-79200	51400-110300
	11	Special Officer for colonization/ Special Taluk Development Officer	1	35700-75600	50200-105300
	12	Inspector of Training	2	35700-75600	50200-105300

	13	SC Development Officer Gr II	107	30700-65400	43400-91200
	14	Instructor in Stenography	4	29200-62400	41300-87000
	15	Training Superintendent/ Assistant Inspector of Training	45	29200-62400	43400-91200
	16	Training Instructor	95	26500-56700	37400-79000
	17	Nursery School Teacher	51	25200-54000	35600-75400
b	18	Pre- Matric Hostel Warden (Sr Gr)	32	25200-54000	35600-75400
	19	Pre- Matric Hostel Warden (HG)	32	22200-48000	31100-66800
	20	Pre-Matric Hostel Warden	31	19000-43600	26500-60700
	21	Steward	17	-	26500-60700
c	22	Cook Sr Gr	234	-	25100-57900
	23	Cook Gr I		-	24400-55200
	24	Cook Gr II		-	23700-52600
	25	Ayah	127	16500-35700	23000-50200
	26	Helper/ Mess Boy	8	16500-35700	23000-50200

- a. 30 % HG will continue.
- b. Existing ratio of 1:1:1 will continue.
- c. The ratio among Cook Gr II, Cook Gr I and Cook Sr Gr will be 1:1:1.

Posts held by Personnel of other Departments

Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Administrative Officer	1	As in PD	As in PD
2	Senior Finance Officer	1	As in PD	As in PD
3	Chief Planning Officer	1	As in PD	As in PD
4	Research Officer	1	As in PD	As in PD
5	Research Assistant	1	As in PD	As in PD
6	Statistical Assistant Gr II	15	As in PD	As in PD
7	Principal, Pre-examination Training Centre	4	As in PD	As in PD
8	Lecturer	5	As in PD	As in PD
9	Junior Co-operative Inspector	2	As in PD	As in PD
10	Revenue Inspector	2	As in PD	As in PD
11	Field Assistant	2	As in PD	As in PD

Common Category

Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Junior Superintendent	29	As in CC	As in CC
2	Fair Copy Superintendent	2	As in CC	As in CC
3	Head Clerk	6	As in CC	As in CC
4	Senior Clerk	155	As in CC	As in CC
5	Clerk	155	As in CC	As in CC
6	Personal Assistant	1	As in CC	As in CC

	7	Confidential Assistant Senior Grade	1	As in CC	As in CC
	8	Confidential Assistant Gr I	2	As in CC	As in CC
	9	Confidential Assistant Gr II	2	As in CC	As in CC
	10	Typist Selection Grade	10	As in CC	As in CC
	11	Typist Senior Grade	10	As in CC	As in CC
	12	U.D Typist	11	As in CC	As in CC
	13	L.D Typist	11	As in CC	As in CC
	14	Clerk cum Typist	9	As in CC	As in CC
	15	Driver Selection Grade	24	As in CC	As in CC
	16	Driver Senior Grade		As in CC	As in CC
	17	Driver Grade I		As in CC	As in CC
	18	Driver Grade II		As in CC	As in CC
	19	Lift Operator	1	As in CC	As in CC
	20	Clerical Attender	2	As in CC	As in CC
	21	Attender	12	As in CC	As in CC
	22	Duffedar	1	As in CC	As in CC
	23	Office Attendant Gr I	355	As in CC	As in CC
	24	Office Attendant Gr II		As in CC	As in CC
Part Time Contingent					
	1	Part Time Sweeper	175	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Permanent Travelling Allowance**

Sl. No.	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)	Area of Jurisdiction	Average No. of days of tour in a month
1	Scheduled Caste Development Officer Gr.I	350	390	One Taluk	15
2	Scheduled Caste Development Officer Gr.II	300	330	One Block	15

(2) Uniform Allowance

Sl. No.	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.73. SCHEDULED TRIBES DEVELOPMENT

The Scheduled Tribes Development Department was formed in 1975, bifurcating the erstwhile Harijan Welfare Department, as per G.O.(P) No. 69/75/DD dated 21/06/1975, exclusively to look after the matters connected with the Scheduled Tribes. It started functioning as a full-fledged department with a separate establishment from 1980. It works for the upliftment of the Scheduled Tribes in the State identified under Article 342 of the Indian Constitution. The Department runs a number of institutions like hostels, balavadis, nursery schools, dispensaries, mobile employment exchanges and midwifery centres. The Director, drawn from IAS, is the Head of the Department.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- i) The post of Special Extension Officer may be placed in the revised scale of pay corresponding to ₹ 36600-79200, in view of the feeder

category being common for Senior Superintendent and Special Extension Officer.

- ii) Considering the qualification and higher duties and responsibilities, the scale of pay of the post of Instructors of Industrial Training Centre may be enhanced to the revised scale of pay corresponding to ₹ 19000-43600.
- iii) As per G.O.(Ms) No.28/10/SCSTDD dated, 12.03.2010, the qualification prescribed for the post of Cook was upgraded from literacy to SSLC & KGCE in food production. Hence the posts of Cook Gr. II, Cook Gr. I and Cook Sr Gr may be placed in the revised scales of pay corresponding to ₹ 17000-37500, ₹ 17500-39500 & ₹ 18000-41500 respectively.
- iv) The Cook and Watchman in the department may be allowed Uniform allowance in the revised rate corresponding to ₹ 2400 per annum.
- v) The posts of Cook, Full Time Sweeper, Mess boy and Helper of Hostels may be sanctioned compensatory allowance at the revised rate corresponding to ₹ 150 per month.
- vi) The posts of Teacher - cum - Warden may be deleted from the schedule of Special Allowance since the post doesn't exist in the department.
- vii) The Cooks in the department may be exempted from the mess recovery charges.
- viii) All other posts existing in the department may be placed in the corresponding revised scales of pay. Existing allowances may also be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Director	1	IAS	IAS
2	Joint Director	1	68700-110400	95600-153200
3	Deputy Director/ Project Officer/ Manager	10	55350-101400	77200-140500
4	Assistant Director/ Tribal Development Officer	10	40500-85000	56500-118100
5	Assistant Project Officer/ Assistant Tribal Development Officer	13	39500-83000	55200-115300
6	Special Extension Officer	4	35700-75600	51400-110300
7	Training Officer	1	35700-75600	50200-105300
8	Tribal Extension Officer	53	30700-65400	43400-91200
9	Industrial Supervisor	1	30700-65400	43400-91200
10	Manager (Model Residential School)	18	30700-65400	43400-91200
11	Sports Coach (Hockey)	1	27800-59400	39300-83000
12	Supervisor	2	25200-54000	35600-75400
13	Nursery School Teacher	13	25200-54000	35600-75400

a	14	Senior Clerk/ Senior Clerk- Warden	134	25200-54000	35600-75400
	15	Clerk/ Clerk- Warden	134	19000-43600	26500-60700
	16	Instructor	21	18000-41500	26500-60700
	17	Data Entry Operator	1	19000-43600	26500-60700
b	18	Cook (Sr Gr)	291	17500-39500	25100-57900
	19	Cook Gr I		17000-37500	24400-55200
	20	Cook Gr II		16500-35700	23700-52600
	21	Record Attender	1	17500-39500	24400-55200
	22	Ayah	166	16500-35700	23000-50200
	23	Watchman/ Security	24	16500-35700	23000-50200

a. Existing ratio of 1:1 will continue.

b. Existing ratio of 1:1:1 will continue.

Posts held by Personnel of other Departments

Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Administrative Officer	1	As in PD	As in PD
2	Senior Finance Officer	1	As in PD	As in PD
3	Asst: Director (SPC)	1	As in PD	As in PD
4	Medical Officer	2	As in PD	As in PD
5	Assistant Executive Engineer	1	As in PD	As in PD
6	Assistant Engineer	5	As in PD	As in PD
7	Research Assistant	1	As in PD	As in PD
8	Overseer	8	As in PD	As in PD

9	Statistical Investigator Gr II / Statistical Assistant Gr II	13	As in PD	As in PD
10	Pharmacist	20	As in PD	As in PD
11	Junior Public Health Nurse	8	As in PD	As in PD
12	Principal	8	As in PD	As in PD
13	Graduate Teacher	171	As in PD	As in PD
14	Head Master	17	As in PD	As in PD
15	Special Teacher	37	As in PD	As in PD
16	Manager-cum-Resident Tutor	18	As in PD	As in PD
17	Medical Officer (ISM)	18	As in PD	As in PD

Common Category

Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Superintendent	19	As in CC	As in CC
2	Junior Superintendent	18	As in CC	As in CC
3	Fair Copy Superintendent	1	As in CC	As in CC
4	Head Clerk	2	As in CC	As in CC
5	Selection Grade Typist	7	As in CC	As in CC
6	Senior Grade Typist	7	As in CC	As in CC
7	U.D Typist	8	As in CC	As in CC
8	L.D Typist	8	As in CC	As in CC
9	Personal Assistant	1	As in CC	As in CC
10	Confidential Assistant Senior Grade	2	As in CC	As in CC
11	Confidential Assistant Gr I	2	As in CC	As in CC

	12	Confidential Assistant Gr II	2	As in CC	As in CC
	13	Office Attendant/ Watchman	344	As in CC	As in CC
	14	Selection Grade Driver	24	As in CC	As in CC
	15	Senior Grade Driver		As in CC	As in CC
	16	Driver Gr I		As in CC	As in CC
	17	Driver Gr II		As in CC	As in CC
	18	Full Time Sweeper	49	As in CC	As in CC
	19	Security Guard	1	As in CC	As in CC
	20	Helper/Mess boy/ Mess girl	21	As in CC	As in CC
	21	Sweeper cum Watchman/ Gardner cum Scavenger/ Van Cleaner.	22	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Compensatory Allowance

Sl. No.	Category	Existing Rate per Month (₹)	Proposed Rate Per Month (₹)
Staff working in Hostels			
1	Cook	Nil	170
2	Full Time Sweeper	Nil	170
3	Mess boy	Nil	170
4	Helper	Nil	170

(2) Uniform Allowance

Sl. No.	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Cook	Nil	2700

2	Watchman	Nil	2700
3	Driver	2400	2700

(3) Permanent Travelling Allowance

Sl. No.	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)	Area of Jurisdiction	Average No. of days of tour in a month
1	Tribal Extension Officer	300	330	Over 1 Block	15
2	Tribal Extension Officer	400	440	Over 2 Blocks	15
3	Tribal Extension Officer	500	550	Over Three Blocks	15

7.74. SOCIAL JUSTICE

The Social Justice Department was established on 9th September 1975 for ensuring justice to the disadvantaged sections of the society and for the implementation of social welfare programmes and services in Kerala. It also provides social security for the aged and infirm through a network of organisations, residential institutions and non-institutional schemes. By GO (Ms) No.24/2017/SJD dated 30.06.2017 the Social Justice Department was bifurcated into the Social Justice Department and the Women and Child Development Department. The cadre strengths of both the departments were fixed and finalised by GO(P)No.23/2018/SJD dated 07.10.2018 and GO(P)No.10/2019/SJD dated 21.10.2019. Social Justice Department working with the concept of welfare state is underpinning socio-economic development plans of Kerala Government. The department is working hard for the upliftment of marginalised groups and to provide justice to the victimised. The Directorate of Social Justice is the nodal agency for implementing the social welfare schemes of the State Government and various welfare schemes of the Government of India. The department is headed by the Director.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) The Schedule of the Department may be modified in accordance with the bifurcation orders, GO(P)No.23/2018/SJD dated 07.10.2018 and GO(P)No. 10/2019/SJD dated 21.10.2019.
- (ii) The post of Cook may be sanctioned Higher Grade in the ratio 1:1 in the scale of pay of ₹ 17500-39500.
- (iii) All the posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Director	1	IAS	IAS
2	Additional Director	1	68700-110400	95600-153200
3	Joint Director	1	55350-101400	77200-140500
4	Assistant Director	3	42500-87000	59300-120900
5	District Social Justice Officer	14	40500-85000	56500-118100
6	Probation Officer Gr I	17	39500-83000	55200-115300
7	Superintendent Gr I	21	35700-75600	50200-105300
8	Probation Officer Gr II	23	30700-65400	43400-91200
9	Superintendent Gr II	5	29200-62400	41300-87000
10	Supervisor, Vocational Training Centre	2	27800-59400	39300-83000
11	Social Scientist	1	27800-59400	39300-83000
12	Superintendent Gr III	3	27800-59400	39300-83000

	13	Special Teacher	1	27800-59400	39300-83000
	14	Social Education Assistant (Asha Bhavan)	1	25200-54000	35600-75400
	15	Nursery Teacher	1	22200-48000	31100-66800
	16	Instructor-Printing	1	22200-48000	31100-66800
	17	Senior Instructor	1	20000-45800	27900-63700
	18	Matron Gr I	13	19000-43600	26500-60700
	19	House Master	1	19000-43600	26500-60700
	20	Instructor Book Binding	2	19000-43600	26500-60700
	21	Instructor(Tailoring & Embroidery)	1	19000-43600	26500-60700
	22	Instructor (Leather Works)	1	19000-43600	26500-60700
	23	Instructor(Plastic Works)	1	19000-43600	26500-60700
	24	Instructor(Pottery & Mat Weaving)	1	19000-43600	26500-60700
	25	Part- time Tailoring Instructor	1	18000-41500	25100-57900
a	26	Cook (HG)			24400-55200
	27	Cook	40	17000-37500	23700-52600
	28	Ayah	34	17000-37500	23700-52600
	29	Male Attendant	12	17000-37500	23700-52600
	30	Female Attendant	9	17000-37500	23700-52600
	31	Watchman	35	16500-35700	23000-50200
	32	Watchwoman	11	16500-35700	23000-50200
	33	Honorary Psychiatrist	1	4000 Fixed Pay	5000 Fixed Pay
	34	Part Time Psychiatrist	2	4000 Fixed Pay	5000 Fixed Pay
	35	Part Time Medical Officer	6	4000 Fixed Pay	5000 Fixed Pay

a) The ratio of 1:1 between Cook and Cook (HG)

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Finance Officer	1	As in PD	As in PD
2	Administrative Officer	1	As in PD	As in PD
3	Law Officer	1	As in PD	As in PD

Common Category

Sl. No	Name of Post	No. of Post	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Superintendent	18	As in CC	As in CC
2	Junior Superintendent	20	As in CC	As in CC
3	Fair Copy Superintendent	1	As in CC	As in CC
4	Confidential Assistant Gr I	1	As in CC	As in CC
5	Head Clerk/ Head Accountant	15	As in CC	As in CC
6	Selection Grade Typist	5	As in CC	As in CC
7	Senior Grade Typist	5	As in CC	As in CC
8	Senior Clerk	41	As in CC	As in CC
9	Driver Senior Gr	4	As in CC	As in CC
10	Driver Gr I	4	As in CC	As in CC
11	Clerk	22	As in CC	As in CC
12	Clerk-Typist	18	As in CC	As in CC
13	U.D Typist	5	As in CC	As in CC
14	L.D Typist	5	As in CC	As in CC
15	Binder	1	As in CC	As in CC
16	Confidential Assistant Gr II	1	As in CC	As in CC
17	Driver Grade II	4	As in CC	As in CC
18	Clerical Attender	1	As in CC	As in CC

	19	Attender	1	As in CC	As in CC
	20	Office Attendant	72	As in CC	As in CC
Part Time Contingent					
	1	Part Time Sweeper	30	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)
1	Superintendents of Homes for the Mentally Retarded	350	390
2	Ayahs of the above Homes	300	330
3	Part Time Medical Officer	180	200

(2) Additional Special Allowance

Sl. No	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)
	1.Day Off Allowance		
1	Cook	120	140
	2.Special Allowance		
1	Superintendent, Govt. Children's Home and Special Schools.	180	200
2	Ayah / Watchman	110	130

(3) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

(4) Permanent Conveyance Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)	Area of Jurisdiction
1	City Probation Officer	380	420	Corporation Area

7.75. SOIL SURVEY AND SOIL CONSERVATION

The Department of Soil Survey & Soil Conservation is the nodal department for the conservation and management of the precious soil and water resources of Kerala. The department not only provides scientific database on the soil and land resources of the state for developing suitable soil and land management practices but also implements a variety of projects aimed at conserving and managing these natural resources which is vital for ensuring sustainable development and food security of the state. Department of Soil Survey & Soil Conservation was formed in 1963. The department consists of two units' viz. the Soil Survey and Soil Conservation. The Director of Soil Survey & Soil Conservation is the Head of the Department. Both Soil Survey & Soil Conservation units have separate district offices in all the districts, regional offices in Thiruvananthapuram, Thrissur and Wayanad, 7 Soil Analytical Laboratories, One Training Institute for Watershed Management and State Soil Museum.

From the details available, the Commission finds that the Department needs restructuring. Recommendations relating to restructuring will be furnished in Part VII of the Commission Report.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) As per the Special Rules posts of District Soil Conservation Officer, Assistant Director of Soil Conservation Wing and Senior Chemist, Assistant Director of Soil Survey are interchangeable. Hence, the Scale of Pay of the posts of District Soil Conservation Officer of Soil Conservation Wing and Senior Chemist of Soil Survey Wing may be revised corresponding to ₹ 42500-87000, which is the Scales of Pay of its interchangeable posts of Assistant Director of Soil Conservation and Soil Survey respectively.

- (ii) All other posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Director	1	85000-117600	118100-163400
2	Additional Director of Soil Conservation	1	81000-117600	112800-163400
3	Joint Director of Soil Conservation	1	68700-110400	95600-153200
4	Deputy Director of Soil Conservation	2	45800-89000	63700-123700
5	Assistant Director	27	42500-87000	59300-120900
6	District Soil Conservation Officer		40500-85000	59300-120900
7	Assistant Engineer	11	39500-83000	55200-115300
8	Soil Conservation Officer	43	39500-83000	55200-115300
9	Field Assistant Sr. Grade	6	29200-62400	41300-87000
10	Overseer Gr. I	84	26500-56700	37400-79000
11	Draftsman Grade I	28	26500-56700	37400-79000
12	Field Assistant Grade-I	9	26500-56700	37400-79000
13	Surveyor	92	22200-48000	31100-66800
14	Draftsman Gr.II	73	22200-48000	31100-66800
a 15	Field Assistant Grade-II	16	20000-45800	27900-63700

	16	Tracer	13	19000-43600	26500-60700
	17	Work Superintendent	167	19000-43600	26500-60700
Soil Survey					
	18	Additional Director	1	81000-117600	112800-163400
	19	Principal Soil Chemist	1	68700-110400	95600-153200
	20	Deputy Director	3	45800-89000	63700-123700
	21	Assistant Director	23	42500-87000	59300-120900
	22	Senior Chemist		40500-85000	59300-120900
	23	Soil Survey Officer	46	39500-83000	55200-115300
	24	Research Asst. / Technical Asst		39500-83000	55200-115300
	25	Cartographer	1	39500-83000	55200-115300
	26	Field Officer	3	35700-75600	50200-105300
	27	Laboratory Assistant	2	22200-48000	31100-66800
	28	Blue Printer	1	17000-37500	23700-52600
	29	Laboratory Attender	4	17000-37500	23700-52600

a. Ratio 5:3:2 among Grade II, Grade I and Senior Grade will continue

Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Officer	1	As in PD	As in PD
	2	Finance Officer	1	As in PD	As in PD

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Assistant	1	As in CC	As in CC
	2	Senior Superintendent	1	As in CC	As in CC

3	Junior Superintendent	7	As in CC	As in CC
4	Head Clerk	18	As in CC	As in CC
5	Senior Clerk	62	As in CC	As in CC
6	Clerk	63	As in CC	As in CC
7	Fair Copy Superintendent	1	As in CC	As in CC
8	L.D.Typist	36	As in CC	As in CC
9	Clerk-Typist	6	As in CC	As in CC
10	Confidential Assistant Gr II	2	As in CC	As in CC
11	Driver Gr II	35	As in CC	As in CC
12	LGS	288	As in CC	As in CC
Part Time Contingent				
1	Part Time Sweeper	65	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.76. SPORTS AND YOUTH AFFAIRS

The Department of Sports and Youth Affairs was established in the year 1986 for the promotion of Sports and Games in the State. Directorate of Sports and Youth Affairs is the only one office of the department with no Sub/Regional offices and is functioning at Thiruvananthapuram. The activities of the Department cover all areas for the promotion and development of Sports & Games and also its infrastructure development. An IAS officer heads the Department.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) The posts of 'Additional Director' and 'Physiotherapist' in the department schedule, with the scale of pay corresponding to ₹ 55350-101400 and ₹ 30700-65400 respectively may be included in the department schedule.
- (ii) All the posts existing in the department may be placed on the corresponding revised scales of pay.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No	Name of Post	No. of Post	Existing Scale of Pay	Proposed Scale of Pay
1	Director	1	IAS	IAS
2	Additional Director	1		77200-140500
3	Physiotherapist	1		43400-91200
4	Sports Demonstrator	1	26500-56700	37400-79000
5	Staff Nurse Gr II	1	25200-54000	35600-75400
6	Electrician	1	17500-39500	24400-55200
7	Hospital Attendant	1	16500-35700	23000-50200
8	Ambulance Assistant	1	16500-35700	23000-50200

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Post	Existing Scale of Pay	Proposed Scale of Pay
1	Finance Officer	1	As in PD	As in PD
2	Medical Officer	1	As in PD	As in PD

Common Category

Sl. No	Name of Post	No. of Post	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Superintendent	1	As in CC	As in CC
2	Junior Superintendent	1	As in CC	As in CC
3	Senior Clerk	5	As in CC	As in CC
4	Clerk	6	As in CC	As in CC
5	Typist	2	As in CC	As in CC
6	Confidential Assistant	2	As in CC	As in CC
7	Office Attendant	2	As in CC	As in CC
8	Driver	2	As in CC	As in CC
Part Time Contingent				
1	Part Time Sweeper	1	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Uniform Allowance**

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.77. STATE AUDIT

Kerala State Audit Department is entrusted with the audit of accounts of the Local Self Government Institutions as per the provisions in the Kerala Local Fund Audit Act 1994 and the Kerala Local Fund Audit Rules, 1996. The Department also prepares annually a Consolidated Audit Report of the accounts audited, which is laid before the Legislature by the Government. Institutions notified by the Government from time to time, institutions to be audited by other enactments/rules, institutions ordered to be audited by the

High Court of Kerala also come under the purview of the audit by the Department. Verification and certification of pensionary claims of employees of Municipalities, Development Authorities, Corporations, Devaswom Boards, etc. is also done by the Department. The Director is the Head of the Department which is headquartered in Thiruvananthapuram. The Director also functions as the Treasurer of Charitable Endowments in the State. Apart from the Directorate, there are 14 District offices and 42 sub offices in the Department.

The Commission, having considered the proposals submitted by the Director, and demands of Service Organizations and individuals, makes the following recommendations:

- (i) The Commission recommends amendment of the Special Rules of the Department to bring changes in the eligibility period for by-transfer appointment of Computer Assistants to Auditor posts by reducing the requisite service to 4 years from the existing 10 years as in the Government Secretariat. By-transfer appointment of Confidential Assistant / Computer Assistant to the post of Audit Officer may be allowed to those who were in service before 25/03/2006. Since appointment to the post of Computer Assistant and Assistant / Auditor in Secretariat and State Audit Department is made from common rank lists, the system existing in the Secretariat may be made applicable to State Audit Department as well.
- (ii) The ratio between Deputy Director and Deputy Director Higher Grade may be revised to 1:1.
- (iii) The post of Confidential Assistant is included in the Special Rules of the Department. Therefore, this post may be included in the Schedule of posts, with scale of pay applicable to the post in Common Category.
- (iv) All the categories of posts may be given the proposed scales of pay corresponding to the existing scales of pay.
- (v) Existing allowances may also be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	89000-120000	123700-166800
	2	Joint Director	20	85000-117600	118100-163400
	3	Senior Deputy Director	23	77400-115200	107800-160000
a	4	Deputy Director (HG)	12	68700-110400	95600-153200
	5	Deputy Director	24	45800-89000	63700-123700
a	6	Audit Officer (HG)	100	40500-85000	56500-118100
	7	Audit Officer	100	36600-79200	51400-110300
b	8	Assistant Audit Officer	211	32300-68700	45600-95600
	9	Senior Grade Auditor	211	30700-65400	43400-91200
	10	Auditor	213	27800-59400	39300-83000
a	11	Office Superintendent (HG)	3	40500-85000	56500-118100
	12	Office Superintendent	3	36600-79200	51400-110300
b	13	Confidential Assistant Senior Grade	1	30700-65400	43400-91200
	14	Confidential Assistant Grade I	1	27800-59400	39300-83000
	15	Confidential Assistant Grade II	1	20000-45800	27900-63700
c	16	Computer Assistant (Selection Grade)	24	32300-68700	45600-95600
	17	Computer Assistant (Senior Grade)	24	30700-65400	43400-91200
	18	Computer Assistant Grade I	24	27800-59400	39300-83000
	19	Computer Assistant Grade II	25	20000-45800	27900-63700

a Grade ratio will be 1:1

b Grade ratio of 1:1:1 will continue

c Grade ratio 1:1:1:1 will continue

Common Category

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Driver Grade II	1	As in CC	As in CC
2	Binder Grade II	1	As in CC	As in CC
3	Roneo Operator	1	As in CC	As in CC
4	Clerical Assistant Grade I	5	As in CC	As in CC
5	Clerical Assistant Grade II	6	As in CC	As in CC
6	Attender	23	As in CC	As in CC
7	Office Attendant Grade I	32	As in CC	As in CC
8	Office Attendant Grade II/ Night Watchman	64	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Driver	2400	2700

7.78. STATE CENTRAL LIBRARY

The State Central Library, formerly Trivandrum Public Library, was established in the year 1829. In 1958, the Trivandrum Public Library was declared as 'State Central Library' and subsequently in 1988 the Library was given the status of a minor department under the administrative control of Higher Education Department with the State Librarian as Head of the Department. The Library has a total collection of 455274 documents in different languages such as English, Malayalam, Hindi, Tamil, Sanskrit in various disciplines. Apart from this the Library subscribes 225 journals including foreign journals.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- i) One post of Deputy State Librarian may be upgraded and designated as Joint State Librarian in the scale of pay of ₹ 55350 - 101400.
- ii) The post of Mochee in the State Central Library may be redesignated as Library Attender and included in the department schedule in the scale of pay of ₹ 17000-35700 by excluding the same from the schedule of Common Category.
- iii) All other posts existing in the department may be placed on the corresponding revised scales of pay. Existing allowances may also be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	State Librarian	1	68700-110400	95600-153200
2	Joint State Librarian	1		77200-140500
3	Deputy State Librarian	1	45800-89000	63700-123700
4	Librarian Grade I	2	40500-85000	56500-118100
5	Librarian Grade II	8	35700-75600	50200-105300
6	Librarian Grade III	13	30700-65400	43400-91200
7	System Administrator	1	27800-59400	39300-83000
8	Librarian Grade IV	19	22200-48000	31100-66800
9	Xerox Operator	1	18000-41500	25100-57900
10	Janitor	3	17000-37500	23700-52600
11	Library Attender	2	17000-37500	23700-52600

Common Category

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Assistant	1	As in CC	As in CC
	2	Junior Superintendent	1	As in CC	As in CC
	3	Senior Clerk	3	As in CC	As in CC
	4	Clerk	3	As in CC	As in CC
	5	Accountant	1	As in CC	As in CC
	6	L.D Typist	1	As in CC	As in CC
	7	Confidential Assistant Gr II	1	As in CC	As in CC
	8	Driver Grade II	1	As in CC	As in CC
	9	Binder Grade II	2	As in CC	As in CC
	10	Sergeant	1	As in CC	As in CC
	11	Record Attender	1	As in CC	As in CC
	12	Office Attendant	9	As in CC	As in CC
	13	Full Time Gardner	2	As in CC	As in CC
	14	Full Time Scavenger cum sweeper	1	As in CC	As in CC
	15	Chowkidar	2	As in CC	As in CC
	16	Night watchman	1	As in CC	As in CC
Part Time Contingent					
	1	Part Time Sweeper	9	As in PTCC	As in PTCC
	2	Part Time Gardner	2	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Uniform Allowance**

Sl. No.	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Sergeant	2400	2700

2	Driver	2400	2700
2	Full Time Gardner	2400	2700
3	Full Time Scavenger cum Sweeper	2400	2700
4	Part Time Gardener	2400	2700

7.79. STATE GOODS AND SERVICES TAX

Goods and Services Tax (GST) was implemented in the country on 1st July 2017. The erstwhile department of Commercial Taxes is the department in charge of GST in the State. The Department is renamed and restructured as State Goods & Services Tax Department, Kerala by G.O.(P)No.89/2017/Taxes dated 13.07.2017. The posts in the erstwhile department of Commercial Taxes were re-designated by G.O.(P)No.94/2017/Taxes dated 29.07.2017 and G.O.(Ms)No.27/2020/Taxes dated 10.03.2020 without changes in Scales of Pay. The activities of the department include taking efforts in the areas of capacity building and trouble shooting for the dealers facing any issue with GSTN or GST related issues of migration, return filing, refund etc. The Department is headed by the Commissioner, who is an IAS Officer.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendation:

All the posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Commissioner of State Tax*	1	IAS	IAS

	2	Additional Commissioner of State Tax*	1	IAS	IAS
	3	Joint Commissioner of State Tax*	3	85000-117600	118100-163400
	4	Deputy Commissioner of State Tax (HG)*	10	81000-117600	112800-163400
a	5	Deputy Commissioner of State Tax*	31	77400-115200	107800-160000
	6	Assistant Commissioner of State Tax (HG)*	50	68700-110400	95600-153200
b	7	Assistant Commissioner of State Tax*	102	45800-89000	63700-123700
	8	State Tax Officer (HG)*	139	40500-85000	56500-118100
c	9	State Tax Officer	418	39500-83000	55200-115300
	10	Assistant State Tax Officer	981	30700-65400	43400-91200

a. 25% of the posts will be in HG

b. 1/3rd Higher Grade will continue

c. 25% of State Tax Officer will be in State Tax Officer (HG)

* New Designations as per G.O.(P)No.94/2017/Taxes dated 29.07.2017. These designations may be read as Commissioner of State Tax, Special Commissioner of State Tax, Additional Commissioner of State Tax, Joint Commissioner of State Tax(HG), Joint Commissioner of State Tax, Deputy Commissioner of State Tax (HG), Deputy Commissioner of State Tax and Assistant Commissioner of State Tax respectively with effect from 10.03.2020 in terms of G.O.(Ms)No.27/2020/ Taxes dated 10.03.2020, without any changes in scales of pay.

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Finance Officer	1	As in PD	As in PD
2	Statistical Officer	1	As in PD	As in PD
3	Senior Research Assistant	1	As in PD	As in PD
4	Research Assistant	1	As in PD	As in PD
5	Junior Statistical Inspector	1	As in PD	As in PD

Common Category

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Personal Assistant	18	As in CC	As in CC
2	Fair Copy Superintendent	2	As in CC	As in CC
3	Confidential Assistant Senior Grade	19	As in CC	As in CC
4	Head Clerk	52	As in CC	As in CC
5	Selection Grade Typist	101	As in CC	As in CC
6	Confidential Assistant Gr I	19	As in CC	As in CC
7	Selection Grade Driver	4	As in CC	As in CC
8	Senior Grade Typist	102	As in CC	As in CC
9	U.D Typist	102	As in CC	As in CC
10	Senior Clerk	635	As in CC	As in CC
11	Senior Grade Driver	39	As in CC	As in CC
12	Confidential Assistant Gr II	19	As in CC	As in CC
13	Driver Gr I	43	As in CC	As in CC
14	Clerk	635	As in CC	As in CC
15	L.D Typist	102	As in CC	As in CC
16	Driver Gr II	44	As in CC	As in CC
17	Clerical Attender	215	As in CC	As in CC
18	Office Attendant	757	As in CC	As in CC

19	Lift Operator	1	As in CC	As in CC
20	Watchman	2	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Permanent Travelling Allowance

Category	Existing Rate per month (₹)	Proposed Rate per month (₹)	Area of Jurisdiction	Average No. of days of tour in a month
State Tax Officer (HG)# / State Tax Officer	500	550	1 Taluk and below	15
State Tax Officer (HG)# / State Tax Officer	600	660	more than 1 Taluk and below 2 taluks	15
State Tax Officer (HG)# / State Tax Officer	650	720	more than 2 taluk but less than 4	15
State Tax Officer (HG)# / State Tax Officer	700	770	4 Taluks and more	15

May be read as Assistant Commissioner of State Tax w.e.f 10.03.2020 in terms of G.O.(Ms)No.27/2020/Taxes dated 10.03.2020

(2) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.80. STATE INSURANCE

The Kerala State Insurance Department is a composite insurer doing both General Insurance Business and Life Insurance business. It came into existence in the erstwhile Travancore State in 1896 which was declared as commercial department in 1979. It is empowered to underwrite General Insurance Business of any subject matter in which State Government have substantial financial interest. State Insurance Department is under the

administrative control of the Finance Department in the Secretariat. The Director is the Head of the Department.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendation:

All the posts existing in the department may be placed on the corresponding revised scales of pay. Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director of Insurance	1	77400-115200	107800-160000
	2	Deputy Director of Insurance	3	45800-89000	63700-123700
a	3	Assistant Director/District Insurance Officer (HG)	17	42500-87000	59300-120900
	4	Assistant Director/District Insurance Officer		40500-85000	56500-118100
b	5	Development Officer/ Inspector/ Accounts Officer (HG)	17	40500-85000	56500-118100
	6	Development Officer/ Inspector/ Accounts Officer		36600-79200	51400-110300

a. Existing ratio of 4 :1 will continue.

b. Existing ratio of 3 :1 will continue.

Posts held by Personnel of other Departments

Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Law Officer	1	As in PD	As in PD

Common Category

Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Superintendent	4	As in CC	As in CC
2	Junior Superintendent	25	As in CC	As in CC
3	Fair Copy Superintendent	2	As in CC	As in CC
4	Confidential Assistant Gr II	1	As in CC	As in CC
5	Senior Clerk	76	As in CC	As in CC
6	Clerk	77	As in CC	As in CC
7	Selection Grade Typist	10	As in CC	As in CC
8	Senior Grade Typist	10	As in CC	As in CC
9	U.D Typist	10	As in CC	As in CC
10	L.D Typist	11	As in CC	As in CC
11	Clerical Assistant Grade I	1	As in CC	As in CC
12	Driver Gr II	1	As in CC	As in CC
13	Attender	1	As in CC	As in CC
14	Night Watchman	1	As in CC	As in CC
15	Office Attendant	41	As in CC	As in CC
Part time Contingent				
1	Part Time Sweeper	15	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance:

Sl. No.	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)
1	Director	400	440

2) Uniform Allowance

Sl. No.	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.81. STATE LOTTERIES

Kerala State Lotteries Department which came into existence on September 1, 1967, is the first of its kind in India. It is one of the Non-Tax revenue earning Departments. In addition to revenue collection, the Department plays an important role for providing employment opportunities to thousands of people who are unable to do heavy physical labour. This department, which was initially under the Department of Finance in Government was later brought under the administrative control of Taxes Department in the Government. The Director is the Head of the Department.

The Commission, having considered the proposals submitted by the Head of Department and demands of Service Organizations and individuals, makes the following recommendations:

- (i) The post of Additional Director was downgraded to the level of Joint Director by G.O(Ms)No.12/2017/TD dated 07.03.2017, to constitute an Internal Audit wing. Hence the post of Additional Director may be excluded from the Schedule.
- (ii) All the posts existing in the department may be placed in the corresponding revised scales of pay. Existing Allowances also may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Director	1	IAS	IAS
2	Joint Director	3	68700-110400	95600-153200

	3	Deputy Director	4	45800-89000	63700-123700
	4	District Lottery Officer	20	40500-85000	56500-118100
	5	Assistant District Lottery Officer/ Senior Superintendent/ District Lottery Welfare Officer (HG)	14	39500-83000	55200-115300
a	6	Assistant District Lottery Officer/ Senior Superintendent/ District Lottery Welfare Officer	43	36600-79200	51400-110300
	7	Attender cum Packer	20	17000-37500	23700-52600

a. 25% HG will continue.

Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Finance Officer	1	As in PD	As in PD
	2	Finance Officer (Karunya Benevolent Fund)	1	As in PD	As in PD
	3	Publicity Officer	1	As in PD	As in PD
	4	Accounts officer (Internal Audit)	1	As in PD	As in PD
	5	Senior Auditor	2	As in PD	As in PD

Common Category

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Junior Superintendent (HG)	20	As in CC	As in CC
2	Junior Superintendent	42	As in CC	As in CC
3	Fair Copy Superintendent	1	As in CC	As in CC
4	Head Clerk	5	As in CC	As in CC
5	Confidential Assistant Grade II	1	As in CC	As in CC
6	Senior Clerk	120	As in CC	As in CC
7	Clerk	120	As in CC	As in CC
8	Selection Grade Typist	7	As in CC	As in CC
9	Senior Grade Typist	8	As in CC	As in CC
10	U.D.Typist	8	As in CC	As in CC
11	L.D.Typist	8	As in CC	As in CC
12	Driver Grade I	1	As in CC	As in CC
13	Driver Grade II	1	As in CC	As in CC
14	Binder Grade II	1	As in CC	As in CC
15	Office Attendent Grade I	114	As in CC	As in CC
16	Office Attendent Grade II		As in CC	As in CC
17	Night Watcher	12	As in CC	As in CC

Part Time Contingent					
	1	Part Time Sweeper	14	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	District Lottery Officer	450	500
2	Senior Superintendent/ Assistant District Lottery Officer	450	500
3	Class III Officers	400	440
4	Class IV Officers (including Attender-cum-Packer and Driver)	330	370

(2) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.82. STATE PLANNING BOARD

The Kerala State Planning Board, constituted in 1967, is an economic advisory body under the Kerala Government, and is responsible for the formulation of the State Five Year and Annual Plans based on a scientific assessment of the resources of the State and growth priorities. The Board also brings out a comprehensive economic review report of the State annually, which gives an overall view of the State economy, macro-economic performance, development initiatives undertaken by various departments during that particular year, progress in the plan implementation, etc. The Chief Minister is the Chairman of the Board. Member Secretary is the head of the institution. The Board carries out its functions through its Technical Divisions, with each division being headed by a Chief who is an expert on developmental issues. There is also a Project Financing Cell, which examines the feasibility of outside funding, including Public Private Participation, for all projects of the State. The District Planning Offices at the district level have a

significant role in formulating District Plan schemes and monitoring their implementation.

The Commission considered the proposals submitted by the Member Secretary, and the demands of various Service Organizations and individuals. The following recommendations are made:

- (i) The posts of Deputy Director (Agriculture) and Deputy Director (Plan Co-ordination) may be shown as separate posts in the Schedule of Posts, as they are different from the other Deputy Directors in terms of appointment as per the Special Rules.
- (ii) All the posts existing in the State Planning Board may be placed in the proposed scales of pay corresponding to the existing scales of pay.
- (iii) Existing allowances may be given normal revision.
- (iv) Government may review the staff strength of the personal staff of the Vice Chairman, based on functional requirement.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Member Secretary	1	IAS	IAS
2	Chief (Plan Co-ordination Division)	1	89000-120000	123700-166800
3	Chief (Agriculture Division)	1	89000-120000	123700-166800
4	Chief (Industry and Infrastructure Division)	1	89000-120000	123700-166800
5	Chief (Social Service Division)	1	89000-120000	123700-166800
6	Chief (Evaluation Division)	1	89000-120000	123700-166800

7	Chief (Perspective Planning Division)	1	89000-120000	123700-166800
8	Chief (Decentralized Planning Division)	1	89000-120000	123700-166800
9	Joint Director (Selection Grade)	4	77400-115200	107800-160000
10	Joint Director/District Planning Officer	17	68700-110400	95600-153200
11	Agronomist	1	60900-103600	85000-143600
12	Programmer	1	45800-89000	63700-123700
13	Plan Publicity Officer	1	45800-89000	63700-123700
14	Deputy Director/Deputy District Planning Officer	19	45800-89000	63700-123700
15	Deputy Director (Agriculture)		45800-89000	63700-123700
16	Deputy Director (Plan Co-ordination)		45800-89000	63700-123700
17	Assistant Director/Assistant District Planning Officer	28	40500-85000	56500-118100
18	Sr. Gr. Librarian	1	42500-87000	59300-120900
19	Assistant Programmer	1	40500-85000	56500-118100
20	Publication Officer	1	40500-85000	56500-118100
21	Research Officer	40	39500-83000	55200-115300
22	Personal Assistant	2	39500-83000	55200-115300
23	Research Assistant	57	35700-75600	50200-105300
24	Draftsman	2	25200-54000	35600-75400

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Administrative Officer		As in PD	As in PD
2	Finance Officer		As in PD	As in PD
3	Librarian		As in PD	As in PD

Personal Staff of Vice Chairman

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Special Private Secretary		68700-110400	95600-153200
2	Private Secretary		45800-89000	63700-123700
3	Addl. Private Secretary		40500-85000	56500-118100
4	Personal Assistant		36600-79200	51400-110300
5	Addl. Personal Assistant		35700-75600	50200-105300
6	Section Officer		35700-75600	50200-105300
7	Assistant/Clerk (Graduate)		26500-56700	37400-79000
8	Assistant / Clerk (Non Graduate)		22200-48000	31100-66800
9	Typist (with higher English and lower Malayalam)		26500-56700	37400-79000
10	Other Typist		22200-48000	31100-66800
11	Assistant		26500-56700	37400-79000
12	Confidential Assistant		20000-45800	27900-63700
13	Chauffeur		19000-43600	26500-60700
14	Driver		18000-41500	25100-57900
15	Office Attendant / Cook / Attender cum cook / Peon cum sweeper / Peon cum messenger		16500-35700	23000-50200

Employees in the Project Financing Cell

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Project Director		IES	IES
2	Financial Consultant		As in PD	As in PD
3	Legal Consultant		As in PD	As in PD
4	Section Officer		As in PD	As in PD
5	Technical/ Office Assistant		As in PD	As in PD

	6	CA to Director		As in PD	As in PD
	7	Data Entry Operator		20000-45800	27900-63700
	8	Driver		18000-41500	25100-57900
	9	Office Attendant		16500-35700	23000-50200

Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Superintendent	2	As in CC	As in CC
	2	Junior Superintendent	16	As in CC	As in CC
	3	Fair Copy Superintendent	2	As in CC	As in CC
	4	Head Clerk	1	As in CC	As in CC
	5	Senior Clerk	22	As in CC	As in CC
	6	Clerk	22	As in CC	As in CC
	7	Personal Assistant	6	As in CC	As in CC
	8	Confidential Assistant Senior Grade	6	As in CC	As in CC
	9	Confidential Assistant Grade I	6	As in CC	As in CC
	10	Confidential Assistant Grade II	9	As in CC	As in CC
	11	Typist Selection Grade	6	As in CC	As in CC
	12	Typist Senior Grade	6	As in CC	As in CC
	13	U.D Typist	14	As in CC	As in CC
	14	L.D Typist	14	As in CC	As in CC
	15	Driver Senior Grade	8	As in CC	As in CC
	16	Driver Grade I	8	As in CC	As in CC
	17	Driver Grade II	9	As in CC	As in CC
	18	Electrician	1	As in CC	As in CC
	19	Telephone Operator	1	As in CC	As in CC
	20	Roneo Operator	1	As in CC	As in CC
	21	Duffedar	1	As in CC	As in CC
	22	Clerical Attender	1	As in CC	As in CC
	23	Attender	3	As in CC	As in CC
	24	Office Attendant	43	As in CC	As in CC
	25	Chowkidar	2	As in CC	As in CC
	26	Night Watchman	2	As in CC	As in CC
	27	Full Time Sanitation Worker	1	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Special Allowance**

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Private Secretary / Additional Private Secretary / Special Private Secretary to Vice Chairman	750	830
2	Chiefs of different Planning Divisions	700	770
3	Personal Assistant / Technical Assistant	550	610
4	Driver	500	550
5	Office Attendant / Security Staff	320	360
6	Cook	320	360
7	Chowkidar	120	140

(2) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Driver	2400	2700
2	Cook	2400	2700
3	Full Time Sanitary Worker	2400	2700
4	Chowkidar	2400	2700

7.83. STATE TRANSPORT APPELLATE TRIBUNAL

The State Transport Appellate Tribunal functions under the Civil Judicial Department. The Principal District Judge, Ernakulam officiates as the State Transport Appellate Tribunal also. It has jurisdiction in the entire State. Postings to all the existing staff in the State Transport Appellate Tribunal are made from the corresponding categories in Subordinate Civil Judiciary. The scales of pay applicable to the staff in the State Transport Appellate Tribunal are the scales applicable to the corresponding posts in the Subordinate Civil Judiciary.

The Commission, having examined the details submitted by the State Transport Appellate Tribunal, makes the following recommendations:

- (i) All the existing staff members in the State Transport Appellate Tribunal are appointed from the corresponding categories in Subordinate Civil Judiciary, and so the proposed scales of pay of the posts in the Subordinate Civil Judiciary may be the scales of the corresponding posts in the Tribunal.
- (ii) Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Tribunal	1	NJPC	NJPC
	2	Sheristadar	1	42500-87000	As in PD
	3	Bench Clerk	1	30700-65400	As in PD
	4	Court Keeper	1	17000-37500	As in PD

Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Head Clerk	1	As in CC	As in CC
	2	Clerk	4	As in CC	As in CC
	3	Personal Assistant	1	As in CC	As in CC
	4	Typist Selection Grade	1	As in CC	As in CC
	5	U.D Typist	1	As in CC	As in CC
	6	L.D Typist	1	As in CC	As in CC
	7	Duffedar	1	As in CC	As in CC
	8	Office Attendant Grade I	2	As in CC	As in CC
	9	Office Attendant Grade II	1	As in CC	As in CC

7.84. STATE WATER TRANSPORT

The State Water Transport Department was formed in the year 1968, with its Head Quarters (Directorate) in the district of Alappuzha. It stands for catering to the traffic needs of the inhabitants of the waterlogged areas of the districts of Alappuzha, Kottayam, Kollam, Ernakulam, Kannur and Kasargode. The Department transports about 150 lakhs of Passengers per annum using Wooden/Steel and Fibre Glass Passenger Boats. The Director is the Head of the Department.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) A personal scale of pay corresponding to ₹ 77400-115200 may be sanctioned to the present Director, State Water Transport Department on completion of 8 years in the post of Director, with fixation of pay under Rule 30 Part I, KSR.
- (ii) One level hike in scale of pay ie, the scale of pay corresponding to ₹ 25200-54000, may be sanctioned for the post of Time Keeper considering that the scale of pay of the posts from which appointment is made by transfer have the scales of ₹ 25200-54000 and ₹ 22200-48000 and the qualification for direct recruitment is degree. The post may be excluded from the schedule of Uniform Allowance.
- (iii) Higher grade in the ratio 2:1 to the posts of Boat Driver and Boat Syrang in the scale of pay of ₹ 22200-48000 may be sanctioned.
- (iv) Special Allowance may be sanctioned to Boat Lascars also.
- (v) Special Bata @ ₹ 30 per duty to each of the three employees who are engaged in rescue duty in Rescue Boat may be allowed.
- (vi) Running Bata @Rs.5/hour, Stay Bata @ ₹ 3/hour and Special Bata @ ₹ 10/hour under Special Allowance may be enhanced to ₹ 8/hour, ₹ 5/hour and ₹ 15/hour respectively.
- (vii) The posts of L.D Cashier and U.D Cashier are addition to the cadre of Clerk and Senior Clerk, and so they may be excluded from the department schedule and may be included in the schedule of posts of Common Category.

- (viii) All other posts existing in the department may be placed in the corresponding revised scales of pay. Existing Allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
*	1	Director	1	68700-110400	95600-153200
Operating Wing					
	2	Traffic Superintendent	2	35700-75600	50200-105300
	3	Assistant Traffic Superintendent	2	30700-65400	43400-91200
	4	Station Master Gr. I	2	26500-56700	37400-79000
	5	Checking Inspector Grade I	2	26500-56700	37400-79000
a	6	Checking Inspector Grade II	10	25200-54000	35600-75400
a	7	Station Master Gr. II	20	22200-48000	31100-66800
	8	Checker	20	22200-48000	31100-66800
	9	Boat Syrang(HG)			31100-66800
	10	Boat Driver(HG)			31100-66800
	11	Boat Master	160	20000-45800	27900-63700
a	12	Boat Syrang	160	19000-43600	26500-60700
a	13	Boat Driver	160	19000-43600	26500-60700
	14	Boat Lascar Grade I	325	18000-41500	25100-57900
a	15	Boat Lascar Grade II		17500-39500	24400-55200
Repair and Maintenance Wing					
	16	Mechanical Engineer	1	45800-89000	63700-123700
	17	Works Manager	1	40500-85000	56500-118100
	18	Asst. Works Manager	1	35700-75600	50200-105300

19	Store Keeper	1	27800-59400	39300-83000
20	Foreman	3	27800-59400	39300-83000
21	Chargeman	4	26500-56700	37400-79000
22	Smithy Chargeman	1	26500-56700	37400-79000
23	Mechanic	8	25200-54000	35600-75400
24	Chargeman (Carpenter)	2	22200-48000	31100-66800
25	Time Keeper	1	22200-48000	35600-75400
26	Fitter Gr.I	3	22200-48000	31100-66800
27	Black Smith Gr.I	1	22200-48000	31100-66800
28	Armature Winder	1	19000-43600	26500-60700
29	Moulder	1	19000-43600	26500-60700
30	Pattern Maker	1	19000-43600	26500-60700
31	Assistant Charge man (Carpenter)	1	19000-43600	26500-60700
32	Charge man (Caulker)	2	18000-41500	25100-57900
33	Fitter Gr.II	11	18000-41500	25100-57900
34	Pump Operator	8	18000-41500	25100-57900
35	Assistant Store Keeper	1	18000-41500	25100-57900
36	Black Smith Gr.II	5	18000-41500	25100-57900
37	Battery Charger	1	18000-41500	25100-57900
38	Upholsterer	3	18000-41500	25100-57900
39	Carpenter	27	18000-41500	25100-57900
40	Electrician	4	18000-41500	25100-57900
41	Welder	1	18000-41500	25100-57900
42	Turner	2	18000-41500	25100-57900
43	Machinist	1	18000-41500	25100-57900
44	Caulker	13	17500-39500	24400-55200
45	Painter	7	17500-39500	24400-55200
46	Coolie Worker	6	16500-35700	23000-50200
47	Oil Supplier	2	7500+D.A	10350+D.A

* The present incumbent will be allowed ₹ 77400-115200 on completion of 8 years in the post of Director, with fixation of pay under Rule 30 Part I, KSR.

a. 1/3rd of the posts will be in higher grade

Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Finance Officer	1	As in PD	As in PD

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Assistant	1	As in CC	As in CC
	2	Senior Superintendent	5	As in CC	As in CC
	3	Junior Superintendent	7	As in CC	As in CC
	4	Head Clerk	1	As in CC	As in CC
	5	Senior Clerk	24	As in CC	As in CC
	6	U.D. Cashier	4	As in CC	As in CC
	7	Confidential Assistant Grade II	1	As in CC	As in CC
	8	Clerk	25	As in CC	As in CC
	9	L.D. Cashier	5	As in CC	As in CC
	10	Typist Selection Grade	1	As in CC	As in CC
	11	Typist Senior Grade	1	As in CC	As in CC
	12	UD Typist	2	As in CC	As in CC
	13	L.D. Typist	2	As in CC	As in CC
	14	Store Clerk	1	As in CC	As in CC
	15	Driver Grade II	2	As in CC	As in CC
	16	Office Attendant	22	As in CC	As in CC
	17	Watchman	9	As in CC	As in CC
	18	Full Time Sweeper	1	As in CC	As in CC
Part Time Contingent					
	1	Part-Time Sweeper	14	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Footwear Allowance**

Sl. No.	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Boat Lascar	450	500
2	Chargeman	450	500
3	Smithy Chargeman	450	500
4	Mechanic	450	500
5	Chargeman (Carpenter)	450	500
6	Assistant Chargeman (Carpenter)	450	500
7	Caulker Chargeman	450	500
8	Caulker	450	500
9	Carpenter	450	500
10	Fitter	450	500
11	Blacksmith	450	500
12	Time Keeper	450	500
13	Armature Winder	450	500
14	Battery Charger	450	500
15	Painter	450	500
16	Upholsterer	450	500
17	Moulder	450	500
18	Patternmaker	450	500
19	Pump Operator	450	500
20	Electrician	450	500
21	Welder	450	500
22	Turner	450	500
23	Coolie Worker	450	500
24	Machinist	450	500

25	Foreman	450	500
26	Storekeeper/ Assistant Storekeeper	450	500
27	Boat Driver	450	500

(2) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Boat Master	250	350
2	Boat Syrang	250	350
3	Boat Driver	250	350
4	Boat Lascar		350
5	Tool kit allowance	100	110
6	Running Bata @ ₹ 5.00 per hour, Stay Bata @ ₹ 3.00 per hour and Special Bata @ ₹ 10.00 per hour .		Running Bata @ ₹ 8.00 per hour, Stay Bata @ ₹ 5.00 per hour and Special Bata @ ₹ 15.00 per hour
7	Employees in Rescue Boat		Special Bata @Rs.30 per duty to each of the three employees who are engaged in rescue duty in Rescue Boat.

(3) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Running Staff	100	110
2	Dock & Repair Staff	100	110

(4) Risk Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Running Staff	200	220

(5) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Boat Master	2400	2700
2	Boat Syrang	2400	2700
3	Boat Driver	2400	2700
4	Driver	2400	2700
5	Boat Lascar	2400	2700
6	Boat Lascar - Rain Coat Allowance	300	500
7	Checking Inspector	2400	2700
8	Checker	2400	2700
9	Station Master	2400	2700
10	Chargeman	2400	2700
11	Smithy Chargeman	2400	2700
12	Mechanic	2400	2700
13	Chargeman (Carpenter)	2400	2700
14	Assistant Chargeman (Carpenter)	2400	2700
15	Caulker Chargeman	2400	2700
16	Caulker	2400	2700
17	Carpenter	2400	2700
18	Fitter	2400	2700
19	Blacksmith	2400	2700
20	Armature Winder	2400	2700
21	Battery Charger	2400	2700
22	Painter	2400	2700
23	Upholsterer	2400	2700
24	Moulder	2400	2700
25	Patternmaker	2400	2700
26	Pump Operator	2400	2700
27	Electrician	2400	2700
28	Welder	2400	2700
29	Turner	2400	2700
30	Coolie Worker	2400	2700
31	Machinist	2400	2700

7.85. STATIONERY

The Stationery Department is a minor department bifurcated from Printing and Stationery Department in the year 1992. This department is the centralized agency for the purchase and supply of stationery materials to all Government departments including Government Press and Government Secretariat. The Stationery materials required for the elections are also supplied by the Stationery Department. It has its Headquarters at Thiruvananthapuram and four regional Offices at Thiruvananthapuram, Ernakulam, Shoranur and Kozhikode. The Controller of Stationery is the Head of the Department.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) The posts of 'Assistant Store Keeper (UD)', 'Assistant Storekeeper (LD)' may be excluded from the department schedule, as the posts are not existing in the department now.
- (ii) The personal scale of pay given to the Controller in the last Pay Revision may be withdrawn as it is irrelevant now.
- (iii) The posts of Inspector of Stationery and Chief Store Keeper / District Stationery Officer/ Secretariat Stationery Officer/ Senior Superintendent may be clubbed in the schedule as these posts are interchangeable.
- (iv) All the posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Controller of Stationery	1	68700-110400	95600-153200
2	Deputy Controller of Stationery	2	45800-89000	63700-123700

	3	Assistant Controller of Stationery	4	42500-87000	59300-120900
	4	Chief Store Keeper / District Stationery Officer/ Secretariat Stationery Officer/ Inspector of Stationery/ Senior Superintendent (HG)	28	40500-85000	56500-118100
a	5	Chief Store Keeper / District Stationery Officer/ Secretariat Stationery Officer/ Inspector of Stationery/ Senior Superintendent			
	6	Chief Foreman	1	36600-79200	51400-110300
	7	Mechanical Foreman	1	30700-65400	43400-91200
	8	Assistant Foreman	3	29200-62400	41300-87000
	9	Mechanic HG	2	26500-56700	37400-79000
	10	Packer/ Store Assistant/ Store Attender	28	17000-37500	23700-52600

a. 25% Higher Grade will continue.

Common Category

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Junior Superintendent	9	As in CC	As in CC
2	Fair Copy Superintendent	1	As in CC	As in CC
3	Head Clerk	3	As in CC	As in CC
4	Selection Grade Typist	2	As in CC	As in CC
5	Senior Grade Typist	2	As in CC	As in CC
6	Senior Clerk	43	As in CC	As in CC
7	Clerk	43	As in CC	As in CC
8	Clerk-Typist	2	As in CC	As in CC

9	U.D Typist	3	As in CC	As in CC
10	L.D Typist	3	As in CC	As in CC
11	Confidential Assistant Gr II	1	As in CC	As in CC
12	Driver	2	As in CC	As in CC
13	Binder	1	As in CC	As in CC
14	Clerical Attender	4	As in CC	As in CC
15	Duffedar	1	As in CC	As in CC
16	Office Attendant	23	As in CC	As in CC
17	Watcher/Watchman	7	As in CC	As in CC
18	Watcher cum Sweeper	1	As in CC	As in CC
19	Full time Sweeper	1	As in CC	As in CC
20	Night Watcher cum Sweeper	14	As in CC	As in CC
	Part Time Contingent			
1	Part Time Sweeper	5	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Mechanic attending to the duty of winding the secretariat Tower Clock	160	180

(2) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Packer/Store Assistant/ Store Attendant	100	110

(3) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.86. SURVEY AND LAND RECORDS

The Survey & Land Records Department was formed in the year 1951. The main function of the Department is to complete the resurvey of the entire State, which is done under the provisions of the Survey & Boundaries Act, 1961. It also undertakes inter-departmental services such as Pattaya Survey, LRM services, inter-State boundary survey, etc. The basic records that are prepared on completion of resurvey in a village/panchayat are: (i) Field Measurement Sketches showing the measurements of each holding including Government lands (ii) Land register/Field register showing the name of present/previous land holders, extent, classification, old survey /sub division number, details of main crops raised in the land, etc and (iii) the combined map of each block of about 1000 hectares in extent formed within the village/panchayat following natural boundaries as far as possible. The Director is the Head of the Department. There are three wings in the Department - Field Wing, Office Wing and Administration Wing. Assistant Directors in the districts carry out resurvey operations and the Superintendent of Survey & Land Records maintains the land records.

The Commission, having considered the proposals submitted by the Director, and demands of Service Organizations and individuals, makes the following recommendations:

- (i) The Commission observes that, the main function of the Department as stated in its website is the completion of resurvey of the State. Resurvey, started in 1965, has been completed only in 907 out of 1664 villages, covering 51% of the land area of the State, according to the information furnished by the Department. The Commission notes that there have been plans and efforts to complete the exercise, but the performance so far does not inspire confidence. Also, the resurvey process has to be transparent, with intimation to the owners of the land even if it involves some time and cost. With modern technologies available for survey, there could be a time bound plan to prepare error-free documents regarding the area, title

and ownership of the lands, with joint action by the Land Revenue Department and the Survey and Land Records Department. Future changes in land ownership can be easily captured through the linkage with the Registration Department.

- (ii) The Department, with a total staff strength of about 3800, has three wings, namely the Field Wing with the Surveyors, the Office Wing with the Draftsmen and the Administration Wing manned mostly with staff from the Land Revenue Department. The work of the Office Wing has become nominal with digitalization; therefore, the Draftsmen could be trained and deployed as Surveyors for survey field work. Recruitment of Draftsmen must be stopped immediately.
- (iii) The posts of 'Assistant Director in charge of Central Survey Office, Thiruvananthapuram and Assistant Director (Mapping)' and 'Assistant Director of Survey and Land Records' may be shown as two separate posts in the Schedule of posts, since these are distinct posts of Assistant Directors in the Department as per the Special Rules.
- (iv) Since the survey work needs frequent walking through tough terrain, Footwear Allowance may be allowed @ ₹500/- per annum to Surveyors.
- (v) In the Special Rules as well as in the proforma of posts furnished by the HoD, two types of Deputy Directors, viz. Office Wing and Field Wing are mentioned, and promotion post is available only to Field Wing. But no such distinction is there in the existing Pay Revision Order. Hence, these two categories may be mentioned separately in the Schedule of posts.
- (vi) In the existing Pay Revision Order (10th PRO), it is mentioned that "Existing ratio between Surveyor Grade II & Grade I and Draftsman Grade II and Grade I will continue", but no such ratio is seen mentioned in the previous Pay Revision Order (9th PRO). The ratio between Grade I and Grade II posts of Surveyor and Draftsman may be specified as 1:1.
- (vii) In the Special Rules, the posts Additional Director and Joint Director are mentioned as Additional Director (Technical) and Joint Director

(Field Wing), and so the existing designations Additional Director and Joint Director in the Schedule of posts may be changed as Additional Director (Technical) and Joint Director (Field Wing).

- (viii) The post of Law Officer may be included under “Posts held by personnel of other Departments (Ministerial Staff)” in the Schedule of posts.
- (ix) All the categories of posts in the Department may be placed in the proposed scales of pay corresponding to their existing scales of pay.
- (x) Existing allowances also may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	IAS	IAS
	2	Additional Director (Technical)	1	77400-115200	107800-160000
	3	Joint Director (Field wing)	2	68700-110400	95600-153200
	4	Deputy Director (Senior Grade) (Field Wing)	15	60900-103600	85000-143600
	5	Deputy Director (Senior Grade) (Office Wing)		60900-103600	85000-143600
a	6	Deputy Director (Field Wing)		42500-87000	59300-120900
	7	Deputy Director (Office Wing)		42500-87000	59300-120900
	8	Assistant Director in charge of Central Survey Office, Thiruvananthapuram and Assistant Director (Mapping)	20	40500-85000	56500-118100

	9	Assistant Director of Survey and Land Records		40500-85000	56500-118100
	10	Technical Assistant (Higher Grade)	19	39500-83000	55200-115300
b	11	Technical Assistant		35700-75600	50200-105300
	12	Superintendent of Survey and Land Records (Higher Grade)	65	39500-83000	55200-115300
b	13	Superintendent of Survey and Land Records		35700-75600	50200-105300
c	14	Head Surveyor	279	32300-68700	45600-95600
	15	Head Draftsman	138	32300-68700	45600-95600
d	16	Draftsman Grade I	415	26500-56700	37400-79000
	17	Draftsman Grade II	415	22200-48000	31100-66800
d	18	Surveyor Grade I	1678	26500-56700	37400-79000
	19	Surveyor Grade II		22200-48000	31100-66800
	20	Chainman	40	16500-35700	23000-50200
	21	Tracer	19	19000-43600	26500-60700
	22	Binder	42	17500-39500	24400-55200
	23	Pressman	3	17000-37500	23700-52600
	24	Printer	3	17500-39500	24400-55200
	25	Printing Expert	1	27800-59400	39300-83000
	26	Attender (Plate cleaning)	2	17500-39500	24400-55200
	27	Attender (Plate graining)	2	17500-39500	24400-55200
	28	Cutter	1	20000-45800	27900-63700
	29	Photographer	1	27800-59400	39300-83000

- a 25% of the post will be in Senior Grade
- b 1/3rd of the post will be in higher grade
The existing ratio 1:6 between Head Surveyor & Surveyor/Head Draftsman & Draftsman will continue.
- c & Surveyor/Head Draftsman & Draftsman will continue.
- d Ratio between Grade I and Grade II posts will be 1:1

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Finance Officer	1	As in PD	As in PD
2	Assistant Secretary (Deputy Collector)	1	As in PD	As in PD
3	Law Officer	1	As in PD	As in PD

Common Category

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Superintendent	2	As in CC	As in CC
2	Manager (Junior Superintendent)	3	As in CC	As in CC
3	Junior Superintendent	17	As in CC	As in CC
4	Head Accountant	1	As in CC	As in CC
5	Head Clerk	29	As in CC	As in CC
6	Senior Clerk	236	As in CC	As in CC
7	Clerk		As in CC	As in CC
8	Fair Copy Superintendent	1	As in CC	As in CC
9	Typist Selection Grade	69	As in CC	As in CC
10	Typist Senior Grade		As in CC	As in CC
11	U.D Typist		As in CC	As in CC
12	L.D Typist		As in CC	As in CC
13	Confidential Assistant Grade I	4	As in CC	As in CC
14	Confidential Assistant Grade II		As in CC	As in CC
15	Driver	19	As in CC	As in CC
16	Attender	41	As in CC	As in CC
17	Office Attendant	216	As in CC	As in CC
18	Night Guard	2	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1) Foot Wear Allowance**

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Surveyor	-	500

(2) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Instructor in Higher Survey/Instructor for Computer Draftsman Course (in the grade of Head Surveyor)	130	150
2	Instructor in Chain Survey in the grade of Surveyor Gr. I	120	140

(3) Permanent Travelling Allowance

Sl. No	Category	Existing Rate per month (₹)	Area of Jurisdiction	Average No. of days of tour in a month	Proposed Rate per month (₹)
1	Head Surveyor	350	1 or 2 Districts	15	390
2	Surveyor Grade I and Grade II	250	1 Taluk	15	280

(4) Permanent Conveyance Allowance

Sl. No	Category	Existing Rate per month (₹)	Area of Jurisdiction	Proposed Rate per month (₹)
1	Head Surveyor	320	Less than one Taluk	360
2	Surveyor Grade I and Grade II	150	Less than one Taluk	170

7.87. TECHNICAL EDUCATION

The Technical Education Department is one of the major Government departments of Kerala, responsible for maintaining and enhancing the quality of technical education by laying down the policies, establishing and developing Government Institutions, guiding and supervising the aided private institutions, interacting with industry and national level institutions, co-ordinating with other departments of State Government, Government of India, Statutory Organisations and contributing to the development of industry. The Director is the Head of the Department. The department functions under the administrative control of Government in the Higher Education Department.

The Commission, having considered the proposals submitted by the Head of Department and demands of Service Organizations and individuals, makes the following recommendations:

- (i) The posts of Part Time Medical Officer (Above 100 inmates) and Part Time Medical Officer (upto 100 inmates) may be excluded from the Annexure of Compensatory Allowance
- (ii) With the implementation of AICTE scheme in Government and Aided Polytechnic Colleges, Head of Section qualified for AICTE pay scale and placed in AICTE pay band is redesignated as Head of Department. Hence the post of Head of Department may be shown in AICTE scale and the post of Head of Section may be included in the scale of pay corresponding to ₹ 42500-87000.
- (iii) In addition to the post of Principal (Polytechnics/Institute of Printing Technology) in the state scale of pay corresponding to ₹ 68700-110400, the post may be shown in AICTE scale also.
- (iv) The State scale of the post of Deputy Director (Polytechnic Stream) may be replaced with the 'AICTE scale'.
- (v) The post of Lecturer in Textile Technology may be included in the schedule in the scale of pay corresponding to ₹ 39500-83000.
- (vi) In view of creation of separate posts of Lecturer for Instrumentation Engineering, Printing Technology and Computer Application and Business Management, the same branches now attached to the posts of Lecturer in Engineering/ Technology (Polytechnics) may be omitted. The posts of Lecturer in Computer Application & Business Management,

Lecturer in Instrumentation Engineering and Lecturer in Printing Technology in the scale of pay corresponding to ₹ 39500-83000 may be included separately in the schedule.

- (vii) In addition to the post of Lecturer in Engineering/Technology (Polytechnic) in the state scale of pay corresponding to ₹ 39500-83000, the post may be shown in AICTE scale also.
- (viii) Since Scientific Information Officer is included in the Kerala Common Pool Library Service Rules, 2003, the said post may be excluded from the department schedule and may be included in the Common Category
- (ix) The posts of Water Man/Water Woman in the scale of pay of ₹ 16500-35700, Sick room Attender and Water Works Attender in the scale of pay of ₹ 17000 - 37500 may be declared as vanishing category and the posts may be abolished as and when the existing incumbents vacate the posts.
- (x) The cadre strength of Non-Technical Attender Grade II and Grade I may be refixed in the ratio 2:1 as existing in Common Category and revert excess persons in the post of Non-Technical Attender Grade I to Non-Technical Attender Grade II.
- (xi) All the posts existing in the department may be placed in the corresponding revised scales of pay. Existing allowances may also be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Director	1	AICTE Scale	AICTE Scale
2	Senior Joint Director(EC/PS)	2	AICTE Scale	AICTE Scale
3	Joint Director(EC/PS)	3	AICTE Scale	AICTE Scale
4	Joint Controller	1	AICTE Scale	AICTE Scale

5	Deputy Director (Engg. College)	1	AICTE Scale	AICTE Scale
6	Training Officer	1	AICTE Scale	AICTE Scale
7	Principal(Engineering College)	9	AICTE Scale	AICTE Scale
8	Dean	2	AICTE Scale	AICTE Scale
9	Professor	105	AICTE Scale	AICTE Scale
10	Associate Professor/Reader	246	AICTE Scale	AICTE Scale
11	Assistant Professor (Engineering Colleges)	632	AICTE Scale	AICTE Scale
12	Deputy Director (Polytechnic stream)	1	AICTE Scale	AICTE Scale
13	Principal (Polytechnics / Institute of Printing Technology) (AICTE Qualified)	38	AICTE Scale	AICTE Scale
14	Head of Department	123	AICTE Scale	AICTE Scale
15	Lecturer in Engineering/Technology (Polytechnics)	626	AICTE Scale	AICTE Scale
16	Principal (College of Fine Arts)	3	77400-115200	107800-160000
17	Deputy Director (Dy. Controller of Technical Exams)	1	68700-110400	95600-153200
18	Workshop Superintendent (Engg College)	6	68700-110400	95600-153200
19	Principal (Polytechnics/Institute of Printing Technology)	7	68700-110400	95600-153200
20	Professor Gr I (College of Fine Arts)	9	68700-110400	95600-153200
21	Chief Technical Librarian	1	60900-103600	85000-143600

22	Assistant Controller of Examination	1	42500-87000	59300-120900
23	Assistant Director (SDC)	1	42500-87000	59300-120900
24	Assistant Director (Project)	1	42500-87000	59300-120900
25	Head of Section	32	42500-87000	59300-120900
26	Professor Gr II (College of Fine Arts)	7	42500-87000	59300-120900
27	Technical Officer	5	39500-83000	55200-115300
28	Assistant Director (Regional Directorate)	1	39500-83000	55200-115300
29	Project Officer (SITTR)	2	39500-83000	55200-115300
30	Instructor Gr I	32	39500-83000	55200-115300
31	System Analyst	5	42500-87000	59300-120900
32	Lecturer in Engineering/Technology (Polytechnics)	16	39500-83000	55200-115300
33	Lecturer in Computer Application & Business Management	6		55200-115300
34	Lecturer in Instrumentation Engineering	32		55200-115300
35	Lecturer in Printing Technology	4		55200-115300
36	Lecturer in Textile Technology	16		55200-115300
37	Workshop Superintendent (Polytechnics)	25	39500-83000	55200-115300
38	Superintendent, Technical High Schools	39	39500-83000	55200-115300
39	Lecturer (College of Fine Arts)	22	39500-83000	55200-115300

	40	Fine Arts Expert	2	36600-79200	51400-110300
	41	Chemist	1	36600-79200	51400-110300
a	42	Computer Programmer (HG)	25	40500-85000	56500-118100
	43	Computer Programmer		39500-83000	55200-115300
	44	Lecturer in Commerce/ Commercial Practice	28	36600-79200	51400-110300
	45	Inspector of Industrial Schools	3	35700-75600	50200-105300
	46	Senior Art Instructor	10	35700-75600	50200-105300
a	47	Superintendent (Govt. Commercial Institute) (HG)	17	39500-83000	55200-115300
	48	Superintendent (Govt. Commercial Institute)		35700-75600	50200-105300
	49	Assistant Training Officer	1	30700-65400	43400-91200
	50	Head Draftsman / Draftsman Gr I	27	30700-65400	43400-91200
	51	Foreman/Workshop Foreman	58	30700-65400	43400-91200
	52	Senior Instructor in Shorthand	7	30700-65400	43400-91200
	53	Instructor in Commerce	3	30700-65400	43400-91200
	54	Instructor in Secretarial Practice & Business Correspondence	6	30700-65400	43400-91200
	55	Instructor (Engineering)	39	30700-65400	43400-91200
	56	Instructor (Govt. Commercial Institute)	34	30700-65400	43400-91200
	57	Instructor in Shorthand	5	29200-62400	41300-87000
	58	Development Officer	1	27800-59400	39300-83000
	59	Instrument Mechanic Gr I (WPTC)	6	27800-59400	39300-83000

60	Instrument Mechanic Gr I		27800-59400	39300-83000
61	Art Instructor	12	27800-59400	39300-83000
62	Mural Expert	1	27800-59400	39300-83000
63	Studio Assistant Gr I	5	27800-59400	39300-83000
64	Demonstrator in Chemistry	1	27800-59400	39300-83000
65	Instructor Gr II/ Workshop Instructor /Demonstrator in Engineering	861	29200-62400	41300-87000
66	Draftsman Gr II/ Draftsman		29200-62400	41300-87000
67	Trade Instructor (Sen. Grade)	204	29200-62400	41300-87000
68	Trade Instructor Gr I	205	27800-59400	39300-83000
69	Trade Instructor Gr II	620	25200-54000	35600-75400
70	Assistant Instructor in Shorthand (GPTC)	7	26500-56700	37400-79000
71	Instructor-cum-Mechanic in Spinning	1	26500-56700	37400-79000
72	Instructor Gr II (Textile Spinning/ Weaving & Textile Chemistry)	4	26500-56700	37400-79000
73	Spinning Mechanic	1	26500-56700	37400-79000
74	Assistant Instructor in Typewriting/ Stenography	2	26500-56700	37400-79000
75	Mechanic in Textile Chemistry	1	26500-56700	37400-79000
76	Mechanic in Textile Technology		26500-56700	37400-79000
77	Assistant Instructor(Govt Commercial Institute)	36	26500-56700	37400-79000

78	Assistant Instructor in Shorthand(WPTC)		25200-54000	35600-75400
79	Instrument Mechanic Gr II	6	25200-54000	35600-75400
80	Instructress (Tailoring & Garment Making Training)	77	25200-54000	35600-75400
81	Instructor (Industrial Schools)		25200-54000	35600-75400
82	Studio Assistant Gr II	10	19000-43600	26500-60700
83	Typewriter Mechanic	9	18000-41500	25100-57900
84	Tradesman	834	19000-43600	26500-60700
85	Junior Instructor (Tailoring & Garment Making Training)	15	19000-43600	26500-60700
86	Junior Instructor (Industrial Schools)	7	19000-43600	26500-60700
87	Boiler Assistant	5	18000-41500	25100-57900
88	Carpenter	1	18000-41500	25100-57900
89	Welder-cum-Blacksmith	1	17000-37500	23700-52600
90	Marker	2	17000-37500	23700-52600
91	Studio Attender	4	17000-37500	23700-52600
92	Clay Worker	4	16500-35700	23000-50200
93	Ceramic Expert	1	27800-59400	39300-83000
94	Mechanic-cum-Electrician	1	17000-37500	23700-52600
95	Instructor in Physical Education	37	26500-56700	37400-79000
96	Technical Store Keeper	8	30700-65400	43400-91200
97	Craft Instructor	5	25200-54000	35600-75400
98	Pump Operator	3	18000-41500	25100-57900
99	Boiler Mechanic	1	22200-48000	31100-66800

	100	Professor Gr.II (Aided Engineering Colleges and Polytechnics)		42500-87000	59300-120900
	101	Non-Engineering Lecturer (Aided Engineering Colleges and Polytechnics)	31	39500-83000	55200-115300
	102	Professor Gr.I (Aided Engineering Colleges and Polytechnics)		68700-110400	95600-153200
	103	Junior Instructor (Composing and printing, weaving, Raton, Book Binding)	7	18000-41500	25100-57900
	104	Matron	12	20000-45800	27900-63700
*	105	Sick Room Attender	7	17000-37500	23700-52600
	106	Data Entry Operator (Aided Engineering Colleges)	1	26500-56700	37400-79000
	107	Library Assistant (Aided Engineering Colleges)	4	17000-37500	23700-52600
	108	Head Cook	19	17000-37500	23700-52600
	109	Cook	69	16500-35700	23000-50200
*	110	Water Works Attender	1		23700-52600
*	111	Waterman/Woman	2		23000-50200

a. Higher Grade ratio 1:1 will continue

* The posts may be declared as vanishing category and when the present incumbents vacate the posts, they may be abolished.

Common Category

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Scientific Information Officer	5	As in CC	As in CC
2	Administrative Assistant	13	As in CC	As in CC

3	Accounts Officer	14	As in CC	As in CC
4	Senior Superintendent(HG)	73	As in CC	As in CC
5	Senior Superintendent		As in CC	As in CC
6	Junior Superintendent(HG)	48	As in CC	As in CC
7	Junior Superintendent		As in CC	As in CC
8	Fair Copy Superintendent	4	As in CC	As in CC
9	Personal Assistant	6	As in CC	As in CC
10	Confidential Assistant Senior Grade	6	As in CC	As in CC
11	Confidential Assistant Gr I	6	As in CC	As in CC
12	Confidential Assistant Gr II	6	As in CC	As in CC
13	Head Clerk	68	As in CC	As in CC
14	Senior Clerk	626	As in CC	As in CC
15	Clerk		As in CC	As in CC
16	Clerk Typist	13	As in CC	As in CC
17	Selection Grade Typist	39	As in CC	As in CC
18	Senior Grade Typist	39	As in CC	As in CC
19	U.D Typist	39	As in CC	As in CC
20	L.D Typist	39	As in CC	As in CC
21	Driver Selection Grade	1	As in CC	As in CC
22	Driver Senior Grade	13	As in CC	As in CC
23	Driver Grade I	13	As in CC	As in CC
24	Driver Grade II	13	As in CC	As in CC
25	LD Binder	1	As in CC	As in CC
26	Gardener	46	As in CC	As in CC

27	Sergeant Senior Grade	2	As in CC	As in CC
28	Sergeant Grade I	3	As in CC	As in CC
29	Sergeant Grade II	6	As in CC	As in CC
30	Roneo Operator	3	As in CC	As in CC
31	Non-Technical Attender Gr I	69	As in CC	As in CC
32	Driver cum Mechanic		As in CC	As in CC
33	Non Technical Attender Gr II	69	As in CC	As in CC
34	Office Attendant Grade I	428	As in CC	As in CC
35	Office Attendant Grade II		As in CC	As in CC
36	Watchman	255	As in CC	As in CC
37	Full Time Sweeper/Sanitary Worker	107	As in CC	As in CC
Part Time Contingent				
1	Part time Sweeper/Sanitary Worker	390	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month(₹)
1	Principal, Engineering Colleges	450	500
2	Principal of Engineering Colleges where Part-time Courses are conducted	600	660
3	Principal of Polytechnics where Part-Time Diploma Courses are conducted at night	300	330
4	Driver-cum-Mechanic, Polytechnic Colleges	130	150

Staff in the Examination wing of the Directorate			
	Pay Range of ₹ 29,500/- and above	250	280
	Pay Range of ₹ 25,100/- and above but below ₹ 29,500/-	200	220
	Pay Range of ₹ 23,700/- and above but below ₹ 25,100/-	160	180
	Pay Range below ₹ 23,700/-	140	160

(2) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
<i>(i)Engineering College, Thiruvananthapuram</i>			
	Librarian	120	140
	Assistant Librarian	100	110
	Library Attender	70	80
<i>(ii)M.Tech Course (Engineering College, Thiruvananthapuram</i>			
	Teaching Staff(per hour)	150	170
	Co-ordinator of the course	600	660
	Clerk-cum-Typist Accountant	300	330
	Class IV Employee	250	280
<i>(iii)Hostels and Engineering Colleges and Polytechnics</i>			
	Warden (Above 200 inmates)	250	280
	Warden (up to 200 inmates)	200	220
	Resident Tutor	150	170
<i>(iv)Pre Vocational Training Centre</i>			
	Senior Craft Instructor	120	140
<i>(v)Part Time Staff engaged for teaching in both High Schools and Junior Technical Schools</i>			
	For Technical Subjects(per hour)	100	110
	For English and Non-Technical Subjects (per hour)	100	110

(3) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.88. TOURISM

The present Department of Tourism had its beginning in the State Guest Department of the erstwhile Travancore State and Hospitality Organisation of the Cochin State. After the formation of Kerala State in 1956, these two separate organisations were combined as "Tourist Department" in 1958. This Department continues to be the Government agency responsible for looking after the comforts of Guests of the Government. Their conveyance needs are also managed by the Tourist Department. Although the Department continues to handle the hospitality function of the State, more emphasis is now given to Promotion, Planning and Development of Tourism. In 1981 it was again re-named as Department of Tourism. Now there are 25 Guest Houses, 3 Yathri Nivases, Kerala Houses at Kanyakumari and Mumbai functioning under this department. The main objective of the Department is to develop infrastructure for tourism promotion and to attract tourists to the State from all over the world by introducing various schemes and programmes conforming to the culture and tradition of the State. The Department is headed by the Director (IAS cadre).

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) The post of Chauffers may be granted grade promotion in the ratio 1:1:1 among Chauffer Gr.II, Gr.I and Senior Grade, in line with Drivers in the Common Category. The newly introduced Senior Grade will be in the scale of pay corresponding to ₹ 26500-57000. The number of post of Head Chauffer will remain unchanged.
- (ii) The posts of Personal Assistant to the Director, Manager Gr.I and Tourist Information Officer may be placed in the revised scale of pay corresponding to ₹ 36600-79200.

- (iii) The Out of State allowance granted to the employees working in the Tourist Information Office at Agra and Jaipur may be excluded from the schedule as the offices are defunct. Out of State Allowance may be granted for the employees working at the Tourist Information Office in Kolkata and Mysore.
- (iv) The posts of Cook and Hospitality Assistant may be granted grade promotion in the ratio 1:1, the HG scale of pay being ₹ 18000-41500.
- (v) The post of Boat Driver/ Boat Syrang, Boat Deck Man/ Boat Lascar/ Cleaner, may be excluded from the schedule of Permanent Travelling Allowance as the posts are nonexistent.
- (vi) The post of Hospitality Attendant under the schedule of Uniform Allowance may be replaced with Hospitality Assistant.
- (vii) The post of Garden Supervisor may be excluded from the schedule as the post is non-existent in the department.
- (viii) The Uniform Allowance to the Manager may be enhanced from the existing rates of ₹ 2400 to ₹ 3000.
- (ix) All the other posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances also may be given normal revision, except the one recommended otherwise.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Director	1	IAS	IAS
2	Director (Eco Tourism)	1	IAS	IAS
3	Additional Director (General)	1	IAS	IAS

	4	Additional Director (Hospitality General)	1	77400-115200	107800-160000
	5	Joint Director	3	68700-110400	95600-153200
	6	Deputy Director	18	45800-89000	63700-123700
a	7	Manager Gr.I (HG)	7	39500-83000	55200-115300
	8	Manager Gr-I	7	35700-75600	51400-110300
	9	Tourist Information Officer	16	35700-75600	51400-110300
	10	Personal Assistant to the Director	1	35700-75600	51400-110300
	11	Assistant Planning Officer	2	35700-75600	50200-105300
	12	Inspecting Officer	1	35700-75600	50200-105300
	13	Superintendent Kanakakunnu Palace	1	35700-75600	50200-105300
	14	Manager Gr-II	5	27800-59400	39300-83000
	15	Assistant Tourist Information Officer	27	27800-59400	39300-83000
	16	Head Chauffer	4	27800-59400	39300-83000
b	17	Chauffer Senior Grade			37400-79000
	18	Manager Gr-III	11	25200-54000	35600-75400
	19	Telephone Operator (HG)	9	22200-48000	31100-66800
b	20	Chauffer Gr-I	45	25200-54000	35600-75400
a	21	Telephone Operator	9	18000-41500	25100-57900
	22	Steward	14	19000-43600	26500-60700
	23	Electrician	1	18000-41500	25100-57900
	24	Mechanic (Auto)		19000-43600	26500-60700
	25	AC Mechanic	1	20000-45800	27900-63700
b	26	Chauffer Gr-II	45	19000-43600	26500-60700

	27	Caretaker	1	18000-41500	25100-57900
	28	Butler	11	18000-41500	25100-57900
	29	Cook HG			25100-57900
	30	Hospitality Assistant HG			25100-57900
	31	Plumber	1	17500-39500	24400-55200
c	32	Cook	45	17500-39500	24400-55200
	33	Gardener	2	17000-37500	23700-52600
c	34	Hospitality Assistant	126	17500-39500	24400-55200

a.Existing 50% HG will continue.

b.The ratio of 1:1:1 between Grade II, Grade I and Senior Grade.

c.50% of the posts will be in HG.

Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Sr. Administrative Officer	1	As in PD	As in PD
	2	Sr. Finance Officer	1	As in PD	As in PD
	3	Planning Officer	1	As in PD	As in PD
	4	Asst. Executive Engineer (Mechanical)	1	As in PD	As in PD
	5	Research Officer	1	As in PD	As in PD
	6	Statistical Assistant Gr-I	1	As in PD	As in PD
	7	Statistical Assistant Gr-II	1	As in PD	As in PD

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Superintendent	5	As in CC	As in CC
	2	Junior Superintendent	4	As in CC	As in CC
	3	Fair Copy Superintendent	1	As in CC	As in CC

4	Confidential Assistant Gr I	1	As in CC	As in CC
5	Head Clerk	3	As in CC	As in CC
6	Selection Grade Typist	2	As in CC	As in CC
7	Senior Grade Typist	3	As in CC	As in CC
8	Senior Clerk	3	As in CC	As in CC
9	Clerk	21	As in CC	As in CC
10	Clerk-Typist	10	As in CC	As in CC
11	U.D Typist	3	As in CC	As in CC
12	L.D Typist	3	As in CC	As in CC
13	Confidential Assistant Gr II	1	As in CC	As in CC
14	Attender	1	As in CC	As in CC
15	Watcher	33	As in CC	As in CC
16	Lascar	64	As in CC	As in CC
17	Kitchen Matey	24	As in CC	As in CC
18	Sweeper, Sanitation Worker, Sweeper cum Sanitation Worker	93	As in CC	As in CC
19	Office Attendant	23	As in CC	As in CC
20	Car Cleaner	9	As in CC	As in CC
Part Time Contingent				
1	Part Time Sweeper/ Part Time Sweeper cum Sanitation Worker/ Part Time Sanitation Worker	27	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Head Chauffeur	500	550

2	Chauffeur	450	500
3	Cleaner attached to File Van	150	170
4	Lascar attached to Central Stores, Thiruvananthapuram	150	170
Out of State Allowance			
Tourist Information Office, Chennai/Mumbai/ Goa/ Kolkata and Mysore			
Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Tourist Information Officer	2500	2750
2	Information Assistant	2000	2200
3	Office Attendant	1500	1650

(2) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Hospitality Assistant of Guest House, Thiruvananthapuram , Ernakulam and Kozhikode	250	280
2	Hospitality Assistant in other Guest Houses	200	220
3	Manager ,Kerala House, Kanyakumari/Mumbai	300	330
4	Steward/Clerk ,Kerala House, Kanyakumari/Mumbai	220	250
5	Cook/Kitchen Mate/ Hospitality Assistant / Gardener /Lascar /Sweeper/Scavenger/ Watcher Kerala House, Kanyakumari/Mumbai	150	170

(3) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Head Chauffeur	3000	3300
2	Chauffeur	3000	3300
3	Manager	2400	3000
4	Steward	2400	2700
5	Cook	2400	2700
6	Butler	2400	2700
7	Hospitality Assistant	2400	2700
8	Lascar/Sweeper	2400	2700

(4) Permanent Travelling Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)	Area of Jurisdiction	Average No. of days of tour in a month
1	Chauffeur	300	330	Revenue District in which posted	15

(5) Permanent Conveyance Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)	Area of Jurisdiction
1	Manager, Residential Bungalow	320	360	

7.89. TREASURIES

The Department of Treasuries was formed as an independent department in the year 1963. The main functions of the Department include receipt and disbursement of money on behalf of Government, preparation and rendition of monthly accounts of Government transactions to the Accountant General, custody and sale of Stamps and Stamp papers, custody and issue of safe custody articles, etc. The Director of Treasuries is the Head of Department and

the headquarters of the Department is in Thiruvananthapuram. There are 23 District Treasuries, 200 Sub Treasuries including 8 Pension Payment Sub Treasuries and 12 Stamp Depot offices under the Department. Besides, four Regional Deputy Directorates function in Thiruvananthapuram, Kottayam, Thrissur and Kozhikode for conducting internal audit.

The Commission, having considered the proposals submitted by the Treasury Director and the demands of various Service Organizations and individuals, makes the following recommendations:

- (i) The posts of Assistant Director and District Treasury Officer may be shown together in the Schedule of posts with the scale of pay corresponding to ₹ 45800-89000, as these posts are equated and interchangeable with each other.
- (ii) The recruitment to the posts of Typists and Office Attendants in Treasuries Department may be stopped. The surplus staff in these cadres may be re-skilled or re-deployed. Additional posts of Clerks may be created only after an assessment of work, as there cannot be an automatic conversion of Typists as Clerks.
- (iii) Normal revision in scales of pay is recommended to all categories.
- (iv) Existing allowances may be given normal revision.

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Director	1	85000-117600	118100-163400
2	Joint Director	2	68700-110400	95600-153200
3	Deputy Director	4	55350-101400	77200-140500
4	Assistant Director / District Treasury Officer	24	45800-89000	63700-123700
5	Assistant District Treasury Officer	23	42500-87000	59300-120900
6	Stamp Depot Officer (HG)/ Sub Treasury Officer (HG)/ Assistant Treasury Officer(HG) /	61	40500-85000	56500-118100

		Senior Superintendent (HG)			
a	7	Stamp Depot Officer / Sub Treasury Officer / Assistant Treasury Officer / Senior Superintendent	184	36600-79200	51400-110300
	8	Junior Superintendent (HG)/ SB Passing Officer (HG)	108	35700-75600	50200-105300
b	9	Junior Superintendent / SB Passing Officer	214	30700-65400	43400-91200
c	10	Accountant Selection Grade	181	27800-59400	39300-83000
	11	Senior Accountant	1125	25200-54000	35600-75400
	12	Junior Accountant	954	19000-43600	26500-60700
d	13	Treasurer			
	14	Stamp Examiner	18	17500-39500	24400-55200

a Existing 25 % Higher grade will continue

b 1/3rd of the post will be in HG.

c The ratio 5:5:1 among Junior Accountant, Senior Accountant and Accountant Selection Grade will continue

d The Selection Grade Accountant / Senior Grade Accountant posted as Treasurer will draw cadre pay and usual allowances

Common Category

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Fair Copy Superintendent	1	As in CC	As in CC
2	Typist Selection Grade	17	As in CC	As in CC
3	Typist Senior Grade	17	As in CC	As in CC
4	U.D. Typist	18	As in CC	As in CC
5	L.D. Typist	18	As in CC	As in CC
6	Confidential Assistant Grade II	2	As in CC	As in CC
7	Driver Selection Grade	1	As in CC	As in CC
8	Driver Senior Grade	5	As in CC	As in CC

9	Driver Grade I	5	As in CC	As in CC
10	Driver Grade II	5	As in CC	As in CC
11	Binder Grade II	-	As in CC	As in CC
12	Duffedar	1	As in CC	As in CC
13	Office Attendant	528	As in CC	As in CC
14	Night Watchman	1	As in CC	As in CC

Part Time Contingent Employees

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Part Time Sweeper	197	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Director	450	500
2	Teller	300	330
3	Treasurer	900	990
4	Junior Accountant (Data Entry)	120	140
5	Staff discharging the duties of System Assistance in Treasuries	450	500
6	Chief Co-ordinator	4000	4400
7	State Co-ordinator	3000	3300
8	District Co-ordinator	2000	2200
9	System Administrator	1000	1100
10	System Attender	500	550
11	Sub Treasury Officer holding the charge of Taluk Head Quarters Sub Treasury	600	660

(2) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Driver	2400	2700

7.90. TRIBUNAL FOR LOCAL SELF GOVERNMENT INSTITUTIONS

The Tribunal for Local Self Government Institutions was established under Section 271 (S) of the Kerala Panchayat Raj Act, 1994 (Act 13 of 1994). Tribunal consists of judicial officer in the rank of a District Judge, appointed by the Government in consultation with the Chief Justice of the High Court of Kerala. It considers and disposes of appeal of revision filed against the decisions of Local Self Government Institutions under Section 276 of the Kerala Panchayat Raj Act, 1994 and Section 509 of the Kerala Municipalities Act, 1994. The Tribunal, on a reference from Government, also renders its opinion to Government with regard to the legality or sustainability of any decision of Local Self Government Institution. The Secretary of the Tribunal is an officer not below the rank of Under Secretary, Law Department. The other officers and staff are appointed on deputation from Subordinate Judiciary. The headquarters of the Tribunal is in Thiruvananthapuram.

The Commission, having considered the proposals submitted by the Tribunal for Local Self Government Institutions, makes the following recommendation:

All the posts existing in the Tribunal for Local Self Government Institutions may be placed in the corresponding proposed scales of pay of applicable to those posts in their parent departments.

The categories of posts with the existing and proposed scales of pay are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Tribunal	1	NJPC	NJPC
2	Secretary (Under Secretary, Law Department)	1	As in PD	As in PD
3	Bench Clerk (Senior Clerk)	1	27800-59400	As in PD

Common Category

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Clerk	2	As in CC	As in CC
2	Clerk	2	As in CC	As in CC
3	Confidential Assistant	1	As in CC	As in CC
4	L.D. Typist	3	As in CC	As in CC
5	Office Attendant	3	As in CC	As in CC

Part Time Contingent Employees

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Part Time Sweeper	1	As in PTCC	As in PTCC

7.91. UNIVERSITY APPELLATE TRIBUNAL

University Appellate Tribunal was constituted in the year 1971 under the provisions of the Kerala University Act, 1969 as amended by Act 17 of 1974. It has jurisdiction over University of Kerala, MG University, Cochin University, Calicut University and Kannur University. Its headquarters is in Thiruvananthapuram. The University Appellate Tribunal is a judicial officer in the rank of a District Judge from the Judiciary. The function of the UAT is adjudication of disputes arising between the managements of the private colleges affiliated with these Universities and any teaching or non-teaching staff of colleges, relating to the conditions of service of such staff, in accordance with the provisions of the enactments and statutes of the respective Universities. UAT is now also functioning as the Additional District Judge III, and is hearing civil cases made over by the District Court, Thiruvananthapuram. It is also the Food Safety Appellate Tribunal under Section 70 of the Food Safety and Standard Act 2006, empowered to hear and dispose of the appeals filed against the decision of the adjudicating officer under Section 68 of the Act. The Secretary, UAT is the Registrar of the Food Safety Appellate Tribunal. The staff attached to the UAT deal with the cases relating to University Appellate Tribunal and Food Safety Appellate Tribunal. The Secretary of the UAT is being appointed from among the Under Secretaries in the Administrative Secretariat. The other staff members attached with the Tribunal belong to Common Category.

The Commission after considering the proposals of the Tribunal and the demands of Service Organizations and individuals, makes the following recommendations:

- (i) For administrative convenience, future vacancies in the University Appellate Tribunal may be filled up by deputation of staff from the Subordinate Civil Judiciary and the power for such deputation may be delegated to the Principal District Judge, Thiruvananthapuram.
- (ii) The scale of pay of all the posts existing in the Tribunal may be allowed normal revision.
- (iii) Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	University Appellate Tribunal	1	NJPC	NJPC
	2	Secretary (Under Secretary to Government)	1	42500-87000	As in PD

Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Head Clerk	1	As in CC	As in CC
	2	Senior Clerk	1	As in CC	As in CC
	3	Clerk	2	As in CC	As in CC
	4	Confidential Assistant Grade II	1	As in CC	As in CC
	5	Lower Division Typist	1	As in CC	As in CC
	6	Driver Grade II	1	As in CC	As in CC

	7	Office Attendant Grade I	3	As in CC	As in CC
	8	Office Attendant Grade II		As in CC	As in CC

Part Time Contingent Employees

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Part Time Sweeper	1	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Driver	2400	2700

7.92. VIGILANCE AND ANTI-CORRUPTION BUREAU

Vigilance and Anti-Corruption Bureau is a specialized agency established to combat and control corruption among Government servants and Public servants including those working in the Public Sector Undertakings of the State Government. The Bureau conducts investigation/enquiries into the allegations such as misappropriation of public funds, criminal misconduct, misuse of public money or property, amassment of wealth disproportionate to the known sources of income, gross dereliction of duty or negligence, dishonest or improper conduct or abuse of power, etc. The Director is the Head of the Bureau, who is in the cadre of Additional Director General of Police.

The Commission considered the proposals submitted by the Director, and the demands of Service Organisations. The following recommendations are made:

- (i) The post of Additional Legal Adviser was re-designated as Public Prosecutor by G.O.(Ms) No.17/2019/VIG dated 06/09/2019. This may be indicated in the Schedule of Posts.
- (ii) Consequent on the orders issued in G.O.(Ms)No.5/2016/Vig dated:12.2.2016 extending various duty-linked allowances admissible to

the executive staff in the Police Department to the executive staff from Police Department working in Vigilance & Anti-Corruption Bureau on deputation, the types of Special Allowances that were being allowed to the Police personnel working in the V&ACB on the basis of the existing Pay Revision Order were restructured by G.O.(Ms)No.238/2016/(8)/Fin dated:20.06.2016. Later, the caption Special Allowance under the heading Police Department in the schedule of Additional Special Allowance was renamed as Police Special Allowance and it was stipulated that the incumbents in receipt of Police Special Allowance would not be eligible for Special Allowance under the schedule of Special Allowance *vide* G.O.(Ms)No.452/2017/(82)/Fin dated: 17.10.2017. As a result, the Police personnel working in the V&ACB are now getting all the duty-linked allowances (viz. Smartness Allowance, Day Off Allowance, Traffic Point Duty Allowance, Water & Electricity Allowance, Police Special Allowance and Feeding Charges) admissible to Police personnel in the General Executive branch as provided under the schedule of Additional Special Allowance.

The Commission notes that the duty of Police personnel in the General Executive branch and in the V&ACB are entirely different. The Police personnel deployed in V&ACB do not have to wear uniform while on duty. Hence Uniform Allowance at full rates need not be given to the Vigilance personnel. Smartness Allowance is also not needed for Vigilance personnel. The duty of Vigilance personnel is mainly confined in offices except occasional outside duties, they need not attend office on holidays, they are not deployed for outpost duties; so the allowances like Day Off Allowance, Traffic Point Duty Allowance, Water and Electricity Charges, Feeding Charges, Police Special Allowance and Ration Money Allowances have no relevance for the Vigilance personnel. Therefore, the Commission is of the view that extending all the allowances given to the general Police personnel to the Vigilance personnel is irrational, and recommends to discontinue payment of these items of allowances to the Vigilance personnel.

Officers with unblemished service career and high integrity alone are to be inducted into the V&ACB. Hence they need to be adequately compensated for discontinuance of existing allowances. Therefore, it is recommended that an amount not less than the sum of all the above-mentioned allowances that are now recommended to discontinued, may be allowed in the name 'Vigilance Special Allowance' under the heading 'Vigilance & Anti-Corruption Bureau' in the schedule of Additional Special Allowance. The rates may be as follows:

Sl No	Designation	New Rate proposed
1	Superintendent of Police	₹ 3000
2	Deputy Superintendent of Police (HG)	₹ 2500
3	Deputy Superintendent of Police	
4	Circle Inspector (HG)	₹ 2200
5	Circle Inspector	
6	Sub Inspector	₹ 2000
7	Assistant Sub Inspector	₹ 1800
8	Head Constable	₹ 1700
9	Police Constable	₹ 1600
10	Police Driver	₹ 1600
11	Executive Engineer (Mech)	₹ 2000
12	Executive Engineer (Civil)	₹ 2000

(iii) All the posts existing in the V&ACB may be given normal revision in scales of pay.

(iv) Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Director	1	IPS	IPS
2	Additional Director of Prosecution (Vigilance)	1	81000-117600	112800-163400
3	Legal Adviser	5	81000-117600	112800-163400
* 4	Additional Legal Adviser	8	68700-110400	95600-153200

	5	Manager	1	42500-87000	59300-120900
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* The post marked * may be read as Public Prosecutor w.e.f. 06/09/2019 in terms of G.O.(Ms) No.17/2019/VIG dated 06/09/2019

Posts held by Personnel of Police Department

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Additional Director General of Police	1	IPS	IPS
2	Inspector General of Police	1	IPS	IPS
3	Superintendent of Police (Non-IPS)	6	As in PD	As in PD
4	Deputy Superintendent of Police	34	As in PD	As in PD
5	Inspector of Police	96	As in PD	As in PD
6	Sub Inspector	3	As in PD	As in PD
7	Assistant Sub Inspector	76	As in PD	As in PD
8	Senior Civil Police Officer	141	As in PD	As in PD
9	Civil Police Officer	362	As in PD	As in PD
10	Driver	129	As in PD	As in PD

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Accounts Officer (Audit)	1	As in PD	As in PD
2	Assistant Executive Engineer (Mechanical)	1	As in PD	As in PD
3	Executive Engineer (Civil)	1	As in PD	As in PD
4	Assistant Executive Engineer (Civil)	1	As in PD	As in PD

Common Category

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Assistant	2	As in CC	As in CC
2	Accounts Officer	1	As in CC	As in CC
3	Senior Superintendent	14	As in CC	As in CC
4	Junior Superintendent	17	As in CC	As in CC
5	Head Clerk	2	As in CC	As in CC
6	Senior Clerk	67	As in CC	As in CC
7	Clerk	67	As in CC	As in CC
8	Personal Assistant	14	As in CC	As in CC
9	Confidential Assistant Senior Grade	14	As in CC	As in CC
10	Confidential Assistant Grade I	14	As in CC	As in CC
11	Confidential Assistant Grade II	15	As in CC	As in CC
12	Fair Copy Superintendent	1	As in CC	As in CC
13	Typist Selection Grade	10	As in CC	As in CC
14	Typist Senior Grade	10	As in CC	As in CC
15	U.D. Typist	11	As in CC	As in CC
16	L.D. Typist	11	As in CC	As in CC
17	Attender	1	As in CC	As in CC
18	Office Attendant	19	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES**(1). Special Allowance**

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Legal Adviser	400	440
2	Additional Legal Adviser*	300	330
3	Ministerial Staff (All Categories)	130	150

* The post may be read as Public Prosecutor w.e.f. 06/09/2019 in terms of G.O.(Ms) No.17/2019/VIG dated 06/09/2019

(2). Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Deputy Superintendent of Police	250	280
2	Inspector	200	220
3	Sub Inspector	200	220
4	Havildar Driver (Staff Car)	150	170
5	Head Constable	150	170
6	Police Constable	130	150
7	Police Driver	130	150

(3) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Superintendent of Police (Non-IPS)	2625	3000
2	Deputy Superintendent of Police	2625	3000
3	Inspector	2550	2900
4	Sub Inspector	2550	2900
5	Assistant Sub Inspector	2550	2900
6	Havildar Driver (Staff Car)	2000	2200
7	Head Constable	2000	2200
8	Police Constable	2000	2200
9	Police Driver	2000	2200

(4) Additional Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
	<i>Vigilance Allowance</i>		
1	Superintendent of Police (Non-IPS)	Duty linked allowances to Police Personnel in the General	3000
2	Deputy Superintendent of Police		2500
3	Inspector of police		2200
4	Sub Inspector		2000
5	Assistant Sub Inspector		1800

6	Head Constable	Executive Branch	1700
7	Police Constable		1600
8	Police Driver		1600
9	Executive Engineer (Mechanical)	1700	2000
10	Executive Engineer (Civil)	1600	2000

(5) Permanent Travelling Allowance

Sl. No.	Category	Existing Rate per Month (₹)	Area of Jurisdiction	Average No. of days of tour in a month	Proposed Rate per Month (₹)
1	Sub Inspector	450	32 Km from HQ	Not prescribed	500
2	Havildar Driver (Staff Car)	350	32 Km from HQ	Not prescribed	390
3	Head Constable	350	32 Km from HQ	Not prescribed	390
4	Police Constable	270	32 Km from HQ	Not prescribed	300
5	Police Driver	270	32 Km from HQ	Not prescribed	300

7.93. WATER APPELLATE AUTHORITY

Water Appellate Authority was constituted in the year 1979 under section 28 of the Water (Prevention & Control of Pollution) Act, 1974. The Air Appellate Authority was formed in 1999 under Section 31 of Air (Prevention & Control of Pollution) Act, 1981. The Authority considers and disposes of appeals against the orders passed by the State Pollution Control Board. The Authority consists of Chairman who is a judicial officer in the rank of a District Judge, Technical Member (Water), Technical Member (Air) and Administrative Member. The Secretary of the Authority is an officer not below the rank of Under Secretary, appointed on deputation from the Secretariat. A Senior Clerk on deputation from Subordinate Judiciary is working as Bench Clerk. The other staff in the Authority consists of Confidential Assistant, Office Attendant and Part Time Sweeper. Appointment to these posts are made by PSC/ from Employment exchange

The Commission, having considered the proposals submitted by the Secretary, Water Appellate Authority, and demands of Service Organizations, makes the following recommendation:

All the posts existing in the Water Appellate Authority may be placed in corresponding proposed scales of pay.

The categories of posts with the existing and proposed scales of pay are shown below:

CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Secretary (Under Secretary to Government)	1	45800-89000	As in PD
	2	Bench Clerk Grade III	1	25200-54000	As in PD

Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Confidential Assistant Grade II	1	As in CC	As in CC
	2	Office Attendant Grade II	1	As in CC	As in CC

Part Time Contingent Employees

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Part Time Sweeper	1	As in PTCC	As in PTCC

7.94. WOMEN AND CHILD DEVELOPMENT

The Department of Women and Child Development was established in 2017 by GO(Ms)No.24/2017/SJD dated 30.06.2017 bifurcating the Social Justice Department. The Department of Women and Child Development started functioning on 24.11.2017 for ensuring the holistic, physical,

psychological, cognitive and emotional developments of women and children and a gender sensitive family, community, programme and policy for the development and protection of women and children. The Department provides policy guidance, designs targeted programs and projects for women and children, strengthens capacity development for gender and child rights mainstreaming, coordinates, monitors and evaluates effective service delivery, all for the empowerment of women and children. The department is headed by the Director.

The Commission, having considered the proposals submitted by the Head of Department, demands of Service Organizations and individuals, makes the following recommendations:

- (i) The employees of Health Department who are required to perform duty on Public Holidays are eligible for 45 numbers of Compensatory Leaves in a calendar year by GO(Rt)No.3484/2010/FWD dated 08.09.2020. The Commission recommends to extend the same benefits for Caretakers in the Department.
- (ii) The post of Cook may be sanctioned Higher Grade in the ratio 1:1 in the scale of pay corresponding to ₹ 17500-39500.
- (iii) The Special Allowance, Additional Special Allowance and Compensatory Allowance granted to various categories of the Department may be clubbed and included under the schedule of Special Allowance and normal revision may be allowed.
- (iv) All the posts existing in the department may be placed on the corresponding revised scales of pay.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Director	1	IAS	IAS

2	Additional Director/ State Project director	1	68700-110400	95600-153200
3	Joint Director/Joint Project co-ordinator/Chief Executive Officer (Welfare Fund)	3	55350-101400	77200-140500
4	Assistant Director	3	42500-87000	59300-120900
5	District Women & Child Development Officer	14	40500-85000	56500-118100
6	Programme Officer	16	39500-83000	55200-115300
7	Superintendent, Welfare Institution Gr I/ Regional Dowry Prohibition Officer	13	35700-75600	50200-105300
8	Child Development Project Officer	258	35700-75600	50200-105300
9	Women Protection Officer	14	35700-75600	50200-105300
10	Deputy Superintendent Gr I	3	35700-75600	50200-105300
11	Deputy Superintendent Gr II	4	30700-65400	43400-91200
12	Store keeper-cum-Logistics Officer	1	27800-59400	39300-83000
13	Superintendent, Welfare Institution Gr II	12	29200-62400	41300-87000
14	Nutritionist	2	27800-59400	39300-83000
15	Pre-School Educationist	2	27800-59400	39300-83000
16	Health Educationist	2	27800-59400	39300-83000
17	Sociologist	2	27800-59400	39300-83000

	18	Superintendent, Welfare Institution Gr III	14	27800-59400	39300-83000
	19	Child welfare Inspector	19	27800-59400	39300-83000
a	20	Supervisor, ICDS(HG)	265	27800-59400	39300-83000
	21	Supervisor, ICDS	1062	26500-56700	37400-79000
	22	Literacy Teacher	2	22200-48000	31100-66800
	23	Craft Instructor	1	22200-48000	31100-66800
	24	Music Teacher	1	22200-48000	31100-66800
	25	Agricultural Instructor	2	22200-48000	31100-66800
	26	Carpentry Instructor	2	22200-48000	31100-66800
	27	Weaving instructor	1	22200-48000	31100-66800
	28	Physical Training Instructor	3	22200-48000	31100-66800
	29	Dance Master	1	22200-48000	31100-66800
	30	Matron Gr I	14	19000-43600	26500-60700
	31	Tailoring Instructor/ Needle Work Teacher	4	19000-43600	26500-60700
	32	P D Teacher	5	18000-41500	25100-57900
	33	Care Taker (Male)	53	20000-45800	27900-63700
	34	Care Taker (Female)	35	20000-45800	27900-63700
	35	Part-Time Hindi Teacher	3	18000-41500	25100-57900
	36	Part-Time Bhagavathar/ Part- Time Music Teacher	2	18000-41500	25100-57900
	37	Electrician cum Pump Driver	1	17500-39500	24400-55200
	38	Ayah	8	17000-37500	23700-52600

	39	Matron Gr II	1	17500-39500	24400-55200
b	40	Cook (HG)			24400-55200
	41	Cook	31	17000-37500	23700-52600
	42	Watchman	12	16500-35700	23000-50200
	43	Watchwoman	8	16500-35700	23000-50200

a.Higher Grade ratio 4:1 will continue.

b.The ratio of 1:1 between Cook and Cook (HG).

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Finance Officer	1	As in PD	As in PD
2	Finance Officer	1	As in PD	As in PD
3	Administrative Officer	1	As in PD	As in PD
4	Junior Statistical Inspector	16	As in PD	As in PD
5	Law Officer	1	As in PD	As in PD

Common Category

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Superintendent	24	As in CC	As in CC
2	Junior Superintendent	75	As in CC	As in CC
3	Head Clerk/ Head Accountant	58	As in CC	As in CC
4	Selection Grade Typist	117	As in CC	As in CC
5	Senior Grade Typist		As in CC	As in CC
6	U.D Typist		As in CC	As in CC
7	L.D Typist		As in CC	As in CC
8	Senior Clerk	264	As in CC	As in CC
9	Selection Grade Driver	65	As in CC	As in CC
10	Senior Grade Driver		As in CC	As in CC

	11	Driver Grade I		As in CC	As in CC
	12	Driver Grade II		As in CC	As in CC
	13	Confidential Assistant Sr Gr	2	As in CC	As in CC
	14	Confidential Assistant Gr II		As in CC	As in CC
	15	Clerk	203	As in CC	As in CC
	16	Clerk-Typist	62	As in CC	As in CC
	17	Clerical Attender	1	As in CC	As in CC
	18	Gardener	1	As in CC	As in CC
	19	Office Attendant	335	As in CC	As in CC
Part Time Contingent					
	1	Part Time Sweeper	152	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Superintendent, Government Children's Home and Special Schools	330	370
2	Caretaker(Male/Female)	300	330
3	Deputy Superintendent	150	170
4	Industrial Instructor	140	160
5	Agricultural Instructor/Physical Training Instructor/ Teachers	140	160
6	Gardener/ Ayah /Watchman / Electrician cum Pump Operator/Driver	110	130
	Day off Allowance		
7	Supervisor/Cook	120	140

(2) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Ayahs in the Home for Mentally Retarded Children	2000	2200
2	Driver	2400	2700

(3) Permanent Travelling Allowance

Category	Existing Rate per month (₹)	Proposed Rate per month (₹)	Area of Jurisdiction	Average No. of days of tour in a month
ICDS Supervisor	250	280		

.7.95. COMMON CATEGORY

The categories of posts in Common Category consist of those posts which are common in departments, appointments to which are usually made from common rank lists published by the KPSC. The scales of pay, ratio between the grades of posts, etc. are shown in the Schedule of Common Category posts, instead of mentioning these details in the schedules of posts of the departments concerned. The Common Category posts include Administrative/Finance Officers, Superintendents, Common Pool Librarians, Clerks, Confidential Assistants, Typists, Drivers, Office Attendants, etc.

The Commission, having considered the proposals of the Heads of Departments, and the demands of various Service Organizations and individuals, makes the following recommendations:

- (i) The Commission observes that many of the departments have not framed Special Rules yet. It is recommended that Government may issue appropriate direction to the Heads of Departments to frame the Special Rules in a time bound manner in respect of categories in their Departments for which Special Rules have not been framed yet.
- (ii) Office Attendants doing work as Night Watchman are now allowed Special Allowance @ ₹ 300 p.m. The amount may be enhanced to ₹350 p.m.

- (iii) The posts of Office Attendant Gr I, Attender Gr II, Clerical Attender Gr II and Clerical Assistant Gr II are now placed in the same scale of pay of ₹17000-37500. The posts of Attender Gr I / Clerical Assistant Gr I / Clerical Attender Gr I are placed in the same scale of pay of ₹17500-37500. According to the existing placement, an entry cadre Office Attendant Gr II has only two promotions. As per the Time Bound Higher Grade scheme, an entry cadre Office Attendant has four time bound higher grades in the scales of pay ₹17000-37500, ₹17500-39500, ₹19000-43600 and ₹20000-45800. Attender Gr II, Attender Gr I, Clerical Assistant Gr II / Clerical Attender Gr II and Clerical Attender Gr I / Clerical Assistant Gr I are the promotion posts of Office Attendant, but two or more of these promotion posts are now in the same scales of pay. As it is an anomaly and the employees are not getting any financial benefits on promotions, it is recommended that the scales of pay of Clerical Assistant Grade II and Clerical Assistant Grade I may be enhanced to ₹18000-41500 (existing scale ₹17000-37500) and ₹19000-43600 (existing scale ₹17500-39500). Accordingly, in future, the line of promotion of an Office Attendant Gr II on ₹16500-35700 may be provided as Office Attendant Gr I / Attender Gr II / Clerical Attender Gr II (₹17000-37500) → Attender Gr I / Clerical Attender Gr I (₹17500-39500) → Clerical Assistant Gr II (₹18000-41500) → Clerical Assistant Gr I. (₹19000-43600).
- (iv) The posts of Clerical Assistant are placed in two grades, but no ratio is provided between Clerical Assistant Gr II (₹ 17000-37500) and Clerical Assistant Gr I (₹ 17500-39500). These posts may be placed in the ratio 1:1 as existing in Secretariat.
- (v) There is separate appointment to the post of Night Watchman. PSC is making appointment to this post from the same rank list of Last Grade employees from among the willing candidates. As there is shortage of sufficient number of Night Watchman in many departments, Office Attendants are performing the duty of Night Watchman and for this special allowance is also allowed to them. The Commission recommends to appoint sufficient number of Night Watchman for sensitive institutions, within the cadre strength of Last Grade servants and to dispense with the existing practice of engaging Office Attendants for night duty, over a period of time.
- (vi) The post of Cook is not included in the Schedule of Common Categories. But, this post is a common post existing in many departments. In order to

bring a unified pattern, it is recommended to include the post of Cook in the Common Category with scale of pay ₹ 16500-35700, with Higher Grade in the scale of pay ₹ 17500-39500 in the ratio 2:1. It may be specified that, this scale of pay is applicable to the post of Cook in all departments unless the post of Cook is included in the Schedule of posts of that department with a higher scale of pay and ratio.

- (vii) The posts Senior Grade Librarian in Secretariat, Senior Librarian in Medical Education Department, and Scientific Information Officer in Technical Education Department are posts included in the Kerala Common Pool Library Service Special rules. Hence the posts of Senior Librarian (₹45800-89000) existing in Medical Education Department, Scientific Information Officer (₹55350-101400) in Technical Education Department, and Senior Grade Librarian (₹60900-103600) in Administrative Secretariat and Medical Education Department may be deleted from the Schedules of posts of the departments concerned and these posts may be included along with Librarians in Common Category.
- (viii) Senior Librarian and Senior Grade Librarian are the promotion posts of Librarian Gr I. As the similarity in the designations of Senior Librarian and Senior Grade Librarian is causing confusion, it is recommended that the post of Senior Grade Librarian (₹ 60900-103600) may be re-designated as Special Grade Librarian.
- (ix) The posts included in Common Category with scale of pay of Clerk viz. Store Clerk, Auditor, Clerk cum Accountant, Cashier, Assistant Store Keeper, Store Assistant, Accounts Clerk, Steward Clerk, Clerk cum Cashier and posts with scale of pay of Senior Clerk viz. Accountant, Clerk cum Cashier, Assistant Cashier Clerk, Clerk cum Store Keeper, Auditor, Record cum Store Keeper, Assistant Store Keeper, Tally Clerk, Clerk Steward, Store Assistant, Cashier, Store Keeper cum Clerk, Clerk cum Accountant, Junior Accountant, Cashier cum Clerk may be deleted from the Schedule of Common Category as these posts are not existing in any departments.
- (x) The post of Store Keeper is included in the Schedule with two scales of pay, that is scale of pay of Clerk (₹19000-43600) and scale of pay of Senior Clerk (₹ 25200-54000). The post of Store Keeper with scale of pay ₹19000-43600 may be re-designated as Store Keeper and that with scale of pay ₹25200-54000, as Senior Store Keeper.

- (xi) The posts of Engine Driver, Motor Driver, Loco Driver, Driver cum Cleaner, Turner, Moulder, Welder, Blacksmith/Smith, Workshop Mechanic, Fitter, Carpenter cum Blacksmith may be excluded from the schedule, as these posts are not existing in any departments.
- (xii) The post of Confidential Assistant is a Common Category post, and this post with all four Grades is existing in various departments, Secretariat and other constitutional establishments. The first three Grades of this post are in the Subordinate Service, while the fourth Grade is in the State Service and all these four Grades are placed in the ratio of 1:1:1:1. While the four Grades of this post have no change in duties and so ratio grades can be allowed, there is no rationale in placing a post in the State Service under a ratio with posts in the Subordinate Service. Therefore, it is recommended that the post of Selection Grade Confidential Assistant in the State Service may be severed from the existing ratio by re-designating the post as Personal Assistant. The remaining three Grades of Confidential Assistant in the Subordinate Service may be placed in the ratio 1:1:1. Further, all the existing posts of Selection Grade Confidential Assistant may be declared as Cadre posts with designation Personal Assistant.
- (xiii) The posts of Driver cum Operator/Projectionist, Cinema Operator/Projectionist, Audio Visual Trailer Operator, Artist/ Photographer/ Artist cum Photographer, Stencil Operator/ Roneo Operator/ Duplicate Operator and Mochee may be abolished. Also, posts of Clerk-Typist, Typist-Clerk and Clerk cum Typist may be converted as Clerk.
- (xiv) All the categories of posts except those which are specifically mentioned above may be given normal revision.
- (xv) Existing allowances except those specifically mentioned above also may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

**A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED
SCALES OF PAY**

	Sl. No.	Name of Post	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Finance Officer (HG)	77400-115200	107800-160000
a	2	Senior Finance Officer	68700-110400	95600-153200
	3	Finance officer (HG)	55350-101400	77200-140500
a	4	Finance Officer	45800-89000	63700-123700
	5	Financial Assistant / Accounts Officer	42500-87000	59300-120900
	6	Senior Administrative Officer (HG)	77400-115200	107800-160000
a	7	Senior Administrative Officer	68700-110400	95600-153200
	8	Administrative Officer (HG)	55350-101400	77200-140500
a	9	Administrative Officer	45800-89000	63700-123700
	10	Administrative Assistant	42500-87000	59300-120900
	11	Divisional Accounts Officer (HG)	39500-83000	55200-115300
b	12	Divisional Accounts Officer	35700-75600	50200-105300
	13	Senior Superintendent (HG)	40500-85000	56500-118100
c	14	Senior Superintendent	36600-79200	51400-110300
	15	Junior Superintendent (HG)	35700-75600	50200-105300
a	16	Junior Superintendent	30700-65400	43400-91200
	17	Fair Copy Superintendent (HG)	35700-75600	50200-105300
a	18	Fair Copy Superintendent	30700-65400	43400-91200
	19	Head Clerk/Head Accountant	27800-59400	39300-83000
	20	Senior Clerk	25200-54000	35600-75400
	21	Upper Division Accountant	25200-54000	35600-75400
	22	Store Clerk	25200-54000	35600-75400
	23	Senior Store Keeper	25200-54000	35600-75400
e	24	Sergeant Senior Grade	26500-56700	37400-79000
	25	Sergeant Grade I	25200-54000	35600-75400

	26	Sergeant Grade II	22200-48000	31100-66800
f	27	Clerk	19000-43600	26500-60700
	28	Store cum Record Keeper	19000-43600	26500-60700
	29	Record Keeper	19000-43600	26500-60700
	30	Copyist	19000-43600	26500-60700
	31	Store Keeper	19000-43600	26500-60700
	32	Personal Assistant	39500-83000	55200-115300
g	33	Confidential Assistant Senior Grade	30700-65400	43400-91200
	34	Confidential Assistant Grade I / Steno Typist Grade I	27800-59400	39300-83000
	35	Confidential Assistant Grade II / Steno Typist Grade II	20000-45800	27900-63700
h	36	Typist Selection Grade	27800-59400	39300-83000
	37	Typist Senior Grade	26500-56700	37400-79000
	38	Upper Division Typist	25200-54000	35600-75400
	39	Lower Division Typist	19000-43600	26500-60700
	40	Clerk cum Typist	19000-43600	26500-60700
	41	Clerk Typist	19000-43600	26500-60700
	42	Typist Clerk	19000-43600	26500-60700
i	43	Driver Selection Grade	27800-59400	39300-83000
	44	Driver Senior Grade	22200-48000	31100-66800
	45	Driver Grade I	20000-45800	27900-63700
	46	Driver Grade II	18000-41500	25100-57900
	47	Binder Grade I	19000-43600	26500-60700
j	48	Binder Grade II	17500-39500	24400-55200
	49	Driver cum Operator / Projectionist	20000-45800	27900-63700
	50	Cinema Operator/Projectionist Grade I	19000-43600	26500-60700
j	51	Cinema Operator/Projectionist Grade II	17500-39500	24400-55200
	52	Audio Visual Trailer Operator Grade I	19000-43600	26500-60700
j	53	Audio Visual Trailer Operator Grade II	17500-39500	24400-55200

	54	Chief Operator (Audio Visual)	25200-54000	35600-75400	
	55	Artist/Photographer/ Artist Cum Photographer	27800-59400	39300-83000	
	56	Artist/Photographer/ Artist Cum Photographer	25200-54000	35600-75400	
	57	Artist/Photographer/ Artist Cum Photographer and similar category	19000-43600	26500-60700	
	58	Attender Grade I	17500-39500	24400-55200	
	59	Clerical Attender/Technical Attender Grade I	17500-39500	24400-55200	
	60	Clerical Assistant Grade I	17500-39500	26500-60700	
d	61	Clerical Assistant Grade II	17000-37500	25100-57900	
j	62	Attender Grade II	17000-37500	23700-52600	
j	63	Clerical Attender /Technical Attender Grade II	17000-37500	23700-52600	
		COMMON POOL LIBRARIANS			
	64	Special Grade Librarian	60900-103600	85000-143600	
	65	Scientific Information Officer	55350-101400	77200-140500	
	66	Senior Librarian	45800-89000	63700-123700	
	k	67	Librarian Grade I	40500-85000	56500-118100
		68	Librarian Grade II	35700-75600	50200-105300
		69	Librarian Grade III	30700-65400	43400-91200
		70	Librarian Grade IV	22200-48000	31100-66800
		MISCELLANEOUS CATEGORIES			
	71	Telephone Operator	18000-41500	25100-57900	
	72	Telephone Attendant	17500-39500	24400-55200	
	73	Roller Driver Grade I	22200-48000	31100-66800	
	74	Roller Driver Grade II	19000-43600	26500-60700	
	75	Roller Driver/ Assistant Roller Driver	18000-41500	25100-57900	
	76	Roller Cleaner	18000-41500	25100-57900	
	77	Lorry Cleaner	17000-37500	23700-52600	
	78	Oil Engine Driver	18000-41500	25100-57900	

	79	Driver cum Mechanic/Driver Mechanic	18000-41500	25100-57900
	80	Workshop Mechanic/Motor Mechanic/Fitter	18000-41500	25100-57900
	81	Motor Boat Driver Grade I	20000-45800	27900-63700
l	82	Motor Boat Driver Grade II	18000-41500	25100-57900
	83	Tractor Driver/Boat Driver/Syrang Grade I	20000-45800	27900-63700
l	84	Tractor Driver/Boat Driver/Syrang Grade II	18000-41500	25100-57900
	85	Carpenter	18000-41500	25100-57900
	86	Electrician	18000-41500	25100-57900
	87	Plumber	18000-41500	25100-57900
	88	Mechanic	18000-41500	25100-57900
	89	Lift Operator (HG)	19000-43600	26500-60700
j	90	Lift Operator	18000-41500	25100-57900
	91	Stencil Operator/Roneo Operator/Duplicate Operator	17500-39500	24400-55200
	92	Duffedar (HG)	17500-39500	24400-55200
j	93	Duffedar	17000-37500	23700-52600
	94	Cook (HG)	17500-39500	24400-55200
j	95	Cook	16500-35700	23000-50200
	96	Mochee	17000-37500	23700-52600
	97	Office Attendant Grade I	17000-37500	23700-52600
j	98	Office Attendant Grade II	16500-35700	23000-50200

- a 1/3rd HG will continue
- b 50% HG will continue
- c 25% HG will continue
- d Ratio 1:1 will be allowed between Grade II and Grade I
- e Ratio 5:3:2 among Sergeant Grade II, Grade I and Senior Grade will continue
- f The existing ratio 1:1 between Clerk and Senior Clerk will continue
- g Ratio 1:1:1 will be allowed between Grade II, Grade I and Senior Grade

- h Ratio 1:1:1:1 among Lower Division Typist, Upper Division Typist, Typist Senior Grade and Typist Selection Grade will continue
- i Ratio among Grade II, Grade I and Senior Grade Driver will be 1:1:1. 10% of Senior Grade will be on Selection Grade
- j Existing Ratio 2:1 will continue
- k Those who come under UGC scheme will be given UGC scale.
- l Ratio 1:1 between Grade II and Grade I will continue

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No.	Category	Existing Rate per month (₹)	Proposed Rate per month(₹)
1	Personal Assistant and Confidential Assistant to:	550	610
	• Chairman, KPSC		
	• Advocate General		
	• Principal Secretaries, Secretaries and Special Secretaries (IAS) to Govt.		
	• Commissioner of Commercial Taxes		
	• Commissioner of Land Revenue		
	• Commissioner of Civil Supplies		
	• Commissioner of Excise		
	• Director of General Education		
	• Director of Agriculture		
	• Head of Forest Force		
	• Enquiry Commissioner and Special Judges		
	• Director of Health Services		
	• Director of Medical Education		
	• Transport Commissioner		
	• State Police Chief		
	• Chief Engineer (PWD) Administration, Irrigation Administration)		
• District Collectors			
• District Judges			

2	Driver attached to the Officers in Sl. No. 1 above	400	440
3	Office Attendant, Duffedar attached to the Officers in Sl. No. 1 above	320	360
4	Personal Assistant / Confidential Assistant of: <ul style="list-style-type: none"> • Members, KPSC • Additional Director General of Police 	400	440
5	Personal Assistant / Confidential Assistant of: <ul style="list-style-type: none"> • Additional Advocate General • Other Heads of Departments • Superintendents of Police and Higher Ranked Police Officers of and including the level of Inspector General of Police • DIG (Vig.) Legal Advisor (Vig.), Public Prosecutors (Vig.), Additional Director of Prosecution (Vig) 	200	220
6	Office Attendant / Duffedars attached to the Officers in Sl. No. 5 above	120	140
7	Drivers including Motor Boat Driver, Boat Driver and Syrang, Tractor Driver, Roller Driver and Assistant Driver	200	220
8	Drivers in charge of Heavy Duty Vehicles, the unladen weight of which exceeds 12000 Kgs	250	280
9	Senior most Typist working as Fair Copy Superintendent in an office having 4 or 5 Typists	120	140
10	Office Attendant doing work as Night Watcher	300	350
11	Secret Section		
	Superintendent	130	150
	Clerk/Typist	120	140
	Office Attendant	100	110

(2) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Cook	120	140
2	Office Attendant / Attender/ Typist/ Confidential Assistant (operating photocopiers)	100	110

(3) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Driver	2400	2700

7.96. THE KERALA ADMINISTRATIVE SERVICE

Kerala Administrative Service is a new premier service designed to bring under its fold the very talented and experienced candidates to man middle level positions in the administrative hierarchy in the State. The recruitment process for the first selection of candidates has not been completed. Although no appointment has taken place to this service, the Commission has studied the scope and prospects of the service to draw up its position in relation to the Indian Administrative Service. Kerala Administrative Service was constituted by the Kerala Administrative Service (KAS) Rules 2018 issued by notification in G.O (P) No.12/2017 P&ARD dt:29/12/2017 and later amended as per G.O.(P)No.4/2019/P&ARD dt.11.07.2019. The rules take effect from 01/01/2018.

2) The objectives behind the constitution of Kerala Administrative Service are the following:

- a) To build a cadre of public servants as a second line of managerial talent for Government for effective implementation of government policies and programmes.
- b) To provide opportunities for growth for bright, talented, and committed officers in government service and prepare them for senior level administrative and managerial positions in public service.
- c) To constitute the feeder category for the recruitment of Indian Administrative Service Officers in Kerala Cadre through appointment by promotion from State Civil Service category.

3) The Kerala Administrative Service consists of four categories of officers as detailed below:-

1. KAS officer (Junior Time Scale)
2. KAS officer (Senior Time Scale)
3. KAS officer (Selection Grade Scale)
4. KAS officer (Super Time Scale)

4) There are three streams of recruitment to the KAS. All the three streams have the same educational qualifications as given below:-

“Must have obtained Bachelor Degree including professional course in any subject from a University recognized by a University established by Government of Kerala or UGC or awarded by National Institutes established by the Government of India”.

5) Pay Scales in the KAS

a) As per rule 8 of the Special Rules, the pay scale for each of the four levels of the KAS is the highest scale of pay attached to the posts mentioned in Tables 1 to 4 in Schedule II of the Special Rules.

b) The KAS officers are eligible for a KAS Grade Pay determined by Government from time to time, which should not be less than 10% of the minimum of the Scale of Pay of the Level concerned.

6) The Scales of pay attached to Junior Time Scale Posts range from 40500–85000 to 68700-110400; that to Senior Time Scale Posts range from 55350-101400 to 77400-115200; that to Selection Grade posts range from 77400-115200 to 85000-117600; and that to Super Time Scale Posts range from 68700-110400 to 93000-120000.

7) It is to be noted that under the Grade of Junior Time Scale, total number of 131 categories are included, out of which 63 categories are in the pay scale of ₹ 45800-89000. This scale of pay is now attached to the posts of Under Secretary to Government, Deputy Collector in the Revenue Department, Administrative Officer/Finance Officer in the Common Category etc. 39 categories of posts are included in the lower pay scale of ₹ 42500-87000. 28 categories of posts are included in the pay scale 40500-85000 and only one category of post (Special Officer, Industries and Commerce) is included in the pay scale 68700-110400. Hence it may be seen that majority of category of posts included in the Junior Time Scale [Table-1] falls under the pay scale 45800-89000. (On examination of the pay revision proposals of the Industries & Commerce

Department, it has come to the notice of the Commission that the post of Special Officer is in fact the cadre post of an Under Secretary of the Administrative Secretariat on ₹ 45800-89000. But by a coincidence, the Officer occupying the post at the time of drawing the proposal for inclusion of posts under KAS happened to be an Under Secretary (HG) on ₹ 68700-110400. ₹ 45800-89000 being the cadre scale of pay of Under Secretary, this scale should have been taken as the scale of Special Officer; but it was mistakenly taken as ₹ 68700-110400).

8) There are 53 Categories included in the Senior Time Scale of KAS Officers (2nd Level) out of it 16 categories are in the scale of pay lower than ₹ 68700-110400, and 24 categories are in the scale of pay of ₹ 68700-110400, the highest scale attached to the Junior Time Scale post. 13 categories are in the Higher scale of pay of ₹ 77400-115200.

9) There are 50 categories included in the Selection Grade Scale of KAS Officers (3rd Level), out of which 30 categories are in the scale of pay of ₹ 77400-115200 and four categories in the scale of pay of ₹ 81000-117600 and 16 categories are in the scale of pay of ₹ 85000-117600.

10) There are 10 categories included in the Super Time Scale of KAS Officers(4th Level) out of which 1 category is in the scale of pay of ₹ 68700-110400, 2 are in the scale of pay of ₹ 85000-117600, 3 are in the scale of pay of ₹ 89000-120000 and 2 are in the highest scale of pay of ₹ 93000-120000.

So, in effect, the current scales of pay of KAS officers are as follows: -

Sl No	Grade	Period	Scale of Pay	Minimum Grade Pay
a	Junior Time Scale		68700-110400	6870
b	Senior Time Scale	8 years	77400-115200	7740
c	Selection Grade Scale	6 years	85000-117600	8500
d	Super Time Scale	8 years	93000-120000	9300

A Comparative examination of KAS scales with IAS scales

11) The existing scale of pay of IAS officers at the bottom level are given below:

Junior Scale (Entry Level) : 56100-177500(Sub Collector/ Assistant Collector)

Senior Time Scale 67700-208700(District Collector)

12) Hence it may be seen that the pay of KAS Officer will be greater than the pay of a Sub Collector and even higher than that of the District Collector if placed in the scale of pay of ₹ 68700-110400. One more point is to be noted that,

the scale of pay of IAS Officers have effect from 01.01.2016, whereas, the pay scales now applicable to State Government Officers have effect from 01.07.2014. Taking account of 9% of D.A as on 01.01.2016 with the pay of ₹ 68700-110400, the starting pay of KAS Officer will be ₹ 74883/-. KAS Officers are also eligible for Grade Pay @ 10% of Basic Pay. Thus the total pay of KAS Officer Junior Time Scale as on 01.01.2016 will be ₹ 81753/-, which is far higher than the pay applicable to Sub Collector, District Collector and even Director (in the Junior Administrative Cadre: 78800-209200). Thus, the scale of pay of KAS Officer Junior Time Scale must be lower than the pay applicable to the IAS Junior Scale. With 19% of DA as on 01.07.2019, the entry salary (Pay+ DA) in the IAS would be ₹ 66,759.

13) Having considered the matter in depth, the Commission is of the view that pay scales should be fixed at attractive but reasonable levels without upsetting administrative equations, and so the existing, proposed and revised scales of pay of KAS Officers may be as follows:

Sl No	Grade	Existing Scale of Pay	Proposed Scale of Pay	Revised Scale of Pay
a	Junior Time Scale	68700-110400	45800-89000	63700-123700
b	Senior Time Scale	77400-115200	60900-103600	85000-143600
c	Selection Grade Scale	85000-117600	77400-115200	107800-160000
d	Super Time Scale	93000-120000	93000-120000	129300-166800

14) The State Government have converted the Special Pay to Special Allowance since 1997 Pay Revision so that it will not be reckoned for other service benefits. The existing provision under Rule 8(b) of the Special Rules for payment of Grade Pay not less than 10% of the minimum of the scale of pay would invite additional financial commitment as it will be reckoned for DA, Leave Salary/HRA/CCA and for calculation of pensionary benefits including Basic Pension, commuted value of pension, family pension, DCRG and Terminal Surrender of Earned Leave Salary. As 'grade pay' would cause additional financial commitment and even conversion into Special Allowance will take the entry pay well above the levels of the entry pay in the IAS. So the provision for Grade Pay may be deleted.

15) Rule 12(a) of the Special Rules provides that promotions to the Senior Time Scale, Selection Grade Scale and Super Time Scale requires 8 years, 6 years and 8 years of service respectively in the lower grade. The existing general pattern for grade promotions wherever applicable in Kerala Government Service is that the employee should have a total service of 8 years, 15 years and

22 years. In line with that, the service requirements for promotions to Higher Grades in KAS may be fixed as 8 years, 7 years and 7 years respectively, i.e., on completion of 8, 15 and 22 years of qualifying service as defined under the Time Bound Higher Grade Scheme.

ALLOWANCES

8.1. Allowances are provided to the employees as a support system to manage the expenditure they generally incur in their whole-time engagement in public service, and to take care of their additional commitments on the cost they bear in order to perform their routine duties and responsibilities. Financial support in the form of 'allowances' saves the employees from erosion of basic income of pay given as a compensation for service obtained, calculated on the basis of minimum requirement to support themselves and families.

8.2. Government employees enjoy the allowances generally with reference to their specific positions in service as well as location of deployment for duty, and specially as support to meet extra expenses on specific purposes such as care of disabled children, house rent etc.

8.3. The Commission has examined all the demands put forward by the service organisations for hiking allowances. Taking into account the strained financial position of the state, the Commission has recommended a normal hike of 10% in all allowances. However, there are a few instances of enhancement higher than the normal revision, allowed due to very deserving circumstances, and the exact figures showing these are given under the departments concerned. The Commission has examined all the existing allowances and recommends as follows.

Dearness Allowance

8.4. Dearness allowance stems from the need to protect the erosion in money value due to inflation. DA is being calculated based on the All India Consumer Price Index Numbers (Industrial Workers) published by the Labour Bureau, Government of India. Dearness Allowance is paid by the government to its employees and pensioners to offset the impact of inflation.

8.5. The practice has been to calculate it twice every year - as on 1st January and 1st July. Prior to 2014 Pay revision, Dearness Allowance was being given to state government employees based on the rates announced by the Central government to its employees. The formula used for calculating DA for the Central government employees with effect from 01.01.2006 was as follows:

% of DA = {(Average of the All-India Consumer Price Index) for the last 12 months -115.76}/115.76} x 100

The index factor 115.76 (Base Year 2001=100) was the base index by which the DA on 01.01.2006 (date of effect of VIth CPC) was neutralized.

In Central government, pay revision is decennial, whereas in the State government, the revision in pay is quinquennial; also, the effective date of pay revision is 1st January for Central government employees and 1st July for State government employees. Therefore, allowing DA to state government employees adopting the same formula as in the Central government is irrational.

8.6. The X Pay Revision Commission proposed an updated formula, based on the same principles, for calculating DA to state government employees from 01.07.2014 onwards, which was as follows:

$\% \text{ of DA} = \{(\text{Average of the All India Consumer Price Index (Base year -2001 =100) for the last 12 months -239.92})/239.92\} \times 100$

The base factor 239.92 was the average AICPI for 12 months used for calculating DA as on 01.07.2014.

Calculation of further DA from 01.07.2019

8.7. The base index for calculating DA from 01.07.2019 onwards should be the average of the AICPI for the previous 12 months, which is 306.1.

$\% \text{ of DA} = \{(\text{Average of the All-India Consumer Price Index (Base year -2001 =100) for the last 12 months -306.1})/306.1\} \times 100.$

Since the Commission has decided to merge 28% DA applicable as on 01.07.2019 with the basic pay, the DA calculated on the basis of the above formula as on 01.07.2019 will be 0%.

The increase in the base index in the new formula is 27.58% and the minimum increase in pay in this pay revision is 38%. Thus there will be no drop in pay while switching over from old DA formula to the new DA formula.

The Commission recommends the adoption of the above formula for calculation of DA from 01.01.2020.

8.8. The Central government has switched over to index numbers based on 2016=100 in place of 2001=100 from September 2020, and a linking factor of 2.88 has been formulated for converting 2001 based figures to 2016 based figures. The base as on 01.07.2019 will become $306.1/2.88 = 106.28$ when the previous twelve months' index numbers are officially published only with base 2016 as 100.

8.9. The average AICPI (base 2001) for the preceding 12 months for calculating DA with effect from 01.01.2020 is 317.42 and that from 01.07.2020 is 326.58.

DA as on 01.01.2020 is $(317.42-306.1)/306.1 = 3.69$, which may be rounded as 4%.

DA as on 01.07.2020 is $(326.58-306.1)/306.1 = 6.69$, which may be rounded as 7%.

8.10. The increase in Dearness Allowance is not automatic; it has to be sanctioned by the Government. The D.A. increase of 3% on 01.01.2019 has not yet been sanctioned. This and the 5% increase on 01.07.2019 have been subsumed in the current revision of pay, and so the 3% DA need be paid only for the period from 01.01.2019 to 01.07.2019.

8.11. The Central Government, in view of the need for resources to fight the COVID 19 pandemic had decided not to sanction the increase in DA as on 01.01.2020, 01.07.2020 and 01.01.2021. Most of the State governments have also followed suit. While the Central government policy is not binding on the State, the erosion in revenue and the need for diverting funds for CORONA care are realities applicable to all governments. The Commission recommends that the State Government may take a view in the matter after 01.07.2021 based on an assessment of the State's financial position.

House Rent Allowance

8.12. Most of the employees' representatives pleaded 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 disparity between the take home emoluments of a Central Government employee and that of his counterpart in the State. The Associations argue that it is a case of gross discrimination between the two sets of employees when rates of HRA are so very divergent when both of them face the same kind of housing problem in the same city/town. They also argue that cost of living being on the increase, house rents are getting to a stage when they are beyond the reach of the low paid and the medium level employee.

8.13. The existing rates of House Rent Allowance are based on a slab system and employees are categorised into four slabs based on their basic pay. At present three rates of HRA are in force according to the categorisation of the places where the offices are situated. The places are now classified into 'B2 Class Cities', 'Other Cities / Towns' and 'Other Places'. The existing minimum and maximum rates of HRA in the above three places are ₹ 1500 & ₹ 3000, ₹ 1250 & ₹ 2000, ₹ 1000 & ₹ 1750 respectively.

8.14. Now the 'B2 class city' and above for the purpose of HRA includes all the Corporations, and Government Institutions situated within a radius of 3 kilometres from Civil Station Kakkanad, and area within 1 Kilometre outside Corporation limit. 'Other Cities and Towns' include all other Municipal areas and townships as well as District and Taluk headquarters not coming under B2

class city & above. The employees working in Forest complex at Mathottam (Kozhikode) are also eligible for HRA at the rates applicable to the city limits of Kozhikode.

8.15. The Commission recommends certain changes in the classification of places for the purpose of HRA. The whole places may be classified into four groups as follows;

- (1) Class A: The Corporation limits of the cities of Thiruvananthapuram, Kollam, Kochi, Thrissur, Kozhikode and Kannur, and in addition, Government Institutions situated within a radius of 3 kilometres from Civil Station, Kakkanad and the Forest Complex, Mathottam, Kozhikode.
- (2) Class B: The Municipalities at District Headquarters.
- (3) Class C: All Municipalities other than those at District Headquarters.
- (4) Class D: All Panchayaths

8.16. The Commission, after careful consideration of all the aspects of HRA, is of the view that quite a large number of employees are residing in rented houses and the existing rate of HRA is not capable of absorbing the actual rent to be paid. Employees who are residing in their own houses, often have to spend a substantial sum towards travel to their offices and back. As stated earlier, Central Government follows the system of HRA as a percentage of basic pay. In Kerala also, 16 % of basic pay is admissible as HRA for Central Government employees working in the cities. Taking all these into consideration, the Commission is of the view that the existing slab system and fixed amount of HRA should be discontinued and HRA is to be paid as percentage of basic pay. However, in consideration of the substantial financial commitment due to an abrupt switch over to percentage based system, the Commission suggests to fix a lower rate and a ceiling on the maximum amount of HRA. The Commission recommends HRA at the following rates at different places classified as below:

Sl.No.	Class	% of Basic Pay	Minimum amount	Maximum amount
1	A	10%	2300	10000
2	B	8%	2000	8000
3	C	6%	1500	6000
4	D	4%	1200	4000

The Commission has excluded the institutions within the limits of 1 Km from the city limits, taking into account the fact that, now the limits of Corporations are spread over vast area and even semi-rural areas are included within the Corporation limits. However, every individual employee may be assured 10% hike in the existing amount of HRA or the new rate applicable to their places whichever is higher.

8.17. It may be provided that for the purpose of HRA, basic pay as on the 1st day of the month only will be reckoned, and change in pay in the middle of a

month will not be considered. The employees who are not under state pay pattern but are drawing HRA at the rates applicable for State Government Employees, may also draw HRA at the above rates.

Rent Recovery

8.18. Rent recovery is the levy from the employees who are occupying government quarters. The employees in the scale of pay of ₹ 35700 -75600 and above, have to pay 2% of basic pay as rent. The employees in the scales of pay of ₹ 32300-68700 are exempted from payment of rent. The Commission does not suggest any changes in the existing system, and hence recommends for Rent Recovery at the following rates in the new scales.

Range	Rate
Those who are in the scale of pay up to 45600-95600	No Recovery
Those who are in the scale of pay of and above 50200-105300	2% of basic pay

In the case of employees who do not come under the State Government scales of pay (e.g. All India Service Officers, those on UGC/AICTE/NJPC scale), rent recovery will be 2% of Basic Pay.

8.19. Employees who are allotted quarters shall not be eligible for HRA.

City Compensatory Allowance

8.20. Now employees working in the offices located in the B2 Class cities are allowed City Compensatory Allowance at the rate ranging from ₹ 350 to ₹ 500 according to the pay stages applicable for drawing HRA.

8.21. The Central government has discontinued City Compensatory Allowance after the implementation of 7th CPC. It is pertinent to note that the cost of living in cities cannot be considered on a higher side compared to other places in the State, except in respect of rentals. In view of the high degree of urbanisation in the State, the cost of living in some other places is, perhaps, higher than that in the cities. Hence a separate allowance to employees working in city limits has no rationale. Also, the Commission has recommended considerable hike in the rate of HRA to employees working in cities, which is with a view to merge the City Compensatory Allowance with the percentage based HRA. Hence the Commission recommends that the system of payment of City Compensatory Allowance may be discontinued when the revised rate of HRA is implemented.

Spectacle Allowance

8.22. Reimbursement of the cost incurred for the purchase of spectacles may continue. The existing maximum fixed at ₹ 1200 may be enhanced to ₹ 1500. The reimbursement may be allowed once in five years as of now.

Footwear Allowance

8.23. Existing rate of Footwear Allowance may be enhanced from ₹ 450 per annum to ₹ 500 per annum. The eligibility conditions may remain the same.

Hill Tract Allowance

8.24. Hill Tract Allowance is paid as a Compensatory Allowance to the employees working in Hilly areas specified in Appendix IV of KSR Part I. This allowance is uniform to all Government employees and is differentiated based on pay ranges.

8.25. The employees working in hilly areas are now being given Hill Tract Allowance at the rates ranging from ₹ 300 p.m to ₹ 500 p.m according to the different pay ranges. The Commission recommends no hike in the rate of Hill Tract Allowance. The Commission recommends for overhauling the existing categorization of areas eligible for hill tract and government may review the existing places which are now included under the definition of Hill Tract realistically and unnecessary areas included therein have to be excluded. The Commission recommends for HTA at the following rates in different pay ranges.

Pay range	Rate per month
₹ 43400 & above	500
Above ₹ 25100 and below ₹ 43400	450
Upto ₹ 25100	300

Rural Allowance

8.26. Rural allowances are given to employees in rural areas where the communication, health, education and information infrastructure is in poor quality so as to compensate them for the hardship they face while performing their duties. Decades ago, the above assumptions about rural areas were more or less real. But over a period of time, there has been phenomenal improvement in rural infrastructure in Kerala. The rural urban divide in the state, unlike in the rest of India, is not very staggering. In terms of population distribution and transport and communication networks, a rural urban continuum is observed in the state. As may be seen from the Table, rural areas have a larger road length than urban areas. Similarly, the health indicators show that rural areas are almost on par with urban areas. Regarding the availability of schools within 5 K.M. of residences also the data show that the rural -urban differences are not very glaring. In respect of mobile phone density and electrification coverage also rural Kerala stands shoulder to shoulder with urban Kerala. On the whole, the quality of life in rural areas is not significantly behind that in the urban areas.

Health and Infrastructural Indicators, Kerala: Rural and Urban

Major Indicators	Rural (%)	Urban (%)
Population	47.7	52.3
Death Rate	7.3	7.8
Infant Mortality Rate	10	10
No. of Modern Medicine Institutions Under Dept. of Health Service	43	57
Road Length	75.7	24.3
Percentage of Schools within 2 K.M.		
Primary	91.9	96.9
Upper Primary	76.2	83.7
Secondary	56.3	69.5

Hence, the Commission feels that there is no justification in increasing rural allowances for the government employees. The recruitment of employees is not for urban centres only. The employees are under obligation to work anywhere in the state irrespective of urban areas or not. Until a detailed review is made, the allowance will continue to be paid to the categories now eligible, at the present rates.

Special Allowance to differently abled employees

8. 27. As per Rights of Persons with Disabilities Act, 2016 “person with disability” means a person with long term physical, mental, intellectual or sensory impairment which, in interaction with barriers, hinders his full and effective participation in society equally with others. As part of the welfare measures for the Physically Challenged, Conveyance Allowance of ₹ 50/-p.m was initially sanctioned to them and now it stands enhanced to ₹ 1000/- p.m. irrespective of whether the employees are full-time or part-time. This allowance is not intended to meet the complete expenses relating to travel, but as a supportive allowance for meeting additional expense connected with their daily travel. The Commission recommends to revise the existing rate of ₹ 1000 to ₹ 1100 per month.

Education Allowance to the Parents having differently abled children

8.28. The Commission recommends the rate of Education Allowance admissible to employees having mentally/physically challenged children studying in general schools and special schools be revised from the existing ₹ 600 per month to ₹ 1000 per month. The existing conditions for the admissibility of this allowance will continue.

Child Care Allowance

8.29. Child Care Allowance is intended to grant financial assistance to employees for taking the service of someone to look after their children who are mentally/physically challenged, not self-reliant and so in need of the service of a person for primary needs and are not able to enrol in schools. The rate of allowance may be revised from ₹ 1500 per month per child to ₹ 1750 per month per child and the annual ceiling of ₹ 18000 may be revised to ₹ 21000. The existing conditions as laid down in G.O (P)No.172/2013/(150)/Fin dated 16.04.2013, G.O(P)No.360/13(171)/Fin dated 24.07.2013 and G.O(P)No.110/2016/(15)/Fin dated 30.07.2016 for the admissibility of the allowance may continue.

Charge Allowance

8.30. Charge allowance is granted to an officer who performs the duty of an additional post in addition to those attached to his regular post. This allowance is allowed based on the conditions prescribed in Rule 53 and 53A Part I KSR. The existing rate of Charge Allowance for holding full additional charge is 4% of the minimum of the scale of pay attached to the additional post and that for discharging current duties is 2% of the minimum of the scale of pay of additional post. The maximum period for which Charge Allowance is payable is 3 months. The existing rates may continue.

Travelling Allowance

8.31. Travelling Allowance is an allowance granted to an officer to cover the expenses which he incurs in travelling for the interest of the public service. It includes allowances granted for the maintenance of a conveyance. Transportation charges have increased after the last revision of pay and allowances. Considering all these aspects, the Commission is of the view that the rates for various components coming under Travelling Allowance need modification.

(1) Classification of Officers:- The Commission recommends to continue the existing classification of officers for the purpose of Travelling Allowance according to existing stages in the master scale, hence the categorization of officers in the revised scales may be as follows:

Grade I	All Officers who draw an actual basic pay of ₹ 70000 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 basic pay of ₹ 59300 and above, but below ₹ 70000
Grade II (b)	Officers with actual basic pay of ₹ 39300 and above, but below ₹ 59300. Non gazetted Officers, other Last Grade Servants when they accompany the Governor and Ministers will be treated as Grade II(b)

Grade III	Officers with actual basic pay of ₹ 25100 and above, but below ₹ 39300
Grade IV	Officers with actual basic pay below ₹ 25100

Note: For this purpose, basic pay includes Personal Pay.

(2) **Class of travel:-** The Commission recommends to continue the existing eligible class of travel by train for each grade, which is as follows.

Grades	Eligible class
Grade I	II AC
Grade II (a)	I Class. If the train does not have I Class, II AC.
Grade II (b)	III AC. If the train does not have III AC, I Class.
Grade III	II Class
Grade IV	II Class

(3) **Air Journey:-**

At present employees who are in the scale of pay ₹ 55350-101400 are eligible for flight journey. A condition may be introduced in TA rules to the effect that any employee can travel by air for official purposes provided that Travelling Allowance at the rate sanctioned for their eligible class of travel by train may be allowed for such journeys subject to the production of flight ticket and boarding pass and flight ticket may be considered in place of train tickets for admitting TA claim. Employees who are in the revised scale of pay ₹ 77200-140500 may be eligible for flight journey.

(4) **Mileage Allowance:-**

The existing rate of Mileage Allowance for road journey at the rate of ₹ 2 per kilometre may be revised to ₹ 2.5 per kilometre for all grades of officers.

(5) **Incidental Expenses (Road/Rail/Air journeys):-**

The existing rates of incidental expenses for rail/road/air journey may be revised as mentioned in the following table is as follows.

Grades	<u>Road/Rail</u> Existing Rate in paisa per Km	<u>Road/Rail</u> Proposed in paisa per Km	<u>Air</u> Rate per journey (existing and proposed)
Grade I	80	90	Limited to 1 Daily Allowance
Grade II (a)	60	70	
Grade II (b)	50	60	
Grade III	50	60	
Grade IV	50	60	

(6) **Daily Allowance:-** The Commission is of the view that the existing rate of Daily Allowance is inadequate to meet the actual expenditure incurred for the boarding and lodging expenses. Hence the Commission has proposed the following enhanced rates.

Grades	Inside State		Outside State	
	Existing Rate (₹)	Proposed Rate (₹)	Existing Rate (₹)	Proposed Rate (₹)
Grade I	400	600	550	750
Grade II (a)	320	500	450	650
Grade II (b)	320	500	450	650
Grade III	250	350	350	500
Grade IV	250	350	350	500

(7) **Classification of Government Officials for carrying personal effects on transfer:-**

The existing classification of government officials for the purpose of carrying personal effects on transfer may be as follows in the revised scales:-

Sl No	Category of Officers	Weight (kg)
1	Officers whose actual basic pay is ₹ 70000 and above	3000
2	Officers whose actual pay is ₹ 39300 and above but below ₹ 70000	2000
3	All other Officers	1500

(8) **Loading and unloading charges for journeys on transfer:-**

The revised rates of loading and unloading charges admissible to different grades of officers for journeys on transfer may be as follows:

Grades	Rate (₹)
Grade I	900 at each end
Grade II (a)	500 at each end
Grade II (b)	500 at each end
Grade III	450 at each end
Grade IV	450 at each end

(9) **Reimbursement of room rent:-**

The revised rates of reimbursement of room rent admissible to Officers for stay outside the State subject to the production of vouchers may be as follows:

Grades	New Delhi, Mumbai, Kolkata, Chennai (₹)		Other Cities/Towns outside State (₹)	
	Existing Rate	Revised Rate	Existing Rate	Revised Rate
Grade I	2000	3000	1500	2500
Grade II (a)	2000	3000	1500	2500
Grade II (b)	1600	2500	1000	1500
Grade III	1600	2500	1000	1500
Grade IV	1100	1500	1000	1200

(10) Taxi fare for Grade I Officials:-

Grade I Officials travelling to metropolitan cities and other larger cities are allowed to hire taxies 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 existing conditions may be continued.

(11) Auto Rickshaw/Taxi fare for journeys on tour:-

Auto rickshaw/Taxi fare at the rate fixed by the Government from time to time will be allowed. Maximum number of such journeys allowed a day will be two (plus one journey per tour from residence to airport/railway station/bus stand and one journey from airport/railway station/bus stand to residence) limiting the maximum distance of a single journey to 15 kilometre at the rate fixed by government from time to time. Existing conditions may be continued.

Permanent Travelling Allowance

8.32. Permanent Travelling Allowance may be 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 the headquarters or not. For sanctioning this allowance, the 8 Kms restriction is not binding. The Commission recommends normal revision to the existing rates.

Leave Travel Concession

8.33. With a view to liberalise the existing scheme of Leave Travel Concession, various service organisations have put forward demands for increasing its periodicity, the distance prescribed, enhancing the period of leave etc. The Commission finds that enlarging the scope of Leave Travel Concession beyond the current level cannot be considered on any account because of the financial stringency of the State. Hence the existing system of Leave Travel Concession may continue.

Department Specific Allowances

8.34. In the previous Pay Revision Commission Reports and in the Pay Revision Orders, the allowances viz., Footwear Allowance, Special Allowance, Compensatory Allowance, Risk Allowance, Non-practising Allowance, Uniform Allowance, Additional Special Allowance, Permanent Travelling Allowance, Permanent Conveyance Allowance as applicable to various categories in different departments are provided in separate schedules for each allowance. Ambiguities are galore in the admissibility of allowances and it is very difficult to locate specific allowances admissible to a category in a particular department. The Commission has taken an exercise to separate all the allowances admissible to each and every category in each department from the common schedules and to consolidate them under the department schedules. In this report, allowances applicable to all categories except Common Category in a department are provided under the schedule of each department. The new system helps to locate all the allowances applicable to different categories in a department from a single point of reference. Hence, unlike the previous pay revision orders, separate schedules for specific allowances of departments are not necessary. The Commission recommends 10% general hike in all allowances, rounded off to the next multiple of ₹ 10/- except in cases where specific increase is recommended in the department schedules concerned. Exclusion of new categories from and inclusion of new ones in the schedules of specific allowances are also recommended under departments concerned.

Uniform Allowance

8.35. The Commission notes that Government have issued detailed instructions in Circular No.38/2017/Fin dated 23.05.2017 for the sanction of Uniform Allowance and wearing of Uniforms. In spite of these instructions, it is seen that there are several categories of staff who drew the allowance but do not wear uniform. The most visible example is that of Drivers. The Commission recommends reiteration of the instructions so as to ensure that employees who do not default in wearing uniform during duty time only are paid Uniform Allowance.

LEAVE

8.36. Various kinds of leave allowed to the employees are Earned Leave, Half Pay Leave, Commuted Leave, Leave without Allowances, Special Disability Leave, Hospital Leave, Maternity Leave (180 days), Paternity Leave, Leave not due etc. The Commission recommends to continue the respective rules without any change. Commission recommends introduction of the following new kinds of leave and modification of Paternity Leave.

Paternity Leave

8.37. The State Government allows Paternity Leave for a period up to 10 days to male State Government employees during the confinement of his wife for two deliveries, with full pay and allowances. Government of India had allowed Paternity Leave for 10 days only and had not extended to child adoption. Later,

they enhanced duration of leave to 15 days and extended its benefit to Child Adoption also. Government of Kerala adopted the original system of Government of India in 9th Pay Revision and continued during the 10th Pay Revision without change. The Commission recommends that the duration of Paternity Leave may be enhanced to 15 days. The Leave may be extended for the purpose of child adoption also subject to the same conditions as applicable to the leave.

Parents Care Leave

8.38. At present, there is no provision for leave for the specific purpose of medical care of parents. The WHO estimates that about 75% of deaths in people over the age of 65 are from Heart diseases, Cancer and Cardiovascular disease etc. Millions of senior citizens across the globe are not getting proper health care they need because government and society are not aware enough of the problem. Life span for both male (>65 years) and female (75 years) has risen significantly and it is estimated that by the turn of this century, numerically the highest number of old people will be in India and their number will have substantially high spike in Kerala owing to high life expectancy in the State created by the advancements made in the area of health care and medical services.

8.39. Nurses and health professionals therefore have to be aware of the complexity of the care of the elder people. Old age is a universal phenomenon and is a co-community need. It is a stage where people need to be protected from accidents, infections and disabilities. It is a period of life when impairment of physical and mental functions becomes increasingly manifested in comparison to the earlier years of one's life.

8.40. We have roughly 5.25 lakhs Government employees and teachers. With the universality of the nuclear family system in which the number of family members is less and where almost all children and their spouses are employed and engaged otherwise, care of the elderly parents poses a big challenge to Government employees born out of nuclear family. Provision of a Special Leave to take care of aged bed-ridden parents would go a long way in mitigation of the distress of senior citizens.

8.41. Hence, a special leave by the name 'Parents Care Leave' for 365 days is recommended by the Commission to all Government employees and teachers, with 40% salary for taking care of the needs of parents of employees or parents of their spouses in cases where the parent is bed ridden or affected by dementia and is unable to take care of his/her needs. The leave may be allowed to be availed of in not more than two spells. The grant of such leave may be subject to the following further conditions namely:-

- 1) That the leave may be granted only if the request for leave is supported by a certificate from the Medical Officer showing the treatment details (Government may prescribe an appropriate form of Medical Certificate).
- 2) That leave may be allowed to be combined with vacation and other kind of leave except LWA under Appendix XIIA, XIIB and XIIC Part I KSRs.

- 3) In the case of service benefits, the leave may be treated as equivalent to Maternity leave except for probation.
- 4) That such leave may not be debited against the leave account but its details may be entered in the Service Book.

Child Care Leave

8.42. A kind of leave for the specific purpose of taking care of children is not available for State government employees, while there is a leave for the purpose in Central government. Consequent to the recommendation of the Sixth Central Pay Revision Commission, Child Care Leave was introduced in Central Government for female employees vide OM No.13018/2/2008-Estt (C) dated 11.09.2003.

8.43. Recommending Child Care Leave as existing in Government of India is not practical in view of the financial commitment involved and administrative difficulties arising out of the fact that woman employees outnumber men in Kerala Government service. However, as a model employer, Government have to facilitate the woman employees to strike a work-family balance especially in the age of nuclear families.

8.44. Hence it is recommended to introduce Child Care Leave to female employees for 365 days with Leave Salary equivalent to 40% of duty pay she would have drawn had she been on duty. In the case of service benefits the leave may be treated as equivalent to maternity leave except for probation. The leave may be availed of in not more than two spells before the child completes 3 years of age.

CAREER GROWTH

9.1 Career growth essentially implies movement from lower levels to higher levels in service which involves additional responsibility and concomitant compensation. This progression within the organization continues until the individual leaves the employer for better opportunity, retires, reaches to a level at which no further promotional opportunities exist, chooses to decline subsequent promotional opportunities or is terminated. It is linked to the ability to learn new skills and put them to work which provides opportunity to take on new challenges and responsibilities. Employees usually feel more engaged when they believe that their employer is concerned about their career growth and provides avenues to reach individual career goals while fulfilling Government's mission. Providing avenues for career growth will have a direct impact on the entire organization by improving morale, career satisfaction, motivation, productivity and responsiveness in meeting Government's objectives. This chapter first discusses the different channels of career growth, and then presents the Modified Time Bound Higher Grade Scheme, the Modified Career Advancement Scheme, as proposed by the Commission.

I. Cadre Promotions / Regular Promotions

In the Government service, different levels of posts are in existence for transacting the governmental business. On moving upwards, officers shoulder more responsibilities and discharge higher duties and persons who occupy those positions are expected to be more responsible and committed towards the expectations of the employer. In order to identify suitable hands to achieve such an objective, many screening processes are adopted before inducting a lower rung employee to the higher levels in the system. Such promotions are usually termed as cadre promotions and those promotions are generally more for the sake of the Government than for conferring more financial and other benefits to the persons, so placed. Appointment to the posts existing in the subordinate service is generally made based on seniority and passing of prescribed departmental tests. But, for the posts existing in the state service, a selection procedure is followed for evaluating the merit, performance, competence and suitability of the person in the lower level. In every department, there are Departmental Promotion Committees for the selection of persons to higher posts. The said committee decides whether a particular person is fit for the higher post or not. From among the candidates cleared by the Departmental Promotion Committee, promotion can be done only on strict seniority as in the select list. The pay of an officer consequent to cadre promotion is fixed under

appropriate rules in KSRs. The Commission recommends no change in the existing scheme of granting the Cadre Promotions.

There is no modification necessary in case of fixation of pay under Rule 28 A and Rule 37 (a) Part I KSR. But fixation of pay under Rule 28A Part I KSR has not been made applicable to promotions/appointments to posts carrying higher time scale of pay, the minimum of which exceeds ₹68700. In such cases, fixation is allowed under Rule 37(a) Part I KSR. This monetary limit may be enhanced to its corresponding revised pay of ₹95600.

In the case of promotions/by transfer appointments involving no change in scale of pay, the benefit of one advance increment may continue without prejudice to the normal increments. 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.

If there are two or more consecutive promotion posts / by transfer appointments to posts on the same or identical scale of pay, the benefit of advance increment may be limited to the first promotion only with effect from 01.04.2021.

II. Ratio promotions

Ratio promotions involve placing a particular category of post in different grades by applying a fixed ratio or percentage. Ratio based promotion normally does not result in any change of duties and responsibilities. It is primarily a tool for avoiding stagnation in a post by giving a hike in pay and scales in conformity with seniority in a particular category. For all technical purposes, it is considered as normal promotion and the same fixation rules apply as in the case of cadre promotions.

Application of ratio is from lower grade to higher grade according to the total cadre strength of that post. As per the existing system, the highest grade in the ratio will not be granted unless the total number of posts of that category is less than the sum of all the lower figures in the ratio provided. For example, if four grades of a particular category are placed in the ratio 2:2:2:1, then the highest grade will not be given to any incumbent if the cadre strength of the post is less than 7.

The Commission has examined the existing system of ratio promotions and following standards are re-iterated for awarding ratio-based promotions.

- (i) Ratio higher grades will not be given among different categories involving change of duties even if a ratio is provided between those categories in the Pay Revision Order.
- (ii) Ratio higher grades may be calculated on the basis of single unit. One Single Unit should have total number of posts equal to the sum of all the integers provided in the ratio specified.

For Example, if the ratio specified among four grades of a particular category is 2:2:2:1, then one unit should have 7 posts-two each in the first three grades and one in the highest grade.

- (iii) The Commission finds that ratio promotions are granted between posts in Subordinate Service and State Service also and such a system may be dispensed with. As far as possible, the Commission has strived to discontinue this practice. If there are any instances unnoticed by the Commission, the Government may dispense with ratio-based higher grade system between posts in Subordinate Service and State Service.

III. Time Bound Higher Grade promotions

Time Bound Higher Grade Scheme is intended for employees who do not have adequate promotional avenues and are compelled to remain in the same post for long years. The objective of the scheme is to guarantee a fixed number of promotions to all employees appointed in a particular time scale, to address the issue of stagnation in pay of employees in the same post for years and to boost the employee morale. The scheme of 13 year Time Bound Higher Grade Scheme was introduced in the year 1979. At the beginning, a Higher Grade was granted on completion of 13 years of service. The tenure of grades has been reduced substantially over the pay revisions and now 8,15,22 and 27 years higher grade is in force. The reduction in the residency period sanctioned in the previous pay revisions are as follows:

Pay revision	1 st TBHG	2 nd TBHG	3 rd TBHG	4 th TBHG
1993	10	20	25	Nil
1997	10	18	23	Nil
2004	8	16	23	28
2009	8	15	22	27
2014	8	15	22	27

The Commission examined all the provisions in the existing TBHG scheme. The Commission does not recommend to further reduce the tenure of TBHG scheme and the existing Higher Grades on completion of 8,15,22 and 27 years will continue. But following modifications are suggested in some other areas.

- (1) As per the existing system, four higher grades are admissible to the first five scales of pay. The Commission recommends to include the 6th scale (₹20000-45800) also to the fold of four grades. Hence the Existing Table I may be divided into two, henceforth Table I may be provided to the categories up to the scale of pay of ₹20000-45800 with four time bound higher grade promotions on completion of 8, 15, 22 and 27 years of qualifying service.

(2) As per the existing system, three higher grades are admissible to scales of pay ranging from ₹ 20000-45800 to ₹ 26500-56700. The Commission has already suggested to shift the scale of pay ₹20000-45800 to Table I. In the case of categories who are placed with three higher grades, the Commission suggests that the scale of pay ₹ 27800-59400 now included with the categories having two grades be shifted to the fold of categories having three higher grades. Hence Table II includes the scales of pay ranging from ₹ 22200-48000 to ₹ 27800-59400.

(3) The intention behind the above re-arrangement is to bring uniformed forces other than Police to the fold of four grades and staff nurses in Health Services Department in the fold of three grades. Police have already four grades while other uniformed forces have only three grades now. Prior to the last pay revision, staff nurses had enjoyed three grades. Consequent to the upgradation of their scales of pay in the last revision, they were taken out from Table I. New entrants only were benefitted by the scale hike, but it cost dearly for the seniors as it deprived them the then existing 3rd Higher Grade.

(4) The next seven scales of pay from ₹ 29200-62400 to ₹ 40500-85000 may be included as **Table III** with two time bound higher grade promotions.

(5) At present the scales of pay up to ₹ 55350-101400 are provided with one TBHG. The Commission finds that there is an intermediate scale of pay between ₹55350-101400 and ₹68700-110400, ie. ₹60900-103600. By virtue of the existing TBHG scheme, a person appointed in the scale of pay ₹ 55350-101400 will be eligible for the scale of pay ₹ 68700-110400 after 8 years, while another person appointed in a higher scale of pay ₹60900-103600 will have to remain in that scale of pay even when the employee appointed on a lower scale of pay surpassed him. In order to rectify this anomaly, the Commission recommends to include the scale of pay of ₹60900-103600 in the fold of One TBHG. Accordingly, **Table IV (newly included)** includes scales of pay ranging from ₹42500-87000 to ₹60900-103600.

(6) As per the existing TBHG system, scales of pay of promotion posts will be given only to the categories upto the scale of pay of ₹ 32300-68700 (Non-gazetted categories). In other cases, scales of pay of promotion posts will not be given for TBHG. The Commission finds that this position is not clearly indicated in the existing rules and it provides leeway for the sanctioning authorities to confer scale of pay of promotion posts while granting TBHG. Conferring scale of pay of promotion posts in the first case can be misused owing to the ambiguities in the existing scheme. It is seen that many of the sanctioning authorities are sanctioning scale of pay of promotion posts on TBHG even when such posts do not come under the direct line of promotion. In order to clarify these positions and to obviate the chance of misusing the scheme, the following clauses may be added below Para 6 of the existing TBHG scheme.

- (i) *The benefit of scale of pay of promotion posts is limited to non-gazetted entry posts in the entry scales of pay ranging from ₹16500-35700 to ₹32300-68700. In respect of categories of posts coming under the entry pay scale ranging from*

₹35700-75600 to ₹40500-85000, TBHG will be as specified in Table II (New Table III).

- (ii) *If an officer is granted 1st or 2nd TBHG in the scale of pay of ₹35700-75600 or above by virtue of the provision for eligibility of scale of pay of promotion posts, further TBHG will not be given in the scales of pay of promotion posts. In such cases, further TBHGs will be given in the scales of pay provided in the Tables only. If the 1st or 2nd TBHG scale of pay sanctioned to an officer is higher than the scale of pay for next higher grades in the table, the scale of pay next above the existing grade scale of the incumbent in the list of standard scales will be given.*
- (iii) *In the orders sanctioning TBHGs in the scale of pay of the promotion post in the direct line, the date and number of the special rules/ Govt. orders which prescribe the method of appointment and qualification of the post, the scale of pay of which is given as the TBHG to the incumbent, may be mentioned. If such rules/ orders are not available, grade may be sanctioned in the scale of pay specified in the Table concerned.*

(7) In view of the clauses to be added below Para 6 in the existing scheme, Para 9 in the existing TBHG Scheme may be deleted.

(8) The provision at Para 10 of the existing TBHG scheme is intended for conferring the benefit of scale upgradation allowed to a category of post in the present pay revision, to employees who have availed TBHG in the pre revised scale of pay of that posts. Despite intention of this clause is positive, the wordings in the existing order lacks clarity and have a restrictive sense. Hence the Commission has suggested that the last sentence in para 10 of the existing scheme may be deleted and clarity may be given by providing a suitable illustration under that para in the new TBHG scheme.

(9) The Commission notes that the wordings in Para 12 of the existing TBHG scheme do not convey the cardinal intention behind the clause. For getting more clarity, the existing provision may be replaced as follows without compromising with the core intention. A suitable illustration may also provided under the para.

In the matter of determination of scales of pay of TBHG on 2nd / 3rd / 4th THBG(s), in cases where the existing scale of pay of an incumbent by virtue of his first/ second/third promotions/TBHG(s), is higher or equal to the respective grade scales provided for 2nd / 3rd / 4th THBG in the table provided, TBHG will be granted in the next higher scale of pay of the existing scale of pay of the incumbent in the list of standard scales

(10) At present L.D Clerks in Aided Schools are provided with 3rd TBHG in the scale of pay of Junior Superintendent in the Common Category. The Commission finds that even though 3rd TBHG is given in the scale of pay of Junior Superintendent, 1st and 2nd TBHGs are not given in the scales of pay of Senior Clerk and Head Clerk. The Commission feels that there is no rationale in the existing system. Hence it is recommended that LD Clerks appointed in Aided Schools, Private Colleges and Polytechnics will be given 1st, 2nd, 3rd and

4th TBHGs in the scales of pay of Senior Clerk, Head Clerk, Junior Superintendent and Junior Superintendent (HG) in the Common Category so as to bring uniformity in the higher grades of LD Clerks appointed in Government Schools and Aided Schools, since teachers in both the institutions are provided with identical TBHG schemes.

(11) The Commission finds that qualifying service is a crucial factor in the determination of TBHG. But the existing TBHG scheme does not provide the precise clauses defining qualifying service. Hence one has to search for several orders issued by the government from time to time in this regard. The Commission suggest that in order to define qualifying service for TBHG, provisions of Qualifying and Non-qualifying service may be inserted below Para 14 of the existing TBHG scheme. The provisions provided thereunder are extracted from Circular No.46/2008/Fin dated 08.08.2008, which contains the rules of TBHG in a nutshell.

(12) As per the existing scheme, in the case of 3rd TBHG, prior last grade service will be reckoned in the case of categories coming under the scale of pay of ₹17000-37500 and ₹17500-39500. The Commission notes that since 4th TBHG is also eligible to such cohort of employees, prior last grade service can be reckoned for granting 4th TBHG also.

(13) In cases where fixation of pay under Rule 30 Part I KSR from TBHG scales to regular promotions, if Rule 30 fixation entitles monetary benefits to employees, such promotions have to be taken as regular promotions for the purpose of future TBHGs. Necessary provision may be incorporated in the new scheme.

(14) As per the existing scheme employees who are qualified for regular promotion are eligible for scale of pay of promotion posts. This benefit is given on the presumption that those employees will be promoted to such promotion posts in future. But in cases where employees appointed to one category of post may opt for a different channel of promotion apart from the regular channel by bypassing the promotional avenues in the direct channel. Conferring scale of pay of promotion posts in such cases will not be appropriate since the employee never gets promotion to that post. Hence necessary provision may be incorporated in the new scheme in order to address this issue.

(15) Government have issued Circular No.46/2008/ Fin dated 8.8.2008 consolidating all the provisions regarding TBHG until then. No basic changes have been made under the scheme after the issuance of that Circular. Hence the conditions included in that circular may be incorporated in the new scheme of TBHG. By this inclusion, the new TBHG scheme will be inclusive of all the relevant provisions governing the grade scheme.

(16) At present Police Drivers are not covered under Special Time Bound Higher Grade Scheme specifically provided to Police Constables. As per G.O.(Ms)No.28/2019/Home dated 06.03.2019, the higher designations of Police Drivers have been changed to Police Head Constable Driver and Assistant Sub Inspector Driver. Also, as per G.O.(Ms)No.10/2021/Home dated 12.01.2021, standards were prescribed for promotion to the posts of Police Head Constable Driver and Assistant Sub Inspector Driver, Sub Inspector Driver. Hence the Commission has recommended that the special time bound higher grade scheme applicable to Police Constables may be extended to Police Constable Drivers also. Now Special Time Bound Higher Grade Scheme of Police Constable are provided in the body of the Pay Revision Order. It may be shifted under the Annexure of Time Bound Higher Grade Scheme in the Pay Revision Order. Hence a separate heading 'Time Bound Higher Grade Scheme of Police Constables' may be inserted under TBHG Scheme.

(17) The Commission noted that in certain wings in the Police department, there are no intermediate posts corresponding to Assistant Sub Inspector. According to general scheme, if the post of Assistant Sub Inspector is not existing in a particular wing, the incumbents are eligible for the scale of pay of Sub Inspector while getting 2nd TBHG. This is causing a lot of administrative difficulties and resentment among the categories in other branches where all regular promotion posts are existing. The Commission finds that, although the government have issued several clarifications and orders directing to dispense with this system of granting TBHG, the system existing in Police Department is as mentioned above. To mitigate such a situation in future, it may be provided that in the case of all categories of executive staff, other than Civil Police Officers, Police Constables and Police Constable Drivers in Police department, having entry level scale of pay equivalent to Civil Police Officer/ Police Constable, 1st, 2nd and 3rd TBHGs shall not be given above the scales of pay of Senior Civil Police Officer, Assistant Sub Inspector and Sub Inspector respectively, notwithstanding the provision laid down in para 6 of the existing scheme of TBHG.

(18) The Police Personnel in General Executive are entitled to get the uniform insignia of higher posts along with designation of promotion post by inserting the word 'Grade' within brackets, after fixed years of service in the lower posts, provided the incumbents must be qualified for the promotion posts. This tenure was as follows:

- (i) Civil Police Officer will be designated as Senior Civil Police Officer (Grade) on completion of 15 years (Span of 2nd TBHG) and he can use uniform, insignia of Senior Civil Police Officer.
- (ii) Civil Police Officer will be designated as Assistant Sub Inspector (Grade) on completion of 22 years (Span of 3rd TBHG) and he can use uniform, insignia of Assistant Sub Inspector.
- (iii) Civil Police Officer will be designated as Sub Inspector (Grade) on completion of 27 years (Span of 4th TBHG) and he can use uniform, insignia of Sub Inspector.

Government have extended the above scheme to personnel in the Fire & Rescue Services department vide G.O.(Ms)No. 210/2017/Home dated 20.10.2017. Very recently government have reduced the above time span for police personnel from the existing 15, 22, and 27 years to 12, 20 and 25 years vide G.O.(Ms) No.161/2019/Home dated 19.10.2019. The Fire & Rescue Service personnel have approached the government for the same reduction of time span, but the government have referred the matter to this Commission for its consideration. The Commission recommends to extend the benefit awarded to Police Personnel vide G.O dated 19.10.2019 to personnel in Fire & Rescue Services also. The Commission also noted that the personnel in Excise, Forest and Prison are similarly placed to that of Fire Force Personnel. Hence it is recommended that the above recommendation for uniform insignia and grade designation may be extended to similarly placed personnel in Excise, Forest and Prison departments also.

(19) As mentioned in the case of Police, Special Time Bound Higher Grade Scheme of Teachers which is now provided in the body of the Pay Revision Order may be brought under the Annexure of Time Bound Higher Grade Scheme. Hence a separate heading 'Time Bound Higher Grade Scheme of Teachers' may be inserted under TBHG Scheme. The revised scheme of TBHG to teaches provided therein is inclusive of all the orders issued by the Government in this regard from time to time.

(20) The Commission notes that special TBHG scheme of doctors is equal to the Career Advancement scheme applicable to professional categories. Since doctors are under the special scheme of TBHG even long before the implementation of Career Advancement Scheme, the scheme of TBHG to doctors were not brought under the scheme of CAS. The Commission recommends that the TBHG scheme applicable to doctors may be converted to Career Advancement Scheme.

IV. Career Advancement Scheme

(1) Career Advancement Scheme is intended for definite career growth of professional categories directly recruited in Government service with professional qualifications like MBBS, B.Tech, BAMS, BHMS, B.Pharm, BVSc, LLB etc.

The Commission finds that all the categories included in the existing Career Advancement Scheme possess professional qualification, but a conspicuous exception is the case of Scientific Officer in Health Services department. The Commission noticed that the qualification prescribed for the post is M.Sc, which is not considered as a professional qualification envisaged in the CAS scheme. The Commission notes that only one placement is allowed to the post of Scientific Officer in the scale of pay of ₹42500-87000 under CAS. The TBHG scale of pay of the post on completion of 8 years of service is also ₹42500-87000. The Commission feels that there is no need to include Scientific Officer in the scheme

due to double reasons: one is that the scheme is not more advantageous to the post than TBHG scheme, the second is that inclusion of a post under CAS without professional qualification is contrary to the basic intention and purpose of the Career Advancement scheme. Hence the Commission recommends that category of Scientific Officer in Health services department may be excluded from the CAS.

(2) The entry level scale of pay of all posts coming under CAS starts at ₹39500-83000. As per the TBHG scheme, the scales of pay available on 1st and 2nd TBHG to those having entry level scale of pay ₹39500-83000 is ₹42500-87000 and ₹45800-89000. The scale of pay applicable to 18 out of 27 categories coming under the scheme on 1st and 2nd placement under CAS is also ₹42500-87000 and ₹45800-89000. That is the scheme does not provide more benefit to these 18 categories than what is provided in the TBHG scheme. 26 out of 27 categories included under this scheme are given first placement under this scheme in the scale of pay ₹42500-87000, the same scale of pay applicable under TBHG scheme. 9 out of 27 categories are placed in the scale of pay ₹68700-110400 while giving 2nd placement under the scheme. The Commission feels that these 9 categories only are the actual beneficiaries of the scheme. Thus, the Commission feels that the existing CAS is not providing any reasonable benefit to major categories of professionals coming under this scheme. Hence the scheme needs an overhaul in order to rationalise the benefits to the employees at least to a small extent. Hence following modifications are recommended in the scheme:

(i) As the scales of pay of 1st and 2nd promotion posts of the posts coming under CAS are ₹42500-85000 and ₹45800-89000, the existing CAS may be restructured by removing the existing stipulation that the scales of pay of respective promotion posts alone will be given under CAS. The scheme can be restructured by dividing the categories coming under the scheme into four groups as specified below:

Group-I	Medical doctors and Dental doctors having adequate promotion posts
Group-II	Doctors in other streams of Medicine including Veterinary doctors Engineers and Lawyers having adequate promotion posts
Group-III	Doctors or Engineers who do not have a minimum of two regular promotion posts
Group-IV	Professional categories that are not comparable with doctors and engineers

(ii) The lowest scale of pay for 1st placement may be at ₹45800-89000 and that for the 2nd placement may be at ₹55350-101400. The Commission feels that such placements would not cause any additional financial burden over what is borne now, because on completion of 8 years and 15 years of service all categories coming under the scheme would have crossed the minimum pay of ₹45800 and

₹55350. That is, they would get the benefit of two increments only while fixing the pay under Rule 28A Part I KSRs in the lower or higher scales suggested above.

The categories which may be included under different groups and the scales of pay of those categories on 1st and 2nd placement under CAS may be as follows:

Group I

Officers whose scales of pay on 1st and 2nd promotions and those admissible under CAS are identical. Medical Doctors in Health Services Department and Insurance Medical Services Department, Dental doctors in Health Services Department may be included under this group. As per the existing Time Bound Higher Grade Scheme, they will be given scales of pay ₹68700-110400 and ₹85000-117600 on completion of 8 and 15 years of service. Same scales of pay may continue on 1st and 2nd Placement under CAS also. Hence there is no change in the scale of pay by virtue of their placement under CAS.

Group II

Officers whose scales of pay on 1st and 2nd promotions and those admissible under CAS are not identical. CAS scales are higher by a few levels. Veterinary doctors in Animal Husbandry department, Medical Officers in Indian System of Medicine and Homoeopathy department, Assistant Insurance Medical Officers (Homoeo) and Assistant Insurance Medical Officers(Ayurveda) in Insurance Medical Services Department, Engineers in Agriculture, Electrical Inspectorate, Harbour Engineering, Irrigation, Ports, Public Works, LSG Engineering Wing, Assistant Public Prosecutors in the Directorate of Prosecution and Inspector Gr II of Factories and Boilers may be included under this group. Scales of pay of ₹45800-89000 and ₹68700-110400 may be given on 1st and 2nd placement under CAS so that there would be no interse level difference in CAS scale under this group. The Commission recommends to include Assistant Engineers in Ground Water Department and Architectural Assistants in Public Works (Architectural Wing) under CAS since these categories satisfy all conditions for the inclusion under CAS. The above categories may be included under this group.

The Commission notes that the qualification prescribed for Chemical Engineers in Factories and Boilers Department is Degree in Chemical Engineering/Chemical Technology with 55% marks and two years post-degree experience in a supervisory capacity in a chemical industry or laboratory run by government or quasi government enterprise. It is grossly unfair to deny them CAS on the apprehension that persons with B.Sc Chemical Technology may also get the benefit intended for professional degree holders. The Commission recommends to grant CAS benefit, similar to that given to directly recruited engineers in other departments, to the engineering degree holders in the Chemical branch of the department. The Commission also recommends amendment of the Special Rules by adding the words 'an engineering degree in' before the words 'Chemical Technology' in entry 8 under Rule 3 of the Special Rules. Thus, the directly recruited Chemical Engineers having Degree in

Chemical Engineering may be given placement under Career Advancement Scheme by including them under Group II.

Group III

Officers having one promotion post or no promotion post are included in this group. The category of Medical Officers in Factories and Boilers has only one promotion post. As per the existing scheme, this category is given only one placement under CAS on completion of 8 years of service in the scale of pay ₹68700-110400. The category of Dental doctors in Insurance Medical Services has no promotion posts/CAS, while their counter parts in other services are in the fold of CAS. Hence, Dental doctors in Insurance Medical Services may also be included under the scheme. Since two placements are ensured under the scheme, both these categories may be given two placements under the scheme as follows.

Medical Officers in Factories & Boilers may be given 1st and 2nd placements in the scales of pay ₹68700-110400 and ₹77400-115200 respectively.

Dental doctors in Insurance Medical Services may be given 1st and 2nd placements in the scales of pay ₹55350-101400 and ₹68700-110400 respectively.

No inter se parity is possible here in the absence of two promotion posts to this category.

Group IV

The categories included under this group have two or more promotion posts, but are not comparable professionally with doctors or engineers. The categories now coming under the scheme viz, Agriculture Officer (Agriculture), Dairy Extension Officer (Dairy Development), Drugs Inspector, Analyst Gr III (Drugs Control), Agricultural Officer/ Soil Survey Officer (Land Use Board), Soil Conservation Officer (Soil Survey & Soil Conservation), Soil Survey Officer/ Research Assistant/ Technical Assistant/ Cartographer (Soil Survey & Soil Conservation) may be included under this group and scales of pay ₹45800-89000 and ₹55350-101400 may be given on 1st and 2nd placements respectively.

(3) The Commission has recommended that officers having clean service record only may be allowed placement under Career Advancement Scheme. Hence it may be suggested that Officers who are awarded with punishment except 'Censure' will not be eligible for placement under CAS. Govt. may issue detailed guidelines in the matter adopting the principles under Rule 28 Part II KS & SSRs.

(4) Confidential Reports normally considered for regular promotions may be insisted for placement under CAS also. Thus Commission recommends that placement of an incumbent under CAS will be given only after carefully examining the Confidential Reports for three years preceding the due date of placement under CAS.

(5) The Commission recommends that the existing guidelines for the Career Advancement Scheme may be included along with the following modification/insertion. Hence the new consolidated guidelines may be as follows:

(i) Only the directly recruited professionals to the posts for which professional degree is the basic qualification for appointment in the entry post will be allowed placement under Career Advancement Scheme.

(ii) Only Officers who have the prescribed qualifications for the respective regular promotion posts will be allowed placement, wherever there are promotion posts.

(iii) All the conditions applicable for reckoning qualifying service for Time Bound Higher Grade will apply for calculation of qualifying service for career advancement scheme also.

(iv) The benefit of Career Advancement scheme and Time bound Higher Grade Scheme will not be allowed simultaneously. Those who fail to satisfy the conditions under CAS may be granted TBHG as per the TBHG scheme. On acquiring eligibility for placement under CAS in such cases, placement under CAS will be given and fixation of pay will be regulated as per Rule 30 Part I KSR.

(v) In cases where intermediate higher grade post exists between two cadre posts, promotion to such higher grade will be allowed to those who were granted placement under the Career Advancement Scheme, but with no change in pay and pay scale.

(vi) The Officers who are placed in the higher scale under Career Advancement scheme will not exercise the delegation of powers of the respective regular promotion posts. They shall continue to discharge the duties of their respective cadre posts.

(vii) Those who have already been granted 1st or 2nd placement under CAS, but are subsequently promoted to regular promotion posts having lower scale of pay will be allowed to continue in the CAS scale.

(viii) Those who have already been promoted to 1st or 2nd regular promotion posts will also be given scale of pay of CAS, if CAS scales are higher than the scales of pay of respective promotions posts and satisfy the conditions of CAS, on completion of the prescribed period. In such cases, fixation of pay will be made under Rule 30 Part I KSR.

(ix) For those placed under CAS, but subsequently promoted to higher posts, fixation of pay under Rule 28 A or Rule 37(a) Part I KSR as the case may be, will be given in the following cases:

- (a) On getting 3rd regular cadre/ratio promotion, in cases in which two placements were already granted under CAS
- (b) On getting 2nd regular promotion, where 1st placement was already granted under CAS.

(x) For those who have already got 1st and 2nd placement under CAS and enjoyed the benefit of fixation under Rule 28 A, Part I KSR, their pay on subsequent 1st and 2nd cadre/ratio promotion posts will be regulated under Rule 30, Part I KSR, i.e., without any change in pay.

(6) Date of effect – The revised schemes of Time Bound Higher Grade and Career Advancement may be given effect from 01.04.2021 in order to reduce financial commitment and administrative work.

9.2. MODIFIED TIME BOUND HIGHER GRADE SCHEME

A. GENERAL SCHEME

1. Employees who remain in their entry posts in the scales of pay ranging from ₹23000-50200 to ₹85000-143600 will be given higher grades as mentioned below on completion of following specified periods of service in their posts in the scales of pay mentioned in the tables, subjects to para 7 below.

- (1) The first TBHG on completion of 8 years of service in the entry post.
- (2) The second TBHG on completion of 15 years of service in the entry post and the first regular promotion post/ Time Bound Higher Grade taken together.
- (3) The third TBHG on completion of 22 years of total service in the entry post and regular promotion post(s)/ Time Bound Higher Grade(s) taken together.
- (4) The fourth TBHG on completion of 27 years of total service in the entry post and regular promotion post(s)/ Time Bound Higher Grade(s) taken together.

2. Employees who remain in their entry posts in the scales of pay ranging from ₹23000-50200 to ₹27900-63700 will be given four Higher Grades on completion of 8,15,22 and 27 years of service. The scales of pay on TBHG will be as specified in the following table, subject to para 7 below.

TABLE - I

Revised scale of pay in the entry post	1 st TBHG in the entry post	2 nd TBHG	3 rd TBHG	4 th TBHG
23000-50200	23700-52600	24400-55200	26500-60700	27900-63700
23700-52600	24400-55200	25100-57900	26500-60700	27900-63700
24400-55200	25100-57900	26500-60700	27900-63700	31100-66800
25100-57900	26500-60700	31100-66800	37400-79000	39300-83000
26500-60700	31100-66800	37400-79000	39300-83000	43400-91200
27900-63700	31100-66800	37400-79000	39300-83000	43400-91200

3. Employees who remain in their entry posts in the scales of pay ranging from ₹31100-66800 to ₹39300-83000 will be given three Higher Grades on completion

of 8,15 and 22 years of total service in the entry post and first promotion post/ higher grade taken together. The scales of pay on TBHG will be as specified in the following table, subject to para 7 below.

TABLE - II

Revised scale of pay in the entry post	1 st TBHG in the entry post	2 nd TBHG	3 rd TBHG
31100-66800	35600-75400	37400-79000	43400-91200
35600-75400	37400-79000	43400-91200	45600-95600
37400-79000	39300-83000	43400-91200	45600-95600
39300-83000	43400-91200	50200-105300	51400-110300

4. Employees who remain in their entry posts in the scales of pay ranging from ₹41300-87000 to ₹56500-118100 will be given two Higher Grades on completion of 8 and 15 years of total service in the entry post and first promotion post/ higher grade taken together. The scales of pay on TBHG will be as specified in the following table, subject to para 7 below.

TABLE - III

Revised scale of pay in the entry post	1 st TBHG in the entry post	2 nd TBHG
41300-87000	45600-95600	51400-110300
43400-91200	50200-105300	55200-115300
45600-95600	50200-105300	55200-115300
50200-105300	55200-115300	59300-120900
51400-110300	55200-115300	59300-120900
55200-115300	59300-120900	63700-123700
56500-118100	59300-120900	63700-123700

5. Employees who remain in their entry posts in the scales of pay ₹59300-120900 to ₹85000-143600 will be granted higher grade promotions in the scale of pay as shown below on completion of 8 years of service, subject to para 7 below.

TABLE IV

Revised pay scale in the entry post	TBHG for 8 years of service in the entry post
59300-120900	63700-123700
63700-123700	77200-140500
77200-140500	95600-153200
85000-143600	95600-153200

6. For incumbents in the posts on scales of pay above ₹85000-143600, no TBHG will be allowed.

7. If there is a regular promotion post (including ratio promotion post) in respect of the categories of posts (entry) coming under pay range from ₹23000-50200 to ₹45600-95600 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 regular promotion post in the direct line of promotion as Time Bound Higher Grade scale. (While assigning higher grade, only qualified hands eligible for regular promotion will be allowed the scales of pay of regular promotion posts). In cases where there exists no such immediate regular promotion post under common category in a department, the scale of pay of immediate regular promotion post as shown in the schedule of posts under common category as per Special Rules alone will be admissible as grade scale (i.e. in case where there are only Junior Superintendent post and no intermediary post of Head Clerk in a department, a UD Clerk will be eligible for higher grade in the scale of pay of Head Clerk only). 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 in Annexure-I.

8. The benefit of scale of pay of promotion posts is limited to non-gazetted entry posts in the entry scales of pay ranging from ₹23000-50200 to ₹45600-95600. Among the categories in Table III, those coming under the pay scales ranging from ₹50200-105300 to ₹56500-118100 will be allowed TBHG as specified in the Table.

9. If an officer is granted 1st or 2nd TBHG in the entry scale of pay of ₹50200-105300 or above by virtue of the provision for eligibility of scale of pay of promotion posts, further TBHG will not be given in the scales of pay of promotion posts. In such cases, further TBHGs will be given in the scales of pay provided in the Table III only. If the 1st or 2nd TBHG scale of pay sanctioned to an officer is higher than the scale of pay for next higher grades in the table, the scale of pay next above the existing grade scale of the incumbent in the list of standard scales will be given.

10. In the orders sanctioning TBHGs in the scale of pay of the promotion post in the direct line, the date and number of the special rules/ Govt. orders which prescribe the method of appointment and qualification of the post, the scale of pay of which is given as the TBHG to the incumbent, shall be mentioned. If such rules/ orders are not available, grades will be sanctioned in the scale of pay specified in the Table concerned.

11. If an officer had been granted regular promotion to a post on a lower scale of pay than that proposed in the Table, before completion of the prescribed qualifying service required for TBHG, the scale of pay of TBHG specified in the Table will be given on completion of prescribed years of qualifying service for

getting TBHG by reckoning the total service in both the lower post and promotion post taken together. In such cases the fixation under Rule 30, Part I KSR will be admissible and the next increment will be allowed on the normal increment date in the earlier promoted post.

12. In all cases of regular promotions from Time Bound Higher Grades to post (equivalent to that of the grade post) carrying the same or higher time scale of pay, the pay in the promoted scale will be fixed in terms of Rule 30, Part I KSR. The next increment in the same or higher scale will fall due on the date of increment in the Time Bound Higher Grade post. This is applicable only to an officer promoted from Time bound Higher Grade to the equivalent regular promotion post on the same or higher scale of pay which is in the regular line of promotion of the post held by him. In the case of an officer promoted or appointed 'by transfer' to a post which is not equivalent to the Time Bound Higher Grade enjoyed by him and carries lower, same or higher scale of pay, fixation of pay will be made under the appropriate rules of fixation of pay in KSRs.

13. In the case of an employee enjoying the Time Bound Higher Grade Promotion in the pre-revised grade scale, his pay revision shall be done in the eligible Time Bound Higher Grade scale.

For eg:- Suppose there are two posts 'A' and 'B' - with 'B' as the immediate regular promotion post of 'A'. The pre-revised scale of pay of the post 'B' was ₹26500-56700. The corresponding revised scale of pay of this scale is ₹37400-79000. Suppose, the post of 'B' is placed in the revised scale of pay ₹39300-83000 by giving one level upgradation in scale of pay in this pay revision. The post 'A' was given 1st TBHG in the pre-revised scale of pay of 'B' [₹ 26500-56700] prior to 01.07.2019, Para 13 provides that the pay of the post 'A' should be revised in the revised scale of pay of ₹ 39300-83000, and not in the corresponding revised scale of pay of his existing scale of ₹ 26500-56700 i.e., 37400-79000".

14. In the case of Time Bound Higher Grade promotion, the pay in the higher time scale will be fixed in terms of Rule 28 A Part I KSR i.e. one notional increment will be given and thereafter the pay in the higher grade scale will be fixed at the next stage above the pay in the lower time scale, arrived after adding notional increment, as on the date of the higher grade promotion. However, he will draw his next increment in the grade scale on the date he would have drawn his normal increment in the lower scale. But in the case of an officer who got the benefit of more than two increments on account of fixation of pay on sanction of higher grade, he will draw his next increment on completion of one year service in the grade scale. There will not be any option to elect a convenient date for sanction of TBHG and the fixation on Time Bound Higher Grade Promotion shall be done on the due date itself.

15. In the matter of determination of scales of pay of TBHG on 2nd / 3rd / 4th THBG(s), in cases where the existing scale of pay of an incumbent by virtue of his first/ second/third promotions/TBHG(s), is higher or equal to the respective grade scales provided for 2nd /3rd / 4th THBG in the table provided, TBHG will be granted in the next higher scale of pay of the existing scale of pay of the incumbent in the list of standard scales as illustrated below:

For eg., The scale of pay of Radiographer in Health Services department is ₹31100-66800. The scale of pay of its 1st and 2nd promotion posts are Radiographer Gr I and Chief Radiographer in the scales of pay ₹37400-79000 and ₹ 50200-105300. Hence the second TBHG of an entry cadre Radiographer will be given in the scale of pay ₹50200-105300. There is no further promotion posts above Chief Radiographer. As per TBHG table, the scale of pay applicable for 3rd TBHG to categories having entry scale of ₹ 31100-66800 is ₹43400-91200. In this case, the incumbent is already in the scale of pay of ₹50200-105300, but he has to be given 3rd TBHG and consequent fixation of pay as he has availed only two promotions in his entire service. In such cases the above clause will apply and the 3rd TBHG of the incumbent will be given in the next higher scale of pay of the second promotion post i.e., ₹51400-110300 in the list of standard scales.

16. Non-teaching staff in Aided Schools, Private Colleges and Polytechnics who come under the scheme of direct payment of salary by Government will be eligible for Time Bound Higher Grade promotions in the scales provided in the Tables concerned. However, Clerks in those institutions will be eligible for the scale of pay applicable to the posts of Senior Clerk, Head Clerk, Junior Superintendent and Junior Superintendent (HG) on 1st, 2nd, 3rd and 4th TBHG, subject to the general conditions.

17. 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 Time Bound Higher Grade. An employee who has been initially appointed in a post in one department gets appointment subsequently by direct recruitment (PSC) or by other means in another post in the same /other department, his entry post will be the newly appointed post, in such cases Time Bound Higher Grade Promotion will be granted based on the new entry post only. Service in different 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 entry post in the former department will 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, will not be granted further Time Bound Higher Grade during that period.

18. All promotions in the regular line of promotion from Subordinate Service to State Service (e.g promotion as Senior Superintendent from Junior Superintendent, Section Officer from Assistant Section Officer, Assistant Engineer from First Grade Overseer etc) are also termed as 'by transfer'

appointment. However, further Time Bound Higher Grade promotion will not be granted by reckoning the service in the promoted posts (Senior Superintendent, Section Officer, Assistant Engineer etc.) taken as entry post on analogy with by transfer appointment i.e., promotion to a post in the direct line of promotion in a Department made on the basis of select list prepared by the Departmental Promotion Committee, will not be treated as direct recruitment for allowing the benefit of Time Bound Higher Grade. All appointment 'by transfer' except the promotions/appointments from Subordinate Service to State Service as mentioned above will be treated as equivalent to direct recruitment for sanctioning Time Bound Higher Grade.

19. The service rendered in the entry post and reckoned for normal increments will be treated as the qualifying service for granting Time Bound Higher Grades in that post.

(i) Following service period will be reckoned as qualifying service for TBHG:

- (1) The period during which increment(s) are barred without cumulative effect.
- (2) Dies-non period
- (3) In the case of employees who are given inter district /inter departmental transfer in the category of post to which they were initially appointed by direct recruitment forfeiting their seniority, the period of qualifying service put in by them before such transfer.

(ii) Following service period will not be reckoned as qualifying service for TBHG:

- (1) Period of LWA, not reckoned for increment
- (2) Increment bar period with cumulative effect
- (3) Service not counted for increment as a punishment
- (4) The period of temporary relinquishment of promotion
- (5) The period in which promotion is barred

20. Those who relinquish regular promotion, whether permanently or for specified periods, will not be given the benefit of Time Bound Higher Grade promotions. Similarly, an employee who got the benefit of Time Bound Higher Grade promotion will on no account be permitted to relinquish regular promotion to that grade either permanently or for specified periods.

21. Employees in the entry scales of pay of ₹23700-52600 and ₹24400-55200 will be eligible for reckoning their last grade service on ₹23000-50200 also for 3rd and 4th Time Bound Higher Grades. This benefit will not be allowed to 1st and 2nd Time Bound Higher Grades. However, the 4th TBHG will be given after completion of 5 years from the date of effect of 3rd TBHG promotion.

22. Military service which counts for civil pension of Ex-servicemen will be reckoned as qualifying service for allowing first higher grade. However, on the basis of Judgement dated 25.3.15 of the Hon'ble Supreme Court of India in Civil

Appeal No. 3136/15 and other connected Civil Appeals, Government have issued GO(P)No.408/15/Fin dated 14.9.2015, in which it has been clarified that the ex- servicemen who were under War/Military service got appointment in the State Civil Service in Gazetted and Non-Gazetted posts are eligible to get the benefit of first Time Bound Higher Grade counting the War/Military service without refunding their mustering out benefits. The Civilian service under Military will not be counted for granting higher grade. The State Government employees who are in service on 14.9.2015 (date of order) and who joined State Government Service after 14.9.2015 are eligible to get the benefits in GO(P)No.408/15/Fin dated 14.9.2015. As per the said Government Order, a State Government employee having 10/8 or more years of War/Military service prior to the date of joining in Government Service, as the case may be, are eligible to get first Time Bound Higher Grade on the date of joining in Government service itself in the next higher scale above the scale of pay of the entry post in the list of standard scales in Annexure I, with the benefit of fixation of pay under Rule 28A KSRs Part I. The scale of pay of regular promotion post / table scale will be admissible with fixation of pay under Rule 30 Part I KSR only after the declaration of satisfactory completion of probation and on acquiring qualifications of regular promotion posts as the case may be. Ex-servicemen, enjoying protection of pay will not be allowed this benefit, and in that case service under State Government alone will be reckoned as qualifying service.

23. The general terms and conditions of TBHG promotions are as follows:

(1) Since promotions to the time bound higher grade posts are granted on the basis of completed years of service prescribed for each grade, 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. The question of resultant vacancy arises only when the employee is promoted to a regular post in the same / higher scale in the usual manner. The Heads of Department / Appointing Authorities are empowered to fix higher grades strictly observing the provisions contained in orders issued by government. They are also empowered to convert the existing lower grade posts into higher grade posts for the purpose of accommodating the incumbents on higher grades. Number of time bound higher grade posts sanctioned in excess of that admissible will have to be adjusted against the regular vacancies arising in future. Promotions to time bound higher grade post will not confer seniority on the promotee. When time bound higher grades are granted, following designations will be given in the following three circumstances.

- i. TBHG on Scales of pay of promotion posts: The abbreviation 'TBHG-P' will be inserted with the existing designation of the employee within brackets.
- ii. TBHG on Table Scales: The abbreviation 'TBHG-T' will be inserted with the existing designation of the employee within brackets.

- iii. TBHG on unqualified Scales: The abbreviation 'TBHG-U' will be inserted with the existing designation of the employee within brackets.

(2) On acquiring test qualification or on becoming eligible for permanent exemption from acquiring obligatory departmental test qualification in accordance with Rule 13B of the general rules of KS & SSR 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 KSR. Persons who are not eligible for permanent exemption by application of Rule 13B of KS & SSR, 1958 even on attaining 50 years of age shall not be eligible for the scale of pay of promotion post.

(3) Provisional service will be reckoned for TBHG promotion only if the provisional service has been reckoned for increment in terms of Government Decision No.2 below Rule 33 Part I KSR.

(4) Declaration of probation is not a necessary condition for sanction of time bound grade promotion.

(5) Acquisition of test qualification for regular promotion post is not essential for granting time bound higher grade. But for sanctioning first increment in the time bound higher grade scale, declaration of probation period of the incumbent is necessary. For example, an LD Clerk who has not passed MOP test will also be eligible for higher grade promotion in the next higher scale in the standard scales of pay, on completion of prescribed periods of service in the entry cadre, and the pay in the grade post in such cases will be fixed on the basis of pay he has actually drawn in the lower post on the date of promotion but the next increment will be allowed only after passing the prescribed MOP test and declared successful completion of probation or on becoming eligible for permanent exemption from passing obligatory department test .

(6) In the case of 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.

(7) In the case of UD Typist / Confidential Assistant who have changed over to the category of UD clerk, their prior service as Typist / Confidential Assistant will be reckoned as qualifying service for allowing time bound higher grade.

(8) In the case of Last Grade Employees, their full-time service in the various categories of Last Grade Service (both in the regular and full time contingency service) will be reckoned as qualifying service in the Last Grade post for granting time bound higher grade. Broken periods of service in the Last Grade service (either in the regular service or in full time Contingency service) reckoned for

the grant of normal increments will also be taken into account for purpose of calculating the qualifying service for grade promotions. Part time Service will not be reckoned as qualifying service for time bound higher grade promotions in the full-time posts.

(9) 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, with effect from 16.09.1985 irrespective of the scale of pay assigned to them in the deputation post (G.O.(P) 944/86/(117)/Fin dated 24.12.1986).

(10) Time bound higher grade promotions will not be given for those who have relinquished / relinquish regular promotions. Before giving time bound higher grade promotions, an undertaking will be obtained from the officers concerned to the effect that he/she will not refuse the regular promotion as and when it becomes due. Last Grade employees who relinquish promotion to the post of Attender permanently are eligible for time bound higher grade promotions in cases where post of Attender is not a promotion post in the line of promotion of Last Grade Employees.

(11) Those who are promoted for short spells but reverted to lower post for want of vacancy and are continuing in the lower post, their service in the higher post will also be reckoned for computing the prescribed qualifying service for granting higher grade in the lower post. This order is applicable only to those employees promoted on regular basis but reverted to lower post for want of vacancy.

(12) Those who are initially appointed in one Department, who get further appointment subsequently by direct recruitment (PSC) in the same post in another Department will be eligible for time bound higher grade in the latter Department by reckoning their prior service also, provided the same has been reckoned for increment in the latter Department.

(13) Those who got appointment to higher posts/regular promotion to higher posts with the benefit of 28A fixation within the period prescribed for grade promotion are not eligible for further time bound higher grade promotion during that period. In addition to the service reckoned for increment, the benefits of 28A fixation enjoyed by the employees within the period prescribed for each higher grade promotion shall also be taken into account for determining the eligibility for time bound higher grade promotion.

(14) In the case of regular promotions from TBHG, if the fixation of pay made under Rule 30 Part I KSR increases basic pay of the incumbent by two or more increments, such promotions will be counted as promotions for the purpose of further TBHG.

24. Before granting TBHG promotions in scales of pay of promotion posts, an undertaking of willingness will be obtained to the effect that the employee would not opt any other channel of promotion by bypassing the normal line of promotion to the post the scale of pay which has been granted as TBHG. In the absence of such undertaking, time bound higher grade will not be given in the scale of pay of promotion post even if he is qualified for the promotion post. He will be given only the time bound higher grade in the scale of pay provided in the Tables. As Tables of grades are not applicable to teachers, nothing contained in this para will apply to them.

B. TBHG OF POLICE CONSTABLES

25. Civil Police Officers, Police Constables and Police Constable Drivers in Police Department will be allowed four Time Bound Higher. Incumbents qualified for promotion to respective posts will be allowed the scale of pay of ₹39300-83000, ₹43400-91200, ₹45600-95600 and ₹50200-105300 on completion of 8,15,22 and 27 years of service respectively as 1st,2nd,3rd and 4th TBHG, subject to other general conditions.

26. In the case of all categories of executive staff, other than those mentioned above, in Police department having entry level scale of pay equivalent to Civil Police Officer/ Police Constable, 1st,2nd and 3rd TBHGs shall not be given above the scales of pay of Senior Civil Police Officer, Assistant Sub Inspector and Sub Inspector respectively, notwithstanding the provision laid down in para 7 of the scheme of TBHG.

For eg., In the Orchestra Wing, there is no post equivalent to Assistant Sub Inspector. That is, in strict sense, Sub Inspector is the second promotion post of Bugler PC. But his second TBHG will not be given in the scale of pay of Sub Inspector. It is to be given in the scale of pay of Assistant Sub Inspector, while in the case of an Electrician PC, his TBHGs will be given only in the scales provided in the Tables, since there is no promotion posts to Electrician PC.

C. TBHG OF TEACHERS

27. Lower Primary and Upper Primary School Teachers working in Government/ Government Aided Schools will be allowed Grade Promotions as Grade I, Senior Grade and Selection Grade on completion of 8,15 and 22 years of service respectively as LPSA/UPSA.

28. LP/UP School Teachers who get promotion as HM before availing the 2nd or 3rd TBHG promotion as Senior Grade and Selection Grade respectively will be allowed notional fixation as and when they become eligible for Senior Grade/Selection Grade. That is, on due date of completing qualifying services for Senior Grade/Selection Grade promotions, their pay will be fixed in the Senior Grade/Selection Grade as if they had continued as Grade I/Senior Grade without getting promotion as HM. That is, their actual pay consequent to

promotion as HM, will not be taken for notional fixation, but their notional pay as if they had continued as Grade I/Senior Grade Teacher will be taken for fixation of pay. Subsequent to this, their pay will be fixed in the scale of pay of HM as per Rule 28 A Part I KSR with effect from the date of sanction of notional grade. As per G.O.(P)No.66/2019/Fin dated 10.06.2019, teachers who have completed the prescribed qualifying service for Senior Grade/Selection Grade promotions on or after 01.02.2016, will be sanctioned the notional grades on the due date and the next increment will be allowed on the date of increment in lower scale and thereafter fixation in the scale of pay of HM will be done on this date of increment itself. This system will continue with effect from the date of effect of the time bound higher grade scheme in the XI Pay Revision.

29. LP/UP school Headmasters will be allowed TBHG on completion of 8 years as Headmaster or 28 years of service as Headmaster and LPSA/UPSA taken together and another grade promotion on completion of 20 years as Headmaster. But on becoming eligible for Higher Grade Promotion in the post of Headmaster, the notional Senior Grade/ Selection Grade enjoyed by them based on the length of service as teacher had they continued as teacher need not be reviewed.

30. High School Assistants will be allowed higher grade promotions as High School Assistant (Higher Grade), High School Assistant (Senior Grade) and High School Assistant (Selection Grade) in the scales of pay of ₹ 45600-95600, ₹50200-105300 and ₹51400-110300 respectively on completion of 7, 15 and 22 years of service.

31. High School Teachers who get promotion as HM before availing the 2nd or 3rd TBHG promotion as Senior Grade/Selection Grade are allowed notional fixation as and when they become eligible for Senior Grade/Selection Grade. That is, on due date of completing qualifying services for Senior Grade/Selection Grade promotions, their pay will be fixed in the Senior Grade/Selection Grade as if they had continued as Higher Grade/Senior Grade without getting promotion as HM. That is, their actual pay consequent to promotion as HM, will not be taken for notional fixation, but their notional pay as if they had continued as Higher Grade /Senior Grade Teacher will be taken for fixation of pay. Thereafter, their pay will be fixed in the scale of pay of HM as per Rule 28 A Part I KSR. As per G.O.(P)No.66/2019/Fin dated 10.06.2019, teachers who have completed the prescribed qualifying service for Senior Grade/Selection Grade promotions on or after 01.02.2016, will be sanctioned the notional grades on the due date and the next increment will be allowed on the date of increment in lower scale and thereafter fixation in the scale of pay of HM will be done on this date of increment itself. This system will continue with effect from the date of effect of the time bound higher grade scheme in the XI Pay Revision.

32. Headmasters of Secondary Schools and equated categories will be allowed Higher Grade on completion of 7 years of service as Headmaster/Assistant Educational Officer or 27 years of total service as High School Assistant and

Headmaster of High Schools/Training Schools/Assistant Educational Officer taken together.

33. In the case of a teacher who resigns from Aided School and joins Government School, his/her service prior to resignation will be reckoned for granting TBHG in Government School provided the aided school service is continuous and approved by the competent authority and the period of break between the resignation and joining in Government School shall not exceed one month.

34. Higher Secondary School Teacher/Vocational Higher Secondary School Teacher/ Non Vocational Higher Secondary School Teacher will be allowed two TBHG promotions as Higher Secondary School Teacher/Vocational Higher Secondary School Teacher/Non Vocational Higher Secondary School Teacher (Higher Grade) and Higher Secondary School Teacher/Vocational Higher Secondary School Teacher/Non Vocational Higher Secondary School Teacher (Selection Grade) on completion of 8 years and 15 years of service in the scales of pay of ₹56500-118100 and ₹59300-120900.

35. Higher Secondary School Teachers who get promotion as Principal before availing the 1st or 2nd TBHG promotion as Higher Grade/Selection Grade are allowed notional fixation as and when they become eligible for Higher Grade/Selection Grade. That is, on due date of completing qualifying services for Higher Grade/Selection Grade promotions, their pay will be fixed in the Higher Grade/Selection Grade as if they had continued as HSST/HSST(HG) without getting promotion as Principal. That is, their actual pay consequent to promotion as Principal, will not be taken for notional fixation, but their notional pay as if they had continued as HSST/HSST(HG) will be taken for fixation of pay. Thereafter, their pay will be fixed in the scale of pay of Principal as per Rule 28 A Part I KSR.

36. Higher Secondary School Teacher Junior / Non Vocational Higher Secondary School Teacher Junior will be allowed two TBHG Promotions as Higher Secondary School Teacher Junior (HG)/Non Vocational Higher Secondary School Teacher Junior (HG) and Higher Secondary School Teacher Junior (Sel.Gr)/Non Vocational Higher Secondary School Teacher Junior (Sel.Gr) on completion of 8 years and 15 years of service in the scale of pay of ₹55200-115300 and ₹56500-118100 respectively.

37. The existing Time Bound Higher Grade scheme stands modified to the extent specified in the present scheme.

9.3. MODIFIED CAREER ADVANCEMENT SCHEME (CAS)

Career Advancement Scheme is intended for definite career growth to professional categories directly recruited in Government service who possess

professional qualification. Under CAS, two placements will be given to officers on completion of 8 and 15 years of qualifying service.

1. Following guidelines are prescribed for placement under Career Advancement Scheme.

(1) Only the directly recruited professionals to the posts for which professional degree is the basic qualification for appointment in the entry post will be allowed placement under Career Advancement Scheme.

(2) Only Officers who have the prescribed qualifications for the respective regular promotion posts will be allowed placement, wherever there are promotion posts.

(3) All the conditions applicable for reckoning qualifying service for Time Bound Higher Grade will apply for calculation of qualifying service for Career Advancement Scheme also.

(4) Officers having clean service record only will be allowed placement under Career Advancement Scheme. Officers who are awarded with punishment except 'Censure' will not be eligible for placement under CAS. Detailed guidelines in the matter will be issued adopting the principles under Rule 28 Part II KS & SSRs.

(5) Confidential Reports normally considered for regular promotions may be insisted for placement under CAS also. Thus, incumbent will be given placement under CAS only after carefully examining the Confidential Reports for three years preceding the due date of placement under CAS.

(6) The Officers who are placed in the higher scale under Career Advancement scheme will not exercise the delegation of power of the respective regular promotion posts. They shall continue to discharge the duties of their respective cadre posts.

2. The categories included under the scheme are broadly divided into four groups as specified below:

Group-I	Medical doctors and Dental doctors who have adequate promotion posts
Group-II	Doctors in other streams of Medicine including Veterinary doctors, Engineers and Lawyers who have adequate promotion posts
Group-III	Doctors or Engineers who do not have a minimum of two regular promotion posts
Group-IV	Professional categories that are not comparable with doctors and engineers

3. The categories of posts coming under different groups and the scales of pay on 1st and 2nd placement under CAS are as follows:

Group I

Medical Doctors in Health Services Department and Insurance Medical Services Department, Dental doctors in Health Services Department in all Cadres (Administrative/ Speciality/ General/ Entry/ PH Lab/ Transfusion Medicine) are included under this group. The scales of pay admissible to the above categories for 1st and 2nd placement under CAS, on completion of 8 and 15 years of service, will be ₹95600-153200 and ₹118100-163400 respectively, The higher start in pay admissible in the time scales will also be allowed on placement under CAS.

Group II

Veterinary Doctors in Animal Husbandry Department, Medical Officers in Indian System of Medicine and Homoeopathy Department, Assistant Insurance Medical Officers (Homoeo) and Assistant Insurance Medical Officers (Ayurveda) in Insurance Medical Services Department, Engineers in Agriculture, Electrical Inspectorate, Ground Water, Harbour Engineering, Irrigation, Ports, Public Works, LSG Engineering Wing, Assistant Public Prosecutors in the Directorate of Prosecution, Inspector Gr II and Chemical Inspectors of Factories and Boilers are included under this group. The scales of pay admissible to the above categories for 1st and 2nd placement under CAS, on completion of 8 and 15 years of service will be ₹63700-123700 and ₹95600-153200 respectively.

Group III

Medical Officers in Factories & Boilers and Dental Doctors in Insurance Medical Service are included under this group. The scales of pay admissible to Medical Officers in Factories & Boilers Department for 1st and 2nd placement under CAS, on completion of 8 and 15 years of service, will be ₹95600-153200 and ₹107800-160000 respectively. The scales of pay admissible to Dental doctors in Insurance Medical Services for 1st and 2nd placement under CAS, on completion of 8 and 15 years of service, will be ₹77200-140500 and ₹95600-153200 respectively.

Group IV

Agriculture Officer (Agriculture), Dairy Extension Officer (Dairy Development), Drugs Inspector, Analyst Gr III (Drugs Control), Agricultural Officer/ Soil Survey Officer (Land Use Board), Soil Conservation Officer, Soil Survey Officer/ Research Assistant/ Technical Assistant/ Cartographer (Soil Survey & Soil Conservation) are included under this group. The scales of pay admissible to these categories for 1st and 2nd placement under CAS, on completion of 8 and 15 years of service will be ₹63700-123700 and ₹ 77200-140500 respectively.

Rules for fixation of pay under Career Advancement Scheme

4. The benefit of Career Advancement scheme and Time bound Higher Grade Scheme will not be allowed simultaneously. Those who fail to satisfy the conditions under CAS may be granted TBHG as per the TBHG scheme. On acquiring eligibility for placement under CAS in such cases, placement under CAS will be given and fixation of pay will be regulated as per Rule 30 Part I KSR.
5. In cases where intermediate higher grade post exists between two cadre posts, promotion to such higher grade will be allowed to those who were granted placement under the Career Advancement Scheme, but with no change in pay and pay scale.
6. Those who have already been granted 1st or 2nd placement under CAS, but are subsequently promoted to regular promotion posts having lower scale of pay will be allowed to continue in the CAS scale.
7. Those who have already been promoted to 1st or 2nd regular promotion posts will also be given scale of pay of CAS, if CAS scales are higher than the scales of pay of respective promotions posts and satisfy the conditions of CAS, on completion of the prescribed period. In such cases, fixation of pay will be made under Rule 30 Part I KSR.
8. For those placed under CAS, but subsequently promoted to higher posts, fixation of pay under Rule 28 A or Rule 37(a) Part I KSR as the case may be, will be given in the following cases:
 - (1) On getting 3rd regular cadre/ratio promotion, in cases in which two placements were already granted under CAS.
 - (2) On getting 2nd regular promotion, where 1st placement was already granted under CAS.
9. For those who have already got 1st and 2nd placement under CAS and enjoyed the benefit of fixation under Rule 28 A, Part I KSR, their pay on subsequent 1st and 2nd cadre/ratio promotion posts will be regulated under Rule 30, Part I KSR, i.e. without any change in pay.
10. The existing Career Advancement Scheme stands modified to the extent specified in the present scheme.

Sl. No	Department	Entry Post and Scale of Pay	Scale of pay admissible for 8 years of qualifying service	Scale of pay admissible for 15 years of qualifying service	Suggested Modification for 1 st Placement (8 years)	Suggested Modification for 2 nd Placement (15 years)
1	2	3	4	5	6	7
Group I						
1	Health Services	Assistant Surgeon / Junior Administrative Medical Officer / Junior Consultant (63700-123700)			95600-153200	118100-163400
		Assistant Dental Surgeon / Junior Dental Consultant (55200-115300)			95600-153200	118100-163400
2	Insurance Medical Services	Assistant Insurance Medical Officer (Allopathy) / Junior Medical Consultant / Junior Medical Officer (Administration) (63700-123700)			95600-153200	118100-163400
Group II						
1	Agriculture	Assistant Engineer (Agri) (55200-115300)	42500-87000	68700-110400	63700-123700	95600-153200
2	Animal Husbandry	Veterinary Surgeon (55200-115300)	42500-87000	45800-89000	63700-123700	95600-153200
3	Electrical Inspectorate	Assistant Electrical Inspector (55200-115300)	42500-87000	68700-110400	63700-123700	95600-153200
4	Factories & Boilers	Inspector of Factories and Boilers Gr II (55200-115300)	45800-89000	68700-110400	63700-123700	95600-153200
		Chemical Inspector (55200-115300)			63700-123700	95600-153200
5	Ground Water	Assistant Engineer (55200-115300)			63700-123700	95600-153200
6	Harbour Engineering	Assistant Engineer (55200-115300)	42500-87000	68700-110400	63700-123700	95600-153200

7	Homoeopathy	Medical Officer (55200-115300)	42500-87000	45800-89000	63700-123700	95600-153200
8	Indian Systems of Medicine	Medical Officer (55200-115300)	42500-87000	45800-89000	63700-123700	95600-153200
9	Insurance Medical Services	Assistant Insurance Medical Officer (Homoeo) (55200-115300)	42500-87000	45800-89000	63700-123700	95600-153200
		Assistant Insurance Medical Officer (Ayurveda) (55200-115300)	42500-87000	45800-89000	63700-123700	95600-153200
10	Irrigation	Assistant Engineer (55200-115300)	42500-87000	68700-110400	63700-123700	95600-153200
11	LSG Engineering Wing	Assistant Engineer (55200-115300)	42500-87000	68700-110400	63700-123700	95600-153200
12	Ports (Mechanical Engineering Wing)	Assistant Engineer (55200-115300)	42500-87000	68700-110400	63700-123700	95600-153200
13	Public Works	Assistant Engineer (55200-115300)	42500-87000	68700-110400	63700-123700	95600-153200
	Public Works (Architectural wing)	Architectural Assistant (55200-115300)			63700-123700	95600-153200
14	Prosecution	Assistant Public Prosecutor Gr II (56500-118100)	42500-87000	68700-110400	63700-123700	95600-153200
Group III						
1	Factories & Boilers	Medical Officer (Factories & Boilers) (63700-123700)	68700-110400	Nil	95600-153200	107800-160000
2	Insurance Medical Services	Assistant Dental Surgeon (55200-115300)			77200-140500	95600-153200
Group IV						
1	Agriculture	Agriculture Officer (55200-115300)	42500-87000	45800-89000	63700-123700	77200-140500
2	Dairy Development	Dairy Extension Officer (39500-83000)	42500-87000	45800-89000	63700-123700	77200-140500

3	Drugs Control	Drugs Inspector (55200-115300)	42500-87000	45800-89000	63700-123700	77200-140500
		Analyst Gr III (55200-115300)	42500-87000	45800-89000	63700-123700	77200-140500
4	Land Use Board	Agricultural Officer / Soil Survey Officer (55200-115300)	42500-87000	45800-89000	63700-123700	77200-140500
5	Soil Survey and Soil Conservation	Soil Survey Officer / Research Assistant / Technical Assistant / Cartographer (55200-115300)	42500-87000	45800-89000	63700-123700	77200-140500
		Soil Conservation Officer (55200-115300)	42500-87000	45800-89000	63700-123700	77200-140500

Part Time Contingent Employees

10.1. The Part-Time Contingent Employees are engaged to perform duties, which are not full time in nature. A large number of them are sweepers. In addition to this, gardeners, scavengers, watchmen etc. constitute a large proportion of part-time contingent employees. The nature of the duties of Part-Time contingent employees is such that they are expected to do half a day's work. They are recruited through Employment Exchanges. The qualification prescribed is 'Good Physique', and the retirement age of this category is 70 years. They number about 13,214.

10.2. The Special Rules governing the qualification, method of appointment and conditions of service of Part-time Contingent employees are issued by G.O.(P) No.152/75/PD dated, 02.08.1975 and the same was notified as SRO No. 742/75/PD dated, 02.08.1975. As per the said order, the following three categories constitute the service;

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, Masalchies, 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. The patient employees of Government Leprosy Sanatorium are also included under this category.

10.3. Scales of Pay:

The Commission recommends the following scales of pay for Part Time Contingent Employees, including Patient Employees in Health Services Department, with effect from 01/07/2019:

Category	Existing Scale of Pay	Proposed scale of pay
Category I	10620-240-12300-260-13600-300-15100-340-16460	14800-340-17180-370-19030-410-20670-460-22970.
Category II	9340-220-11100-240-12300-260-13600-300-14800	13000-330-15970-360-17410-390-19360-430-21080.
Category III	8200-200-10000-220-11100-240-12300-260-13340	11500-300-14500-330-17140-360-18940.

10.4. In the new scale, the revised pay of a Part Time Contingent Employee may be fixed on stage-to-stage basis as in the case of State Government Employee. The pay in the revised scale as on 01/07/2019 will be the corresponding revised pay stage of pre revised pay as provided below:

Category I		Category II		Category III	
<u>Existing Scale of Pay</u> 10620-240-12300-260-13600-300-15100-340-16460		<u>Existing Scale of Pay</u> 9340-220-11100-240-12300-260-13600-300-14800		<u>Existing Scale of Pay</u> 8200-200-10000-220-11100-240-12300-260-13340	
<u>Proposed Scale of Pay</u> 14800-340-17180-370-19030-410-20670-460-22970		<u>Proposed Scale of Pay</u> 13000-330-15970-360-17410-390-19360-430-21080		<u>Proposed Scale of Pay</u> 11500-300-14500-330-17140-360-18940	
Stages in the existing scale	Corresponding Stages in the proposed scale	Stages in the existing scale	Corresponding Stages in the proposed scale	Stages in the existing scale	Corresponding Stages in the proposed scale
10620	14800	9340	13000	8200	11500
10860	15140	9560	13330	8400	11800
11100	15480	9780	13660	8600	12100
11340	15820	10000	13990	8800	12400
11580	16160	10220	14320	9000	12700

11820	16500	10440	14650	9200	13000
12060	16840	10660	14980	9400	13300
12300	17180	10880	15310	9600	13600
12560	17550	11100	15640	9800	13900
12820	17920	11340	15970	10000	14200
13080	18290	11580	16330	10220	14500
13340	18660	11820	16690	10440	14830
13600	19030	12060	17050	10660	15160
13900	19440	12300	17410	10880	15490
14200	19850	12560	17800	11100	15820
14500	20260	12820	18190	11340	16150
14800	20670	13080	18580	11580	16480
15100	21130	13340	18970	11820	16810
15440	21590	13600	19360	12060	17140
15780	22050	13900	19790	12300	17500
16120	22510	14200	20220	12560	17860
16460	22970	14500	20650	12820	18220
		14800	21080	13080	18580
				13340	18940

10.5. Rules for fixation in the Revised Scales of Pay:

The revised scales of pay will come into force with effect from 01/07/2019.

- i) All employees who were in service as on 01/07/2019 shall come over to the revised scale of pay with effect from 01/07/2019.
- ii) The pay in the revised scale as on 01/07/2019 will be the corresponding revised pay stage of pre revised pay as provided in the table above.
- iii) In cases where the existing pay as on 01/07/2019 is retrospectively changed after 01/07/2019 for any reason the pay so changed will be revised as provided in table above.
- iv) All appointments made on or after 01/07/2019 shall be deemed to have been made in the revised scale of pay and pay will be regulated accordingly.

- v) The existing emoluments for the purpose of these rules will be the basic pay drawn as on 01/07/2019 in the existing scale of pay. Increments, if any, accruing on 01/07/2019 will also be reckoned.
- vi) Existing scale of pay for the purpose of these rules is the scale of pay immediately prior to 01/07/2019.
- vii) Stagnation increment, if any, existing in the pre-revised pay structure will not be reckoned for determination of pay stage in the revised scale. However, the number of stagnation increments drawn in the pre-revised scale will be allowed in the revised scale at the rate of last increments in the scale.
- viii) **Date of Increment:** The existing date of increment shall not undergo any change.
- ix) In the case of an employee who is on Leave without Allowance or under suspension as on 01/07/2019, his/her pay will be fixed under these rules on the date of his/ her re-joining duty on the basis of pay last drawn immediately before 01/07/2019.
- x) In the case of an employee who is continuing on LWA on 01/07/2019, his/her pay will be fixed in the revised scale as on the date of return from leave, on the basis of pay last drawn before entering on leave.
- xi) **Stagnation Increment:** The existing system of allowing stagnation increment will continue. Maximum number of stagnation increments allowed will be three, out of which two will be annual and the third one biennial.
- xii) The existing scheme of granting one additional increment each on completion of qualifying service of 8, 15, 22 and 27 years will continue. The additional increment will be granted on completion of the prescribed qualifying service and it will not affect the normal increment dates.

10.6. Allowances: - Allowances may be revised as follows:

i) Footwear Allowance:

The existing rate of Footwear Allowance to eligible categories may be enhanced to ₹ 500 per annum.

ii) Spectacle Allowance:

The cost incurred towards the purchase of spectacles may be reimbursed subject to a maximum of ₹ 1500/-, once in five year of service.

iii) Hill Tract Allowance:

Hill Tract Allowance of ₹ 300 per month may be sanctioned to employees who are working in designated area.

iv) Special Allowance for differently abled employees:

The rate of Special Allowance admissible to differently abled Part Time Contingent employees may be revised to ₹ 1100 per month.

v) Compensatory Allowance:

Compensatory Allowance of ₹ 120/- per month may be sanctioned to those employees working in the offices located in Municipal Corporation limits.

10.7. Group Insurance and State Life Insurance

Government have extended the schemes of Group Insurance and State Life Insurance to the employees of Aided Educational Institutions, Autonomous Bodies, Public Sector Undertakings and other similar Organisations. The Commission recommends to extend the benefit of Group Insurance Scheme and State Life Insurance Scheme to Part Time Contingent Employees also.

10.8 Earned Leave

The maximum Earned Leave that can be accumulated in respect of Part Time Contingent Employees may be enhanced to 150 days.

10.9. CASUAL SWEEPERS

The remuneration of casual sweepers was enhanced to ₹ 6000 per month with effect from 01/04/2016. The Commission recommends to enhance the remuneration of casual sweepers to a consolidated amount of ₹ 8000 per month.

A - Pension - An Introduction

11.1. Article 366 (17) of the Constitution of India defines Pension as: “Pension means a pension, whether contributory or not, of any kind whatsoever payable to or in respect of any person, and includes retired pay so payable, a gratuity so payable and any sum or sums so payable by way of the return, with or without interest thereon or any other addition thereto, of subscriptions to a Provident Fund.”

11.2. Initially conceived as a social security measure, the entitlement to pension was declared an obligation of the employer namely the State by the Supreme Court. In its judgment in D.S. Nakara and others Vs Union of India [AIR 1983 SC 130] the Supreme Court held that a pension scheme consistent with available resources must provide that a pensioner would be able to live free from want, with decency, independence and self-respect and standard equivalent at pre-retirement level. It held that pension is not an ex-gratia payment but payment for past services rendered. But over the period, the pension schemes in India underwent a sea change. The burgeoning expenditure on pension and allied benefits have forced the Government to think for an alternative and the result was the New Pension System. Central Government had introduced the New Pension System (NPS) with effect from January 1, 2004 for its employees (except for armed forces). Later it was extended to all sections in 2009. It was introduced in the State to new entrants with effect from 01.04.2013.

11.3. Item No.iv of the Terms of Reference of the Commission is to examine and suggest changes if any, to the benefits available to Service Pensioners.

11.4. The Commission sought from the public as well as associations of employees and service pensioners suggestions to improve the existing statutory pension scheme under Part III K.S.R. The Commission issued a questionnaire for this purpose for getting their views on the scope for change in the qualifying service for full pension, on ceiling on pension, on mode of calculation of pension, on anomalies in the existing scheme of one rank one pension, on continuance of compassionate allowance to the family of persons in receipt of compassionate allowance, on the rules relating to encashment of earned leave at the time of retirement, on the existing norms regarding Death cum Retirement Gratuity, on ex-gratia pension rules, on the need for change in the present scheme of voluntary retirement, on the adequacy of Liberalised Family Pension Scheme, on the rules and rates regarding Commutation of Pension and restoration of Commuted portion after 12 year.

11.5. Most of those who responded to the points of suggestions listed above and those who appeared before the Commission with their views and demands pleaded for reduction in the minimum service required for full pension to 25 years, enhancement of ceiling on gratuity from 20 to 25 Lakhs, early restoration of commuted portion of pension, computation of pension at 50% of the last pay, raising of retirement age to 60 and above, additional pension linked to age as in Government of India, more medical facilities than available now. The list is very long. What has been repeatedly demanded has been highlighted.

B - Pension Revision- A Look Back

11.6. Though the first pay revision, since the formation of the State, came into force in the year 1965, first pension revision was materialised only in 1978. A nominal increase was brought about and there was no dearness relief. D.A. was first (the term DR came later) sanctioned by G.O.(P) No.456/79 (41)/Fin dated 05.05.1979 at a reduced rate as compared to serving employees. The pensioners were divided into different groups, taking into account the period during which they retired from service. Those who retired relatively earlier were given a higher percentage of revision compared to those who retired just before the revision as given below:

1	Those who retired prior to 14.11.1966	25% of pension Subject to a minimum of ₹ 50/-
2	Those who retired during the period from 04.11.1966 to 31.03.1969	20% of pension subject to a minimum of ₹ 40/-
3	Those who retired during the period from 01.04.1969 to 30.06.1973	10% of pension subject to a minimum of ₹ 25/-
4	Those who retired during the period from 01.07.1973 to 30.6.1978	5% of pension subject to a minimum of ₹ 15/-

11.7 The Fourth Pay Revision Commission fixed the minimum basic pension and family pension at ₹ 150/- per month and ₹ 120/- per month respectively. The ceiling on pension was raised from ₹ 1,500/- to ₹ 1,750/-. Medical benefit allowed to the pensioners and his spouse was extended to minor children of pensioners also. Pensioners who completed the age of 70 years were granted an allowance of ₹ 25/- per month for medical treatment from the month of April 1986 onwards. The revised pension benefits were granted with effect from 01.04.1985. The pensioners were grouped into five categories. Increase in pension of each of the five categories was as below:

1	Those who retired prior to 1.11. 1956	30%
2	Those who retired from 1.11.1956 to 13.11.1966	20%
3	Those who retired from 14.11.1966 to 31.3.1969	15%
4	Those who retired from 1.4.1969 to 30.6.1973	12 ½ %
5	Those who retired from 1.7.1973 to 30.6.1978	7 ½ %
6	Those who retired from 1.7.1978 to 30.6.1983	5%

11.8 Consequent to the recommendation of **Fifth Pay Revision Commission**, the minimum pension and family pension were increased to ₹ 285/- and ₹ 245/- p.m. respectively. The ceiling on pension was increased from ₹ 1,750/- to ₹ 2,500/- p.m. The ceiling on DCRG was enhanced from ₹ 45,000 to ₹ 60,000/-. The pension was revised with effect from 01.07.1988. 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 30.06.1973	5%
3	Those who retired from 01.07.1973 to 30.06.1978	3%
4	Those who retired from 01.07.1978 to 30.06.1983	2%

Medical allowance of ₹ 25/- was extended to those above the age of 65. D.A. at 608 points of AICPI was merged with pension.

11.9. Based on the recommendation of **Sixth Pay Revision Commission**, minimum pension/ family pension was enhanced to ₹ 375/-. The maximum ceiling on pension is ₹ 3,650/- per month. The ceiling on DCRG was enhanced to ₹ 80,000/-. The increase in pension to different categories was follows:

1.	Those who retired before 01.07.1973.	10% of pension subject to a minimum of ₹ 90/-
2.	Those who retired from 1.7.1973 to 30.06.1983.	7% subject to a minimum of ₹ 90/-
3.	Those who retired from 1.7.1983 to 29.02.1992.	5% subject to a minimum of ₹ 90

Pension was sanctioned to Part time contingent employees retired after 01.07.1988 by G.O. (P) No.27/91/P&ARD dated, 03.09.1991.

11.10. The maximum ceiling on pension was fixed at 50% of the maximum of the highest scale of pay under the State Government following the recommendation of **Seventh Pay Revision Commission**. The ceiling on family pension was 30% of the highest pay in the State Government. The ceiling on DCRG was enhanced from ₹ 80,000 to ₹ 2.80 Lakhs. Minimum Pension & Family Pension was enhanced to ₹ 1,275/-. The increase in pension of various categories was as follows:

1	Those who retired during 01.07.1988 to 28.02.1997	15%
2	Those who retired during 01.07.1978 to 30.06.1988.	30%
3	Those who retired prior to 01.07.1978.	50%

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

11.11. Based on the recommendation of **Eighth Pay Revision Commission**, pension was fixed by merging 59% of D.R. and 6% fitment benefit subject to a minimum of ₹ 200/-. One rank One pension scheme was introduced. The concept in its entirety was not introduced and the scheme tried to ensure a minimum pension based on the scale of the post from which one retired from service. 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 year. Commutation was enhanced from 1/3 to 40% of pension. Minimum pension and family pension were enhanced to ₹ 2400/- (later enhanced to ₹ 2,520 by G.O (P) No.602/2010/Fin dated 19.11.2010). Medical Allowance was enhanced to ₹ 100/- and allowed to all pensioners/Family pensioners irrespective of age with effect from 01.03.2006. Medical Allowance was later extended to part-time contingent pensioners also. Part-time contingent pensioners were given fixation of pension as in the case of pensioners, with minimum benefit of ₹ 125/-.

11.12. In accordance with the recommendation of **Ninth Pay Revision Commission**, pension revision was granted with effect from 01.07.2009. The minimum basic pension and family pension were enhanced to ₹4,500/- per month. The maximum pension was fixed at ₹ 29,920/- and the maximum family pension (normal rate) at ₹ 17,960/-. The ceiling on Death cum Retirement Gratuity was enhanced to ₹ 7,00,000/-. Commutation was allowed to continue at 40%. Ex-gratia pension was also allowed on the same parameters given earlier.

Revised basic pension was arrived at by adding fitment benefit at 12% and by merging Dearness Relief at 64%. This was subject to the provision that in

the case of pensioners having qualifying service of 30 years and above, the consolidated pension so arrived shall not be lower than 50% of the minimum basic pay of the post from which he/she retired.

11.13. Consequent to the recommendation of **Tenth Pay Revision Commission**, revision was granted with effect from 01.07.2014. The minimum basic pension and family pension were enhanced to ₹ 8,500/- per month. The maximum pension was fixed at ₹ 60,000/- and the maximum family pension (normal rate) at ₹ 36,000/-. The ceiling on Death cum Retirement Gratuity was enhanced to ₹ 14,00,000/-. Commutation was allowed to continue at 40%. Ex-gratia pension was also allowed on the same parameters given earlier Family Pension was extended to Ex-gratia pensioners with the condition that only spouse would be eligible for the same.

Revised basic pension was arrived at by adding fitment benefit at 18% and by merging Dearness Relief at 80%. This was subject to the provision that in the case of pensioners having qualifying service of 30 years and above, the consolidated pension so arrived shall not be lower than 50% of the minimum of the corresponding revised scale of the post from which the pensioner.

C - EXPENDITURE ON PENSION

11.14. Expenditure on Pension includes superannuation and retirement pension, commuted value of pension, gratuity, family pension, leave encashment benefits, compassionate allowance, Medical allowance, Government's contribution to NPS for those who joined service on or after 01.04.2013 etc.

The details of Pensioners as provided by the Director of Treasuries are as follows:

Total Number of Service Pensioners as on 01.07.2019

Types of Pensioners	Number of Pensioners
Service Pensioners	3,72,136
Family Pensioners	1,28,436
Ex-Gratia Pensioners	4,737
Invalid Pensioners	41
Personal Staff Pensioners	1,223
Part-time Service Pensioners	4,512
Total	5,11,085

Age wise details of Service Pensioners as on 01.07.2019

Age Group in Years	Number of Pensioners
56 to 60	69,746
61 to 65	58,173
66 to 70	80,182
71 to 75	70,252
76 to 80	42,981
81 to 85	30,660
86 to 90	14,571
91 to 95	4,547
96 to 100	965
Above 100	59
Total	3,72,136

Trend in Expenditure on Pension and State's Revenue (₹ in Crore)

Financial Year	Expenditure on Pension	Growth Rate (%)	State's own revenue receipts	Growth Rate (%)	Pension payment as % of own revenue	Total revenue receipts	Growth Rate (%)	Pension payment as % of Total Revenue
2009-10	4706	0.38	19477	21.81	24.16	26109	6.52	18.02
2010-11	5767	22.55	23652	21.44	24.38	30991	18.7	18.61
2011-12	8700	50.86	28311	19.7	30.73	38010	22.65	22.89
2012-13	8867	1.92	34275	21.07	25.87	44137	16.12	20.09
2013-14	9971	12.45	37570	9.61	26.54	49177	11.42	20.28
2014-15	11256	12.89	42516	13.16	26.47	57950	17.84	19.42
2015-16	13065	16.07	47421	11.54	27.55	69033	19.13	18.93
2016-17	15278	16.94	51876	9.39	29.45	75612	9.53	20.21
2017-18	19939	30.51	57659	11.15	34.58	83020	9.8	24.02

Financial Year	Expenditure on Pension	Growth Rate (%)	State's own revenue receipts	Growth Rate (%)	Pension payment as % of own revenue	Total revenue receipts	Growth Rate (%)	Pension payment as % of Total Revenue
2018-19	19015	-4.63	62427	8.27	30.46	92854	11.85	20.48
2019-20	19067	0.27	62588	0.26	30.46	90225	-2.83	21.13

Source: Finance Accounts

11.15. It can be seen that the total outgo on pension is covering around 21% of the total revenue receipts of the State. The increased rates during 2017-18 was due to the impact of Pension revision and disbursement of its arrears. The ratio between employees and pensioners is almost 1:1. The introduction of the New Pension System will also address the issue in the long term, although it increases the outflow under the head 'Pension' in the short and medium term, since the contribution to the pension account of the employees has to be made along with payment of salaries. A detailed study on the trends in salary, pension and interest may be seen in Chapter 3.

D - PRISM

11.16. As part of implementing the national policy of bringing transparency in pension distribution and achieving the vision of the State Government to simplify the pension disbursement architecture, Government have decided to develop an integrated Pensioners' Data Base and Portal called PRISM- Pensioner Information System by G.O(P) No.421/2014/Fin. dated 25.09.2014. The main advantage of PRISM is paperless, transparent and speedy disposal of pension applications. The retiring employee can directly submit his application for pension and other related benefits 18 months prior to his retirement. On receiving such application, the Head of the office/Head of the Department who is the Receiving Authority (RA), after verification and approval, will forward the same to the Pension Sanctioning authority concerned. Pension Sanctioning Authority after sanctioning the pension and other benefits, forwards the pension proposal to the Accountant General for authorization. The Accountant General will issue pension payment order through PRISM. After authorizing of the pension by Accountant General, the pensioner will receive an SMS to his registered mobile number with the details of his pension payment order number. Soon after getting the SMS, the pensioner can directly download his ePPO from AG's website which is also linked to PRISM portal. For the smooth functioning of PRISM, Government have appointed Nodal Officers from each of the Departments, who will monitor the progress of PRISM in their departments. With the help of these Nodal Officers, Government will ensure the smooth functioning of PRISM throughout the State. Master trainers of PRISM are imparting training on the software throughout the State.

11.17 Since the software is in its initial stages, only Superannuation pension, retiring pension, Invalid pension and Part time pension can now be processed through PRISM. Steps are in progress to extend the facility for the submission of Family Pension, Ex-gratia pension, Personal staff pension, MLA pension, Lok-Ayukta pension etc. Digitalization of pension comes under the purview of the Accountant General.

E - MAIN DEMANDS:

11.18. Some of the demands raised by the organizations and individuals are as follows:

- Reduce the period of qualifying service for Full Pension.
- Reduce the period of qualifying service for getting statutory pension.
- Half of last month's salary may be granted as basic pension
- Enhance the limit on DCRG to ₹ 20 lakhs.
- Lift the ceiling on terminal surrender of Earned Leave and to allow to encash half pay leave at the credit of the employees at the time of retirement.
- Percentage of Commutation of pension be increased.
- Restoration period of commutation be reduced to 10 year.
- Grant higher rates of pension to older pensioner.
- Enhanced rate of family pension may be paid for 10 year.
- Sanction Family pension to the widowed/divorced daughters.
- Grant Full pension amount to mentally retarded children.
- Unify the retirement age to 60 year.
- Reduce the qualifying service for voluntary retirement.
- Reckon the Government service as qualifying service for the employees who have been appointed in PSUs, Co-operative institutions etc. through PSC.
- Remove the ceiling on pension.
- Enhance the pension of Part Time Contingent Employees.
- Grant family pension to the family of persons in receipt of Compassionate Allowance.
- Ex gratia pension may be enhanced to the rate of minimum pension.
- Include the employees who entered Govt service after 01.04.2013 within the purview of Statutory Pension.
- Consider the in-service training period for fixing pensionary benefits.

- Grant Special treatment allowance and Conveyance Allowance to differently abled pensioner.
- To enhance pension of Part Time Contingent Employees.

F - CURRENT STATUS AND RECOMMENDATIONS

11.19. The Commission has examined the various demands put forth by the organisations/ individuals and discussed the various issues in detail. Even though most of the demands raised are not unjust or unreasonable, the financial constraints faced by the State compel the Commission to consider only the most pressing ones among them.

11.20. Date of effect: Normally Pension Revision is granted as and when Pay Revision is implemented. As there is no circumstance to make any deviation, the Commission recommends that the Pension Revision shall come into force with effect from 01.07.2019, coterminous with Pay Revision. The payment of arrears may be phased, based on Government's financial position.

11.21. Fixation of Pension: During the 2014 Pension Revision, pre-revised basic pension as existed on 01.07.2014 was revised by merging with it 80% Dearness Relief and adding 18% fitment benefit on the pre-revised basic pension. A minimum pension was fixed to ₹ 8,500/- and the maximum was limited to ₹ 60,000/- i.e., 50% of the maximum of the master scale. The fixation of pension was subject to the provision that in the case of pensioners having qualifying service of 30 years and above, the consolidated pension so arrived should not be lower than 50% of the minimum of the corresponding revised scale of the post from which the pensioner retired. The pension should be proportionately reduced, where the pensioner had less than the maximum required qualifying service i.e., 30 year.

Recommendations:

11.22. The minimum basic pension may be enhanced to ₹ 11,500/- (50 % of the minimum of the lowest revised scale of pay under State Government ₹ 23,000). The maximum pension may be ₹ 83,400/- (ie., 50 % of the maximum of the master scale of pay under State Government ₹ 1,66,800). The maximum family pension (normal rate) may be ₹ 50,040/- (ie., 30 % of ₹ 1,66,800/- maximum of the master scale of pay under State Government) and the minimum family pension will be ₹ 11,500/-.

Revision of pension of those who retired/ expired prior to 01.07.2019

11.23. The existing basic pension may be multiplied by a factor of 1.38 and rounded to the next multiple of 10. The existing principles for calculation of One Rank One Pension may continue.

Revision of family pension of those who retired/ expired prior to 01.07.2019.

11.24. The existing family pension may be multiplied by a factor of 1.38 and rounded to the next multiple of 10.

Revision of pension and family pension of those who have retired/ expired after 01.07.2019:

11.25. In respect of those who retire/ expire while in service on or after 01.07.2019, the pensionary benefit shall be calculated with reference to the revised pay introduced with effect from 01.07.2019.

11.26. The existing system of computation of pension at the rate of 50% of the average emoluments for the last ten months may be substituted with calculation of pension on the last pay drawn i.e., pension may be fixed at 50% of the last pay drawn, subject to the condition that the pay drawn by an employee on promotion to a higher post in a temporary vacancy should not be reckoned for calculating pension; in such cases, pension may be calculated on the last pay notionally fixed as if he had not been promoted. This is recommended for administrative convenience and may have effect from 01.04.2021. Past cases will not be reopened and any representation for reopening old cases should be summarily rejected.

Qualifying Service

11.27. The present system of full pension for 30 years of qualifying service and minimum pension for 10 years qualifying service may continue.

Death cum Retirement Gratuity

11.28. This is the lump sum payable to an employee on his retirement or to his family on his death. The ceiling on maximum amount of DCRG may be raised to ₹ 17 Lakhs with effect from 01.04.2021. All other existing rules on Gratuity may continue without change.

Commutation of Pension

11.29. Present rate of commutation of pension at the rate of 40% and the period of restoration of commuted value of pension on completion of 12 years of retirement may continue.

Voluntary retirement

11.30. As per the existing rules, Retiring Pension (Voluntary Retirement) is admissible when an employee retires voluntarily after putting in a qualifying service of 20 years, subject to certain conditions. The most attractive benefit of voluntary retirement is that the actual periods of qualifying service as on the intended date of retirement of Government servant is increased by a period not

exceeding 5 years subject to certain other conditions mentioned under Rule 56 (vii) Part III KSRs.

The qualifying service for voluntary retirement may be reduced to 15 years. Since the State does not have a scheme now for rationalisation of manpower, there is no need to incentivise voluntary retirement and so the provision for addition of five years to the qualifying service may be discontinued.

Higher rates of pension to older pensioners

11.31. Government of India grants additional pension to its pensioners on completion of 80, 85, 90, 95 and 100 years of age as a measure to mitigate their hardships at the advanced age. Adoption of such a system by the State is beyond its fiscal sustainability. However, in consideration of their old age hardships, Commission recommends to grant 'Special Care Allowance' @ ₹1,000/- per month to the pensioners on completion of 80 years of age.

Medical benefits to Pensioners

11.32. The Medical Allowance to pensioners and family pensioners may be enhanced to ₹ 500/- per month and be continued till the implementation of a Medical Insurance scheme for pensioners and family pensioners.

Full pension to mentally disabled children

11.33. As per the existing Rules, children suffering from physical/mental disorder or disability are eligible for family pension. There were demands from several organisations and individuals to grant the amount equal to basic pension of the pensioner as family pension to the mentally disabled child of the pensioner. Considering their pathetic and deplorable situation, the Commission recommends that family pension at the normal rate of pension may be allowed to mentally disabled children of the deceased employee/ pensioner.

UGC/ AICTE Pensioners

11.34. The minimum and maximum pension, DCRG, commutation and medical allowance may be fixed as per State pension rules for those who are covered by UGC/ AICTE schemes of pay. The benefit of the current revision including the enhancement in the maximum limit of pension may be made applicable to them also.

G - Pension to Part Time Contingent Employees

11.35. Full pension may be at 50 % of last pay for 30 years of qualifying service. Minimum service for pension shall be retained at 10 years as it is now. The maximum pension may be ₹ 11,485/- (ie., 50 % of ₹ 22,970/-, the maximum of the highest scale of pay). The minimum basic pension may be ₹ 5,750/- (50 % of ₹ 11,500/-, the minimum of the lowest scale of pay). The maximum family pension (**normal rate**) may be ₹ 6,891/- (ie., 30 % of ₹22,970/- ie,

maximum of the highest scale of pay) and the minimum family pension will be ₹ 3,450/- (ie., 30 % of ₹ 11,500/-, the minimum of the lowest scale of pay)

Revision of pension of those who retired prior to 01.07.2019:

11.36. The existing basic pension may be multiplied by a factor of 1.38 and rounded to the next multiple of 10. If the amount arrived at falls below 50% of the minimum of the new scale in the case of a pensioner with 30 years of qualifying service, then pension will be stepped up to 50 % of the minimum of the new scale.

In the case of pensioners having qualifying service less than 30 years, proportionate pension may be admissible.

Revision of Family pension of those who retired prior to 01.07.2019

11.37. The existing family pension shall be multiplied by a factor of 1.38 and rounded to the next multiple of 10. If the amount arrived at falls below 30% of the minimum of the new scale in the case of a pensioner then pension will be stepped up to 30 % of the minimum of the new scale.

Revision of pension and family pension of those who retire/ expire after 01.07.2019:

11.38. In respect of those who retire/ expire while in service on or after 01.07.2019, the pensionary benefit shall be calculated with reference to the revised pay introduced with effect from 01.07.2019. As in the case of pension of regular employees, the Commission recommends to substitute the existing system of computation of pension of Part-Time Contingent employees at the rate of 50% of the average emoluments for ten months with calculation of pension with reference to the last pay drawn ie, pension may be fixed at 50% of the last pay drawn, with effect from 01.04.2021.

Death cum Retirement Gratuity

11.39. DCRG may continue to be calculated by applying the formula, ie., (Last pay +D.A) x QS/2

Maximum DCRG may be revised to ₹ 3.25 Lakhs with effect from 01.04.2021.

Medical Allowance may be raised to ₹ 300/- and be continued till the implementation of Medical Insurance Scheme.

H - Ex-gratia Pension

11.40. Ex-gratia pension is available to the State Government employees who retired from service with less than 10 years of qualifying service. The scheme is limited to the employees who retire from service on superannuation, but do not have the minimum QS for statutory pension. The Ex-gratia Pension may be

revised by multiplying the existing pension by 1.38 and rounded to the next multiple of 50.

Completed Year of Qualifying Service	Existing rate of ex-gratia pension	Revised rate of ex-gratia pension	Existing rate of Family Pension	Revised rate
9 Years	7650	10600	2295	3180
8 Years	6800	9400	2040	2820
7 Years	5950	8250	1785	2475
6 Years	5100	7050	1530	2115
5 Years	4250	5900	1275	1770
4 Years	3400	4700	1020	1410
3 Years & below	2550	3550	765	1065

I - New Pension System

11.41. The Commission had received representations from most of the Service Organisations against the Contributory Pension Scheme. The Commission notes that the scheme is being implemented for the Central Government employees for 17 years and for the State Government employees for eight years. Further, the State Government has appointed a committee to study the matter. In this background, the Commission does not desire to make any recommendation for change in the existing system.

J - Multiple Pensions

11.42. The Commission has received representations both directly and through the State Government against the practice of paying family pension in addition to salary to those who have been employed under the scheme of compassionate employment for the dependants of those who die while in service. There are similar complaints about persons receiving their own pension and family pension. Another issue raised is about the payment of pension to persons below the normal retirement age in government, for their service in various commissions, personal staff of Ministers etc. The Commission will furnish its recommendations in the matter in Part VII of the Report.

K - Pension for former Information Commissioners

11.43. The Commission has received a representation from former Information Commissioners requesting for the fixation of their pension on par with Members of the Public Service Commission. As this is not service pension, the Commission is not making any recommendation on this, and Government may take appropriate decision in the matter.

L - Ex-gratia payment in the case of employees who die while on duty

11.44. Death of Government employees in accidents is covered under Group Personal Accident Insurance Scheme. But death of employee while on duty is not covered under the scheme, and so Rs.1,50,000 was sanctioned towards ex-gratia payment to employees who die while on duty with effect from 01.02.2011 by GO(P)No.153/2013/(144)/Fin dated 6.4.2013. All other contingencies under the existing ex-gratia payment scheme are now taken care of under Group Personal Accident Insurance Scheme. Hence an appropriate revision of Ex gratia payment to employees who die while on duty also needs to be considered. Duty for ex-gratia allowance has been defined by GO(P)No.156/2016/Fin dated 18.10.2016. For the purpose of ex gratia allowance, an officer will be considered to be on duty during the hours he performs his official duties including an occasion beyond the normal office hours and holidays. No ex gratia payment is admissible to an officer who dies or gets injured during joining time, training-stipendiary or otherwise, a course of instruction or leave of any kind including Casual leave and Special Casual leave. The Commission recommends to enhance the amount of ex gratia allowance to Rs.5,00,000/- (Rupees Five Lakhs Only) since the rate fixed in 2013 needs a considerable revision.

M - Revision of Pension of Personal Staff

11.45. As per the Personal Staff Pension Scheme introduced by G.O(Ms)No.283/94/GAD dated 23.09.1994, a person having a minimum service of three years is eligible for pension. Qualifying service for maximum pension is 30 years. For reckoning the minimum service (ie, 3 years) and maximum service (ie, 30 years) fraction of less than 6 months if any above 2 years and 29 years will be rounded to 3 years and 30 years respectively.

11.46. It is seen that under the existing scheme, a person with two years and one day qualifying service will attain eligibility for minimum pension of Rs.2,400/- plus Dearness Relief as applicable to regular State Govt pensioners. By making use of this provision, two persons can be appointed in a post in rotation and both of them will become eligible for minimum pension. This is a gross abuse of rules. Hence, the pension rules may be amended to the effect that four years and above rounded to five years may be the minimum qualifying service to earn minimum pension. If Government proposes to revise the personal staff pension, pension may be revised by multiplying the existing basic pension by a factor of 1.38. Existing scheme of DCRG as in Rule 10 of G.O(Ms)No.283/94/GAD dated 23.09.1994 and other benefits contemplated in the existing pension scheme subject to the amendment suggested above may be continued.

FINANCIAL COMMITMENT

12.1. In the Terms of reference, the Commission is entrusted with the assessment and indication of the additional financial commitment on account of implementation of its recommendations and the methodology/ assumptions adopted for such assessment. The Commission is presenting its report in the backdrop of the economic crisis out of the Pandemic COVID-19 and consequent lock down. The estimates on the State Finance amidst COVID 19 show that the losses to the Kerala economy are likely to be significant and the GSDP of the State is expected to show a negative growth in 2020-21. But the recent trends in the economy indicate that the State economy is on the path to revival. On perusal of the State Budget Estimates, it is found that the shortfall in the total revenue receipts of the State is not so alarming as feared. The State Government, being a model employer, has the responsibility to grant a fair pay and allowances to its employees to attract and retain the best available talent.

Financial Commitment due to Pay Revision:

12.2. The details of the Pay and Allowances drawn on June 2019 are as follows:

Description	Amount (₹ in Crore)
Pay	1,785.60
Dearness Allowance (20% to the State Employees)	435.54
House Rent Allowance	68.10
City Compensatory Allowance	4.4
Other Allowance	84.00
Total	2,377.64

This includes the Pay and Allowances given to the employees under UGC/ AICTE scales. Out of this, the pay for the employees on the State scales, including Part Time Contingent Employees is around ₹ 1741.09 Cr and the D.A ₹ 351.76 Cr (20%). The Government has declared that the two installments, DA due on 01.01.2019 and 01.07.2019 will be released soon. Adding this, the DA would be 28%. The

expenditure on the basis of the 28% D.A to the State employees except AICTE/ UGC scheme will be as detailed below:

Description	Amount (₹ in Crores)
Pay	1741.09
Dearness Allowance (28 %)	487.50
House Rent Allowance	68.10
City Compensatory Allowance	4.40
Other Allowance	84.00
Total	2385.09

12.3. As per the recommendation of the Commission, there will be a 10% hike in the pay. Therefore, the pay will be multiplied by 1.38 by merging the 28% D.A up to July 2019. If so, salary expenditure will change as detailed below:

Existing Pay & D.A (@28%) of the Government employees	$1741.09 + 487.50 = 2228.59.$
Revised Pay	$1741.09 \times 1.38 = 2402.70$ Cr
Monthly additional commitment due to State Revision	174.11 Cr
Annual additional financial commitment	$174.11 \times 13 = 2263.43$ Cr

House Rent Allowance:

12.4. The Commission has recommended to substitute the existing slab system and fixed amount of HRA with percentage of basic pay as detailed below:

Sl. No.	Classification of cities	Percentage of Basic Pay to be sanctioned as House Rent Allowance	Minimum (₹)	Maximum (₹)
1	A	10	2300	10000
2	B	8	2000	8000
3	C	6	1800	6000
4	D	4	1500	4000

The Commission has recommended to discontinue the existing City Compensatory Allowance. The monthly expenditure of the HRA and CCA during June 2019 is as follows:

Description	Amount (₹ in Crores)
House Rent Allowance	68.10
City Compensatory Allowance	4.40
Total	72.50

It is seen that the switch over to the new scheme by granting HRA as percentage of basic pay may incur a monthly expenditure of around 164 Crore i.e., monthly additional financial commitment will be ₹ 91.5 Cr. Thus, the Annual Financial Commitment due to the revision of HRA will be ₹ 1189.5 Cr.

Other Allowances:

12.5. The monthly expenditure under 'Other Allowance' except CCA is around ₹ 84.00 Cr. The Commission has recommended to enhance the Other Allowances at the rate of 10%. Hence there will be an additional commitment of ₹ 8.4 Cr per month due to the revision of Other Allowances. The additional annual financial commitment due to the revision of Other Allowances will be around 109.2 Cr.

Liberalisation of Time Bound Higher Grade Scheme and Expansion of Career Advancement Scheme:

12.6. The Commission has made certain recommendations to liberalise the existing Time Bound Higher Grade Scheme and to expand the Career Advancement scheme. The average annual additional financial commitment in this regard will be around ₹ 10 crores.

Total Financial Commitment of Pay Revision:

12.7. The total annual financial commitment on account of revision of pay & allowances will be ₹ 3572.13 crore as shown below

Sl. No.	Description	Amount (₹ in Crores)
1	Pay Revision	2,263.43
2	House Rent Allowance	1,189.50
3	Other Allowance	109.20
4	Expansion of Time Bound Higher Grade and Career Advancement scheme	10.0
	Total	3,572.13

Financial Commitment due to Pension Revision:

12.8. The Average monthly expenditure on Pension (DR @20 %) is as detailed below:

Sl. No.	Description	Amount (₹ in Crores)
1	Basic Pension	868.04
2	Dearness Relief (20%)	173.67
3	Medical Allowance	15.39
	Total	1057.10

12.9. The monthly pension expenditure on sanctioning DR @28 % will be as follows:

Sl. No.	Description	Amount (₹ in Crores)
1	Basic Pension	868.04
2	Dearness Relief (28%)	243.05
3	Medical Allowance	15.39
4	Total	1,126.48

12.10. The monthly expenditure on pension due to revision is estimated at ₹ 1229.66 Cr, considering 10% in recommended by the Commission and the increase of ₹ 200 per month is recommended in Medical Allowances (which will be stopped once Medical Insurance is introduced), as given below:

Sl. No.	Description	Amount (₹ in Crores)
1	Basic Pension (868.04 ×1.38)	1197.90
2	Dearness Relief	0
3	Medical Allowance	26.68
4	Special Care Allowance	5.08
	Total	1,229.66

Hence there will be an additional financial commitment of ₹ 103.18 Cr per month due to the Pension revision. Hence the annual additional financial commitment due to the revision of Pension will be around 1238.16 Cr.

Total Financial Commitment due to Pay/ Pension Revision:

12.11. The Commission estimates the total annual additional financial commitment due to pay/ pension revision to be ₹ 4810.29 crore.

Sl. No.	Description	Additional Commitment (₹ in Crores)
1	Pay Revision	2263.43
2	House Rent Allowance	1,189.50
3	Other Allowance	109.20
4	Expansion of Time Bound Higher Grade and Career Advancement scheme	10.0
5	Pension revision	1238.16
	Total	4810.29

MEASURES FOR FINANCIAL MANAGEMENT

12.12. The resources required for the revision of pay and allowances and pension have to be located over and above the regular provision for these payments. The Commission suggests the following as some of the possible measures to manage the fiscal impact of the revision.

1. As already discussed in Chapter 3, the current pay revision would be a strain on the finances of the State. The estimate of the elasticity of salaries and pension outgo with respect to fiscal deficit for the period 2004-05 to 2019-20 shows that a one percent increase in salaries and pension goes with a 1.53 percent increase in Fiscal Deficit in the State. In the years when arrears are disbursed, Fiscal Deficit would have a still higher impact on the economy. In 2021-22, the nominal growth rate of the economy is estimated to be 6.6 percent and assuming 6 percent inflation, the real growth rate would be a mere 0.6 percent. Hence implementing the pay revision recommendations and disbursing arrears along with it would be a massive burden on the economy. It will therefore be more prudent to disburse the arrears for the period from 01.07.2019 to the date of implementation of the revision in instalments starting from 2022-23.
2. Dearness Allowance as on 01.07.2019 has been subsumed in the new basic pay. DA falls due every six months, and so three instalments of DA would normally have been payable with effect from 01.01.2020, 01.07.2020 and 01.01.2021. As discussed in the Chapter on Allowances, the Central Government and most State Governments have decided not to sanction the three instalments of DA to conserve funds for fighting Covid 19. The State Government could defer the decision to a later date.

3. The enhancement of Allowances as part of pay revision is usually done with prospective effect. The revision of Allowances may be given with effect from 01.07.2021. House Rent Allowance, in respect of which the financial commitment would be high, may be revised with effect from 01.07.2022 when the financial burden is expected to be eased.
4. There is a provision of ₹ 5768 crores in the current years' budget for payment of lumpsum benefits at the time of retirement. This includes ₹ 2007 Cr for Gratuities, ₹ 3077 Cr for Commutation value and ₹ 683 Cr for surrender of earned leave. It would be possible to conserve this amount of ₹ 5768 Cr by deferring the expenditure by one year - in other words, postponing the retirements by one year, raising the age of retirement to 57. This will free adequate funds for capital spending and for transfer to the local bodies.

APPENDICES



GOVERNMENT OF KERALA
Abstract

Revision of pay of Government employees, staff of educational institutions, local bodies, etc. – Constitution of Pay Revision Commission – Orders issued.

FINANCE (SECRET SECTION) DEPARTMENT
G.O. (Ms) No.414/2019/Fin. Thiruvananthapuram, dated 06.11.2019.

ORDER

Government hereby appoint a Pay Revision Commission consisting of the following members to study and make recommendations on revising the pay and allowances and other benefits of the State Government employees including teaching and non-teaching staff of Aided educational institutions, local bodies, etc.

1. Sri. K. Mohandas IAS (Retd.) (Chairman)
2. Prof. M. K. Sukumaran Nair,
Honorary Director, Centre for Budgetary Studies, Cochin University
of Science and Technology. (Member)
3. Adv. Ashok Mamen Cherian (Member)

2. The Terms of Reference of the Commission shall be as follows: -

- i) To suggest modifications, if found necessary, for the pay and allowances of;
 - a) Posts under Government Service, including Part-time Contingent Service and Casual Sweepers
 - b) Posts under Education Institutions of the Government, Aided Schools and Colleges and also such institutions covered by Direct

Payment Scheme, including employees in Part-time posts and Casual Sweepers and excluding those posts covered by UGC/AICTE schemes of Scales of Pay and also posts for which, Central Scale of Pay have already been allowed such as Teaching Staff in Medical Colleges and Judicial Officers etc. and

c) Posts under Local Bodies and Universities except those covered by AICTE/UGC/Central Schemes.

- ii) To examine the present structure of Pay and Allowances and Other Emoluments and Service conditions including, promotional avenues and fringe benefits available to the above categories of employees and suggest changes, if any required.
- iii) The commission shall also examine the scope of introducing non-cadre promotion to various categories of both gazetted and non-gazetted posts who continue in the entry cadres for long periods of service.
- iv) To examine and suggest changes, if any, to the benefits available to Service Pensioners.
- v) To consider the scope of extending the benefits which are available to Central Government employees at present, but not available to the State Government employees.
- vi) To look into the cases of anomalies in the last Pay Revision specifically referred to the commission by Government and suggest remedial measures.
- vii) To examine the present Civil Service set up as a whole and make suggestions to increase efficiency, social accountability and making Civil Service more people friendly
- viii) To consider the need for a gender sensitive service structure especially multifaceted issues faced by women employees and make suggestions for remedial measures

- ix) To review the existing rules and procedures for fixation of pay and suggest methods for simplification thereof with a view to reduce cost and time spent on such exercises.
- x) To assess and indicate the additional financial commitment on account of implementation of its recommendations, including the methodology/ assumptions adopted for such assessment.

3. The Commission shall submit its report within a period of six months.

By Order of the Governor,

MANOJ JOSHI,
Additional Chief Secretary (Finance)

To

- Sri. K. Mohandas IAS (Retd.) (Chairman).
Prof. M. K. Sukumaran Nair,
Honorary Director, Centre for Budgetary Studies, Cochin
University of Science and Technology. (Member).
Adv. Ashok Mamen Cherian (Member).
The Accountant General (A&E), Kerala, Thiruvananthapuram.
The Accountant General (G&SSA), Kerala, Thiruvananthapuram.
The Accountant General (E&RSA), Kerala, Thiruvananthapuram.
All Heads of Departments and Offices.
All Departments (all Sections) of the Secretariat including Law
Department.
The Director of Treasuries, Thiruvananthapuram.
The Secretary, Kerala Public Service Commission,
Thiruvananthapuram (with C.L.).
The Secretary, Kerala State Electricity Board, Thiruvananthapuram
(with C.L.).
The Managing Director, K S R T C, Thiruvananthapuram (with C.L.).
The Registrar, High Court of Kerala, Ernakulam (with C.L.).
The Registrar, University of Kerala/Cochin/Calicut/Mahatma
Gandhi/Kannur/ Kerala Agricultural University/Sree
Sankaracharya Sanskrit University/APJ Abdul Kalam
Technological University/Kerala University of Fisheries
and Ocean Studies/Kerala University of Health Sciences/
Kerala Veterinary and Animal Sciences University/
Thunchath Ezhuthachan Malayalam University
(with C.L.).
The Advocate General, Kerala, Ernakulam (with C.L.).

All Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries and Under Secretaries to Government.
The Secretary to Governor.
The Private Secretaries to Chief Minister and other Ministers, Government Chief Whip and Leader of Opposition.
The Private Secretary to Speaker/Deputy Speaker.
The Director of Public Relations, Thiruvananthapuram
The Additional Secretary to Chief Secretary
The Managing Directors/General Managers of all Government Companies/Boards/ Corporations/Autonomous Bodies
Nodal Officer, www.finance.kerala.gov.in
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Section Officer



GOVERNMENT OF KERALA

Abstract

Revision of pay and allowances of officers and staff of the High Court of Kerala – Entrusting Eleventh Pay Revision Commission to study and make recommendations – Orders issued.

FINANCE (SECRET SECTION) DEPARTMENT
G.O. (Ms) No.425/2019/Fin. Thiruvananthapuram, dated 12.11.2019.

Read:- G.O.(Ms.) No.414/2019/Fin. dated 06.11.2019.

ORDER

Government have constituted XIth Pay Revision Commission to study and make recommendations on revising the pay and allowances of the State Government employees vide Government Order read above. Now, Government are pleased to entrust the above Commission to examine and make recommendations on revision of pay and allowances and other benefits of High Court employees confining to the Terms of Reference in the Government Order read above.

By Order of the Governor,

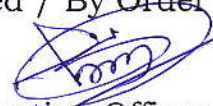
MANOJ JOSHI,
Additional Chief Secretary (Finance)

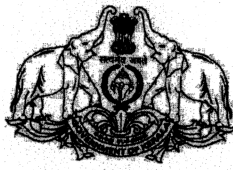
To

- Sri. K. Mohandas IAS (Retd.) Chairman, 11th Pay Revision Commission (with C.L.).
- Prof. M. K. Sukumaran Nair, Member, 11th Pay Revision Commission (with C.L.).
- Adv. Ashok Mamen Cherian, Member, 11th Pay Revision Commission (with C.L.).
- The Accountant General (A&E), Kerala, Thiruvananthapuram.
- The Accountant General (G&SSA), Kerala, Thiruvananthapuram.
- The Accountant General (E&RSA), Kerala, Thiruvananthapuram.
- The Registrar, High Court of Kerala, Ernakulam (with C.L).
- The Secretary to Governor.
- The Private Secretaries to Chief Minister/Minister

The Director of Public Relations, Thiruvananthapuram.
PA to Additional Chief Secretary (Finance)/Principal Secretary
(Finance Resources)/Principal Secretary (Finance Expenditure).
Nodal Officer, www.finance.kerala.gov.in
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Section Officer



GOVERNMENT OF KERALA

Abstract

Revision of pay and allowances of officers and staff of the Kerala Water Authority, Municipal/Corporation contingent employees and employees of various grant in aid institutions in Kerala -Entrusting Eleventh Pay Revision Commission to study and make recommendations-Orders issued.

FINANCE (SECRET SECTION) DEPARTMENT

G.O. (Ms) No.40 /2020/Fin. Dated, Thiruvananthapuram, 17.03.2020.

Read G.O.(Ms) No. 414/2019/Fin. dated 06.11.2019.

ORDER

Government have constituted Eleventh Pay Revision Commission to study and make recommendations on revising the pay and allowances of the State Government employees vide Government Order read above. Now Government are pleased to entrust the above Commission to examine and make recommendations on revision of pay and allowances and other benefits of officers and staff of the Kerala Water Authority, Municipal/Corporation contingent employees and employees of various Grant in aid institutions in Kerala confining to the Terms of Reference issued in the Government Order read above.

(By Order of the Governor)

MINI V.R.,
Additional Secretary (Finance)

To

1. SriK.Mohandas IAS (Retd.) Chairman, 11th Pay Revision Commission (with C.L.)
2. Prof. M. Sukumaran Nair, Member, 11th Pay Revision Commission (with C.L.)
3. Adv. Ashok Mamen Cherian, Member, 11thPay Revision Commission (with C.L.)
4. The Secretary,Eleventh Pay Revision Commission, Thiruvananthapuram.
5. The Accountant General(A&E), Kerala, Thiruvananthapuram.
6. The Accountant General(G&SSA), Kerala, Thiruvananthapuram.
7. The Accountant General(E&RSA), Kerala, Thiruvananthapuram.
8. All Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries and Under Secretaries to Government.
9. The Managing Director, Kerala Water Authority, Thiruvananthapuram.
10. The Director of Urban Affairs, Thiruvananthapuram.
11. The Private Secretaries to Chief Minister and other Ministers, Government Chief Whip and Leader of Opposition,
12. Under Secretary to Additional Chief Secretary (Finance).
13. Nodal Officer, www.finance.kerala.gov.in
14. Stock File / Office Copy (SS2/13/2019-FIN E 1245658)

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GOVERNMENT OF KERALA

Abstract

Eleventh Pay Revision Commission for revision of pay and allowances of Government employees, staff of educational institutions, local bodies etc – Tenure extended – Orders issued.

FINANCE (SECRET SECTION) DEPARTMENT

G.O. (Ms) No. 54/2020/Fin.

Dated, Thiruvananthapuram, 07.05.2020.

- Read:-
1. G.O. (Ms) No. 419/2019/Fin dated 06.11.2019
 2. Letter No. 1832/A1/2020/XI PRC dated 24.03.2020 of the Secretary, 11th Pay Revision Commission,

ORDER

In the Government Order read as 1st paper above, Government have appointed the 11th Pay Revision Commission to study and make recommendations on revising the pay and allowances and other benefits of Government employees, staff of educational institutions, local bodies etc and the tenure was fixed for a period of six months. The Secretary, 11th Pay Revision Commission, in the letter read above, has requested to extend the tenure of the Commission for a further period up to 31.12.2020 to complete its assignment.

2. Government have examined the matter in detail and are pleased to extend the tenure of the Commission for a further period up to 31.12.2020.

By Order of the Governor,

**MINI V.R.,
Additional Secretary (Finance).**

To

- Sri. K Mohandas, IAS(Retd.), Chairman, 11th Pay Revision Commission.
- Prof. M.K Sukumaran Nair, Member, 11th Pay Revision Commission.
- Adv. Ashok Mamen Cherian, Member, 11th Pay Revision Commission.
- The Secretary, 11th Pay Revision Commission.
- The Principal Accountant General (G&SSA), Kerala, Thiruvananthapuram.
- The Principal Accountant General (A&E), Kerala, Thiruvananthapuram
- The Accountant General (E&RSA), Kerala, Thiruvananthapuram
- All Heads of Departments and Offices.
- All Departments (All Sections) of the Secretariat including Law Dept.
- The Special Secretary to Chief Secretary.
- The Managing Director /General Managers of Public Sector Undertakings/Corporations/Autonomous Bodies.
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Meghi G
Section Officer



Spl. MS



GOVERNMENT OF KERALA

Abstract

Eleventh Pay Revision Commission for revision of pay and allowance of Government employees, Staff of educational institutions, Local bodies etc – Tenure extended – Orders issued.

FINANCE (SECRET SECTION) DEPARTMENT

G.O.(Ms.) No.5/2021/Fin

Thiruvananthapuram, dated 08.01.2021

- Read:-* 1) G.O.(Ms.) No.414/2019/Fin. dated 06.11.2019.
2) G.O.(Ms.) No.54/2020/Fin. dated 07.05.2020.
3) Letter No. 1/PA/XI PRC/2020 dated 01.12.2020 of the Chairman,
11th Pay Revision Commission.

ORDER

In the Government Order read as 1st paper above, Government have appointed the 11th Pay Revision Commission to study and make recommendations on revising the pay and allowances of the State Government employees, Staff of educational institutions, Local bodies etc and the tenure was fixed for a period of six months. The term of the Commission was further extended upto 31.12.2020 vide Government Order 2nd cited. The Chairman, 11th Pay revision Commission, in the Letter read 3rd paper above, has requested to extend the tenure of the commission for a further period up to 30 June 2021 to complete its assignment due to unprecedented adverse conditions.

2. Government have examined the matter in detail and are pleased to extend the tenure of the Commission for a further period up to 30.06.2021.

By Order of the Governor,
MINI V.R.,
Additional Secretary

To

- Sri. K. Mohandas IAS (Retd.) Chairman, 11th Pay Revision Commission.
Prof. M. K. Sukumaran Nair, Member, 11th Pay Revision Commission.
Adv. Ashok Mamen Cherian, Member, 11th Pay Revision Commission.
✓ The Secretary, 11th Pay Revision Commission.
The Principal Accountant General (G&SSA), Kerala, Thiruvananthapuram.
The Principal Accountant General (A&E), Kerala, Thiruvananthapuram.
The Accountant General (E&RSA), Kerala, Thiruvananthapuram.
All Heads of Departments and Offices.
All Departments (All Sections) of the Secretariat including Law Dept.
The Special Secretary to Chief Secretary.
Nodal Officer, www.finance.kerala.gov.in
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Section Officer

PAY REVISION COMMISSION 2019

QUESTIONNAIRE

**PAY REVISION COMMISSION,
GOVERNMENT OF KERALA,
THIRUVANANTHAPURAM**
Official Website – www.prc.kerala.gov.in

Part I

Introduction

The Government of Kerala have periodically constituted State Pay Commissions to make recommendations to the Government on issues like improvements in the structure of emoluments and other service conditions of all those who draw salary from the state exchequer and also on the benefits allowed to the state service pensioners. The First Pay Revision Commission of Kerala was in 1957, and at that time, the focus was on the integration of the services under the erstwhile Travancore- Cochin and Malabar district of Madras State. So far ten Pay Revision Commissions were appointed by the Government to look into the above aspects. Though pay and allowances of State Government employees were revised in 1974, the task was entrusted with a Special Officer and not a Commission. In 1992 a pay equalization committee was set up for studying the possibility of granting parity with Central rates and orders were issued on that basis.

2. The Government of Kerala has now set up the Eleventh Pay Revision Commission (hereafter referred to as PRC) by G.O. (MS) No.414/2019/Fin dated 06.11.2019 with Sri.K.Mohandas IAS (Rtd.) as Chairman, Prof. M. K. Sukumaran Nair, Honorary Director, Centre for Budgetary Studies, Cochin University of Science and Technology, and Kerala High Court Adv. Ashok Mamen Cherian as Members . The Terms of Reference (TOR) are the following:

- i) To suggest modifications, if found necessary, for the pay and allowances of;
 - a) Posts under Government Service, including Part-time Contingent Service and Casual Sweepers.
 - b) Posts under Education Institutions of the Government, Aided Schools and Colleges and also such Institutions covered by Direct Payment Scheme, including employees in part time posts and Casual Sweepers and excluding those posts covered by UGC/AICTE schemes of Scales of Pay and also posts for which, Central Scale of Pay has already been allowed such as Teaching Staff in Medical Colleges, Judicial Officers, etc. and
 - c) Posts under Local Bodies and Universities except those covered by AICTE/UGC/Central Schemes.

- ii) To examine the present structure of Pay and Allowances and Other Emoluments and Service conditions including, Promotional Avenues and Fringe Benefits available to the above categories of employees and suggest changes, if any required.
- iii) The Commission shall also examine the scope of introducing non- cadre promotion to various categories of both gazetted and non- gazetted posts who continue in the entry cadres for long periods of service.
- iv) To examine and suggest changes, if any, to the benefits available to Service Pensioners.
- v) To consider the scope of extending the benefits which are available to Central Government employees at present but not available to the State Government employees.
- vi) To look into the cases of anomalies in the last Pay Revision specifically referred to the Commission by Government and suggest remedial measures.
- vii) To examine the present Civil Service set up as a whole and make suggestions to increase efficiency, social accountability and making Civil Service more people friendly.
- viii) To consider the need for a gender sensitive service structure especially multifaceted issues faced by women employees and make suggestions for remedial measures.
- ix) To review the existing rules and procedures for fixation of pay and suggest methods for simplification thereof with a view to reduce cost and time spent on such exercises.
- x) To assess and indicate the additional financial commitment on account of implementation of its recommendations, including the methodology/ assumptions adopted for such assessment.

3. Further, the Government of Kerala , as per G.O (M.S) No.425/2019/Fin dated 12.11.2019, have entrusted the Commission the task of examining and making recommendations on revising the pay and allowances and other benefits of High Court employees.

4. The Pay Revision Commission would benefit a great deal from inputs received from organizations and individuals having an interest in its Terms of Reference. With this in view, a background note on the existing structure of pay and other related matters is appended in Part-II along with a questionnaire.

5. The objective of the questionnaire is to elicit the views from the public and others concerned. The content or language of the questions is not to be taken as indicative of the views of the Pay Revision Commission.

PART - II

BACKGROUND NOTE

The Pay Revision Commissions, both in Central and State Governments have a role that is not limited to that of recommending changes in pay and allowances. The Governments look upon each Commissions as an advisory body to suggest timely changes for improving accountability and quality of civil service also. The Commission has to fulfill this responsibility, balancing the aspirations of the three stakeholders of the civil services, namely civil servants, the public and the Government.

2. The civil service in the country is at a crucial juncture. The introduction of IT and ITES in governance requires radical restructuring of bureaucracy in tune with the new technology and re engineering of processes. The legislations aimed at the improvement of service delivery of the Government demand its employees to be more transparent and accountable than ever before. A positive change, both attitudinal and functional, is to be infused into the working style of the civil servants. The Commission likes to examine these aspects specifically and wishes to give its recommendations that will enable the civil service of Kerala to transform itself into a more transparent, efficient and accountable entity. **The last revision of pay and allowances was implemented with effect from 01.07.2014.**

3. The scope for promotion is not uniform in the various departments due to diverse reasons. In order to rectify the disparity, non cadre promotions and Career Advancement Scheme have been introduced. After implementation of the 10th Pay Commission Report with effect from 01.07.2014, three installments of DA at the rate of 3% w.e.f. 01/01/2015, 3% w.e.f. 01/07/2015 and 3% w.e.f. 01/01/2016 were sanctioned and at present the rate of D.A. is 20% with effect from 01.07.2018. Two more installments of D.A at the rates of 3% and 5% with effect from 01.01.2019 and 01.07.2019 respectively are yet to be sanctioned . The 6th Central Pay Commission had recommended some benefits like education allowance, transport allowance etc to its employees which are not being enjoyed by the State Government Employees.

4. There is a perception that efficiency of service delivery in Government is not on par with other sectors, even though its employees are enjoying better emoluments. The introduction of various Acts have made the public services more transparent, but the style and functioning of the Government machinery is not on a satisfactory level as it is expected to be. A radical change, if introduced, in the present system of appraisal of service and linking incentives based on performance may help to improve the output of the Government.

5. Even though the State of Kerala is in the forefront of the IT industry, the State lags behind in introducing IT enabled services in areas of governance. The experience of some States who are pioneers in the introduction of Information Technology in governance, certifies that information technology increases the quality and pace of service as well as helping to prevent corruption to a large extent. Keeping this in view, Government have introduced e-office system in the Government Secretariat and efforts are underway to extend this system to all Government offices. e-Office File Management system (e-File) is a Digital Workplace Solution to automate File Management in Government offices. The e-Office project in Kerala envisions modernizing government offices and getting rid of manual paper file processing and replacing it with a digital workflow system. In the process, the government offices will be transformed to 'paperless office' gaining the immense benefits of faster decision making aided by electronic mode of communication. Similarly several services such as issue of certificates, remittance of money to Government etc. have been transferred to digital platform and

people have started experiencing the fruits of this development. Some of the e-governance initiatives by State Government are as follows:

- e-District
- e-Procurement
- e-Pos
- CCTNS - Police
- e-Panchayath
- State Service Delivery Gateway (SSDG)
- Integrated Finance Management System Project (IFMS)
- BiMS (Bill Information and Management System)
- BAMS (Budget Allocation & Monitoring System)
- WAMS (Ways and Means System)
- PRISM (Pensioner Information System)
- SPARK (Service and Payroll Administrative Repository for Kerala)
- PRICE (Project Information and Cost Estimation)
- e-Tender
- IT@School Project

6. But the Government cannot be content with what has been achieved in this area. We have to explore the frontier areas in government service where Information Technology can be adopted to ensure better service delivery.

7. Even after the reintroduction of Running Master Scale, the complexity in procedures for fixation of pay still remains. The 7th Central Pay Commission has introduced the system of Pay Matrix. It is worth examining whether this system may be followed in the State also.

There are at present 5,15,639 (2019-20) employees (permanent and temporary) including All India Service Officers, Officers covered by UGC/AICTE, teaching/non teaching staff of Aided Schools/Colleges etc., part-time contingent employees/sweepers, employees on consolidated pay etc. whose salary is directly paid from the Consolidated Fund of the State. (Please refer to Table-1 below) [**Data as per the State Budget 2019-20**]

TABLE – 1

Number of employees getting salary directly from Government
Category and Number of Employees (2019-2020)

Details of Staff	Number of Staff
A) Number of Government employees coming under various departments	377065
B) Teaching and Non-teaching staff of private schools/Colleges/Engineering Colleges/Polytechnics	
i) Aided School Staff	
a) Teaching staff	110446
b) Non-teaching staff	9488
ii) Private College Staff	
a) Teaching staff	9411
b) Non-teaching staff	7326
iii) Staff of Private Engineering College and Private Polytechnics	
a) Teaching staff	1144
b) Non-teaching staff	240
iv) Private Ayurveda Medical College Staff	
a) Teaching staff	183
b) Non-teaching staff	87
v) Private Homoeo Medical College Staff	
a) Teaching staff	120
b) Non-teaching staff	129
Total (B)	138574
Total number of employees (A+B)	515639

8. As per Finance accounts 2018-19, the expenditure incurred on salaries was 33.94 % and that on pensions 20.47 % of the revenues of the State. The expenditure on interest payments during the year came to 18.04 % of the Revenue Receipts. Thus, salaries, pensions and interest payments came to 72.45 % of the State's Revenue Receipts.

Questionnaire

Notes:- 1. The objective of the questionnaire is to elicit the views from the public and others concerned. The Commission has not taken any view in these matters, and the content or language of the questions is not to be taken as indicative of the views of the Commission

2. The answers may be of general applicability to all the departments, or may be specifically in respect of identified departments.

3. Please give descriptive replies relating to matters of interest or concern to you, preferably less than 250 words. Supporting documents may also be attached.

4. The Commission will receive suggestions / representations in respect of any matters covered by its Terms of Reference, even if it is not included in the questionnaire.

5. The answers may be in English or Malayalam.

I. Structure of Pay and Allowances

I.1) Whether improvements/modifications, are necessary in the present structure of pay and allowances based on factors like parity with Central Government / Public sector /Private sector or the nature of work performed by different departments?

I.2) The pay and allowances of Central Government Employees and of employees of several State Governments are being revised every 10 years, while that of

Kerala Government employees is revised every 5 years. In your view what is the right approach?

- I.3) Do you feel that the expenditure for salaries and pensions should not exceed a certain percentage of the State's revenue? If so, what should that level be?
- I.4) Is there any service where the present salary package of State Government cannot attract suitable talents?
- I.5) The 10th Pay Revision Commission suggested 27 scales of pay. Do you consider this optimal? If not, explain?
- I.6) The 7th Central Pay Commission introduced the system of Pay Matrix. Do you think this practice is suitable in State Government ?
- I.7) Is the present system of Master Scale of Pay beneficial to the employees?
- I.8) The lowest monthly emoluments of a State Government employee as on 01.07.2018 come to Rs. 19800 (Pay + D.A i.e., 16500+ {20% of 16500}) which would become Rs. 21,120 as on 01.07.2019 if two installments of D.A at the rate of 3% and 5% due as on 01.01.2019 and 01.07.2019 respectively are sanctioned. In the Central Government, the corresponding figure as on 01.07.2019 is Rs.21060 (18000+17% D.A). The maximum emoluments of State Government Employees as on 01.07.2018 come to Rs. 1,44,000/- (Pay + DA i.e., 1,20,000+{20% of 120000}) which would become Rs.1,53,600/- as on 01.07.2019 if two instalments of DA at the rate of 3% and 5% due as on 01.01.2019 and 01.07.2019 respectively are sanctioned.

What is your view regarding minimum and maximum emoluments of State Government Employees ?

- I.9) Do you consider that the minimum pay in the State Government Service should bear relation to Per capita income of the State Minimum Wages in the other sectors (Industry, Agriculture, etc.), Need Based Minimum Wages, Cost of Living or any other factor?
- I.10) At present there are different rates of increments in a scale. Is it desirable to switch over to a uniform rate of increment throughout the scale?

- I.11) At present the lowest rate of increment is Rs.500/- and the highest rate is Rs.2400/- What according to you would be reasonable figures?
- I.12) Do you think the present rates of HRA should be changed?
- I.13) In your view, are the presently available compensatory allowances adequate?
- I.14) What is your opinion on the existing schemes relating to the grant of TA/DA, Permanent Travelling Allowance/Permanent Conveyance Allowance?
- I.15) At present allowances such as special allowance, compensatory allowance, risk allowance, non practicing allowance, uniform allowance, additional special allowance etc. are enjoyed by employees. Is any of these allowances irrational or inadequate?
- I.16) In your view, are there benefits available for Central Government employees which deserve to be extended to State Government Employees ?
- I.17) Do you think the existing rules and procedures for fixation of pay are complex? If so, suggest methods for simplification with a view to reduce cost and time spent on such exercises.
- I.18) What are your comments on Service and Pay Roll Administrative Repository for Kerala (SPARK)?

II. Promotion and related issues.

- II.1) Do you feel that the scope for promotions in State Government Services is adequate?
- II.2) If there is a need to improve the scope for promotion, what are the advantages and disadvantages with (i) Time Bound Higher Grade, (ii) Non Cadre Grade Promotion, (iii) Ratio Based Higher Grades, and (iv) Common seniority based grades for posts falling under the same category across various Departments.
- II.3) Can the Career Advancement Scheme for professional categories be made applicable to non professional categories also?

- II.4) Is merit also to be considered along with seniority for granting promotion to non selection posts, with a view to ensuring quality and efficiency in service?
- II.5) Do you think that the age-based exemptions given from passing departmental examinations should be continued?
- II.6) There are instances when a higher ranked person in the Kerala Public Service Commission list faces stagnation in a particular department whereas a person ranked lower than him in the same list obtains quicker promotion in another department where promotion opportunities are better. Suggest your views on rectifying such an anomaly, if it can be termed as anomaly.

III. Pension

- III.1) Do you have any suggestion to improve the existing statutory pension scheme under Part III, KSR, for those covered by it?
- III.2) At present full pension is allowed for persons with a minimum of 30 years of qualifying service. Do you think there is a scope for change in this stipulation?
- III.3) Should there be a ceiling on pension?
- III.4) Is any change necessary in the mode of calculation of pension?
- III.5) Are there any anomalies in the existing scheme of One Rank One Pension?
- III.6) Should the existing system of granting Compassionate Allowance be continued?
- III.7) Is it necessary to grant Family Pension to the family of persons in receipt of Compassionate Allowance ?
- III.8) Are you satisfied with the existing rules relating to encashment of Earned Leave at the time of retirement?
- III.9) What are your views on the existing norms regarding Death cum Retirement Gratuity?
- III.10) What should be the maximum amount of Death cum Retirement Gratuity?
- III.11) Do the Ex-gratia Pension rules require any change?

- III.12) Have you come across any specific cases of anomalies or inadequacies as a result of the operation of the present pension rules? If so, please give examples with practical suggestions to rectify them.
- III.13) Do you suggest any change in the present scheme of voluntary retirement under Part III, KSR?
- III.14) Do you consider that the Liberalized Family Pension Scheme introduced from 1.4.1964 and revised from time to time is adequate?
- III.15) Give your comments on the present rules and rates regarding the Commutation of Pension and the restoration of the commuted portion after 12 years.
- III.16) What difficulties, if any, are faced in the drawal of pension and what are your suggestions for improvement?
- III.17) Do you think that the retirement age be changed?
- III.18) If raising of the retirement age would affect the employment prospects of the youth, what schemes/ programmes could be launched for creating more jobs?

IV. Efficiency, Social Accountability and People-friendliness of the Civil Service

- IV.1) What is your assessment of the efficiency, accountability and people friendliness of the state civil service?
- IV.2) Is the attitude of the Government servants towards the public satisfactory ; if not , what are your suggestions for improvement?
- IV.3) What are the areas where the adoption of technology can make an immediate qualitative difference in the delivery of services? Do you think that proper process reengineering has been done in places where technology has been adopted?
- IV.4) What would be an appropriate system for social auditing?
- IV.5) Do you think that the Right to Service Act has made an improvement in the delivery of services? What changes would you suggest?

- IV.6) Is there scope for further decentralization of functions and delegation of powers to either local governments or to departmental officers in the hierarchy?
- IV.7) Are there any activities/ programmes/ practices etc of the government which you feel are unnecessary, avoidable, obsolete or of no benefit to the public?
- IV.8) Do you think the introduction of suitability tests at regular intervals of career for promotion as well as lateral entry, introduction of performance linked incentives, introduction of efficiency bar for granting increments, modification of recruitment policy etc. would help to improve the quality of the civil service.
- IV.9) Do you think there should be changes in the current practice regarding working days/ working hours?
- IV.10) Do you think there is a lack of sufficient infrastructure and amenities in the office premises that affects the output of the Government servants?
- IV.11) What is your view on the existing measures to prevent corruption? What improvements are possible?
- IV.12) Do you think that the introduction of system of monetary reward for high achievers as followed in private sector will improve efficiency in Government sector?
- IV.13) What measures would you suggest to reduce the incidence and impact of lifestyle diseases on the Government employees who are required to sit in their chairs for long hours?
- IV.14) At present do you find any Government Department/office overstaffed, or with idle manpower? If yes, what are they?
- IV.15) Do you find any Government Departments lack sufficient manpower? If yes, what are they?
- IV.16) Please suggest suitable redeployment methods and reskilling measures, necessary to enhance the efficiency in the delivery of Government Services.

IV.17) (For the Public, and not for officials) Based on your experience, what improvements would you suggest in the facilities/ systems for interaction with the public in (i) Village Offices, (ii) Taluk Offices, (iii) Grama Panchayats/ Block Panchayats/ Municipalities and Corporations, (iv) Police Stations, (v) Sub Registrar Offices (vi) Government Hospitals, or any other field offices.

V. Gender Issues

- V.1) What are the multifaceted issues faced by women employees and what measures do you suggest to solve these issues?
- V.2) What policies, programmes, processes, practices, rules, regulations and organisational structure do you suggest to make government service more gender sensitive?
- V.3) Do you think the existing facilities provided for women employees in the offices are adequate? If not, give suggestions?
- V.4) Do you think it is feasible to provide more crèches, breastfeeding facilities, rest rooms and toilets for the Government offices?
- V.5) Suggest measures for using Gender Budgeting as a tool for achieving a gender sensitive and family friendly working culture.
- V.6) Do you think the representation of women in any particular service is not in the right proportion? Do you consider it necessary to introduce gender quotas to enhance the number of women both at entry and promotion levels?
- V.7) Suggest measures, if necessary, to enhance women's professional advancement through specific training programmes, workshops, exposure visits etc.?
- V.8) Are the existing systems for handling cases of sexual harassment adequate and sufficient in Government Offices?

VI. Any other matter relevant with reference to the Terms of Reference of the Commission.

**DISCUSSIONS HELD BY THE COMMISSION WITH
EMPLOYEES/PENSIONERS' ASSOCIATIONS & OTHER ASSOCIATIONS**

Sl. No.	Organisation
A	EMPLOYEES' ASSOCIATIONS
1	ACME - Dental College Teachers Association
2	Agriculture Assistants Association
3	Agriculture Technical Staff Association
4	Aided Higher Secondary Teachers Association
5	Aided School Ministerial Staff Association
6	All Kerala APCOS Employees Union
7	All Kerala Dairy Farm Instructors Association
8	All Kerala Finger Print Bureau Staff Association
9	All Kerala Government Colleges Attenders Association
10	All Kerala Oriental Language Teachers Association
11	All Kerala Part Time Lectures Association
12	All Kerala Rehabilitation Technicians Association
13	All Kerala School Teachers Union (AKSTU)
14	All Kerala Siddha Attenders Association
15	All Kerala Trade Instructors And Tradesman Organisation
16	All Kerala Typists and Stenographer's Association
17	All Kerala Vector Control Unit Field Staff Association
18	All Kerala VHS Vocational Instructors Association
19	Animal Husbandry Field Officers Association - Affiliated with Kerala Livestock Inspectors Association
20	Archives Technical Staff Association
21	Association of Agricultural Officers of Kerala
22	Association of Animal Husbandry Field Officers (State Committee)
23	Association of Conservation Officers Kerala
24	Association of Engineers Kerala
25	Association of Psychiatric Social Work Professionals (APSWP)
26	Association of Sericulture Officers
27	Bhinnasheshi Kuttaima

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28	Casual Part Time Sweepers Union
29	Chemical Engineers Association of Kerala
30	Cinema Operators Association (COA)
31	Cinema Operator's Association of Animal Husbandry Department
32	Computing Employees Welfare Forum
33	Confederation of Kerala College Teachers
34	Dairy Department Lab Employees Association
35	Dairy Extension Officers Association
36	Democratic School Teachers Association
37	Departmental Physical Education Teachers Association
38	Differently Abled Employees' Association
39	Diploma Engineering Teachers Organisation
40	District Malaria Officers Forum
41	Economics & Statistics Technical Staff Organisation (ESTSO)
42	Edu-Forte.Inn -An Academic Forum of Teacher Educators
43	Electrical Inspectorate Engineers Association
44	Electrical Inspectorate Skilled Assistants Association
45	Employees and Teachers Centre
46	Engineers Association of Directorate of Factories & Boilers Kerala
47	Extension Training Centre Lecturers Association
48	Federation of Engineering Employees in Local Administration (FEELA)
49	Federation Of Field Assistants & Field Officers Association
50	Forensic Science Staff Association
51	Government Ayurveda Therapists Co-ordination Committee
52	Govt. Hospital Nursing Assistant Attenders Staff Association
53	Govt. Part Time Contingent Staff Association
54	Ground Water Department Geophysists' Association
55	Ground Water Scientists Association of Kerala
56	Harbour Engineers Association
57	Higher Secondary School Teachers Association
58	HSS Principal's Association
59	Indian Association of Clinical Psychologist, Malabar Chapter

60	Indian para veterinary Association
61	Indian Veterinary Association - Kerala
62	Industrial Training Department Instructors Organisation
63	Insurance medical Services Auxialiary Nurses and Midwives Association
64	Joint Council of State Service Organizations
65	Kerala Advocate General's Department Staff Association
66	Kerala Agricultural Engineering Staff Association
67	Kerala Agricultural Ministerial Staff Federation (KAMSF)
68	Kerala Aided Higher Secondary Teachers Association
69	Kerala Aided Plus Two Lab Assistants Union
70	Kerala Aided School Last Grade Employees Union
71	Kerala Aided School Non Teaching Staff Association
72	Kerala Aided Teachers Association
73	Kerala Arabic Munshies Association
74	Kerala Arabic Teachers Federation
75	Kerala Civil Judicial Process Servers Association
76	Kerala Civil Judicial Staff Organization (State Committee Ernakulam)
77	Kerala Contingent Employees Federation
78	Kerala Criminal Judicial Staff Association (State Committee)
79	Kerala Dental Health Forum
80	Kerala DIET Association, Kerala
81	Kerala Education Department Ministerial Staff Union
82	Kerala Engineering Staff Association
83	Kerala Excise Drivers Association
84	Kerala Finance Secretariat Association
85	Kerala Fire Force Officers Association
86	Kerala Fire Service Association
87	Kerala Fire Service Drivers and Mechanics Association
88	Kerala Food Safety Enforcement Officers Association
89	Kerala Forest Drivers' Association, State Committee
90	Kerala Forest Ministerial Staff Union
91	Kerala Forest Protective Staff Association
92	Kerala Forest Protective Staff Sangh

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93	Kerala Forest Rangers' Association
94	Kerala Forest Staff Association, Thrissur
95	Kerala Gazetted Officers Association
96	Kerala Gazetted Officers Federation
97	Kerala Gazetted Officers Front
98	Kerala Gazetted Officers Front
99	Kerala Gazetted Officers Sangh
100	Kerala Gazetted Officers Union
101	Kerala Gazetted Officers Union
102	Kerala Government Agricultural Officers Association (KGAOA)
103	Kerala Government Ayurveda Medical Education Scientific Officer's Association
104	Kerala Government Ayurveda Medical Officers' Federation
105	Kerala Government Ayurveda Nurses Association
106	Kerala Government Ayurveda Pharmacists Association
107	Kerala Government Ayurveda Pharmacists Association
108	Kerala Government Ayurveda Therapist's Association
109	Kerala Government Clinical Psychologists Association
110	Kerala Government Cytotechnicians Association
111	Kerala Government Dental Hygienists Association, State Council
112	Kerala Government Dental Mechanics Association (KGDMA)
113	Kerala Government Dental Officers Forum (KGDOF)
114	Kerala Government Drivers Association (KGDA)
115	Kerala Government Homoeo Pharmacists Organization (KGHPO)
116	Kerala Government Hospital Employees Association
117	Kerala Government Insurance Medical Officers Association (KGIMOA)
118	Kerala Government Junior Public Health Nurse and Supervisors Union
119	Kerala Government Medical College Junior Laboratory Assistants (Medical) Association
120	Kerala Government Medical College Post Graduate Scientific Officers Association
121	Kerala Government Medical Laboratory Technicians Association
122	Kerala Government Medical Officers Association
123	Kerala Government Nurses Association

124	Kerala Government Nurses Union
125	Kerala Government Nurses Union
126	Kerala Government Oil Pump Employees Union
127	Kerala Government Optometrists' Association
128	Kerala Government Pharmacist Association (ESI Sub Committee)
129	Kerala Government Pharmacist Association (State Committee)
130	Kerala Government Press Employees Centre
131	Kerala Government Press Workers Congress
132	Kerala Government Press Workers Union (AITUC)
133	Kerala government Presses Employees union
134	Kerala Government Primary School Head Masters Association
135	Kerala Government Psychiatric Social Work Officers Association
136	Kerala Government Radiographers Association
137	Kerala Government Specialist Doctors Association
138	Kerala Government Tourism Department Vehicle Staff Association
139	Kerala Government Veterinary Officers Association
140	Kerala Govt Care Taker's Union
141	Kerala Govt Physiotherapist Association
142	Kerala Govt. Ayurveda Dept. Attenders, Nursing Assistant & Fourth Grade Employees Association
143	Kerala Govt. Class 4 Employees Union
144	Kerala Govt. Homoeo Employee's Association State Committee
145	Kerala Govt. Homoeo Medical Officers Association (State Committee)
146	Kerala Ground Water Department Employees Federation
147	Kerala Ground Water Department Staff Association
148	Kerala Health Inspectors Union
149	Kerala Health service Medical Records Employees Association
150	Kerala Health Services Dental Surgeons Association
151	Kerala Health Services Information Education Communication Officers Association (IECOA)
152	Kerala Health Services Laboratory Technicians Association State Committee
153	Kerala Health Services Ministerial Staff Association
154	Kerala Health vector Control Field Staff Federation

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155	Kerala Higher Secondary Lab Assistants Organisation
156	Kerala Higher Secondary Physical Education Teachers Forum
157	Kerala Higher Secondary Teachers Front (KHSTF)
158	Kerala Hs Teachers Union
159	Kerala Hydrographic Technical Staff Association
160	Kerala Ime & Winge Forum
161	Kerala Industrial Training Department Technical Staff Organisation
162	Kerala Irrigation Engineers Association
163	Kerala Irrigation Engineers Association
164	Kerala Jail Executive Officers Association
165	Kerala Jail Subordinate Officers Association
166	Kerala Labour Officers Forum
167	Kerala Land Revenue Staff Association
168	Kerala Law Secretariat Association
169	Kerala Legal Metrology Department Staff Association
170	Kerala Legal Metrology Enforcement Officers Association
171	Kerala Legislature Secretariat Association
172	Kerala Legislature Secretariat Employees Organisation
173	Kerala Legislature Secretariat Staff Association
174	Kerala Legislature Secretariat Staff Federation
175	Kerala Leprosy Eradication Staff Association (KLESA)
176	Kerala Library Association
177	Kerala Livestock Inspectors Association
178	Kerala Livestock Inspectors Union
179	Kerala Motor Vehicles Department Gazetted Officers Association
180	Kerala Motor Vehicles Department Staff Association
181	Kerala Municipal & Corporation Staff Association
182	Kerala Municipal & Corporation Staff Sangh
183	Kerala Municipal & Corporation Staff Union
184	Kerala NCC Civilian Staff Association
185	Kerala NGO Association
186	Kerala NGO Centre

187	Kerala NGO Front
188	Kerala NGO Front
189	Kerala NGO Sangh
190	Kerala NGO Union
191	Kerala Non Teaching Employees Organisation
192	Kerala Panchayat Samskarikanilayam Librarian's Association
193	Kerala Panchayath Employees Federation
194	Kerala Panchayath Employees Organisation
195	Kerala PhD Holders Higher Secondary Teachers Association
196	Kerala Police Association
197	Kerala Police Camp Followers Association (KPCFA) State Committee
198	Kerala Police Officers Association
199	Kerala Police Photographic Bureau Staff Association
200	Kerala Police Senior Officers' Association
201	Kerala Port Technical Staff Association
202	Kerala Pradesh School Teachers Association
203	Kerala Pradesh Teachers Association
204	Kerala Pre Primary Teachers & Aya's Association
205	Kerala Private College Ministerial Staff Association
206	Kerala Private College Ministerial Staff Federation
207	Kerala Private Primary Headmasters Association (KPPHA)
208	Kerala Private School Graduate Teachers Association
209	Kerala Private School Physical Education Teachers Association
210	Kerala Private Secondary School Head Masters Association
211	Kerala PSC Employees Sangh
212	Kerala PSC Employees Union
213	Kerala PSC Staff Association
214	Kerala PWD Electrical Wing Executive Employees Association
215	Kerala Revenue Department Staff Association (KRDSA)
216	Kerala Revenue Village Staff Organization
217	Kerala Rural Development Employees Organisation
218	Kerala School Teachers Association
219	Kerala School Teachers Association (KSTA)

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220	Kerala School Teachers Front (KSTF)
221	Kerala School Teachers Union (KSTU)
222	Kerala Scientific Assistants Association
223	Kerala Secretariat Association
224	Kerala Secretariat Clerical Assistants and Attenders Association
225	Kerala Secretariat Confidential Assistants Association
226	Kerala Secretariat Employees Association
227	Kerala Secretariat Last Grade Officers Association
228	Kerala Secretariat NGO Association
229	Kerala Secretariat Staff Association
230	Kerala Sergeants' Welfare Association
231	Kerala Soil & Water Conservation Engineering Staff Federation (KSWCEF)
232	Kerala Soil Conservation Officers Union
233	Kerala State Archives Staff Association
234	Kerala State Assistant Motor Vehicles Inspectors Association
235	Kerala State Audit Association
236	Kerala State Common Pool Librarians' Union
237	Kerala State Drugs Control Enforcement Officers Association
238	Kerala State Excise Officers Association
239	Kerala State Excise Staff Association
240	Kerala State Forest Protective Staff Organisation
241	Kerala State Govt. Ayurveda Medical Officers Association
242	Kerala State Govt. Ayurveda Specialist Medical Officers Association
243	Kerala State Health Inspectors Association (KSHIA)
244	Kerala State Hospital Workers Federation State Committee
245	Kerala State Pre-Primary Teachers Association
246	Kerala State Press Workers Sangh
247	Kerala State S.P.C.A Staff Association
248	Kerala State Special Branch CID Ministerial Staff (NGO) Association
249	Kerala State Special School (Hi&Vi) Head Masters Association
250	Kerala Tourism Department Managers Association
251	Kerala Urdu Teachers Association (KUTA)

252	Kerala Veterinarian's Service Association
253	Kerala VHSS Laboratory Technical Assistants Union
254	Kerala Vikalanga Association
255	Kerala Water Transport Lascars Union
256	LSGD Engineers Association, Kerala
257	Malappuram Botany Teachers Association
258	Medical Education Research & Scientific Staff Association
259	Ministerial Staff Organisation Of VHSE
260	Motor Vehicle Driver's Association
261	Museum & Zoo Employees Council
262	Panchayath Librarians Association
263	Pre Primary Teachers & Ayas Welfare Association Of Kerala
264	Private College Employees Sangh
265	Private School Specialist Teachers Union
266	PSC Employees Association, State Committee
267	Public Relations Department Staff Association
268	Rural Development Officers Association (Rdoa)
269	SCDD Hostel Qualified Cook Employees Organisation
270	Scheduled Caste Development Department Technical Staff Association
271	Sericultural Officers Union
272	Soil Survey & Conservation Department Ministerial Staff Association
273	Special School Teachers Forum
274	State Central Library Employees Association
275	State Employees Union (SEU)
276	State Ferry Employees Union
277	State Water Transport Department Employees Federation
278	State Water Transport Department Station Masters Union
279	State Water Transport Drivers Union
280	Steam & Motor Boat Crew Association
281	Survey & Land Records Technical (Office) Staff Association (State Committee)
282	Survey Field Staff Association State Committee
283	Survey Field Staff Organisation (State Committee)
284	Survey Office Technical Employees Union

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285	SWTD Syrangs' Association
286	Technical Education Engineering Diploma Holders Association
287	The Association of Dairy Officers
288	The Kerala Assistant Public Prosecutors Association, State Committee
289	The Kerala Dairy Development Department Ministerial Staff Association
290	The Kerala State Co-operative Inspectors and Auditors Association
291	Tissue Culture Technicians Employees Forum
292	Trade Instructors Union
293	United Physical Education Teachers Association
294	Vocational Higher Secondary Non- Vocational Lecturers Association
295	Wardens Association
B	PENSIONERS' ASSOCIATIONS
1	All Kerala Live Stock Inspector Rtd CIA Forum State Committee
2	Ecostat Pensioners Forum
3	Electrical Inspectorate Senior Engineers Association
4	FOCUS - Forum of Retired Chief Executives of Urban Local Bodies in Kerala State
5	Government Hospital Employees Pensioners Association
6	Government Service Pensioners Organisation
7	Judicial Staff Pensioners Association
8	Kerala Judicial Pensioners Welfare Association
9	Kerala Municipal & Corporation Pensioners Federation
10	Kerala Police Pensioners Association
11	Kerala Retired Teachers Congress
12	Kerala State Exgratia Pensioners welfare Organisation
13	Kerala State Pensioners Front
14	Kerala State Pensioners Sangh
15	Kerala State Police Pensioners Welfare Association
16	Kerala State Retired Specialty Abled Service Pensioners Welfare Organisation
17	Kerala State Service Pensioners Association (KSSPA)
18	Kerala State Service Pensioners Union (KSSPU)
19	KGOU Pensioners Forum
20	Personal Staff Pensioners Forum

21	Retired College Teachers Association, [Kerala]
22	Retired Revenue Koottayma
23	Retired Teachers and Employees Welfare Association (RTEWA)
24	Senior Citizens Service Council
25	Sree Narayana Pensioners Union (SNPU)
26	State NPS Employees Collective
27	The Secretariat Pensioners Welfare Association
C	OTHER ORGANISATIONS
1	One India One Pension Democratic Movement