



**REPORT OF THE TENTH PAY
REVISION COMMISSION
KERALA -2014**

July 2015

PREFACE

Kerala has achieved the distinction of being a 'high performing' State of the Indian Republic and development experts have often acclaimed what is described as the "Kerala Model" of economic and social development. Near universal literacy, high expectancy of life, access to electricity, drinking water and sanitation facilities are among the key parameters of Kerala's development record since independence. From the point of view of equity between the genders, Kerala offers probably the best prospects for the female child. These outcomes are greatly influenced by the performance of the agencies and manpower controlled by the Government of Kerala, supplemented significantly by private actors especially in education, health and other sectors. It is essential to provide an enabling environment to all workers in the State sector so that they continue to maintain high standards of integrity, efficiency and commitment to the furtherance of the goals chosen by the people of the State. The morale of public servants is closely linked to their salaries, pensions and access to affordable health care. Among the States of the Republic, at this point in time, Kerala affords one of the best remuneration packages to its employees and the relatively smooth functioning of the machinery of Government is an indicator of the satisfaction level among its employees. The task before the State now is to sustain the morale of its employees through the introduction of prudent and sustainable improvements in their pay packages and perquisites. It is equally important to ensure that the skill levels of State sector employees are enhanced in such a way that the productivity of the machinery of Government is maintained at a high level. The tax payers and common citizens are watching the performance of the Government and they rightly expect good value for their money.

In the middle of the second decade of the 21st century, Kerala's economy and society face some unprecedented challenges. On the one hand, fertility levels have declined over the years and Kerala faces an aging population. Today 12.6% of Kerala's population is above 60 years of age and 8.3% above 65 years of age. Fewer and fewer working people will have to support a rising number of the retired and elderly persons. Scarcity of workers within the State has led to migration of workers into Kerala from the rest of the country and wage levels have risen sharply in the last few years. A high-wage and low-productivity workforce is a serious threat to the State's economic advancement. Recent trends in the public finances of the State also cause serious concern. Our task as the Pay Revision Commission is to find a viable framework to provide an appropriate pay package to the State Government employees with due regard to the State's ability to pay.

Though life expectancy has been increasing steadily in Kerala for the last four decades, the retirement age of the State government employees remained at 55 years until 2011 when it was increased to 56 years. As of now, the average

age of joining in Government Service is 33 years, leaving only 23 years of effective service before retirement. This leads to liability for payment of pension for a much longer period than the period of service the employee has served. Further, the percentage of pensioners to serving employees is about 100%. If retirement age is not increased at least now, the situation will only worsen, leading to a much higher percentage of pensioners than serving employees, increasing the State's liability without any returns. Considering the improved health of the work force and longevity of life, the age of retirement should be raised appropriately. Both in the Central Government and in States, the trend is to raise the retirement age. In Government of India, the retirement age has been raised to 60 years and many of the States have already accepted the pattern adopted by the Centre and now there is hardly any State, where the retirement age is below 58 years. In Kerala also, the retirement age of teaching faculty of Medical Colleges, professors in Universities and the entire State government employees who joined service after introduction of contributory pension scheme is 60 years. Though 60 is the desirable retirement age, having regard to the resentment of the unemployed youth, we feel the retirement age of State Government Employees and Teachers should be increased to at least 58 years.

Pay revision has been going on Kerala in every 5 years and this Commission is also constituted 5 years after the last Pay Revision Commission to make recommendations to be effective from 01/07/2014. Though the terms of reference do not impose any specific restriction on the Commission on the limits of increase of pay or pension, the basic fact remains that the resources of the State belong to nearly 3.5 crores of people and a rising share of it should not be allotted in favour of government employees and pensioners, totalling around 10 lakhs only. Therefore, prudence requires us to keep in mind the other commitments of the State for development and for social welfare measures for the people as a whole.

Kerala's infrastructure is severely stressed already; its roads are in appalling condition; its schools are a sad tale of chronic neglect; its hospitals need investments in equipment, hospital beds, medicines and other essential items. Public investments in these sectors are urgently required even to sustain current levels of performance and failure to find adequate resources will lead to a rapid decline in performance, with very negative consequences for the entire economy and society. Kerala's future lies also in developing tourism and leisure activities in the State. With three operating international airports and a fourth on its way, Kerala is now poised to welcome rising numbers of domestic and international tourists and a boom in the tourism industry will generate thousands of jobs in Kerala. The Kerala Government has indeed some genuinely hard choices before them. At the same time, pay and pension hike periodically cannot be denied to government employees on the ground of financial constraints of the State. Keeping a balance between these two clashing considerations, we have offered various recommendations on pay

and pension increases. However, we feel, since inflation is taken care of through periodic D.A. revision for employees, which is currently twice in an year at the same rate granted by the Central Government, the pay and pension scales now recommended by us should be in force for a period of 10 years. Even with regard to Central rates of D.A. now paid to State Government employees, we feel the Government should make necessary modifications in the light of the forthcoming recommendations of the 7th Central Pay Commission, so that the State employees are not adversely affected.

The present machinery of Government has its origin in history and many categories and groups have been created for meeting specific needs of the time. Technology has advanced so rapidly that many of these posts could be abolished and cheaper and more efficient alternative arrangements could be made. The rapid advancement in Information Technology makes it feasible to create an essentially "paperless office". Adoption of Information Technology across the entire system of Government would result in huge savings on the one side and accelerate the delivery of service to the public. Both for reasons of economy and greater speed in the disposal of business in Government Departments, it is now absolutely essential to adopt information technology at every possible level in the Government. Many employees are not trained in the application of these technologies and their present skill levels are altogether inadequate to handle the new technology. Action should now be taken to encourage all categories of employees to acquire a minimum level of competence in the use of computers and information technology. Employees' associations have usually resisted adoption of new technologies for fear of retrenchment and unemployment. This fear is essentially misplaced. Adoption of new technology will enhance efficiency and create new and more remunerative opportunities of employment. It is not necessary to retrench existing workers and employees. Many of them could be trained in the new technology at least up to a certain level of competence and they could then be re-deployed in such a way that they could be retained in service up to the normal age of retirement. In future, the State should raise the educational and technical qualifications for entry into Government Service in such a way that, even at the entry level, the new employees are able to handle information technology and associated practices. The Government of Kerala has a special responsibility to be a leader in this area because Kerala has the most highly educated population in the country and Kerala will actually benefit by rapidly moving towards the creation of a machinery of Government which employs the new technology in every possible way. This would lead to huge economies and it will speed up the process of decision making and delivery of services to the public. It will also enhance the area of transparency within the Government and reduce the scope for malpractices and corruption.

There has been uniform demand from employees' organizations for reducing the period of service for full pension from 30 years. Having regard to the

average age of entry in service, we feel that the claim is justified and therefore we recommend a reduction in the actual period of service for full pension from 30 years to 25 years including those who have already retired. However, we feel that the benefits should be given prospectively and no arrears in this regard shall be payable to any pensioner.

There is also demand from the State government employees for introduction of 5 day week as in the case of Central government. On the face of it, the claim appears to us to be quite reasonable. However, what we notice is that Central government employees work 40 hours a week while in Kerala it is not so. Further most employees in Kerala live in their own homes and spend long hours travelling to their place of work and back. Hence it would be impossible to increase the working hours in government offices and educational institutions. Further it is a common knowledge that Kerala has large number of local holidays over and above the holidays declared by the Central government. In these circumstances, we are unable to endorse the suggestion by the employees' associations to introduce 5 day week in Kerala.

Though the terms of reference of our Commission are 14 in number, we are dealing in this report only with pay and pension revision. The remaining issues will be covered in detail in the 2nd part of the Report. Since we have not dealt with individual cases of employees or about specific situations, anomalies are bound to arise in the course of implementation of this report. Since the Commission is continuing to function, anomaly, if any, pointed out to the Government or felt by the Government in regard to any of our recommendations or with respect to its implementation, such anomalies may be referred to us for our views before Government takes a final view on it. Reserving all other issues to be covered by our next report, we give below our specific recommendations on pay and pension revision.

Thiruvananthapuram
10.07.2015.

Tenth Pay Revision Commission

ORGANISATION

Commission

1. Justice C.N.Ramachandran Nair, Chairman
2. Sri.K.V.Thomas, Member Secretary
3. Adv.T.V.George, Member

Secretariat

1. Smt. T.S. Sheeja, Additional Secretary
2. Sri. N.M. Raveendran, Joint Secretary
3. Sri. M. Salim, Deputy Secretary
4. Sri. Santhosh S.S., Under Secretary
5. Smt.Latha M.S., Under Secretary
6. Sri. M.K. SurabhishBabu, Accounts Officer
7. Smt. S.S. Manju, Accounts Officer
8. Sri. Prakas P. Joseph, Section Officer
9. Smt. S. Bindhu, Section Officer
10. Smt. Hazeena M., Section Officer
11. Sri. Prince C.S., Assistant Section Officer
12. Sri. Binukumar R.G., Assistant Section Officer
13. Sri. Manu Varghese, Assistant
14. Sri. Arun K., Assistant
15. Smt. ParvathyBaiK.,Assistant
16. Sri. Sujith G.R., Assistant
17. Sri. Deepu S.M., Assistant
18. Sri.Hashim M., Computer Assistant
19. Dr.Prathibha V.S., Computer Assistant
20. Sri. Naushad A., Computer Assistant
21. C.Suresh Babu, Confidential Assistant to Chairman
22. Smt. Kavitha A.L., Confidential Assistant
23. Smt. Veena Bose. S., Confidential Assistant

24. Sri. Sunilkumar S., Clerical Assistant
25. Sri. Radhakrishnan L,, Office Attendant
26. Sri. Arun S.S., Officer Attendant
27. Sri. Bijukumar K., Office Attendant
28. Sri. Anilkumar R., Office Attendant
29. Smt. B.S. Vasanthyaamma, P.A. to Chairman
30. Sri. A.M. George, Special Assistant to Chairman
31. Sri. G. Sreedharan Nair, P.A. to Member Secretary
32. Sri. K.V. Raj, Driver
33. K.Rishikesan, Driver.
34. Sri. Harikumar N., Driver
35. Sri. Abdul Irshad H., Driver
36. Sri.R.Sunil, Personal Security Officer (Chairman)
37. Sri.T.S.Vijayakumar (Security KEXCON)
38. Sri. Padmakumar G.(Security KEXCON)
39. Sri. Reghupalan B.S.(Security KEXCON)
40. Smt.Girija K., Casual Sweeper

INDEX

| Sl. No. | Content | Page No |
|-------------------------|--|---------|
| <i>Preface</i> | | |
| 1 | <i>Introduction</i> | 8-14 |
| 2 | <i>History of Previous Pay Revisions</i> | 15-28 |
| 3 | <i>Economic Status of the State</i> | 29-33 |
| 4 | <i>New Pay and Pay Scales</i> | 34-53 |
| 5 | <i>Common Categories and Departments</i> | 54-415 |
| 6 | <i>Allowances and leave</i> | 416-429 |
| 7 | <i>Promotion Avenues</i> | 430-435 |
| 8 | <i>Part Time Contingent Employees</i> | 436-439 |
| 9 | <i>Pension</i> | 440-451 |
| 10 | <i>General Recommendations</i> | 452-453 |
| 11 | <i>Additional Financial Commitment</i> | 454-457 |
| 12 | <i>Universities</i> | 458-530 |
| <i>Acknowledgements</i> | | 531-532 |
| <i>Appendix</i> | | 533-695 |

CHAPTER 1

Introduction

1.1 Introduction

The present Pay Revision Commission, tenth in its row here in after referred to as TPRC was appointed by Government of Kerala vide G.O (Ms) No: 583/2013/Fin dated 30.11.2013. The Chairman of the three member Commission is Justice C.N Ramachandran Nair, former Judge and Acting Chief Justice of High Court of Kerala. Adv.T.V.George, Lawyer, High Court of Kerala and Sri K.V.Thomas, former Additional Secretary (Finance) and Director of Treasuries, are the other members. Shri.K.V.Thomas is also the Secretary of the Commission. The Terms of Reference of the TPRC 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) To 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, in the lines of the Career Advancement Scheme, which has been introduced for professional categories.
- 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 anomalies created by the last Pay Revision, due to undue and unexplainable hike given to certain categories of employees and make suggestions to rectify the same.
- vii) To look into the cases of anomalies in the last Pay Revision specifically referred to the Commission by Government and suggest remedial measures.
- viii) To examine the scope and viability of introducing a new health package as in Central Government/any other State Government/Other Sectors for the employees and service pensioners of the State and make recommendations thereon.
- ix) Feasibility of introducing a Health Insurance Scheme for employees and pensioners by collecting premium from them.
- x) 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 in the light of newly enacted Right to Service Act, 2012.
- xi) To review the existing systems of lateral entries to different categories of posts in State Government Service and to make recommendation for streamlining selection procedure for such lateral

entries.

- xii) To consider feasibility of deployment of IT enabled services with a view to reduction of cost of public services and to make suitable recommendations thereon.
- xiii) 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.
- xiv) To assess and indicate the additional financial commitment on account of implementation of its recommendations, indicating the methodology/assumptions adopted for such assessment.

Timeline

- November 2013: Government constitutes the Tenth Pay Revision Commission.
- December 2014: Commission starts functioning with skeleton staff in the temporary office in the North Block of Government Secretariat.
- February 2014: Government issues Terms of Reference of the Commission.
- May 2014: Government creates 28 posts for the TPRC.
- August 2014: The Commission launches its website www.prc2014.kerala.gov.in

Commission publishes the Questionnaire.

- September 2014: The Commission shifts to its new office premises at Nanthencode in the 5th floor of Swaraj Bhavan, Thiruvananthapuram.

Commission gets its full complement of staff and gets in full swing.

The Commission extends the last date for receipt of filled up Questionnaire to 20th September 2014.

- December 2014: The Commission starts its discussions with the various service organizations of the State from 2nd December 2014.

Government extends the tenure of the Commission to 30th June 2015.

- February 2015: The Commission makes a courtesy call on the 7th Central Pay Commission and exchanges views on the approach towards the forthcoming pay revision, during February 2015.

The Officials of the Commission holds separate discussions with the Delhi Administration regarding the promotion system prevailing there.

Another team of officials of the Commission visits Hyderabad to study the similarity between the pay revisions of Kerala and Andhra/Telangana as well as the ArogyaSree Health care scheme implemented in Andhra Pradesh.

- April 2015: The Commission completes its discussions with the service organizations after hearing nearly 420 of them.

- May 2015: The Commission completes discussions with Head of Departments.

The Commission publishes the prevailing scales of pay for the information of stake holders.

- July 10, 2015. The Tenth Pay Revision Commission signs the Report.

Unlike the previous Commissions, the TPRC was not provided with office space in the Legislature Complex. As a result TPRC had to confine its function in a single room office in the North Block of Government Secretariat. This has delayed the functioning of the TPRC to some extent. In spite of this, the TPRC launched its website and published the questionnaire. The Commission established its new

office in the Swaraj Bhavan premises at Nanthencode during the 1st week of September 2014. Thenceforth the Commission's activities moved at a brisk pace.

The Commission received good responses on its questionnaire and Memoranda. The Commission could elicit the views and aspirations of individuals, organizations, Heads of Departments regarding various issues confronted by them in the day to day governance of the civil services. The Commission began its discussions with the various service organizations from the 2nd of December 2014. In the months that followed, the Commission heard nearly 450 service organizations. Based on the feedback the Commission also held discussions with the heads of departments.

A few issues mentioned in the Terms of Reference necessitated the need of expertise. The TPRC appointed the following experts as Consultants to obtain their insights about those subjects.

| Name of Consultants | Area of study |
|--|--|
| Dr.D.Narayana, Former Director Gulathi Institute of Taxation | Present Economic environment and the trends (for five years) of fiscal condition of the State so as to estimate the capability of the State in absorbing the expenditure on the proposed pay and pension revision. |
| Dr. Sabu Thomas, Co-ordinator, KM Mani Centre for Budget Studies | Feasibility of introducing a health insurance scheme for employees and pensioners by collecting premium from them. |

| | | |
|---|------------------|--|
| Sri.M.P.Ravikumar, Secretary (Rtd) Finance Department | Joint Finance | Lateral Entry System, Bound Higher Grade Promotion and Career Advancement Promotion |
|---|------------------|--|

| | |
|-------------------------|---|
| Kerala State IT Mission | To consider feasibility of deployment of IT enabled services with a view to reduction of cost of public services and to make suitable recommendations thereon. |
|-------------------------|---|

The Commission made every effort to collect the required data, analyze it and form opinion. In some cases the Commission had to satisfy by the available data as the Departments failed to cope up. The Commission urges the Departments to digitalize data for easy access and timely execution of its functions.

As noted earlier, the Commission was able to function at full throttle from September 2014 onwards. Meanwhile, the Government entrusted the Commission with the pay revisions of the Staff (non judicial) of the High Court of Kerala and Kerala Water Authority. While the Commission decided to take up the revision of the Staff of High Court along with the State Government employees' revision, the revision of employees of Water Authority will take place later.

The Commission has taken a firm stand to submit its Report by June 2015 itself and despite its efforts could not complete certain issues raised in the Terms of Reference. The allocation of time and effort for the simultaneous revision of the High Court Staff also had an impact on it. The Commission will shortly submit its report (as Part II) on the following subjects, separately-

- Efficiency of Civil Service
- Lateral entry in Government Service
- Health Package and Health Insurance Scheme
- IT enabled Services.

It will not be out of place to quote the 14th Finance Commission, which recommended thus-“We recommend the linking of pay with productivity, with a simultaneous focus on technology, skills and incentives. Further, we recommend that the Pay Commissions be designated as ‘Pay and Productivity Commission’, with a clear mandate to recommend measures to improve ‘productivity of employee’, in conjunction with pay revisions. We urge that, in future additional remuneration be linked to increase in productivity.” (para 17.29). The Commission fully endorses the views of the Finance Commission and there is no doubt that productivity of employee shall be bench marked for better service delivery. Pay revisions shall not simply end up as a drain on the exchequer but rather pave way for qualitative change in the civil service. The Commission is working on the concept and will submit its report shortly as second part of the Report. It’s time to ensure the public is served; served adequately and timely.

CHAPTER 2

History of Previous Pay Revisions

Introduction

- 2.1 The State of Kerala came into existence on 01.11.1956. Since then nine Pay Revision Commissions/Committees were appointed by the Government for revising the pay of Government employees/teachers and this Commission is the tenth. Each of these Commissions has left its imprint in one way or the other. A brief survey of each of these Commissions may be seen below.
- 2.2 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.

First Pay Revision Commission

- 2.3 A Pay Commission in its absolute sense came into force 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), 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.

Second Pay Revision Commission

- 2.4 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 was of the objective that the resultant pay hike should not cast heavy burden on the State Exchequer. Important recommendations include the hike of Rs.5/- for the first four lower scales and Rs.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.

2.5 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 comprising of Council of Ministers and a Special Officer was formulated. The subcommittee presented its report in April 1973. One of the significant recommendations which were accepted by Government was minimum pay of Rs.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 Rs.15/- and maximum as Rs.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.

Third Pay Revision Commission

2.6 The third pay revision commission came into force in September 1977 with Sri. N. Chandrabhanu IAS, former Chief Secretary as 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.

Fourth Pay Revision Commission

2.7 Justice V.P Goplan 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 level. The commission suggested merging DA (488 points) as on 01.05.1983. Fitment benefit was fixed at half percentage for each completed years subject to a maximum of 15%. Minimum benefit was fixed at Rs.50/- and maximum at Rs.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.

Fifth Pay Revision Commission

2.8 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

Rs.60/- and maximum at Rs.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.

Pay Equalization Committee (Sixth Pay Revision Commission)

- 2.9 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 Rs.75/- and maximum of Rs.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.

Seventh Pay Revision Commission

- 2.10 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 analyzed 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 Rs.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.

Eighth Pay Revision Commission

- 2.11 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 Rs.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

Rs.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 Rs.175/- and Rs.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. Time Bound Higher Grade Promotion 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.

Ninth Pay Revision Commission

- 2.12 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 Rs.1000/- and Service weightage of ½% for each completed years of service, subject to 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 Rs.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.

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 |
| 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 | 17 | 570 - 20 - 670 - 25 - 920 - 30 - 1070 |
| 16 | 405 - 15 - 540 - 20 - 560 - 20/2 - 660 | 18 | 600 - 20 - 660 - 25 - 860 - 30 - 1100 |
| 17 | 410 - 15 - 515 - 20 - 655 - 25/2 - 715 | 19 | 650 - 25 - 850 - 30 - 1150 |
| 18 | 435 - 15 - 510 - 20 - 650 - 25 - 700 - 25/2 - 775 | | |
| 19 | 435 - 20 - 535 - 25 - 760 - 25/2 - 835 | | |
| 20 | 445 - 20 - 585 - 25 - 760 - 25/2 - 835 | | |
| 21 | 465 - 20 - 625 - 25 - 700 - 25/2 - 775 | | |
| 22 | 495 - 20 - 535 - 25 - 760 - 25/2 - 835 | | |

| | | | |
|----|--|----|---|
| 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 | | |
| 4 | 310 - 6 - 328 - 7 - 356 - 8 - 436 - 9 - 490 | 3 | 600 - 10 - 650 - 15 - 830 - 20 - 950 |
| 5 | 330 - 8 - 410 - 9 - 455 - 10 - 515 | 4 | 640 - 15 - 820 - 20 - 1000 |
| 6 | 340 - 8 - 380 - 9 - 425 - 10 - 535 | 5 | 660 - 15 - 810 - 20 - 1050 |
| 7 | 350 - 10 - 460 - 12 - 580 | 6 | 675 - 20 - 975 - 25 - 1125 |
| 8 | 370 - 10 - 450 - 12 - 510 - 15 - 600 | 7 | 675 - 25 - 1100 - 30 - 1340 |
| 9 | 390 - 12 - 438 - 13 - 490 - 15 - 685 | 8 | 700 - 20 - 940 - 25 - 1140 |
| 10 | 420 - 13 - 485 - 15 - 635 - 17 - 720 | 9 | 740 - 20 - 920 - 25 - 1245 |
| 11 | 350 - 15 - 650 - 16 - 730 | 10 | 780 - 20 - 880 - 25 - 1080 - 30 - 1320 |
| 12 | 450 - 15 - 525 - 16 - 605 - 18 - 785 | 11 | 825 - 25 - 1100 - 30 - 1430 |
| 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 | 15 | 1050 - 30 - 1200 - 40 - 2000 |
| 18 | 600 - 20 - 660 - 25 - 860 - 30 - 1100 | | |
| 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 | 18 | 1250 - 50 - 1600 - 60 - 1900 - 75 - 2500 |
| 22 | 750 - 30 - 990 - 40 - 1150 - 50 - 1450 | | |
| 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 | | |
| 7 | 905 – 20 – 925 – 25 – 1100 – 30 – 1250 – 40 - 1490 | 6 | 1125 – 25 – 1150 – 30 – 1720 |
| 8 | 950 – 25 – 1100 – 30 – 1250 – 40 – 1530 – 60 - 1590 | 7 | 1200 – 30 – 1560 – 40 – 2040 |
| 9 | 1000 – 25 – 1100 – 30 – 1250 – 40 – 1530 – 60 - 1710 | 8 | 1350 – 30 – 1440 – 40 – 1800 – 50 – 2200 |
| 10 | 1050 – 25 – 1100 – 30 – 1250 – 40 – 1530 – 60 - 1830 | 9 | 1400 – 40 – 1800 – 50 – 2300 |
| 11 | 1100 – 30 – 1250 – 40 – 1530 – 60 – 1830 – 80 - 2070 | 10 | 1400 – 40 – 1600 – 50 – 2300 -60 – 2600 |
| 12 | 1220 – 30 – 1250 – 40 – 1530 – 60 – 1830 – 80 - 2150 | 11 | 1520 – 40 – 1600 – 50 – 2300 – 60 – 2660 |
| 13 | 1250 – 40 – 1530 – 60 – 1830 – 80 - 2230 | 12 | 1600 – 50 – 2300 – 60 – 2660 |
| 14 | 1330 – 40 – 1530 – 60 – 1830 – 80 – 2470 – 85 - 2555 | 13 | 1640 – 60 – 2600 – 75 – 2900 |
| 14a | 1330 – 40 – 1530 – 60 – 1830 – 80 – 2470 – 85 -2555+Rs. 50 Spl.pay | 14 | 1760 – 60 – 2600 – 75 – 3050 |
| 15 | 1370- 40 – 1530 – 60 – 1830 – 80 – 2470 – 85 - 2640 | 15 | 2000 – 60 – 2300 – 75 – 3200 |
| 16 | 1450 – 40 – 1530 – 60 – 1830 – 80 – 2470 – 85 -2725 – 100 – 2825 | 16 | 2060 - 60 – 2300 - 75 – 3200 |
| 17 | 1590 – 60 – 1830 – 80 – 2470 – 85 – 2725 – 100 -2925 – 125 – 3050 | 17 | 2200 – 75 – 2800 – 100 – 3500 |
| 18 | 1650 – 60 – 1830 – 80 – 2470 – 85 – 2725 – 100 -2925 – 125 – 3175 | 18 | 2375 – 75 – 2900 – 100 – 3500 |
| 19 | 1830 – 80 -2470 – 85 – 2725 – 100 – 2925 – 125 -3425 | 19 | 2500 – 75 – 2800 – 100 – 4000 |
| 20 | 2070 – 80 – 2470 – 85 – 2725 – 100 – 2925 – 125 -3550 | 20 | 2650 – 75 – 2800 – 100 – 4200 |
| 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) |
|--|--|
| 2610 - 3150 - 65 - 3540 - 70 - 3680 | 4510 - 120 - 4990 - 130 - 5510 - 140 - 5930 - 150 - 6230 |
| 2650 - 65 - 3300 - 70 - 4000 - 75 - 4150 | 4630 - 120 - 4990 - 130 - 5510 - 140 - 5930 - 150 - 6680 -160 - 7000 |
| 2750 - 70 - 3800 - 75 - 4625 | 4750 - 120 - 4990 - 130 - 5510 - 140 - 5930 - 150 - 6680 - 160 - 7480 - 170 - 7820 |
| 3050 - 75 - 3950 - 80 - 5230 | 5250 - 130 - 5510 - 140 - 5930 - 150 - 6680 - 160 - 7480 -170 - 7990 - 200 - 8390 |
| 3350 - 80 - 3830 - 85 - 5275 | 5650 - 140 - 5930 - 150 - 6680 - 160 - 7480 - 170 - 7990 -200 - 8790 |
| 3590 - 85 - 4100 - 100 - 5400 | 6080 - 150 - 6680 - 160 - 7480 - 170 - 7990 - 200 - 9590 -240 - 9830 |

| | |
|--|--|
| 4000 – 90 – 4090 – 100 – 6090 | 6680 – 160 – 7480 – 170 – 7990 – 200 – 9590 – 240 - 10790 |
| 4500 – 100 – 5000 – 125 – 7000 | 7480 – 170 – 7990 – 200 – 9590 – 240 – 10790 – 280 -11910 |
| 4600 – 100 – 5000 – 125 – 7125 | 7990 – 200 – 9590 – 240 – 10790 – 280 – 11910 – 340 – 12930 |
| 4600 – 100 – 5000 – 125 – 5750 – 150 - 8000 | |
| 5000 - 125 - 5750 - 150 – 8150 | 8390 – 200 – 9590 – 240 – 10790 – 280 – 11910 – 340 -13270 |
| 5250 – 125 – 5750 – 150 – 8150 | 8790 – 200 – 9590 – 240 – 10790 – 280 – 11910 – 340 -13610 |
| 5500 – 150 – 6100 – 175 – 9075 | 9190 – 200 – 9590 – 240 – 10790 – 280 – 11910 – 340 -13610 – 380 – 15510 |
| 5800 – 150 – 6100 – 175 – 9425 | 9590 – 240 – 10790 – 280 – 11910 – 340 – 13610 – 380 -16650 |
| 6500 – 175 – 7550 – 200 – 10550 | 10790 – 280 – 11910 – 340 – 13610 – 380 – 16650 – 450 -18000 |
| 6675 – 175 – 7550 – 200 – 10550 | 11070 – 280 - 11910-340 – 13610 – 380 – 16650 – 450 - 18450 |
| 7200 – 200 – 7800 – 225 – 11400 | 11910 – 340 – 13610 – 380 – 16650 – 450 - 19350 |
| 7450 -200 - 7650 – 225 – 11475 | 12250 – 340 – 13610 – 380 – 16650 – 450 - 19800 |
| 7800 – 225 – 8475 – 250 – 12975 | 12930 – 340 – 13610 – 380 – 16650 – 450 - 20250 |
| 8250 – 250 – 9250 – 275 – 13650 | 13610 – 380 – 16650 – 450 – 20700 |
| 10000 – 300 – 10600 – 325 – 15150 | 16650 – 450 – 20700 – 500 – 23200 |
| 12000 – 350 – 12700 – 375 – 15325 12600-375- 15600 | 20700 – 500 – 23200 – 550 – 25400 – 600 - 26600 |
| 14000 – 400 – 18000 | 23200 – 550 – 25400 – 600 – 26600 – 650 - 31150 |
| 14300 – 400 – 18300 | 25400 – 600 – 26600 – 650 – 33100 |
| 16300 – 400 – 18300 16300 – 450 – 19900 | 26600 – 650 – 33750 |
| 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 |

CHAPTER 3

ECONOMIC STATUS

Kerala Economy and Society

- 3.1 Since the mid-1970s Kerala has been known the world over for 'high human development at low per capita income'. The State stood alongside Cuba, Costa Rica and Sri Lanka on human development parameters. Per capita incomes had remained low for long but today Kerala ranks high among the Indian states in asset holding and consumption. Migration of Malayalees to the Gulf in large numbers- over 22 lakh by 2011-12- had played no small role in the rising asset holding in the State. Long before the movement to the Gulf, Malayalees were migrating for work and live in other States in India. Their number in 2011 was estimated to be around 9.31 lakh. Emigration brought remittances into the State and along with tourism and service sectors became the growth driver of the economy. Growth of the economy has spurred demand for labour at all levels and attracted movement of people from other states of India. And today Kerala is home to over 25 lakh domestic migrant labourers, who can be seen in all sectors of the economy over the length and breadth of the State.
- 3.2 India, for long, was known as a low growth economy. The mid- 1980s was a period of transition for the Indian economy from the low rate of growth to higher growth. But the Kerala economy continued to stagnate till the late 1980s and a decisive shift took place only in the late 1980s. Kerala economy was growing at a rate higher than that of the Indian economy in the late 1980s and early 1990s. Since the mid 1990s, however, Kerala has not been able to surpass the Indian rate of growth, except for one or two years. During the seven years since 2005 the Kerala economy has been growing at a rate at least one per cent point lower than the national economy. It is only during the last three years that growth rate of the Kerala economy has come closer to or surpassed the Indian growth rate (with some confusion caused by the revision of the GDP series to 2011-12 base). But Indian growth during this period has fallen by three per cent point compared to the high growth rates of the earlier periods. The relatively lower growth of the economy has not prevented the State from recording high per capita incomes as the fertility has fallen rapidly to reach replacement levels by now.
- 3.3 A fairly high density of population, close settlements in the lowlands and coastal plains and the increasing movement towards service sector employment has seen Kerala urbanise rapidly. In 2011, the level of urbanisation in Kerala is at 48 per cent. Both urban and rural areas of the state report asset holdings per household much higher than that of the Indian average. In rural Kerala, the average value of assets at Rs 27 lakh per household is close to three times the Indian average. In urban areas, the

average asset holding in Kerala at Rs 40 lakh is almost twice the national average. Thus, in asset holding Kerala has emerged as one of the high ranking states among the Indian states. In 2011-12, the monthly per capita consumer expenditure in rural Kerala was Rs 2669 which was the highest for any state and 86 per cent higher than the national average¹. The monthly per capita expenditure in Punjab was ten per cent lower than that in Kerala and that in Haryana was 20 per cent lower. The urban monthly per capita expenditure at Rs 3408 in Kerala was about ten per cent lower than that in Haryana and was about 30 per cent higher than the national average. Thus, Kerala ranks high among the Indian states in value of assets of households and monthly per capita consumer expenditure in both rural and urban areas.

- 3.4 In a nutshell, Kerala has evolved into a truly dynamic society with massive movement of population out of the State in search of employment at the same time attracting large number of labourers from elsewhere. Whereas economic growth is lower than the national average for long per capita incomes have risen owing to the rapid decline in fertility. The rising per capita incomes and the large remittance flows have boosted per capita consumption levels and asset holdings. The State today is at the top among the Indian States in terms of human development indicators, per capita asset holdings and consumption.

Resources of the Government

- 3.5 Governance of a dynamic society and economy makes many demands and the State is struggling to face the challenges. It has not been able to raise the resources needed for this demanding task hemmed between a decentralised governance structure below the state level and the falling proportion of funds flowing from the Centre. Gross revenue resources of the state fall into three categories: tax revenue of the State, non-tax revenue of the State and transfers from the Centre. Tax revenue of the state has been hovering around 8 per cent of the State's gross income and the State stands at the 7th position among the Indian States with regard to tax effort. Growth in the tax revenue of the State has come to depend mainly on tax on liquor and petroleum products, motor vehicle tax and stamps and registration. The Fourteenth Finance Commission has estimated the tax effort of the State to increase marginally over the next five years. Probably, the Commission has not factored the non-renewal of the licences of the liquor bars in the State in the recent past and its impact on revenues of the State. Non tax revenue of the State has been buoyant in the last few years but has become almost entirely dependent on the revenue from lotteries.
- 3.6 Transfers from the Centre have been falling since the Tenth Finance Commission with the horizontal share of the State coming down steadily and with hardly any gains in grants. The Fourteenth Finance Commission award has brought great relief to the State as the State's share has shown an increase.

¹ Based on the NSS Report No. 555: Level and Pattern of Consumer Expenditure, 2011-12.

While the large increase in devolution- from 32 to 42 per cent of the Divisible Pool- has resulted in all states receiving an average increase in tax assignment of about 47 per cent in 2015-16 compared to the previous year, Kerala has received an increase of around 66 per cent. The State has also been able to get about 10 per cent of the total revenue deficit grants of all states. Only three major states have been awarded revenue deficit grants and Kerala is one of them. Thus, Kerala is better placed for the next five years with regard to the flow of Central transfers.

- 3.7 A silver lining in tax mobilisation by states is the proposed introduction of Goods and Services Tax (GST) from next year. GST which is proposed to be introduced from April 2016 is a culmination of the reform of the indirect taxation system in India begun with the introduction of the Modified Value Added Tax (MODVAT) for selected commodities at the central level in 1986 and introduction of Value Added Tax (VAT) by all the states in the country in a phased manner between April 2003 and January 2008. It is often said that the changeover to the Goods and Service Tax will be a game-changing tax reform measure of the indirect taxation system of India which will significantly contribute to the buoyancy of tax revenues and acceleration of growth, as well as generate many positive externalities.
- 3.8 Central GST and the State GST would be applicable to all transactions of goods and services made for a consideration except the exempted goods and services, goods that are outside the purview of GST and the transactions which are below the prescribed threshold limits. There should be a common base for taxation between Centre and States. The Central GST and State GST are to be paid to the accounts of the Centre and the States separately. It would have to be ensured that account-heads for all services and goods would have indication whether it relates to Central GST or State GST. In addition, IGST on inter-state transactions would be paid to the accounts of the Centre.
- 3.9 The GST is proposed to be levied on imports. Both CGST and SGST will be levied on import of goods and services into the country. The incidence of tax will follow the destination principle and the SGST amount will accrue to the State where the imported goods and services are consumed. Full and complete set-off will be available on the GST paid on import on goods and services. Levy of GST on imports may be handled by Centre through a Central legislation either as a customs duty (as is being done now) or along the lines of IGST. SGST collected by Centre may be passed on to concerned State following the destination principle.
- 3.10 GST brings in the entire service sector- a most buoyant sector in recent years- into the tax base of the State. Earlier only the Central Government could tax services and share it with the States. While Kerala's share in the Indian service economy is of the order of five per cent its share in the Indian service tax was less than two per cent. A state like Kerala with over 60 per cent of its GSDP originating in services should be benefiting from the introduction of GST.

Further, the State being an importer of most of the consumption goods would be gaining on account of the introduction of a destination tax such as GST.

- 3.11 Overall, Kerala has become a beneficiary of larger transfers from the Centre consequent to the Fourteenth Finance commission awards and is expected to benefit from the transition to the GST regime of taxation. But the fall in revenue from liquor and fall in domestic incomes owing to the fall in prices of agricultural commodities, especially natural rubber, will adversely affect resource mobilisation. While the depreciating rupee will boost the remittances, the fall in international crude oil prices will be a dampener to investments in the Gulf and the number of emigrants may fall affecting remittances. On balance, the situation is going to be delicate in the near future.

Government Expenditure

- 3.12 The Kerala model of development had deployed larger share of government resources on education, health and social welfare. Till recently over a third of the total expenditure of the State was flowing into these two key sectors. These were instrumental in taking the State to high human development. But they also entailed large government spending on salary and pension of government employees. Pension burden was the most glaring as Kerala has one of the lowest retirement ages among the Indian states and the longevity was the highest. Government of India and almost all the other Indian states raised the retirement age and introduced a new pension scheme. While Kerala has introduced the new pension scheme, the retirement age continues to be the lowest. The large government expenditure and relatively low resource mobilisation together with falling Central transfers meant structural deficits and raising debt of the State. Debt entailed large interest payments, together with pension, curtailing the scope for other expenditures.
- 3.13 Fiscal consolidation became a condition for larger Central flow of funds in the last fifteen years. Deficits had to be brought under control without compromising the larger spending on health, education and welfare. The result has been low capital spending. Capital spending by the State as a proportion of State income is one of the lowest among the Indian States- for many other States the proportion is over five times ours. Low investments in infrastructure affect growth. No wonder we have not been able to take advantage of the high growth period of the Indian economy since 2004.
- 3.14 Finance Commissions of the last many years have not been sympathetic to Kerala's demands. Kerala continued to receive falling share of tax assignment and grants and Kerala along with West Bengal and Punjab continued to be under fiscal stress. Larger tax assignment by the Fourteenth Finance Commission saw Punjab's revenue deficit turn to a surplus but not of the other two states. Large revenue deficit grants to Kerala and West Bengal were intended to serve that purpose. Taking advantage of the bounty of the Finance Commission West Bengal has turned the corner and has reported a

balanced revenue account for 2015-16 simultaneously maintaining a higher capital spending. Kerala has not been able to do it: a reflection of our structural deficits. A look at the contrasting numbers is pertinent. The revised estimates for 2014-15 show revenue deficit of around Rs 10,000 crore for both West Bengal and Kerala. West Bengal brought it down to zero in the 2015-16 budget taking advantage of the Finance Commission awards maintaining capital spending at the level of the previous year. Despite the larger Finance Commission award, Kerala has not been able to bring the revenue deficit down. Bengal may quickly move to a situation of high investment and growth; we may find it difficult.

- 3.15 The Pay Commission has to make its awards at a rather difficult time. But we look at a few silver linings. Part of the problem of larger deficits of the last two years was the fall in GDP growth rates. The fall in tax revenue is often larger than the fall in GDP growth rates. The fall in tax revenue of the Centre translates into fall in tax assignment to the states. With the GDP growth showing an upward trend Centre's tax mobilisation would improve and states would gain. Kerala's gain would be relatively high with the higher horizontal share. Revenue deficit grants too will continue till 2017-18. Further, the implementation of GST should be improving the revenue situation of Kerala. The depreciating rupee and larger remittances would also favour the State in the near term- boosting our consumption and in turn tax revenue- though the low crude oil prices in the international market will have an indirect adverse impact on the State in the longer term. Through tourism development and commercial ventures which several agencies of the State take up, the State can give substantial boost to the non-tax revenue. With better tax effort, enhancement of retirement age, favourable Financial Commission awards and the impending GST, the Commission feels the Government may be able to tide over the financial impact of the proposed pay/pension revision.

Courtesy: The Commission has relied on the report of Dr.Narayana, Technical Advisor, State Planning Board and former Director of Gulathi Institute of Finance and Taxation, on the economic and financial status of the State. The full text of his study may please be seen at appendix No II.

CHAPTER 4
NEW PAY AND PAY SCALES

4.1 Kerala has witnessed periodical revision of pay and so far, there have been nine revisions. While the Central Government implements its pay revision at 10 year's intervals, State of Kerala has been following the five year periodicity. Exception was the 8th revision, which took more than seven years to materialize. The periodical revision, over and above the periodical release of dearness allowance has addressed the employees' cause to a great extent. While the scales of pay of the State compares favorably with the Central Scales, the gross salary and take home salary is comparatively lower. This was mainly due to disparity in allowances, especially on house rent allowance. The table 4.1 below shows an over view of the previous pay revisions.

TABLE 4.1
MINIMUM AND MAXIMUM IN PAY SCALES - 1966-2009

| Sl.No | Date of effect | No. of pay scales | Minimum pay scale | Maximum pay scale |
|-------|----------------|-------------------|---|--------------------------------------|
| 1 | 1-1-1966 | 48 | 60-1-70-3-100 (20 years) | 1300-50-1700 (8 years) |
| 2 | 1-7-1968 | 35 | 70-3-110 (15 years) | 1300-50-1700 (8 years) |
| 3 | 1-7-1973 | 36 | 196-3-229-4-245-4/2-265 (25 years) | 1400-50-1800-50/2-1900 (12 years) |
| 4 | 1-7-1978 | 32 | 280-5-340-6-400 (22 years) | 2500-125/2-2750 (4 years) |
| 5 | 1-7-1983 | 27 | 550-10-650-15-800 (20 years) | 3700-125-4200 (4 years) |
| 6 | 1-7-1988 | 26 | 750-10-760-15-805-20-925-25-1025 (14 years) | 4435-170-5285 (5 years) |
| 7 | 1-3-1992 | 27 | 775-12-955-14-1025-20-1065 | 5900-150-6500-200-6700 (5 years) |

| | | | | |
|----|------------|----|--|---|
| | | | (22 years) | |
| 8 | 1-3-1997 | 27 | 2610-60-3150-65-3540-70-3680- (17 years) | 16300-450-19900 (8 years) |
| 9 | 1-7-2004 | 24 | 4510-120-4990-130-5510-140-5930-150-6230 (13 years) | 26600-650-33750 (11 years) |
| 10 | 01-07-2009 | 27 | 8500-230-9190-250-9940-270-11020-300-12220-330-13210 (17 years) | 48640-1100-57440-1200-59840 (10 years) |

4.2 Over the years, an overall internal relativity among the scales of pay has been maintained in Kerala by progressively reducing the number of scales to 24, in the process assuring better pay to employees. The last Pay Commission raised the number of pay scales to 27. The minimum pay enhanced by Government of Kerala with effect from 1-7-2004 following the Eighth Pay Commission awards at Rs.4510-6230 was the highest pay assured to the employees at lower grade when compared to the scales of pay sanctioned by other southern States. Following the awards, the disparity ratios between the minimum of the lowest scale to the minimum of the highest scale, maximum of the lowest scale to the maximum of the highest scale, the minimum of the lowest scale with maximum of the highest scale and maximum of the lowest scale with the minimum of the highest scale were 1:5.9, 1:5.4, 1:7.48 and 1:4.27 respectively. The Ninth Pay Commission raised the minimum salary to Rs 8500-13210 and the disparity ratios were brought down to 1: 5.72, 1:4.53, 1:7.04, and 1:3.98 respectively.

4.3 It is customary for all Commissions to refer to the recommendations of the Indian Labour Conference (ILC), while presenting estimate on minimum pay. Minimum pay determination is a major task before any Pay Revision Commission as it has to balance the "needs" as objectively as possible with the perceptions of the various service organisations. This Commission has also received memoranda from various service organizations and individuals regarding their expectations on the minimum pay. The major service organisations have made claims for a minimum pay, ranging from ` 17500 to ` 22000. Their estimates depend on available information with them and according to their philosophy and perceptions. These are based on the 'need based minimum pay' and the parameters are the norms developed by the 15th Indian Labour Conference held in the year 1957. The objective conditions are the data generated by the periodic consumption rounds of the National Sample Survey Office. The variations reflect the philosophy of the different organisations and the

Commission respects their views. But the Commission has to base its computations on generally accepted data on consumption expenditure.

4.4 The 68th round survey on household consumption of the National Sample Survey Office is the latest survey on household consumption expenditure. This round used Schedule 1.0 for collecting information on quantity and value of household consumption. Recall errors were minimised by a detailed listing of items of consumption. Two types of schedules were used. The two types had the same item break-up but differed in reference periods used for collection of consumption data. Schedule Type I was a repeat of the schedule used in most quinquennial rounds. Schedule Type I was canvassed on 2604 rural and 1855 urban households and Schedule Type II on 2608 rural and 1854 urban households in 326 rural villages and 232 urban blocks in the State. Three measures of monthly per capita consumption expenditure (MPCE): one using “last 30 days” for all items of consumption, and the other using “last 365 days” data for infrequently used items (such as bedding, footwear, durables etc) and “last 30 days” for the rest. The first measure of MPCE is called MPCE_{URP}(uniform reference period) and the second, MPCE_{MRP} (mixed reference period). The data from Schedule Type II gave a single measure of MPCE called MPCE_{MMRP} (modified mixed reference period).

4.5 The larger discussion here uses MMRP estimates as “it uses the reference periods recommended by the Expert Group on Non-Sampling Errors after suitable experimentation. However, it is important to note that because of the different reference period system followed by the MMRP method, the magnitudes of the MMRP estimates are not comparable with the estimates from earlier rounds of NSS, with the exception of the MMRP estimates of the 66th round. To study changes in the level and pattern of consumption over time, therefore, it is the URP and MRP estimates that have to be used” (NSSO,p.16). For comparisons over time here MPCE_{URP} estimates are used.

Table 4.2

Average MPCE_{URP} for Rural and Urban Kerala, NSS 61, 64 and 68 Rounds

| NSS Rounds | MPCE, India (Rs) | | MPCE, Kerala (Rs) | | Weighted Average MPCE Adjusted for Family Size | | | |
|------------|------------------|-------|-------------------|-------|--|------|-------|-------|
| | Rural | Urban | Rural | Urban | 1 | 3 | 3.5 | 4 |
| 61 | 559 | 1052 | 1013 | 1291 | 1117 | 3252 | 3911 | 4470 |
| 64 | 772 | 1471 | 1383 | 1948 | 1568 | 4704 | 5488 | 6272 |
| 68 | 1279 | 2399 | 2510 | 3066 | 2891 | 8403 | 10119 | 11564 |

Source: Ninth Pay Commission Report and NSSO (68 Round). 61st round refers to 2004-05, 64th to 2007-08 and 68th to 2011-12.

4.6 As may be seen from Table 4.2, average MPCE has increased by 84 per cent between the 64th (2007-08) and 68th (2011-12) rounds of the NSS. The price increase between 2011-12 and Nov 2014 is of the order of 30 per cent and hence the value of the average consumption basket of an average family (family size of 3.5) in Kerala in November 2014 would be Rs 13155 going by the $MPCE_{URP}$.

Table4.3

Average $MPCE_{MMRP}$ for Rural and Urban Kerala, NSS 68 Round

| NSS Round | MPCE, India (Rs) | | MPCE, Kerala (Rs) | | Weighted Average MPCE Adjusted for Family Size | | | |
|-----------|------------------|-------|-------------------|-------|--|------|-------|-------|
| | Rural | Urban | Rural | Urban | 1 | 3 | 3.5 | 4 |
| 68 | 1430 | 2630 | 2669 | 3408 | 3055 | 9165 | 10693 | 12204 |

Source: NSS 68th Round Report

4.7 As indicated earlier for comparisons over time $MPCE_{URP}$ are the more relevant numbers but the more appropriate are the $MPCE_{MMRP}$ numbers going by the views of the Expert Group on Non-Sampling Errors. Using the 68th round survey data and taking the average MPCE for Kerala by weighing the rural and urban consumption expenditure numbers by the urbanisation figures from the 2011 Population Census we arrive at per capita consumption expenditure of Rs 3055. Taking a family of 3.5 this works out to Rs10693. These numbers refer to the year 2011-12 which have to be brought forward to the year 2014-15. Taking the rate of inflation of about 30 per cent for the last three years the consumption expenditure arrived at is Rs 13901. This is about 90 per cent of the minimum salary currently received by the last grade employee in the state.

4.8 Now let us compare the monthly earnings of the various categories of labourers in the state. Daily wage rates of various categories of labourers in Kerala are one of the highest among the Indian States. As regards the daily wage rates of non-agricultural labourers (men), the rate in Kerala in August 2014 at Rs 607 is almost three times that in Karnataka (Rs 210) and Andhra Pradesh (Rs 221) and over 60 per cent higher than that in Tamil Nadu (Rs 375). As regards sweeping and cleaning workers (women), the differences are even wider: the rates in Karnataka (Rs 144), Andhra Pradesh (Rs 112) and Tamil Nadu (Rs 185) are less than one fourth and one-half that in Kerala (Rs 478). Similar are the differentials in wage rates of sowing or ploughing labourers. The differentials are slightly lower with regard to the wages of carpenters, masons and electricians and LMV drivers. The social development indicators of Kerala have played an important role in taking a large proportion of the population out of these occupations and those who have entered some of these occupations have also found

employment in the Middle- East. Thus, setting salaries of last grade employees based on market wages of comparable categories of labourers may be very tricky.

Table 4.4

Wages and Earnings of Labourers in Rural Kerala, August 2014

| Operation | Daily Wages (Rs), Men | Monthly Earnings for Different Number of Days | | |
|---------------------------|-----------------------|---|-------|-------|
| | | 23 | 24 | 25 |
| Sowing | 592.54 | 13628 | 14221 | 14814 |
| Harvesting | 515.95 | 11867 | 12383 | 12899 |
| Animal Husbandry | 518.78 | 11932 | 12451 | 12970 |
| Carpenter | 690.32 | 15877 | 16568 | 17258 |
| Mason | 706.19 | 16242 | 16949 | 17655 |
| Plumber | 668.56 | 15377 | 16045 | 16714 |
| Electrician | 662.91 | 15247 | 15910 | 16573 |
| LMV, Tractor Driver | 704.17 | 16196 | 16900 | 17604 |
| Non Agricultural Labourer | 606.86 | 13958 | 14565 | 15172 |
| Sweeping/ Cleaning | 478.36 | 11002 | 11481 | 11959 |

Source: Labour Bureau, Indian Labour Journal, November 2014.

4.9 It may be seen from Table 4.4 that monthly earnings of sowing, harvesting, animal husbandry and non-agricultural labourers are all well below Rs 13,500 a month compared to Rs 15,300 earned by the last grade employee in government service. For carpenters and LMV drivers, the monthly earnings are between Rs.16,500 and 16,900 compared to Rs.16,542 for the government employees of comparable occupations. In the case of mason, the monthly earnings are close to Rs 17,000 compared to the salary of Rs 15,714 for a government employee. It may, however, be noted that the earning

of labourers are computed taking 23 or 24 days of employment a month which is highly unlikely. Thus, the salaries of government employees in comparable occupations are higher than the market wage rates and earnings suggesting that in a labour market facing shortage of skilled labourers and high wage rates the compensating mechanism of dearness allowance protects the salaries of government employees adequately.

- 4.10 It is also the practice to compare the salary of the last grade employee in government service with the per capita state income. Taking the data on per capita income from the Reserve Bank of India publication, Handbook of Statistics on the Indian Economy for the years 2004-05 to 2013-14 Table 4.5 has been built. The income numbers for the last two years have been generated by projecting from the figure of 2012-13 taking 14.5 per cent as the annual increase, which is higher than the rate of growth used in the recent budget documents as well as government revenue projections submitted to the Fourteenth Finance Commission. It may be seen that the minimum pay fixed by the Eighth and the Ninth Pay Commissions bears a multiple of 1.69 to the per capita net state domestic product. Applying the same multiple to the per capita net state domestic product of 2014-15 we arrive at Rs 16345 as the comparable minimum pay. This would be Rs 1045 higher than the minimum pay as of 1.07.2014. In percentage terms, it would be roughly 6.8 per cent higher than the minimum pay currently received by the last grade employee.

Table 4.5

Per Capita Income and Minimum Salary of the Last Grade Employee (Rs), Kerala

| Year | Per Capita NSDP at Current Prices | Minimum Salary | Ratio of Minimum Salary to Per Capita Income | Maximum Salary | Ratio of Maximum Salary to Per Capita Income |
|---------|-----------------------------------|----------------|--|----------------|--|
| 2004-05 | 31871 | 4510 | $4510 \times 12 / 31871 = 1.70$ | 33750 | $33750 \times 12 / 31871 = 12.71$ |
| 2005-06 | 36276 | | | | |
| 2006-07 | 40419 | | | | |
| 2007-08 | 45750 | | | | |
| 2008-09 | 53046 | | | | |
| 2009-10 | 60226 | 8500 | $8500 \times 12 / 60226 =$ | 59840 | $59840 \times 12 / 60226 =$ |

| | | | | | |
|---------|--------|-------|--|--------|--|
| | | | 1.69 | | 11.93 |
| 2010-11 | 67652 | | | | |
| 2011-12 | 78387 | | | | |
| 2012-13 | 88527 | | | | |
| 2013-14 | 101363 | | | | |
| 2014-15 | 116061 | 16345 | $\frac{1.69 \times 116061 = 196143}{12} =$ <u>16345</u> | 115384 | $\frac{116061 \times 11.93}{12} =$ 115384 |

Source: Reserve Bank of India, Handbook of Statistics on the Indian Economy (dbie.rbi.org.in accessed on 20 January 2015).

- 4.11 The 9th Pay Revision Commission after examining various models settled on fixing the minimum pay on the basis of increase in per capita income at constant prices. It stated thus-“The argument has been that the benefit of increase in per capita income due from 2004-05 to 2008-09, the latest year for which information is available, the per capita income at constant prices has increased from Rs. 2094 to Rs.2955. We may add this increase (Rs.861) to the existing minimum salary and the total comes to Rs.8257”. The minimum pay was determined using the relative per capita real income criteria as follows:

| | |
|--|-----------|
| i. Basic pay as on 1.07.2009 | ₹ 4510.00 |
| ii. Increase in per capita income (at constant prices) during 2004-05 to 2008-09 | ₹ 861.00 |
| iii. DA as on 1-7-2009 (64%) | ₹ 2886.00 |
| | ₹ 8257.00 |

This was rounded to ₹ 8500.

If the same principle is applied for the 2014 revision, the figures will be as below. Please see Table 4.6 also.

| | |
|---|---------|
| i. Basic pay as on 1.07.2014 | ₹ 8500 |
| ii. Increase in per capita income (at constant prices) during 2009-10 to 2013-14) | ₹ 1086 |
| iii. DA as on 1-7-2014 (80%) | ₹ 6800 |
| | ₹ 16386 |

Table 4.6
Per capita NSDP in Kerala

| Year | SPCI at current prices (in Rs) | | | | | SPCI 2004-05 prices (in Rs) | | | | |
|---------|--------------------------------|--------------------------------|-------|-------|-------|-----------------------------|--------------------------------|-------|-------|-------|
| | Annual SPCI | MSPCI Adjusted for Family size | | | | Annual SPCI | MSPCI adjusted for Family size | | | |
| | | 1.0 | 3.0 | 3.5 | 4.0 | | 1.0 | 3.0 | 3.5 | 4.0 |
| 2004-05 | 31871 | 2656 | 7968 | 9296 | 10624 | 31871 | 2656 | 7968 | 9296 | 10624 |
| 2005-06 | 36276 | 3023 | 9069 | 10581 | 12092 | 34837 | 2903 | 8709 | 10161 | 11612 |
| 2006-07 | 40419 | 3368 | 10104 | 11788 | 13472 | 37284 | 3107 | 9321 | 10875 | 12428 |
| 2007-08 | 45700 | 3808 | 11424 | 13328 | 15232 | 40288 | 3357 | 10071 | 11750 | 13428 |
| 2008-09 | 53046 | 4421 | 13263 | 15474 | 17684 | 42433 | 3536 | 10608 | 12376 | 14144 |
| 2009-10 | 60226 | 5019 | 15057 | 17567 | 20076 | 45921 | 3827 | 11481 | 13395 | 15308 |
| 2010-11 | 67652 | 5638 | 16914 | 19733 | 22552 | 48504 | 4042 | 12126 | 14147 | 16168 |
| 2011-12 | 78387 | 6532 | 19596 | 22862 | 26128 | 52095 | 4341 | 13023 | 15194 | 17364 |
| 2012-13 | 88527 | 7377 | 22131 | 25820 | 29508 | 56115 | 4676 | 14028 | 16366 | 18704 |
| 2013-14 | 103820 | 8652 | 25956 | 30282 | 34608 | 58961 | 4913 | 14739 | 17196 | 19652 |

are provisional figures sourced from Economic Review 2014, Kerala State Planning Board.

- 4.12 **Minimum Pay:** The four processes mentioned above returned the figures of ` 13,155, ` 13,901, ` 16,345, and ` 16,386. Taking the highest amount of the four, the minimum pay could be fixed at ` 16,400/-. However, the Commission recommends a higher minimum pay of ` 17,000/- so that lower level employees will start at a higher pay. It makes a difference of ` 1700 from the current minimum salary level (` 8500(BP)+ ` 6800(DA)= ` 15,300).
- 4.13 **Maximum Pay:** The Commission probed different models and decided on fixing the maximum pay at 7 times of the minimum pay. The existing pattern is also so. The Commission recommends a limit in maximum pay at ` 1,20,000/-. The Commission is aware that a few officials may stagnate at the maximum. The limit is fair enough and it is a conscious decision of the Commission not to go beyond that limit, especially as inflationary pressures are compensated by timely release of Dearness Allowance.

The concept of top officials not getting increments is not new and it is already in force in Government of India.

- 4.14 **Increment:** Once the minimum pay is arrived, the next step is to fix the increment rates so that the pay scales could be built upon it. The organisations have claimed percentage wise increments ranging from 3% to 5%. The existing rates ranges from 1.95% to 2.72% (the higher scales getting lower rates). The issue is that adding 80% DA to the existing Basic Pay and then providing increment at a progressive rate of 3% and above will result in considerable financial commitment. Also, fixed percentage of increments may not be practical in a master scale unlike in Grade Pay system. The practice has been to merge DA with existing basic pay and arrive at the new increment rates by upper rounding to the nearest ten. For instance, the existing minimum increment is `230 and adding 80% of DA will make it `414. Upper rounding it to ten would mean `420. The Commission recommends a minimum increment of `500, which nearly returns 3% (2.94%) on the minimum revised pay. The increment rates ranges between 2.04% and 2.94%, with the higher pay getting lower rates.
- 4.15 **Number of scales:** Currently, there are 27 scales spread over 82 stages. The various Commissions have tinkered with the number of scales, which has resulted in upsetting equations. Also, with concept of 'One Rank One Pension' (not implemented as such) the scales are having much importance now. Frequent changes in scales are upsetting the pensioners also. It would be better if the 27 scales are allowed to settle, which is neither too high nor too low. The Commission retains the same.
- 4.16 **Number of stages in master scale:** The existing pay scales have 82 stages, which is also followed in the revised scales. As there have been complaints about stagnation even in lower scales,30 stages are allowed in lower scales and it tapers off to 11 stages in the highest scale (now it is between 11 and 26). The chances of stagnating in the new scales will be remote in lower and middle level scales but the same is not ruled out in higher scales.
- 4.17 **Spread between scales:** Existing scales provide increase of a minimum of one stage to a maximum of 8 stages between succeeding scales. The first four scales (lowest) are all having a difference of only one stage each. Also, two such cases are there in mid-level scales. The Commission has ensured a minimum of two stage increase in such cases.
- 4.18 **Master Scale:** Almost all the employees' organisations favoured the continuation of master scale. Taking in to account the current pay structure and periodicity of revisions, the Commission also favours the same. The Commission proposes the following master scale-
- 17000-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-97000-2200-108000-2400-120000.

Table 4.7

Existing and Proposed scales of pay

| Scale No | Existing scales (2009) | No of stages | Proposed Scales (2014) | No of stages |
|----------|---|--------------|---|--------------|
| 1 | 8500-230-9190-250-9940-270-11020-300-12220-330-13210 | 18 | 17000-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-35700 | 30 |
| 2 | 8730-230-9190-250-9940-270-11020-300-12220-330-13540 | 18 | 18000-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500 | 30 |
| 3 | 8960-230-9190-250-9940-270-11020-300-12220-330-13540-360-14260 | 19 | 19000-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-39500 | 30 |
| 4 | 9190-250-9940-270-11020-300-12220-330-13540-360-14980-400-15780 | 22 | 20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-41500 | 30 |
| 5 | 9940-270-11020-300-12220-330-13540-360-14980-400-16580 | 21 | 21100-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-43600 | 30 |
| 6 | 10480-270-11020-300-12220-330-13540-360-14980-400-16980-440-18300 | 23 | 22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-45800 | 30 |
| 7 | 11620-300-12220-330-13540-360-14980-400-16980-440-18740-500-20240 | 23 | 23400-600-25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-48000 | 30 |
| 8 | 13210-330-13540-360-14980-400-16980-440-18740-500-21240-560-22360 | 22 | 26500-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000 | 30 |
| 9 | 13900-360-14980-400-16980-440-18740-500-21240-560-24040 | 23 | 27800-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-56700 | 30 |
| 10 | 14620-360-14980-400-16980-440-18740-500-21240-560-24040-620-25280 | 23 | 29200-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400 | 30 |
| 11 | 15380-400-16980-440-18740-500-21240-560-24040-620-25900 | 22 | 30700-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-62400 | 30 |

| | | | | |
|----|---|----|---|----|
| 12 | 16180-400-16980-440-18740-500-21240-560-24040-620-27140-680-29180 | 25 | 32300-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400 | 30 |
| 13 | 16980-440-18740-500-21240-560-24040-620-27140-680-29860-750-31360 | 26 | 33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-68700 | 30 |
| 14 | 18740-500-21240-560-24040-620-27140-680-29860-750-32860-820-33680 | 25 | 37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-75600 | 30 |
| 15 | 19240-500-21240-560-24040-620-27140-680-29860-750-32860-820-34500 | 25 | 39500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-79200 | 30 |
| 16 | 20740-500-21240-560-24040-620-27140-680-29860-750-32860-820-36140 | 24 | 41500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-83000 | 30 |
| 17 | 21240-560-24040-620-27140-680-29860-750-32860-820-36140-900-37040 | 24 | 43600-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-85000 | 29 |
| 18 | 22360-560-24040-620-27140-680-29860-750-32860-820-36140-900-37940 | 23 | 45800-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-87000 | 28 |
| 19 | 24040-620-27140-680-29860-750-32860-820-36140-900-38840 | 21 | 48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-89000 | 27 |
| 20 | 29180-680-29860-750-32860-820-36140-900-40640-1000-43640 | 18 | 58050-1350-59400-1500-65400-1650-72000-1800-81000-2000-97000-2200-101400 | 25 |
| 21 | 32110-750-32860-820-36140-900-40640-1000-44640 | 15 | 63900-1500-65400-1650-72000-1800-81000-2000-97000-2200-103600 | 22 |
| 22 | 36140-900-40640-1000-48640-1100-49740 | 15 | 72000-1800-81000-2000-97000-2200-108000-2400-110400 | 20 |
| 23 | 40640-1000-48640-1100-57440 | 17 | 81000-2000-97000-2200-108000-2400-115200 | 17 |
| 24 | 42640-1000-48640-1100-57440-1200-58640 | 16 | 85000-2000-97000-2200-108000-2400-117600 | 16 |
| 25 | 44640-1000-48640-1100-57440- | 14 | 89000-2000-97000-2200- | 14 |

| | | | | |
|--------------|--|----|--|----|
| | 1200-58640 | | 108000-2400-117600 | |
| 26 | 46640-1000-48640-1100-57440-1200-59840 | 13 | 93000-2000-97000-2200-108000-2400-120000 | 13 |
| 27 | 48640-1100-57440-1200-59840 | 11 | 97000-2200-108000-2400-120000 | 11 |
| 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. | 82 | 17000-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-97000-2200-108000-2400-120000. | 82 |

Table 4.8

Comparisons on disparity ratio

| Disparity Ratio | 2004 | 2009 | 2014 |
|---|------|------|------|
| Minimum of lowest scale : Minimum of highest scale | 5.90 | 5.72 | 5.71 |
| Maximum of lowest scale : Maximum of highest scale | 5.40 | 4.53 | 3.36 |
| Minimum of lowest scale : Maximum of highest scale | 7.48 | 7.04 | 7.06 |
| Maximum of lowest scale : Minimum of highest scale | 4.27 | 3.68 | 2.72 |

Rules for fixation of pay in the revised scale.

4.19 The next issue is how pay is to be fixed to come over to the new scales. The previous Commission provided for merging DA in full (64%), a 10% fitment benefit, with a minimum assured amount of ₹1000 and Service weightage at ½% per completed year of service (maximum 15%). This Commission also persists with the existing system despite some requests for granting service weightage in the revised scale, as was given in the 2004 revision. The Commission could readily come to conclusions regarding merger of DA and service weightage. Fixing the fitment benefit was a challenge as even a small hike will result in huge additional financial commitment. The Commission was of the view that the lower level employees should get a decent

hike due to revision and recommends for a fitment benefit of 12% of the existing basic pay subject to a minimum of ₹ 2000/-.(The fitment benefit at the lowest pay is effectively at 23.5% and shrinks to 12% as the pay goes higher.)DA shall be fully neutralized at 80% as on 01.07.2014 and service weightage at ½% per completed year of service subject to a maximum of 15% shall be allowed. The amount of fitment benefit and service weightage taken together shall not exceed ₹ 12000.

4.20 **Option:** The various revisions provided the employees the option to choose the date on which one intended to move to the new scales. It gave certain advantages to a section of employees, usually centering on dates of increment, promotion, completion of year for service weightage etc. On the other side, it creates a lot of administrative work and delay in fixing the revised scales. Invariably, a large number of employees would go wrong while preferring option and data shows that the Government is flooded with requests for allowing re-option. Even more than 20 cases are pending in the Supreme Court.

4.21 Can the facility of option be dispensed with? Will it hurt the employees badly? Can everybody be shifted to the new scales mandatorily? The first thing to assure is that the employees do not lose their legitimate claims The Commission has recommended for a higher fitment benefit and allowances which will result in a fair hike in total emoluments in the revised scales. Then why should one go any further? By moving to mandatory change over, there is no denial of their existing benefits. It only curtails the possibility of getting an additional advantage due to the provisions in the revisions. When considering the administrative cost and effort involved, a change from the existing practice becomes pertinent. **In the circumstances, the Commission recommends that the Pay Revision shall come into force with effect from 01.07.2014 and pay of all employees stand shifted to the New Scales from the date of implementation itself.** Increments will be granted on due dates as if one had continued in the old scale without waiting for one year from the date of revision. The issue of junior-senior anomaly is not a probability but in any case if it occurs, that will be set right as per existing procedures. The following rules are proposed for fixation of pay in the revised scales.

- (i) The revised scales of pay shall come into force w.e.f.01.07.2014.
- (ii) All employees who were in service as on 01.07.2014 shall be deemed to have come over to the new scales with effect from 01.07.2014. There will be no option.
- (iii) Existing scale of pay for the purpose of these rules is the scale of pay as incorporated in G.O.(P).No.85.2011.Fin dated 26.02.2011.
- (iv) Existing emoluments for the purpose of these rules shall be the total of :
 - (a) Basic pay in the existing scales as on 01.07.2014, including increments, if any, accruing on 01.07.2014 in the existing scale. Stagnation increments shall also be reckoned for this.
 - (b) Personal pay, if any, not specifically ordered to be absorbed in future increase of pay.

- (c) Special pay drawn in lieu of higher time scale of pay provided there is no special pay attached to revised scale.
- (d) Dearness Allowance admissible at the rate of 80% on such pay vide (a), (b) and (c) above.

Note: - Special pay, in addition to the pay drawn in the existing scale shall not be reckoned for fixation of pay in the revised scale.

- (v) To the existing emoluments computed above, shall be added an amount equal to 12% of basic pay subject to a minimum of ₹ 2000/- in Rule (iv)(a) above towards fitment benefit and another amount equivalent to ½% of basic pay, specified in Rule (iv)(a) above, for each completed year of service subject to a maximum of 30 completed years, towards service weightage.

Note: - Service for the purpose of this rule means service including broken periods of service qualifying for normal increments in the scale of pay. Time spent on leave not counting for normal increment will not be reckoned. Service during the period of bar on increment, without cumulative effect will be reckoned. Prior Regular service in aided schools/colleges, Municipal Common Service, Panchayat service and High Court of Kerala Service may also be reckoned.

- (vi) The amount so arrived at under Rule (v) above shall be stepped up to the next immediate stage in the revised scale of pay.
- (vii) If the amount arrived at under Rule (v) above is more than the maximum of the revised scale, the pay shall be fixed at the maximum of the revised scale and the difference shall be treated as personal pay and it will not be absorbed in future increase in pay on account of granting increments. This personal pay will count for all purposes viz; fixation of pay, calculation of leave salary, drawal of allowance and pension.
- (viii) In cases, where a senior government servant promoted to a higher post before 1.7.2014, (other than a time bound higher grade) draws less pay in the revised scale than his Junior promoted to the higher post after 1.7.2014, the pay of the senior employee shall be stepped up to the level of the pay of the junior w.e.f. the date on which junior draws more pay, provided that
 - (a) The senior and the junior employee should belong to the same category and should have been promoted to the same category of post.
 - (b) The pre-revised and revised scale of pay of the lower and higher posts in which they are entitled to draw pay should be identical.
 - (c) The senior Government servant at the time of promotion has been drawing equal or more pay than the junior

- (d) The anomaly should have arisen directly as a result of the introduction of the revised scale of pay
- (e) The anomaly should not have arisen due to the option exercised on different dates or due to any advance increments granted to the junior in the lower post or due to increased service weightage to the junior.

Note: - (i) If in the lower post, the junior employee was drawing more pay in the pre-revised scale than the senior, the senior to such junior will have no claim over the pay of the junior.

- f. All appointments and promotions made on or after 1.7.2014 shall be deemed to have been made in the revised scale of pay.
- g. Provisional employees recruited through the employment exchanges who were in service on 30.6.2014 and continued thereafter shall be eligible for the minimum of the revised scale of pay only.
- h. Increments will be granted on due dates as if one had continued in the old scale without waiting for one year from the date of revision.
- i. An employee whose increment is withheld for want of declaration of probation on 1.7.2014 will also be allowed the benefit of fixation of pay by notionally counting the increment accrued but withheld, in relaxation of Rule 37 B(b), Part I Kerala Services Rules, subject to the condition that the next increment after such fixation will be allowed only after he is declared to have satisfactorily completed his probation and the period of approved service required to earn an increment.
- j. In the case of an employee whose pay has been reduced with the effect of postponing future increments, fixation of pay in the revised scale will be allowed as on 01.07.2014 but he has to remain in that pay till the expiry of the period of reduction. The pay will, however, be fixed on the date of expiry of the period of reduction. The next increment in such cases will be allowed only on completion of approved service required to earn an increment from the date of such fixation.
- k. In the case of employees whose increment in the pre-revised scale is barred as punishment without cumulative effect, their pay as on 01.07.2014 (if it is w.e.f. a date on which the increment bar is in force) in the revised scale will be fixed on the basis of the pay notionally arrived at by counting increment each, in the pre-revised scale, for every completed year of service which would have been counted for normal increment, but for the punishment. The next increment in the revised scale will be sanctioned only after expiry of the remaining period of increment bar as on the date of fixation of pay in the revised scale.

- l. In the case of employees whose increment in the pre-revised scale is barred as punishment with cumulative effect, their pay as on 01.07.2014 (if it is w.e.f. a date on which the increment bar is in force) will be fixed on the basis of the pay they were drawing immediately before increment bar. They will be entitled to the pay at the same rate till the expiry of the period of increment bar. The next increment in the revised scale will be sanctioned only after expiry of the period of increment bar.
- m. In the case of employees whose pay in the pre-revised scale is reduced to lower stage as penalty temporarily, their pay in the revised scale will be fixed as on 01.07.2014 (if it is w.e.f a date on which the reduction in pay is in force) on the basis of the pay after reduction in the pre-revised scale. The next increment that will accrue in the revised scale will be sanctioned only after the expiry of the remaining period of penalty.
- n. In the case of employees whose pay in the pre-revised scale is reduced permanently to lower stage as penalty with the effect of postponing future increments, his pay in the revised scale will be fixed on 01.07.2014 on the basis of the reduced pay in the pre-revised scale. They will have to remain in that pay till expiry of the period of reduction. The next increment that will accrue in the revised scale will be sanctioned only after expiry of the remaining period of penalty.

4.22 In the terms of reference, it was suggested to look into the anomalies created by the last Pay Revision, owing to any undue and unexplainable hike to certain categories of employees and to make suggestions to rectify them. The Commission felt it not proper to sit on judgment of another Commission's findings. Different Commissions may have different perceptions and that has to be respected. Government have already issued more than 200 rectification orders since the implementation of the 2009 Pay Revision Order. The word 'anomaly' is a relative term as far pay scales are concerned. For instance, there will be a number of dissimilar posts under a single scale and whenever there is a change in the case of a post, the others call it an anomaly. Equations are made with posts that have nothing to do in common. Past histories are dug up to emphasize claims and what not. Virtually, there was no claim for higher pay which assessed their own work.

4.23 One of the impediments the Pay Commissions had to face is lack of data to scientifically assess the various posts. Each Commission had to depend on its own wisdom and make assessment on generalities of a post. It's exactly for this reason that claims for anomalies are being made. There is a Section in Finance Department, called "Pay Research Unit". It is doubtful whether the unit has ever done any research on pay. It is high time Data, a to z, of each and every post is collected, analysed and codified into a measurable unit. Data shall comprise pay scales, workload, promotion avenues as per Special Rules, educational and other qualifications, actual performance as a unit and Department etc. New technologies

and tools may be used to arrive at the desired end. It is hoped that the Department will seriously take steps to make the unit worthwhile.

APPROACH TOWARDS FUTURE PAY REVISION

- 4.24 If one goes through the revenue expenditure graph of the State over the years, none can miss the hump in every five years. In short, it sums up all. The periodicity of 5 year revision augurs well for the employees but puts enormous pressure on State's revenue. This revision will also be no exception and may perhaps make the hump bigger. While a few previous Pay Revision Commissions suggested for a ten year periodicity some suggested for retaining the existing 5 year periodicity. We are of the view that the State will not be in a position to withstand the doubling or near doubling of pay scales of government employees every five years along with steady D.A increase at Central rates. It is with this in mind we have framed the new scales of pay and other benefits. We are therefore of the view that the new pay scales and pension revision recommended by us should be in force for 10 years.

Illustrations – Fixation of Pay

No.1

An employee with less than one year's service and drawing a basic pay of ₹ 8500/- in the pre-revised scale.

| | | |
|--|-------|--------|
| Basic Pay as on 01.07.2014 | | 8,500 |
| DA at 80% | | 6,800 |
| Fitment at 12% (minimum ₹ 2000/-) | 2,000 | |
| Service weightage at 1/2% per completed year (maximum 15%) | 0 | |
| Total of Fitment+Service weightage | 2,000 | |
| Maximum limit ₹ 12000/- | | 2,000 |
| Total | | 17,300 |
| Pay in revised scale(next stage) | | 17,500 |
| Net benefit as on 01.07.2014 | | 2,200 |

No.2

An employee with 10 year's service and drawing a basic pay of ₹ 12220/- in the pre-revised scale.

| | | |
|--|-------|--------|
| Basic Pay as on 01.07.2014 | | 12,220 |
| DA at 80% | | 9,776 |
| Fitment at 12% (minimum ₹ 2000/-) | 2,000 | |
| Service weightage at 1/2% per completed year (maximum 15%) | 611 | |
| Total of Fitment+Service weightage | 2,611 | |
| Maximum limit ₹ 12000/- | | 2,611 |
| Total | | 24,607 |
| Pay in revised scale(next stage) | | 25,200 |
| Net benefit as on 01.07.2014 | | 3,204 |

No.3

An employee with 15 year's service and drawing a basic pay of ` 20740/- in the pre-revised scale.

| | | |
|--|-------|--------|
| Basic Pay as on 01.07.2014 | | 20,740 |
| DA at 80% | | 16,592 |
| Fitment at 12% (minimum ` 2000/-) | 2,489 | |
| Service weightage at 1/2% per completed year (maximum 15%) | 1,556 | |
| Total of Fitment+Service weightage | 4,045 | |
| Maximum limit ` 12000/- | | 4,045 |
| Total | | 41,377 |
| Pay in revised scale(next stage) | | 41,500 |
| Net benefit as on 01.07.2014 | | 4,168 |

No.4

An employee with 26 year's service and drawing a basic pay of ` 29180/- in the pre-revised scale.

| | | |
|--|-------|--------|
| Basic Pay as on 01.07.2014 | | 29,180 |
| DA at 80% | | 23,344 |
| Fitment at 12% (minimum ` 2000/-) | 3,502 | |
| Service weightage at 1/2% per completed year (maximum 15%) | 3,793 | |
| Total of Fitment+Service weightage | 7,295 | |
| Maximum limit ` 12000/- | | 7,295 |
| Total | | 59,819 |
| Pay in revised scale(next stage) | | 60,900 |
| Net benefit as on 01.07.2014 | | 8,376 |

No.5

An employee with 30 year's service and drawing a basic pay of ₹ 44640/- in the pre-revised scale.

| | | |
|--|--------|--------|
| Basic Pay as on 01.07.2014 | | 44,640 |
| DA at 80% | | 35,712 |
| Fitment at 12% (minimum ₹ 2000/-) | 5,357 | |
| Service weightage at 1/2% per completed year (maximum 15%) | 6,696 | |
| Total of Fitment+Service weightage | 12,053 | |
| Maximum limit ₹ 12000/- | | 12,000 |
| Total | | 92,352 |
| Pay in revised scale(next stage) | | 93,000 |
| Net benefit as on 01.07.2014 | | 12,648 |

No.6

An employee with 32 year's service and drawing a basic pay of ₹ 59840/- in the pre-revised scale.

| | | |
|--|--------|----------|
| Basic Pay as on 01.07.2014 | | 59,840 |
| DA at 80% | | 47,872 |
| Fitment at 12% (minimum ₹ 2000/-) | 7,181 | |
| Service weightage at 1/2% per completed year (maximum 15%) | 8,976 | |
| Total of Fitment+Service weightage | 16,157 | |
| Maximum limit ₹ 12000/- | | 12,000 |
| Total | | 1,19,712 |
| Pay in revised scale(next stage) | | 1,20,000 |
| Net benefit as on 01.07.2014 | | 12,288 |

CHAPTER 5
DEPARTMENTS
(INCLUDING COMMON CATEGORIES)

- 5.1** The Commission received representations from various service organisations, obtained reports of Heads of Departments and also heard them as far as possible. Most of the representations were for enhanced pay scales, better allowances, higher grades, 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. The burden of financial commitment also had a reflection in the Commission's decision making process. As the volume of representations was so huge, it is not possible to individually point out each issue in this report and make detailed reasoning. The emphasis has been to point issues which require changes and utmost attention.
- 5.2** One of the trends noticed by the Commission was the requests for enhancing educational qualifications as a ploy to claim hike in pay scales. Without doubt, higher educational qualifications are welcome unless it has a negative effect in service delivery. In Kerala, where more than 90% of the candidates are graduates, a mere upgradation of qualification will not have the desired impact. The solution lies in going for the 'horses for courses' approach, i.e., the selection process should be optimal vis-à-vis the job requirements. Another point the Commission wants to emphasise is the relativity of pay hikes and productivity. In this era of "gen next", the State cannot afford to have a redundant civil service. It's time for the Government as well as the employees to pull up their socks and shed the tag of no-doers. Even while the Commission very much appreciates the commitment and quality of majority the employees, it is felt there is scope for further improvements. The Terms of Reference require the Commission to examine the present set up of Civil Service as a whole and to make suggestion in improving its efficiency and service delivery. A separate Chapter on the subject will be included in the Second part of the Report.
- 5.3** This Chapter is designed to include a brief introduction of the various Departments, the designations, numbers of posts, existing scales, proposed scales, footnotes etc and recommendations of the Commission. The data are based on the information provided by the respective Heads of Departments and where as the Commission has taken every effort to ensure correctness of the designations and scales of pay of posts, the number posts shown in the schedules are only indicative. In spite of earnest efforts, the Commission does not rule out unforced errors, considering the sheer volume of data. The Commission therefore makes it clear that the authenticity of a post and its existing scale of pay as shown in the schedules shall be authenticated by Government Order as a deciding factor in case of doubt.
- 5.4** Non-inclusion of any post may be brought to the attention of the Government. Whatever recommendations/changes the Commission has

intended, is specified in the recommendation paragraph. In case of any mismatch between the schedules and the recommendations, the recommendation paragraph shall prevail. Any change in the proposed scale, designation, footnotes etc will invariably be mentioned in the recommendation paragraph and anything contrary to it shall be considered as an error.

5.5 COMMON CATEGORY

Common categories are categories common to all Departments and the scale of pay of these categories are normally not specifically shown in the Schedule for each Department. The Commission had discussions with various Service Organizations and all Head of Departments who are concerned with the posts coming under common category. In the light of the above, the following recommendations are made:

- i) The post of Senior Finance Officer (HG) may be placed in the revised scale corresponding to ` 44640-58640
- ii) The post of Senior Finance Officer may be placed in the revised scale corresponding to ` 40640-57440.
- iii) The post of Finance Officer may be placed in the revised scale corresponding to ` 24040-38840
- iv) Post of Financial Assistant is filled up by promotion from the category of Divisional Accountants Officer, by promotion from the category of Section Officers of the Finance Department and by direct recruitment from members of any other Service, Class or category through Kerala Public Service Commission in the ratio 1:1:1. After discussion with the Service Organisations and others concerned it has come to notice that the Commission that direct recruitment from members of any other service, Class or category is not yielding the desired result in improving the quality of service. It cannot be considered as a better examination or selection than that is resorted to in case of Divisional Accountant Officers. It actually blocks the promotion prospects of Divisional Accountant Officers who are selected on the basis of very strict process and long training under the Government and under the Accountant General. It is therefore, felt that direct recruitment from members of any other service, class or category through Public Service Commission may be dispensed with and the number of posts earmarked for appointment from this category may be allotted for promotion to Divisional Accountant Officers. In the result, appointment to the post of Financial Assistant will be only by promotion from Divisional Accountant Officers and by promotion from Section Officers of the Finance Department in the ratio 2:1. The

Commission recommends that Special Rules in the matter may be modified accordingly.

- v) The post of Financial Assistant/Administrative Assistant may be placed in the revised scale corresponding to ` 22360-37940.
- vi) The post of Senior Administrative Officer (HG) may be placed in the revised scale corresponding to ` 44640-58640.
- vii) The post of Sr. Administrative Officer may be placed in the revised scale corresponding to ` 40640-57440.
- viii) The post of Administrative Officer may be placed in the revised scale corresponding to ` 24040-38840
- ix) Posts of Binder Grade II and I is presently on a ratio of 2:1. This is modified as 1:1
- x) Post of Cinema Operator/Projectionist Grade II and Grade I is now enjoying a ratio 2:1. This is modified as 1:1
- xi) Ratio between Audio Visual Trailer Operator Grade II and Grade I is 2:1. This is modified as 1:1
- xii) The existing ratio between Attender Grade II and I is 2:1 . This is revised as 1:1
- xiii) Existing ratio between Clerical Attender/Technical Attender Grade II and I is 2:1. This is revised as 1:1
- xiv) Post of Senior Superintendent may be placed in the revised scale corresponding to ` 20740-36140. They will also enjoy $\frac{1}{3}$ Higher Grade on ` 21240-37040.
- xv) There has been a strong demand for re-designation of the post of Junior Superintendent as Superintendent considering that long years are taken to reach this level. Commission finds that there is some force in the argument and recommends re-designation as Superintendent on the same scale of pay. 25% Higher Grade enjoyed by Junior Superintendents on ` 18740-33680 is revised as $33\frac{1}{3}\%$ (2:1)
- xvi) Existing ratio among Sergeant Grade II and I and Senior Grade is 5:3:2. This is modified as 4:3:3
- xvii) The post of Confidential Assistant/Stenographer Grade I may be placed in the revised scale of pay corresponding to ` 14620-25280
- xviii) The Post of Confidential Assistant (Selection Grade) may be placed in the revised scale corresponding to ` 20740-36140
- xix) The post of Lower Division Typist may be re-designated as L.D. Computer Assistant.
- xx) Post of Upper Division Typist may be re-designated as U.D. Computer Assistant.
- xxi) There has been strong demand from several organizations that out of the four grades one grade of Typist (re-designated as Computer Assistant) was abolished in the last Pay Revision and as a result they are losing chance for one fixation and thereby deprived of benefit of two increments. All Associations

therefore, demanded that all the 4 grades may be restored. Commission is therefore, inclined to restore the post Typist Senior Grade with re-designation as Computer Assistant (Senior Grade) in the revised scale corresponding to Rs.13900-24040. The post of Typist (Selection Grade) is re-designated as Computer Assistant Selection Grade . The revised ratio among the Typists will be 1:1:1:1. The pay of those who were already promoted as per existing ratio may be protected, in case of any drop in pay due to revised ratio.

- xxii) 20% of Higher Grade on ` 18740-33680 enjoyed by Fair Copy Superintendent is modified as 33 ¹/₃ %.
- xxiii) The ratio 3:1 between Lift Operator and Lift Operator (HG) is modified as 1:1.
- xxiv) Existing ratio of 2:1 between Duffedar and Duffedar(HG) is modified as 1:1
- xxv) Existing ratio as 2:1 between Office Attendant and Office Attendant (HG) is modified as 1:1
- xxvi) Normal revision may be recommended to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| | SI No | Designation | Scale of Pay | Revised |
|---|-------|---|--------------|--------------|
| | 1. | Senior Finance Officer (HG) | 40640-57440 | 89000-117600 |
| a | 2. | Senior Finance Officer | 36140-49740 | 81000-115200 |
| | 3. | Finance officer (HG) | 29180-43640 | 58050-101400 |
| b | 4. | Finance Officer | 22360-37940 | 48000-89000 |
| | 5. | Financial Assistant /Accounts Officer | 21240-37040 | 45800-87000 |
| | 6. | Senior Administrative Officer (HG) | 40640-57440 | 89000-117600 |
| a | 7. | Senior Administrative Officer | 36140-49740 | 81000-115200 |
| | 8. | Administrative Officer (HG) | 29180-43640 | 58050-101400 |
| b | 9. | Administrative Officer | 22360-37940 | 48000-89000 |
| | 10. | Administrative Assistant | 21240-37040 | 45800-87000 |
| | 11. | Divisional Accounts Officer (HG) | 20740-36140 | 41500-83000 |
| c | 12. | Divisional Accounts Officer | 18740-33680 | 37500-75600 |
| | 13. | Senior Superintendent (HG) and inter-changeable posts as per Special Rules/Government orders. | 20740-36140 | 43600-85000 |
| a | 14. | Senior Superintendent and inter-changeable posts as per Special Rules/Government orders. | 18740-33680 | 41500-83000 |
| | 15. | Superintendent (HG) and inter-changeable posts as per Special | 18740-33680 | 37500-75600 |

| | | | | |
|---|-----|---|-------------|-------------|
| | | Rules/Government orders.(formerly Jr. Supt(HG)) | | |
| a | 16. | Superintendent and interchangeable posts as per Special Rules/Government orders. (formerly Jr.Supt) | 16180-29180 | 32300-65400 |
| | 17. | Fair Copy Superintendent (HG) | 18740-33680 | 37500-75600 |
| a | 18. | Fair Copy Superintendent | 16180-29180 | 32300-65400 |
| | 19. | Head Clerk/Head Accountant and equated posts | 14620-25280 | 29200-59400 |
| | 20. | Senior Clerk | 13210-22360 | 26500-54000 |
| | 21. | Upper Division Accountant | 13210-22360 | 26500-54000 |
| | 22. | Accountant | 13210-22360 | 26500-54000 |
| | 23. | Store Clerk | 13210-22360 | 26500-54000 |
| | 24. | Auditor | 13210-22360 | 26500-54000 |
| | 25. | Store Keeper | 13210-22360 | 26500-54000 |
| | 26. | Clerk cum Accountant | 13210-22360 | 26500-54000 |
| | 27. | Cashier | 13210-22360 | 26500-54000 |
| | 28. | Assistant Store Keeper | 13210-22360 | 26500-54000 |
| | 29. | Store Assistant | 13210-22360 | 26500-54000 |
| | 30. | Accounts Clerk | 13210-22360 | 26500-54000 |
| | 31. | Clerk cum Accountant | 13210-22360 | 26500-54000 |
| | 32. | Steward Clerk | 13210-22360 | 26500-54000 |
| | 33. | Clerk cum Cashier | 13210-22360 | 26500-54000 |
| | 34. | Sergeant Senior Grade | 13900-24040 | 27800-56700 |
| | 35. | Sergeant Grade I | 13210-22360 | 26500-54000 |
| e | 36. | Sergeant Grade II | 11620-20240 | 23400-48000 |
| f | 37. | Clerk | 9940-16580 | 21100-43600 |
| | 38. | Store cum Record Keeper | 9940-16580 | 21100-43600 |
| | 39. | Record Keeper | 9940-16580 | 21100-43600 |
| | 40. | Store Clerk | 9940-16580 | 21100-43600 |
| | 41. | Copyist | 9940-16580 | 21100-43600 |
| | 42. | Accountant | 9940-16580 | 21100-43600 |
| | 43. | Clerk cum Cashier | 9940-16580 | 21100-43600 |
| | 44. | Assistant Cashier Clerk | 9940-16580 | 21100-43600 |
| | 45. | Store Keeper | 9940-16580 | 21100-43600 |
| | 46. | Clerk cum Store Keeper | 9940-16580 | 21100-43600 |
| | 47. | Auditor | 9940-16580 | 21100-43600 |
| | 48. | Record cum Store Keeper | 9940-16580 | 21100-43600 |
| | 49. | Assistant Store Keeper | 9940-16580 | 21100-43600 |
| | 50. | Tally Clerk | 9940-16580 | 21100-43600 |

| | | | | |
|---|-----|--|-------------|-------------|
| | 51. | Clerk Steward | 9940-16580 | 21100-43600 |
| | 52. | Store Assistant | 9940-16580 | 21100-43600 |
| | 53. | Cashier | 9940-16580 | 21100-43600 |
| | 54. | Store Keeper cum Clerk | 9940-16580 | 21100-43600 |
| | 55. | Clerk cum Accountant | 9940-16580 | 21100-43600 |
| | 56. | Junior Accountant | 9940-16580 | 21100-43600 |
| | 57. | Cashier cum Clerk | 9940-16580 | 21100-43600 |
| | 58. | Confidential Assistant Sel. Gr. | 19240-34500 | 41500-83000 |
| | 59. | Confidential Assistant Sen. Gr. | 16180-29180 | 32300-65400 |
| g | 60. | Confidential Asst/Steno Typist Gr. I | 13900-24040 | 29200-59400 |
| | 61. | Confidential Assistant/Steno Typist Gr. II | 10480-18300 | 22200-45800 |
| | 62. | Typist Selection Grade | 14620-25280 | 29200-59400 |
| | 63. | Typist Senior Grade | | 27800-56700 |
| | 64. | Upper Division Typist | 13210-22360 | 26500-54000 |
| h | 65. | Lower Division Typist | 9940-16580 | 21100-43600 |
| | 66. | Clerk cum Typist | 9940-16580 | 21100-43600 |
| | 67. | Clerk Typist | 9940-16580 | 21100-43600 |
| | 68. | Typist Clerk | 9940-16580 | 21100-43600 |
| | 69. | Driver Selection Grade | 14620-25280 | 29200-59400 |
| | 70. | Driver Senior Grade | 11620-20240 | 23400-48000 |
| | 71. | Driver Grade I | 10480-18300 | 22200-45800 |
| i | 72. | Driver Grade II | 9190-15780 | 20000-41500 |
| | 73. | Binder Grade I | 9940-16580 | 21100-43600 |
| d | 74. | Binder Grade II | 8960-14260 | 19000-39500 |
| | 75. | Driver cum Operator / Projectionist and similar categories | 10480-18300 | 22200-45800 |
| d | 76. | Cinema Operator/Projectionist Gr.I | 9940-16580 | 21100-43600 |
| | 77. | Cinema Operator/Projectionist Gr.II | 8960-14260 | 19000-39500 |
| | 78. | Audio Visual Trailer Operator Gr.I | 9940-16580 | 21100-43600 |
| | 79. | Audio Visual Trailer Operator Gr.II | 8960-14260 | 19000-39500 |
| | 80. | Chief Operator (Audio Visual) | 13210-22360 | 26500-54000 |
| | 81. | Artist/Photographer/Artist Cum Photographer | 14620-25280 | 29200-59400 |
| | 82. | Artist/Photographer/Artist Cum Photographer | 13210-22360 | 26500-54000 |
| | 83. | Artist/Photographer/Artist Cum Photographer and similar category | 9940-16580 | 21100-43600 |
| | 84. | Attender Gr.I | 8960-14260 | 19000-39500 |

| | | | | |
|---------------------------------|------|--|-------------|--------------|
| | 85. | Clerical Attender/Technical Attender Gr.I | 8960-14260 | 19000-39500 |
| | 86. | Clerical Assistant (and similar categories) Gr.I | 8960-14260 | 19000-39500 |
| d | 87. | Attender Gr.II | 8730-13540 | 18000-37500 |
| | 88. | Clerical Attender /Technical Attender Gr.II | 8730-13540 | 18000-37500 |
| | 89. | Clerical Assistant (and similar categories)Gr.II | 8730-13540 | 18000-37500 |
| Common Pool Librarians | | | | |
| | 90. | Senior Grade Librarian/Chief Technical Librarian | 32110-44640 | 63900-103600 |
| | 91. | Scientific Information Officer | 29180-43640 | 58050-101400 |
| | 92. | Senior Librarian | 24040-38840 | 48000-89000 |
| j | 93. | Librarian Gr.I | 21240-37040 | 43600-85000 |
| | 94. | Librarian Gr.II | 18740-33680 | 37500-75600 |
| | 95. | Librarian Gr.III | 16180-29180 | 32300-65400 |
| | 96. | Librarian Gr.IV | 11620-20240 | 23400-48000 |
| Miscellaneous Categories | | | | |
| | 97. | Telephone Operator | 9190-15780 | 20000-41500 |
| | 98. | Telephone Attendant | 8960-14260 | 19000-39500 |
| | 99. | Roller Driver Gr.I | 11620-20240 | 23400-48000 |
| | 100. | Roller Driver Gr.II | 9940-16580 | 21100-43600 |
| | 101. | Roller Driver/Assistant Roller Driver | 9190-15780 | 20000-41500 |
| | 102. | Roller Cleaner | 9190-15780 | 20000-41500 |
| | 103. | Lorry Cleaner | 8730-13540 | 18000-37500 |
| | 104. | Oil Engine Driver | 9190-15780 | 20000-41500 |
| | 105. | Driver cum Mechanic/Driver Mechanic | 9190-15780 | 20000-41500 |
| | 106. | Workshop mechanic/Motor Mechanic/Fitter | 9190-15780 | 20000-41500 |
| | 107. | Motor Boat Driver Gr.I | 10480-18300 | 22200-45800 |
| d | 108. | Motor Boat Driver Gr.II | 9190-15780 | 20000-41500 |
| | 109. | Tractor Driver/Boat Driver/Syrang Gr.I | 10480-18300 | 22200-45800 |
| | 110. | Tractor Driver/Boat Driver/Syrang Gr.II | 9190-15780 | 20000-41500 |
| | 111. | Engine Driver Gr.I | 10480-18300 | 22200-45800 |
| | 112. | Engine Driver Gr.II | 9190-15780 | 20000-41500 |
| | 113. | Motor Driver Gr.I | 10480-18300 | 22200-45800 |
| | 114. | Motor Driver Gr.II | 9190-15780 | 20000-41500 |
| | 115. | Loco Driver Gr.I | 10480-18300 | 22200-45800 |

| | | | | |
|---|------|--|-------------|-------------|
| | 116. | Loco Driver Gr.II | 9190-15780 | 20000-41500 |
| | 117. | Driver cum Cleaner Gr.I | 10480-18300 | 22200-45800 |
| | 118. | Driver cum Cleaner Gr.II | 9190-15780 | 20000-41500 |
| | 119. | Carpenter | 9190-15780 | 20000-41500 |
| | 120. | Turner | 9190-15780 | 20000-41500 |
| | 121. | Moulder | 9190-15780 | 20000-41500 |
| | 122. | Welder | 9190-15780 | 20000-41500 |
| | 123. | Black smith/Smith | 9190-15780 | 20000-41500 |
| | 124. | Electrician | 9190-15780 | 20000-41500 |
| | 125. | Plumber | 9190-15780 | 20000-41500 |
| | 126. | Mechanic | 9190-15780 | 20000-41500 |
| | 127. | Workshop Mechanic | 9190-15780 | 20000-41500 |
| | 128. | Fitter | 9190-15780 | 20000-41500 |
| | 129. | Carpenter cum Black smith | 9190-15780 | 20000-41500 |
| | 130. | Lift Operator (HG) | 9940-16580 | 21100-43600 |
| d | 131. | Lift Operator | 9190-15780 | 20000-41500 |
| | 132. | Stencil Operator/Roneo Operator/Duplicate Operator | 8960-14260 | 19000-39500 |
| | 133. | Duffedar (HG) | 8960-14260 | 19000-39500 |
| d | 134. | Duffedar | 8730-13540 | 18000-37500 |
| | 135. | Mochee | 8730-13540 | 18000-37500 |
| d | 136. | Office Attendant Gr.I | 8730-13540 | 18000-37500 |
| | 137. | Office Attendant Gr.II | 8500-13210 | 17000-35700 |

- a. 1/3rd of the post will be in Higher Grade.
- b. Ratio among Administrative Officer/Finance officer and Administrative Officer(HG)/Finance Officer(HG) will be 2:1.
- c. 50% of the post will be in Higher Grade.
- d. Grade ratio will be 1:1
- e. Existing ratio among Sergeant Grade II and I and Senior Grade will be modified as 4:3:3
- f. The existing ratio 1:1 between Clerk and Senior Clerk will continue.
- g. The Ratio 1:1:1:1 among CA Gr.II, Gr.I, Senior Gr. and Selection Gr. will continue.
- h. Ratio among Lower Division Typist, Upper Division Typist, Typist Senior Gr and Typist Selection Grade will be 1:1:1:1
- i. Ratio among Gr.II, Gr.I and Sr.Gr Driver will be 1:1:1. 10% of Senior Grade will be on Selection Grade.
- j. Cadre of Senior Librarian, Scientific Information Officer and Senior Grade Librarian/Chief Technical Librarian are fixed as per standardization of posts ordered in G.O (Ms)

No:911/2014/H.Edn dated 28.11.2014. Those who come under UGC scale will be in UGC Scale

5.6. ADVOCATE GENERAL'S OFFICE

The Advocate General, the key Counsel of the State is appointed by the Government under Article 165 of the Constitution of India. The main function of the Office of the Advocate General is to assist the counsel engaged in defending the State in the High Court and Tribunals in the State. The Office of the Advocate General is headed by the Secretary to Advocate General, who is equal in rank to an Additional Secretary to Government.

Commission had discussions with Service Organizations and the Secretary to Advocate General and recommends the following:

- i) Post of Section Officer may be placed in the revised scale corresponding to ` 20740-36140 with Higher Grade on revised scale corresponding to ` 21240-37040. The existing ratio of 1:1 between two grades will continue.
- ii) The post of Confidential Assistant Selection Grade may be placed in the scale of pay corresponding to ` 20740-36140.
- iii) Post of Assistant may be placed in the revised scale corresponding to ` 14620-25280
- iv) Post of Computer Assistant Grade I may be placed in the revised scale corresponding to ` 14620-25280
- v) Post of Confidential Assistant Grade I may be placed in the revised scale corresponding to Rs.14620-25280.
- vi) The post of Office Superintendent will be placed on the revised scale corresponding to ` 20740-36140. The existing ratio of 1:1 will continue for Higher Grade of ` 21240-37040
- vii) Normal revision may be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| | SI. No | Name of Post | No. of Posts | Present Scale of Pay | Revised Scale of Pay |
|---|--------|-------------------------------|--------------|-------------------------|----------------------|
| | 1. | Secretary to Advocate General | 1 | 46640-59840 +900 SP# | 93000-120000 |
| | 2. | Joint Secretary | 3 | 44640-58640 +500 SP# | 89000-117600 |
| | 3. | Deputy Secretary | 6 | 40640-57440 +300 SP# | 81000-115200 |
| | 4. | Under Secretary (HG) | 3 | 36140-49740 | 72000-110400 |
| a | 5. | Under Secretary | 7 | 24040-38840 | 48000-89000 |
| | 6. | Section Officer (HG) | 21 | 20740-36140 | 43600-85000 |
| b | 7. | Section Officer | 21 | 18740-33680 | 41500-83000 |

| | | | | | |
|---|-----|---|----|-------------|-------------|
| | 8. | Librarian | 1 | 18740-33680 | 37500-75600 |
| | 9. | Personal Assistant (HG) | 3 | 21240-37040 | 43600-85000 |
| b | 10. | Personal Assistant | 3 | 20740-36140 | 41500-83000 |
| | 11. | Office Superintendent (Higher Grade) | 4 | 20740-36140 | 43600-85000 |
| | 12. | Office Superintendent | 4 | 18740-33680 | 41500-83000 |
| c | 13. | Assistant Section Officer | 49 | 16980-31360 | 33900-68700 |
| | 14. | Assistant Senior Grade | 49 | 16180-29180 | 32300-65400 |
| | 15. | Assistant | 50 | 13900-24040 | 29200-59400 |
| | 16. | Computer Assistant (Selection Grade) | 10 | 16980-31360 | 33900-68700 |
| | 17. | Computer Assistant (Senior Grade) | 11 | 16180-29180 | 32300-65400 |
| | 18. | Computer Assistant (Grade I) | 11 | 13900-24040 | 29200-59400 |
| | 19. | Computer Assistant (Grade II) | 11 | 10480-18300 | 22200-45800 |
| | 20. | Library Assistant | 2 | 9190-15780 | 20000-41500 |
| | 21. | Clerical Assistant Grade I | 10 | 10480-18300 | 22200-45800 |
| | 22. | Clerical Assistant Grade II | 11 | 9940-16580 | 21100-43600 |

Special pay in lieu of Higher Time scale of pay. Discontinued.

a) 1/3 of the posts will be in Higher Grade

b) Grade ratio 1:1

c) Grade ratio 1:1:1

5.7 **AGRICULTURE DEPARTMENT**

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 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 Agriculture, Animal Husbandry and Dairy Development departments are under the control of Agriculture Production Commissioner.

The Commission had discussions with the representatives of service organisations and the Head of the Department. Based on that the Commission considered the matter and the following recommendations are made :

- i) Deputy Director of Agriculture is presently on the scale of ` 24040-38840 with a higher grade of 20%. This is a technical post and deserves a higher scale. It is, therefore, recommended that post may be placed in the revised scale of pay corresponding to ` 29180-43640 with a higher grade of 25% in the scale of pay of ` 32110-44640. The post of Assistant Director may be placed in the revised scale of pay corresponding to ` 24040-38840 with a 25% higher grade on ` 29180-43640.
- ii) The Agricultural Field Officer may be given a higher grade of 25% of ` 20740-36140 as against the existing 20%.
- iii) The existing ratio 2:1:1 among Scientific Assistant Grade II, Grade I and Senior Grade is modified as 1:1:1.
- iv) The minimum qualification for by transfer appointment/promotion to the post of Agricultural Officer may be modified as B.Sc (Agriculture). The special rules may be amended to incorporate this change. Exemption in the matter may be given for present incumbents who are already in the feeder category post.
- v) The Career Advancement Scheme for directly recruited professionals may be ensured to Agricultural Officers also.
- vi) Normal revision is recommended to all other posts.

Categories of Posts with the existing and proposed Scales of pay are given below

| | Sl. No. | Designation | No. of posts | Existing Scale of pay | Revised Scale of pay |
|---|----------------|--|---------------------|------------------------------|-----------------------------|
| | 1. | Director | 1 | 46640-59840 | 93000-120000 |
| | 2. | Additional Director | 7 | 42640-58640 | 85000-117600 |
| | 3. | Joint Director/ Principal Agricultural Officer | 38 | 36140-49740 | 72000-110400 |
| | 4. | Deputy Director/ Chief Soil Chemist/ Plant Protection Officer(HG) | 130 | 29180-43640 | 63900-103600 |
| a | 5. | Deputy Director/ Chief Soil Chemist/ Plant Protection Officer | | 24040-38840 | 58050-101400 |
| | 6. | Assistant Director/ Senior Agricultural Officer/ Radio Contact Officer(HG) | | | 58050-101400 |

| | | | | | |
|-------|-----|---|------|----------------------------------|------------------------------|
| a & b | 7. | Assistant Director/ Senior Agricultural Officer/ Radio Contact Officer | 232 | 22360-37940 | 48000-89000 |
| | 8. | Assistant Principal Agricultural Officer | 14 | 21240-37040 | 43600-85000 |
| | 9. | Banana Development Officer | 1 | 21240-37040 | 43600-85000 |
| | 10. | Cashew Development Officer/Special Officer | 1 | 21240-37040 | 43600-85000 |
| | 11. | Research Officer/Farm Superintendent | 14 | 21240-37040 | 43600-85000 |
| c | 12. | Assistant Soil Chemist | 23 | 21240-37040 | 43600-85000 |
| | 13. | Labour Welfare Officer | 1 | 20740-36140 | 41500-83000 |
| | 14. | Agricultural Officer/Farm Assistant/Seed Development Officer | 1097 | 20740-36140 | 41500-83000 |
| | 15. | Technical Assistant | 22 | 20740-36140 | 41500-83000 |
| | 16. | Personal Assistant to Director of Agriculture | 1 | 20740-36140 | 41500-83000 |
| d | 17. | Senior Scientific Assistant | 15 | 18740-33680 | 37500-75600 |
| | 18. | Agricultural Field Officer(HG) | 47 | 20740-36140 | 41500-83000 |
| e | 19. | Agricultural Field Officer | | 18740-33680 | 37500-75600 |
| | 20. | Scientific Assistant Grade I | 15 | 16180-29180 | 32300-65400 |
| | 21. | Assistant Agricultural Officer | 617 | 16180-29180 | 32300-65400 |
| | 22. | Agricultural Assistant Grade I | 925 | 13900-24040 | 27800-56700 |
| f | 23. | Agricultural Assistant Grade II | 1543 | 10480-18300 | 22200-45800 |
| | 24. | Scientific Assistant Grade II | 31 | 13210-22360 | 26500-54000 |
| | 25. | Offset operator | 1 | 11620-20240 | 23400-48000 |
| | 26. | Assistant Offset Operator | 1 | 9190-15780 | 20000-41500 |
| | 27. | Film Librarian | 1 | 9190-15780 | 20000-41500 |
| | 28. | Lab Assistant | 11 | 9190-15780 | 20000-41500 |
| | 29. | Oil Engine Driver | 8 | 9190-15780 | 20000-41500 |
| | 30. | Field Supervisor | 3 | 8730-13540 | 18000-37500 |
| | 31. | Lab Keeper | 5 | 8730-13540 | 18000-37500 |
| | 32. | Tissue Culture Technician (on contract) | 13 | Consolidate d pay of 12000 | Consolidated pay of 18000 |

| | | | | | |
|--|-----|---|-----|-----------------------------|-----------------------------|
| | 33. | AC Mechanic (on contract) | 3 | Consolidated pay of 11000/- | Consolidated pay of 17000/- |
| | | Agriculture Engineering Wing | | | |
| | 34. | State Agricultural Engineer | 1 | 42640-58640 | 85000-117600 |
| | 35. | Executive Engineer | 2 | 36140-49740 | 72000-110400 |
| | 36. | Assistant Executive Engineer (Agri) | 18 | 22360-37940 | 45800-87000 |
| | 37. | Assistant Engineer (Agri) | 27 | 20740-36140 | 41500-83000 |
| | 38. | Head Draftsman (Civil) | 2 | 20740-36140 | 41500-83000 |
| | 39. | Draftsman Grade I/ Overseer Grade I/ Draftsman Grade I (Mechanical) | 11 | 13900-24040 | 27800-56700 |
| | 40. | Store-in-charge | 10 | 13900-24040 | 27800-56700 |
| | 41. | Mechanical Engineering Supervisor | 1 | 13210-22360 | 26500-54000 |
| | 42. | Foreman | 14 | 11620-20240 | 23400-48000 |
| | 43. | Draftsman Grade II/Overseer Grade II | 22 | 11620-20240 | 23400-48000 |
| | 44. | Work Superintendant | 45 | 9940-16580 | 21100-43600 |
| | 45. | Tractor Driver Grade I | 36 | 9940-16580 | 21100-43600 |
| | 46. | Tractor Driver Grade II | 36 | 9190-15780 | 20000-41500 |
| | 47. | Senior Mechanic | 11 | 10480-18300 | 22200-45800 |
| | 48. | Mechanic | 120 | 9190-15780 | 20000-41500 |
| | 49. | Skilled Assistant | 1 | 9190-15780 | 20000-41500 |
| | 50. | Welder | 11 | 9190-15780 | 20000-41500 |
| | 51. | Fitter | 11 | 9190-15780 | 20000-41500 |
| | 52. | Blacksmith | 1 | 9190-15780 | 20000-41500 |
| | 53. | Carpenter | 1 | 9190-15780 | 20000-41500 |
| | 54. | Turner | 1 | 9190-15780 | 20000-41500 |
| | 55. | Electrician | 12 | 9190-15780 | 20000-41500 |
| | 56. | Machinist | 1 | 9190-15780 | 20000-41500 |
| | 57. | Farm Mechanic | 1 | 9190-15780 | 20000-41500 |
| | 58. | Borer | 9 | 8960-14260 | 19000-39500 |
| | 59. | Workshop Attender | 1 | 8730-13540 | 18000-37500 |
| | | Farm Information Bureau | | | |
| | 60. | Principal Information Officer | 1 | 36140-49740 | 72000-110400 |
| | 61. | Deputy Director of Agriculture | 1 | 24040-38840 | 48000-89000 |
| | 62. | Assistant Director of Agriculture | 2 | 22360-37940 | 45800-87000 |

| | | | | |
|-----|---|-----|-------------|-------------|
| 63. | Editor-cum-Press Relations Officer | 1 | 21240-37040 | 43600-85000 |
| 64. | Technical Assistant | 1 | 11620-20240 | 23400-48000 |
| 65. | Agricultural Officer | 2 | 20740-36140 | 41500-83000 |
| 66. | Videographer | 1 | 18740-33680 | 37500-75600 |
| 67. | Photographer | 2 | 14620-25280 | 29200-59400 |
| 68. | Photo Artist | 3 | 13210-22360 | 26500-54000 |
| 69. | Village Level Worker (Agricultural Assistant) | 1 | 10480-18300 | 22200-45800 |
| 70. | Agricultural Assistant | 1 | 10480-18300 | 22200-45800 |
| | Animal Husbandry | | | |
| 71. | Campaign Officer | 1 | 21240-37040 | 43600-85000 |
| 72. | Information Officer | 1 | 21240-37040 | 43600-85000 |
| 73. | Publication Officer | 1 | 21240-37040 | 43600-85000 |
| 74. | Editor Farm News | 1 | 21240-37040 | 43600-85000 |
| | Common Category | | | |
| 75. | Accounts Officer | 20 | As in CC | As in CC |
| 76. | Administrative Assistant | 16 | As in CC | As in CC |
| 77. | Senior Superintendent | 14 | As in CC | As in CC |
| 78. | Accountant | 15 | As in CC | As in CC |
| 79. | Confidential Assistant (Sel.Gr) | 11 | As in CC | As in CC |
| 80. | Assistant Operator | 1 | As in CC | As in CC |
| 81. | Attender Gr-II | 54 | As in CC | As in CC |
| 82. | Attender Gr-I | 24 | As in CC | As in CC |
| 83. | Binder Gr-I | 3 | As in CC | As in CC |
| 84. | Binder Gr-II | 3 | As in CC | As in CC |
| 85. | Binder cum Helper | 4 | As in CC | As in CC |
| 86. | Cinema Operator | 3 | As in CC | As in CC |
| 87. | Cleaner Gr-I | 8 | As in CC | As in CC |
| 88. | Cleaner Gr-II | 16 | As in CC | As in CC |
| 89. | Senior Clerk | 537 | As in CC | As in CC |
| 90. | Clerk | 538 | As in CC | As in CC |
| 91. | Clerk cum Typist | 8 | As in CC | As in CC |
| 92. | Confidential Assistant Gr-II | 11 | As in CC | As in CC |
| 93. | Confidential Assistant Gr-I | 11 | As in CC | As in CC |
| 94. | Confidential Assistant Sr. Gr | 11 | As in CC | As in CC |
| 95. | Duffedar | 1 | As in CC | As in CC |
| 96. | Driver Sr.Gr | 12 | As in CC | As in CC |
| 97. | Driver Gr-I | 47 | As in CC | As in CC |
| 98. | Driver Gr-II | 93 | As in CC | As in CC |

| | | | | |
|------|---------------------------------|-----|-------------|-------------|
| 99. | Driver cum Cinema Operator | 2 | As in CC | As in CC |
| 100. | Driver cum Operator | 3 | As in CC | As in CC |
| 101. | Duplicating Operator | 53 | As in CC | As in CC |
| 102. | Fair Copy Superintendent | 11 | As in CC | As in CC |
| 103. | Gardener cum Cleaner | 12 | As in CC | As in CC |
| 104. | Head Clerk | 33 | As in CC | As in CC |
| 105. | Jr. Superintendent | 134 | As in CC | As in CC |
| 106. | Lab Attender | 44 | As in CC | As in CC |
| 107. | Lascar | 7 | As in CC | As in CC |
| 108. | Lorry Cleaner Gr-I | 3 | As in CC | As in CC |
| 109. | Lorry Cleaner Gr-II | 2 | As in CC | As in CC |
| 110. | Part Time Sweeper | 290 | As in CC | As in CC |
| 111. | Office Attendant Gr-II | 196 | As in CC | As in CC |
| 112. | Office Attendant Gr-I | 97 | As in CC | As in CC |
| 113. | Tractor Cleaner Gr-II | 29 | As in CC | As in CC |
| 114. | Tractor Cleaner Gr-I | 15 | As in CC | As in CC |
| 115. | Typist Sel Gr | 59 | As in CC | As in CC |
| 116. | U.D. Typist | 60 | As in CC | As in CC |
| 117. | L. D. typist | 60 | As in CC | As in CC |
| 118. | Watchman Gr-II | 91 | As in CC | As in CC |
| 119. | Watchman Gr-I | 46 | As in CC | As in CC |
| | Miscellaneous | | | |
| 120. | Artist | 2 | 13210-22360 | 26500-54000 |
| 121. | Pharmacist | 1 | 11620-20240 | 23400-48000 |
| 122. | Surveyor | 1 | 10480-18300 | 22200-45800 |
| 123. | Compositor | 1 | 11620-20240 | 23400-48000 |
| 124. | Boat driver Grade I | 2 | 10480-18300 | 22200-45800 |
| 125. | Boat Driver Grade II | 3 | 9190-15780 | 20000-41500 |
| 126. | Permanent Servant | | 8500-13210 | 17000-35700 |
| 127. | Regular Mazdoor | 2 | 8500-13210 | 17000-35700 |
| 128. | Beetle Picker | 1 | 8500-13210 | 17000-35700 |
| 129. | Ploughman | 2 | 8500-13210 | 17000-35700 |
| 130. | Vigilance Officer (Finance) | 1 | As in PD | As in PD |
| 131. | Senior Administrative Officer | 1 | As in PD | As in PD |
| 132. | Senior Finance Officer | 1 | As in PD | As in PD |
| 133. | Law Officer | 1 | As in PD | As in PD |
| 134. | Deputy Director (Statistics) | 1 | As in PD | As in PD |
| 135. | Assistant Director (Statistics) | 1 | As in PD | As in PD |
| 136. | Village Officer | | As in PD | As in PD |

| | | | | | |
|--|------|--|----|----------|----------|
| | 137. | Research Officer | 2 | As in PD | As in PD |
| | 138. | Accounts Officer | 20 | As in PD | As in PD |
| | 139. | Research Assistant | 15 | As in PD | As in PD |
| | 140. | Statistical Assistant/ Investigator Grade I | 22 | As in PD | As in PD |

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

5.8 **ANIMAL HUSBANDRY DEPARTMENT**

The Animal Husbandry Department which came into existence in 1956 focuses on the animal health care and livestock and poultry production of the State. The major activities of the department are Veterinary services and Animal Health Care, Disease Eradication Programmes, Cattle, Goat, Pig and Poultry Development Programmes, Control of Zoonotic diseases, Extension, Training Programmes for farmers and Veterinarians and Production of Biologicals.

The Commission had discussions with the representatives of service organisations and the Head of the Department. Based on that the Commission considered the matter and the following recommendations are made:

- i) The post of Deputy Director may be placed in the revised scale of pay corresponding to ` 29180-43640 with a higher grade of 25% in the scale of pay of ` 32110-44640, this being a technical post.
- ii) The post of Assistant Director may be placed in the scale of pay ` 24040-38840 with a higher grade of 25% in the next higher scale of pay ` 29180-43640.
- iii) The post of Livestock Inspector Grade I may be placed in the scale of pay corresponding to ` 13900-24040 since the comparable post in the Agricultural Department is enjoying this scale.

- iv) The post of Assistant Field Officer may be placed in the scale of pay corresponding to ` 16180-29180 since the comparable post in the Agricultural Department is enjoying this scale.
- v) The post of Plant Engineer/Assistant Executive Engineer may be placed in the scale of pay corresponding to ` 22360-37940 since comparable post in PWD/Irrigation/Harbour Engineering are given this scale.
- vi) Post of Carpenter-cum-Packer may be placed in the scale of pay corresponding to ` 8960-14620 since the qualification prescribed for the post and the nature of work deserves a better scale.
- vii) The post of Carpenter-cum-Mechanic may be placed in the scale of pay corresponding to ` 8960-14620 since the nature of work justifies the higher scale.
- viii) The Career Advancement Scheme may be ensured to the directly recruited professionals (ie., Veterinary Surgeons) in this Department also.
- ix) Normal revision is recommended to all other posts.

Categories of Posts with the existing and proposed Scales of pay are given below

| SI No | Designation | No. of Posts | Existing Scales of Pay | Scales of Pay |
|-------|---|--------------|------------------------|---------------|
| 1. | Director | 1 | 46640-59840 | 93000-120000 |
| 2. | Additional Director | 2 | 42640-58640 | 85000-117600 |
| 3. | Director, Institute of Animal Health & Veterinary Biological, Palode (Additional Director) | 1 | 42640-58640 | 85000-117600 |
| 4. | Registrar, Kerala Veterinary Council/Additional Director (Planning) | 2 | 40640-57440 | 81000-115200 |
| 5. | Principal Training Officer, Livestock Management Training Centre/Joint Director/District Animal Husbandry Officer/Chief | 24 | 36140-49740 | 72000-110400 |

| | | | | | |
|---|----|--|----|-------------|--------------|
| | | Disease Investigation Officer/Standardization Officer/Project Officer, Live Stock Disease Control/ State Livestock Census Officer/Senior Research Officer | | | |
| | 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(HG) | 59 | | 63900-103600 |
| a | 7. | 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 | | 24040-38840 | 58050-101400 |
| | 8. | Assistant Director/Senior Veterinary Surgeon/Superintendent, Goat Farm Superintendent, District Livestock | | | 58050-101400 |

| | | | | | |
|---|----|--|-----|-------------|-------------|
| | | <p>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/ Lecturer, Extension Training Centre/Disease Surveillance Officer/Forest Veterinary Officer/Geneticist/Assistant Rinder Pest Officer/Assistant Director, Cattle Sterility(HG)</p> | | | |
| a | 9. | <p>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/ Lecturer, Extension Training Centre/Disease Surveillance Officer/Forest Veterinary Officer/Geneticist/Assistant Rinder Pest Officer/Assistant Director,</p> | 384 | 22360-37940 | 48000-89000 |

| | | | | | |
|---|-----|--|------|-------------|-------------|
| | | Cattle Sterility | | | |
| b | 10. | Plant Engineer/Assistant Executive Engineer | 1 | 21240-37040 | 45800-87000 |
| | 11. | Assistant Engineer | 2 | 20740-36140 | 41500-83000 |
| c | 12. | Veterinary Surgeon/ Toxicologist/ Scientific Assistant/Research Assistant, IAH & VB | 1182 | 20740-36140 | 41500-83000 |
| | 13. | Chief Instructor | 1 | 19240-34500 | 39500-79200 |
| | 14. | Feed Analyst | 1 | 19240-34500 | 39500-79200 |
| | 15. | Labour Officer | 1 | 18740-33680 | 37500-75600 |
| | 16. | Senior Instructor | | 18740-33680 | 37500-75600 |
| | 17. | Field Officer (HG) | | 19240-34500 | 39500-79200 |
| d | 18. | Field Officer | 107 | 18740-33680 | 37500-75600 |
| | 19. | Chemist | | 18740-33680 | 37500-75600 |
| | 20. | Laboratory Supervisor | 1 | 18740-33680 | 37500-75600 |
| | 21. | Junior Instructor | 1 | 14620-25280 | 29200-59400 |
| | 22. | Chick Sexing Expert | 2 | 14620-25280 | 29200-59400 |
| | 23. | Assistant Field Officer | 580 | 14620-25280 | 32300-65400 |
| | 24. | Livestock Inspector Grade I | 871 | 13210-22360 | 27800-56700 |
| | 25. | Laboratory Technician Grade I | 2 | 13210-22360 | 26500-54000 |
| | 26. | Chief Operator | 1 | 13210-22360 | 26500-54000 |
| | 27. | Incubation Technician | 1 | 11620-20240 | 23400-48000 |
| | 28. | Electrician-cum-Mechanic | 2 | 11620-20240 | 23400-48000 |
| | 29. | Refrigeration Mechanic | 1 | 11620-20240 | 23400-48000 |
| | 30. | X-ray Technician | 4 | 11620-20240 | 23400-48000 |

| | | | | | |
|---|-----|---|------|-------------|-------------|
| e | 31. | Livestock Inspector Grade II | 1451 | 10480-18300 | 22200-45800 |
| | 32. | Laboratory Technician Grade II | 80 | 10480-18300 | 22200-45800 |
| | 33. | Cinema Operator cum Driver | 3 | 10480-18300 | 22200-45800 |
| | 34. | Laboratory Assistant Grade II | 3 | 10480-18300 | 22200-45800 |
| | 35. | Chick Sexer | 7 | 10480-18300 | 22200-45800 |
| | 36. | Despatch Rider | 4 | 8960-14260 | 19000-39500 |
| | 37. | Pump Operator/Plumber | 1 | 8960-14260 | 19000-39500 |
| | 38. | Carpenter-cum-Mechanic | 1 | 8730-13540 | 19000-39500 |
| | 39. | Poultry Attendant/Servant | 9 | 8730-13540 | 18000-37500 |
| | 40. | Gardener Grade I | 1 | 8730-13540 | 18000-37500 |
| | 41. | Carpenter-cum-Packer | 1 | 8730-13540 | 19000-39500 |
| | | Posts held by personnel of other departments | | | |
| | 42. | Senior Administrative Officer | | As in PD | As in PD |
| | 43. | Senior Finance Officer | | As in PD | As in PD |
| | 44. | Joint Director (Statistics) | | As in PD | As in PD |
| | 45. | Research Officer | | As in PD | As in PD |
| | 46. | Research Assistant | | As in PD | As in PD |
| | 47. | Statistical Assistant Grade I | | As in PD | As in PD |
| | 48. | Statistical Assistant Grade II | | As in PD | As in PD |
| | 49. | Agricultural Officer | | As in PD | As in PD |
| | | Common Category | | | |
| | 50. | Administrative Assistant | 16 | As in CC | As in CC |

| | | | | |
|-----|---|-----|----------|----------|
| 51. | Accounts Officer | 1 | As in CC | As in CC |
| 52. | Confidential Assistant Sel Gr | 4 | As in CC | As in CC |
| 53. | Senior Superintendant | 22 | As in CC | As in CC |
| 54. | Junior Superintendant | 40 | As in CC | As in CC |
| 55. | Fair Copy Superintendant | 2 | As in CC | As in CC |
| 56. | Confidential Assistant Sr Gr | 4 | As in CC | As in CC |
| 57. | Head Clerk/Head Accountant | 33 | As in CC | As in CC |
| 58. | Typist Selection Grade | 24 | As in CC | As in CC |
| 59. | Senior Clerk | 213 | As in CC | As in CC |
| 60. | UD Typist | 66 | As in CC | As in CC |
| 61. | Confidential Assistant Grade II | 10 | As in CC | As in CC |
| 62. | Driver Gr II | 126 | As in CC | As in CC |
| 63. | Clerk | 214 | As in CC | As in CC |
| 64. | LD Typist | 66 | As in CC | As in CC |
| 65. | Boat Driver Gr II | 1 | As in CC | As in CC |
| 66. | Tractor Gr II | 5 | As in CC | As in CC |
| 67. | Clerk Typist | 55 | As in CC | As in CC |
| 68. | Stencil Operator/Duplicating Machine Operator | 1 | As in CC | As in CC |
| 69. | Electrician | 5 | As in CC | As in CC |
| 70. | Duffedar | 1 | As in CC | As in CC |
| 71. | Binder Gr II | 1 | As in CC | As in CC |
| 72. | Lab Attender Gr II | 7 | As in CC | As in CC |

| | | | | |
|-----|---------------------------|------|----------|----------|
| 73. | Attender/Record Keeper | 2 | As in CC | As in CC |
| 74. | Office Attendant Grade I | 560 | As in CC | As in CC |
| 75. | Mechanic | 1 | As in CC | As in CC |
| 76. | Office Attendant Grade II | 1120 | As in CC | As in CC |

- a) 25% of the posts will be in Higher Grade
- b) 1/3rd of the posts will be placed in Higher Grade as in PWD
- c) The ratio 3:1 between Veterinary Surgeons and Assistant Directors will continue.
- d) 25% will be in HG
- e) Ratio of 5:3:2 among Livestock Inspector Grade II, Livestock Inspector Grade I and Assistant Field Officer will continue.

5.9 ARCHAEOLOGY

The Kerala State Department of Archaeology was formed in 1956 consequent to the integration of the Department of Archaeology in the erstwhile states of Cochin and Travancore on the formation of the Kerala State.

The main function of the Kerala State Department of Archaeology is to protect the remains of our Cultural Heritage for posterity, under the provisions of the Kerala Ancient Monuments and Archaeological sites and Remains Act of 1968.

The Directorate of Archaeology is established at Thiruvananthapuram. The Director has under his control Archaeological Museums such as 1) Padmanabhapuram Palace and Archaeological Museum, 2) Folklore Museum and Numismatics Museum, Koyikkal Palace, Nedumangad, 3) Kottarakkara Thampuran Memorial Museum of Classical Arts, 4) Krishnapuram Palace and Archaeological Museum, 5) Archaeological Museums, Hill Palace, Trippunithura, 6) Archaeological Museum, Thrissur 7) Pazhassi Raja Archaeological Museum, Kozhikode. The Department has also sub offices like 1) Sree Vishakhom Thirunnaal School of Epigraphy, Kesavadasapuram, 2) Information Centre, East Fort, 3) Regional Conservation Laboratory, Vazhuthacaud, 4) Mural Art Centre, Thrissur, 5) Pazhassikuteeram Project, Manantavady. The Department also has technical Divisions like field Archaeology headed by the Superintending Archaeologist, Epigraphy Unit headed by Epigraphist, a Publication unit headed by the Publication Officer and a Maintenance Unit, (Structural conservation) headed by Assistant Engineer.

After consideration of the matter in consultation with Service Organizations and the Head of the Department, the Commission recommends that:

- i) Post of Assistant Engineer may be placed in the scale of pay corresponding to ` 20470-36140, since it is necessary to allow parity with Assistant Engineer in PWD. Degree in Engineering be made mandatory for direct recruitment as well as promotion. The present incumbents in the feeder category, if any, may be exempted from the condition.
- ii) Normal revision may be allowed to all other posts.

The categories of posts with the existing and proposed scales of pay are given below:

| | Sl. No | Designation | No. of post | Existing scale of pay | Revised scale of pay |
|--|---------------|------------------------------|--------------------|------------------------------|-----------------------------|
| | 1 | Director | 1 | 36140-49740 | 72000-110400 |
| | 2 | Conservation Officer | 1 | 24040-38840 | 48000-89000 |
| | 3 | Superintending Archaeologist | 1 | 24040-38840 | 48000-89000 |
| | 4 | Epigraphist | 2 | 24040-38840 | 48000-89000 |
| | 5 | Archaeological Chemist | 1 | 21240-37040 | 43600-85000 |
| | 6 | Publication Officer | 1 | 21240-37040 | 43600-85000 |
| | 7 | Documentation Officer | 1 | 19240-34500 | 39500-79200 |
| | 8 | Artist Superintendent | 1 | 19240-34500 | 39500-79200 |
| | 9 | Education Officer | 1 | 19240-34500 | 39500-79200 |

| | | | | | |
|--|----|-------------------------|---|-------------|-------------|
| | 10 | Research Officer | 1 | 19240-34500 | 39500-79200 |
| | 11 | Assistant Engineer | 1 | 19240-34500 | 41500-83000 |
| | 12 | Personal Assistant | 1 | 18740-33680 | 37500-75600 |
| | 13 | Excavation Assistant | 1 | 18740-33680 | 37500-75600 |
| | 14 | Epigraphy Assistant | 1 | 18740-33680 | 37500-75600 |
| | 15 | Curator | 2 | 18740-33680 | 37500-75600 |
| | 16 | Field Assistant | 3 | 15380-25900 | 30700-62400 |
| | 17 | Technical Assistant | 2 | 15380-25900 | 30700-62400 |
| | 18 | Assistant Editor | 1 | 14620-25280 | 29200-59400 |
| | 19 | Preservation Assistant | 1 | 14620-25280 | 29200-59400 |
| | 20 | Research Assistant | 3 | 14620-25280 | 29200-59400 |
| | 21 | Manager | 1 | 14620-25280 | 29200-59400 |
| | 22 | Artist | 1 | 14620-25280 | 29200-59400 |
| | 23 | Documentation Assistant | 1 | 14620-25280 | 29200-59400 |
| | 24 | Designer | 1 | 14620-25280 | 29200-59400 |

| | | | | | |
|--|----|----------------------|---|-------------|-------------|
| | 25 | Foreman | 1 | 13900-24040 | 27800-56700 |
| | 26 | Museum Assistant | 3 | 13210-22360 | 26500-54000 |
| | 27 | Photographer | 1 | 13210-22360 | 26500-54000 |
| | 28 | Display Technician | 2 | 13210-22360 | 26500-54000 |
| | 29 | Gallery Supervisor | 2 | 13210-22360 | 26500-54000 |
| | 30 | Laboratory Assistant | 1 | 11620-20240 | 23400-48000 |
| | 31 | Estampage Maker | 1 | 13210-22360 | 26500-54000 |
| | 32 | Draftsman | 1 | 10480-18300 | 22200-45800 |
| | 33 | Museum Guide | 9 | 10480-18300 | 22200-45800 |
| | 34 | Dark Room Assistant | 1 | 10480-18300 | 22200-45800 |
| | 35 | Head Gardener | 1 | 8960-14260 | 19000-39500 |
| | 36 | Cook | 1 | 8960-14260 | 19000-39500 |
| | 37 | Ticket Attender | 1 | 8960-14260 | 19000-39500 |
| | 38 | Record Attender | 1 | 8960-14260 | 19000-39500 |
| | 39 | Helper/Moulder | 3 | 8730-13540 | 18000-37500 |
| | 40 | Specimen Collector | 2 | 8730-13540 | 18000-37500 |
| | 41 | Technical Helper | 3 | 8730-13540 | 18000-37500 |
| | 42 | Gallery Attender | 4 | 8500-13210 | 17000-35700 |
| | 43 | Duster | 2 | 8500-13210 | 17000-35700 |

| | | Posts held by personnel of other Department | | | |
|--|----|--|----|----------|----------|
| | 44 | Security Officer (S.I of Police) | 1 | As in PD | As in PD |
| | 45 | Security Guard(PC/HC) | 47 | As in PD | As in PD |
| | 46 | Common Categories | | | |
| | 47 | Senior Superintendent | | As in CC | As in CC |
| | 48 | Junior Superintendent | | As in CC | As in CC |
| | 49 | UD Clerk | | As in CC | As in CC |
| | 50 | LD Clerk | | As in CC | As in CC |
| | 51 | LD Clerk /Typist | | As in CC | As in CC |
| | 52 | UD Typist | | As in CC | As in CC |
| | 53 | LD Typist | | As in CC | As in CC |
| | 54 | Confidential Assistant Grade II | | As in CC | As in CC |
| | 55 | Driver Grade I | | As in CC | As in CC |
| | 56 | Driver Grade II | | As in CC | As in CC |
| | 57 | Peon | | As in CC | As in CC |
| | 58 | Part-time sweeper | | As in CC | As in CC |
| | 59 | Part-time scavenger | | As in CC | As in CC |
| | 60 | Carpenter | | As in CC | As in CC |

5.10 ARCHIVES DEPARTMENT

The State Archives Department gained separate identity as an independent Department in 1962. It functions as the custodian of all non-current records of permanent value of the State Government and its departments. The Headquarters of the department is at Thiruvananthapuram and the Director is the head of the Department. There are three Regional offices functioning

under the Directorate, one each at Thiruvananthapuram, Ernakulam and Kozhikode.

The Commission had discussions with the Service Organisations and Labour Commissioner and it is recommended as follows:

- i) Normal revision is recommended to all posts.

Categories of Posts with the existing and proposed Scales of pay are given below

| | Sl. No. | Designation | No. of Posts | Existing Scale of Pay | Revised Scale of Pay |
|---|----------------|--|---------------------|------------------------------|-----------------------------|
| | 1. | Director | 1 | 36140-49740 | 72000-110400 |
| | 2. | Administrative Officer Gr II | 1 | AS in PD | AS in PD |
| | 3. | Asst. Director | 1 | 22360-37940 | 45800-87000 |
| | 4. | Editorial Archivist | 1 | 18740-33680 | 37500-75600 |
| | 5. | Conservation Officer | 1 | 18740-33680 | 37500-75600 |
| | 6. | Archivist | 4 | 18740-33680 | 37500-75600 |
| | 7. | Superintendent | 5 | 18740-33680 | 37500-75600 |
| | 8. | Asst. Archivist Gr I | 4 | 16180-29180 | 32300-65400 |
| | 9. | Junior Editor | 1 | 16180-29180 | 32300-65400 |
| | 10. | Editorial Assistant | 1 | 13210-22360 | 26500-54000 |
| | 11. | Senior Clerk/ Asst. Archivist Gr II | 21 | 13210-22360 | 26500-54000 |
| | 12. | Photographer | 1 | 13210-22360 | 26500-54000 |
| | 13. | Asst. Conservation Officer | 3 | 18740-33680 | 37500-75600 |
| | 14. | Preservation Supervisor | 5 | 14620-25280 | 29200-59400 |
| a | 15. | Mender | 18 | 10480-18300 | 22200-45800 |

| | | | | | |
|--|-----|--|----|------------|-------------|
| | 16. | Binder | 12 | 9190-15780 | 20000-41500 |
| | | Common Category | | | |
| | 17. | Head Clerk | 1 | As in CC | As in CC |
| | 18. | Clerk | 15 | As in CC | As in CC |
| | 19. | Sl. Gr. Typist | 1 | As in CC | As in CC |
| | 20. | UD Typist | 2 | As in CC | As in CC |
| | 21. | LD Typist | 2 | As in CC | As in CC |
| | 22. | Confidential Asst. Gr II | 1 | As in CC | As in CC |
| | 23. | Librarian Gr II | 1 | As in CC | As in CC |
| | 24. | Driver Gr II | 2 | As in CC | As in CC |
| | 25. | Duffedar | 1 | As in CC | As in CC |
| | 26. | Attender | 2 | As in CC | As in CC |
| | 27. | Watchman | 6 | As in CC | As in CC |
| | 28. | Office Attendant | 6 | As in CC | As in CC |
| | 29. | Lascar | 8 | As in CC | As in CC |
| | 30. | Full Time Gardener | 1 | As in CC | As in CC |
| | 31. | Part Time Sweeper, Sanitation worker, Gardener | 10 | As in CC | As in CC |

- a. 1/3rd of the Mender post will be in the Higher Grade on 26500-54000.

5.11 **AYURVEDA MEDICAL EDUCATION**

The Department of Ayurveda Medical Education was formed vide GO(Ms) No.288/2000/H&FWD dated 3.11.2000. The Government Ayurveda colleges are functioning under the Departments under the control of the respective Principals. The Government Ayurveda colleges are Thiruvananthapuram, Thrippunithura and Kannur. Apart from the Govt. colleges two aided Ayurveda Colleges- one at Ollur and other at Kottakkal are also functioning

under the Ayurveda Medical Education Department. The Directorate is in Thiruvananthapuram and the Director is the Head of the Department.

Based on discussions with the service organisations and with the Head of the Department it is recommended that :

- i) The qualification prescribed for the post of Research Assistant (Microbiology) as per the draft special rules is M.Sc Degree in Microbiology with first or second class. This post in the drugs standardisation unit is an isolated post and has no scope for promotion. The incumbent may, therefore, be given a personal scale corresponding to ` 20740-33680 as Assistant Research Officer and then a higher scale of pay of ` 22360-35320 as Research Officer on completion of 10 years and 15 years of service respectively. These higher scales will be treated as personal scales to the present incumbent and then will get downgraded on his/her vacating the post.
- ii) Ayurveda Therapist and Ayurveda Therapist Higher Grade (on ` 10480-18300) will be in the ratio of 2:1 instead of 3:1 formerly.
- iii) Pharmacy Attender Grade II and Grade I will be in the ratio of 1:1 instead of 20%.
- iv) Normal revision is recommended to all other posts.

Categories of Posts with the existing and proposed Scales of pay are given below

| SI No | Name of Post | No of Post | Existing Scale of Pay | Revised Scale of Pay |
|-------|------------------------|------------|-----------------------|----------------------|
| 1) | Director | 1 | UGC | UGC |
| 2) | Principal | 3 | UGC | UGC |
| 3) | Professor | 44 | UGC | UGC |
| 4) | Associate Professor | 49 | UGC | UGC |
| 5) | Assistant Professor | 89 | UGC | UGC |
| 6) | Chief Medical Officer | 2 | 22360-37940 | 45800-87000 |
| 7) | Lecturer | 2 | 22360-37940 | 45800-87000 |
| 8) | Senior Medical officer | 1 | 21240-37040 | 43600-85000 |
| 9) | Scientific Officer | 1 | 21240-37040 | 43600-85000 |

| | | | | |
|-----|--|----|--------------|-------------|
| 10) | Demonstrator/ RMO/Medical Officer | 1 | 20740-36140 | 41500-83000 |
| 11) | Scientific Assistant | 2 | 19240-34500 | 39500-79200 |
| 12) | Manager/Lay Secretary &Treasurer/Senior Superintendent | 9 | 18740-33680 | 41500-83000 |
| 13) | Nursing Superintendent Gr. I | 1 | 18740-33680 | 37500-75600 |
| 14) | Junior Scientific Officer | 1 | 18740-33680 | 37500-75600 |
| 15) | Store Officer/Junior Superintendent | 7 | 16180-29180 | 32300-65400 |
| 16) | Head Nurse(Allopathy) | 1 | 16180-29180 | 32300-65400 |
| 17) | Technician (Bhasma& Sindura) | 1 | 16180-29180 | 32300-65400 |
| 18) | Nursing Superintendent Gr.II | 6 | 16180-29180 | 32300-65400 |
| 19) | Store Superintendent | 4 | 16180-29180 | 32300-65400 |
| 20) | Technician (Pharmacy) | 1 | 14620-25280 | 29200-59400 |
| 21) | Herpetologist | 1 | 14620-25280 | 29200-59400 |
| 22) | Lady Health Inspector | 1 | 13900-24040 | 27800-56700 |
| 23) | Technician (X-ray) | 2 | 13900-24040 | 27800-56700 |
| 24) | Lab Technician Gr.I | 10 | 13900-24040 | 27800-56700 |
| 25) | Staff Nurse (Allopathy) | 4 | 13900 24040 | 27800-56700 |
| 26) | Nurse Gr. I | 36 | 13210 -22360 | 26500-54000 |
| 27) | Pharmacist Gr .I | 9 | 13210 22360 | 26500-54000 |
| 28) | Technician (Electrical) | 1 | 13210 22360 | 26500-54000 |
| 29) | Technician(Other category) (Mechanical) | | 13210 22360 | 26500-54000 |

| | | | | | |
|---|-----|--------------------------------|----|-------------|-------------|
| | 30) | Technician (Dravyaguna) | | 13210 22360 | 26500-54000 |
| | 31) | Artist cum Museum Curator | 1 | 13210 22360 | 26500-54000 |
| | 32) | Foreman (Power Laundry) | 1 | 11620-20240 | 23400-48000 |
| | 33) | Junior Health Inspector | 1 | 11620-20240 | 23400-48000 |
| | 34) | Junior Public Health Nurse | 4 | 11620-20240 | 23400-48000 |
| | 35) | Lab Technician Gr.I | | 13900-24040 | 27800-86700 |
| a | 36) | Lab Technician Gr.II | 11 | 11620-20240 | 23400-48000 |
| | 37) | Technician (Netra) | 1 | 11620-20240 | 23400-48000 |
| | 38) | Artist Gr-II | 1 | 11620-20240 | 23400-48000 |
| b | 39) | Nurse Gr. II | 50 | 10480-18300 | 22200-45800 |
| b | 40) | Pharmacist Gr.II | 17 | 10480-18300 | 22200-45800 |
| | 41) | Panchakarma Assistant | 10 | 10480-18300 | 22200-45800 |
| | 42) | Technical Assistant (Ayurveda) | 6 | 9940-16580 | 21100-43600 |
| | 43) | Herbarium keeper | 1 | 9940-16580 | 21100-43600 |
| | 44) | Technical Assistant (X-ray) | 2 | 9940-16580 | 21100-43600 |
| | 45) | Technical Assistant (Visha) | 1 | 9940-16580 | 21100-43600 |
| c | 46) | Ayurveda Therapist | 31 | 9940-16580 | 21100-43600 |
| | 47) | Library Assistant | 2 | 9190-15780 | 20000-41500 |
| | 48) | Garden Superintendent | 1 | 9190-15780 | 20000-41500 |
| | 49) | Record Keeper | 1 | 9190-15780 | 20000-41500 |
| | 50) | Gardener (HG) | 1 | 9190-15780 | 20000-41500 |
| | 51) | Scribe | 2 | 9190-15780 | 20000-41500 |

| | | | | | |
|---|-----|--|----|------------|-------------|
| | 52) | Electrician | 3 | 9190-15780 | 20000-41500 |
| | 53) | Technician (Swasthawritha) | 1 | 9190-15780 | 20000-41500 |
| | 54) | Technician (Nature cure) | 1 | 9190-15780 | 20000-41500 |
| | 55) | Record Assistant | 1 | 8960-14260 | 19000-39500 |
| | 56) | Theatre Assistant | 3 | 8960-14260 | 19000-39500 |
| | 57) | Lab Attender Gr I | 9 | 8960-14260 | 19000-39500 |
| | 58) | Pharmacy Attender Gr I | 11 | 8960-14260 | 19000-39500 |
| | 59) | Nursing Assistant Gr- I | 21 | 8960-14260 | 19000-39500 |
| a | 60) | Pharmacy Attender Gr- II | 41 | 8730-13540 | 18000-37500 |
| | 61) | Lab Attender Gr II/ Nursing Assistant Gr: II/ power Laundry Attender | 71 | 8730-13540 | 18000-37500 |
| | 62) | Head warden/ Hospital Attendent Specimen collector/ Gardener/ Dravya Attender | 40 | 8730-13540 | 18000-37500 |
| | 63) | Sanitation Worker | 58 | 8500-13210 | 17000-35700 |
| | 64) | Stretcher carrier | 3 | 8500-13210 | 17000-35700 |
| | 65) | Gate Keeper | 2 | 8500-13210 | 17000-35700 |
| | 66) | Van Cleaner Cum Conductor | 2 | 8500-13210 | 17000-35700 |
| | 67) | Dhoby | 10 | 8500-13210 | 17000-35700 |
| | 68) | Mess Attender | 11 | 8500-13210 | 17000-35700 |
| | 69) | Cook | 20 | 8500-13210 | 17000-35700 |
| | 70) | Male Servant | 1 | 8500-13210 | 17000-35700 |
| | 71) | Sweeper | 11 | 8500-13210 | 17000-35700 |

| | | | | |
|-----|--|----|--------------------------|--------------------------|
| 72) | Female Servant | 1 | 8500-13210 | 17000-35700 |
| 73) | Watcher | 28 | 8500-13210 | 17000-35700 |
| 74) | Scavenger | 1 | 8500-13210 | 17000-35700 |
| 75) | Sweeper cum Scavenger | 1 | 8500-13210 | 17000-35700 |
| 76) | Kitchen Assistant | 2 | 8500-13210 | 17000-35700 |
| 77) | Kashaya Servant | 4 | 8500-13210 | 17000-35700 |
| 78) | Female Attender | 1 | 8500-13210 | 17000-35700 |
| 79) | Yoga Instructor | 3 | 3480+ DA (Honorarium) | 6500+ DA (Honorarium) |
| | Drugs Standardization unit | | | |
| 80) | Senior Research Officer (Chemistry) | 1 | 32110-44640 | 63900-103600 |
| 81) | Research Officer (Botany/ Chemistry/Biochemistry) | 3 | 22360-37940 | 45800-87000 |
| 82) | Research Officer (Ayurveda) | 1 | 22360-37940 | 45800-87000 |
| 83) | Asst. Research Officer(Chemistry/ Botany/Pharmacology) | 3 | 20740-36140 | 41500-83000 |
| 84) | Research Assistant (Microbiology/ Ayurveda/ Chemistry) | 4 | 19240-34500 | 39500-79200 |
| 85) | Lab Technician (Drug Standardisation Unit) | 4 | 14620-25280 | 29200-59400 |
| 86) | Lab Attender | 4 | 8730-13540 | 18000-37500 |
| | Pharmacognosy Unit | | | |
| 87) | Senior Research Officer(Botany) | 1 | 32110-44640 | 63900-103600 |

| | | | | |
|------|--|---|-------------|-------------|
| 88) | Research Officer (Botany) | 1 | 22360-37940 | 45800-87000 |
| 89) | Assistant Research Officer (Ayurveda) | 1 | 20740-36140 | 41500-83000 |
| 90) | Farm Superintendent | 1 | 20740-36140 | 41500-83000 |
| 91) | Asst. to Pharmacognosy Officer | 1 | 19240-34500 | 39500-79200 |
| | Post held by personnel of other departments | | | |
| 92) | Lecturer Gr-I in Sanskrit (UGC) | 6 | As in PD | As in PD |
| 93) | Lecturer in Physical Education (UGC) | 2 | As in PD | As in PD |
| 94) | Junior Consultant | 2 | As in PD | As in PD |
| 95) | Lady Medical Officer | 1 | As in PD | As in PD |
| 96) | Asst. Surgeon | 1 | As in PD | As in PD |
| 97) | Administrative Officer Gr.I | 1 | As in PD | As in PD |
| 98) | Administrative Officer Gr.II | 1 | As in PD | As in PD |
| 99) | Librarian Gr.I | 2 | UGC | UGC |
| 100) | Pharmacist Gr.II(Allopathy) | 1 | As in PD | As in PD |
| | Common Category | | | |
| 101) | Accounts Officer | 1 | As in CC | As in CC |
| 102) | Administrative Assistant | 1 | As in CC | As in CC |
| 103) | Head clerk | 8 | As in CC | As in CC |
| 104) | Head Accountant | 1 | As in CC | As in CC |

| | | | | |
|------|------------------------|----|----------|----------|
| 105) | Senior Clerk | 34 | As in CC | As in CC |
| 106) | Typist Sel. Gr. | 4 | As in CC | As in CC |
| 107) | U. D. Typist | 4 | As in CC | As in CC |
| 108) | Librarian Gr-IV | 2 | As in CC | As in CC |
| 109) | Sergeant | 1 | As in CC | As in CC |
| 110) | Driver Senior Grade | 1 | As in CC | As in CC |
| 111) | Driver Gr.I | 4 | As in CC | As in CC |
| 112) | Clerk | 20 | As in CC | As in CC |
| 113) | Clerk/Typist | 16 | As in CC | As in CC |
| 114) | L.D. Typist | 5 | As in CC | As in CC |
| 115) | Driver Gr.II | 4 | As in CC | As in CC |
| 116) | Plumber | 1 | As in CC | As in CC |
| 117) | Mechanic | 3 | As in CC | As in CC |
| 118) | Lift operator | 3 | As in CC | As in CC |
| 119) | Office Attendant Gr-II | 32 | As in CC | As in CC |
| 120) | Attender Gr-I | 7 | As in CC | As in CC |
| 121) | Attender Gr-II | 10 | As in CC | As in CC |

- a) HG in the ratio 1:1
- b) Ratio between Gr. I and Gr. II will be 1:2
- c) HG in the ratio 2:1

5.12 **CHEMICAL EXAMINERS LABORATORIES DEPARTMENT**

Chemical Examiners Laboratories were established in India to render independent scientific service to Criminal Justice Administrative System. Chemical Examiner's Laboratory in Kerala started functioning in the year 1890 under the orders of Government as part of the Health Department. Later the Chemical Examiners Laboratory was brought under Home Department as an independent department from June, 1969 vide GO(MS)188/Home dated 13th June 1969 and is continuing as such. It was started as a single Laboratory in Thiruvananthapuram. To meet steady

increase in the volume of work and to ensure speedy disposal of chemicolegal work, Regional Chemical Examiners Laboratories were established in Kozhikode and Ernakulam in the years 1986 and 1989 respectively. Chemical Examiners Laboratory Department is headed by Chief Chemical Examiner at Thiruvananthapuram and he is assisted by two Joint Chemical Examiners.

After considering all aspects in consultation with the service organisations and the Head of the Department, the Commission recommends that:

- i) The post of Chief Chemical Examiner be placed on the scale of pay corresponding to ` 44640-58640 considering the duties and responsibilities attached to the post.
- ii) The post of Assistant Chemical Examiner Higher Grade on ` 22360-37940 may be placed in the scale of pay corresponding to ` 24040-38840. The existing ratio of 2:1 between the lower grade and higher grade may continue.
- iii) The Post of Serological Assistant/Technical Assistant may be given a higher grade on ` 16180-29180 in the ratio of 1:2 (instead of existing 20%).
- iv) The present ratio of 20% in the higher grade for the post of Laboratory Assistant may be improved as 33 1/3 %.
- v) Normal revision is recommended to all other posts.

Categories of Posts with the existing and proposed Scales of pay are given below

| Sl. No | Designation | No. of posts | Existing scale of pay | Revised scale of pay |
|-------------|---|--------------|-----------------------|----------------------|
| 1. | Chief Chemical Examiner | 1 | 42640-58640 | 89000-117600 |
| 2. | Joint Chemical Examiner | 4 | 40640-57440 | 81000-115200 |
| 3. | Asst.Chemical Examiner (HG) | 6 | 22360-37940 | 48000-89000 |
| a 4. | Asst.Chemical Examiner | 12 | 21240-37040 | 43600-85000 |
| 5. | Junior Scientific Officer | 32 | 19240-34500 | 39500-79200 |
| 6. | Technical Assistant /Serological Assistant (HG) | | 16180-29180 | 32300-65400 |

| | | | | | |
|----------|-----|--|------------|-------------|-------------|
| b | 7. | Technical Assistant/Serological Assistant | 25 | 13900-24040 | 27800-56700 |
| | 8. | Glass Blower | 3 | 11620-20240 | 23400-48000 |
| | 9. | Laboratory Assistant (HG) | | 10480-18300 | 22200-45800 |
| c | 10. | Laboratory Assistant | 34 | 9190-15780 | 20000-41500 |
| | 11. | Junior Lab Assistant | 5 | 8730-13540 | 18000-37500 |
| | 12. | Packer | 1 | 8730-13540 | 18000-37500 |
| | 13. | Lascar | 9 | 8500-13210 | 17000-35700 |
| | | Post held by personnel of other departments | | | |
| | 14. | Administrative Officer | | As in PD | As in PD |
| | 15. | Finance Officer | | As in PD | As in PD |
| | | Common Category | | | |
| | 16. | Senior Superintendent | 1 | As in CC | As in CC |
| | 17. | Junior Superintendent | 2 | As in CC | As in CC |
| | 18. | Head Clerk | 1 | As in CC | As in CC |
| | 19. | Confidential Assistant (Gr-II) | 3 | As in CC | As in CC |
| | 20. | Clerk | 12 | As in CC | As in CC |
| | 21. | Clerk Typist | 1 | As in CC | As in CC |
| | 22. | Typist | 7 | As in CC | As in CC |
| | 23. | Driver | 1 | As in CC | As in CC |
| | 24. | Bottle cleaner | 21 | As in CC | As in CC |
| | 25. | Office Attendant | 8 | As in CC | As in CC |
| | 26. | Night watcher | 3 | As in CC | As in CC |
| | 27. | Part Time Sweeper | 10 | As in CC | As in CC |
| | | TOTAL | 173 | | |

- a. The existing HG ratio 1:2 will continue.
- b. 1/3rd of the post of technical Assistant / Serological Assistant taken together will be in HG.
- c. 1/3rd of the Lab Assistants under direct recruitment will be in HG.

5.13 CIVIL SUPPLIES DEPARTMENT

The Civil Supplies Department discharges the important responsibilities of Public Distribution, enforcement of market discipline and promotion of consumer awareness and protection of their interest. The Department of Civil Supplies functions under the Department of Food, Civil Supplies and Consumer Affairs of the Government of Kerala. 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. He exercises the statutory functions entrusted with him under the Kerala Rationing Order 1966, PDS (Control) Order, 2001 and other control orders issued by the Government of Kerala under the Essential Commodities Act.

After considering all aspects in consultation with the service organisations and Head of Department the Commission recommends that:

- i) The post of District Supply Officer/Assistant Secretary and other interchangeable posts, if any, will be placed in the scale corresponding to the scale of pay of ` 24040-38840, since the post of Deputy Collector and District Supply Officer were on the same grade before the last pay revision. It is necessary to restore the previous status. The existing higher grade of 25% on ` 29180-43640 will continue.
- ii) The post of Taluk Supply Officer and other interchangeable posts may be placed in the scale of pay corresponding to ` 20740-36140 and will enjoy a higher grade of 33 1/3% instead of the present 20% on ` 21240-37040.
- iii) Assistant Taluk Supply Officer and other interchangeable posts be allowed a 1/3 higher grade on ` 18740-33680 (instead of the present 20%).
- iv) Normal revision is recommended to all other posts.

Categories of Posts with the existing and proposed Scales of pay are given below

| Sl. No. | Name of Post | No. of posts | Existing Scale of Pay | Revised Scale of Pay |
|---------|-------------------------|--------------|-----------------------|----------------------|
| 1. | Director | 1 | IAS | IAS |
| 2. | Controller of Rationing | 1 | 40640-57440 | 81000-115200 |

| | | | | | |
|---|-----|--|-----|-----------------|------------------|
| | 3. | Dy. Controller of Rationing/ Vigilance Officer | 3 | 32110- 44640 | 63900- 103600 |
| | 4. | DSO/ Assistant Secretary (HG) | | 29180-43640 | 58050- 101400 |
| a | 5. | DSO/ Assistant Secretary | 17 | 22360-37940 | 48000-89000 |
| | 6. | Accounts Officer | 1 | 22360-37940 | 45800-87000 |
| b | 7. | Taluk Supply Officer/ City Rationing Officer (HG) | 12 | 20740-36140 | 43600-85000 |
| | 8. | Taluk Supply Officer/ City Rationing Officer | 69 | 18740- 33680 | 41500-83000 |
| c | 9. | ATSO/ Manager | 205 | 16180- 29180 | 32300-65400 |
| | 10. | Rationing Inspector | 750 | 14620-25280 | 29200-59400 |
| | 11. | Chief Accounts Officer | 1 | As in PD | As in PD |
| | 12. | Finance Officer | 1 | As in PD | As in PD |
| | 13. | Law Officer | 1 | As in PD | As in PD |
| | 14. | Statistical Officer | 1 | As in PD | As in PD |
| | 15. | Senior Superintendent | 1 | As in CC | As in CC |
| | 16. | Junior Superintendent | | As in CC | As in CC |
| | 17. | Head Clerk/Head Accountant | | As in CC | As in CC |
| | 18. | Fair Copy Superintendent | | As in CC | As in CC |
| | 19. | Senior Clerk | 637 | As in CC | As in CC |
| | 20. | Clerk | 733 | As in CC | As in CC |
| | 21. | CA | 60 | As in CC | As in CC |
| | 22. | Typist | 104 | As in CC | As in CC |
| | 23. | Office Attendant | 217 | As in CC | As in CC |
| | 24. | Driver | 92 | As in CC | As in CC |
| | 25. | Attender | 15 | As in CC | As in CC |

- a) 25% of DSO/Assistant Secretary will be in the HG.
- b) 1/3rd of the posts will be in HG
- c) 1/3rd of the posts will be on the HG on 37500-75600.

5.14. COLLEGIATE EDUCATION DEPARTMENT

The Department of Collegiate Education 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 manned 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 the Government College were also brought under the purview of this department later.

The Director is the Head of the Department who is from the All India Service. He is assisted by Additional Directors and Deputy Directors in academic matters. Additional Directors and Deputy Directors are posted from the academic side as such they are under UGC Scheme.

The department is functioning with five zonal Offices at Kollam, Kottayam, Ernakulam Thrissur and Kozhikode, under the control of Deputy Directors for controlling the matters related to the Private Colleges.

After consideration of the matter in consultation with Service Organizations and the Head of Department, Commission recommends that:

- i) Scale of pay of the post of Senior Administrative Assistant in the Department who was given a hike to the scale of ` 24040-38840 without the recommendation in the report or specific orders in the file concerned. As the hike is seen ordered without valid authority the scale may be reverted back to ` 22360-37940 and revision allowed only accordingly.
- ii) The remuneration payable to the Part time Teachers in Law may be enhanced from ` 10000/-+DA to ` 25000/-+DA considering the responsibilities attached to them including examination duty and valuation of answer sheets. The Commission is also of the view that being permanent staff, they are entitled to vacation salary, which may also be granted.
- iii) Normal revision may be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| Sl. No. | Designations | No of posts | Existing pay scale | Revised Scale of Pay |
|---------|--|-------------|--------------------|----------------------|
| 1 | Director | 1 | IAS | IAS |
| 2 | Additional Director | 1 | UGC Scale | UGC Scale |
| 3 | Deputy Director | 6 | | UGC Scale |
| 4 | Principal(Spl. Grade) (Arts & Science Colleges) | 28 | | UGC Scale |

| | | | | |
|----|--|------|-------------|--------------|
| 5 | Principal(Arts & Science College/ Sanskrit College/Training College/Physical Education College) | 183 | | UGC Scale |
| 6 | Professor(Training colleges) | 2 | | UGC Scale |
| 7 | Principal (Arabic College) | 11 | | UGC Scale |
| 8 | Reader(Arts & Science College/Training College/Sanskrit College) | 264 | | UGC Scale |
| 9 | Lecturer (Sel. Gr) | 7692 | | UGC Scale |
| 10 | Lecturer (Sen. Gr) | 1077 | | UGC Scale |
| 11 | Lecturer (Arts & Science College/ Sanskrit College/Training College/Physical Education College) | 2162 | | UGC Scale |
| 12 | Lecturer (Physical Education) | 245 | | UGC Scale |
| 13 | Lecturer in Sanskrit | 3 | | UGC Scale |
| 14 | Librarian (Sel. Gr) | 15 | | UGC Scale |
| 15 | Librarian (Sen. Gr) | 9 | UGC Scale | UGC Scale |
| 16 | Librarian | 2 | | UGC Scale |
| 17 | Principal (Music College) | 3 | 40640-57440 | 81000-115200 |
| 18 | Professor(Vocal, Veena, Mrighangam & Violin) | 7 | 36140-49740 | 72000-110400 |
| 19 | Professor Gr I (Arabic College) | 2 | 22360-37940 | 45800-87000 |
| 20 | Professor Gr II (Arabic College) | 44 | 22360-37940 | 45800-87000 |
| 21 | Asst. Professor (Vocal, | 21 | 22360-37940 | 45800-87000 |

| | | | | |
|----|--|----|-------------|-------------|
| | Veena, Mrighangam, Dance (Kerala Nadanam) and Violin | | | |
| 22 | Senior Administrative Assistant | 1 | 24040-38840 | 45800-87000 |
| 23 | Special Officer for Scholarship | 1 | 22360-37940 | 45800-87000 |
| 24 | Lecturer in Musicology(Music College) | 3 | 19240-34500 | 39500-79200 |
| 25 | Lecturer(Non-UGC) (Arts & Science, Training College) | 12 | 19240-34500 | 39500-79200 |
| 26 | Lecturer (Vocal, Veena, Violin, Mridgagam, Bharathanatyam, Dance (Kerala nadanam), Mohiniyattom, Kathakali Vesham, Kathakali, Kathakali Sangeetham, Kathakali Chenda, Kathakali Madalam, Drawing & Painting, Sculpture, Applied Art) | 63 | 19240-34500 | 39500-79200 |
| 27 | Coach | 4 | 19240-34500 | 39500-79200 |
| 28 | Junior Lecturer (Bharathanatyam, Mohiniyattom, Dance (Kerala nadanam), Kathakali Vesham, Kathakali Sangeetham, Kathakali Chenda, Kathakali Madalam, Drawing & Painting, Sculpture, Applied Art) | 15 | 15380-25900 | 30700-62400 |
| 29 | Supporting Artist in Vocal (Bharathanatyam, Mohiniyattom, | | 15380-25900 | 30700-62400 |

| | | | | |
|----|--|-----|-------------|-------------|
| | Dance(Kerala nadanam), Kathakali) | | | |
| 30 | Supporting Artist in Mridangam (Bharathanatyam, Mohiniyattom, Dance(Kerala nadanam)) | 7 | 15380-25900 | 30700-62400 |
| 31 | Supporting Artist in Chenda/ Madalam for Kathakali | | 15380-25900 | 30700-62400 |
| 32 | Instructor (Arts & Crafts) (Training College) | 3 | 14620-25280 | 29200-59400 |
| 33 | Tech. Assistant(Electronics) | 5 | 14620-25280 | 29200-59400 |
| 34 | Tech. Assistant(Computer Science) | 9 | 14620-25280 | 29200-59400 |
| 35 | Instrument Mechanic (Music College) | 1 | 13900-24040 | 27800-56700 |
| 36 | Matron | 3 | 10480-18300 | 22200-45800 |
| 37 | Heritage Document Translator | 2 | 10480-18300 | 22200-45800 |
| 38 | Studio Assistant | 1 | 9940-16580 | 21100-43600 |
| 39 | Herbarium Keeper | 13 | 9190-15780 | 20000-41500 |
| 40 | Taxidermist | 2 | 9190-15780 | 20000-41500 |
| 41 | Mechanic | 10 | 9940-16580 | 21100-43600 |
| 42 | Attender (Music College) | 304 | 8960-14260 | 19000-39500 |
| 43 | Gas Man | 36 | 9940-16580 | 21100-43600 |
| 44 | Lab Attender | | 8960-14260 | 19000-39500 |
| 45 | Library Attender | 306 | 8960-14260 | 19000-39500 |

| | | | | |
|----|---------------------------------------|-----|------------|-------------|
| 46 | Specimen Collector | 1 | 8730-13540 | 18000-37500 |
| 47 | Marker | 4 | 8500-13210 | 17000-35700 |
| 48 | Cook | 2 | 8500-13210 | 17000-35700 |
| 49 | Part time Lecturer in Law/ Journalism | 67 | 10000+DA | 25000+DA |
| | Common Category | | | |
| 50 | Accounts Officer | 15 | As in CC | As in CC |
| 51 | Administrative Assistant | 7 | As in CC | As in CC |
| 52 | Senior Superintendent | 60 | As in CC | As in CC |
| 53 | Junior Superintendent | 50 | As in CC | As in CC |
| 54 | Fair Copy Superintendent(HG) | 1 | As in CC | As in CC |
| 55 | Fair Copy Superintendent | 2 | As in CC | As in CC |
| 56 | Confidential Assistant(Sel. Gr) | 2 | As in CC | As in CC |
| 57 | Confidential Assistant(Sen. Gr) | 2 | As in CC | As in CC |
| 58 | Confidential Assistant Gr I | 2 | As in CC | As in CC |
| 59 | Confidential Assistant Gr II | 3 | As in CC | As in CC |
| 60 | Head Accountant | 61 | As in CC | As in CC |
| 61 | Senior Clerk | 282 | As in CC | As in CC |
| 62 | Clerk | 282 | As in CC | As in CC |
| 63 | Typist(Sel. Gr) | 34 | As in CC | As in CC |
| 64 | UD Typist | 34 | As in CC | As in CC |
| 65 | LD Typist | 34 | As in CC | As in CC |
| 66 | Clerk Typist | 10 | As in CC | As in CC |
| 67 | Office Attendant Gr I | 92 | As in CC | As in CC |

| | | | | |
|----|-----------------------------|-----|----------|----------|
| 68 | Office Attendant Gr II | 186 | As in CC | As in CC |
| 69 | Night Watchman | 124 | As in CC | As in CC |
| 70 | Part Time Sweeper | 33 | As in CC | As in CC |
| 71 | Part Time Sanitation Worker | 10 | As in CC | As in CC |

5.15 COMMERCIAL TAXES DEPARTMENT

Commercial Taxes Department is a department having quasi judicial powers. It collects 75% of the total tax revenue and 60% of the total revenue of the state. This department administers 8 Acts, namely, Kerala General Sales Tax Act, Kerala Value Added Tax Act, Kerala Money Lender's Act, Agriculture Income Tax Act, Central Sales Tax Act, Kerala Tax on Luxuries Act, Kerala Tax on Paper Lotteries Act, Kerala Surcharge on Taxes Act. Commissioner is the Department head. Joint Commissioner (General), Joint Commissioner (Law), Joint Commissioner (A&I) are promotional posts in the Head Quarters Deputy Commissioner is the head of District administration. There are Deputy Commissioner (Intelligence) in regional basis, at Thiruvananthapuram, Ernakulam, and Kozhikkode. Inspecting Asst. Commissioners have been given charge of more than one Taluk. Commercial Tax Officers are working at taluk level. They are doing tax assessments. There are Commercial Tax Inspectors, Clerical staff and Office Attendants to assist them. There are 4619 staff working in this department.

After discussion with the Service Organisations and Head of Department the Commission recommend that:

- i) 25% of post of Deputy Commissioner may be placed in the higher grade instead of existing 20%.
- ii) 25% of the post of Commercial Taxes Officer and interchangeable post may be placed in the higher grade instead of the existing 20%.
- iii) Commercial Tax Inspector/Asst. Commercial Tax officer be allowed a $\frac{1}{3}$ Higher grade on ` 18740-33680.
- iv) Normal revision be allowed for all other posts.

Categories of Posts with the existing and proposed Scales of pay are given below

| Sl. No | Name of post | No. of post | Existing scale of pay | Revised scale of pay |
|--------|--------------|-------------|-----------------------|----------------------|
|--------|--------------|-------------|-----------------------|----------------------|

| | | | | | |
|---|-----|---|-----|-------------|--------------|
| | 1. | Commissioner | 1 | IAS | IAS |
| | 2. | Joint Commissioner I | 1 | IAS | IAS |
| | 3. | Joint Commissioner | 3 | 44640-58640 | 89000-117600 |
| | 4. | Deputy Commissioner (Higher Grade) | 7 | 42640-58640 | 85000-117600 |
| a | 5. | Deputy Commissioner | 28 | 40640-57440 | 81000-115200 |
| | 6. | Assistant Commissioner (Higher Grade) | 42 | 36140-49740 | 72000-110400 |
| b | 7. | Assistant Commissioner | 86 | 24040-38840 | 48000-89000 |
| | 8. | Commercial Taxes Officer (HG) | 111 | 21240-37040 | 43600-85000 |
| c | 9. | Commercial Taxes Officer/ Intelligence Officer/Superintendent Taxes/Additional Law Officer/ Assistant Secretary(STAT)/Manager | 446 | 20740-36140 | 41500-83000 |
| | 10. | Commercial Taxes Inspector/Assistant Commercial Taxes Officer(HG) | 981 | | 37500-75600 |
| b | 11. | Commercial Taxes Inspector/Assistant Commercial Taxes Officer | | 16180-29180 | 32300-65400 |
| Post held by personnel of other department | | | | | |
| | 12. | Finance Officer | 1 | As in PD | As in PD |
| | 13. | Statistical Officer | 1 | As in PD | As in PD |
| | 14. | Senior Research Assistant | 1 | As in PD | As in PD |

| | | | | | |
|------------------------|-----|---------------------------------|-------------|----------|----------|
| | 15. | Research Assistant | 1 | As in PD | As in PD |
| | 16. | Junior Statistical Inspector | 1 | As in PD | As in PD |
| Common Category | | | | | |
| | 17. | Confidential Assistant (Sel.Gr) | 18 | As in CC | As in CC |
| | 18. | Confidential Assistant (Sr.Gr) | 18 | As in CC | As in CC |
| | 19. | Confidential Assistant (Gr-I) | 18 | As in CC | As in CC |
| | 20. | Confidential Assistant (Gr-II) | 19 | As in CC | As in CC |
| | 21. | Head Clerk | 52 | As in CC | As in CC |
| | 22. | Fair copy superintendent | 2 | As in CC | As in CC |
| | 23. | Typist (Sel.Gr) | 135 | As in CC | As in CC |
| | 24. | U.D. Typist | 136 | As in CC | As in CC |
| | 25. | L.D. Typist | 136 | As in CC | As in CC |
| | 26. | Senior Clerk | 635 | As in CC | As in CC |
| | 27. | Clerk | 635 | As in CC | As in CC |
| | 28. | Clerical Attender | 214 | As in CC | As in CC |
| | 29. | Driver (Sl.Gr) | 4 | As in CC | As in CC |
| | 30. | Driver (Sr.Gr) | 39 | As in CC | As in CC |
| | 31. | Driver (Gr-I) | 43 | As in CC | As in CC |
| | 32. | Driver (Gr-II) | 44 | As in CC | As in CC |
| | 33 | Office Attendant | 757 | As in CC | As in CC |
| | | Total | 4611 | | |

- a) 25% of the post will be in HG.
- b) 1/3 of the post of Assistant Commissioner will be in HG.
- c) 25% of the post will be in the HG.

5.16 COMMISSIONERATE OF ENTRANCE EXAMINATIONS

The Commissionerate for entrance examinations started functioning under the administrative control of Higher Education Department in 1983 for the conduct of entrance examinations and selection of candidates for admission to professional courses. The Commissioner for Entrance Examinations (CEE) is to conduct entrance examinations for admission to twelve Professional courses in the state which includes UG and PG programmes under Medical, Engineering, Law and Computer Applications streams. There are four entrance examinations for UG courses which cover fifteen courses and six PG entrance examinations. In addition, the allotments for admission to twenty courses are conducted by the Commissionerate to all the Government seats in Government Colleges, the Government and Management quota seats in Government Controlled Self-financing Colleges and the seats made available by Private Self-financing Managements to Government for allotment.

Based on the discussions with Service Organisations and the Head of the Department, the following recommendations are made:

The number of permanent posts in the Department are only two ie, Director and a Data Entry Operator. After the 9th Pay Revision, the post of Data Entry Operator on ` 13900-24040 has been upgraded (giving a three stage hike) as System Assistant in the Scale of pay of ` 16180-29180. As per G.O. dated 7/11/2011 and hence further hike is not seen necessary.

Normal revision may be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| Sl. No | Designation | No. of post | Existing scale of pay | Revised scale of pay |
|--------|--|-------------|-----------------------|----------------------|
| 1 | Commissioner | 1 | IAS | IAS |
| 2 | System Assistant | 1 | 16180-29180 | 32300-65400 |
| | Post held by personnel of other departments | | | |
| 3 | Joint Commissioner | 2 | As in PD | As in PD |
| 4 | Finance Officer | 1 | As in PD | As in PD |
| 5 | Technical Assistant | 4 | As in PD | As in PD |

| | | | | |
|----|------------------------|---|----------|----------|
| 6 | Systems Manager | 1 | As in PD | As in PD |
| 7 | Systems Analyst | 1 | As in PD | As in PD |
| 8 | Information Officer | 1 | As in PD | As in PD |
| 9 | Programming Officer | 1 | As in PD | As in PD |
| 10 | Systems Assistant | 6 | As in PD | As in PD |
| 11 | Personal Assistant | 1 | As in PD | As in PD |
| 12 | Senior Superintendent | 2 | As in PD | As in PD |
| 13 | Assistant | 6 | As in PD | As in PD |
| 14 | Confidential Assistant | 1 | As in PD | As in PD |
| 15 | Typist | 3 | As in PD | As in PD |
| 16 | DTP Operator | 1 | As in PD | As in PD |
| 17 | Data Entry Operator | 3 | As in PD | As in PD |
| 18 | Driver | 1 | As in PD | As in PD |
| 19 | Attender | 1 | As in PD | As in PD |
| 20 | Technical Attender | 1 | As in PD | As in PD |
| 21 | Office Attendant | 6 | As in PD | As in PD |
| 22 | Night Watchman | 1 | As in PD | As in PD |

5.17 CO-OPERATION DEPARTMENT

The Co-Operation Department is the regulator of Co-Operative institutions in the state. The main functions of the department involve registration, audit, inspection, enquiry, arbitration (quasi-judicial), execution, carrying on administrative duties of co-operative societies and other developmental activities through co-operative societies. The Registrar of Co-operative societies is the Head of the Department at state level. However for audit of co-operative societies, there is a separate Director of Audit. The Registrar is assisted by four Additional Registrars, two Joint Registrars, a Law Officer, a Finance Officer and a Research Officer. In the district level the department has two wings namely the General wing and Audit wing each wing is headed by joint Registrar of Co-operative societies. At taluk level one Assistant Registrar of Co-operative societies for general administration and one Assistant Registrar of Co-operative societies for audit of Co-operative societies.

Inspector/Auditor of Co-operative societies is functioning at field level offices in the administrative wing and audit wing.

After discussions with service organisations and Head of Department it is recommended that:

- i) 1/3rd posts of the Senior Inspector will be in Special Grade (existing 15%)
- ii) Normal revision is recommended to all other posts.

Categories of Posts with the existing and proposed Scales of pay are given below

| | Sl. No | Designation | No. of post | Existing scale of pay | Revised scale of pay |
|---|---------------|---|--------------------|------------------------------|-----------------------------|
| | 1. | Registrar of Co-operative Societies | 1 | IAS | IAS |
| | 2. | Additional Registrar | 11 | 40640-57440 | 81000-115200 |
| | 3. | Joint Registrar | 26 | 36140-49740 | 72000-110400 |
| | 4. | Deputy Registrar | 49 | 24040-38840 | 48000-89000 |
| | 5. | Assistant Registrar (HG) | | 20740-36140 | 41500-83000 |
| a | 6. | Assistant Registrar | 173 | 19240-34500 | 39500-79200 |
| | 7. | Personal Assistant to the Registrar of Co-operative Societies | 1 | 19240-34500 | 39500-79200 |
| | 8. | Editor Cum Press Relation Officer | 1 | 19240-34500 | 39500-79200 |
| | 9. | Special Grade Inspector | | 16980-31360 | 33900-68700 |
| b | 10. | Senior Inspector | 372 | 16180-29180 | 32300-65400 |
| c | 11. | Junior Inspector | 497 | 14620-25280 | 29200-59400 |
| | | Common Category | | | |
| | 12. | Fair copy superintendent | 3 | As in CC | As in CC |
| | 13. | Typist (Sel.Gr) | 40 | As in CC | As in CC |

| | | | | | |
|---|-----|---|-----|-------------|--------------|
| | 14. | U.D. Typist | 41 | As in CC | As in CC |
| | 15. | L.D. Typist | 38 | As in CC | As in CC |
| | 16. | Senior Clerk | 91 | As in CC | As in CC |
| | 17. | Clerk | 89 | As in CC | As in CC |
| | 18. | Confidential Assistant (Sl.Gr) | 2 | As in CC | As in CC |
| | 19. | Confidential Assistant (Sr.Gr) | 3 | As in CC | As in CC |
| | 20. | Confidential Assistant (Gr-I) | 2 | As in CC | As in CC |
| | 21. | Confidential Assistant (Gr-II) | 3 | As in CC | As in CC |
| | 22. | Binder | 1 | As in CC | As in CC |
| | 23. | Driver | 17 | As in CC | As in CC |
| | 24. | Night Watchman | 10 | As in CC | As in CC |
| | 25. | Office Attendant | 195 | As in CC | As in CC |
| | 26. | Full Time/Part Time Sweeper | 60 | As in CC | As in CC |
| | | Audit Wing | | | |
| | 27. | Director of Co-operative Audit | 1 | IAS | IAS |
| | 28. | Additional Director of Co-operative Audit | 2 | 40640-57440 | 81000-115200 |
| | 29. | Joint Director of Co-operative Audit | 32 | 36140-49740 | 72000-110400 |
| | 30. | Deputy Director of Co-operative Audit | 6 | 24040-38840 | 48000-89000 |
| | 31. | Assistant Director (HG) | | 20740-36140 | 41500-83000 |
| a | 32. | Assistant Director | 228 | 19240-34500 | 39500-79200 |
| | 33. | Personal Assistant | 1 | 19240-34500 | 39500-79200 |
| | 34. | Special Grade Auditor | | 16980-31360 | 33900-68700 |
| b | 35. | Senior Auditor | 694 | 16180-29180 | 32300-65400 |
| c | 36. | Junior Auditor | 933 | 14620-25280 | 29200-59400 |
| | | Post held by personnel of Other Department | | | |
| | 37. | Deputy Inspector General of Police | 1 | As in PD | As in PD |
| | 38. | Deputy Superintendent of Police | 3 | As in PD | As in PD |

| | | | | | |
|--|------------|--|-------------|----------|----------|
| | 39. | Circle Inspector of Police | 3 | As in PD | As in PD |
| | 40. | Police Constable | 12 | As in PD | As in PD |
| | 41. | Election Commission/ Special Secretary | 1 | As in PD | As in PD |
| | 42. | Law Officer | 1 | As in PD | As in PD |
| | 43. | Senior Finance Officer | 1 | As in PD | As in PD |
| | 44. | Research Officer | 1 | As in PD | As in PD |
| | 45. | Junior Statistical Inspector | 5 | As in PD | As in PD |
| | | Common Category | | | |
| | 46. | Typist (Sel.Gr) | 4 | As in CC | As in CC |
| | 47. | U.D. Typist | 4 | As in CC | As in CC |
| | 48. | L.D. Typist | 6 | As in CC | As in CC |
| | 49. | Data Entry Operator | 2 | As in CC | As in CC |
| | 50. | Senior Clerk | 7 | As in CC | As in CC |
| | 51. | Clerk | 9 | As in CC | As in CC |
| | 52. | Confidential Assistant (Gr-I) | 1 | As in CC | As in CC |
| | 53. | Night Watchman | 1 | As in CC | As in CC |
| | 54. | Office Attendant | 85 | As in CC | As in CC |
| | 55. | Full Time/Part Time Sweeper | 9 | As in CC | As in CC |
| | | TOTAL | 3778 | | |

- a) 25% of the posts will be in the HG.
- b) 1/3rd of the posts will be in the Special Grade.
- c) Existing ratio 1:1 between Sr. Inspector/ Sr. Auditor and Jr. Inspector /Junior Auditor will continue.

5.18 CULTURE DEPARTMENT

The Department of Cultural Publications established in 1983 was renamed and restructured as the Directorate of Culture as per G.O.(P) No.77/05/CD dated 25.08.2005. The present activities assigned to the department are distribution of various awards, to provide recurring grants to cultural organizations and distribution of pension to indigent artists and to the retired employees of cultural institutions. The Director of Culture is the head of the department with headquarters at Thiruvananthapuram. This Department has no regional or district offices.

Normal Revision may be allowed to all Categories.

The categories of posts with the existing and proposed scales of pay are given below:

| SI No | Designation | No. of posts | Existing scale of pay | Existing scale of pay |
|-------|--|--------------|-----------------------|-----------------------|
| 1. | Director | 1 | 40640-57440 | 81000-115200 |
| 2. | Administrative Officer / Accounts Officer | 1 | 22360-37940 | 45800-87000 |
| 3. | Junior Superintendent | 1 | 16180-29180 | 32300-65400 |
| 4. | Head Clerk | 1 | 14620-25280 | 29200-59400 |
| 5. | U.D Typist | 1 | 13210-22360 | 26500-54000 |
| 6. | Senior Clerk | 3 | 13210-22360 | 26500-54000 |
| 7. | L.D Typist | 1 | 9940-16580 | 21100-43600 |
| 8. | Confidential Assistant Gr.II | 1 | 10480-18300 | 22200-45800 |
| 9. | Clerk | 3 | 9940-16580 | 21100-43600 |
| 10. | Driver Gr.II | 1 | 9190-15780 | 20000-41500 |
| 11. | Office Attendant | 3 | 8500-13210 | 17000-35700 |
| | Total | 17 | | |

5.19 DAIRY DEVELOPMENT

The Department of Dairy Development was formed in 1962 to initiate and promote Dairy Industry in the State. The present major activities of the Department are rural dairy extension and advisory services, organization of Dairy co-operatives, strengthening of Dairy co-operatives in the state, fodder development programmes, Milk Shed Development programmes and Cattle feed subsidy scheme etc, besides the statutory functions under the Kerala Co-

operative Societies act 1969. Various quality control activities and quality awareness programmes are taken up to cater to the safety, hygiene and health of the consumers. The Dairy Department is presently the Nodal Agency in the state for fodder development activities. Co-operation, Extension, Planning and Quality Control are the major technical wings in the Department.

The Director is the Head of the Department and also the Registrar of Dairy Co-operative Societies. The charge of the State Registering authority of Milk Chilling Plants is also held by the Director.

After discussions with the Service Organisations and Head of Department, Commission makes the following recommendations:

- i. 25% Higher Grade on ` 29180-43460 may be allowed to the post of Deputy Director and interchangeable posts
- ii. Quality Control Officer/Vice Principal/Subject Matter Specialist (Dairy) may be placed in the Scale of pay corresponding to ` 22360-37940. Since these are in the cadre of Assistant Director/Senior Dairy Extension Officer/Technical Assistant.
- iii. The ratio between Dairy Extension Officer/Analyst and Senior Dairy Extension Officer/Assistant Director/inter changeable categories will 2:1.
- iv. Dairy Farm Instructors may be allowed promotion in the ratio of 2:1 for the Higher Grade.
- v. Indian Dairy Diploma Holders from Banglore and Alahabad Agricultural Institute recognized by ICAR (Indian Counsel for Agricultural Research) New Delhi may be included as professionals for Career Advancement Scheme and the same implemented in the Department.
- vi. The Ministerial staff of the Department has been requesting for opportunity for career growth, once they acquire JDC/HDC qualification. After consideration of the matter, the Commission is of the view that the Ministerial Staff who acquire additional qualification as above, may be assigned with the task of regulatory functions under the Kerala Co-operative Societies Act.
- vii. Normal Revision may be allowed to all the categories

The categories of posts with the existing and proposed scales of pay are given below:

| Sl. No | Designation | No. of posts | Existing scale of pay | Revised scale of pay |
|--------|-------------|--------------|-----------------------|----------------------|
| 1. | Director | 1 | 40640-57440 | 81000-115200 |

| | | | | | |
|---|-----|---|-----|-------------|--------------|
| | 2. | Joint Director/Quality Manager | 3 | 32110-44640 | 63900-103600 |
| | 3. | Deputy Director/Farm Superintendent/ Principal(HG) | | | 58050-101400 |
| a | 4. | Deputy Director/Farm Superintendent/ Principal | 24 | 24040-38840 | 48000-89000 |
| | 5. | Quality Control Officer | 14 | 21240-37040 | 45800-87000 |
| | 6. | Vice Principal | 3 | 21240-37040 | 45800-87000 |
| | 7. | Subject Matter Specialist (Dairy) | 1 | 21240-37040 | 45800-87000 |
| b | 8. | Assistant Director/Senior Dairy Extension Officer/ Technical Assistant/Head of Division | 18 | 22360-37940 | 45800-87000 |
| | 9. | Subject Matter Specialist (Co-operation) | 5 | 22360-37940 | 45800-87000 |
| c | 10. | Dairy Extension Officer/Analyst | 178 | 20740-36140 | 41500-83000 |
| | 11. | Dairy Farm Instructor (HG) | 67 | 14620-25280 | 29200-59400 |
| d | 12. | Dairy Farm Instructor | 202 | 13210-22360 | 26500-54000 |
| | 13. | Lab Technician | 14 | 11620-20240 | 23400-48000 |
| | 14. | Agricultural Assistant | 2 | 10480-18300 | 22200-45800 |
| | 15. | Lab Assistant | 8 | 9190-15780 | 20000-41500 |
| | | Posts held by Personnel of other Departments | | | |
| | 16. | Administrative Officer | 1 | As in PD | As in PD |
| | 17. | Finance Officer | 1 | As in PD | As in PD |
| | 18. | Statistical Assistant Gr I | 2 | As in PD | As in PD |
| | | Common Category | | | |
| | 19. | Administrative Assistant | 1 | As in CC | As in CC |
| | 20. | Senior Superintendent | 20 | As in CC | As in CC |

| | | | | |
|-----|---------------------------------------|-----|----------|----------|
| 21. | Junior Superintendent | 6 | As in CC | As in CC |
| 22. | Head Clerk | 14 | As in CC | As in CC |
| 23. | Senior Clerk | 97 | As in CC | As in CC |
| 24. | Clerk | 97 | As in CC | As in CC |
| 25. | Confidential Assistant (Senior Grade) | 1 | As in CC | As in CC |
| 26. | Confidential Assistant Gr.I | 1 | As in CC | As in CC |
| 27. | Confidential Assistant Gr.II | 1 | As in CC | As in CC |
| 28. | L.D Typist | 12 | As in CC | As in CC |
| 29. | U.D Typist | 11 | As in CC | As in CC |
| 30. | Selection Grade Typist | 11 | As in CC | As in CC |
| 31. | Fair Copy Superintendent | 1 | As in CC | As in CC |
| 32. | Driver Grade II | 11 | As in CC | As in CC |
| 33. | Driver Grade I | 10 | As in CC | As in CC |
| 34. | Driver (Senior Grade) | 10 | As in CC | As in CC |
| 35. | Cleaner | 1 | As in CC | As in CC |
| 36. | Night Watcher | 12 | As in CC | As in CC |
| 37. | Attender | 4 | As in CC | As in CC |
| 38. | Clerical Attender | 1 | As in CC | As in CC |
| 39. | Record Attender | 1 | As in CC | As in CC |
| 40. | Pump Operator | 1 | As in CC | As in CC |
| 41. | Binder Gr.II | 2 | As in CC | As in CC |
| 42. | Film Operator | 2 | As in CC | As in CC |
| 43. | Office Attendant | 134 | As in CC | As in CC |
| 44. | Full Time Sweeper | 3 | As in CC | As in CC |

| | | | | |
|-----|-------------------|-------------|----------|----------|
| 45. | Part Time Sweeper | 55 | As in CC | As in CC |
| | Total | 1064 | | |

- a) 25% of the posts will be in HG
- b) Post of Assistant Director/Technical Assistant and Senior Dairy Extension Officer are interchangeable.
- c) Ratio between Senior Dairy Extension Officer/ Assistant Director/ other equated categories and Dairy Extension Officer will be 2:1.
- d) Ratio will be 2:1

5.20 DIRECTORATE OF PROSECUTION

The Directorate of Prosecution controls the functions of the Assistant Public Prosecutors. The Assistant Public Prosecutors play a key role in the maintenance of Criminal Justice in the State. Director General of Prosecution is the Head of the Department and exercises supervisory control over the Assistant Public Prosecutors attached to the various Magistrate Courts, Deputy Directors of Prosecution at District level and Public Prosecutors attached to the Sessions Courts. The appointment of Director General of Prosecution is on contract basis appointed by the Government directly for a fixed tenure. The Director General of Prosecution is assisted by the Director of Prosecution (Administration) in the administrative matters. The Director of Prosecution (Administration) is the promotion post of Deputy Director of Prosecution. The administrative control of the Department is vested with the Home Department.

The Commission had discussions with the various Service Organisations and Director of Prosecution and accordingly following recommendations are made:

- i) Assistant Public Prosecutors may be placed 3 grades ie., Grade II, Grade I and Senior Grade and they may be placed in the revised scales corresponding to the following:
 - a. Assistant Public Prosecutors Grade II - ` 22360-37940
 - b. Assistant Public Prosecutors Grade I - ` 24040-38840
 - c. Assistant Public Prosecutors Senior Grade - ` 29180-43640
- ii) The prosecutor in Additional Chief Judicial Magistrate may also be placed in the level of Deputy Director corresponding to the revised scale of ` 36140-49740.
- iii) 25% of the post of Deputy Director of Prosecution may be in the higher grade corresponding to the revised scale of ` 40640-57440.

- iv) Director of Prosecution may be placed in the revised scale corresponding to ` 44640-58640.
- v) Normal revision may be allowed to the post of Deputy Director.

Categories of Posts with the existing and proposed Scales of pay are given below

| | Sl. No. | Designations | No. of posts | Existing pay scale | Revised pay scale |
|---|----------------|--|---------------------|---------------------------|--------------------------|
| | 1 | Director General of Prosecution | 1 | | |
| | 2 | Director of Prosecution | 1 | 42640-58640 | 89000-117600 |
| | 3 | Deputy Director of Prosecution (HG) | | | 81000-115200 |
| a | 4 | Deputy Director of Prosecution | 15 | 36140-49740 | 72000-110400 |
| b | 5 | Assistant Public Prosecutor Senior Grade | 41 | 24040-38840 | 58050-101400 |
| b | 6 | Assistant Public Prosecutor Gr I | 42 | 22360-37940 | 48000-89000 |
| b | 7 | Assistant Public Prosecutor Gr II | 42 | 20740-36140 | 45800-87000 |
| | | Post held by personnel of other departments | | | |
| | 8 | Section Officer | 1 | As in PD | As in PD |
| | 9 | Assistant (Sr.Gr.) | 3 | As in PD | As in PD |
| | 10 | Typist (Sel.Gr.) | 2 | As in PD | As in PD |
| | | Common Category | | | |
| | 11 | Clerk | 1 | As in CC | As in CC |
| | 12 | Confidential Assistant | 3 | As in CC | As in CC |
| | 13 | Office Attendant | 2 | As in CC | As in CC |

- a. 25% of posts will be in the higher grade.
- b. Ratio among Assistant Public Prosecutor Senior Gr, Gr-I & Gr -II is 1:1:1.

5.21 **DRUGS CONTROL DEPARTMENT**

The Drugs Control Department of the State was formed in the year 1961 for the enforcement of the Drugs & Cosmetics Act, 1940 and the Rules, 1945. This Department is concerned with ensuring quality, safety, efficiency, availability and fair pricing of drugs, cosmetics and medical services in the state. The Department is under the Administrative control of the Health & Family Welfare Department and headed by the Drugs Controller with headquarters at Thiruvananthapuram. There are three wings in the department viz, enforcement, analytical and ASU (Ayurveda, Siddha & Unani) wing. Other offices in the Department comprise of six zonal Assistant Drugs Controller Offices, eight District Drugs Inspector Offices and two drugs Testing Laboratories. In addition to this there is an Ayurveda wing with three sub zonal offices. At present there are 354 employees working in this department.

Commission held discussions with the Service Organisations and the Head of the Department and recommends as follows:

- i) The post of Drugs Controller (HOD) will be placed in the revised Scale of Pay corresponding to ` 42640-58640.
- ii) Post of Legal Assistant be placed in the revised Scale of pay corresponding to ` 13900-24040. As per special rules and the prescribed qualification is degree in law. Hence the suggestion.
- iii) Analysts Grade III, Analysts Grade II, Analyst I and Chief Analyst be re-designated as Drug Analyst Grade III, Drug Analyst Grade II and Drug Analyst Grade I, Chief Drug Analyst respectively.
- iv) Normal revision be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| Sl. No | Designation | No. of posts | Existing scale of pay | Revised scale of pay |
|--------|--------------------------|--------------|-----------------------|----------------------|
| 1. | Drugs Controller | 1 | 40640-57440 | 85000-117600 |
| 2. | Chief Government Analyst | 1 | 36140-49740 | 72000-110400 |
| 3. | Dy. Drugs Controller | 1 | 36140-49740 | 72000-110400 |

| | | | | | |
|---|-----|--|----|-------------|--------------|
| | 4. | Dy. Drugs Controller (Ayurveda) | 1 | 36140-49740 | 72000-110400 |
| | 5. | Joint Chief Government Analyst | 1 | 24040-38840 | 48000-89000 |
| | 6. | Assistant Drugs Controller (Allopathy) (HG) | | 29180-43640 | 58050-101400 |
| a | 7. | Assistant Drugs Controller (Allopathy) | 7 | 24040-38840 | 48000-89000 |
| | 8. | Analyst Grade I(HG) | | 29180-43640 | 58050-101400 |
| a | 9. | Analyst Grade I | 4 | 24040-38840 | 48000-89000 |
| | 10. | Regional Drugs Inspector | 3 | 22360-37940 | 45800-87000 |
| | 11. | Chief Inspector of Drugs, Intelligence Squad | 1 | 22360-37940 | 45800-87000 |
| | 12. | Senior Drugs Inspector | 3 | 22360-37940 | 45800-87000 |
| | 13. | Analyst Grade II | 14 | 22360-37940 | 45800-87000 |
| | 14. | Drugs Inspector (Allopathy) | 45 | 20740-36140 | 45800-87000 |
| | 15. | Drugs Inspector, Special Intelligence Branch | 1 | 20740-36140 | 45800-87000 |
| | 16. | Drugs Inspector (Ayurveda) | 7 | 20740-36140 | 45800-87000 |
| | 17. | Analyst Grade III | 25 | 20740-36140 | 45800-87000 |
| | 18. | Technical Assistant to Drugs Controller | 1 | 20740-36140 | 45800-87000 |
| | 19. | Law Officer | 1 | 18740-33680 | 37500-75600 |
| | 20. | Scientific Assistant | 2 | 14620-25280 | 29200-59400 |
| | 21. | Store Superintendent | 1 | 14620-25280 | 29200-59400 |
| | 22. | Legal Assistant | 1 | 13210-22360 | 27800-56700 |
| | 23. | Technical Assistant (Drugs Testing Lab) | 11 | 13210-22360 | 26500-54000 |

| | | | | |
|---|------------------------------|----|-------------|-------------|
| 24. | Media Maker | 1 | 13210-22360 | 26500-54000 |
| 25. | Sample Warden | 2 | 13210-22360 | 26500-54000 |
| 26. | L.D Technician | 15 | 9940-16580 | 21100-43600 |
| 27. | Technical Store Keeper | | 9940-16580 | 21100-43600 |
| 28. | Record Attender | 1 | 8730-13540 | 18000-37500 |
| 29. | Laboratory Attender | 14 | 8730-13540 | 18000-37500 |
| Posts held by personnel of other Departments | | | | |
| 30. | Deputy Drugs Controller(ASU) | 1 | | AICTE Scale |
| 31. | Statistical Assistant | 1 | | As in PD |
| 32. | Librarian | 1 | | As in PD |
| Common Category | | | | |
| 33. | Administrative Assistant | 1 | | As in CC |
| 34. | Senior Superintendent | 4 | | As in CC |
| 35. | Junior Superintendent | 13 | | As in CC |
| 36. | Fair Copy Superintendent | 1 | | As in CC |
| 37. | Confidential Assistant | 1 | | As in CC |
| 38. | Head Clerk | 1 | | As in CC |
| 39. | Senior Clerk | 41 | | As in CC |
| 40. | Clerk | 42 | | As in CC |
| 41. | Sel.Grade Typist | 8 | | As in CC |
| 42. | U.D.Typist | 8 | | As in CC |
| 43. | L.D.Typist | 11 | | As in CC |
| 44. | Sr.Grade Driver | 1 | | As in CC |
| 45. | Driver Grade I | 2 | | As in CC |

| | | | | |
|-----|---------------------|------------|--|----------|
| 46. | Driver Grade II | 4 | | As in CC |
| 47. | Driver cum Peon | 1 | | As in CC |
| 48. | Office Attendant | 29 | | As in CC |
| 49. | Watcher | 1 | | As in CC |
| 50. | Part-Time Employees | 17 | | As in CC |
| | Total | 354 | | |

a) 30% posts will be on Higher Grade

5.22 ECONOMICS AND STATISTICS

The Department of Economics and Statistics is the official data collecting agency and statistical authority of the State. It was formed in 1954 and is engaged in collection, compilation, analysis and publication of all official statistics relating to the State, conducting sample surveys and reviewing the socio-economic aspects of the State. It acts as nodal agency for collection of data and coordinates the work of various departments in this respect. The Department has been declared as the State Agricultural Statistics Authority (SASA) by the Central Government.

The Director General is the head of the department. This department has State Level, District Level and Taluk level offices.

After discussions with the service organisations and Head of the Department it is recommended that:

- i) The post of Computer Supervisor may be placed in the scale of pay corresponding to 16180-29180 since, this is a promotion post of Statistical Assistant Grade I/Statistical Investigator Grade I/Computer Operator Grade I/Junior Statistical Inspector.
- ii) Normal revision is recommended to all posts.

Categories of Posts with the existing and proposed Scales of pay are given below

| | Sl. No | Designation | No. of posts | Existing scale of pay | Existing scale of pay |
|----------|--------|------------------|--------------|-----------------------|-----------------------|
| a | 1. | Director General | 1 | 44640-58640 | 89000-117600 |

| | | | | | |
|----------|-----|--|-----|-------------|--------------|
| | 2. | Director | 2 | 44640-58640 | 89000-117600 |
| | 3. | Additional Director | 4 | 42640-58640 | 85000-117600 |
| | 4. | Senior Joint Director | 2 | 40640-57440 | 81000-115200 |
| | 5. | Joint Director | 8 | 36140-49740 | 72000-110400 |
| | 6. | Deputy Director/Nosologist | 43 | 29180-43640 | 58050-101400 |
| | 7. | Assistant Director | 19 | 21240-37040 | 43600-85000 |
| | 8. | District Officer/Regional Statistical Officer/Senior Statistical Officer (Administration) | 21 | 21240-37040 | 43600-85000 |
| | 9. | Research Officer | 66 | 19240-34500 | 39500-79200 |
| | 10. | Additional District Officer | 34 | 19240-34500 | 39500-79200 |
| | 11. | Scrutiny Officer | | 19240-34500 | 39500-79200 |
| | 12. | Taluk Statistical Officer | 67 | 18740-33680 | 37500-75600 |
| | 13. | Senior Supervisor(Computer) | | 18740-33680 | 37500-75600 |
| | 14. | Deputy Health Officer (Vital Statistics) | 5 | 16180-29180 | 32300-65400 |
| | 15. | Research Assistant/ Statistical Inspector/ Extension Officer (Planning& Monitoring) | 426 | 16180-29180 | 32300-65400 |
| | 16. | Computer Supervisor | | 14620-25280 | 32300-65400 |
| | 17. | Statistical Assistant Gr. I / Statistical Investigator Gr. I/ Computer Operator Gr .I / Junior Statistical Inspector | 803 | 13900-24040 | 27800-56700 |
| b | 18. | Statistical Assistant Gr.II / Statistical Investigator Gr. II/ Computer Operator Gr .II | 764 | 11620-20240 | 23400-48000 |
| | 19. | Draftsman L.D | 1 | 9940-16580 | 21100-43600 |
| | | Posts held by Personnel of other Departments | | | |
| | 20. | Senior Administrative Officer | 1 | As in PD | As in PD |

| | Common Category | | | | |
|-----|--|-------------|----------|----------|--|
| 21. | Administrative Assistant | 1 | As in CC | As in CC | |
| 22. | Confidential Assistant (Selection Grade) | 1 | As in CC | As in CC | |
| 23. | Confidential Assistant (Senior Grade) | 1 | As in CC | As in CC | |
| 24. | Fair Copy Superintendent | 3 | As in CC | As in CC | |
| 25. | Confidential Assistant Gr.I | 2 | As in CC | As in CC | |
| 26. | Selection Grade Typist | 16 | As in CC | As in CC | |
| 27. | U.D Typist | 16 | As in CC | As in CC | |
| 28. | L.D Typist | 17 | As in CC | As in CC | |
| 29. | Driver (Senior Grade) | 3 | As in CC | As in CC | |
| 30. | Confidential Assistant Gr.II | 2 | As in CC | As in CC | |
| 31. | Driver Grade I | 7 | As in CC | As in CC | |
| 32. | Driver Grade II | 7 | As in CC | As in CC | |
| 33. | Duffedar | 1 | As in CC | As in CC | |
| 34. | Office Attendant | 83 | As in CC | As in CC | |
| 35. | Part time sweeper | 65 | As in CC | As in CC | |
| 36. | Casual Sweeper | 11 | 4000 | 5000 | |
| | Total | 2503 | | | |

- a. Government vide G.O(Ms)No.62/13/Plg dated 12.12.2013 upgraded the post of Director as Director General and created two posts of Director and one post of Additional Director for the implementation of Kerala State Strategic Statistical Plan (KSSSP) for 5 years and after this period these posts will not be allowed to continue .
- b. The existing ratio of 1:1 between Gr. II and Gr. I will continue

5.23 ELECTRICAL INSPECTORATE

The Electrical Inspectorate was formed by the Government in 1968. The Chief Electrical Inspector is the Head of the Department. The Department has regional offices in all Districts. The Kerala State Electricity Licensing Board and the Board of Examination for Cinema Operators are functioning under this department. Meter Testing and Standards Laboratories are also functioning under the department offering calibration and testing facilities for various electrical equipments and meters. The Department of Electrical Inspectorate is the only statutory authority engaged in the activities for ensuring the electrical safety of the electrical installation in the State.

The Commission had discussions with the various Service Associations and Head of Department. Accordingly it is recommended as follows:

- i) The post of Skilled Assistant on ` 9190-15780 may be placed on a revised scale corresponding to ` 9940-16580, in consideration of the job requirements and qualification prescribed for the post, which is pass in Junior Technical School Leaving Certificate with electrician trade **OR** pass in SSLC and National Trade Certificate.
- ii) The Post of Additional Chief Electrical Inspector may be placed in revised scale corresponding to ` 46640-59840, this being the No.2 post in the Department.
- iii) Normal revision is recommended to all other posts.

Categories of Posts with the existing and proposed Scales of pay are given below

| SI No | Name of Post | No. of Posts | Existing Scale of pay | Revised Scale of pay |
|-----------------|---------------------------------------|--------------|-----------------------|----------------------|
| 1. | Chief Electrical Inspector | 1 | 48640-59840 | 97000-120000 |
| 2. | Additional Chief Electrical Inspector | 1 | 44640-58640 | 93000-120000 |
| 3. | Deputy Chief Electrical Inspector | 4 | 42640-58640 | 85000-117600 |
| 4. | Electrical Inspector(HG) | 4 | 40640-57440 | 81000-115200 |
| ^a 5. | Electrical Inspector | 13 | 36140-49740 | 72000-110400 |
| 6. | Deputy Electrical Inspector (HG) | 18 | 24040-38840 | 48000-89000 |

| | | | | | |
|--------------|---|----------------------------------|-----|-------------|-------------|
| ^b | 7. | Deputy Electrical Inspector | 37 | 22360-37940 | 45800-87000 |
| | 8. | Assistant Electrical Inspector | 106 | 20740-36140 | 41500-83000 |
| | 9. | Instrument Mechanic | 1 | 11620-20240 | 23400-48000 |
| ^c | 10. | Skilled Assistant(Sr.Gr.) | 46 | 13900-24040 | 27800-56700 |
| ^c | 11. | Skilled Assistant(H.G) | | 11620-20240 | 23400-48000 |
| ^c | 12. | Skilled Assistant | | 9190-15780 | 21100-43600 |
| | 13. | Night Watcher | 2 | 8500-13210 | 17000-35700 |
| | Posts held by personnel of other Departments | | | | |
| | 14. | Administrative Officer | 1 | As in PD | As in PD |
| | 15. | Accounts Officer | | As in PD | As in PD |
| | 16. | Law Officer | 1 | As in PD | As in PD |
| | 17. | Finance Officer | 1 | As in PD | As in PD |
| | Common Category | | | | |
| | 18. | Administrative Assistant | 2 | As in CC | As in CC |
| | 19. | Senior Superintendent | 11 | As in CC | As in CC |
| | 20. | Junior Superintendent | 11 | As in CC | As in CC |
| | 21. | Fair copy Superintendent | 1 | As in CC | As in CC |
| | 22. | Head Clerk | 4 | As in CC | As in CC |
| | 23. | Senior Clerk | 47 | As in CC | As in CC |
| | 24. | Clerk | 47 | As in CC | As in CC |
| | 25. | Selection Grade Typist | 6 | As in CC | As in CC |
| | 26. | Upper Division Typist | 7 | As in CC | As in CC |
| | 27. | Lower Division Typist | 7 | As in CC | As in CC |
| | 28. | Confidential Assistant (Sel.Gr.) | 1 | As in CC | As in CC |

| | | | | |
|-----|--------------------------------|------------|----------|----------|
| 29. | Confidential Assistant(Sr.Gr.) | 1 | As in CC | As in CC |
| 30. | Confidential Assistant(Gr.1) | 1 | As in CC | As in CC |
| 31. | Confidential Assistant(Gr.II) | 2 | As in CC | As in CC |
| 32. | Librarian | 1 | As in CC | As in CC |
| 33. | Clerical Attender | 1 | As in CC | As in CC |
| 34. | Binder | 2 | As in CC | As in CC |
| 35. | Office Attendant | 38 | As in CC | As in CC |
| 36. | Driver | 4 | As in CC | As in CC |
| 37. | Part Time Sweeper | 16 | As in CC | As in CC |
| | Total | 446 | | |

- a. Existing 25% of HG will continue.
- b. Existing ratio of 1/3rd posts on HG will continue.
- c. Existing ratio 1:1:1 will continue.

5.24 ENQUIRY COMMISSIONER & SPECIAL JUDGE

The Judicial body, Enquiry Commissioner & Special Judge Court and Quasi Judicial body Vigilance Tribunal, functions for the trial of cases against Public Servants under the Prevention of Corruption Act. The State has four Enquiry Commissioner & Special Judge Courts (Thiruvananthapuram, Kottayam, Thrissur and Kozhikode) and two Vigilance Tribunals (Thiruvananthapuram and Kozhikode). The Enquiry Commissioner & Special Judge, Thiruvananthapuram is the Co-ordinator for the unit system.

The Commission considered the matter with reference to the proposals from the Enquiry Commissioner & Special Judge, Thiruvananthapuram and the following recommendations are made:

- i) Assistants are enjoying Scale of Pay of Assistants in the Secretariat. This may continue.
- ii) Posts of Manager is in the Scale of pay of Rs.20740-36140. The total number of posts is six including the two Vigilance Tribunals and the Special Courts and Tribunals are treated as single unit for the purpose of posting and promotion. Since the

scope for promotion in this unit is very much limited, it is recommended that $\frac{1}{3}$ of the posts of Manager be in the Higher Grade corresponding to the Scale of pay 24040-38840 and the senior most Manager be given Scale of Pay corresponding to Rs 29180-43640 and de-resigned as Manager (Special Grade)

- iii) These scales may be allowed as personal scales to the present incumbents. The recruitment to the post of Assistants in this unit may be delinked from Secretariat pattern and future vacancies may be filled up from Subordinate Judiciary and the posts rearranged accordingly. Therefore, this may be declared as temporary addition to the respective cadres in the Subordinate Judiciary as this may provide in the way of better promotion prospects and scope for transfer to native places.
- iv) The staff in both Enquiry Commissioner & Special Judges and the Vigilance Tribunal are treated as a single unit.

Details of categories of posts with the existing and proposed scales of pay are given below:

| | SI. No. | Designation | No. of posts | Existing Scales of Pay | Revised Scales of Pay |
|---|---------|-----------------------------|--------------|------------------------|-----------------------|
| | 1. | EC & SJ | 4 | NJPC | NJPC |
| | 2. | Manager(Spl.Gr) | | | 58050-101400 |
| | 3. | Manager(HG) | | | 48000-89000 |
| a | 4. | Manager | 4 | 20740-36140 | 41500-83000 |
| | 5. | Assistant (Sel Grade) | 3 | 16980-31360 | 33900-68700 |
| | 6. | Assistant (Senior Grade) | 4 | 16180-29180 | 32300-65400 |
| b | 7. | Assistant | 7 | 13900-24040 | 29200-59400 |
| | 8. | Computer Assistant Grade II | 5 | 10480-18300 | 22200-45800 |
| | | Common Category | | | |
| | 9. | Confidential Assistant | 4 | As in CC | As in CC |
| | 10. | Duffedar/Peon | 4 | As in CC | As in CC |

| | | | | | |
|--|-----|---|---|----------|----------|
| | 11. | Driver | 4 | As in CC | As in CC |
| | 12. | Sweeper-cum-watchman/ sweeper-cum-Peon | 4 | As in CC | As in CC |
| | 13. | Office Attendant | 8 | As in CC | As in CC |

b) VIGILANCE TRIBUNAL

| | Sl. No. | Designation | No. of Posts | Existing scale of Pay | Revised scale of Pay |
|---|---------|-----------------------------|--------------|-----------------------|----------------------|
| | 1. | Vigilance Tribunal | 2 | NJPC | NJPC |
| a | 2. | Manager | 2 | 20740-36140 | 41500-83000 |
| | 3. | Assistant (Selection Grade) | 2 | 16980-31360 | 33900-68700 |
| | 4. | Assistant (Senior Grade) | 2 | 16180-29180 | 32300-65400 |
| b | 5. | Assistant | 2 | 13900-22360 | 29200-59400 |
| | 6. | Computer Assistant Grade II | 4 | 10480-18300 | 22200-45800 |

- a) $\frac{1}{3}$ rd of the posts of Manager will be in the Higher Grade and the senior most Manager will be Manager (Special Grade)
- b) The existing ratio of 1:1:1 will continue.

5.25 Environment & Climate Change Department

Department of Environment and Climate Change under Environment Department has been created by upgrading Environment Management Agency Kerala(EMAK) with a sanctioned staff strength of 19 in all category including the Director. The initial task of the Department is the assessment of effectiveness of the sectoral environment management programmes, and formulation of strategies for undertaking key environmental initiatives. This includes setting priorities and promoting Research and Development on relevant environment management aspects, formulating programmes on conservation of natural environmental resources and coordinating with sectoral agencies for actions.

The Department has been designated as nodal agency for 'Wetlands of Kerala' as per Wetland (Conservation & Management) Rule 2010 for regulating the management and optimum use of wetlands situated outside the protected or notified forest areas. Government has also designated the DoECC to be the Secretariat of State Level Environment Impact Assessment Authority (SEIAA), Kerala and State Level Expert Appraisal Committee (SEAC), Kerala.

Normal revision is recommended to all posts.

| Sl. No | Designation | No. of Posts | Existing Scale of Pay | Revised Scale of Pay |
|--------|---|--------------|-----------------------|----------------------|
| 1 | Director | 1 | 44640-58640 | 89000-117600 |
| 2 | Environment Programme Manager | 1 | 40640-57440 | 81000-115200 |
| 3 | Environmental Engineer | 1 | 40640-57440 | 81000-115200 |
| 4. | Environmental Scientist | 1 | 40640-57440 | 81000-115200 |
| 5 | Environmental Officer | 2 | 21240-37040 | 43600-85000 |
| 6 | Assistant Environmental Officer | 2 | 19240-34500 | 39500-79200 |
| | Post held by personnel of other department | | | |
| 7 | Administrative Officer | 1 | As in PD | As in PD |
| 8 | Finance Officer | 1 | As in PD | As in PD |
| | Common Category | | | |
| 9 | Head Accountant | 1 | As in CC | As in CC |
| 10 | Lower Division Clerk | 2 | As in CC | As in CC |
| 11 | Confidential Assistant | 1 | As in CC | As in CC |
| 12 | Data Entry Operator | 1 | As in CC | As in CC |
| 13 | Lower Division Typist | 1 | As in CC | As in CC |
| 14 | Driver | 1 | As in CC | As in CC |
| 15 | Office Attendant | 2 | As in CC | As in CC |

5.26 EXCISE DEPARTMENT

The Excise Department is one of the oldest departments in Kerala. The department is handling the following Laws and Acts viz.

- i) Abkari Act 1977
- ii) Narcotic and Psychotropic Substances Act 1985
- iii) Medicinal and Toilet Preparation Act 1955
- iv) Spirituous Preparation Act 1955
- v) Prohibition Act 1950

The Excise Commissioner is the Head of the Department , a cadre officer from the IAS. He is assisted by an Additional Commissioner and a Vigilance Officer who are also drawn from the All India Services. An IAS Officer assists the Excise Commissioner in administrative matters and the Additional Excise Commissioner drawn from the IPS assists in enforcement work. The department has three Regional Offices, 14 divisional Offices in each district controlled by Excise Deputy Commissioner. In addition to this 15 District Special Squads, 1 'Janamaithri Special Squad in Attappadi Hill area, 63 Circle Offices, 137 Excise Range Offices, 43 Major and Minor Check posts are working under this department. Total staff strength is 5090. The Excise Department has no ministerial staff and the clerical work is done by executive staff.

Commission held discussions with the Service Organisations and the Excise Commissioner and the following recommendations are made:

- i) Post of Manager/Excise Circle Inspector/Superintendent may be allowed a 25% Higher Grade on Rs.21240-37040
- ii) 1/3rd of the Post of Excise Inspector may be allowed a Higher Grade on Rs.18740-33680 as allowed to similar categories.
- iii) The posts of Driver Gr.II/Gr.I/Sr.Grade/Selection Grade may be re-designated as Excise Driver Gr.II/ Gr.I/ Sr.Grade/Selection Grade and placed in the revised scale corresponding to 10480-18300/13900-24040/14620-25280/ 15380-25900, respectively. This recommendation is in view of their inclusion in the Subordinate service of the Department with enhancement in qualifications.
- iv) There is a demand of 4th Time Bound Higher Grade to the Civil Excise Officer (Excise Guard). 4 Time Bound Higher Grades are allowed only for entry up to the level of Rs.9940-16580. But in G.O.(MS)329/2013/(168)/Fin dated 11/5/2013, a 4th Time Bound Higher Grade on completion of 27 years of service was allowed to Civil Police Officers whose entry grade is Rs.10480-18300 (ie, above Rs.9940-16580). Commission is of the view that 4th Time Bound Higher Grade cannot be allowed as a matter of course, but be granted based on performance, merit and integrity. Details will be given separately.
- v) Normal revision is recommended to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| | Sl. No. | Name of Post | No. of Post | Existing scale of pay | Revised scale of pay |
|--|---------|---------------------|-------------|-----------------------|----------------------|
| | 1 | Excise Commissioner | 1 | IAS | IAS |

| | | | | | |
|--|----|--|------|-------------|--------------|
| | 2 | Additional Excise Commissioner (Admn) | 1 | IAS/IPS | IAS/IPS |
| | 3 | Additional Excise Commissioner (Enft) | 1 | IAS/IPS | IAS/IPS |
| | 4 | Vigilance Officer | 1 | IAS | IAS |
| | 5 | Joint Commissioner of Excise / Senior Grade Deputy Excise Commissioner | 8 | 42640-58640 | 85000-117600 |
| | 6 | Deputy Excise Commissioner | 18 | 40640-57440 | 81000-115200 |
| | 7 | Assistant Excise Commissioner (HG) /Assistant Secretary (HG) | 4 | 36140-49740 | 72000-110400 |
| a | 8 | Assistant Excise Commissioner/ Assistant Secretary | 15 | 24040-38840 | 48000-89000 |
| | 9 | Manager / Excise Circle Inspector/Superintendent (HG) | 166 | 21240-37040 | 43600-85000 |
| b | 10 | Manager / Excise Circle Inspector/Superintendent | | 20740-36140 | 41500-53000 |
| | 11 | Excise Inspector(HG) | 338 | | 37500-75600 |
| | 12 | Excise Inspector | | 16180-29180 | 32300-65400 |
| | 13 | Assistant Excise Inspector | 83 | 15380-25900 | 30700-62400 |
| | 14 | Preventive Officer | 988 | 13900-24040 | 27800-56700 |
| b | 15 | Driver Senior Grade | 245 | 11620-20240 | 29200-59400 |
| b | 16 | Driver Gr. I | | 10480-18300 | 27800-56700 |
| b | 17 | Driver Gr.II | | 9190-15780 | 22200-45800 |
| | 18 | Civil Excise Officer /Women Civil Excise Officer (Excise Guard) | 2927 | 10480-18300 | 22200-45800 |
| | 19 | Van Cleaner | 3 | 8500-13210 | 17000-35700 |
| Post held by Personnel of other Departments | | | | | |
| | 20 | Administrative Officer | 2 | As in PD | As in PD |
| | 21 | Law Officer | 1 | As in PD | As in PD |
| | 22 | Mechanical Engineer | 1 | As in PD | As in PD |
| | 23 | Finance Officer | 1 | As in PD | As in PD |
| | 24 | Section Officer on deputation | 2 | As in PD | As in PD |

| Common Category Posts | | | | | |
|------------------------------|----|--------------------------|-----|----------|----------|
| | 25 | Confidential Assistant | 9 | As in CC | As in CC |
| | 26 | Fair Copy Superintendent | 1 | As in CC | As in CC |
| | 27 | Typist | 42 | As in CC | As in CC |
| | 28 | Boat Driver | 1 | As in CC | As in CC |
| | 29 | Office Attendant | 72 | As in CC | As in CC |
| | 30 | Cook | 2 | As in CC | As in CC |
| | 31 | Part-time Sweeper | 190 | As in CC | As in CC |

- a. 20% of posts will be on Higher Grade.
- b. 25% of posts will be on Higher Grade.
- c. The existing ratio of 2:2:1 between Driver Grade II, Driver Grade I and Driver Senior Grade will be modified as 1:1:1. 10% of the post of Senior Grade Driver will be on Selection Grade on Rs.30700-62400.

5.27 FACTORIES AND BOILERS

The Department of Factories and Boilers, under the Ministry of Labour, is looking after safety, welfare and health of individuals/factory workers. The Department administers the Factories Act 1948, the Indian Boilers Act 1923, the Payment of Wages Act 1936, the Dangerous Machines (Regulations) Act 1983, the Environment (Protection) Act 1986, the Storage and Import of Hazardous Chemical Rules 1989, the Labour Laws Act 1988 etc. The Director of Factories and Boilers is the Head of the Department. The Department has a two tier administrative setup viz. the Enforcement Wing and the Health & Safety Advisory Wing.

Discussions were held with Service Organizations and the Head of Department, and the Commission recommends that:

- i) Normal revision be allowed to all categories.

The categories of posts with the existing and proposed scales of pay are given below:

| | Sl. No | Designation | No. of posts | Existing scale of pay | Revised scale of pay |
|--|---------------|--|---------------------|------------------------------|-----------------------------|
| | 1. | Director of Factories & Boilers | 1 | 42640-58640 | 85000-117600 |
| | 2. | Senior Joint Director of Factories & Boilers | 1 | 40640-57440 | 81000-115200 |

| | | | | | |
|----------|---|---|----|-------------|--------------|
| | 3. | Joint Director of Factories & Boilers | 3 | 36140-49740 | 72000-110400 |
| | 4. | Joint Director of Factories & Boilers (Medical) | 1 | 36140-49740 | 72000-110400 |
| | 5. | Inspector of Factories & Boilers Gr I | 8 | 24040-38840 | 48000-89000 |
| | 6. | Technical Officer (Chemical) | 1 | 24040-38840 | 48000-89000 |
| a | 7. | Inspector of Factories & Boilers Gr II | 17 | 20740-36140 | 41500-83000 |
| | 8. | Additional Inspector of Factories (HG) | 8 | 19240-34500 | 39500-79200 |
| a | 9. | Additional Inspector of Factories | 17 | 18740-33680 | 37500-75600 |
| | 10. | Head Statistician | 1 | 18740-33680 | 37500-75600 |
| | 11. | Technical Assistant (Chemical) | 1 | 20740-36140 | 41500-83000 |
| | 12. | Chemical Inspector | 5 | 20740-36140 | 41500-83000 |
| | 13. | Medical Officer | 4 | 24040-38840 | 48000-89000 |
| | 14. | Head Draftsman | 1 | 19240-34500 | 39500-79200 |
| | 15. | Draftsman Gr I | 3 | 13900-24040 | 27800-56700 |
| | 16. | Draftsman Gr II | 3 | 11620-20240 | 23400-48000 |
| | 17. | Nursing Assistant Gr II | 1 | 8730-13540 | 18000-37500 |
| | 18. | Lab Assistant | 1 | 8730-13540 | 18000-37500 |
| | 19. | Lab Attendant | 1 | 8730-13540 | 18000-37500 |
| | Posts held by Personnel of other Departments | | | | |
| | 20. | Administrative Officer | 1 | As in PD | As in PD |
| | 21. | Finance Officer | 1 | As in PD | As in PD |

| | | | | | |
|--|-----|--------------------------------|------------|----------|----------|
| | 22. | Chemist | 1 | As in PD | As in PD |
| | | Common Category | | | |
| | 23. | Senior Superintendent | 3 | As in CC | As in CC |
| | 24. | Junior Superintendent | 6 | As in CC | As in CC |
| | 25. | Head Clerk/Head Accountant | 1 | As in CC | As in CC |
| | 26. | Senior Clerk | 50 | As in CC | As in CC |
| | 27. | Clerk/Clerk Typist | 51 | As in CC | As in CC |
| | 28. | Confidential Assistant Sl. Gr. | 1 | As in CC | As in CC |
| | 29. | Confidential Assistant Sr. Gr. | 1 | As in CC | As in CC |
| | 30. | Confidential Assistant Gr.I | 1 | As in CC | As in CC |
| | 31. | Confidential Assistant Gr.II | 2 | As in CC | As in CC |
| | 32. | Selection Grade Typist | 2 | As in CC | As in CC |
| | 33. | U.D Typist | 2 | As in CC | As in CC |
| | 34. | L.D Typist | 2 | As in CC | As in CC |
| | 35. | Computer Operator | 1 | As in CC | As in CC |
| | 36. | Librarian Grade IV | 1 | As in CC | As in CC |
| | 37. | Driver Grade II | 8 | As in CC | As in CC |
| | 38. | Roneo Operator | 1 | As in CC | As in CC |
| | 39. | Office Attendant | 52 | As in CC | As in CC |
| | 40. | Night Watcher | 2 | As in CC | As in CC |
| | 41. | Full Time Sweeper | 1 | As in CC | As in CC |
| | | Total | 269 | | |

a. Existing ratio of 2:1 will continue.

5.28. FIRE & RESCUE SERVICES DEPARTMENT

The Kerala Fire and Rescue Services Department came into existence in 1962 by the enactment of Kerala Fire Force Act 1962, (Act 20 of 1962) issued in Government Notification No.9018-E1-61/LAW dated 21.06.1962, bifurcating it from Kerala Police in 1962 and it started functioning as Fire Force Department. It was renamed as Fire & Rescue Services Department in 2002. Director General is the Head of the Department.

Kerala Fire and Rescue services Department is rendering its service to the public through the 106 Fire and Rescue Stations and 14 district offices (Assistant Divisional Offices) and 5 Divisional Offices in Thiruvananthapuram, Kottayam, Ernakulum, Palakkad and Kozhikode.

Based on the discussions with the Service Organisations and the Head of the Department, the following recommendations are made:

- i) Post of Assistant Station Officer may be placed in the Revised Scale of Pay corresponding to Rs.15380-25900 so that this may be equated to comparable posts in Excise Department
- ii) Post of Station Officer may be allowed a Higher Grade of $\frac{1}{3}$ rd on the revised scale of pay corresponding to Rs.18740-33680
- iii) Out of Six posts of Divisional Officers a Senior Grade at the rate of $\frac{1}{3}$ may be allowed on Rs.36140-49740 and revision allowed accordingly.
- iv) The posts of Assistant Divisional Officer/Assistant Divisional Officer (HG) may be placed in the revised scales corresponding to 20740-36140 and 21240-37040, respectively.
- v) Normal revision be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| Sl. No. | Name of Post | No. of Posts | Existing Scale of pay | Revised Scale of pay |
|---------|----------------------|--------------|-----------------------|----------------------|
| 1. | Commandant General | 1 | IPS | IPS |
| 2. | Director (Technical) | 1 | 42640-58640 | 85000-117600 |

| | | | | | |
|---|-----|---|------|-------------|------------------|
| | 3. | Director (Administration) | 1 | 42640-58640 | 85000- 117600 |
| | 4. | Manager | 1 | 22360-37940 | 45800-87000 |
| | 5. | Divisional Officer (Sr Gr) | | 36140-49740 | 72000- 110400 |
| a | 6. | Divisional Officer | 5 | 24040-38840 | 48000-89000 |
| | 7. | Assistant Divisional Officer (HG) | | 20740-36140 | 43600-85000 |
| b | 8. | Assistant Divisional Officer | 15 | 18740-33680 | 41500-83000 |
| | 9. | Station Officer(HG) | | | 37500-75600 |
| c | 10. | Station Officer | 110 | 16180-29180 | 32300-65400 |
| | 11. | Station Officer (Motor Transport) | 7 | 16180-29180 | 32300-65400 |
| | 12. | Assistant Station Officer | 121 | 14620-25280 | 30700-62400 |
| | 13. | Leading Fireman | 445 | 13900-24040 | 27800-56700 |
| | 14. | Driver Mechanic | 112 | 13900-24040 | 27800-56700 |
| | 15. | Fireman Driver Cum Pump Operator Gr.I | | 13900-24040 | 27800-56700 |
| | 16. | Fireman Driver Cum Pump Operator Gr.II | 828 | 10480-18300 | 22200-45800 |
| | 17. | Fireman | 2542 | 10480-18300 | 22200-45800 |
| Post held by personnel of other Department | | | | | |
| | 18. | Administrative Officer | 1 | As in PD | As in PD |
| Common Category | | | | | |
| | 19. | Senior Superintendent | 6 | As in CC | As in CC |

| | | | | |
|-----|-------------------------------|-----|----------|----------|
| 20. | Junior Superintendent | 18 | As in CC | As in CC |
| 21. | Fair Copy Superintendent | 1 | As in CC | As in CC |
| 22. | Head Accountant / Head Clerk | 5 | As in CC | As in CC |
| 23. | Selection Grade Typist | 9 | As in CC | As in CC |
| 24. | Senior Clerk | 69 | As in CC | As in CC |
| 25. | Upper Division Typist | 10 | As in CC | As in CC |
| 26. | Clerk | 69 | As in CC | As in CC |
| 27. | Lower Division Typist | 10 | As in CC | As in CC |
| 28. | Confidential Assistant Gr. I | 1 | As in CC | As in CC |
| 29. | Confidential Assistant Gr. II | 1 | As in CC | As in CC |
| 30. | Office Attendant | 7 | As in CC | As in CC |
| 31. | Night Watcher | 4 | As in CC | As in CC |
| 32. | Cook | 1 | As in CC | As in CC |
| 33. | Water Carrier | 1 | As in CC | As in CC |
| 34. | Part Time Sweeper | 112 | As in CC | As in CC |

- a. 1/3 will be in Senior Grade.
- b. 1/3 of ADO will be in the higher grade.
- c. 1/3 of Station Officers will be on higher grade.

5.29 **FISHERIES DEPARTMENT**

Fisheries Department was established on 1st November 1956. All the development and management programmes envisaged by the Government in the Fisheries sector are being implemented by the Fisheries Department. The functions are - 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, extension of fish

culture in available water resources, protect the interest of fisher folk, fish farmers, fish traders, exporters and consumers, ensure disease free quality shrimp fish seed to farmers to get better results, implementing schemes for increasing infrastructure facilities in the coastal area ,to develop new technologies in fisheries sector, implement schemes for upgrading the educational status of the children of fishermen and implement schemes for the welfare and progress of fishermen community etc.

The Director, an IAS cadre Officer is the Head of the Department. There are several Research Centres, Fisheries Stations, Fisheries Technical Schools and Fishing Ports functioning under this Department.

The Commission held discussions with Service Organizations and the Head of the Department and following recommendations are made:

- i) Posts of Sub Inspector of Fisheries may be placed in the revised Scale of Pay corresponding to ` 13210-22360. It is seen that as per the Special Rules, the qualification for the post for direct recruitment is successful completion of All India Fisheries Training Course or BA/BSc/Degree in Zoology. Hence the recommendation.
- ii) Foreman/Sr. Mechanical Instructor will have a 1/3rd high grade on 16180-29180.
- iii) Post of Mechanical Instructor Grade I and II be allowed on a ratio of 1:1
- iv) Posts of Assistant Registrar of Co-operative Societies and Senior Co-operative Inspector may be allowed Grade promotion on the same basis as allowed in the Department of Co-Operation , ie, 1/4 on ` 20740-36140 and 1/3 on 16980-31360, respectively.
- v) The scale of pay of HSA(High School Teacher) in Regional Fisheries Technical High School is recommended to be enhanced as equivalent to HSA (High School Teacher) in the Department of General Education.
- vi) Normal revision may be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| Sl. No | Designation | No. of posts | Existing scale of pay | Revised scale of pay |
|--------|---------------------|--------------|-----------------------|----------------------|
| 1. | Director | 1 | IAS | IAS |
| 2. | Additional Director | 1 | 42640-58640 | 85000-117600 |

| | | | | | |
|----------|------------|--|----|-------------|--------------|
| | 3. | Joint Director | 6 | 36140-49740 | 72000-110400 |
| | 4. | Deputy Director (HG) | | 29180-43640 | 58050-101400 |
| a | 5. | Deputy Director | 16 | 24040-38840 | 48000-89000 |
| | 6. | Assistant Director /CEO/Project Officer | 24 | 21240-37040 | 43600-85000 |
| | 7. | Deputy Registrar of Co-operative Societies (Fisheries) | 1 | 21240-37040 | 43600-85000 |
| | 8. | Assistant Registrar of Co-operative Societies (Fisheries) (HG) | | | 41500-83000 |
| | 9. | Assistant Registrar of Co- operative Societies (Fisheries) | 7 | 19240-34500 | 39500-79200 |
| | 10. | Fresh Water Biologist | 1 | 18740-33680 | 37500-75600 |
| | 11. | Extension Officer | 60 | 18740-33680 | 37500-75600 |
| | 12. | Aqua Culture Expert | 19 | 18740-33680 | 37500-75600 |
| | 13. | Fishery Development Officer Gr.I | 28 | 16180-29180 | 32300-65400 |
| | 14. | Senior Co-operative Inspector(HG) | | | 33900-68700 |
| | 15. | Senior Co-operative Inspector | 14 | 16180-29180 | 32300-65400 |
| | 16. | Foreman/Senior Mechanical Instructor (HG) | 5 | 16180-29180 | 32300-65400 |
| b | 17. | Foreman/Senior Mechanical Instructor | 10 | 14620-25280 | 29200-59400 |
| | 18. | Fishery Development Officer Gr.II | 11 | 14620-25280 | 29200-59400 |
| | 19. | Research Assistant | 7 | 14620-25280 | 29200-59400 |
| | 20. | Curator | 1 | 14620-25280 | 29200-59400 |

| | | | | | |
|---|---|-----------------------------|----|-------------|-------------|
| | 21. | Assistant Extension Officer | 10 | 14620-25280 | 29200-59400 |
| | 22. | Inspector of Fisheries | 26 | 14620-25280 | 29200-59400 |
| | 23. | Technical Assistant | 22 | 14620-25280 | 29200-59400 |
| | 24. | Fish Culture Officer | 3 | 14620-25280 | 29200-59400 |
| | 25. | Fish Farm Manager | 1 | 14620-25280 | 29200-59400 |
| c | 26. | Mechanical Instructor Gr I | 6 | 13900-24040 | 27800-56700 |
| c | 27. | Mechanical Instructor Gr II | 5 | 11620-20240 | 23400-48000 |
| | 28. | Sub Inspector of Fisheries | 86 | 11620-20240 | 26500-54000 |
| | 29. | Laboratory Assistant | 1 | 11620-20240 | 23400-48000 |
| | 30. | Nursery Keeper | 3 | 9190-15780 | 20000-41500 |
| | 31. | L D Investigator | 5 | 9190-15780 | 20000-41500 |
| | 32. | Lascar Gr II | 5 | 8960-14260 | 19000-39500 |
| | 33. | Cook | 17 | 8960-14260 | 19000-39500 |
| | 34. | Tindal Cum Driver | 2 | 8960-14260 | 19000-39500 |
| | 35. | Ticket Collector | 2 | 8960-14260 | 19000-39500 |
| | 36. | Fisherman cum Watchman | 5 | 8730-13540 | 18000-37500 |
| | 37. | Petty Yard Officer | 8 | 8730-13540 | 18000-37500 |
| | 38. | Laboratory Attender | 1 | 8730-13540 | 18000-37500 |
| | 39. | Oil Man | 1 | 8730-13540 | 18000-37500 |
| | 40. | Mess Boy/Mess Girl | 9 | 8500-13210 | 17000-35700 |
| | 41. | Deckman | 7 | 8500-13210 | 17000-35700 |
| | Regional Fisheries Technical High School | | | | |
| | 42. | Headmaster | 10 | 20740-36140 | 41500-83000 |
| | 43. | High School Assistant | 47 | 14620-25280 | 30700-62400 |
| | 44. | Warden Cum Tutor | 3 | 9190-15780 | 20000-41500 |

| | | | | |
|-----|---|----|-------------|-------------|
| 45. | Physical Education Teacher | 3 | 13900-24040 | 27800-56700 |
| | Miscellaneous Category | | | |
| 46. | Boat Driver/Engine Driver | 3 | 9190-15780 | 20000-41500 |
| 47. | Boat Syrang | 4 | 9190-15780 | 20000-41500 |
| 48. | Roneo Operator | 1 | 8960-14260 | 19000-39500 |
| | Posts held by personnel of other Departments | | | |
| 49. | Senior Administrative Officer | 1 | As in PD | As in PD |
| 50. | Superintendent of Police (Marine Enforcement) | 1 | As in PD | As in PD |
| 51. | Senior Finance Officer | 1 | As in PD | As in PD |
| 52. | Deputy Director (Statistics) | 1 | As in PD | As in PD |
| 53. | Law Officer | 1 | As in PD | As in PD |
| 54. | Chief Guards | 1 | As in PD | As in PD |
| 55. | Research Officer(Statistics) | 1 | As in PD | As in PD |
| 56. | Inspector of Guards | 3 | As in PD | As in PD |
| 57. | Sub Inspector of Guards | 6 | As in PD | As in PD |
| 58. | Research Assistant | 2 | As in PD | As in PD |
| 59. | Head Guard | 12 | As in PD | As in PD |
| 60. | Statistical Assistant Grade I | 1 | As in PD | As in PD |
| 61. | Guard | 38 | As in PD | As in PD |
| 62. | Statistical Assistant Grade II | 1 | As in PD | As in PD |
| | Common Category | | | |
| 63. | Administrative Assistant | 4 | As in CC | As in CC |
| 64. | Senior Superintendent | 3 | As in CC | As in CC |
| 65. | Junior Superintendent | 19 | As in CC | As in CC |

| | | | | |
|-----|-----------------------------|-------------|----------|----------|
| 66. | Fair Copy Superintendent | 2 | As in CC | As in CC |
| 67. | Head Clerk | 10 | As in CC | As in CC |
| 68. | Selection Grade Typist | 12 | As in CC | As in CC |
| 69. | Senior Clerk | 78 | As in CC | As in CC |
| 70. | U.D Typist | 14 | As in CC | As in CC |
| 71. | Confidential Assistant Gr.I | 9 | As in CC | As in CC |
| 72. | Clerk | 78 | As in CC | As in CC |
| 73. | L.D Typist | 14 | As in CC | As in CC |
| 74. | Clerk Typist | 15 | As in CC | As in CC |
| 75. | Driver Sr Gr | 8 | As in CC | As in CC |
| 76. | Driver Grade I | 8 | As in CC | As in CC |
| 77. | Driver Grade II | 10 | As in CC | As in CC |
| 78. | Driver- cum-Operator | 1 | As in CC | As in CC |
| 79. | Binder Gr II | 1 | As in CC | As in CC |
| 80. | Attender Gr II | 1 | As in CC | As in CC |
| 81. | Office Attendant | 198 | As in CC | As in CC |
| 82. | Watchman/Cleaner | 52 | As in CC | As in CC |
| 83. | Full Time Sweeper | 9 | As in CC | As in CC |
| 84. | Part Time Sweeper | 60 | As in CC | As in CC |
| | Total | 1184 | | |

- a. 20% of the posts will be on HG.
- b. Ratio will be 2:1.
- c. Ratio will be 1:1

5.30 FOOD SAFETY

The Food safety and Standards Authority of India has issued guidelines for establishment of a professionally managed department for implementing food safety and standards Act. Thus the Commissionerate of Food Safety which was functioning under the health Services Department was declared as an independent department vide G.O(Ms)No.122/2009/ H&FWD. The PFA wing at the Directorate of Health Services, the District Food Inspectors, Chief Food Inspectors, Food Inspectors of Health Services Department, all Laboratory Staff in the Chief Government Analyst's Laboratory/ Regional Analytical Laboratories were brought under the control of the Food Safety Department vide G.O(Ms) No.123/2009/H&FWD dated 02/02/2013. The main activities are to regulate the manufacture, storage, distribution and sale of food items and ensure the availability of safe and wholesome food for human consumption.

The Commissioner of Food Safety is the Head of the Department. The designated officers are the Licensing Authority for the state and Food Safety officers are the Registering Authority for the local Areas under their jurisdiction. The chief food safety Officers of three Mobile Vigilance Squads of Thiruvananthapuram, Ernakulam and Kozhikkode are notified as the Registering authority for the Corporations of Thiruvananthapuram, Ernakulam and Kozhikkode respectively.

After discussion with the Service Organisation and the Head of the Department, the Commission recommends that:

- i) As per special rules the qualification for the post of Assistant Commissioner of Food Safety is Degree in Food Technology/Dairy Technology OR Oil Technology/Agricultural Science OR Veterinary Science OR Bio Chemistry OR M.Sc (Chemistry). This is the promotion post of Food Safety Officer (formerly Food Inspector) and the existing scale is normally appropriate. However the FSS Act calls for designated officers for each districts having a rank to Sub Divisional Officer (Sec. 36 of FSS Act). This has resulted in claims for a higher scale. It is seen that in Ministry of Defense Sub Divisional Officer Grade I is having a scale of ` 9300-34800 plus GP ` 4200 for an Engineering Graduate. In such a case, the existing scale seems sufficient. However, a higher scale is recommended for the post of Assistant Commissioner of Food Safety on a scale of pay corresponding to ` 20740-36140 with corresponding revision.
- ii) Officers who have passed the National Food Analyst Exam (N.A.B.L.) may be granted one advance increment.
- iii) 1/3 of the post of Food Safety Officers may be on the higher grade in the scale of pay ` 16180-29180.
- iv) Normal revision is recommended to all other categories.

Categories of Posts with the existing and proposed Scales of pay are given below

| Sl. No | Designation | No of posts | Existing Scale of Pay | Revised Scale of Pay |
|---------------|--|--------------------|------------------------------|-----------------------------|
| 1. | Commissioner of Food Safety | 1 | IAS | IAS |
| 2. | Deputy Director (PFA) | 1 | 42640-58640 | 85000-117600 |
| 3. | Chief Govt. Analyst | 1 | 40640-57440 | 81000-115200 |
| 4. | Joint Commissioner of Food Safety (Admn & Legal) | 1 | 36140-49740 | 72000-110400 |
| 5. | Joint Commissioner of Food Safety (Enforcement) | 1 | 36140-49740 | 72000-110400 |
| 6. | Government Analyst | 4 | 24040-38840 | 48000-89000 |
| 7. | Deputy Govt. Analyst | 6 | 22360-37940 | 45800-87000 |
| 8. | Assistant Commissioner of Food Safety | 14 | 18740-33680 | 41500-83000 |
| 9. | Assistant Commissioner of Food Safety (Intelligence) | 3 | 18740-33680 | 41500-83000 |
| 10. | Research Officer | 22 | 19240-34500 | 39500-79200 |
| 11. | Research Officer (Microbiology) | 1 | 19240-34500 | 39500-79200 |
| 12. | Technical Officer (Food) | 1 | 19240-34500 | 39500-79200 |
| 13. | Technical Assistant (Legal) | 1 | 18740-33680 | 37500-75600 |
| 14. | Technical Assistant | 1 | 18740-33680 | 37500-75600 |
| 15. | Food Safety Officer(HG) | | | 32300-65400 |

| | | | | | |
|---|-----|--|-----|-------------|-------------|
| a | 16. | Food Safety Officer | 155 | 14620-25280 | 29200-59400 |
| | 17. | Junior Research Officer | 21 | 18740-33680 | 37500-75600 |
| | 18. | Microbiologist | 5 | 18740-33680 | 37500-75600 |
| | 19. | Technical Assistant Gr.I/Sample Collector | 24 | 16180-29180 | 32300-65400 |
| | 20. | Technical Assistant Gr. II | 19 | 13210-22360 | 26500-54000 |
| | 21. | Lab Assistant | 4 | 9190-15780 | 20000-41500 |
| | 22. | Junior Lab Assistant | 20 | 8960-14260 | 19000-39500 |
| | 23. | Packer | 3 | 8730-13540 | 18000-37500 |

a) 1/3rd of the posts will be in HG

5.31 **FOREST DEPARTMENT**

The main function of the Kerala Forest Department is the protection and conservation of an extent of 11033.3877 Sq.km forests in the state. Kerala has 17 Wildlife Sanctuaries and 5 National Parks and one Community Reserve. More than 8% of the total land area of the State (28% of the forest area) is under this Protected Area network. The department is also implementing prestigious national programmes such as Project Tiger, Project Elephant, Nilgiri Biosphere Programme, Agasthyamala Biosphere programme, Medicinal Plants Conservation Programme and High Biodiversity Areas Conservation Programme. Principal Chief Conservator of Forests is the Head of the Department.

The Commission had discussed with the Service Organisations and Principal Chief Conservator of Forest and the following recommendations are made:

- i) The post of Elephant Mahout/Cavadies may be allowed a Higher Grade at the rate of 50% of the total posts on Rs.9190-15780 with corresponding revision.
- ii) Posts of Deputy Ranger may be placed in the revised Scale corresponding to Rs.15380-25900
- iii) Post of Range Forest Officer may be allowed a 25% of Higher Grade on Scale of Pay corresponding to Rs.21240-37040

- iv) Post of Deputy Director(Wild Life Education) may be allowed a Higher Grade on Rs.29180-43640 and the Senior most among the Deputy Directors be placed on this grade.
- v) Post of Assistant Conservator of Forest and the Deputy Conservator of Forest(non-cadre) are now discharging the same duties and responsibilities . Out of them 25% is the strength of Deputy Conservator of Forest (non cadre). Though Direct recruits, mainly as Range Forest Officers, they do not enjoy a Higher Post above the level of Rs.40640-57440. The Association and the Head of Department have been representing that they be allowed a Higher Grade. The Commission considers the request is reasonable and recommends that they be allowed a still higher post as Senior Deputy Conservator of Forest(non cadre) on Rs. 42640-58640. The ratio between ACF and DCF will be 2:1 and 10% of the DCF post will be in the grade of Senior DCF(non-cadre).
- vi) Normal revision be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| | Sl. No | Name of post | No. of posts | Existing scale of pay | Revised scale of pay |
|--|--------|---|--------------|-----------------------|----------------------|
| | | Principal Chief Conservator of Forests (Head of Forest Force) | 1 | IFS | IFS |
| | | Principal Chief Conservator of Forests | 1 | IFS | IFS |
| | | Additional Principal Chief Conservator of Forests | 3 | IFS | IFS |
| | | Chief Conservator of Forests | 11 | IFS | IFS |
| | | Conservator of Forests | 15 | IFS | IFS |
| | | Deputy Conservator of Forests | 32 | IFS | IFS |
| | | Senior Deputy Conservator of Forests(Non-cadre) | | | 85000-117600 |
| | a | Deputy Conservator of Forests (Non-Cadre) | 25 | 40640-57440 | 81000-115200 |
| | | Economist | 1 | 40640-57440 | 81000-115200 |

| | | | | | |
|---|--|---|------|-------------|--------------|
| b | | Assistant Conservator of Forests | 76 | 24040-38840 | 48000-89000 |
| | | Divisional Forest Officer/ | | 24040-38840 | 48000-89000 |
| | | Wildlife Warden | | 24040-38840 | 48000-89000 |
| # | | Deputy Director (Wildlife Education)(HG) | | | 58050-101400 |
| | | Deputy Director (Wildlife Education) | 3 | 24040-38840 | 48000-89000 |
| | | Range Forest Officer and equated category(HG) | | | 43600-85000 |
| c | | Range Forest Officer and equated category | 205 | 20740-36140 | 41500-83000 |
| d | | Wildlife Assistant Senior Grade | 3 | 20740-36140 | 41500-83000 |
| | | Assistant Forest Publicity Officer | 3 | 16180-29180 | 32300-65400 |
| d | | Wild life Assistant Grade I | 3 | 16180-29180 | 32300-65400 |
| d | | Wild life Assistant Grade II | 4 | 13900-24040 | 27800-56700 |
| | | Deputy Range Officer | 158 | 14620-25280 | 30700-62400 |
| | | Selection Grade Forest Driver | 8 | 14620-25280 | 29200-59400 |
| | | Curator of museum | 1 | 13210-22360 | 26500-54000 |
| | | Section Forest Officer | 952 | 13900-24040 | 27800-56700 |
| | | Senior Grade Forest Driver | 74 | 11620-20240 | 23400-48000 |
| | | Beat Forest Officer | 2618 | 10480-18300 | 22200-45800 |
| | | Forest Driver Grade I | 82 | 10480-18300 | 22200-45800 |

-
- a. 10% of the posts will be Senior Deputy Conservator of Forests(Non-cadre)
 - b. Ratio between Deputy Conservator of Forests and Assistant Conservator of Forests will be 1:2
 - c. 25% of the posts will be in HG
 - d. The existing ratio of 1:1:1 among Senior Grade, Grade I and Grade II Wildlife Assistants will continue.
 - #. The senior most among Deputy Directors(Wild Life Education) will be placed on this Higher Grade.

| | | | | | |
|--|--|--|-----|------------|-------------|
| | | Forest Driver Grade II | 83 | 9190-15780 | 20000-41500 |
| | | Boat Driver | 10 | 9190-15780 | 20000-41500 |
| | | Timber Supervisor | 1 | 8960-14260 | 19000-39500 |
| | | Documentation Officer | 1 | 8960-14260 | 19000-39500 |
| | | Elephant Mahouts/Cavadies(HG) | | | 20000-41500 |
| | | Elephant Mahouts/Cavadies | 26 | 8960-14260 | 19000-39500 |
| | | Darkroom Attender | 1 | 8730-13540 | 18000-37500 |
| | | Boat Watcher | 6 | 8500-13210 | 17000-35700 |
| | | Boat Cleaner | 3 | 8500-13210 | 17000-35700 |
| | | Boat Lascar | 4 | 8500-13210 | 17000-35700 |
| | | Boat Syrang | 1 | 8500-13210 | 17000-35700 |
| | | Tracker - Cum - Gardner | 3 | 8500-13210 | 17000-35700 |
| | | Gardner - Cum - Marker | 1 | 8500-13210 | 17000-35700 |
| | | Cook | 1 | 8500-13210 | 17000-35700 |
| | | Assistant Cook | 1 | 8500-13210 | 17000-35700 |
| | | Museum Assistant | 1 | 8500-13210 | 17000-35700 |
| | | Chowkidar | 1 | 8500-13210 | 17000-35700 |
| | | Depot Watcher / Reserve Watcher | 262 | 8500-13210 | 17000-35700 |
| | | Tribal Watcher | 700 | 8500-13210 | 17000-35700 |
| | | Plantation Watcher cum Cook | 8 | 8500-13210 | 17000-35700 |
| | | Sanitation Worker | 1 | 8500-13210 | 17000-35700 |
| Post held by personnel of other Departments | | | | | |
| | | <u>Economics and Statistics</u> | | | |
| | | Research Officer | 1 | As in PD | As in PD |
| | | Deputy Director | 1 | As in PD | As in PD |
| | | Statistical Officer | 1 | As in PD | As in PD |
| | | Research Assistant | 2 | As in PD | As in PD |
| | | Statistical Assistant Grade I | 31 | As in PD | As in PD |

| | | | | | |
|--|--|---|----|----------|----------|
| | | Statistical Assistant Grade II | 13 | As in PD | As in PD |
| | | <u>Survey and Land Records</u> | | | |
| | | Assistant Director | 1 | As in PD | As in PD |
| | | Superintendent of Survey | 2 | As in PD | As in PD |
| | | Head Draftsman | 2 | As in PD | As in PD |
| | | Head Surveyor | 2 | As in PD | As in PD |
| | | Draftsman Grade I | 48 | As in PD | As in PD |
| | | Draftsman Grade II | 29 | As in PD | As in PD |
| | | Surveyor Grade I | 17 | As in PD | As in PD |
| | | Surveyor Grade II | 49 | As in PD | As in PD |
| | | Survey Lascar | 11 | As in PD | As in PD |
| | | <u>Judiciary</u> | | | |
| | | Tribunal Judge | 1 | As in PD | As in PD |
| | | <u>Secretariat</u> | | | |
| | | Joint Secretary | 1 | As in PD | As in PD |
| | | Senior Administrative Officer | 1 | As in PD | As in PD |
| | | Senior Finance Officer | 1 | As in PD | As in PD |
| | | Section Officer | 1 | As in PD | As in PD |
| | | Public Relations Officer | 1 | As in PD | As in PD |
| | | Legal Assistant | 1 | As in PD | As in PD |
| | | Photographer - cum- Artist | 1 | As in PD | As in PD |
| | | Confidential Assistant | 1 | As in PD | As in PD |
| | | Office Attendent | 1 | As in PD | As in PD |
| | | <u>AG's Office</u> | | | |
| | | Finance Manager | 1 | As in PD | As in PD |
| | | <u>Animal Husbandry</u> | | | |
| | | Forest Veterinary Officer | 2 | As in PD | As in PD |
| | | Assistant Veterinary Officer | 2 | As in PD | As in PD |

| | | | | | |
|--|--|--------------------------------------|-----|----------|----------|
| | | <u>PWD</u> | | | |
| | | Head Draftsman | 2 | As in PD | As in PD |
| | | Draftsman Grade I | 48 | As in PD | As in PD |
| | | Draftsman Grade II | 29 | As in PD | As in PD |
| | | <u>Police</u> | | | |
| | | Circle Inspector | 2 | As in PD | As in PD |
| | | Sub Inspector | 4 | As in PD | As in PD |
| | | Head Constable | 22 | As in PD | As in PD |
| | | Constable | 110 | As in PD | As in PD |
| | | P.T. Instructor | 6 | As in PD | As in PD |
| | | <u>Health</u> | | | |
| | | Pharmasist | 2 | As in PD | As in PD |
| | | Nursing Assistant | 1 | As in PD | As in PD |
| | | Hospital Attendar | 1 | As in PD | As in PD |
| | | <u>Kerala Water Authroity</u> | | | |
| | | Pump Operator | 1 | As in PD | As in PD |

5.32 **GENERAL EDUCATION DEPARTMENT**

The General Education Department is one of the major departments in the State. The Director of Public Instruction is the Head of the Department and is also the Commissioner for the Government Examinations in the state. A Joint Commissioner and a Secretary in the cadre of Deputy Director are working in the Pareeksha Bhavan for conducting the examinations.

For administrative convenience and for improving the efficiency in school education, District Offices are functioning in 14 revenue districts headed by Deputy Directors of Education. There are 38 Educational Districts and 163 Educational Sub Districts in the State. Each District Educational Office is headed by District Educational Officer (DEO) and each Sub District Office is headed by Assistant Educational Officer (AEO).

Commission held discussions with Service Organisations and the Director of Public Instruction and the following recommendations are made:

- i. Posts of HSA, UPSA and LPSA be re-designated as High School Teacher (HST) , Upper Primary School Teacher (UPST) and Lower Primary School Teacher(LPST) respectively.

- ii. Post of Teachers of Teacher Training Institute (TTI) are interchangeable with the High School Assistant (to be re-designated as HST) with post graduate degree in the Subject concerned and B.Ed/M.Ed. Qualification for admission to TTC (Teacher Training Course) is modified as Plus 2. Also course content has been improved making it a two years course. Consequently there has been demand for upgrading the scale of pay applicable to teachers of TTI especially in view of higher pay in Higher Secondary Schools. In the scenario detailed above, there is some merit in the demand for a higher scale. But as long as they are interchangeable with High School Teachers, scope for higher scale is very much limited. Still they deserve some encouragement in the pay package. In view of this, the Commission recommends that one additional increment may be allowed to the teachers of TTI as long as they work there and it is made clear that the additional increment is allowed only for the period for work in the TTI and will be withdrawn on reversion to High School. In view of this, it is necessary to have regular staff in the TTIs and there will be no more interchangeability. Therefore, special rules may be formed/modified accordingly and regular postings made to TTIs from among qualified High School Teachers.
- iii. Post of Personal Assistant (PA) to DEO may be re-designated as Personal Officer, Office of the District Educational Officer.
- iv. Currently the lower and Upper Primary Teachers are given Time Bound Higher Grade Promotion on 8,15,22 years whereas it is 7,15,22 for High School Teachers. They may be unified as 7,14 and 21 years respectively.
- v. The Commission is also considering the possibility of conferring honorary promotion as Deputy Head Master to those teachers who have put in meritorious service and Also completed 28 years as teacher. The details of this arrangement will be given in part II of the Report.
- vi. Most of the teachers retire without even reaching the promotion post of Headmaster. Though they get three Time Bound Grade Promotion, for the purpose of One Rank One Pension only the scale of pay of initial post is reckoned. Though they will get pension based on the last drawn average emoluments, there will be restriction to the benefit of One Rank One Pension in later years. This issue is being addressed separately.
- vii. Post of Deputy Director may be allowed a 25% of HG (now 20%) on ` 29180-43640 and corresponding revision allowed.
- viii. Normal revision is recommended to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| SI. No | Designations | No. of posts | Existing Pay scale | Revised Pay scale |
|--------|--|--------------|--------------------|-------------------|
| 1. | Director | 1 | IAS | IAS |
| 2. | Additional Director | 2 | 44640-58640 | 89000-117600 |
| 3. | Joint Director | 1 | 36140-49740 | 72000-110400 |
| a 4. | Deputy Director | 8 | 24040-38840 | 48000-89000 |
| 5. | Chief Planning Officer | 1 | 24040-38840 | 48000-89000 |
| 6. | Accounts Officer(Provident Fund) | 1 | 22360-37940 | 45800-87000 |
| 7. | Secretary-cum-Treasurer (Housing Society) | 1 | 22360-37940 | 45800-87000 |
| 8. | District Educational Officer (Science) | 1 | 22360-37940 | 45800-87000 |
| 9. | Assistant Director | 2 | 21240-37040 | 43600-85000 |
| 10. | Public Relations Officer | 1 | 21240-37040 | 43600-85000 |
| 11. | Additional Administrative Assistant | 1 | 21240-37040 | 43600-85000 |
| 12. | Accounts Officer (Audit) | 1 | 21240-37040 | 43600-85000 |
| 13. | Arabic Special Officer | 1 | 21240-37040 | 43600-85000 |
| 14. | Sanskrit Special Officer | 1 | 21240-37040 | 43600-85000 |
| 15. | PA General | 1 | 20740-36140 | 41500-83000 |
| 16. | PA Employment | 1 | 20740-36140 | 41500-83000 |
| 17. | Assistant Super Check Officer | 2 | 20740-36140 | 41500-83000 |
| 18. | Assistant Secretary(NFTW) | 1 | 20740-36140 | 41500-83000 |
| 19. | PA to Secretary State Edn. Advisory Board/Personal Assistant | 1 | 19240-34500 | 39500-79200 |

| | | | | |
|-----|---|----|-------------|--------------|
| 20. | Sports Organiser | 1 | 19240-34500 | 39500-79200 |
| 21. | Editor (Vidyarangom) | 1 | 16180-29180 | 32300-65400 |
| | IEDC/IEDSS | | | |
| 22. | Deputy Director | 1 | 24040-38840 | 48000-89000 |
| 23. | Special Educator | 1 | 20740-36140 | 41500-83000 |
| 24. | Co-ordinator | 1 | 20740-36140 | 41500-83000 |
| | (CARE)- Noon Meal Programme | | | |
| 25. | Senior Administrative Assistant | 1 | 24040-38840 | 48000-89000 |
| 26. | Supervisor (Noon Feeding) | 15 | 18740-33680 | 37500-75600 |
| | Examination Wing | | | |
| 27. | Joint Commissioner for Govt Examinations | 1 | 36140-49740 | 72000-110400 |
| 28. | System Manager | 1 | 36140-49740 | 72000-110400 |
| 29. | Secretary to the Commissioner for Govt. Exams | 1 | 24040-38840 | 48000-89000 |
| 30. | PA to Secretary to the Commissioner for Govt. Exams | 1 | 19240-34500 | 39500-79200 |
| | Text Books | | | |
| 31. | Text Book Officer | 1 | 24040-38840 | 48000-89000 |
| 32. | Personal Assistant to the Text Book Officer | 1 | 19240-34500 | 39500-79200 |
| 33. | Chief Accountant | 1 | 18740-33680 | 37500-75600 |
| 34. | Store Keeper, Central Stores | 3 | 18740-33680 | 37500-75600 |
| 35. | Store Keeper, District Stores | 34 | 16180-29180 | 32300-65400 |
| | Office of the Deputy Director, Education | | | |
| 36. | Deputy Director | 14 | 24040-38840 | 48000-89000 |

| | | | | | |
|---|-----|--|------|-------------|-------------|
| | | District Institute of Education & Training (DIET) | | | |
| | 37. | Principal | 14 | 24040-38840 | 48000-89000 |
| | 38. | Senior Lecturer | 97 | 22360-37940 | 45800-87000 |
| | 39. | Lecturer | 168 | 20740-36140 | 41500-83000 |
| | 40. | Technician | 4 | 13900-24040 | 27800-56700 |
| | 41. | Statistical Assistant | 2 | 13210-22360 | 26500-54000 |
| | 42. | Librarian | 14 | 10480-18300 | 22200-45800 |
| | 43. | Laboratory Assistant | 14 | 9190-15780 | 20000-41500 |
| | | District & Sub District Office | | | |
| | 44. | District Education Officer | 41 | 22360-37940 | 45800-87000 |
| | 45. | Personal Assistant to DEO | 41 | 20740-36140 | 41500-83000 |
| | 46. | Assistant Educational Officer | 163 | 20740-36140 | 41500-83000 |
| | 47. | Additional Assistant Educational Officer | 2 | 20740-36140 | 41500-83000 |
| | 48. | Inspector of Muslim Education | 6 | 19240-34500 | 39500-79200 |
| | 49. | Women Inspector of Muslim Girls Education | 3 | 16180-29180 | 32300-65400 |
| | | TTI for In-Service Training in Hindi | | | |
| | 50. | Chief Instructor | 2 | 20740-36140 | 41500-83000 |
| | 51. | Instructor | 8 | 14620-25280 | 29200-59400 |
| | | Secondary School (Including Training Schools) | | | |
| | 52. | Headmaster HG | 1100 | 22360-37940 | 45800-87000 |
| | 53. | Headmaster | 1356 | 20740-36140 | 41500-83000 |
| b | 54. | High School Assistant Sel. Gr | | 19240-34500 | 39500-79200 |

| | | | | | |
|---|-----|--|-------|-------------|-------------|
| b | 55. | High School Assistant Sen Gr.(Graduate/Language) | 17648 | 18740-33680 | 37500-75600 |
| b | 56. | High School Assistant HG (Graduate/Language) | 21227 | 16980-31360 | 33900-68700 |
| | 57. | High School Assistant (Graduate/Language) | 11879 | 15380-25900 | 30700-62400 |
| | | Instructors And Specialist Teachers | | | |
| | 58. | Instructor (Engineering/Printing Tech/Agri.) | | 16980-31360 | 33900-68700 |
| c | 59. | Instructor/Special Teacher/Specialist/Dance Master/Bhagavathar/Sewing Mistress/Drawing Master Sel. Grade (Specialization details shown at the end) | 6997 | 16980-31360 | 33900-68700 |
| | 60. | Instructor Sen. Grade (Commerce) | | 16980-31360 | 33900-68700 |
| | 61. | Instructor Grade I (Commerce) | | 16180-29180 | 32300-65400 |
| c | 62. | Instructor/Special Teacher/Specialist/Dance Master/Bhagavathar/Sewing Mistress/Drawing Master Sen. Grade (Specialization details shown at the end) | 3675 | 16180-29180 | 32300-65400 |
| | 63. | Instructor (Engineering) | | 14620-25280 | 29200-59400 |
| | 64. | Instructor Grade II (Commerce) | | 14620-25280 | 29200-59400 |
| | 65. | Physical Training (Bharatanatyam) | | 14620-25280 | 29200-59400 |
| | 66. | Domestic Science Assistant | 7166 | 14620-25280 | 29200-59400 |
| | 67. | Secretarial Assistant | | 14620-25280 | 29200-59400 |
| | 68. | Dance Master (Kathakali) | | 14620-25280 | 29200-59400 |
| | 69. | Pandit | | 14620-25280 | 29200-59400 |

| | | | | | |
|--|-----|--|-------|-------------|-------------|
| c | 70. | Instructor/Special Teacher/Specialist/Dance Master/Bhagavathar/Sewing Mistress/Drawing Master Grade I (Specialization details shown at the end) | | 14620-25280 | 29200-59400 |
| c | 71. | Instructor/Special Teacher/Specialist/Dance Master/Bhagavathar/Sewing Mistress/Drawing Master Grade II (Specialization details shown at the end) | | 13210-22360 | 26500-54000 |
| | 72. | Teacher –(Ratton Works/Music/Craft/Physical Edn./Veena/Commercial/Hindustani – Urdu/craft | 6354 | 13210-22360 | 26500-54000 |
| Upper Primary & Lower Primary Schools | | | | | |
| | 73. | Headmaster Sen. Grade | 501 | 20740-36140 | 41500-83000 |
| | 74. | Headmaster HG | 3528 | 19240-34500 | 39500-79200 |
| | 75. | Headmaster | 5335 | 18740-33680 | 37500-75600 |
| | 76. | Assistant Teacher (Nursery/Pre-primary)/Assistant Dance Teacher/Art Assistant/Art master Sel. Grade) | | 16980-31360 | 33900-68700 |
| c | 77. | Teacher/Instructor/Fishing Technology Assistant/Matron/Sewing Mistress/Pandit/Junior Pandit/Hindi Pandit/Drill Master/Drawing Master/Bhagavathar(Bharathanatiam, Kathakali) Sel. Grade (Specialization details shown at the end) | 15847 | 16980-31360 | 33900-68700 |

| | | | | | |
|---|-----|---|-------|-------------|-------------|
| c | 78. | 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) | 13641 | 16180-29180 | 32300-65400 |
| | 79. | Assistant Teacher (Nursery/Pre-Primary)/Assistant Dance Teacher/Art Assistant/Art Master Sen. Grade | | 16180-29180 | 32300-65400 |
| | 80. | Assistant Teacher (Nursery/Pre-Primary)/Assistant Dance Teacher/Art Assistant/Art Master Grade I | | 14620-25280 | 29200-59400 |
| c | 81. | Teacher/Instructor/Fishing Technology Assistant/ Matron/Sewing Mistress/Pandit/Junior Pandit/Hindi Pandit/Drill Master/Drawing Master/Bhagavathar(Bharathanatiyam, Kathakali) Grade I (Specialization details shown at the end) | 19573 | 14620-25280 | 29200-59400 |
| | 82. | Assistant Teacher (Nursery/Pre-Primary)/Assistant Dance Teacher/Art Assistant/Art Master Grade II | | 13210-22360 | 26500-54000 |
| c | 83. | Teacher/Instructor/Fishing Technology Assistant/ Matron/Sewing Mistress/Pandit/Junior Pandit/Hindi Pandit/Drill | 21451 | 13210-22360 | 26500-54000 |

| | | | | |
|------|--|-----|-------------|-------------|
| | Master/Drawing Master/Bhagavathar(Bharathanatiyam, Kathakali) Grade II (Specialization details shown at the end) | | | |
| 84. | Attender(Kathakali Chutti) | | 11620-20240 | 23400-48000 |
| 85. | Teacher (craft) | | 11620-20240 | 23400-48000 |
| 86. | Instructor Work Experience Programme | | 11620-20240 | 23400-48000 |
| | Schools for the Handicapped | | | |
| 87. | Headmaster HG | 10 | 21240-37040 | 43600-85000 |
| 88. | Headmaster | 14 | 20740-36140 | 41500-83000 |
| 89. | High School Assistant Sel. Grade | 81 | 20740-36140 | 41500-83000 |
| 90. | High School Assistant Sen. Grade | 109 | 19240-34500 | 39500-79200 |
| 91. | Resource Teacher Sel. Grade | 49 | 18740-33680 | 37500-75600 |
| 92. | High School Assistant HG | 81 | 18740-33680 | 37500-75600 |
| 93. | Teacher (Graduate who are handicapped) Sel. Grade | 10 | 18740-33680 | 37500-75600 |
| 94. | Assistant Teacher (with special training) Sel. Grade | 40 | 19240-34500 | 39500-79200 |
| 95. | High School Assistant | 109 | 16980-31360 | 33900-68700 |
| 96. | Teacher (Graduate who are handicapped) Sen. Grade | 12 | 16980-31360 | 33900-68700 |
| 97. | Assistant Teacher (with special training) Sen. Grade | 42 | 18740-33680 | 37500-75600 |
| 98. | Headmaster (Under Graduate) | 20 | 16180-29180 | 32300-65400 |
| 99. | Resource Teacher Sen. Grade | 30 | 16980-31360 | 33900-68700 |
| 100. | Graduate Assistant(Training centre for handicapped) | 45 | 16180-29180 | 32300-65400 |

| | | | | |
|------|--|-----|-------------|-------------|
| 101. | Assistant Teacher(without special training) Sel. Grade | 10 | 16980-31360 | 33900-68700 |
| 102. | Braillist, Craft, Music and Drawing Teacher Sel. Grade | 18 | 16980-31360 | 33900-68700 |
| 103. | Teacher (Under Graduate who are handicapped) Sel. Grade | 10 | 16980-31360 | 33900-68700 |
| 104. | Mobility Instructor-cum-Physical Edn. Teacher Sel. Grade | 2 | 16980-31360 | 33900-68700 |
| 105. | Resource Teacher Grade I | 42 | 14620-25280 | 29200-59400 |
| 106. | Teacher (Graduate who are handicapped) | 32 | 14620-25280 | 29200-59400 |
| 107. | Assistant Teacher (with special training) | 122 | 15380-25900 | 30700-62400 |
| 108. | Assistant Teacher (without special training) Sen. Grade | 44 | 16180-29180 | 32300-65400 |
| 109. | Teacher (Under Graduate who are handicapped) Sen. Grade | 4 | 16180-29180 | 32300-65400 |
| 110. | Braillist, Craft, Music and Drawing Teacher Sen. Grade | 20 | 16180-29180 | 32300-65400 |
| 111. | Mobility Instructor-cum-Physical Edn. Teacher Sen. Grade | 3 | 16180-29180 | 32300-65400 |
| 112. | Assistant Teacher (without special training) Grade I | 44 | 14620-25280 | 29200-59400 |
| 113. | Teacher (Under Graduate who are handicapped) Grade I | 8 | 14620-25280 | 29200-59400 |
| 114. | Braillist, Craft, Music and Drawing Teacher Grade I | 81 | 14620-25280 | 29200-59400 |
| 115. | Mobility Instructor-cum-Physical Edn. Teacher Grade I | 6 | 14620-25280 | 29200-59400 |
| 116. | Instructor in Plumbing | 3 | 13210-22360 | 26500-54000 |

| | | | | |
|------|--|----|-------------|-------------|
| 117. | Instructor in Composing | 5 | 13210-22360 | 26500-54000 |
| 118. | Assistant Teacher (without special training) Grade II | 8 | 11620-20240 | 23400-48000 |
| 119. | Teacher (Under Graduate who are handicapped) Grade II | 7 | 11620-20240 | 23400-48000 |
| 120. | Brailist, Craft, Music and Drawing Teacher Grade II | 20 | 11620-20240 | 23400-48000 |
| 121. | Mobility Instructor-cum-Physical Edn. Teacher Grade II | 18 | 11620-20240 | 23400-48000 |
| 122. | Matron | 81 | 10480-18300 | 22200-45800 |
| 123. | Brailist (Part- time) | 13 | 9190-15780 | 20000-41500 |
| 124. | Part- time Instrumental Music Teacher | 4 | 9190-15780 | 20000-41500 |
| 125. | Skilled Assistant (Printing & Composing) | 3 | 9940-16580 | 21100-43600 |
| 126. | Skilled Assistant (Plumbing) | 4 | 9940-16580 | 21100-43600 |
| 127. | Ayah | 25 | 8500-13210 | 17000-35700 |
| | Subordinate Staff | | | |
| 128. | Accountant CARE | 6 | 13900-24040 | 27800-56700 |
| 129. | Manager | 5 | 13900-24040 | 27800-56700 |
| 130. | Depot Officer | 3 | 13900-24040 | 27800-56700 |
| 131. | Assistant Depot Officer | 8 | 11620-20240 | 23400-48000 |
| 132. | Sergeant | 10 | 11620-20240 | 23400-48000 |
| 133. | Calculator Operator | 1 | 9940-16580 | 21100-43600 |
| 134. | Mechanic | 10 | 9940-16580 | 21100-43600 |
| 135. | Assistant Librarian | 9 | 9190-15780 | 20000-41500 |
| 136. | Godown Keeper | 12 | 9190-15780 | 20000-41500 |

| | | | | |
|------|--------------------------------|-----|------------|-------------|
| 137. | Record Keeper | 3 | 9190-15780 | 20000-41500 |
| 138. | Tally Clerk | 3 | 9190-15780 | 20000-41500 |
| 139. | Computer | 11 | 9190-15780 | 20000-41500 |
| 140. | Compositor | 2 | 9190-15780 | 20000-41500 |
| 141. | Printer | 1 | 9190-15780 | 20000-41500 |
| 142. | Store Assistant | 6 | 8960-14260 | 19000-39500 |
| 143. | Packer | 1 | 8730-13540 | 18000-37500 |
| 144. | Counter | 14 | 8730-13540 | 18000-37500 |
| | Part Time Posts | | | |
| 145. | Language Teacher (High School) | 650 | 9940-16580 | 21100-43600 |
| 146. | Language Teacher (Primary) | 728 | 9190-15780 | 20000-41500 |
| 147. | Teacher (Craft) | 102 | 9190-15780 | 20000-41500 |
| 148. | Teacher (Physical Education) | 51 | 9190-15780 | 20000-41500 |
| 149. | Instructor | 25 | 9190-15780 | 20000-41500 |
| 150. | Instructor (Manual Training) | 8 | 9190-15780 | 20000-41500 |
| 151. | Pandit | 2 | 9190-15780 | 20000-41500 |
| 152. | Teacher (PD) | 12 | 9190-15780 | 20000-41500 |
| 153. | Teacher (Drawing & Drill) | 45 | 9190-15780 | 20000-41500 |
| 154. | Teacher (Music) | 29 | 9190-15780 | 20000-41500 |
| 155. | Teacher (Needle Work) | 12 | 9190-15780 | 20000-41500 |
| 156. | Drawing Master | 15 | 9190-15780 | 20000-41500 |
| 157. | Drill Master | 11 | 9190-15780 | 20000-41500 |
| 158. | Braillist | 13 | 9190-15780 | 20000-41500 |
| 159. | Specialist Teacher | - | 9190-15780 | 20000-41500 |

| | Common category | | | |
|------|---|------|----------|----------|
| 160. | Administrative Assistant | 17 | As in CC | As in CC |
| 161. | Accounts Officer/ Assistant Provident Fund Officer | 27 | As in CC | As in CC |
| 162. | Senior Superintendent | 211 | As in CC | As in CC |
| 163. | Junior Superintendent | 235 | As in CC | As in CC |
| 164. | Fair copy Superintendent | 212 | As in CC | As in CC |
| 165. | Head Clerk | 8 | As in CC | As in CC |
| 166. | Confidential Assistant | 30 | As in CC | As in CC |
| 167. | Senior Clerk | 1778 | As in CC | As in CC |
| 168. | UD Typist | 103 | As in CC | As in CC |
| 169. | Sergeant | 1 | As in CC | As in CC |
| 170. | Clerk | 1779 | As in CC | As in CC |
| 171. | Clerk Aided Schools | 1510 | As in CC | As in CC |
| 172. | LD Typist | 176 | As in CC | As in CC |
| 173. | Driver | 35 | As in CC | As in CC |
| 174. | Printer | 1 | As in CC | As in CC |
| 175. | Lift Operator | 1 | As in CC | As in CC |
| 176. | Binder | 4 | As in CC | As in CC |
| 177. | Duffedar/Chaukidar | 2 | As in CC | As in CC |
| 178. | Roneo Operator | 1 | As in CC | As in CC |
| 179. | Attender | 58 | As in CC | As in CC |
| 180. | Class IV Employee(Office Attendant/Cleaner/Watchman etc) | 5300 | As in CC | As in CC |
| 181. | Full Time Menial | 3800 | As in CC | As in CC |

- a. 20% posts of Deputy Director is in higher grade on 58050-101400.
- b. HSA will be re-designated as HST(HG), HST(Sen. Gr) & HST(Sel. Gr) on completion of 7, 14 and 21 years of service respectively.
- c. 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).

5.33 GROUND WATER DEPARTMENT.

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 Hydro-geological, geophysical and Hydro Chemical and Engineering wings for survey, drilling, resource evaluation and monitoring of ground water resources. Director is the Head of the Department.

The Department has District level offices in all 14 Districts in the State. Three regional analytical laboratories at Thiruvananthapuram, Ernakulam & Kozhikkode and a Central Workshop & Stores located at Kollam. The Department has 637 posts in all.

Commission had discussions with the various service organisations and the Head of the Department and it is recommended as follows:

- i) The Existing ratio between Senior Hydro geologist, Executive Engineer and Senior Geophysicist is 6:6:2 for appointment as District Officer in the Department. This is as per the recommendation of the 9th Pay Revision Commission and there has been lot of complaints before and after modifying the ratio from 7:6:1 to 6:6:2. The main complaint of Sr. Geophysicist was that they were getting only a very low ratio. Their juniors in service as Senior Hydro geologist supersede them for appointment as District Officer. The complaint of the Hydrogeologists is that this not true and that their existing

benefit has been taken away. After considering representations, hearing service organizations and the Head of the Department, the Commission is of the view that there is some grievance for the Senior Hydrogeologist also when the modifications suggested by the last Commission was implemented. What the Senior Geophysicist need is a situation where a Hydrogeologist who is junior in service do not supersede them. In such a situation, the Commission is of the following view.

There is no separately created post of District Officer. It is only an appointment by transfer. There are only two posts of Senior Geophysicists in the Department. If all the two Senior Geophysicists are posted as District Officer a situation of a junior, superseding a senior in other category may arise. It is, therefore, recommended that the ratio may be modified as 6:6:1 for 13 posts of District Officers and 14th post be given to the senior most among Senior Hydrogeologist or Senior Geophysicist. This will ensure that neither group supersedes a senior in the other group.

- ii) There are posts of Assistant Engineer, Assistant Executive Engineer, Executive Engineer etc held by directly recruited professionals in this department. But Career Advancement Scheme is not implemented. Career Advancement Scheme may be introduced in this department also.
- iii) Degree in Engineering may be made mandatory for direct appointment or promotion as Assistant Engineer except for present incumbents in the feeder category.
- iv) Normal revision may be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| Sl. No. | Designation | No. of posts | Existing scale of pay | Revised Scale of pay |
|---------|--|--------------|-----------------------|----------------------|
| 1. | Director | 1 | 44640-58640 | 89000-117600 |
| 2. | Superintending Hydro geologist | 2 | 42640-58640 | 85000-117600 |
| 3. | Superintending Engineer | 2 | 42640-58640 | 85000-117600 |
| 4. | Chief Chemist | 1 | 42640-58640 | 85000-117600 |
| 5. | Senior Hydrogeologist | 9 | 32110-44640 | 63900-103600 |
| 6. | Senior Geophysicist | 2 | 32110-44640 | 63900-103600 |
| 7. | Executive Chemist | 3 | 32110-44640 | 63900-103600 |
| 8. | Executive Engineer (Design/Drilling/Hyd rology/Sp & W) | 8 | 32110-44640 | 63900-103600 |

| | | | | | |
|---|-----|--|----|-------------|-------------|
| a | 9. | Assistant Executive Engineer (Design/Drilling/Hydrology/Sp & W) HG | 5 | 24040-38840 | 48000-89000 |
| a | 10. | Assistant Executive Engineer (Design/Drilling/Hydrology/Sp & W) | 11 | 21240-37040 | 43600-85000 |
| | 11. | Chemist | 2 | 21240-37040 | 43600-85000 |
| | 12. | Hydro Geologist | 13 | 21240-37040 | 43600-85000 |
| b | 13. | Geophysicist | 3 | 21240-37040 | 43600-85000 |
| | 14. | Junior Chemist | 3 | 19240-34500 | 39500-79200 |
| | 15. | Junior Hydrogeologist | 18 | 19240-34500 | 39500-79200 |
| | 16. | Junior Geophysicist | 15 | 19240-34500 | 39500-79200 |
| | 17. | Assistant Engineer | 19 | 20740-36140 | 41500-83000 |
| | 18. | System Manager(IT) | 1 | 19240-34500 | 39500-79200 |
| | 19. | Master Driller | 20 | 18740-33680 | 37500-75600 |
| | 20. | Senior Driller | 30 | 16980-31360 | 33900-68700 |
| | 21. | Foreman | 1 | 14620-25280 | 29200-59400 |
| | 22. | Store-in-charge | 3 | 14620-25280 | 29200-59400 |
| | 23. | Driller | 53 | 13900-24040 | 27800-56700 |
| | 24. | Drilling mechanic | 17 | 13900-24040 | 27800-56700 |
| c | 25. | Draftsman Gr. I | 4 | 13900-24040 | 27800-56700 |
| c | 26. | Draftsman Gr. II | 3 | 11620-20240 | 23400-48000 |
| | 27. | Surveyor Gr. I | 3 | 13900-24040 | 27800-56700 |
| | 28. | Geological Assistant | 11 | 13900-24040 | 27800-56700 |
| | 29. | Geophysical Assistant | 1 | 13900-24040 | 27800-56700 |
| | 30. | Chemical Assistant | 2 | 13900-24040 | 27800-56700 |
| | 31. | Motor Mechanic | 2 | 13210-22360 | 26500-54000 |
| | 32. | Store Assistant | 1 | 13210-22360 | 26500-54000 |
| c | 33. | Surveyor Gr. II | 3 | 11620-20240 | 23400-48000 |
| | 34. | Compressor Driver | 11 | 10480-18300 | 22200-45800 |
| | 35. | Tractor Driver | 1 | 10480-18300 | 22200-45800 |
| | 36. | Electrician | 3 | 9940-16580 | 21100-43600 |
| | 37. | Tracer | 2 | 9940-16580 | 21100-43600 |
| | 38. | Welder | | 9190-15780 | 20000-41500 |
| | 39. | Machinist | 2 | 9190-15780 | 20000-41500 |
| | 40. | Blacksmith | 1 | 9190-15780 | 20000-41500 |
| | 41. | Tinker | 1 | 9190-15780 | 20000-41500 |

| | | | | |
|--|-------------------------------|----|------------|-------------|
| 42. | Turner | 1 | 9190-15780 | 20000-41500 |
| 43. | Fitter | 1 | 9190-15780 | 20000-41500 |
| 44. | Drilling Assistant | 96 | 9190-15780 | 20000-41500 |
| 45. | Pump Operator | 2 | 9190-15780 | 20000-41500 |
| 46. | Cleaner | 1 | 8960-14260 | 19000-39500 |
| 47. | Lab Attender | 2 | 8730-13540 | 18000-37500 |
| 48. | Workshop Attender | 1 | 8730-13540 | 18000-37500 |
| 49. | Worker | 79 | 8500-13210 | 17000-35700 |
| POST HELD BY PERSONNEL OF OTHER DEPARTMENTS | | | | |
| 50. | Sr. Finance Officer | 1 | As in PD | As in PD |
| 51. | Administrative Officer Gr. II | 1 | As in PD | As in PD |
| COMMON CATEGORY | | | | |
| 52. | Senior Superintendent | 1 | As in CC | As in CC |
| 53. | Jr. Superintendent | 1 | As in CC | As in CC |
| 54. | Head Clerk | 1 | As in CC | As in CC |
| 55. | Sr. Clerk | 23 | As in CC | As in CC |
| 56. | U D Typist | 6 | As in CC | As in CC |
| 57. | Confidential Assistant Gr. II | 3 | As in CC | As in CC |
| 58. | Clerk | 23 | As in CC | As in CC |
| 59. | L D Typist | 7 | As in CC | As in CC |
| 60. | Driver | 28 | As in CC | As in CC |
| 61. | Binder | 1 | As in CC | As in CC |
| 62. | Office Attendant | 18 | As in CC | As in CC |
| 63. | Lascar | 14 | 8500-13210 | 17000-35700 |
| 64. | Watcher | 29 | 8500-13210 | 17000-35700 |
| 65. | Un Skilled worker | 2 | As in CC | As in CC |
| 66. | P.T.C. Sweepers | 19 | As in CC | As in CC |

- a. 1/3rd of the posts will be in the higher grade
- b. Ratio between Senior Hydro Geologist, Executive Engineer & Senior Geophysicist will be modified as 6:6:1 for 13 posts of District Officers and 14th post be given to the senior most among Senior Hydrogeologist or Senior Geophysicist. This will ensure that neither group supersedes a senior in the other group.
- c. The ratio of 1:1 between Grade I and Grade II will continue.

5.34 **HARBOUR ENGINEERING DEPARTMENT**

The Harbour Engineering Department was formed as an independent Department in 1982 vide G.O (Ms) No.31/82/TF&PD dated 14.04.1982. The Department aims at the total development of coastal areas of our state. The major activities of the Department include Investigation, Design, Implementation and Management of Harbours and Landing Centres and

Coastal Infrastructure Development like Roads, Bridges, Water Supply Schemes, Buildings, Fishing Harbour, Fish Landing Centres, Minor Ports and Coastal Tourism Works etc. The implementation of drinking water facilities, housing, total sanitation, fisheries schools, guide lights in the coastal areas are also undertaken by the Harbour Engineering Department.

The Department is declared as the service department of Tourism Department. Apart from this Centre Government has approved the department as consultant for designing of Harbours, preparation of project reports etc. The Chief Engineer is the Head of the Department.

Commission had discussions with the Service Organizations and the Head of the Department and it is recommended as follows:

- i) The post of Chief Engineer which is in the grade of Dy CE/SE of PWD and Irrigation Departments may be placed in the higher scale of corresponding to 46640-59840.
- ii) Normal Revision may be given to all posts
- iii) Degree in Engineering may be made mandatory for direct recruitment or for promotion or appointment by transfer to the post of Assistant Engineer
- iv) The present incumbents who are in the feeder category for promotion may be exempted from this condition and others be directed acquire additional qualification. Special Rules be amended accordingly

The categories of posts with the existing and proposed scales of pay are given below:

| | Sl. No. | Name of Post | No. of Posts | Existing scale of pay | Revised scale of pay |
|---|----------------|---|---------------------|------------------------------|-----------------------------|
| | 1. | Chief Engineer | 1 | 44640-58640 | 93000-120000 |
| | 2. | Deputy Chief Engineer/ Superintending Engineer | 4 | 42640-58640 | 85000-117600 |
| | 3. | Executive Engineer HG | 11 | 40640-57440 | 81000-115200 |
| a | 4. | Executive Engineer | | 36140-49740 | 72000-110400 |
| | 5. | Asst. Exe. Engineer(H.G.) | | 24040-38840 | 48000-89000 |

| | | | | | |
|---|---|--|----|-------------|-------------|
| a | 6. | Asst. Exe. Engineer | 34 | 22360-37940 | 45800-87000 |
| | 7. | Assistant Engineer | 69 | 20740-36140 | 41500-83000 |
| | 8. | Draftsman Gr .I/Overseer Gr.I | 64 | 13900-24040 | 27800-56700 |
| | 9. | Mobile Crane Operator/ Heavy Machine Operator | 1 | 11620-20240 | 23400-48000 |
| | 10. | Senior Mechanic | 1 | 11620-20240 | 23400-48000 |
| | 11. | Draftsman Gr.II/Overseer Gr.II | 69 | 11620-20240 | 23400-48000 |
| | 12. | Crane Operator | 2 | 9940-16580 | 21100-43600 |
| | 13. | Tracer | 10 | 9940-16580 | 21100-43600 |
| | 14. | Draftsman Gr.III /Overseer Gr.III | 43 | 9940-16580 | 21100-43600 |
| | 15. | Master Gr.III | | 8960-14260 | 19000-39500 |
| | 16. | Engine Driver Gr. III | | 8960-14260 | 19000-39500 |
| | 17. | Light Machine Operator | | 8960-14260 | 19000-39500 |
| | 18. | Seaman | | 8960-14260 | 19000-39500 |
| | 19. | Blue Printer | 11 | 8730-13540 | 18000-37500 |
| | 20. | Asst. Crane Operator | 2 | 8730-13540 | 18000-37500 |
| | 21. | Cleaner | 1 | 8730-13540 | 18000-37500 |
| | 22. | Electrician Gr.II/ Lineman | 5 | 8960-14260 | 19000-39500 |
| | 23. | Mechanic | 1 | 9190-15780 | 20000-41500 |
| | 24. | Lascar/Chainman | 34 | 8500-13210 | 17000-35700 |
| | Post held by personnel of other department | | | | |

a. Grade ratio as applicable in PWD

| | | | | | |
|--|------------------------|------------------------------|----|----------|----------|
| | 25. | Finance Officer | 1 | AS IN PD | AS IN PD |
| | 26. | Divisional Accountant | 8 | AS IN CC | AS IN CC |
| | Common Category | | | | |
| | 27. | Administrative Assistant | 1 | As in CC | As in CC |
| | 28. | Senior Superintendent(HG) | 10 | As in CC | As in CC |
| | 29. | Senior Superintendent | | As in CC | As in CC |
| | 30. | Junior Superintendent | 4 | As in CC | As in CC |
| | 31. | Fair Copy Superintendent | 1 | As in CC | As in CC |
| | 32. | Head Clerk | 5 | As in CC | As in CC |
| | 33. | Senior Clerk | 38 | As in CC | As in CC |
| | 34. | Clerk | 38 | As in CC | As in CC |
| | 35. | U.D.Typist | 20 | As in CC | As in CC |
| | 36. | L.D.Typist | | As in CC | As in CC |
| | 37. | Selection Gr. Typist | 9 | As in CC | As in CC |
| | 38. | Confidential Assistant | 4 | As in CC | As in CC |
| | 39. | Office Attendent | 37 | As in CC | As in CC |
| | 40. | Watchman | 17 | As in CC | As in CC |
| | 41. | Duplicating Machine Operator | 1 | As in CC | As in CC |
| | 42. | Driver LDV | 15 | As in CC | As in CC |
| | 43. | Part-time-sweeper | 23 | As in CC | As in CC |
| | 44. | Helper | 1 | As in CC | As in CC |
| | 45. | Cook | 1 | As in CC | As in CC |
| | 46. | Watchman-cum-cook | 2 | As in CC | As in CC |
| | 47. | Store Attender | 1 | As in CC | As in CC |

5.35 HEALTH SERVICES DEPARTMENT

The Health Services Department is functioning under the Administrative Control of Health & Family Welfare Department. The department mainly caters to the delivery of primary health care in a wholesome manner and the attainment of preventive family welfare, including maternal and child health care. This is achieved through the Government Dispensaries, Primary Health Centres, Community Health Centres, Taluk Headquarters Hospitals, District Hospitals and Medical College Hospitals. A five tier delivery system is continuing in the health sector. In the grass root level, services are rendered by Government Dispensaries and Primary Health Centres. In the second tier, services are rendered through Community Health Centres. Taluk Headquarters Hospitals are in the 3rd tier, District Hospitals in the 4th tier, and Medical College Hospitals in the 5th tier. Institutions for specialized services for diseases, etc. are also functioning under the Department.

The Director of Health Services is the Head of the department, with the Headquarters at Thiruvananthapuram. At the District Level, there are District Medical Officers for implementation of different schemes/programmes and they are assisted by Deputy District Medical Officers. They exercise control over Hospitals, District Medical Stores and other institutions in the respective Districts.

After consideration of the matter in consultation with the Service Organizations and the Head of the Department, the following recommendations are made:

- i) With the formation of the Speciality cadre, the maximum level that can be aspired by a specialist doctor is that of Chief Consultant on Rs.46640-59840. There has been a definite demand from the specialist doctors that they also be provided with opportunities to reach up to highest scale in the department ie, to the level equal to that of the Director of Health Services. It is noted that in PWD/ Irrigation Departments and in the Water Authority, there are more number of Chief Engineers in the equivalent grade of the Director of Health Services. The Commission therefore, recommends that the senior most Doctor among all specialists be allowed the grade of Director of Health Services on Rs.48640-59840 with re-designation as Director of Specialities, without any change in duties and responsibilities. The eligibility for the grade of Director of Specialities may be decided based on the following :
 - a. He/she shall be a Chief Consultant

- b. The total Seniority in the specialist cadre will be the criterion for deciding who among the Chief Consultants will be eligible for the grade of Director of Specialities.
- ii) The post of Clinical Psychologist may be placed in the revised scale corresponding Rs.20740-36140 as they are Mental Health Professionals as advised by National Institute of Mental Health and Neuro Sciences in a letter dated 5/3/2015 produced before us.
 - iii) Post of Rehabilitation Technician (Orthotics/Prosthetics/Leather) may be placed in the revised scale corresponding Rs.11620-20240 as the qualification prescribed is Bachelor of Rehabilitation Technology/Diploma in Rehabilitation Technology.
 - iv) The post of Occupational Therapist may be placed in the revised scale corresponding to Rs.15380-25900, since the qualification prescribed for the post is Degree/Diploma in Occupational Therapy.
 - v) Post of Staff Nurse Grade II, Staff Nurse Grade I and Head Nurse may be placed in the revised scale corresponding to Rs.14620-25280, 15380-25900 and 16980-31360 respectively considering the nature of work including emergency and the responsibility of their work.
 - vi) Nursing Assistant/Junior Lab Assistant/Laboratory Assistant/X-ray Attender/Lab Attender/Record Attender may be placed in the revised scale corresponding to 8960-14620, since it is necessary to prescribe different scales for feeder category and promotion post.
 - vii) Post of Plumber and Pump Operator may be placed in the revised scale corresponding to Rs.9190-15780. This is necessary to equate the post with plumber in common category. The post of mechanic may also be placed in the revised scale of Rs.9190-15780, since the qualification prescribed is SSLC + ITI
 - viii) Post of Electrical Winder may be placed in the revised scale corresponding to Rs.9190-15780 since the qualification prescribed is SSLC + ITI
 - ix) Post of House Keeper may be placed in the revised scale corresponding to Rs.9190-15780 since qualification prescribed is SSLC + ITI National Trade Certificate in Hospital House Keeping
 - x) Cadre system viz. Speciality, Administrative, General and Public Health Lab, Blood Bank Cadre was introduced in the Department vide Special Rules issued in G.O.(P).No.69/10/H&FWD dt 17.02.2010. As the name specifies, the duties and functions in each cadre are distinct. Usually Doctors in the General cadre do not go beyond the Community Health Centres. Doctors in the Administrative Cadre work in

Taluk Head quarters Hospitals and above as Superintendents or Deputy Superintendents only and are generally not in charge of Clinical work . It has been represented by Kerala Government Medical Officers Association that the system of having separate cadres of General cadre and Administrative cadre is causing difficulties in the functioning of Hospital as well as in service made available to the patients. They have, therefore, demanded that these two cadres be merged together and named as General Cadre so that all Doctors out side the Speciality cadre/Public Health Blood Bank cadre will get opportunity to get engaged in clinical work as well as Administration work. The Commission considered the matter in all these aspects and held discussions with Director of Health Services also, who was not very agreeable to the merger of the two cadres, though he admitted that the present system has some inherent inadequacies. The Commission is of the view that with the introduction of the Administrative cadre, a large number of Doctors stand withdrawn from the Clinical side and their knowledge and expertise are unutilized since they are tied around administrative activities only even though there is shortage in number of Doctors in several hospitals, especially at lower levels. Similarly a large number of Doctors in the general cadre are denied opportunities for promotion to higher levels ie, any post beyond the level of Community Health Centres. There is real necessity for a specialist cadre; but there is no real need for an all exclusive Administrative Cadre. A combination of General cadre and the administrative cadre can definitely ensure better service to the patients as well as better discharge of administrative responsibilities, especially in the scenario of juniors in the Administrative cadre holding control over the administrative set up of hospitals, where much seniors work in other cadres. The Commission, therefore, recommends that the 4 cadre system of Doctors in the Health Service Department may be brought down to a three Cadre system by merging Administrative and General Cadres and renaming it as General Cadre.

- xi) In the present set up the entry level Basic pay of different categories of doctors as per G. O (P) 582/2011(27)/Fin dated 29/11/2011 is that Assistant Surgeon/Junior Consultant/Junior Administrative Medical Officer start on the 6th stage of the Scale of Rs.24040-38840, the Civil Surgeon/Consultant/Assistant Director start on 5th stage of the Scale of Rs.36140-49740, the Deputy Director/Civil Surgeon (HG)/Senior Consultant start on 5th stage of the scale of Rs.44640-58640, Additional Director/Chief Consultant/Director PH Lab start on 5th stage of the scale of Rs.46640-59840 and Director of Health Services start

on 5th stage of the scale of Rs.48640-59840. Even though Post Graduation is prescribed as the qualification for appointment as Junior Consultant, he/she is given only the same benefit as is allowed to an Assistant Surgeon/Junior Administrative Medical Officer whose minimum required qualification is only Degree in Medicine & surgery. In the background of the higher qualification and the higher responsibilities a specialist (Junior Consultant) will have to discharge, it is recommended that Junior Consultants entering the Speciality Cadre be given a higher stage than other cadres. They may start at the corresponding revised stage of Rs.28500, which is 8th stage in the scale of Rs.24040-38840 and revision allowed accordingly.

- xii) The revised Special pay in the Administrative Cadre/Speciality Cadre/PH Lab Cadre is as follows:

| Administrative Cadre | Speciality Cadre | PH Lab Cadre | Existing Spl. Pay per month | Revised Spl pay per month |
|---|-------------------|----------------|-----------------------------|---------------------------|
| Director | - | - | 3300 | 6000 |
| Addl Director | Chief Consultant | Director | 3100 | 5600 |
| Deputy Director | Senior Consultant | - | 3000 | 5400 |
| Asst. Director | Consultant | Consultant | 2700 | 4900 |
| Jr. Administrative Medical Officer (JAMO) | Jr Consultant | Jr. Consultant | 1860 | 3400 |

xiii) Super Speciality Cadre:

Even Though Speciality cadre has come into effect and though there are a few Super Specialists in the Department, no Super Speciality Cadre has so far been introduced. It has come to notice that some of the Super Specialists in the Department are now working as Assistant Surgeon/Jr.Consultant. In order to encourage them to remain in the Department; to ensure their service to the needy public and to attract more of the like to join State Health Service department, it is necessary that a Super Speciality cadre be introduced in the Department in those branches where Super Specialist Doctors are available. This

may preferably be done in General Hospitals/Major District Hospitals with facilities required for their work. Till the creation of the cadre, Super Specialist Doctors who are working in the General Cadre may also be given special pay as if they were posted in the Speciality cadre. They may be given a starting Basic Pay equal to 10th stage in the Scale of pay of Junior Consultant.

There has been a strong demand from the Associations of Doctors for higher scales at all levels than the present ones now sanctioned, from KGMOA and the Specialist Doctors Associations. Even though, their demand may be justifiable compared to market conditions, the other benefit that are available in Government Service has also to be taken into account like security of employment, Provident Fund, Pension (recently changed as contributory) and other facilities. The compensation for a job is simply not the money alone, but it includes job security social recognition and other facilities also. Moreover, salary now paid is more or less reasonable compared to the living condition in Kerala. Private practice is also permitted and in the course of time increased availability of qualified doctors from government service can be reasonably expected. Also we have taken into account the fact that there is a very strong demand from other professional groups for parity with Allopathic Doctors, though the Commission is unable to concede because of several relevant factors. Commission is, therefore, not in a position to recommend still higher scales for the Doctors of the Department. Commission therefore recommends normal revision only.

- xiv) The Existing ratio of Hospital Attender, Cook Grade I/II is 1:3. This may be modified as 1:1. The existing ratio of ENT/ECG/CSR/Sterilization/Anesthetic Technician Grade I and II is 1:4. This modified as 1:2.
- xv) The post of Chief Scientific Officer(Nutrition) in the Nutrition wing is the promotion post of Lab Technician and not the promotion post of Dietician. Therefore, this post may be attached to the Public Health Lab.
- xvi) In major Hospital like District/ General Hospital, a post of Dietician is very essential for preparing diet chart for inpatients and for giving proper advice to inpatient and outpatient about life style diseases. Since their number is very few, Physicians are mostly discharging this function. Steps are necessary to create sufficient number of posts of Dietician at least in major Hospitals. Till that time, services of existing Dieticians may be utilized optimally by deploying one person to two or more hospitals for two or three days each in a week.
- xvii) Normal revision may be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| | Sl. No | Designation | No of posts | Existing Scale of pay | Revised Scale of pay |
|---|--------|---|-------------|-----------------------|----------------------|
| | | Administrative Cadre | | | |
| # | 1. | Director of Health Services | 1 | 48640-59840 | 97000-120000 |
| | 2. | Additional Director of Health Services | 14 | 46640-59840 | 93000-120000 |
| | 3. | Deputy Director of Health Services | 49 | 44640-58640 | 89000-117600 |
| | 4. | Deputy Director (Dental) | 1 | 44640-58640 | 89000-117600 |
| a | 5. | Assistant Director of Health Services | 233 | 36140-49740 | 72000-110400 |
| a | 6. | Junior Administrative Medical Officer | 35 | 24040-38840 | 48000-89000 |
| | | Speciality Cadre | | | |
| | 7. | Director of Specialities | | 48640-59840 | 97000-120000 |
| | 8. | Chief Consultant (Various Specialities) | 16 | 46640-59840 | 93000-120000 |
| | 9. | Chief Dental Consultant (Various Specialities) | 1 | 46640-59840 | 93000-120000 |
| | 10. | Senior Consultant (Various specialities) | 50 | 44640-58640 | 89000-117600 |
| | 11. | Senior Dental Consultant (various specialities) | 2 | 44640-58640 | 89000-117600 |
| a | 12. | Consultant (Various specialities) | 603 | 36140-49740 | 72000-110400 |
| a | 13. | Dental Consultant (various specialities) | 7 | 36140-49740 | 72000-110400 |

| | | | | | |
|----------------------|-----|---|-------------|-------------|--------------|
| | 14. | Junior Consultant (Various Specialities) | 955 | 24040-38840 | 48000-89000 |
| a | 15. | Junior Dental Consultant (various specialities) | 17 | 20740-36140 | 41500-83000 |
| General Cadre | | | | | |
| | 16. | Civil Surgeon (HG) | 45 | 44640-58640 | 89000-117600 |
| | 17. | Dental Civil Surgeon(HG) | 15 | 44640-58640 | 89000-117600 |
| a | 18. | Civil Surgeon | 819 | 36140-49740 | 72000-110400 |
| a | 19. | Dental Civil Surgeon | 15 | 36140-49740 | 72000-110400 |
| a | 20. | Assistant Surgeon | 2150 | 24040-38840 | 48000-89000 |
| a | 21. | Dental Assistant Surgeon | 62 | 20740-36140 | 41500-83000 |
| DENTAL WING | | | | | |
| b | 22. | Dental Mechanic Sr. Grade | 6 | 14620-25280 | 29200-59400 |
| b | 23. | Dental Hygienist. Sr. Grade | 15 | 14620-25280 | 29200-59400 |
| b | 24. | Dental Mechanic Gr. I | 13 | 13900-24040 | 27800-56700 |
| b | 25. | Dental Hygienist Gr. I | 32 | 13900-24040 | 27800-56700 |
| b | 26. | Dental Mechanic Gr. II | 14 | 11620-20240 | 23400-48000 |
| b | 27. | Dental Hygienist Gr. II | 32 | 11620-20240 | 23400-48000 |
| | 28. | Dental Equipment Maintenance Technician | 1 | 9940-16580 | 21100-43600 |
| TB WING | | | | | |
| | 29. | Director, TB Centre | 1 | 36140-49740 | 72000-110400 |

a. Ratio between Civil Surgeon/Dental Civil Surgeon/Consultant/Assistant Director/Dental Consultant and Assistant Surgeon/Dental Assistant Surgeon/Junior Consultant/Junior Administrative Medical Officer/Junior Dental Consultant will be 1:3.

b. Existing ratio of 2:2:1 among Gr.II, Gr.I& Sr. Grade posts will continue.

| | | | | | |
|-----------------------------|-----|----------------------------------|------------|-------------|--------------|
| | 30. | District TB Officer | 14 | 36140-49740 | 72000-110400 |
| | 31. | Supervising Medical Officer | 1 | 36140-49740 | 72000-110400 |
| | 32. | Bacteriologist | 1 | 22360-37940 | 45800-87000 |
| | 33. | Senior Treatment Organiser | 1 | 18740-33680 | 37500-75600 |
| c | 34. | Treatment Organiser Gr. I | 49 | 13900-24040 | 27800-56700 |
| c | 35. | Treatment Organiser Gr. II | 49 | 9940-16580 | 21100-43600 |
| LEPROSY | | | | | |
| | 36. | District Leprosy Officer | 14 | 36140-49740 | 72000-110400 |
| | 37. | Technical Assistant (Leprosy) | 1 | 19240-34500 | 39500-79200 |
| | 38. | Assistant Leprosy Officer | 24 | 18740-33680 | 37500-75600 |
| | 39. | Non-Medical Supervisor Gr. I | 55 | 16180-29180 | 32300-65400 |
| OPHTHALMOLOGY | | | | | |
| | 40. | District Ophthalmic Co-Ordinator | 14 | 19240-34500 | 39500-79200 |
| b | 41. | Senior Optometrist | 66 | 18740-33680 | 37500-75600 |
| b | 42. | Optometrist Gr.I | 133 | 13900-24040 | 27800-56700 |
| b | 43. | Optometrist Gr.II | 134 | 11620-20240 | 23400-48000 |
| COMMUNICABLE DISEASE | | | | | |
| | 44. | Assistant Director (Entomology) | 1 | 24040-38840 | 48000-89000 |
| | 45. | Assistant Director (Filaria) | 1 | 24040-38840 | 48000-89000 |
| | 46. | Senior Biologist | 3 | 21240-37040 | 43600-85000 |
| | 47. | Biologist | 8 | 20740-36140 | 41500-83000 |

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

| | | | | | |
|---|-----|--------------------------------------|-------------|-------------|--------------|
| | 48. | Entomologist | 1 | 20740-36140 | 41500-83000 |
| | 49. | District Malaria Officer (HG) | 4 | 21240-37040 | 43600-85000 |
| d | 50. | District Malaria Officer | 10 | 20740-36140 | 41500-83000 |
| | 51. | Assistant Entomologist | 8 | 14620-25280 | 29200-59400 |
| NURSING SERVICE- HOSPITAL WING | | | | | |
| | 52. | Additional Director (Nursing) | 1 | 36140-49740 | 72000-110400 |
| | 53. | Deputy Director (Nursing) | 1 | 29180-43640 | 58050-101400 |
| | 54. | District Nursing Officer | 14 | 24040-38840 | 48000-89000 |
| | 55. | Assistant Director (Nursing Service) | 1 | 24040-38840 | 48000-89000 |
| | 56. | Nursing Officer | 12 | 22360-37940 | 45800-87000 |
| | 57. | Nursing Superintendent Gr. I | 90 | 20740-36140 | 41500-83000 |
| | 58. | Nursing Superintendent Gr. II | 139 | 18740-33680 | 37500-75600 |
| e | 59. | Head Nurse | 1503 | 16180-29180 | 33900-68700 |
| c | 60. | Staff Nurse Gr. I | 3007 | 14620-25280 | 30700-62400 |
| c | 61. | Staff Nurse Gr. II | 3007 | 13900-24040 | 29200-59400 |
| | 62. | Honorary Nursing Sister (Fixed Pay) | 22 | 5250 | 8000 |
| NURSING SCHOOL/JUNIOR PUBLIC HEALTH NURSING SCHOOL | | | | | |
| | 63. | Principal, School of Nursing | 19 | 24040-38840 | 48000-89000 |
| | 64. | Vice Principal | 15 | 21240-37040 | 43600-85000 |
| | 65. | Senior Nursing Tutor | | 20740-36140 | 41500-83000 |

d. 1/3rd of the post will be on Higher Grade.

e. The existing ratio of 1:2 between Head Nurse and Staff Nurse Gr.I will continue.

| | | | | | |
|--------------------------------------|-----|--|------------|-------------|--------------|
| f | 66. | Nursing Tutor | 87 | 18740-33680 | 37500-75600 |
| PHARMACY AND MEDICAL SUPPLIES | | | | | |
| | 67. | Assistant Director (Medical Supplies) | 1 | 22360-37940 | 45800-87000 |
| | 68. | Stores Officer, Govt. Medical Stores | 1 | 22360-37940 | 45800-87000 |
| | 69. | Stores Superintendent, District Medical Stores | 52 | 18740-33680 | 37500-75600 |
| | 70. | Stores Verification Officer | 14 | 18740-33680 | 37500-75600 |
| | 71. | Stores Officer/FW/IPP | 1 | 18740-33680 | 37500-75600 |
| | 72. | Stores Verification Officer (District) | 13 | 18740-33680 | 37500-75600 |
| | 73. | Pharmacist Store Keeper | 109 | 16180-29180 | 32300-65400 |
| | 74. | Stores Superintendent, Hospital | 1 | 16980-31360 | 33900-68700 |
| | 75. | Computer Programmer | 1 | 16180-29180 | 32300-65400 |
| c | 76. | Pharmacist Gr. I | 772 | 13900-24040 | 27800-56700 |
| c | 77. | Pharmacist Gr. II | 812 | 11620-20240 | 23400-48000 |
| PUBLIC HEALTH LABORATORY | | | | | |
| | 78. | Director/Chief Consultant | 1 | 46640-59840 | 93000-120000 |
| | 79. | Senior Consultant | 1 | 44640-58640 | 89000-117600 |
| a | 80. | Consultant | 5 | 36140-49740 | 72000-110400 |
| | 81. | Junior Consultant | 20 | 24040-38840 | 48000-89000 |
| | 82. | Scientific Officer (Sterile | 1 | 20740-36140 | 41500-83000 |

f. Senior Nursing Tutor will be placed in scale of pay of ` 41500-83000. Ratio between Nursing Tutor and Senior Nursing Tutor will be 3: 1.

g. The existing ratio of 1:2 between Higher Grade and Lower Grade posts will continue, and higher grade post will be in the scale of pay of ` 45800-87000.

| | | | | | |
|--|-----|---|------------|-------------|-------------|
| g | | Solution) | | | |
| g | 83. | Scientific Officer (Biochemistry) | 1 | 20740-36140 | 41500-83000 |
| g | 84. | Scientific Officer (Microbiology) | 1 | 20740-36140 | 41500-83000 |
| g | 85. | Research Officer (Biochemistry) | 5 | 19240-34500 | 39500-79200 |
| | 86. | Junior Proto zoologist /Scientific Officer | 1 | 20740-36140 | 41500-83000 |
| COMMON CATEGORIES IN LABORATORIES | | | | | |
| | 87. | Junior scientific Officer | 26 | 19240-34500 | 39500-79200 |
| | 88. | Bacteriologist | 1 | 18740-33680 | 37500-75600 |
| | 89. | Chemist | 1 | 18740-33680 | 37500-75600 |
| | 90. | Store Superintendent | 1 | 14620-25280 | 29200-59400 |
| | 91. | Food Analyst | 1 | 13210-22360 | 26500-54000 |
| | 92. | Chemist | 2 | 13210-22360 | 26500-54000 |
| LABORATORY SERVICES-GENERAL | | | | | |
| | 93. | Junior Scientific Officer | 26 | 19240-34500 | 39500-79200 |
| | 94. | District Lab Technician | 14 | 18740-33680 | 37500-75600 |
| | 95. | Chief Lab Technician | 4 | 14620-25280 | 29200-59400 |
| c | 96. | Laboratory Technician Gr. I | 374 | 13900-24040 | 27800-56700 |
| | 97. | Laboratory Technician Gr. II | 374 | 11620-20240 | 23400-48000 |
| | 98. | Junior Laboratory Assistant | 93 | 8960-14260 | 19000-39500 |

| RADIOLOGY | | | | | |
|---------------------------------|------|--------------------------------------|-----------|-------------|--------------|
| | 99. | Chief Radiographer | 2 | 18740-33680 | 37500-75600 |
| c | 100. | Radio Grapher Gr. I | 80 | 13900-24040 | 27800-56700 |
| c | 101. | Radio Grapher Gr. II | 80 | 11620-20240 | 23400-48000 |
| OTHER SUPPORTING SERVICE | | | | | |
| | 102. | Clinical Psychologist (HG) | | 24040-38840 | 48000-89000 |
| h | 103. | Clinical Psychologist | 18 | 19240-34500 | 41500-83000 |
| | 104. | Radiation Physicist | 1 | 19240-34500 | 39500-79200 |
| h | 105. | Psychiatric Social Worker (HG) | 7 | 20740-36140 | 41500-83000 |
| i | 106. | Physiotherapist (General) HG | 5 | 18740-33680 | 37500-75600 |
| i | 107. | Physiotherapist (General) | 12 | 16980-31360 | 33900-68700 |
| h | 108. | Psychiatric Social Worker | 7 | 16180-29180 | 32300-65400 |
| | 109. | Occupational Therapist | 3 | 13900-24040 | 30700-62400 |
| NUTRITION WING | | | | | |
| | 110. | State Nutrition Officer | 1 | 36140-49740 | 72000-110400 |
| | 111. | Chief Scientific Officer (Nutrition) | 1 | 29180-43640 | 58050-101400 |
| | 112. | Technical Officer (Goiter) | 1 | 19240-34500 | 39500-79200 |
| b | 113. | Senior Grade Dietician | 4 | 19240-34500 | 39500-79200 |
| b | 114. | Dietician Gr. I | 6 | 16180-29180 | 32300-65400 |

-
- i. Ratio between HG & Lower Grade posts will be 1:2
h. The existing ratio of 1:1 between Higher Grade and Lower Grade posts will continue

| | | | | | |
|---------------------------------|------|---|----|-------------|--------------|
| b | 115. | Dietician Gr. II | 6 | 14620-25280 | 29200-59400 |
| OTHER TECHNICAL SERVICES | | | | | |
| | 116. | Blood Bank Technician Gr. I | 30 | 13900-24040 | 27800-56700 |
| | 117. | Mortuary Technician Gr. I | 2 | 13900-24040 | 27800-56700 |
| | 118. | Theatre Technician Gr. I | 5 | 13900-24040 | 27800-56700 |
| | 119. | E.N.T. Technician Gr. I | 1 | 13210-22360 | 26500-54000 |
| | 120. | E.C.G. Technician Gr. I | 6 | 13210-22360 | 26500-54000 |
| | 121. | C.S.R. Technician Gr. I/ Sterilization Technician Gr. I | 10 | 13210-22360 | 26500-54000 |
| | 122. | Anaesthetic Technician Gr. I | 1 | 13210-22360 | 26500-54000 |
| | 123. | Theatre Mechanic Gr. I | 2 | 13210-22360 | 26500-54000 |
| c | 124. | Blood Bank Technician Gr. II | 30 | 11620-20240 | 23400-48000 |
| c | 125. | Mortuary Technician Gr. II | 2 | 11620-20240 | 23400-48000 |
| c | 126. | Theatre Technician Gr. II | 1 | 11620-20240 | 23400-48000 |
| j | 127. | E. N.T Technician Gr. II | 1 | 9940-16580 | 21100-43600 |
| j | 128. | E. C. G Technician Gr. II | 25 | 9940-16580 | 21100-43600 |
| j | 129. | C. S. R Technician Gr. II/ Sterilization Technician Gr. II | 11 | 9940-16580 | 21100-43600 |
| j | 130. | Anesthetic Technician Gr. II | 3 | 9940-16580 | 21100-43600 |
| | 131. | Theatre Mechanic Gr. II | 3 | 9940-16580 | 21100-43600 |
| FAMILY WELFARE | | | | | |
| | 132. | State Mass Education & Media Officer | 1 | 36140-49740 | 72000-110400 |

j. The ratio between Gr.I and Gr.II posts will be 1:2.

| | | | | | |
|--|-----------------|---|-----------|-------------|-------------|
| | 133. | Communication Officer | 2 | 24040-38840 | 48000-89000 |
| | 134. | Health Education Instructor | 2 | 24040-38840 | 48000-89000 |
| | 135. | Medical Lecturer cum Demonstrator | 2 | 22360-37940 | 45800-87000 |
| | 136. | Chief Health Education Officer | 1 | 22360-37940 | 45800-87000 |
| | 137. | School Health Education Officer | 1 | 22360-37940 | 45800-87000 |
| | 138. | Deputy State Mass Education and Media Officer | 1 | 22360-37940 | 45800-87000 |
| | 139. | Training Co-ordinator | 1 | 24040-38840 | 48000-89000 |
| | 140. | Technical Officer (Health Education) | 1 | 22360-37940 | 45800-87000 |
| | 141. | District Education and Media Officer | 14 | 21240-37040 | 43600-85000 |
| | 142. | Management Instructor | 2 | 21240-37040 | 43600-85000 |
| | 143. | Health Education Extension Officer | 2 | 21240-37040 | 43600-85000 |
| | 144. | Social Science Instructor | 2 | 21240-37040 | 43600-85000 |
| | 145. | Production & Distribution Assistant | 1 | 21240-37040 | 43600-85000 |
| | 146. | Social Scientist | 1 | 21240-37040 | 43600-85000 |
| | 147. | Deputy District Education and Media Officer | 28 | 20740-36140 | 41500-83000 |
| | 148. | Statistical Assistant | 11 | 14620-25280 | 29200-59400 |
| | MCH WING | | | | |
| | 149. | MCH Officer | 14 | 20740-36140 | 41500-83000 |
| | 150. | District Public Health Nurse | 26 | 19240-34500 | 39500-79200 |

| | | | | | |
|----------------------|------|--|-------------|-------------|-------------|
| | 151. | Public Health Nursing Instructor | 61 | 18740-33680 | 37500-75600 |
| k | 152. | Lady Health Supervisor | 157 | 16180-29180 | 32300-65400 |
| | 153. | Lady Health Inspector | 962 | 15380-25900 | 30700-62400 |
| c | 154. | Junior PH Nurse Gr. I | 2784 | 13900-24040 | 27800-56700 |
| c | 155. | Junior PH Nurse Gr. II | 2784 | 11620-20240 | 23400-48000 |
| PUBLIC HEALTH | | | | | |
| | 156. | Technical Assistant Gr. I | 12 | 19240-34500 | 39500-79200 |
| | 157. | Technical Assistant Gr. II/ District Health Education Officer/ Senior Sanitarian/ Senior Health Inspector | 34 | 18740-33680 | 37500-75600 |
| | 158. | Medical Record Officer | 3 | 18740-33680 | 37500-75600 |
| k | 159. | Health Supervisor/ Health Inspector Gr. I/ Filariasis Inspector Gr. I/ Malaria Inspector Gr. I | 175 | 16180-29180 | 32300-65400 |
| | 160. | Health Inspector Gr. II/ Filariasis Inspector Gr. II/Malaria Inspector Gr. II | 864 | 15380-25900 | 30700-62400 |
| c | 161. | Junior Health Inspector Gr. I /Evaluation Assistant | 1807 | 13900-24040 | 27800-56700 |
| | 162. | Medical Record Librarian Gr. I | 28 | 13210-22360 | 26500-54000 |
| c | 163. | Junior Health Inspector Gr. II | 1808 | 11620-20240 | 23400-48000 |
| c | 164. | Medical Record Librarian Gr. II | 29 | 11620-20240 | 23400-48000 |

k. 1/3rd posts each of Lady Health Supervisor and Health Supervisor will be on HG on Rs.37500-75600.

| | | | | | |
|--|-------------------------------|-----------------------------------|------------|-------------|-------------|
| | 165. | Field Assistant | 120 | 9190-15780 | 20000-41500 |
| | 166. | Insect Collector | 36 | 9940-16580 | 21100-43600 |
| | 167. | Field Worker | 493 | 8730-13540 | 18000-37500 |
| | PUBLICATION | | | | |
| | 168. | Senior Editor | 1 | 21240-37040 | 43600-85000 |
| | 169. | Editor | 1 | 19240-34500 | 39500-79200 |
| | 170. | Sub. Editor | 1 | 16180-29180 | 32300-65400 |
| | 171. | Publication Assistant | 1 | 13900-24040 | 27800-56700 |
| | TRANSPORT ORGANIZATION | | | | |
| | 172. | State Health Transport Officer | 1 | 22360-37940 | 45800-87000 |
| | 173. | Store Superintendent | 1 | 15380-25900 | 30700-62400 |
| | 174. | Chargeman | 1 | 14620-25280 | 29200-59400 |
| | 175. | Foreman Machanic | 11 | 13210-22360 | 26500-54000 |
| | 176. | Purchase Assistant | 1 | 11620-20240 | 23400-48000 |
| | 177. | Mechanic (Health Transport) | 44 | 9940-16580 | 21100-43600 |
| | 178. | Tinker | 1 | 9190-15780 | 20000-41500 |
| | 179. | Black Smith | 1 | 9190-15780 | 20000-41500 |
| | 180. | Assistant Sergeant | 1 | 9190-15780 | 20000-41500 |
| | 181. | Electrician (Health Transport) | 14 | 9940-16580 | 21100-43600 |
| | 182. | Welder | 2 | 9190-15780 | 20000-41500 |
| | 183. | Helper | 8 | 8960-14260 | 19000-39500 |
| | 184. | Van Cleaner | 4 | 8500-13210 | 17000-35700 |

| LIMB FITTING CENTRE | | | | | |
|---------------------------------------|------|---|-----------|-------------|-------------|
| | 185. | Foreman | 2 | 16980-31360 | 33900-68700 |
| | 186. | Rehabilitation Technician (Orthotics) Gr. I | 2 | 13210-22360 | 26500-54000 |
| | 187. | Rehabilitation Technician (Leather Works) Gr. I | 2 | 13210-22360 | 26500-54000 |
| | 188. | Rehabilitation Technician (Prosthetics) Gr. I | 2 | 13210-22360 | 26500-54000 |
| c | 189. | Rehabilitation Technician (Prosthetics) Gr. II | 8 | 9940-16580 | 23400-48000 |
| c | 190. | Rehabilitation Technician (Leather Works) Gr. II | 4 | 9940-16580 | 23400-48000 |
| c | 191. | Rehabilitation Technician (Orthotics) Gr. II | 8 | 9940-16580 | 23400-48000 |
| | 192. | Cobbler | 12 | 8960-14260 | 19000-39500 |
| | 193. | Helper | 2 | 8500-13210 | 17000-35700 |
| OTHER MISCELLANEOUS CATEGORIES | | | | | |
| | 194. | Cold Chain Officer | 1 | 20740-36140 | 41500-83000 |
| | 195. | Superintendent (Offset Press) | 1 | 19240-34500 | 39500-79200 |
| | 196. | Helio Operator | 1 | 14620-25280 | 29200-59400 |
| | 197. | Cameraman | 1 | 13900-24040 | 27800-56700 |
| | 198. | Offset Machine Operator | 1 | 13900-24040 | 27800-56700 |
| | 199. | Proof Reader | 1 | 13210-22360 | 26500-54000 |
| | 200. | Instructor Gr. I | 1 | 13210-22360 | 26500-54000 |
| | 201. | Retouching Artist | 1 | 13210-22360 | 26500-54000 |
| | 202. | Compositor (HG) | 2 | 11620-20240 | 23400-48000 |

| | | | | | |
|---|------|------------------------------------|-----------|-------------|-------------|
| | 203. | Binder UD | 1 | 11620-20240 | 23400-48000 |
| | 204. | Graining Machine Operator | 1 | 11620-20240 | 23400-48000 |
| | 205. | Store Keeper | 1 | 11620-20240 | 23400-48000 |
| | 206. | Statistical Assistant | 4 | 11620-20240 | 23400-48000 |
| | 207. | Foreman Power Laundry | 2 | 11620-20240 | 23400-48000 |
| | 208. | Electrical Overseer | 1 | 10480-18300 | 22200-45800 |
| | 209. | Plate maker | 1 | 10480-18300 | 22200-45800 |
| | 210. | Electrician | 2 | 9940-16580 | 21100-43600 |
| I | 211. | Refrigeration Mechanic (UIP) | 14 | 9940-16580 | 21100-43600 |
| | 212. | Copy Holder | 1 | 9940-16580 | 21100-43600 |
| | 213. | Instructor Gr. II | 1 | 9940-16580 | 21100-43600 |
| | 214. | Assistant Instructor | 1 | 9940-16580 | 21100-43600 |
| | 215. | Bunoi Instructor | 3 | 9940-16580 | 21100-43600 |
| | 216. | Assistant Offset Machine Operator | 2 | 9190-15780 | 20000-41500 |
| | 217. | Binder LD | 2 | 9190-15780 | 20000-41500 |
| | 218. | Printer LD | 1 | 9190-15780 | 20000-41500 |
| | 219. | LD Compositor | 2 | 9190-15780 | 20000-41500 |
| | 220. | Data Entry Operator | 1 | 9190-15780 | 20000-41500 |
| | 221. | Receptionist-cum-Computer Operator | 1 | 9940-16580 | 21100-43600 |
| | 222. | Carpenter | 6 | 9190-15780 | 20000-41500 |
| | 223. | Dark Room Assistant | 1 | 9190-15780 | 20000-41500 |
| | 224. | Boiler Attendant | 4 | 9190-15780 | 20000-41500 |

I. Refrigeration Mechanic (UIP) benefited by G.O. (Ms) No.510/2005/(154)/Fin dated 30/11/2005 will be allowed the scale of ` 26500-54000.

| | | | | | |
|--|------|---|-------------|------------|-------------|
| | 225. | Tailoring Instructor | 1 | 9190-15780 | 20000-41500 |
| | 226. | Auto Electrician | 14 | 9190-15780 | 20000-41500 |
| | 227. | Fireman | 4 | 8960-14260 | 19000-39500 |
| | 228. | Plumber cum Operator | 8 | 8960-14260 | 20000-41500 |
| | 229. | Theatre Assistant | 1 | 8960-14260 | 19000-39500 |
| | 230. | Boat Driver | 3 | 8960-14260 | 19000-39500 |
| | 231. | Lift Operator | 2 | 8960-14260 | 19000-39500 |
| | 232. | Junior Laboratory Assistant | 30 | 8730-13540 | 19000-39500 |
| | 233. | Laboratory Assistant | 9 | 8730-13540 | 19000-39500 |
| | 234. | Plaster Technician | 1 | 8730-13540 | 18000-37500 |
| | 235. | Packer | 12 | 8730-13540 | 18000-37500 |
| | 236. | Lab Attender | 19 | 8730-13540 | 19000-39500 |
| | 237. | Record Attender | 3 | 8730-13540 | 19000-39500 |
| | 238. | Power Laundry Attender | 10 | 8730-13540 | 18000-37500 |
| | 239. | Stable Attender | 1 | 8730-13540 | 18000-37500 |
| | 240. | Nursing Assistant | 3178 | 8730-13540 | 19000-39500 |
| | 241. | Telephone Operator | 24 | 8730-13540 | 18000-37500 |
| | 242. | Barber | 197 | 8730-13540 | 18000-37500 |
| | 243. | Silk Screen Printing-cum-Duplicating Operator | 1 | 8730-13540 | 18000-37500 |
| | 244. | House Keeper | 19 | 8730-13540 | 20000-41500 |
| | 245. | Engine Driver | 4 | 8730-13540 | 18000-37500 |
| | 246. | Tailor | 1 | 8730-13540 | 18000-37500 |
| | 247. | Cook Gr. I | 1 | 8730-13540 | 18000-37500 |
| | 248. | Hospital Attendant Gr. I/ X-Ray Attender/ | 3157 | 8730-13540 | 18000-37500 |

| | | | | | |
|-------------------------|------|---|------|-------------|-------------|
| | | Boiler Attender/ Blood Bank Attender/ Pump House Attender/ Library Attender | | | |
| m | 249. | Hospital Attendant Gr. II | 4760 | 8500-13210 | 17000-35700 |
| m | 250. | Cook Gr. II | 1 | 8500-13210 | 17000-35700 |
| | 251. | Bottle Cleaner | 6 | 8500-13210 | 17000-35700 |
| | 252. | Chowkidar Gr. II | 3 | 8500-13210 | 17000-35700 |
| | 253. | Lascar and Bottle Cleaner | 3 | 8500-13210 | 17000-35700 |
| | 254. | Dhobi | 32 | 8500-13210 | 17000-35700 |
| HER UNIT | | | | | |
| | 255. | Refrigeration Mechanic | 3 | 13210-22360 | 26500-54000 |
| | 256. | Black Smith | 3 | 9190-15780 | 20000-41500 |
| | 257. | Welder | 3 | 9190-15780 | 20000-41500 |
| | 258. | Electrical Winder | 3 | 8960-14260 | 20000-41500 |
| | 259. | Painter | 3 | 8960-14260 | 19000-39500 |
| MINISTERIAL WING | | | | | |
| | 260. | Senior Administrative Assistant | 4 | 22360-37940 | 45800-87000 |
| | 261. | Administrative Assistant | 17 | 21240-37040 | 43600-85000 |
| | 262. | Lay Secretary and Treasurer | 138 | 18740-33680 | 41500-83000 |
| | 263. | Manager, TB Centre | 1 | 18740-33680 | 37500-75600 |
| | 264. | Chief Accountant | 1 | 18740-33680 | 37500-75600 |
| | 265. | Junior Accounts Officer | 1 | 18740-33680 | 37500-75600 |
| | 266. | Accountant (AIDS) | 1 | 18740-33680 | 37500-75600 |
| | 267. | Technical Assistant (Head | 1 | 13900-24040 | 27800-56700 |

m. The ratio between Gr.I and Gr.II posts will be 1:1.

| | | | | | |
|--|------|--|-----|----------|----------|
| | | Clerk) | | | |
| Post held by Personnel of Other Departments | | | | | |
| | 268. | Senior Administrative Officer | 1 | As in PD | As in PD |
| | 269. | Senior Finance Officer | 1 | As in PD | As in PD |
| | 270. | Finance Officer | 1 | As in PD | As in PD |
| | 271. | Law Officer | 1 | As in PD | As in PD |
| | 272. | Liaison Officer (Engineer) | 1 | As in PD | As in PD |
| | 273. | Demographer | 1 | As in PD | As in PD |
| | 274. | Chief Statistician | 1 | As in PD | As in PD |
| | 275. | Statistical Officer | 2 | As in PD | As in PD |
| | 276. | Statistician | 2 | As in PD | As in PD |
| | 277. | Statistical Assistant | 53 | As in PD | As in PD |
| | 278. | Statistical Investigator | 1 | As in PD | As in PD |
| | 279. | Statistical Assistant Gr. I | 17 | As in PD | As in PD |
| | 280. | Statistical Assistant Gr. II | 12 | As in PD | As in PD |
| COMMON CATEGORY | | | | | |
| | 281. | Confidential Assistant Selection Grade | 7 | As in CC | As in CC |
| | 282. | Senior Superintendent / Lay Secretary & Treasurer | 138 | As in CC | As in CC |
| | 283. | Junior Superintendent | 87 | As in CC | As in CC |
| | 284. | Fair Copy Superintendent | 9 | As in CC | As in CC |
| | 285. | Confidential Assistant Senior Grade | 7 | As in CC | As in CC |
| | 286. | Head Clerk | 136 | As in CC | As in CC |

| | | | | |
|------|------------------------------|------|----------|----------|
| 287. | Selection Gr. Typist | 79 | As in CC | As in CC |
| 288. | Confidential Assistant Gr.I | 7 | As in CC | As in CC |
| 289. | Senior Clerk | 1175 | As in CC | As in CC |
| 290. | UD Typist | 80 | As in CC | As in CC |
| 291. | Confidential Assistant Gr.II | 9 | As in CC | As in CC |
| 292. | Clerk | 1175 | As in CC | As in CC |
| 293. | LD Typist | 80 | As in CC | As in CC |
| 294. | Clerk Typist | 128 | As in CC | As in CC |
| 295. | Driver Gr. II | 22 | As in CC | As in CC |
| 296. | Duffedar | 1 | As in CC | As in CC |

5.36 HIGHER SECONDARY EDUCATION DEPARTMENT

As part of the National Education Policy of 1986, Pre – Degree course was delinked from colleges and Plus Two course was introduced in High Schools in the State as per Go(MS)No.91/90/G.Edn dated. 23/05/90. The two - year course was named as Higher Secondary (Plus Two Course). Kerala Higher Secondary Education Department was also formed along with this.

The main objective of the department is to impart best quality education to the students of the state who complete the SSLC/equivalent level education for being eligible for graduate level courses. Besides imparting timely training to the teachers, the Department provides need based, timely, scientific, effective and sustainable services to the students. Director is the Head of the Department.

- i) Commission had discussions with various Organisations and Head of Department. It was noticed that both the Department of Higher Secondary Education and the Department of Vocational Higher Secondary Education are doing the same function. The only difference is that Vocational Higher Secondary Schools are imparting Vocational Training at Higher Secondary level. Total number of Vocational Higher Secondary Schools are only 389 whereas there are 1850 schools under the Department of Higher Secondary Education. Commission finds that there is duplication of function in these departments and hence is of the view that there is no need to continue these

two as separate departments. There is no reason or advantage in keeping these two as separate departments. It only doubles the Government's expenditure and causes lack of co-ordination at the Higher Secondary level. Commission, therefore, recommends integration of the Higher Secondary department and Vocational Higher Secondary department for administrative and academic convenience and control and for improving Higher Secondary Education under one Directorate. To begin with the two can work under one Director and one Directorate and in course of time lower levels can also be integrated.

- ii) Post of Principal may be placed in the revised Scale of Pay corresponding to ` 24040-38840, as both the Higher Secondary School Teacher Selection Grade and Principal are on the same scale of ` 22360-37940. The second Time Bound Higher Scale for the post of Higher Secondary Teachers as it stands now comes to ` 24040-38840 which is higher than the promotion post and hence it is necessary that the Principal be given a higherscale.
- iii) Post of Deputy Director may be placed in the Scale of pay corresponding to ` 29180-43640 and this may be made as promotion post of Principal /Assistant Director. Hence it is necessary to allow a higher scale to the Deputy Director . It is seen that presently no scale of pay is fixed for the post of Assistant Director and this has been rectified by making it interchangeable with the post of Principal.
- iv) The seven Regional Offices of Vocational Higher Secondary Department may be continued under the Deputy Directors from the Higher Secondary Departments, who are having charge of two districts each.
- v) Existing Assistant Director of Vocational Higher Secondary may be continue under these Deputy Directors as separate stream for Vocational Higher Secondary Education.
- vi) One post of Deputy Director (Academic) in the Higher Secondary Directorate may be shifted to the Regional Office to provide seven offices in the field. Joint Director at the Higher Secondary Directorate may continue under a single Director from All India Service for the integrated Department.
- vii) The Assistant Directors of Vocational Higher Secondary Education Department may in course of time be allowed a certain ratio for promotion as Deputy Director, so that, they may also grow in line in the integrated department.
- viii) Commission noticed that Higher Secondary Schools have no post of clerk or Office Attendant for establishment matters and routine matters of the Institutions. Neither is there assistance for keeping the school clean and hygienic . Commission

recommends to create one post each of full time menial in the Higher Secondary school, who are intended to do all menial work. The post may preferably be filled up by ladies. In Government Schools and Aided Schools the Full Time Menial will be allotted by Government out of the surplus staff in various departments. If the Managements of Aided Schools do not welcome such a step they will have to make own arrangements for such work, ie, Government will not share or bear its cost.

- ix) Commission recommends to revert all the existing deputation staff from the Higher Secondary Directorate to their parent department and the posts may be filled up by regular hands, preferably from surplus hands in different departments.
- x) Special Rules may be formulated to the effect that the above said changes including integration of the two departments viz.the Higher Secondary Education and Vocational Higher Secondary Education is effected without delay.
- xi) Normal revision may be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| SI No. | Designation | No of posts | Existing pay scale | Revised pay scale |
|--------|--|-------------|--------------------|-------------------|
| 1. | Director | 1 | IAS | IAS |
| 2. | Joint Director | 2 | As in PD | As in PD |
| 3. | Deputy Director | 9 | AS in PD | 58050-101400 |
| 4. | State Co-ordinator/ Career Guidance/ Adolescent Counseling | 1 | 24040-38840 | 48000-89000 |
| 5. | Senior Administrative Officer | 1 | As in PD | As in PD |
| 6. | Senior Finance Officer | 1 | | |
| 7. | Assistant Director | 4 | | |
| 8. | Administrative Assistant | 1 | | |
| 9. | Accounts Officer | 8 | | |

| | | | | |
|----|--------------------------|-------|-------------|-------------|
| 10 | PA to Director | 1 | | |
| 11 | Roneo Operator | 1 | As in CC | As in CC |
| 12 | Record Keeper | 1 | | |
| 13 | Principal | 1450 | 22360-37940 | 48000-89000 |
| 14 | HSST(Sel. Gr) | 15700 | 22360-37940 | 45800-87000 |
| 15 | HSST(HG) | | 21240-37040 | 43600-85000 |
| 16 | HSST | | 20740-36140 | 41500-83000 |
| 17 | HSST Junior (Sel. Gr) | 8698 | 21240-37040 | 43600-85000 |
| 18 | HSST Junior(HG) | | 20740-36140 | 41500-83000 |
| 19 | HSST Junior | | 16980-31360 | 33900-68700 |
| 20 | Lab Assistants | 1862 | 8960-14260 | 19000-39500 |
| | Common Category | | | |
| 21 | Senior Superintendent | 3 | AS in CC | AS in CC |
| 22 | Junior Superintendent | 21 | AS in CC | AS in CC |
| 23 | Fair copy Superintendent | 1 | AS in CC | AS in CC |
| 24 | Senior Clerk | 60 | AS in CC | AS in CC |
| 25 | Clerk | 61 | AS in CC | AS in CC |
| 26 | LD Typist | 22 | AS in CC | AS in CC |
| 27 | Confidential Asst | 4 | AS in CC | AS in CC |
| 28 | Office Attendant | 17 | AS in CC | AS in CC |
| 29 | Binder Gr II | 1 | AS in CC | AS in CC |
| 30 | Driver Gr II | 2 | AS in CC | AS in CC |
| 31 | Part Time Sweeper | 2 | AS in CC | AS in CC |

5.37 HOMOEOPATHY DEPARTMENT

The Department of Homoeopathy is functioning as an independent department since 1973, under the Administrative control of health and Family Welfare Dept, Govt. of Kerala. It has presently 660 homoeopathic dispensaries and 33 hospitals in the State. The main functions of the department is to provide comprehensive and holistic medical aid, epidemic control (namely REACH), continuing education, School Health Programme, Speciality Clinics in all Hospitals, temporary dispensaries in Sabarimala and other pilgrim centres, Seethalayam for women, etc. The Director is the Head of the Department.

The Commission had discussions with the various Service Organisations and Head of Department and recommends that:

- i) The post of Director may be placed in the revised scale of pay corresponding to ` 42640-58640.
- ii) The post of District Medical Officer may be placed in the scale of pay corresponding to ` 29180-43640 by merging together the post of District Medical Officer and Medical Officer (HG) thereby giving better pay to all the District Medical Officers irrespective of grade.
- iii) The post of Hospital Superintendent may be placed in the scale of pay corresponding to ` 24040-38840 since this is a promotion post of Chief Medical Officer.
- iv) The ratio between Nursing Assistant, Dispenser, Attender, Store Attender, Record Attender Grade II and Grade I will be 1:1.
- v) Normal revision is recommended to all other posts.

Categories of Posts with the existing and proposed Scales of pay are given below

| Sl. No. | Name of Post | No. of Post | Existing Scale of Pay | Revised Scale of Pay |
|---------|------------------------------|-------------|-----------------------|----------------------|
| 1. | Director | 1 | 40640-57440 | 85000-117600 |
| 2. | Deputy Director | 1 | 36140-49740 | 72000-110400 |
| 3. | District Medical Officer(HG) | | 29180-43640 | 58050-101400 |

| | | | | | |
|---|-----|---------------------------------|-----|-------------|-------------|
| a | 4. | District Medical Officer | 14 | 24040-38840 | |
| | 5. | Hospital Superintendent | 30 | 22360-37940 | 48000-89000 |
| b | 6. | Chief Medical Officer | 127 | 22360-37940 | 45800-87000 |
| | 7. | Medical Officer | 605 | 20740-36140 | 41500-83000 |
| | 8. | Lay Secretary | 2 | 18740-33680 | 37500-75600 |
| | 9. | Nursing Superintendent Gr.II | 2 | 14620-25280 | 29200-59400 |
| | 10. | Medical Officer (Non Cadre) | 1 | 14620-25280 | 29200-59400 |
| | 11. | Laboratory Technician Gr.I | | 13900-24040 | 27800-56700 |
| | 12. | Nurse Gr. I | | 13210-22360 | 26500-54000 |
| | 13. | Pharmacist Gr. I | 49 | 13210-22360 | 26500-54000 |
| c | 14. | Laboratory Technician Gr II | 14 | 11620-20240 | 23400-48000 |
| d | 15. | Nurse Gr.II | 100 | 10480-18300 | 22200-45800 |
| d | 16. | Pharmacist Gr.II | 603 | 10480-18300 | 22200-45800 |
| | 17. | Nursing Assistant Gr. I | | 8960-14260 | 19000-39500 |
| | 18. | Attender Gr. I | | 8960-14260 | 19000-39500 |
| | 19. | Dispenser Gr. I | | 8960-14260 | 19000-39500 |
| | 20. | Store Attender Gr. I | | 8960-14260 | 19000-39500 |
| | 21. | Record Attender Gr. I | | 8960-14260 | 19000-39500 |
| c | 22. | Nursing Assistant Gr .II | | 8730-13540 | 18000-37500 |

| | | | | | |
|--|------------------------|---|-----|------------|-------------|
| | 23. | Attender Gr. II | | 8730-13540 | 18000-37500 |
| | 24. | Dispenser Gr. II | | 8730-13540 | 18000-37500 |
| | 25. | Store Attender Gr. II | | 8730-13540 | 18000-37500 |
| | 26. | Record Attender Gr. II | | 8730-13540 | 18000-37500 |
| | Common Category | | | | |
| | 27. | Senior Superintendent | 15 | As in CC | As in CC |
| | 28. | Junior Superintendent | 2 | As in CC | As in CC |
| | 29. | Head Clerk | 1 | As in CC | As in CC |
| | 30. | Senior clerk | 36 | As in CC | As in CC |
| | 31. | Confidential Assistant Gr. II | | As in CC | As in CC |
| | 32. | Clerk | 37 | As in CC | As in CC |
| | 33. | L.D. Typist Gr.II | 16 | As in CC | As in CC |
| | 34. | Clerk Typist | 8 | As in CC | As in CC |
| | 35. | Driver Gr.II | 6 | As in CC | As in CC |
| | 36. | Class IV -Office Attendant/Night watcher/ SCP /WCS/Cook /Sanitation worker /Cleaner | 388 | As in CC | As in CC |

- a) Post of District Medical Officer and District Medical officer(HG) will be merged
- b) Chief Medical Officers of hospitals having 25 beds and more will be designated as Superintendent.
- c) Ratio between Gradel and II will be 1:1
- d) Ratio between Gradel and II will be 1:2

5.38 HOMOEOPATHY MEDICAL COLLEGES

Government Homoeopathy Medical College Department comes under the Health & Family Welfare Department. There are two Government Homeopathy Medical Colleges, at Thiruvananthapuram and Kozhikode and 3

aided colleges. Administrative control of Homoeo Medical colleges are vested with the department. Director is the Head of Department.

After discussions with the representatives of Service Organisations and considering other relevant factors, it is recommended that normal revision may be allowed to all categories.

Categories of Posts with the existing and proposed Scales of pay are given below

| | Sl. No | Designation | No. of posts | Existing scale of pay | Existing scale of pay |
|---|---------------|---------------------------------|---------------------|------------------------------|------------------------------|
| a | 1. | Principal & Controlling Officer | 1 | 44640-58640 | 89000-117600 |
| | 2. | Principal | 1 | UGC | UGC |
| a | 3. | Professor | 11 | 44640-58640 | 89000-117600 |
| | 4. | Professor | 6 | UGC | UGC |
| a | 5. | Reader | 10 | 40640-57440 | 81000-115200 |
| | 6. | Reader | 2 | UGC | UGC |
| a | 7. | Lecturer | 11 | 36140-49740 | 72000-110400 |
| | 8. | Lecturer | 19 | UGC | UGC |
| | 9. | Tutor/RMO | 1 | 22360-37940 | 45800-87000 |
| | 10. | Tutor | 3 | UGC | UGC |
| | 11. | Radiologist | 1 | 19240-34500 | 39500-79200 |
| | 12. | Lay Secretary | 2 | 18740-33680 | 41500-83000 |
| | 13. | Pharmacist Store Keeper | 1 | 14620-25280 | 29200-59400 |
| | 14. | Nursing Superintendent | 1 | 14620-25280 | 29200-59400 |
| | 15. | Lab Technician Grade I | 4 | 13900-24040 | 27800-56700 |

| | | | | | |
|---|------------------------|--------------------------------|----|-------------|-------------|
| | 16. | Nurse Grade I | 10 | 13210-22360 | 26500-54000 |
| | 17. | Pharmacist Gr.I | 2 | 13210-22360 | 26500-54000 |
| | 18. | Radiographer | 2 | 11620-20240 | 23400-48000 |
| | 19. | X-Ray Technician | 2 | 11620-20240 | 23400-48000 |
| b | 20. | Lab Technician Gr.II | 3 | 11620-20240 | 23400-48000 |
| c | 21. | Nurse Gr.II | 5 | 10480-18300 | 22200-45800 |
| c | 22. | Pharmacist Gr.II | 6 | 10480-18300 | 22200-45800 |
| | 23. | ECG Technician | 1 | 9940-16580 | 21100-43600 |
| | 24. | Dark Room Assistant | 2 | 9190-15780 | 20000-41500 |
| | 25. | Nursing Assistant Gr.I | 2 | 8960-14260 | 19000-39500 |
| | 26. | House Keeper | 1 | 8730-13540 | 18000-37500 |
| | 27. | Attender/ Nursing Assistant | 8 | 8730-13540 | 18000-37500 |
| | 28. | Specimen Collector | 4 | 8730-13540 | 18000-37500 |
| | 29. | Lab Attender | 11 | 8730-13540 | 18000-37500 |
| | 30. | Gardener | 1 | 8730-13540 | 18000-37500 |
| | 31. | Cook | 8 | 8500-13210 | 17000-35700 |
| | 32. | Worker | 9 | 8500-13210 | 17000-35700 |
| | 33. | Sweeper cum Cleaner | 3 | 8500-13210 | 17000-35700 |
| | 34. | Sweeper | 4 | 8500-13210 | 17000-35700 |
| | Common Category | | | | |
| | 35. | Administrative Officer | 1 | | |

| | | | | | |
|--|-----|-----------------------------|----|--|--|
| | 36. | Accounts Officer | 1 | | |
| | 37. | Senior Superintendent | 2 | | |
| | 38. | Junior Superintendent | 3 | | |
| | 39. | Head Clerk | 2 | | |
| | 40. | Selection Grade Typist | 2 | | |
| | 41. | Senior Clerk | 9 | | |
| | 42. | U.D. Typist | 1 | | |
| | 43. | Librarian Gr. IV | 2 | | |
| | 44. | Electrician -cum - Mechanic | 1 | | |
| | 45. | Confidential Assistant | 1 | | |
| | 46. | Driver | 2 | | |
| | 47. | Clerk | 10 | | |
| | 48. | L.D. Typist | 3 | | |
| | 49. | Watcher | 11 | | |
| | 50. | Office Attendant (Class IV) | 13 | | |

- a. These scales are applicable to those teaching staff who are not eligible for UGC scales as per GO(P) No.48/2012/Fin dated, 13/01/2012.
- b. Ratio between Gr-I & Gr-II will be 1:1
- c. Ratio between Gr-I & Gr-II will be 1:2

5.39 HOUSING (TECHNICAL CELL)

The Housing (Technical Cell) was formed as per the Government Order G.O(Ms) No.8/80/I&HD dated, 19/01/1980 as a new Technical Cell of the Department of Housing. The main function of the Cell is supporting the Housing Department with technical guidance in all matters related to 'Housing'. Now, the cell is actively engaged in policy formulation and providing Technical assistance to various agencies in the Housing Sector. Housing Commissioner is the head of the Cell.

Based on the discussions with Service Organisations and the Head of the Department, normal revision may be allowed to all categories.

The categories of posts with the existing and proposed scales of pay are given below:

| SI No | Name of Posts | No of Posts | Existing Scale of Pay | Revised Scale of Pay |
|-------|------------------------------|-------------|-----------------------|----------------------|
| 1. | Housing Commissioner | 1 | 46640-59840 | 93000-120000 |
| 2. | Chief Planner (Housing) | 1 | 44640-58640 | 89000-117600 |
| 3. | Asst. Executive Engineer | 1 | 21240-37040 | 43600-85000 |
| 4. | Assistant Engineer | 2 | 20740-36140 | 41500-83000 |
| 5. | Architectural Head Draftsman | 1 | 20740-36140 | 41500-83000 |
| 6. | Draftsman Gr-I | 1 | 13900-24040 | 27800-56700 |
| 7. | Draftsman Gr-II | 1 | 11620-20240 | 23400-48000 |
| | Common Category | | | |
| 8. | Senior Superintendent | 1 | As in CC | As in CC |
| 9. | Senior Clerk | 1 | As in CC | As in CC |
| 10. | U.D. Typist | 1 | As in CC | As in CC |
| 11. | Clerk | 1 | As in CC | As in CC |
| 12. | C.A. Gr.II | 2 | As in CC | As in CC |
| 13. | Driver Gr.II | 1 | As in CC | As in CC |

| | | | | |
|-----|-------------------|---|----------|----------|
| 14. | Peon | 3 | As in CC | As in CC |
| 15. | Part Time Sweeper | 8 | As in CC | As in CC |

5.40 HYDROGRAPHIC SURVEY WING

Hydrographic Survey Wing is a small component of the Port Department. It has been constituted with a view to meet the requirements of Hydrographic investigation for the department of minor and intermediate Ports of the Maritime State of Kerala. The wing conducts pre & post – dredging survey and pre & post-Monsoon survey in order to ascertain various aspects of pre & post-dredging works and undertakes Hydrographic Survey requirements of Harbour Engineering Department, Fisheries Department and other Government organizations. This Wing also furnishes Hydrographic data as required by the National Hydrographic Office, Dehradun (Indian Navy) for updating their navigational chart. The Head office of the Hydrographic Survey Wing is situated at Thiruvananthapuram and the Chief Hydrographer is the Head of the Wing. Two Regional Offices under Marine Surveyor are functioning in Kollam and Beypore.

The Commission recommends that:

- i) The post of Cassab be placed in the scale of pay corresponding to ` 9940-16580. The higher scale is necessary since appointment to the post is by transfer from the category of Leadsman OR promotion from the category from Seaman.
- ii) The post of Tide Watcher may be placed in the scale of pay corresponding to ` 10480-18300. This is the promotion post of Cassab.
- iii) Seaman Grade I and II may be allowed a ratio promotion of 1:1. The higher grade will be on ` 9190-15780.
- iv) Normal revision is recommended to all other posts.

Categories of Posts with the existing and proposed Scales of pay are given below

| | Sl. No. | Designation | No of Posts | Existing Scale of pay | Revised Scale of pay |
|--|---------|---------------------|-------------|-----------------------|----------------------|
| | 1. | Chief Hydrographer | 1 | 44640-58640 | 89000-117600 |
| | 2. | Deputy Hydrographer | 1 | 40640-57440 | 81000-115200 |
| | 3. | Marine Surveyor | 2 | 36140-49740 | 72000-110400 |

| | | | | | |
|---|-----|---|----|-------------|--------------|
| | 4. | Assistant Cartographer | 1 | 36140-49740 | 72000-110400 |
| | 5. | Senior Technical Assistant (Electronics) | 1 | 21240-37040 | 43600-85000 |
| | 6. | Assistant Marine Surveyor | 8 | 20740-36140 | 41500-83000 |
| | 7. | Chief Draftsman | 2 | 20740-36140 | 41500-83000 |
| | 8. | Assistant Engineer (Mechanical) | 1 | 20740-36140 | 41500-83000 |
| | 9. | Chief Survey Syrang (HG) | 1 | 16180-29180 | 32300-65400 |
| | 10. | Engine Driver Gr. I | 4 | 14620-25280 | 29200-59400 |
| | 11. | Chief Survey Syrang | 3 | 14620-25280 | 29200-59400 |
| | 12. | Field Assistant | 15 | 13900-24040 | 27800-56700 |
| | 13. | Draftsman Gr. I | 3 | 13900-24040 | 27800-56700 |
| | 14. | Engine Driver Gr. II | 5 | 11620-20240 | 23400-48000 |
| | 15. | Survey Syrang Gr. I | 5 | 11620-20240 | 23400-48000 |
| | 16. | Deck Tindal | 2 | 11620-20240 | 23400-48000 |
| a | 17. | Draftsman Gr. II | 2 | 11620-20240 | 23400-48000 |
| | 18. | Tide Watcher | 6 | 9940-16580 | 22200-45800 |
| | 19. | Cassab (Store Keeper) | 3 | 9190-15780 | 21100-43600 |
| | 20. | Engine Driver Gr. III | 1 | 9190-15780 | 20000-41500 |
| | 21. | Survey Syrang Gr. II | 1 | 9190-15780 | 20000-41500 |
| | 22. | Master Gr. III | 1 | 9190-15780 | 20000-41500 |
| | 23. | Leadsman | 8 | 9190-15780 | 20000-41500 |
| | 24. | Seaman Gr.I | | | 20000-41500 |
| b | 25. | Seaman Gr.II | 46 | 8960-14260 | 19000-39500 |
| | 26. | Machine Room Attender | 1 | 8960-14260 | 19000-39500 |

| | | | | |
|---|------------------------------|---|------------|-------------|
| 27. | Blue Printer | 2 | 8730-13540 | 18000-37500 |
| 28. | Cook Cum Steward | 2 | 8500-13210 | 17000-35700 |
| Post held by personnel of other department | | | | |
| 29. | Finance Officer Gr. II | 1 | As in PD | As in PD |
| Common Category | | | | |
| 30. | Administrative Assistant | 1 | As in CC | As in CC |
| 31. | Head Clerk | 1 | As in CC | As in CC |
| 32. | Senior Clerk | 5 | As in CC | As in CC |
| 33. | Clerk | 4 | As in CC | As in CC |
| 34. | Selection Grade Typist | 1 | As in CC | As in CC |
| 35. | L.D. Typist | 1 | As in CC | As in CC |
| 36. | Automobile Driver | 3 | As in CC | As in CC |
| 37. | Confidential Assistant Gr. I | 1 | As in CC | As in CC |
| 38. | Peon | 2 | As in CC | As in CC |
| 39. | Part Time Sweeper | 4 | As in CC | As in CC |

- a. Existing ratio of 1:1 between Draftsman Grade-I and Draftsman Grade-II will continue.
- b. Seaman Grade I and II will be allowed a ratio promotion of 1:1.

5.41 INDIAN SYSTEMS OF MEDICINE

Indian Systems of Medicine is a department under the Health Department of Government of Kerala, which is rendering medical services to public in Ayurveda, Siddha, Unani and Naturopathy. This Department consists of 127 hospitals and 815 dispensaries. Indian Systems of Medicine Department has its Directorate in Thiruvananthapuram and has 14 District Medical Offices. One Research Institute for Mental Diseases is also working at Malappuram under the Department. There are Nature Cure Hospitals at Varkkala, Panchakarma Hospital at Alappuzha, Sidha hospital at Vallakkadavu (Thiruvananthapuram), Visha Hospitals at Kadampanad, Vadakkanchery and Madakathara under this Department.

Commission held discussions with various Service Organisations and the Head of the Department.

In view of that , the following recommendations are made:

- i) Post of Superintendent, Mental Hospital (*Manasika*) be placed in the scale of pay corresponding to Rs.29180-43640
- ii) Post of Superintendent (Medical) be placed in the Scale of Pay corresponding to Rs.29180-43640.
- iii) Post of Chief Medical Officer be placed in the Scale of Pay corresponding to Rs.29180-43640
- iv) Post of Senior Specialist (*Manasika*) be placed in the Scale of Pay corresponding to Rs.24040-38840.
- v) Senior Medical Officer (Specialist) be placed in the Scale of pay corresponding to Rs.24040-38840.
- vi) Post of Senior Medical Officer (Ayurveda) be placed in the Scale of Pay corresponding to Rs. 24040-38840
- vii) Senior Medical Officer (Sidha) be placed in the Scale of Pay corresponding to Rs. 24040-38840
- viii) The Doctors Indian System, Homoeo, Vetenary and Agricultural Officers are seeking parity with the Health Service Department. However, considering job responsibility and the work load including emergency nature in Health Services parity simply based on professional equation is not advisable. But considering the fact that they are also professionals and that there is lack of promotion prospects, the doctors and other branches also deserve a better package. The hike in Scale of Pay recommended above is on the above basis.
- ix) Ayurveda Therapist Higher Grade and Ayurveda Therapist will be in the ratio 1:2
- x) Pharmacy Attender/Attender/Nursing Assistant Grade II and Grade I will be in the ratio 1:1
- xi) Directly recruited Specialist be allowed two advance increments for fixation of pay in the entry cadre.
- xii) Normal revision be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| SI. No | Name of Post | No of post | Existing Scale of Pay | Existing Scale of Pay |
|--------|--------------|------------|-----------------------|-----------------------|
| 1. | Director | 1 | 44640-58640 | 89000-117600 |

| | | | | | |
|---|-----|--|-----|-------------|--------------|
| | 2. | Joint Director | 2 | 40640-57440 | 81000-115200 |
| | 3. | District Medical Officer | 14 | 36140-49740 | 72000-110400 |
| | 4. | Superintendent Mental Hospital (Manasika) | 1 | 24040-38840 | 58050-101400 |
| | 5. | Superintendent (Medical) | 3 | 24040-38840 | 58050-101400 |
| a | 6. | Chief Medical Officer | 79 | 24040-38840 | 58050-101400 |
| | 7. | Senior Specialist (Manasika) | 1 | 22360-37940 | 48000-89000 |
| b | 8. | Senior Medical Officer (Specialist) | 15 | 22360-37940 | 48000-89000 |
| c | 9. | Senior Medical Officer (Ayurveda) | 237 | 22360-37940 | 48000-89000 |
| | 10. | Specialist (Manasika) | 2 | 21240-37040 | 41600-85000 |
| c | 11. | Senior Medical Officer (Siddha) | 3 | 22360-37940 | 48000-89000 |
| c | 12. | Medical Officer(Specialist,Visha,Netra, Marma) | 44 | 20740-36140 | 41500-83000 |

-
- a. Ratio between CMO and SMO will be 1:3
b. Ratio between SMO and MO will be 1:3. The ratio between SMO (Ay) and SMO (Specialist) on personal scale for promotion to the post of CMO will be 15:1 as envisaged in the modified Special Rules.
c. Ratio between SMO and MO will be 1:3

| | | | | | |
|---|-----|---------------------------------------|-----|-------------|-------------|
| c | 13. | Medical Officer (Ayur & Unani) | 744 | 20740-36140 | 41500-83000 |
| | 14. | Medical Officer (Panchakarma) | 7 | 20740-36140 | 41500-83000 |
| c | 15. | Medical Officer (Siddha) | 8 | 20740-36140 | 41500-83000 |
| | 16. | Medical Officer (Nature Cure) | 2 | 20740-36140 | 41500-83000 |
| | 17. | Medical Officer (Sickle Cell Anaemia) | 1 | 20740-36140 | 41500-83000 |
| | 18. | Medical Officer (Rehabilitation) | 1 | 20740-36140 | 41500-83000 |
| | 19. | Lay Secretary & Treasurer | 4 | 18740-33680 | 41500-83000 |
| d | 20. | Store Keeper (Pharmacist) | 2 | 16180-29180 | 32300-65400 |
| d | 21. | Nursing Superintendent | 3 | 16180-29180 | 32300-65400 |
| e | 22. | Nurse Gr. I | 121 | 13210-22360 | 26500-54000 |
| e | 23. | Pharmacist Gr. I | 433 | 13210-22360 | 26500-54000 |
| | 24. | Lab Technician Gr. I | | 13900-24040 | 27800-56700 |
| f | 25. | Lab Technician Gr. II | 15 | 11620-20240 | 23400-48000 |

d. One post will be in HG on Rs37500-75600

| | | | | | |
|---|-----|--|-----|-------------|-------------|
| | 26. | Radiographer | 2 | 11620-20240 | 23400-48000 |
| | 27. | Ayurveda Therapist (HG) | 7 | 10480-18300 | 22200-45800 |
| e | 28. | Nurse Gr. II | 280 | 10480-18300 | 22200-45800 |
| e | 29. | Pharmacist Gr. II | 498 | 10480-18300 | 22200-45800 |
| g | 30. | Ayurveda Therapist | 23 | 9940-16580 | 21100-43600 |
| | 31. | Pharmacy Attender Gr. I/ Attender Gr. I/ Nursing Assistant Gr. I | 247 | 8960-14260 | 19000-39500 |
| | 32. | Lab Attender | | 8730-13540 | 18000-37500 |
| h | 33. | Pharmacy Attender Gr. II/ Attender Gr. II/Nursing Assistant Gr. II | 940 | 8730-13540 | 18000-37500 |
| | 34. | Cook Gr.I | 36 | 8730-13540 | 18000-37500 |
| | 35. | Cook Gr. II | 85 | 8500-13210 | 17000-35700 |
| | 36. | Gardener | 3 | 8500-13210 | 17000-35700 |
| | 37. | Sanitation worker | 124 | 8500-13210 | 17000-35700 |
| | 38. | Night Watcher | 2 | 8500-13210 | 17000-35700 |
| | 39. | Full time Sweeper | 16 | 8500-13210 | 17000-35700 |
| | 40. | Part Time Sweeper | 560 | | |

e.Existing ratio 1:2 between Gr. I and Gr. II will continue

f. Ratio between Gr. I and Gr. II will be 1:1

g. Existing ratio between Ayurveda Therapist (HG) and Ayurveda Therapist will be modified as 1:2

h. Ratio will be 1:1

| | | | | | |
|--|--|-------------------------------|-----|----------|----------|
| | 41. | Part Time Sweeper | 242 | | |
| | Post held by Personnel of Other departments | | | | |
| | 42. | Senior Administrative Officer | 1 | As in PD | As in PD |
| | Common Category | | | | |
| | 43. | Accounts Officer | 1 | As in CC | As in CC |
| | 44. | Administrative Assistant | 1 | As in CC | As in CC |
| | 45. | Senior Superintendent | 20 | As in CC | As in CC |
| | 46. | Junior Superintendent | 16 | As in CC | As in CC |
| | 47. | Selection Grade Typist | 7 | As in CC | As in CC |
| | 48. | Head Clerk | 11 | As in CC | As in CC |
| | 49. | Senior Clerk | 89 | As in CC | As in CC |
| | 50. | Clerk | 89 | As in CC | As in CC |
| | 51. | U.D. Typist | 8 | As in CC | As in CC |
| | 52. | Confidential Assistant Gr II | 1 | As in CC | As in CC |
| | 53. | L.D. Typist | 8 | As in CC | As in CC |
| | 54. | Binder Gr.II | 1 | As in CC | As in CC |
| | 55. | Record Attender | 1 | As in CC | As in CC |
| | 56. | Office Attendant Gr.I | 2 | As in CC | As in CC |
| | 57. | Office Attendant Gr.II | 38 | As in CC | As in CC |

5.42 INDUSTRIAL TRAINING DEPARTMENT

The Industrial Training Department (ITD) is responsible for implementing Craftsman Training Scheme, Apprenticeship Training Scheme, evening class for industrial workers, intensive training scheme for the ITI trained personnel, labour welfare fund scheme and training scheme for most backward tribes. The entire training programme is controlled by National Council for Vocational Training (NCVT), an advisory body to the Government of India for implementing the schemes.

The Department functions under the control of the Director of Employment and Training, an IAS Officer. The units under this department are ITIs, RI centers, Basic Training Centre, AVTS etc. Now 77 Government ITIs are functioning under this department.

After consideration of the matter in consultation with Service Organizations and the Head of the Department, the Commission recommends that:

- i) Post of Additional Director of Training/Special Officer STI/Addl.State Project Director SPU (Temporary) may be placed in the revised scale corresponding to ` 42640-58640. It is seen that there is no justification for the higher scale now being enjoyed in excess of the scale of pay allowed to Additional Directors in major departments like Agriculture, Animal Husbandry etc. However, the present incumbents(s) will be allowed the scale corresponding to existing one as personal to them.
- ii) 1/3rd of the post of Assistant Hostel Superintendent is allowed a Higher Grade in the revised scale of pay of ` 16180-29180
- iii) Ratio between LD Storekeeper and UD Storekeeper may be improved as 1:1
- iv) Ratio for Higher Grade promotion for the post of Group Instructor is enhanced from existing 1:4 to 1:2.
- v) The post of Additional State Project Director(which is temporary) may be discontinued after expiry of the present term.
- vi) Normal revision be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| Sl. No. | Designation | No. of posts | Existing scale of pay | Revised scale of pay |
|---------|----------------------|--------------|-----------------------|----------------------|
| 1. | Director of Training | 1 | IAS | IAS |

| | | | | | |
|----------|-----|--|-----|-------------|--------------|
| a | 2. | Additional .Director of Training | 1 | 44640-58640 | 85000-117600 |
| a | 3. | Special officer STI | 1 | 44640-58640 | 85000-117600 |
| | 4. | Joint Director | 2 | 40640-57440 | 81000-115200 |
| | 5. | Deputy Director | 2 | 36140-49740 | 72000-110400 |
| | 6. | Deputy State Apprenticeship Advisor | 1 | 36140-49740 | 72000-110400 |
| | 7. | Inspector of Training | 5 | 24040-38840 | 48000-89000 |
| | 8. | Principal Class I | 22 | 24040-38840 | 48000-89000 |
| | 9. | Vice Principal/ Principal Class II | 77 | 22360-37940 | 45800-87000 |
| | 10. | Training Officer | 9 | 22360-37940 | 45800-87000 |
| | 11. | Trade Test Officer | 1 | 22360-37940 | 45800-87000 |
| | 12. | Accounts Officer | 2 | 21240-37040 | 43600-85000 |
| | 13. | Group Instructor(HG) | | 18740-33680 | 37500-75600 |
| b | 14. | Group Instructor | 116 | 16980-31360 | 33900-68700 |
| | 15. | Junior Apprenticeship Advisor (Tech) | 20 | 16980-31360 | 33900-68700 |
| | 16. | Technical Assistant | 1 | 16980-31360 | 33900-68700 |
| | 17. | Junior Apprenticeship Advisor (Catering) | 1 | 16980-31360 | 33900-68700 |
| | 18. | AVTS Instructor | 9 | 16180-29180 | 32300-65400 |
| | 19. | Post ITI Special Instructor | 8 | 16180-29180 | 32300-65400 |
| | 20. | Senior Instructor/ACD Instructor | 724 | 14620-25280 | 29200-59400 |

| | | | | | |
|---|-----|---|-----|-------------|-------------|
| | 21. | Junior Instructor/ACD Instructor | 724 | 13900-24040 | 27800-56700 |
| | 22. | Special Grade Store Keeper | 1 | 14620-25280 | 29200-59400 |
| | 23. | Officer In-charge of Training cum Orientation | 5 | 14620-25280 | 29200-59400 |
| | 24. | Workshop Attender | 180 | 9190-15780 | 20000-41500 |
| | 25. | Trade Assistant | 7 | 9190-15780 | 20000-41500 |
| | 26. | Junior Apprenticeship Advisor (Non-Technical) | 9 | 16180-29180 | 32300-65400 |
| | 27. | Assistant Hostel Superintendent(HG) | | | 32300-65400 |
| b | 28. | Assistant Hostel Superintendent | 12 | 13210-22360 | 26500-54000 |
| | 29. | U.D.Store Keeper | 21 | 13210-22360 | 26500-54000 |
| c | 30. | L.D.Store Keeper | 65 | 9940-16580 | 21100-43600 |
| | 31. | Store Attender | 32 | 8730-13540 | 18000-37500 |
| | 32. | Dresser | 17 | 8730-13540 | 18000-37500 |
| | 33. | Painter | 1 | 8960-14260 | 19000-39500 |
| | 34. | Part Time Scavenger | 1 | 8500-13210 | 17000-35700 |
| | 35. | Water Carrier | 1 | 8500-13210 | 17000-35700 |
| | | Posts held by personnel of other Departments | | | |
| | 36. | Administrative Officer | 1 | As in PD | As in PD |
| | 37. | Finance Officer | 1 | As in PD | As in PD |
| | 38. | Social Studies Instructor | 14 | As in PD | As in PD |
| | 39. | Pharmacist | 19 | As in PD | As in PD |
| | | Common Category | | | |

| | | | | |
|-----|---|-------------|----------|----------|
| 40. | Administrative Assistant | 1 | As in CC | As in CC |
| 41. | Senior Superintendent | 37 | As in CC | As in CC |
| 42. | Junior Superintendent | 77 | As in CC | As in CC |
| 43. | Head Clerk | 17 | As in CC | As in CC |
| 44. | Senior Clerk | 197 | As in CC | As in CC |
| 45. | Clerk | 197 | As in CC | As in CC |
| 46. | Fair Copy Superintendent | 1 | As in CC | As in CC |
| 47. | Selection Grade Typist | 23 | As in CC | As in CC |
| 48. | U.D Typist | 23 | As in CC | As in CC |
| 49. | L.D Typist | 23 | As in CC | As in CC |
| 50. | Clerk cum Typist | 10 | As in CC | As in CC |
| 51. | Confidential Assistant (Selection Grade) | 1 | As in CC | As in CC |
| 52. | Confidential Assistant(Senior Grade) | 2 | As in CC | As in CC |
| 53. | Confidential Assistant | 1 | As in CC | As in CC |
| 54. | Driver Grade I | 22 | As in CC | As in CC |
| 55. | Driver Grade II | | As in CC | As in CC |
| 56. | Librarian | 3 | As in CC | As in CC |
| 57. | Office Attendant | 190 | As in CC | As in CC |
| 58. | Watchman | 205 | As in CC | As in CC |
| 59. | Sweeper | 121 | As in CC | As in CC |
| 60. | Part Time Sweeper | 11 | As in CC | As in CC |
| | Total | 3276 | | |

- a. The present incumbent(s) will be allowed personal scale of pay of 89000-117600.
- b. Ratio will be 2:1
- c. Ratio between LD storekeeper and UD Store keeper will be 1:1

5.43 INDUSTRIES AND COMMERCE

The Department of Industries and Commerce is the functional arm of the Government in implementing various industrial activities and plays a pivotal role in industrializing the State. The Department is responsible for promoting / sponsoring, registering, financing and advising MSME (Micro, Small or Medium Enterprise) industries in the State. It also guides entrepreneurs in the selection of appropriate industrial ventures in the private/public/joint and in the co-operative sectors. The role of the Department is to act as a facilitator for industrial promotion and sustainability of MSME and traditional industrial sector in the State.

A three-tier administrative set up is in existence in the Department. Department of Industries & Commerce 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.

After consideration of the matter in consultation with Service Organizations and the Head of Department, Commission recommends that:

- i) Post of Additional Director may be placed in the Scale of Pay corresponding to ` 42640-58640 in view of the fact that pay of Additional Directors in major department like Agriculture, Animal Husbandry etc are on this Grade.
- ii) Post of Deputy Director may be placed in the Scale of pay corresponding to ` 29180-43640 as in the case of Deputy Directors of Agriculture and Animal Husbandry Departments.
- iii) Normal revision may be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| SI. No | Name of Post | No. of Posts | Existing Scale of Pay | Existing Scale of Pay |
|--------|-----------------------------------|--------------|-----------------------|-----------------------|
| 1. | Director | 1 | IAS cadre | IAS cadre |
| 2. | Director of Handloom and Textiles | 1 | 44640-58640 | 89000-117600 |

| | | | | |
|-----|---|----|-------------|--------------|
| 3. | Director of Coir Development | 1 | 44640-58640 | 89000-117600 |
| 4. | Additional Director | 3 | 40640-57440 | 85000-117600 |
| 5. | Joint Director | 3 | 36140-49740 | 72000-110400 |
| 6. | General Manager (District Industries Centre) | 14 | 36140-49740 | 72000-110400 |
| 7. | Manager/ Deputy Director / Women's Industries Officer | 42 | 24040-38840 | 58050-101400 |
| 8. | Assistant Director | 10 | 21240-37040 | 43600-85000 |
| 9. | Assistant Director(Rubber) | 1 | 21240-37040 | 43600-85000 |
| 10. | Assistant Director (Training) | 1 | 21240-37040 | 43600-85000 |
| 11. | Assistant Director(Plastic) | 1 | 21240-37040 | 43600-85000 |
| 12. | Assistant Director(Tool Room) | 1 | 21240-37040 | 43600-85000 |
| 13. | Assistant Director (Planning) | 1 | 21240-37040 | 43600-85000 |
| 14. | Special officer (RBI) | 2 | 21240-37040 | 43600-85000 |
| 15. | Project Officer(Coир) | 10 | 21240-37040 | 43600-85000 |
| 16. | Deputy Registrar | 16 | 21240-37040 | 43600-85000 |
| 17. | Assistant Registrar of Co-Operative Societies. | 13 | 19240-34500 | 39500-79200 |
| 18. | Assistant District Industries Officer | 88 | 19240-34500 | 39500-79200 |
| 19. | Foreman (Tool Room) | 1 | 18740-33680 | 37500-75600 |
| 20. | Foreman (Electrical) | 1 | 18740-33680 | 37500-75600 |
| 21. | Foreman (Rubber) | 1 | 18740-33680 | 37500-75600 |
| 22. | Foreman (Plastic) | 1 | 18740-33680 | 37500-75600 |
| 23. | Technical Assistant(CT) | 1 | 18740-33680 | 37500-75600 |
| 24. | Technical Assistant (PT) | | 18740-33680 | 37500-75600 |

| | | | | | |
|----------|---|---|-----|-------------|-------------|
| | 25. | Industries Extension Officer | 193 | 18740-33680 | 37500-75600 |
| | 26. | Senior Co-operative Inspector /Senior Supervisor (Handloom)/Senior Coir Inspector/ Liquidation Inspector- Coir(Special Grade) | 95 | 16980-31360 | 33900-68700 |
| a | 27. | Senior Co-operative Inspector /Senior Supervisor (Handloom)/Senior Coir Inspector/ Liquidation Inspector- Coir | | 16180-29180 | 32300-65400 |
| | 28. | Junior Co-operative Inspector | 95 | 14620-25280 | 29200-59400 |
| | 29. | Textile Assistant | 2 | 14620-25280 | 29200-59400 |
| | 30. | Junior Scientific Officer | 2 | 13900-24040 | 27800-56700 |
| | 31. | Electrician(CFSC) | 1 | 13210-22360 | 26500-54000 |
| | 32. | Analyst(CFSC) | 2 | 11620-20240 | 23400-48000 |
| | 33. | Dye Maker | 1 | 11620-20240 | 23400-48000 |
| | 34. | Machine Operator (CFSC) | 1 | 11620-20240 | 23400-48000 |
| | 35. | Skilled Worker(Rubber) | 1 | 11620-20240 | 23400-48000 |
| | 36. | Skilled Worker(Tool Room) | 1 | 11620-20240 | 23400-48000 |
| | 37. | Liaison Officer | 1 | 13210-22360 | 26500-54000 |
| | 38. | Laboratory Assistant | 2 | 9190-15780 | 20000-41500 |
| | 39. | Machine Operator Grade I | 9 | 9190-15780 | 20000-41500 |
| | 40. | Machine Operator Grade II | 6 | 8960-14260 | 19000-39500 |
| | 41. | Winder | 1 | 8960-14260 | 19000-39500 |
| | Posts held by Personnel of other Departments | | | | |
| | 42. | Senior Administrative Officer | 1 | As in PD | As in PD |
| | 43. | Senior Finance Officer | 1 | As in PD | As in PD |

| | | | | |
|-----|---|-----|----------|----------|
| 44. | Finance Officer | 1 | As in PD | As in PD |
| 45. | Technical Assistant | | As in PD | As in PD |
| 46. | Law Officer | 1 | As in PD | As in PD |
| 47. | Special Officer | 1 | As in PD | As in PD |
| 48. | Assistant Director (Nucleus Cell) | | As in PD | As in PD |
| 49. | Research Officer | 1 | As in PD | As in PD |
| 50. | Librarian | | As in PD | As in PD |
| 51. | Research Assistant | | As in PD | As in PD |
| | Common Category | | | |
| 52. | Accounts Officer / Administrative Assistant | 18 | As in CC | As in CC |
| 53. | Senior Superintendent | 22 | As in CC | As in CC |
| 54. | Junior Superintendent | 49 | As in CC | As in CC |
| 55. | Fair Copy Superintendent | 5 | As in CC | As in CC |
| 56. | Confidential Assistant Gr II | 27 | As in CC | As in CC |
| 57. | Head Clerk | 32 | As in CC | As in CC |
| 58. | Senior Clerk | 218 | As in CC | As in CC |
| 59. | Clerk | 219 | As in CC | As in CC |
| 60. | Typist(Selection Grade) | 70 | As in CC | As in CC |
| 61. | UD Typist | | As in CC | As in CC |
| 62. | LD Typist | | As in CC | As in CC |
| 63. | Clerk Typist | 76 | As in CC | As in CC |
| 64. | Driver Gr II | 29 | As in CC | As in CC |
| 65. | Driver Gr I | 20 | As in CC | As in CC |
| 66. | Roneo Operator | 1 | As in CC | As in CC |

| | | | | |
|-----|---------------------------|-------------|----------|----------|
| 67. | Binder | 2 | As in CC | As in CC |
| 68. | Office Attendant/Watchman | 251 | As in CC | As in CC |
| 69. | Part-time sweeper | 11 | As in CC | As in CC |
| | Total | 1682 | | |

- a. Existing 1:1 ratio between Senior Inspector & Junior Inspector will continue and 10% of total number of posts in total grades will be placed in the Special Grade.

5.44 **INFORMATION & PUBLIC RELATIONS DEPARTMENT**

The Department of Information and Public Relations, the Official Publicity agency of Government of Kerala, functions as the nodal agency of Government for disseminating information on various activities of Government to the people through the media and providing feed back to the Government on important issues so as to ensure healthy relationship between the Government and the public. The Department also organizes activities to highlight cultural facets of Kerala. The Department functions with 14 District Information Offices and an Information Centre at New Delhi. The Administrative wing of the Department is manned by the staff from Administrative Secretariat and the Revenue Department. The Director is the Head of the Department.

Commission held discussions with the Service Organizations and the Head of the Department. Considering all relevant factors, the following recommendations are made:

- i) The ratio of 25% for Higher Grade allowed to the post of Information Officer and interchangeable posts be modified as 1/3rd.
- ii) Normal revision may be recommended to all other posts.

The categories of posts with the existing and proposed scales of pay are given below:

| Sl. No. | Designation | No. of posts | Existing scale of pay | Revised scale of pay |
|---------|---------------------|--------------|-----------------------|----------------------|
| 1. | Director | 1 | IAS | IAS |
| 2. | Additional Director | 2 | 44640-58640 | 89000-117600 |

| | | | | | |
|---|-----|--|----|-------------|--------------|
| | 3. | Deputy Director | 12 | 40640-57440 | 81000-115200 |
| | 4. | Information Officer and Equated Categories(HG) | 31 | 29180-43640 | 58050-101400 |
| a | 5. | Information Officer and Equated Categories | | 24040-38840 | 48000-89000 |
| | 6. | Chief Photographer | 1 | 20740-36140 | 41500-83000 |
| | 7. | Assistant Editor | 26 | 16180-29180 | 32300-65400 |
| | 8. | Research Officer | 1 | 16180-29180 | 32300-65400 |
| | 9. | Assistant Cultural Development Officer | 1 | 16180-29180 | 32300-65400 |
| | 10. | Assistant Scrutiny Officer | 1 | 16180-29180 | 32300-65400 |
| | 11. | Designer | 2 | 15380-25900 | 30700-62400 |
| | 12. | Manager (Tagore Theater) | 1 | 14620-25280 | 29200-59400 |
| | 13. | Photographer | 10 | 14620-25280 | 29200-59400 |
| | 14. | Assistant Information Officer | 21 | 14620-25280 | 29200-59400 |
| | 15. | Translator | 4 | 14620-25280 | 29200-59400 |
| | 16. | Artist | 1 | 13210-22360 | 26500-54000 |
| | 17. | Photo Artist | 1 | 13210-22360 | 26500-54000 |

| | | | | | |
|--|-----|---|----|-------------|-------------|
| | 18. | Printer | 1 | 11620-20240 | 23400-48000 |
| | 19. | DTP Operator | 1 | 9190-15780 | 20000-41500 |
| | 20. | Packer | 1 | 8730-13540 | 18000-37500 |
| | 21. | Dark Room Assistant | 1 | 8730-13540 | 18000-37500 |
| | 22. | Attender (Photography) | 3 | 8730-13540 | 18000-37500 |
| | | Posts held by Personnel of other Departments | | | |
| | 23. | Deputy Secretary | 1 | As in PD | As in PD |
| | 24. | Accounts Officer | 1 | As in PD | As in PD |
| | 25. | Section Officer | 7 | As in PD | As in PD |
| | 26. | Assistant | 25 | As in PD | As in PD |
| | 27. | Senior Clerk | 9 | As in PD | As in PD |
| | 28. | U.D.Typist | 16 | As in PD | As in PD |
| | 29. | Confidential Assistant | 4 | As in PD | As in PD |
| | 30. | Clerk | 9 | As in PD | As in PD |
| | 31. | LD Typist/Clerk Typist | 17 | As in PD | As in PD |
| | 32. | Gardener | 3 | As in PD | As in PD |
| | | Common Category | | | |
| | 33. | Driver Sr. Gr. | 4 | As in CC | As in CC |
| | 34. | Driver Gr. I | 9 | As in CC | As in CC |
| | 35. | Driver Gr II | 10 | As in CC | As in CC |
| | 36. | Cinema Operator Gr II | 17 | As in CC | As in CC |
| | 37. | Roneo Operator | 4 | As in CC | As in CC |
| | 38. | Clerical Attender | 16 | As in CC | As in CC |
| | 39. | Office Attendant Gr I | 44 | As in CC | As in CC |

| | | | | | |
|--|-----|------------------------|------------|----------|----------|
| | 40. | Office Attendant Gr II | | As in CC | As in CC |
| | 41. | Binder | 1 | As in CC | As in CC |
| | 42. | Watch Man | 2 | As in CC | As in CC |
| | | Total | 322 | | |

- a. 1/3rd of the posts will be in HG

5.45 INSURANCE MEDICAL SERVICES

Insurance Medical Services Department is administering the ESI Hospitals and Dispensaries in the State. The ESI Scheme was first implemented in the State of Kerala on 16.09.1956. Initially the services to ESI Beneficiaries registered under ESI Scheme were delivered through Health Services Department. In 1985, Insurance Medical Services Department was constituted bifurcating it from the Health Services Department for providing better services exclusively for ESI Beneficiaries. This is a healthcare Department which provides services in three branches of medicine, ie, Allopathy, Ayurveda and Homoeo under one window. At present 9 ESI Hospitals and 139 Dispensaries are functioning under Insurance Medical Services Department.

The Commission had discussions with the various Service Organisations and Head of Department and recommends that:

- i) Dental Civil Surgeon may be placed in the revised scale of pay corresponding to ` 24040-38840.
- ii) Dental Civil Surgeon (Higher Grade) may be placed in the revised scale of pay corresponding to ` 29180-43640. There are 9 posts of Dental Surgeons in the Department. There is no further promotion post and hence, they are not included in the Career Advancement Scheme. 9 posts may be placed in the ratio of 6:2:1 among Dental Assistant Surgeon, Dental Civil Surgeon and Dental Civil Surgeon (Higher Grade). The existing post of Dental Surgeon may be re-designated as Dental Assistant Surgeon.
- iii) The post of Dietician may be placed in the scale of pay corresponding to ` 14620-25280, considering the fact that the qualification for the post of Dietician is Degree in Home Science and Diploma in Nutrition or Dietetics. As there is no scope for promotion in the IMS Department, time bound higher grade may be granted in the scale of pay of Dietician Grade I and Senior Grade Dietician as in the Health Services Department.
- iv) The present incumbent working as Cytotechnologist on ` 14620-25280 may be upgraded to the revised scale

corresponding to ` 18740-33680, considering her qualification and experience. She may be repatriated to the IMS Department and it is the Commissions view that her experience and expertise should be utilised by Government by posting her in a suitable post even by posting her in one of the cancer units under DHS/DME under deputation or other temporary posting. After retirement of the present officer, the post may be abolished as IMS Department has no hospital with a cancer unit.

- v) Post of Insurance Medical Officer Grade I (Ayurveda) may be placed in the revised scale of pay corresponding to ` 29180-43640.
- vi) Insurance Medical Officer Grade II (Ayurveda) may be placed in the revised scale of pay corresponding to ` 24040-38840.
- vii) Insurance Medical Officer Grade I (Homoeo) may be placed in the revised scale of pay corresponding to ` 29180-43640.
- viii) Insurance Medical Officer Grade II (Homoeo) may be placed in the revised scale of pay corresponding to ` 24040-38840.
- ix) The recommendations v to xiii above are based on one scale hike proposed to Doctors of Homoeo/ISM Department. These Doctors also deserve commensurate scales.
- x) Auxiliary Nurse Midwife (ANM) Grade I and Grade II will be in the ratio of 1:2.
- xi) Pharmacist (Ayurveda) Grade I and II will be in the ratio of 1:2.
- xii) Cook Grade I and II will be in the ratio of 1:1.
- xiii) Normal revision is recommended to all other categories.

Categories of Posts with the existing and proposed Scales of pay are given below

| | Sl. No | Designation | No. of posts | Existing scale of Pay | Revised scale of Pay |
|---|--------|--|--------------|-----------------------|----------------------|
| # | 1. | Director of Insurance Medical Services | 1 | 46640-59840 | 93000-120000 |
| # | 2. | Regional Deputy Director/ Joint Director | 4 | 44640-58640 | 89000-117600 |
| | 3. | Deputy Director (Homoeo) | 1 | 36140-49740 | 72000-110400 |
| | 4. | Deputy Director (Ayurveda) | 1 | 36140-49740 | 72000-110400 |

| | | | | | |
|-----|-----|--|-----|-------------|--------------|
| a # | 5. | Insurance Medical Officer | 170 | 36140-49740 | 72000-110400 |
| | 6. | Insurance Medical Officer Grade-I (Ayurveda) | 1 | 24040-38840 | 58050-101400 |
| | 7. | Insurance Medical Officer Grade-II (Ayurveda) | 3 | 22360-37940 | 48000-89000 |
| | 8. | Insurance Medical Officer Grade-I (Homoeo) | 1 | 24040-38840 | 58050-101400 |
| | 9. | Insurance Medical Officer Grade-II (Homoeo) | 1 | 22360-37940 | 48000-89000 |
| | 10. | Superintendent (Homoeo) | | 22360-37940 | 45800-87000 |
| | 11. | Nursing Superintendent Grade-I | 3 | 20740-36140 | 41500-83000 |
| | 12. | Dental Civil Surgeon(HG) | | | 58050-101400 |
| h | 13. | Dental Civil Surgeon | | | 48000-89000 |
| h# | 14. | Dental Assistant Surgeon | 9 | 20740-36140 | 41500-83000 |
| a # | 15. | Assistant Insurance Medical Officer | 343 | 24040-38840 | 48000-89000 |
| | 16. | Assistant Insurance Medical Officer (Ayurveda) | 10 | 20740-36140 | 41500-83000 |
| | 17. | Assistant Insurance Medical Officer (Homoeo) | 12 | 20740-36140 | 41500-83000 |

Doctors' (Allopathy) entry level Basic pay shall be as in Health Services Department.

a. The ratio between IMO and AIMO will be 1:3.

b. The present incumbent holding the post will be in the scale of pay of Rs. 19240-34500

h. Ratio between lower and higher grades will be 6:2:1

| | | | | | |
|---|-----|--|----|-----------------|-------------|
| b | 18. | ScientificAssistant (Physiotherapy) | 1 | 16980- 31360 | 33900-68700 |
| | 19. | Lay Secretary and Treasurer | 6 | 18740- 33680 | 41500-83000 |
| | 20. | Store Superintendent | 6 | 18740- 33680 | 37500-75600 |
| | 21. | Nursing Superintendent Grade-II | 6 | 18740- 33680 | 37500-75600 |
| c | 22. | Head Nurse | 44 | 16180- 29180 | 32300-65400 |
| # | 23. | Cytotechnologist | 1 | 14620- 25280 | 29200-59400 |
| | 24. | Staff Nurse Grade-I | 91 | 14620- 25280 | 29200-59400 |
| | 25. | Dental Hygienist Sr.Grade | 9 | 14620- 25280 | 29200-59400 |
| | 26. | Radiographer Grade-I | 10 | 13900- 24040 | 27800-56700 |
| | 27. | Store Keeper | 3 | 13900- 24040 | 27800-56700 |
| | 28. | Dietician | 1 | 13900- 24040 | 29200-59400 |
| | 29. | Blood Bank Technician Grade-I | 2 | 13900- 24040 | 27800-56700 |
| | 30. | Laboratory Technician Grade-I | 28 | 13900- 24040 | 27800-56700 |
| | 31. | Dental Hygienist Grade-I | 9 | 13900- 24040 | 27800-56700 |

c. The cadre strength of Head Nurse will be determined in the ratio 1:2 between Head Nurse and Staff Nurse Gr.I

| | | | | | |
|---|-----|-------------------------------|-----|-------------|-------------|
| d | 32. | X-Ray Technician Grade-I | 10 | 13900-24040 | 27800-56700 |
| d | 33. | Staff Nurse Grade-II | 91 | 13900-24040 | 27800-56700 |
| e | 34. | Pharmacist (Ayurveda) Gr.I | 11 | 13210-22360 | 26500-54000 |
| | 35. | Medical Record Librarian Gr.I | 1 | 13210-22360 | 26500-54000 |
| | 36. | Nurse (Homoeo) Gr.I | | 13210-22360 | 26500-54000 |
| | 37. | Pharmacist (Homoeo) Gr.I | 13 | 13210-22360 | 26500-54000 |
| f | 38. | Pharmacist Gr.I | 96 | 13210-22360 | 26500-54000 |
| | 39. | Radiographer Gr.II | 10 | 11620-20240 | 23400-48000 |
| f | 40. | Pharmacist Gr.II | 181 | 11620-20240 | 23400-48000 |
| | 41. | Auxiliary Nurse Midwife (ANM) | 157 | 11620-20240 | 23400-48000 |
| d | 42. | X-Ray Technician Gr.II | 10 | 11620-20240 | 23400-48000 |
| d | 43. | Blood Bank Technician Gr.II | 2 | 11620-20240 | 23400-48000 |
| d | 44. | Laboratory Technician Gr.II | 28 | 11620-20240 | 23400-48000 |

d. The ratio between Gr. I and Gr. II posts will be 1:1

e. Existing ratio of 1:3 between Grade I and Grade II posts will continue

f. The ratio between Gr. I and Gr. II posts will be 1:2.

g. The ratio among Gr. II, Gr. I and Senior Grade will be 2:2:1

#. The incumbent is sanctioned personal scale of 37500-75600.

| | | | | | |
|---|-----|---------------------------------|-----|-----------------|-------------|
| g | 45. | Dental Hygienist Gr.II | 9 | 11620- 20240 | 23400-48000 |
| e | 46. | Pharmacist (Ayurveda) Gr.II | 11 | 10480- 18300 | 22200-45800 |
| f | 47. | Nurse (Homoeo) Gr.II | | 10480- 18300 | 22200-45800 |
| f | 48. | Pharmacist (Homoeo) Gr.II | 13 | 10480- 18300 | 22200-45800 |
| | 49. | Operation Theatre Technician | 3 | 9940-16580 | 21100-43600 |
| | 50. | Masseur | 2 | 9940-16580 | 21100-43600 |
| | 51. | Electrician | 3 | 9190-15780 | 20000-41500 |
| | 52. | Packer | 1 | 9190-15780 | 20000-41500 |
| | 53. | Theatre Attender | 1 | 8960-14260 | 19000-39500 |
| | 54. | Head Cook | 7 | 8960-14260 | 19000-39500 |
| | 55. | Plumber-cum-Operator | 8 | 8960-14260 | 19000-39500 |
| | 56. | Junior Laboratory Assistant | 8 | 8730-13540 | 18000-37500 |
| | 57. | Laboratory Attender | 8 | 8730-13540 | 18000-37500 |
| | 58. | X-Ray Attender | 7 | 8730-13540 | 18000-37500 |
| | 59. | Nursing Assistant | 231 | 8730-13540 | 18000-37500 |
| | 60. | Cook Gr.I | 11 | 8730-13540 | 18000-37500 |
| | 61. | Nursing Assistant (Homoeo) | 2 | 8730-13540 | 18000-37500 |
| | 62. | Attender (Ayurveda) | 10 | 8730-13540 | 18000-37500 |
| e | 63. | Hospital Attendant Gr.I | 143 | 8730-13540 | 18000-37500 |
| e | 64. | Hospital Attendant Gr.II | 431 | 8500-13210 | 17000-35700 |

| | | | | | |
|------------------------|-----|--|-----|------------|-------------|
| | 65. | Dhobi | 15 | 8500-13210 | 17000-35700 |
| | 66. | Hospital Attendant (Homoeo) | | 8500-13210 | 17000-35700 |
| e | 67. | Cook Gr.II | 12 | 8500-13210 | 17000-35700 |
| | | Post held by personnel of other departments | | | |
| | 68. | Administrative Officer | 1 | As in PD | As in PD |
| | 69. | Finance Officer | 1 | As in PD | As in PD |
| Common Category | | | | | |
| | 70. | Senior Superintendent | 5 | As in CC | As in CC |
| | 71. | Junior Superintendent | 13 | As in CC | As in CC |
| | 72. | Fair Copy Superintendent | 1 | As in CC | As in CC |
| | 73. | Head Clerk | 38 | As in CC | As in CC |
| | 74. | Typist (Sel.Gr.) | 4 | As in CC | As in CC |
| | 75. | Typist (Sr.Gr.) | 4 | As in CC | As in CC |
| | 76. | Confidential Assistant Gr. I | 1 | As in CC | As in CC |
| | 77. | Senior Clerk | 161 | As in CC | As in CC |
| | 78. | UD Typist | 9 | As in CC | As in CC |
| | 79. | Driver Gr.I | 3 | As in CC | As in CC |
| | 80. | Clerk | 161 | As in CC | As in CC |
| | 81. | L.D.Typist | 9 | As in CC | As in CC |
| | 82. | Driver Gr.II | 15 | As in CC | As in CC |
| | 83. | Binder | 1 | As in CC | As in CC |
| | 84. | Office Attendant | 154 | As in CC | As in CC |
| | 85. | Part Time Sweeper | 108 | As in CC | As in CC |

5.46 IRRIGATION DEPARTMENT.

The Irrigation department was initially a part of the Public Works Department. Based on the recommendation of The Retrenchment Committee, the staff of the Public Works Department underwent reduction and led to the formation of Irrigation Division, with three sub-divisions and nine sections on 6th Meenam 1109 (19/3/1934) to carry out the irrigation works of the State. As per the G.O (P) No 27/90/PW & T dated 29th march 1990 the Public Works Department was bifurcated into two departments viz, Irrigation Department and Public Works Department with effect from 1st April 1990. Chief Engineer is the head of the Department.

The core activities of the department are focused on

- a. Irrigation facilities
- b. Flood control and protection of land
- c. Inland Water Transport
- d. Salinity control
- e. Inter State Water
- g. Command Area Development and Water Management

Based on the discussions with Service Organisations and the Head of the Department, the following recommendations are made:

- i) Posts of Superintending Engineer/Deputy Chief Engineer/Director may be placed in the Scale of Pay corresponding to ` 46640-59840.
- ii) Degree in Engineering be made mandatory for direct recruitment or for promotion to the post of Assistant Engineer in view of the fact that Engineer degree holders are now available in large numbers. The existing incumbents in the feeder category may be exempted from this condition. The Special Rules may be amended to this effect.
- iii) Career Advancement Programme may continue as it now exists.
- iv) Normal revision may be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| Sl. No. | Name of Post | No. of Post | Existing scale of Pay | Revised scale of Pay |
|---------|--|-------------|-----------------------|----------------------|
| 1 | Chief Engineer | 5 | 48640-59840 | 97000-120000 |
| 2 | Deputy Chief Engineer/ Superintending Engineer/ Director | 20 | 44640-58640 | 93000-120000 |

| | | | | | |
|---|----|---|------|-------------|--------------|
| | 3 | Executive Engineer/ Joint Director (HG) | 22 | 40640-57440 | 81000-115200 |
| a | 4 | Executive Engineer/Joint Director | 63 | 36140-49740 | 72000-110400 |
| | 5 | Asst.Exe.Engineer/ Deputy Director(HG) | 90 | 24040-38840 | 48000-89000 |
| b | 6 | Asst.Exe.Engineer/ Deputy Director | 182 | 22360-37940 | 45800-87000 |
| * | 7 | Chief Inspector of Boats (AEE) | 1 | 21240-37040 | 43600-85000 |
| | 8 | Asst.Engineer/ Assistant Director | 697 | 20740-36140 | 41500-83000 |
| | 9 | Draftsman Gr I/ Overseer Gr I | 601 | 13900-24040 | 27800-56700 |
| | 10 | Scientific Assistant | 3 | 13900-24040 | 27800-56700 |
| | 11 | Foreman | 1 | 13900-24040 | 27800-56700 |
| | 12 | Information Assistant | 1 | 11620-20240 | 23400-48000 |
| | 13 | Dredger Driver | 6 | 11620-20240 | 23400-48000 |
| | 14 | Dredger Operator | 6 | 11620-20240 | 23400-48000 |
| | 15 | Plumping Inspector | 3 | 11620-20240 | 23400-48000 |
| | 16 | Senior Mechanic | 4 | 11620-20240 | 23400-48000 |
| | 17 | Heavy Machine Operator | 2 | 11620-20240 | 23400-48000 |
| | 18 | Mechanic | 12 | 11620-20240 | 23400-48000 |
| | 19 | Canal Officer | 11 | 13210-22360 | 26500-54000 |
| c | 20 | Draftsman Gr. II/ Overseer Gr. II | 667 | 11620-20240 | 23400-48000 |
| | 21 | Canal Inspector | 2 | 10480-18300 | 22200-45800 |
| | 22 | Draftsman Gr III / Overseer Gr III | 1390 | 9940-16580 | 21100-43600 |
| | 23 | Tracer | 79 | 9940-16580 | 21100-43600 |
| | 24 | Pump operator/ Pump Driver | 3 | 9190-15780 | 20000-41500 |
| | 25 | Lab Assistant | 1 | 9190-15780 | 20000-41500 |
| | 26 | Turner | 7 | 9190-15780 | 20000-41500 |
| | 27 | Driver cum Operator | 6 | 9190-15780 | 20000-41500 |
| | 28 | Boat Registration Officer | 2 | 9190-15780 | 20000-41500 |
| | 29 | Jetty Superintendent | 45 | 9190-15780 | 20000-41500 |
| | 30 | Boat Syrang | 4 | 9190-15780 | 20000-41500 |
| | 31 | Motor Boat Syrang/ Syrang | 1 | 9190-15780 | 20000-41500 |
| | 32 | Light Machine Operator | 2 | 9190-15780 | 20000-41500 |

- a. 25% of post will be on Higher Grade
b. 1/3rd of posts will be on Higher Grade
* Incumbents having Higher Scale will be given Cadre Scale.
- c. The existing ratio of 1:1 between Draftsman/Overseer Grade II and Grade I will continue.

| | | | | | |
|---|----|---------------------------------------|-------------|-------------|--------------|
| | 33 | Lineman | 24 | 9190-15780 | 20000-41500 |
| | 34 | Fitter Gr.II/ Mechanic | 60 | 9190-15780 | 20000-41500 |
| | 35 | Asst.Pump Operator | 20 | 8960-14260 | 19000-39500 |
| | 36 | Operator Mechanic | 8 | 8960-14260 | 19000-39500 |
| | 37 | Black Smith | 20 | 8960-14260 | 19000-39500 |
| | 38 | Moulder | 4 | 8960-14260 | 19000-39500 |
| | 39 | Welder | 14 | 8960-14260 | 19000-39500 |
| | 40 | Roller Cleaner | 2 | 8730-13540 | 18000-37500 |
| | 41 | Lorry Cleaner | 1 | 8730-13540 | 18000-37500 |
| | 42 | Butler/Cook | 3 | 8730-13540 | 18000-37500 |
| | 43 | Cook cum Watchman | | 8730-13540 | 18000-37500 |
| | 44 | Gardener | | 8730-13540 | 18000-37500 |
| | 45 | Pump Cleaner/ Canal watcher | 1 | 8730-13540 | 18000-37500 |
| | 46 | Telephone Operator | 3 | 8730-13540 | 18000-37500 |
| | 47 | Blue Printer | 48 | 8730-13540 | 18000-37500 |
| | 48 | IB Watcher | 2 | 8500-13210 | 17000-35700 |
| | 49 | Helper | 10 | 8500-13210 | 17000-35700 |
| | 50 | NMR Worker Gr.I | 579 | 8960-14260 | 19000-39500 |
| | 51 | NMR Worker Gr. II | | 8500-13210 | 17000-35700 |
| | 52 | Lascar/ Watcher | 591+ 122 | 8500-13210 | 17000-35700 |
| | | Mechanical wing | | | |
| | 53 | Chief Engineer | 1 | 48640-59840 | 97000-120000 |
| | 54 | Superintending Engineer/ Director | 2 | 44640-58640 | 93000-120000 |
| | 55 | Executive Engineer (HG) | | 40640-57440 | 81000-115200 |
| a | 56 | Executive Engineer/Joint Director | 5 | 36140-49740 | 72000-110400 |
| | 57 | Asst.Exe.Engineer (HG) | | 24040-38840 | 48000-89000 |
| b | 58 | Asst.Exe.Engineer/ Deputy Director | 24 | 22360-37940 | 45800-87000 |
| | 59 | Asst.Engineer/ Assistant Director | 53 | 20740-36140 | 41500-83000 |
| | 60 | Draftsman Gr I/ Overseer Gr I | 21 | 13900-24040 | 27800-56700 |
| c | 61 | Draftsman Gr. II/ Overseer Gr. II | 20 | 11620-20240 | 23400-48000 |
| | 62 | Draftsman Gr III/ Overseer Gr III | 33 | 9940-16580 | 21100-43600 |
| | 63 | Roller Driver Grade II | 4 | 9940-16580 | 21100-43600 |

-
- a. 25% of post will be on Higher Grade
b. 1/3rd of posts will be on Higher Grade

c. The existing ratio of 1:1 between Draftsman/Overseer Grade II and Grade I will continue.

| | | | | |
|-----|-------------------------|-----|-------------|-------------|
| 64 | Plumbing Inspector | 1 | 11620-20240 | 23400-48000 |
| 65 | Boat Driver | 12 | 9190-15780 | 20000-41500 |
| 66 | Carpenter | 3 | 8960-14260 | 19000-39500 |
| 67 | Roller cleaner | 1 | 9190-15780 | 20000-41500 |
| 68 | Greaser | 3 | 8500-13210 | 17000-35700 |
| 69 | Roller cum lorry driver | 1 | 8730-13540 | 18000-37500 |
| 70 | Lorry cleaner | 4 | 8500-13210 | 17000-35700 |
| 71 | Senior mechanic | 2 | 11620-20240 | 23400-48000 |
| 72 | Diesel Mechanic | 2 | 8960-14260 | 19000-39500 |
| 73 | Mechanic/Fitter | 37 | 8960-14260 | 19000-39500 |
| 74 | Blacksmith | 17 | 8960-14260 | 19000-39500 |
| 75 | Welder | 5 | 8960-14260 | 19000-39500 |
| 76 | Painter | 3 | 8730-13540 | 18000-37500 |
| 77 | Moulder | 2 | 8960-14260 | 19000-39500 |
| 78 | Turner | 3 | 8960-14260 | 19000-39500 |
| 79 | Electrician | 3 | 8960-14260 | 19000-39500 |
| 80 | Lascar | 1 | 8500-13210 | 17000-35700 |
| 81 | Lineman Gr II | 1 | 9190-15780 | 20000-41500 |
| 82 | Dredger Operator | 6 | 11620-20240 | 23400-48000 |
| 83 | Dredger Driver | 6 | 11620-20240 | 23400-48000 |
| 84 | Driver cum operator | 6 | 9190-15780 | 20000-41500 |
| 85 | Dredger Watcher | 12 | 8500-13210 | 17000-35700 |
| 86 | Dredger Cleaner | 14 | 8500-13210 | 17000-35700 |
| 87 | Dredger Worker | 59 | 8500-13210 | 17000-35700 |
| 88 | Bulldozer Operator | 1 | 11620-20240 | 23400-48000 |
| 89 | Excavator | 1 | 11620-20240 | 23400-48000 |
| 90 | Spray Painter | 1 | 9940-16580 | 21100-43600 |
| 91 | Computer Operator | 2 | 9940-16580 | 21100-43600 |
| 92 | Lineman Gr I | 5 | 9940-16580 | 21100-43600 |
| 93 | Oil Engine Driver | 9 | 9190-15780 | 20000-41500 |
| 94 | Care Taker | 1 | 9190-15780 | 20000-41500 |
| 95 | Mixer Driver | 3 | 9190-15780 | 20000-41500 |
| 96 | Wireman | 2 | 9190-15780 | 20000-41500 |
| 97 | Lock Operator | 1 | 8960-14260 | 19000-39500 |
| 98 | Drilling Plant Operator | 1 | 8960-14260 | 19000-39500 |
| 99 | Plumber | 1 | 8960-14260 | 19000-39500 |
| 100 | Modeller | 1 | 8960-14260 | 19000-39500 |
| 101 | Upholsterer | 1 | 8960-14260 | 19000-39500 |
| 102 | Boat Cleaner | 2 | 8730-13540 | 18000-37500 |
| 103 | Worker Gr I | 311 | 8730-13540 | 18000-37500 |
| 104 | Mason | 2 | 8500-13210 | 17000-35700 |
| 105 | Worker Gr II | 73 | 8500-13210 | 17000-35700 |
| 106 | Deckman | 2 | 8500-13210 | 17000-35700 |
| 107 | Engine man | 1 | 8500-13210 | 17000-35700 |

| Posts held by personnel of other departments | | | | | |
|---|---|-----|----------|----------|--|
| 108 | Senior Administrative Officer | 1 | As in PD | As in PD | |
| 109 | Senior Finance Officer | 5 | As in PD | As in PD | |
| 110 | Law Officer | 3 | As in PD | As in PD | |
| 111 | Financial Assistant | 12 | As in PD | As in PD | |
| 112 | Divisional Accountant | 59 | As in PD | As in PD | |
| 113 | Legal Assistant | 1 | As in PD | As in PD | |
| 114 | Statistical Assistant Gr I | 5 | As in PD | As in PD | |
| 115 | Statistical Assistant Gr II | 2 | As in PD | As in PD | |
| 116 | Assistant Surgeon | 1 | As in PD | As in PD | |
| 117 | Pharmacist | 1 | As in PD | As in PD | |
| 118 | Assistant Nurse/Midwife | 1 | As in PD | As in PD | |
| 119 | Nursing Assistant | 1 | As in PD | As in PD | |
| 120 | Hospital Attender | 1 | As in PD | As in PD | |
| Common Category | | | | | |
| 121 | Administrative Assistant | 14 | As in CC | As in CC | |
| 122 | Senior Superintendent | 26 | As in CC | As in CC | |
| 123 | Junior Superintendent | 147 | As in CC | As in CC | |
| 124 | Fair Copy Superintendent | 7 | As in CC | As in CC | |
| 125 | Head Clerk | 193 | As in CC | As in CC | |
| 126 | Senior Clerk | 739 | As in CC | As in CC | |
| 127 | Clerk | 739 | As in CC | As in CC | |
| 128 | Confidential Assistant Gr I Confidential Assistant Gr II | 28 | As in CC | As in CC | |
| 129 | UD Typist | 197 | As in CC | As in CC | |
| 130 | LD Typist | 198 | As in CC | As in CC | |
| 131 | Driver Gr I | 213 | As in CC | As in CC | |
| 132 | Boat Driver GrII | 12 | As in CC | As in CC | |
| 133 | Record Attendant | 4 | As in CC | As in CC | |
| 134 | System Administrator | 8 | As in CC | As in CC | |
| 135 | Lab Attender | 4 | As in CC | As in CC | |
| 136 | Curator | 1 | As in CC | As in CC | |
| 137 | Light keeper | 9 | As in CC | As in CC | |
| 138 | Scavenger | 3 | As in CC | As in CC | |
| 139 | Ferryman | 2 | As in CC | As in CC | |
| 140 | Head Gardener | 5 | As in CC | As in CC | |
| 141 | Loco Driver Gr II | 1 | As in CC | As in CC | |
| 142 | Cleaner GrII | 1 | As in CC | As in CC | |
| 143 | Plumber | 1 | As in CC | As in CC | |
| 144 | Duffedar | 1 | As in CC | As in CC | |
| 145 | Peon/Office Attendant Gr I | 663 | As in CC | As in CC | |
| 146 | Full Time Sweeper | 11 | As in CC | As in CC | |
| 147 | Part Time Sweeper | 294 | As in CC | As in CC | |

5.47 **JUDICIARY (SUBORDINATE)**

Commission had discussion with different Service Organisations and the Registrar of Subordinate Judiciary. In the light of the above, the following recommendations are made:

- i) Post of Sheristadar of Principal District Court may be re-designated as Chief Ministerial Officer and placed in the revised scale of pay corresponding to ` 24040-38840
- ii) Sheristadar in the Additional District Courts/Special Courts/MACT/Chief Judicial Magistrate Court are now enjoying the scale of pay ` 21240-37040. They may be allowed a 1/3rd Higher Grade on the revised scale corresponding to ` 22360-37940
- iii) Sheristadar of the Principal Sub Court may be placed in the revised scale corresponding to ` 21240-37040. If there are more than two benches in a station, one additional post of Senior Superintendent may also be created, so that, additional work can be handled smoothly.
- iv) One post of Senior Superintendent may be allowed in the Munsiff's Court if there are more than two benches in a station by upgrading one existing post of Junior Superintendent
- v) Post of Central Nazir (on the grade of Junior Superintendent) may be upgraded as Senior Superintendent considering the responsibilities attached the post
- vi) Post of Amin is now on the scale of pay ` 9190-16420 be allowed Higher Grade on the ratio of 1:1 in the revised scale corresponding to Rs.9940-16580
- vii) Post of Confidential Assistant Grade I may be placed in the revised scale corresponding to ` 14620-25280 and the post of Confidential Assistant GrII may be placed in the revised scale corresponding to ` 13210-22360.
- viii) Post of Confidential Assistant (Selection Grade) may be placed in the revised scale corresponding to ` 20740-36140
- ix) Post of Process Server is now in the scale of pay ` 8730-13540. This post may be given a Higher Grade on revised scale corresponding to ` 8960-14260. The ratio between Grade II and I will be 1:1
- x) It was represented before the Commission by several Organisations and the Registrar (Subordinate Judiciary) that since sufficient number of posts are not available in a single office, the staff is not getting deserving number of Head Clerk and Junior Superintendent posts. The request was that all the offices in a station may be reckoned as a single unit for the purpose of allowing posts of Head Clerk/Junior Superintendent based on the number of clerical posts. Commission is of the

view that there is a genuine grievance behind this request. It is recommended that this be considered and allowed.

- xi) Normal revision may be allowed to all other posts.
- xii) The scales of certain posts were already given a hike as per Shetty Commission Report, resulting in some unsettlement of the Special Rules. Still not satisfied with the benefits granted by the State Government, the employees approached the Supreme Court of India and the Apex Court has ordered that all the benefits as per Shetty Commission may be allowed to all categories of posts as recommended by Shetty Commission Report and said that it should be ensured that such benefit may be continued to be paid even after 31.12.2005 and that any revision of pay and allowances of Central / State Government shall be in addition to benefits recommended by the Shetty Commission. In case benefits given by any of the State Governments is more than what is recommended by the Shetty Commission and subsequent revisions, it shall be open to the employees to opt for additional benefits allowed to them by any Government. We have made the following recommendations on pay revision keeping in mind the orders of the Apex Court in regard to implementation of Shetty Commission Report. Though Confidential Assistant GrII/Gr.I are included in the Common category, the revision proposed for them is with reference to the above factor.

The categories of posts with the existing and proposed scales of pay are given below:

| | Sl. No. | Designation | No. of posts | Existing pay scale | Revised pay scale |
|--|----------------|---|---------------------|---------------------------|--------------------------|
| | 1 | Chief Ministerial Officer(Sheristadar District Court) | 14 | 21240-37040 | 48000-89000 |
| | | Sheristadar Additional District Court(HG) | | | 45800-87000 |
| | 2 | Sheristadar Additional District Court | 43 | 21240-37040 | 43600-85000 |
| | | Sheristadar Special Court/Family Court /MACT(HG) | | | 45800-87000 |

| | | | | | |
|---|----|---|----|-------------|-------------|
| | 3 | Sheristadar Special Court/Family Court /MACT | | 21240-37040 | 43600-85000 |
| | | Sheristadar Chief Judicial Magistrate Court(HG) | | | 45800-87000 |
| | 4 | Sheristadar Chief Judicial Magistrate Court | 30 | 21240-37040 | 43600-85000 |
| | | Principal Counsellor Family Court(HG) | | 21240-37040 | 43600-85000 |
| a | 5 | Principal Counsellor Family Court | 14 | 20740-36140 | 41500-83000 |
| | 6 | Sheristadar Sub Court | 32 | 18740-33680 | 41500-83000 |
| | 7 | Senior Superintendent District Court | 20 | 18740-33680 | 41500-83000 |
| | 8 | Senior Superintendent Chief Judicial Magistrate Court | 16 | 18740-33680 | 41500-83000 |
| | 9 | Head Clerk MACT | 14 | 16180-29180 | 32300-65400 |
| | 10 | Head Clerk Munsiff Magistrate Court | 22 | 16180-29180 | 32300-65400 |
| | 11 | Bench Clerk District Court | 93 | 16180-29180 | 32300-65400 |
| | 12 | Bench Clerk MACT | 22 | 16180-29180 | 32300-65400 |
| | 13 | Bench Clerk CJM Court | 15 | 14620-25280 | 29200-59400 |
| | 14 | Central Nazir | 38 | 16180-29180 | 41500-83000 |
| | 15 | Deputy Nazir | 30 | 13210-22360 | 26500-54000 |
| | 16 | Kannada Translator | 3 | 13210-22360 | 26500-54000 |
| | | Amin(HG) | | | 21100-43600 |

| | | | | | |
|---|----|---|------|------------|-------------|
| a | 17 | Amin | 416 | 9190-15780 | 20000-41500 |
| | 18 | Duffedar | 217 | 8730-13540 | 18000-37500 |
| | 19 | Court Keeper | | 8730-13540 | 18000-37500 |
| | | Process Server(HG) | | | 19000-39500 |
| a | 20 | Process Server | 1938 | 8730-13540 | 18000-37500 |
| | | Common Category | | | |
| | 21 | Confidential Assistant Selection Grade | 108 | As in CC | As in CC |
| | 22 | Junior Superintendent | 360 | As in CC | As in CC |
| | 23 | Fair Copy Superintendent | 63 | As in CC | As in CC |
| | 24 | Confidential Assistant Senior Grade | 108 | As in CC | As in CC |
| | 25 | Head Clerk | 148 | As in CC | As in CC |
| | 26 | Selection Grade Typist | 423 | As in CC | As in CC |
| | 27 | Confidential Assistant Gr I | 109 | As in CC | 29200-59400 |
| | 28 | Senior Clerk | 1364 | As in CC | As in CC |
| | 29 | UD Typist | 423 | As in CC | As in CC |
| | 30 | Confidential Assistant Gr II | 110 | As in CC | 26500-54000 |
| | 31 | Clerk | 1331 | As in CC | As in CC |
| | 32 | LD Typist | 426 | As in CC | As in CC |
| | 33 | Driver | 118 | As in CC | As in CC |
| | 34 | Attender | 140 | As in CC | As in CC |
| | 35 | Office Attendant | 1208 | As in CC | As in CC |
| | 36 | Part Time Sweeper | 288 | As in CC | As in CC |

a. Ratio will be 1:1

5.48 KERALA INSTITUTE FOR RESEARCH, TRAINING AND DEVELOPMENT STUDIES OF SCHEDULED CASTES AND SCHEDULED TRIBES (KIRTADS)

KIRTADS which originally started functioning in the year 1971 as Tribal Research and Training Centre (TR & TC), was given the status of a State Government Department with Headquarters at Kozhikode in the year 1979, under the administrative control of the Scheduled Castes/Scheduled Tribes Development Department. It functions as an 'Expert Agency' in caste determination cases; conducting research in the fields of Anthropology, Linguistics, Sociology and Economics. The functions of the Department are carried out through 4 main branches viz Administrative wing, Research Wing/Anthropological Studies, Training wing, Development Studies Wing. The Director is the Head of the Department.

The Commission held discussions with Service Organizations and the Head of the Department and recommends that:

- i) Post of investigator may be placed in the revised scale of pay corresponding to ` 14620-25280. It is noticed that as per Special Rules, the qualification for the post is Masters' Degree in Anthropology/Sociology/Statistics. Similar posts in the Department are seen given the scale of pay of `14620-25280. Hence the recommendation.
- ii) Normal revision may be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| Sl. No | Designation | No. of posts | Existing scale of pay | Revised scale of pay |
|--------|--------------------------------------|--------------|-----------------------|----------------------|
| 1. | Director | 1 | 42640-58640 | 85000-117600 |
| 2. | Deputy Director (Anthropology) | 1 | 24040-38840 | 48000-89000 |
| 3. | Deputy Director(Development Studies) | 1 | 24040-38840 | 48000-89000 |
| 4. | Deputy Director(Training) | 1 | 24040-38840 | 48000-89000 |

| | | | | |
|-----|---|---|-------------|-------------|
| 5. | Lecturer(Anthropology/Sociology) | 3 | 20740-36140 | 41500-83000 |
| 6. | Research Officer(Anthropology) | 7 | 20740-36140 | 41500-83000 |
| 7. | Research Officer(Statistics) | 1 | 20740-36140 | 41500-83000 |
| 8. | Computer Operator | 1 | 19240-34500 | 39500-79200 |
| 9. | Statistician | 1 | 15380-25900 | 30700-62400 |
| 10. | Research Assistant(Anthropology) | 5 | 14620-25280 | 29200-59400 |
| 11. | Research Assistant(Sociology) | 3 | 14620-25280 | 29200-59400 |
| 12. | Research Assistant(Linguistics) | 1 | 14620-25280 | 29200-59400 |
| 13. | Cartographer | 1 | 14620-25280 | 29200-59400 |
| 14. | Curator | 1 | 13210-22360 | 26500-54000 |
| 15. | Investigator | 6 | 11620-20240 | 29200-59400 |
| | Posts held by personnel of other Departments | | | |
| 16. | Administrative Officer | 1 | As in PD | As in PD |
| 17. | Finance Officer | 1 | As in PD | As in PD |
| 18. | Librarian Grade I | 1 | As in PD | As in PD |
| | Posts under Common Category | | | |
| 19. | Junior Superintendent | 1 | As in CC | As in CC |

| | | | | |
|-----|------------------------|-----------|------------|-------------|
| 20. | Senior Clerk | 2 | As in CC | As in CC |
| 21. | Clerk | 2 | As in CC | As in CC |
| 22. | Confidential Assistant | 1 | As in CC | As in CC |
| 23. | U.D Typist | 1 | As in CC | As in CC |
| 24. | L.D Typist | 2 | As in CC | As in CC |
| 25. | Driver | 4 | As in CC | As in CC |
| 26. | Museum Attendant | 1 | 8730-13540 | 18000-37500 |
| 27. | Record Attender | 1 | 8730-13540 | 18000-37500 |
| 28. | Office Attendant | 4 | As in CC | As in CC |
| 29. | Watchman | 1 | As in CC | As in CC |
| 30. | Night Watchman | 1 | As in CC | As in CC |
| 31. | Sweeper cum Watchman | 1 | As in CC | As in CC |
| 32. | P.T Sweeper | 1 | As in CC | As in CC |
| | Total | 60 | | |

5.49 **KERALA LOK AYUKTA**

The institution of Lok Ayukta is conceived as an Ombudsman type institution in India. The Lok Ayukta under the Kerala Lok Ayukta Act, 1999 (Act 8 of 1999) has been constituted for investigating into the allegations of corruption and mal-administration against Ministers, Public men, Government Servants/Public servants and for the speedy redressal of grievances of the public.

The registry of the Lok Ayukta is headed by the Registrar who is a District Judge from the Kerala Higher Judicial Service on deputation, and consist of Additional Registrar, Deputy Registrar and such other officers.

There is also an Investigation Agency attached to the Lok Ayukta, which consists of an I.G of Police, a Superintendent of Police, Deputy Superintendents etc. The Lok Ayukta can entrust investigation of complaints with any agency as it chooses.

The Commission held discussions with Service Organizations and the Registrar . The post of Additional Registrar may be abolished on retirement of the existing person as it is unnecessary. It is recommended that corresponding revision may be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| Sl. No. | Designation | No. of Posts | Existing Scale of Pay | Revised Scale of Pay |
|----------------|----------------------|---------------------|------------------------------|-----------------------------|
| 1. | Registrar | 1 | NJPC | NJPC |
| 2. | Additional Registrar | 1 | 44640-58640 | 89000-117600 |
| 3. | Deputy Registrar | 1 | 40640-57440 | 81000-115200 |
| 4. | PS to Lok Ayukta | 1 | 21240-37040 | 43600-85000 |
| 5. | PS to Upa Lok Ayukta | 2 | 21240-37040 | 43600-85000 |
| 6. | PA to Lok Ayukta | 1 | 18740-33680 | 37500-75600 |
| 7. | PA To Upa Lok Ayukta | 2 | 18740-33680 | 37500-75600 |
| 8. | Court Officer | 3 | 18740-33680 | 37500-75600 |
| 9. | Section Officer | 2 | 18740-33680 | 37500-75600 |
| 10. | Security Officer | 1 | 16180-29180 | 32300-65400 |
| 11. | Senior Accountant | 1 | 16180-29180 | 32300-65400 |
| 12. | Assistant (Sr.Gr.) | 4 | 16180-29180 | 32300-65400 |
| 13. | Assistant | 4 | 13900-24040 | 27800-56700 |
| 14. | Data Entry Operator | 2 | 11620-20240 | 23400-48000 |
| 15. | Court Keeper | 1 | 8730-13540 | 18000-37500 |

| | | | | |
|---------------------------|---------------------------------|---|-------------|-------------|
| 16. | Stenographer | 5 | 10480-18300 | 22200-45800 |
| 17. | Typist Grade II | 4 | 10480-18300 | 22200-45800 |
| 18. | Driver Grade II | 5 | 9190-15780 | 20000-41500 |
| 19. | Record Keeper | 1 | 8730-13540 | 18000-37500 |
| 20. | Attender | 4 | 8730-13540 | 18000-37500 |
| 21. | Class IV Employee Grade I | 5 | 8730-13540 | 18000-37500 |
| 22. | Class IV Employee Grade II | 8 | 8500-13210 | 17000-35700 |
| 23. | Night Watchman | 0 | 8500-13210 | 17000-35700 |
| Investigation Wing | | | | |
| 24. | Director of Investigation | 1 | IPS | IPS |
| 25. | Superintendent of Police | 1 | As in PD | As in PD |
| 26. | Deputy Superintendent of Police | 2 | As in PD | As in PD |
| 27. | Circle Inspector of Police | 3 | As in PD | As in PD |
| 28. | Head Constable | 3 | As in PD | As in PD |
| 29. | Assistant Grade II | 5 | As in PD | As in PD |
| 30. | Confidential Assistant Grade II | 3 | As in CC | As in CC |
| 31. | Driver Grade I | 2 | As in CC | As in CC |
| 32. | Driver Grade II | 3 | As in CC | As in CC |
| 33. | Class IV Employee Grade II | 1 | As in CC | As in CC |
| 34. | Part Time Sweeper | 7 | As in CC | As in CC |
| 35. | Cook | 1 | As in CC | As in CC |

5.50 KERALA PUBLIC SERVICE COMMISSION

The Kerala Public Service Commission is a Constitutional Body whose functions are defined in Articles 315 to 323 of the Indian Constitution. It

carries out the important tasks of selection and recruitment of candidates to the Government Service, Public Sector Undertakings, Local Self Government and other public bodies under the Government of Kerala. The Commission is headed by the Chairman and consists of twenty members. The Executive Head of the Commission is the Secretary.

Commission had discussion with Service Organizations and Secretary, Public Service Commission and the following recommendations are made:

- i) The post of Section Officer may be placed in the revised scale corresponding to ` 20740-36140 with Higher Grade on revised scale corresponding to ` 21240-37040 . The existing ratio 1:1 between two grades will continue
- ii) The post of Office Superintendent may be placed on the scale corresponding to ` 20740-36140 with Higher Grade on revised scale corresponding to ` 21240-37040 . The existing ratio of 1:1 will continue between two grades.
- iii) The post of Assistant may be placed in the revised scale corresponding to ` 14620-25280
- iv) The post of Confidential Assistant Grade I may be placed in the revised scale corresponding to ` 14620-25280
- v) The post of Computer Assistant Grade I may be placed in the revised scale corresponding to ` 14620-25280
- vi) Normal revision may be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| SI No | Designation | No. of posts | Existing scale of pay | Revised scale of pay |
|-------|--|--------------|------------------------------|----------------------|
| 1. | Secretary | 1 | 46640-59840+900 Spl. Pay# | 93000-120000 |
| 2. | Addl. Secretary/ Controller of Examinations | 4 | 46640-59840+900 Spl Pay# | 93000-120000 |
| 3. | Joint Secretary/ Controller of Finance/ Regional Officer | 13 | 44640-58640+500 Spl. Pay# | 89000-117600 |
| 4. | Deputy Secretary | 24 | 40640-57440+300 Spl. Pay# | 81000-115200 |
| 5. | Under Secretary (HG) | 23 | 36140-49740 | 72000-110400 |
| a 6. | Under Secretary | 46 | 24040-38840 | 48000-89000 |
| 7. | Section Officer (HG) | 104 | 20740-36140 | 43600-85000 |

| | | | | | |
|---|-----|--|-----|-------------|--------------|
| b | 8. | Section Officer/ Public Relations Officer | 104 | 18740-33680 | 41500-83000 |
| | 9. | System Administrator | 1 | 40640-57440 | 81000-115200 |
| | 10. | System Manager/ E.D.P.Manager | 1 | 29180-43640 | 58050-101400 |
| | 11. | System Analyst / Senior Programmer | 5 | 22360-37940 | 45800-87000 |
| | 12. | Programmer | 5 | 20740-36140 | 41500-83000 |
| | 13. | Hardware Technician | 1 | 22360-37940 | 45800-87000 |
| | 14. | Private Secretary to Chairman | 1 | 24040-38840 | 48000-89000 |
| | 15. | Personal Assistant (HG) | 19 | 21240-37040 | 43600-85000 |
| | 16. | Personal Assistant | | 20740-36140 | 41500-83000 |
| | 17. | Enquiry Officer | 4 | 20740-36140 | 41500-83000 |
| | 18. | Office Superintendent (HG) | 26 | 20740-36140 | 43600-85000 |
| c | 19. | Office Superintendent | | 18740-33680 | 41500-83000 |
| | 20. | Assistant Section Officer | 225 | 16980-31360 | 33900-68700 |
| | 21. | Senior Grade Assistant/ Cashier | 225 | 16180-29180 | 32300-65400 |
| d | 22. | Assistant | 227 | 13900-24040 | 29200-59400 |
| | 23. | Computer Assistant Selection Grade | 42 | 16980-31360 | 33900-68700 |
| | 24. | Computer Assistant Senior Grade | 42 | 16180-29180 | 32300-65400 |
| | 25. | Computer Assistant Grade I | 42 | 13900-24040 | 29200-59400 |
| e | 26. | Computer Assistant Grade II | 43 | 10480-18300 | 22200-45800 |
| | 27. | Technical Assistant | 4 | 16180-29180 | 32300-65400 |
| | 28. | Data Entry Operator | 9 | 13210-22360 | 26500-54000 |
| | 29. | Sergeant | 1 | 13900-24040 | 27800-56700 |
| | 30. | Clerical Assistant Gr.I | 21 | 10480-18300 | 22200-45800 |
| | 31. | Clerical Assistant Gr.II | 21 | 9940-16580 | 21100-43600 |
| | 32. | Attender Gr.I | 7 | 8960-14260 | 19000-39500 |
| | 33. | Attender Gr.II | 14 | 8730-13540 | 18000-37500 |
| | 34. | Security Guard/ | 5 | 10480-18300 | 22200-45800 |

| | | | | |
|-----|---|-----|------------|-------------|
| | Watchman (HG) | | | |
| 35. | Security Guard/Watchman | 30 | 9190-15780 | 20000-41500 |
| 36. | Driver cum Peon (Co-Terminus) | | 9190-15780 | 20000-41500 |
| 37. | Confidential Assistant Selection Grade | 4 | As in CC | As in CC |
| 38. | Confidential Assistant Senior Grade | 4 | As in CC | As in CC |
| 39. | Confidential Assistant Grade I | 4 | As in CC | As in CC |
| 40. | Confidential Assistant Grade II | 4 | As in CC | As in CC |
| 41. | Binder Grade I | 1 | As in CC | As in CC |
| 42. | Binder Grade II | 3 | As in CC | As in CC |
| 43. | Duplicator Operator | 17 | As in CC | As in CC |
| 44. | Duffedar Higher Grade | 6 | As in CC | As in CC |
| 45. | Duffedar Grade II | 12 | As in CC | As in CC |
| 46. | Office Attendant Grade I | 44 | As in CC | As in CC |
| 47. | Office Attendant Grade II | 126 | As in CC | As in CC |
| 48. | Senior Grade Driver | 3 | As in CC | As in CC |
| 49. | Driver Grade I | 4 | As in CC | As in CC |
| 50. | Driver Grade II | 4 | As in CC | As in CC |
| 51. | Electrician Grade II | 2 | As in CC | As in CC |
| 52. | Gardener | 4 | As in CC | As in CC |
| 53. | Full- Time Sweeper cum Sanitation worker | 4 | As in CC | As in CC |
| 54. | Part-Time Sweeper cum Sanitation worker | 32 | As in CC | As in CC |
| 55. | Lift Operator | 2 | As in CC | As in CC |
| | Post held by Personnel of other departments | | | |
| 56. | Vigilance and Security Officer (Supdt. of Police) | 1 | As in PD | As in PD |
| 57. | Deputy Supdt. Of Police | 1 | As in PD | As in PD |

| | | | | |
|-----|-------------------------|---|----------|----------|
| 58. | Sub Inspector of Police | 1 | As in PD | As in PD |
| 59. | Police Constable | 3 | As in PD | As in PD |
| 60. | Police Constable Driver | 2 | As in PD | As in PD |
| 61. | Librarian Grade I * | 1 | As in PD | As in PD |

- a) Existing ratio of 1:2 between Under Secretary (HG) and Under Secretary will continue
- b) Existing ratio 1:1 will continue
- c) Ratio between Office Superintendant and Office Superintendant (HG)/Enquiry Officer will be 1:1.
- d) Ratio of 1:1:1 between Assistant Section Officer, Senior Grade Assistant and Assistant will continue
- e) Existing ratio 1:1:1:1 will continue
- # Special pay in lieu of Higher Time scale of pay. Discontinued.

5.51 **THE KERALA STATE AGRICULTURAL INCOME TAX & SALES TAX APPELLATE TRIBUNAL**

The Kerala State Agricultural Income Tax & Sales Tax Appellate Tribunal is a quasi judicial body disposing of appeals in connection with agricultural income tax & sales tax and VAT. The principal bench of the tribunal is at Ernakulum with additional benches at Kottayam, Ernakulam Palakkad Kozhikkode and Thiruvananthapuram. The Chairman is of the rank of District judge and is the Head of the Department and common to all the Benches.

After considering all relevant matters it is recommended that:

- i) The post of Member (Accounts) may be placed in the scale of pay corresponding to ` 46640-59840 as the Commission is of the view that senior functionaries like this deserve a higher grade.
- ii) Five years service of practice/employment as Chartered Accountant before joining service as Member may be reckoned as qualifying service for pension, as a similar consideration has been allowed for Lawyers joining Judicial Service.
- iii) Normal revision is recommended to all other posts.
- iv) It is for the Government to consider creation of post of Vice Chairman.

Categories of Posts with the existing and proposed Scales of pay are given below

| Sl. No | Name of post | No. of Post | Existing scale of pay | Revised scale of pay |
|---------------|--------------------------------------|--------------------|------------------------------|-----------------------------|
| 1. | Chairman | 1 | NJPC | NJPC |
| 2. | Member(Judicial) | 3 | NJPC | NJPC |
| 3. | Member(Accounts) | 4 | 42640 - 58640 | 93000-120000 |
| 4. | Member (Departmental) | 6 | As in PD | As in PD |
| 5. | Secretary | 1 | 22360-37940 | 45800-87000 |
| 6. | Assistant Secretary | 5 | 18740-33680 | 37500-75600 |
| | Common Category | | | |
| 7. | Junior Superintendent | 2 | As in CC | As in CC |
| 8. | Head Clerk | 3 | As in CC | As in CC |
| 9. | Senior Clerk | 11 | As in CC | As in CC |
| 10. | Clerk | 11 | As in CC | As in CC |
| 11. | Confidential Asst (Selection Gr.) | 4 | As in CC | As in CC |
| 12. | Confidential Asst (Senior Gr.) | 5 | As in CC | As in CC |
| 13. | Confidential Asst. Grade I | 2 | As in CC | As in CC |
| 14. | Confidential Asst. Grade II | 2 | As in CC | As in CC |
| 15. | Typist (Sl. Gr.) | 2 | As in CC | As in CC |
| 16. | U.D. Typist | 6 | As in CC | As in CC |
| 17. | Clerical Attender (HG) | 1 | As in CC | As in CC |
| 18. | Clerical Attender | 5 | As in CC | As in CC |
| 19. | Office Attendent (Hr.Gr.) | 7 | As in CC | As in CC |
| 20. | Office Attendent | 17 | As in CC | As in CC |
| 21. | Sweeper-Cum-Peon | 1 | As in CC | As in CC |
| 22. | Part-time sweeper | 4 | As in CC | As in CC |
| | TOTAL | 103 | | |

**5.52 KERALA STATE AUDIT DEPARTMENT
(LOCAL FUND AUDIT DEPARTMENT)**

The Local Fund Audit Department is one of the line Departments of Finance Department. The basic function of the Department is the audit of accounts of institutions under its audit control by virtue of Kerala Local Fund Audit Act 1994. Proper management of the corpus of the various Charitable Endowments vested with the Director of Local Fund Audit in his capacity as the Treasurer of Charitable Endowment is also done by this Department. Matter relating to the financial administration of local bodies and other auditee institutions referred to this Department by Government are also being attended to and remarks offered.

Commission had discussions with the Service Organizations and the Head of the Department, Commission recommends that:

- i) The post of Audit Officer may be placed in the revised scale corresponding to ` 20740-36140 with Higher Grade on the revised scale corresponding to ` 21240-37040. The existing ratio of 1:1 between the two grades will continue .
- ii) The post of Office Superintendent may be placed in the scale corresponding to ` 20740-36140 with Higher Grade in the revised scale corresponding to ` 21240-37040. The existing ratio of 1:1 will continue.
- iii) The post of Auditor may be placed in the revised scale corresponding to ` 14620-25280
- iv) The post of Computer Assistant Grade I may be placed in the revised scale corresponding to ` 14620-25280
- v) Normal revision may be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| SI No | Name of post | No. of posts | Existing Scale of pay | Revised Scale of pay |
|-------|------------------------|--------------|--------------------------|----------------------|
| 1. | Director | 1 | 46640-59840 + 900 SP# | 93000-120000 |
| 2. | Joint Director | 15 | 44640-58640 | 89000-117600 |
| 3. | Senior Deputy Director | 27 | 40640-57440 | 81000-115200 |
| 4. | Deputy Director (HG) | 11 | 36140-49740 | 72000-110400 |

| | | | | | |
|-----|----------------|--------------------------------|----------|-------------|-------------|
| a | 5. | Deputy Director | 24 | 24040-38840 | 48000-89000 |
| b | 6. | Audit Officer (HG) | 99 | 20740-36140 | 43600-85000 |
| | 7. | Audit Officer | 99 | 18740-33680 | 41500-83000 |
| c | 8. | Assistant Audit Officer | 199 | 16980-31360 | 33900-68700 |
| | 9. | Senior Grade Auditor | 199 | 16180-29180 | 32300-65400 |
| | 10. | Auditor | 200 | 13900-24040 | 29200-59400 |
| d | 11. | Office Superintendent (HG) | 6 | 20740-36140 | 43600-85000 |
| | 12. | Office Superintendent | | 18740-33680 | 41500-83000 |
| e | 13. | Computer Assistant(Sel Grade) | 24 | 16980-31360 | 33900-68700 |
| | 14. | Computer Assistant (Sr. Grade) | 24 | 16180-29180 | 32300-65400 |
| | 15. | Computer Assistant (Grade I) | 24 | 13900-24040 | 29200-59400 |
| | 16. | Computer Assistant (Grade II) | 25 | 10480-18300 | 22200-45800 |
| | 17. | Confidential Assistant- Sr.Gr | 1 | As in CC | As in CC |
| | 18. | Confidential Assistant Gr I | 1 | As in CC | As in CC |
| | 19. | Confidential Assistant Gr II | 1 | As in CC | As in CC |
| | 20. | Clerical Asst. Gr.I | 5 | As in CC | As in CC |
| | 21. | Clerical Asst. Grade II | 6 | As in CC | As in CC |
| | 22. | Attender | 23 | As in CC | As in CC |
| | 23. | Office Attendant | 96 | As in CC | As in CC |
| | 24. | Driver | 1 | As in CC | As in CC |
| | 25. | Binder | 1 | As in CC | As in CC |
| | 26. | Roneo Operator | 1 | As in CC | As in CC |
| 27. | Night Watchman | 3 | As in CC | As in CC | |

- # Special Pay in lieu of Higher Time Scale. Discontinued.
- a) 1/3rd of the posts will be in Higher Grade
- b) Grade ratio 1:1
- c) Grade ratio of 1:1:1 among Assistant Audit Officer, Senior Grade Auditor and Auditor will continue
- d) HG will be in the ratio 1:1
- e) Grade ratio 1:1:1:1

5.53 **LABOUR DEPARTMENT**

The Labour Department is concerned with the promotion of Industrial peace and enforcement of various Labour Laws in the State. The Department was formed with the objective of achieving and maintaining cordial relationship between employees and employers in Industry, Agriculture and Service sectors, systematic implementation of various labour laws throughout the state, enhancing social security coverage of workers through better policies and programmes, to ensure minimum wages to the workers in various labour sectors and distributing benefits of welfare schemes to the employees and their family members. Labour Commissioner is the Head of the Department drawn from IAS cadre.

The Commission had discussions with the Service Organisations and Labour Commissioner and it is recommended as follows:

- i) There is no provision for Grade promotion for the post of Deputy Labour Commissioner. 25% of the post may be placed on the higher grade in the scale of pay of ` 29180-43640
- ii) Normal revision is recommended to all other posts.

Categories of Posts with the existing and proposed Scales of pay are given below

| Sl. No | Name of Post | No. of Posts | Existing Scale of Pay | Revised Scale of Pay |
|--------|---|--------------|-----------------------|----------------------|
| 1. | Labour Commissioner | 1 | IAS | IAS |
| 2. | Addl. Labour Commissioner | 3 | 42640-58640 | 85000-117600 |
| 3. | Joint Labour Commissioner | 4 | 40640-57440 | 81000-115200 |
| 4. | Chief Inspector of Plantation | 1 | 40640-57440 | 81000-115200 |
| 5. | Deputy Labour Commissioner(HQ)/ Deputy Labour | 10 | 24040-38840 | 58050-101400 |

| | | | | | |
|---|-----|---|-----|-------------|-------------|
| | | Commissioner & Workmen Compensation Commissioner/ Deputy Labour Commissioner & Secretary State Advisory Contract Labour Board(HG) | | | |
| a | 6. | Deputy Labour Commissioner(HQ)/ Deputy Labour Commissioner & Workmen Compensation Commissioner/ Deputy Labour Commissioner & Secretary State Advisory Contract Labour Board | | 24040-38840 | 48000-89000 |
| | 7. | District Labour Officer | 25 | 22360-37940 | 45800-87000 |
| | 8. | Inspector of Newspaper Establishment/District Labour Officer(HQ) | 1 | 22360-37940 | 45800-87000 |
| | 9. | Deputy Labour Officer | 19 | 20740-36140 | 41500-83000 |
| | 10. | Personal Assistant to the Labour Commissioner | 1 | 20740-36140 | 41500-83000 |
| | 11. | Secretary Minimum Wages Advisory Board | 1 | 18740-33680 | 37500-75600 |
| | 12. | Secretary Labour Committee | 1 | 18740-33680 | 37500-75600 |
| | 13. | Assistant Labour Officer Gr.I | 13 | 18740-33680 | 37500-75600 |
| | 14. | Inspector of Plantations | 11 | 18740-33680 | 37500-75600 |
| | 15. | Assistant Labour Officer Gr.II | 101 | 16180-29180 | 32300-65400 |
| | 16. | Liaison Officer | 1 | 16180-29180 | 32300-65400 |
| | | Posts held by Personnel of other Departments | | | |
| | 17. | Senior Administrative Officer | 1 | As in PD | As in PD |
| | 18. | Finance Officer | 1 | As in PD | As in PD |

| | | | | |
|-----|--|-----|----------|----------|
| 19. | Law Officer | 1 | As in PD | As in PD |
| 20. | Publicity Officer | 1 | As in PD | As in PD |
| 21. | Research Officer | 1 | As in PD | As in PD |
| 22. | Publicity Assistant | 1 | As in PD | As in PD |
| 23. | Research Assistant | 1 | As in PD | As in PD |
| 24. | Statistical Assistant Gr.I | 2 | As in PD | As in PD |
| 25. | Librarian Gr IV | 1 | As in PD | As in PD |
| | Common Category | | | |
| 26. | Administrative Assistant | 2 | As in CC | As in CC |
| 27. | Senior Superintendent | 22 | As in CC | As in CC |
| 28. | Junior Superintendent | 34 | As in CC | As in CC |
| 29. | Fair Copy Superintendent | 2 | As in CC | As in CC |
| 30. | Head Clerk | 3 | As in CC | As in CC |
| 31. | Senior Clerk | 199 | As in CC | As in CC |
| 32. | Clerk | 201 | As in CC | As in CC |
| 33. | Confidential Assistant (Selection Grade) | 6 | As in CC | As in CC |
| 34. | Confidential Assistant (Senior Grade) | 6 | As in CC | As in CC |
| 35. | Confidential Assistant Gr.I | 6 | As in CC | As in CC |
| 36. | Confidential Assistant Gr.II | 7 | As in CC | As in CC |
| 37. | Typist(Selection Grade) | 23 | As in CC | As in CC |
| 38. | U.D Typist | 23 | As in CC | As in CC |
| 39. | L.D Typist | 23 | As in CC | As in CC |
| 40. | Driver (Senior Grade) | 4 | As in CC | As in CC |
| 41. | Driver Grade I | 8 | As in CC | As in CC |

| | | | | |
|-----|------------------|------------|----------|----------|
| 42. | Driver Grade II | 8 | As in CC | As in CC |
| 43. | Binder Gr.I | 1 | As in CC | As in CC |
| 44. | Office Attendant | 190 | As in CC | As in CC |
| | Total | 971 | | |

- a) 25% of the posts will be in HG

5.54 LABOUR COURTS

There are four Labour Courts in the State functioning under the Labour Department at Kollam, Ernakulum, Kozhikode and Kannur. The Presiding Officers of these Courts are deputed among from the Officers in the cadre of District Judge in the Subordinate Judiciary. The supporting staff including the Secretary, in the cadre of Senior Superintendent are deputed from the Labour Department.

After discussion with all concerned the Commission recommends that:

- i) Since the supporting staff are deputed from Labour Department scale of pay may be revised as in Parent Department. It is our further recommendation that the entire staff of Labour Courts may be deputed from the department of Subordinate Judiciary as the transfer and posting of staff from the Labour department is adversely affecting the functioning of the Courts. Therefore, these posts may be declared as addition to the respective cadres in the Subordinate Judiciary and posting arranged accordingly.
- ii) Normal revision is recommended to all other posts.

Categories of Posts with the existing and proposed Scales of pay are given below

| SI No | Name of Post | No. of Posts | Existing scale of pay | Revised scale of pay |
|-------|----------------------------------|--------------|-----------------------|----------------------|
| 1 | Presiding Officer | 4 | NJPC | NJPC |
| 2 | Secretary(Senior Superintendent) | 4 | 18740-33680 | 37500-75600 |
| 3 | Senior Clerk | 10 | As in CC | As in CC |
| 4 | Clerk | 4 | As in CC | As in CC |

| | | | | |
|---|------------------------------|-----------|----------|----------|
| 5 | Typist (Selection Grade) | 3 | As in CC | As in CC |
| 6 | U.D Typist | 1 | As in CC | As in CC |
| 7 | Confidential Assistant Gr.II | 4 | As in CC | As in CC |
| 8 | Driver Grade I | 4 | As in CC | As in CC |
| 9 | Office Attendant | 8 | As in CC | As in CC |
| | Total | 42 | | |

5.55 Land Board

The Land Board is functioning under the Land Revenue Department. The main function of the Board is to implement Land Reforms Act and Rules in the State. 63 Taluk Land Boards, 3 Appellate Authorities, 17 Land Tribunals and the Special Tahsildar (Assignment of Surplus Land), Kannur are functioning under the State Land Board. The Secretary, Land Board is the Head of the Department, who is drawn from IAS cadre. All other staff except Finance Officer and Law Officer is drawn from Land Revenue Department.

The categories of posts with the existing and proposed scales of pay are given below:

| 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 | 24040-38840 | As in PD |
| 3. | Senior Superintendent/Tahsildar | 3 | 18740-33680 | As in PD |
| 4. | Junior Superintendent/ Deputy Tahsildar | 3 | 16180-29180 | As in PD |
| 5. | Senior Clerk/Special Village Officer | 36 | 13210-22360 | As in PD |
| | Common Category | | | |

| | | | | |
|-----|--|----|-------------|----------|
| 6. | Confidential Assistant (Sr. Gr) | 1 | As in CC | As in CC |
| 7. | Confidential Assistant (Gr. II) | 2 | As in CC | As in CC |
| 8. | Fair Copy Superintendent | 1 | As in CC | As in CC |
| 9. | Typist (Sel.Gr) | 4 | As in CC | As in CC |
| 10. | U.D. Typist | 4 | As in CC | As in CC |
| 11. | Attender | 3 | As in CC | As in CC |
| 12. | Driver (Sr.Gr) | 1 | As in CC | As in CC |
| 13. | Driver (Gr-II) | 2 | As in CC | As in CC |
| 14. | Office Attendant | 10 | As in CC | As in CC |
| 15. | Part Time Sweeper | 1 | As in CC | As in CC |
| | Posts held by Personnel of other department | | | |
| 16. | Law Officer | 1 | 44640-58640 | As in PD |
| 17. | Finance Officer | 1 | 22360-37940 | As in PD |

5.56 LAND REVENUE

The Land Revenue Department is one of the oldest Departments in the State. The functions of the department include collection of various taxes viz. Land tax, Cess, Plantation Tax etc, issuance of various certificates, maintenance and updating of land records, conservation of Government land, Land acquisition and assignment, Land reforms, effecting revenue recovery, Conduct of election process and perform as a nodal agency for the implementation of various welfare schemes introduced by Central, State and Local Self Government. The Department also undertakes emergency relief measures and function as the nodal agency for providing relief to the victims of natural calamities.

The Department is headed by Land Revenue Commissioner and he is assisted by District Collectors, Revenue Divisional Officers, Tahsildars and Village Officers. The Districts are headed by District Collectors. The Revenue Division is headed by Revenue Divisional Officer, Taluk is headed by Tahsildar and Village is headed by Village Officer. The Revenue Officials also

function as Executive Magistrates and are also responsible for maintenance of law and order.

The Commission had discussions with the various Service Organisations and Land Revenue Commissioner. Considering all the relevant factors, following recommendations are made:

- i) Currently there are two Tahsildars in a Taluk Office. Considering the importance of workload of Tahsildars in Taluks one post of Tahsildar may be upgraded and re-designated as Principal Tahsildar and made the promotion post of Tahsildar in the revised Scale of Pay of ` 21240-37040 . Also 14 posts of Huzur Sheristadar in the District Collectrates also be upgraded to the level of ` 21240-37040 and made interchangeable with the post of Principal Tahsildar . The appointment to this post will be entirely on selection based on merit. Thus out of 384 post of Tahsildars/Sr.Superintendents, 89 (75+14) posts will be converted as Principal Tahsildars/Huzur Tahsildar.
- ii) Post of Tahsildar/Sr.Superintendent may be placed in the revised Scale of Pay corresponding to ` 20740-36140 and a higher grade @ 1/3 be allowed in the next scale on ` 21240 - 37040
- iii) 1/3rd of the post of Deputy Tahsildar/Junior Superintendent be placed in the Higher Grade corresponding to the revised scale of ` 18740-33680.
- iv) The post of Village Officer may be upgraded and placed in the revised scale corresponding to the level of Deputy Tahsildar on ` 16180-29180 considering the workload and responsibilities attached to the post.
- v) Post of Special Village Officer will be re-designated as Assistant Village Officer for the reason that existing name creates confusion among the public regarding the status of the post and this will be in the revised scale corresponding to ` 13210-22360.
- vi) 50% of the post of Village Field Assistant will be placed in the Higher Grade corresponding to the scale of ` 8960-12550.
- vii) Post of ADM (14 numbers) will be placed in the scale corresponding to ` 44640-58640 and appointments to the post made purely on selection based on a merit. The selection from among the Deputy Collectors may be made by a Service Selection Board . Commission is of the view that to ensure efficiency and integrity in service, nobody other than those selected as above shall be posted as ADMs and Special Rules may be amended to ensure this method of appointment. Nobody who has not gone through this procedure of Selection will be eligible for the Higher Grade, now recommended.
- viii) Normal revision be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| | Sl. No | Name of post | No. of post | Existing Scale of pay | Revised Scale of pay |
|---|--------|--|-------------|-----------------------|----------------------|
| | 1 | Commissioner | 1 | IAS | IAS |
| | 2 | Joint Commissioner | 1 | IAS | IAS |
| | 3 | District Collector | 14 | IAS | IAS |
| | 4 | Senior Finance Officer | 1 | As in PD | As in PD |
| | 5 | Finance Officer | 15 | As in PD | As in PD |
| | 6 | District Law Officer | 9 | As in PD | As in PD |
| | 7 | Sub Collector | 6 | IAS | IAS |
| | 8 | Additional District Magistrate | | | 89000-117600 |
| a | 9 | Deputy Collector Senior Grade | 32 | 40640-57440 | 81000-115200 |
| a | 10 | Deputy Collector | 104 | 24040-38840 | 48000-89000 |
| | 11 | Principal Thasildar/Huzur Sheristadar | | | 43600-85000 |
| b | 12 | Tahsildar Higher Grade/Senior Superintendent HG | 96 | 20740-36140 | 43600-85000 |
| b | 13 | Tahsildar / Senior Superintendent | 288 | 18740-33680 | 41500-83000 |
| c | 14 | Deputy Tahsildar / Junior Superintendent / Valuation Asst | 907 | 16180-29180 | 32300-65400 |
| | 15 | Village Officer | | 14620-25280 | 32300-65400 |
| | 16 | Revenue Inspector / Head Clerk. | 1932 | 14620-25280 | 29200-59400 |
| | 17 | Assistant Village Officer(Special Village Officer) / Sr. Clerk | 3846 | 13210 - 22360 | 26500-54000 |
| | 18 | Village Asst. / Clerk | 3872 | 9940-16580 | 21100-43600 |
| | 19 | Village Field Asst(HG) | | 8960-12550 | 19000-39500 |
| b | 20 | Village Field Asst. | 3021 | 8730- 13540 | 18000-37500 |
| | | Common Category | | | |
| | 21 | Confidential Assistant. Sel. Grade | 19 | As in CC | As in CC |
| | 22 | Confidential Assistant Sr. Grade | 22 | As in CC | As in CC |

| | | | | |
|----|---|------|----------|----------|
| 23 | Confidential Assistant Grade I | 33 | As in CC | As in CC |
| 24 | Confidential Assistant Grade II | 17 | As in CC | As in CC |
| 25 | Fair copy Superintendent | 37 | As in CC | As in CC |
| 26 | Sel. Grade Typist | 155 | As in CC | As in CC |
| 27 | UD Typist | 315 | As in CC | As in CC |
| 28 | LD Typist | 288 | As in CC | As in CC |
| 29 | Typist Clerk | 28 | As in CC | As in CC |
| 30 | Sergeant | 9 | As in CC | As in CC |
| 31 | Driver I | 96 | As in CC | As in CC |
| 32 | Driver II | 52 | As in CC | As in CC |
| 33 | Electrician / Pump Operator / Boat driver | 46 | As in CC | As in CC |
| 34 | Lift Operator / Watchman | 15 | As in CC | As in CC |
| 35 | Attender | 176 | As in CC | As in CC |
| 36 | Chainman / Class IV Employees | 2100 | As in CC | As in CC |
| 37 | Massachi / Mochee | 9 | As in CC | As in CC |
| 38 | Duffedar | 9 | As in CC | As in CC |

- a) Ratio of 3:1 between Deputy Collector and Deputy Collector (Sr. Gr.) will continue.
- b) 1/3rd of the posts will be in Higher grade.
- c) 1/3rd of the posts will be on HG in the scale of pay of ` 18740-33680

5.57 **KERALA STATE LAND USE BOARD**

Kerala State Land Use Board was established in 1975 under the Department of Planning and Economic Affairs, Government of Kerala and is functioning as a full-fledged Department as per G.O (MS) No. 3/2007/Plg, Dated 07-02-2007. The Department is functioning as an agency to assist the State Government to frame policies for optimum land use and natural resource management in the State, with the basic objective of providing necessary advisory support on matters related to the optimum use of land and land resources viz; soil, water, plant, animal system. The Department also uses the technology of remote sensing and GIS to cater to its requirement.

Commission had discussions with the Service Organisations and the Land Use Commissioner and it is recommended that normal revision may be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| Sl. No | Name of post | No. of posts | Existing Scale of pay | Revised Scale of pay |
|--------|---|--------------|-----------------------|----------------------|
| 1. | Land Use Commissioner | 1 | IAS | IAS |
| 2. | Joint Director | 2 | 29180-43640 | 58050-101400 |
| 3. | Deputy Director (Agriculture) | 1 | 24040-38840 | 48000-89000 |
| 4. | Deputy Director (Soil Survey) | 1 | 24040-38840 | 48000-89000 |
| 5. | Deputy Director (Statistics) | 1 | As in PD | As in PD |
| 6. | Assistant Director (Agriculture) | 2 | 22360-37940 | 45800-87000 |
| 7. | Assistant Director (Soil Survey) | 1 | 22360-37940 | 45800-87000 |
| 8. | Agronomist | 1 | 21240-37040 | 43600-85000 |
| 9. | Specialist (Hydrogeology) | 1 | 21240-37040 | 43600-85000 |
| 10. | Specialist (Soil Science) | 1 | 21240-37040 | 43600-85000 |
| 11. | Specialist (Soil Conservation) | 1 | 21240-37040 | 43600-85000 |
| 12. | Agricultural Officer/ Soil survey Assistant | 4 | 20740-36140 | 41500-83000 |
| 13. | Soil Survey Officer | 1 | 20740-36140 | 41500-83000 |
| 14. | Assistant Geologist | 1 | 19240-34500 | 39500-79200 |

* Joint Director posts were created in the pre revised scale of ₹ 16650-23200, but the present incumbent is promoted to the post in the revised scale of Rs. 36140 - 49740 .

| | | | | |
|-----|--|---|-------------|-------------|
| 15. | Cartographer | 1 | 19240-34500 | 39500-79200 |
| 16. | Forest Officer | 1 | 16180-29180 | 32300-65400 |
| 17. | Geological Assistant | 6 | 16180-29180 | 32300-65400 |
| 18. | Assistant –cum - Accountant | 1 | 16180-29180 | 32300-65400 |
| 19. | Statistical Assistant | 1 | 16180-29180 | 32300-65400 |
| 20. | Documentation Assistant | 1 | 16180-29180 | 32300-65400 |
| 21. | Publication Assistant | 1 | 14620-25280 | 29200-59400 |
| 22. | Draftsman – Gr-I | 1 | 13900-24040 | 27800-56700 |
| 23. | Draftsman Gr.II | 2 | 10480-18300 | 22200-45800 |
| 24. | Lab Assistant | 1 | 10480-18300 | 22200-45800 |
| 25. | Planning Surveyor Gr.II | 2 | 10480-18300 | 22200-45800 |
| 26. | Cartographic Assistant | 1 | 8730-13540 | 18000-37500 |
| 27. | Agricultural Assistant Gr II | 2 | 10480-18300 | 22200-45800 |
| 28. | Technical Assistant (GIS) | 1 | 11620-20240 | 23400-48000 |
| 29. | System Administrator | 1 | 19240-34500 | 39500-79200 |
| | COMMON CATEGORY | | | |
| 30. | Head Clerk | 1 | As in CC | As in CC |
| 31. | Senior Superintendent | 1 | As in CC | As in CC |
| 32. | Senior Clerk (Clerk cum Accountant) | 1 | As in CC | As in CC |
| 33. | Upper Division Typist | 1 | As in CC | As in CC |
| 34. | Artist | 1 | As in CC | As in CC |
| 35. | Confidential Assistant Gr- .II | 1 | As in CC | As in CC |

| | | | | |
|-----|-------------------------------------|---|----------|----------|
| 36. | Clerk | 3 | As in CC | As in CC |
| 37. | Lower Division Typist | 1 | As in CC | As in CC |
| 38. | Driver Gr II | 5 | As in CC | As in CC |
| 39. | Office Attendant | 6 | As in CC | As in CC |
| 40. | Watchman | 1 | As in CC | As in CC |
| 41. | Part time sweeper (Category II) | 2 | As in CC | As in CC |
| 42. | Part time sweeper (Category III) | 1 | As in CC | As in CC |

5.58 LEGAL METROLOGY

The Department was formerly known as Weights & Measures and was renamed as Legal Metrology in 1992. The main objective of the department is to ensure protection of Consumer's right through the implementation of Standards of Weights & Measures (Packaged Commodities) Rules-1977 and Standards of Weights and Measures (Enforcement) Act- 1985. The Controller is the Head of the Department and the head office is at Thiruvananthapuram.

The Commission recommends that:

- i) The post of Controller may be placed in the scale of pay corresponding to ` 42640-58640.
- ii) The post of Joint Controller which is a new post may be placed in the revised scale of pay corresponding to ` 32110-44640, this being the promotion post of Deputy Controller.
- iii) The post of Assay Master (a newly created post) may be placed in the revised scale of pay corresponding to ` 18740-33680, this being the promotion post of Junior Assay Master.
- iv) The post of Junior Assay Master (newly created post) may be placed in the revised scale of pay corresponding to ` 16180-29180 considering the position that qualification prescribed is Masters Degree in Analytical Chemistry.

- v) 1/3rd of the post of Senior Inspector be in the higher grade of ` 20740-33650
- vi) 1/3rd of the post of Deputy Controller will be in the higher grade on ` 29180-43640.
- vii) Normal revision is recommended to all other categories.

Categories of Posts with the existing and proposed Scales of pay are given below

| | SI No | Designation | No of Posts | Existing Scale of Pay | Proposed Scale of Pay |
|---|--------------|--------------------------|--------------------|------------------------------|------------------------------|
| | 1. | Controller | 1 | 40640-57440 | 85000-117600 |
| | 2. | Joint Controller | 1 | | 63900-103600 |
| | 3. | Deputy Controller(HG) | | | 58050-101400 |
| b | 4. | Deputy Controller | 3 | 24040-38840 | 48000-89000 |
| | 5. | Assistant Controller(HG) | | 24040-38840 | 48000-89000 |
| a | 6. | Assistant Controller | 31 | 21240-37040 | 43600-85000 |
| | 7. | Senior Inspector (HG) | | 20740-36140 | 41500-83000 |
| b | 8. | Senior Inspector | 18 | 18740-33680 | 37500-75600 |
| | 9. | Technical Assistant | 1 | 14620-25280 | 29200-59400 |
| | 10. | Inspector | 86 | 16180-29180 | 32300-65400 |
| | 11. | Inspecting Assistant(HG) | | 10480-18300 | 22200-45800 |
| c | 12. | Inspecting Assistant | 115 | 9940-16580 | 21100-43600 |
| | 13. | Assay Master | 1 | | 37500-75600 |
| | 14. | Junior Assay Master | 1 | | 32300-65400 |
| | 15. | Senior Superintendent | 1 | As in CC | As in CC |
| | 16. | Junior Superintendent | 2 | As in CC | As in CC |
| | 17. | Head Clerk | 3 | As in CC | As in CC |

| | | | | |
|-----|-------------------------------|----|----------|----------|
| 18. | Senior Clerk | 28 | As in CC | As in CC |
| 19. | U.D. Typist | 1 | As in CC | As in CC |
| 20. | Clerk | 15 | As in CC | As in CC |
| 21. | Confidential Assistant | 1 | As in CC | As in CC |
| 22. | L.D. Typist | 2 | As in CC | As in CC |
| 23. | L.D .Clerk/Typist | 14 | As in CC | As in CC |
| 24. | Class IV Employee Gr-II | 89 | As in CC | As in CC |
| 25. | Attender | 1 | As in CC | As in CC |
| 26. | Driver | 32 | As in CC | As in CC |
| 27. | Full Time Watcher | 57 | As in CC | As in CC |
| 28. | Full Time Watcher-cum-Sweeper | 6 | As in CC | As in CC |
| 29. | Law Officer | 1 | As in PD | As in PD |
| 30. | Administrative Officer | 1 | As in PD | As in PD |

- a. 1/4th of posts will be in HG on ` 24040-38840
- b. 1/3rd of the posts will be in the HG
- c. Ratio will be 1:1

5.59 **STATE LOTTERIES DEPARTMENT**

Kerala State Lotteries Department which came in to existence on September 1, 1967, is the first of its kind in India and has been conducting lotteries since then. It is one of the Non Tax revenue earning Departments. This department which was initially under the Department of Finance was later brought under the Department of Taxes. The Director is the Head of the Department.

The Commission held discussions with the Service Organisations and Head of Department , it is recommended that:

- i) The post of Accounts Officer and Two Senior Auditors in the Internal Audit Wing are lying vacant for a long period due to non availability of Officers on deputation from the office of the Accountant General . In these circumstances, officers of the Local Fund Audit Department be engaged for the purpose of ensuring effective and timely internal audit.
- ii) Normal revision be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| | Sl. No | Name of post | No. of posts | Existing Scale of pay | Revised Scale of pay |
|---|--------|---|--------------|-----------------------|----------------------|
| | 1 | Director | 1 | IAS | IAS |
| | 2 | Additional Director | 1 | 40640-57440 | 81000-115200 |
| | 3 | Joint Director | 2 | 36140-49740 | 72000-110400 |
| | 4 | Deputy Director | 4 | 24040-38840 | 48000-89000 |
| | 5 | District Lottery Officer | 20 | 21240-37040 | 43600-85000 |
| a | 6 | Assistant District Lottery Officer/ Senior Superintendent/ District Lottery Welfare Officer | 39 | 20740-36140 | 41500-83000 |
| | | Common Category | | | |
| | 7 | Junior Superintendent | 32 | As in CC | As in CC |
| | 8 | Head Clerk | 5 | As in CC | As in CC |
| | 9 | Senior Clerk | 112 | As in CC | As in CC |
| | 10 | Clerk | 111 | As in CC | As in CC |
| | 11 | Fair Copy Superintendent | 1 | As in CC | As in CC |
| | 12 | Confidential Assistant | 1 | As in CC | As in CC |
| | 13 | Typist | 31 | As in CC | As in CC |
| | 14 | Attender cum Packer | 20 | As in CC | As in CC |
| | 15 | Driver | 2 | As in CC | As in CC |
| | 16 | Binder | 1 | As in CC | As in CC |
| | 17 | Office Attendant | 86 | As in CC | As in CC |
| | 18 | Night Watcher | 12 | As in CC | As in CC |
| | 19 | Part Time Sweeper | 14 | As in CC | As in CC |
| | | Posts held by the Personnel of other departments | | | |
| | 20 | Finance Officer | 1 | As in PD | As in PD |

| | | | | | |
|--|----|--|---|----------|----------|
| | 21 | Finance Officer (Karunya Benevolent Fund) | 1 | As in PD | As in PD |
| | 22 | Publicity Officer | 1 | As in PD | As in PD |
| | 23 | Accounts Officer (Internal Audit) | 1 | As in PD | As in PD |
| | 24 | Senior Auditor | 2 | As in PD | As in PD |

- a. 1/3rd of Posts of Assistant District Lottery Officer / Senior Superintendent/ District Lottery Welfare Officer will be placed in the higher grade in the Scale of pay of ` 43600-85000.

5.60 LOCAL SELF GOVERNMENT ENGINEERING DEPARTMENT

The Government vide GO (MS) No. 253/07/LSGD dated 13/11/2007 decided to form a permanent Engineering Cadre for LSGD by drawing Engineering staff from Irrigation Department, Panchayath Department, Block Panchayath, Poverty Alleviation Unit, State Rural Roads Agency, Rural Development Board and the Municipalities and Corporations. This new Department came into existence with effect from 01/01/2008 under a Chief Engineer. The main objective of LSGD Engineering Wing is to assist the Local Self Government Institutions namely Urban Local Bodies like the Municipalities and Corporations and three tier Rural Local Bodies like District/Block/Grama Panchayaths in implementing various infrastructure related works and issuance of building permits.

The Commission had discussions with the various service organisations and the Chief Engineer. Considering all factors involved it is recommended that:

- i) The post of Superintending Engineer may be placed in the scale of pay corresponding to ` 46640-59840.
- ii) Degree in Engineering be made mandatory for direct recruitment and for promotion. The present incumbents in the feeder category may be exempted from this condition and special rules be amended accordingly.
- iii) Staff strength of the Engineers and other staff deployed to LSGD from the PWD/Irrigation/ other departments to be assessed and cadre strength be fixed. Special rules may be finalised accordingly, without delay. Posts arising for Engineering and Technical personnel in LSGD should be filled up by transfer or on deputation basis from Irrigation department where several of them are underemployed or remain idle for want of new projects .
- iv) Normal revision is recommended to all other posts.

Categories of Posts with the existing and proposed Scales of pay are given below

| | Sl. No. | Name of post | No. of posts | Existing Scale of pay | Revised Scale of pay |
|---|------------------------|---|---------------------|------------------------------|-----------------------------|
| | 1. | Chief Engineer | 2 | 48640-59840 | 97000-120000 |
| | 2. | Superintending Engineer/Deputy Chief Engineer | 9 | 44640-58640 | 93000-120000 |
| | 3. | Executive Engineer (HG) | 48 | 40640-57440 | 81000-115200 |
| a | 4. | Executive Engineer | | 36140-49740 | 72000-110400 |
| | 5. | Assistant Executive Engineer (HG) | 229 | 24040-38840 | 48000-89000 |
| b | 6. | Assistant Executive Engineer | | 22360-37940 | 45800-87000 |
| | 7. | Assistant Engineer | 1094 | 20740-36140 | 41500-83000 |
| | 8. | Overseer Gr.I/Draftsman Gr.I | 829 | 13900-24040 | 27800-56700 |
| c | 9. | Overseer Gr.II/Draftsman Gr.II | 776 | 11620-20240 | 23400-48000 |
| | 10. | Overseer Gr.III | 1198 | 9940-16580 | 21100-43600 |
| | Common Category | | | | |
| | 11. | Administrative Assistant | 1 | As in CC | As in CC |
| | 12. | Divisional Accountant (HG) | 14 | As in CC | As in CC |

| | | | | | |
|--|-----|--------------------------------|-----|----------|----------|
| | 13. | Divisional Accountant | | As in CC | As in CC |
| | 14. | Junior Superintendent | 18 | As in CC | As in CC |
| | 15. | Senior Clerk | 514 | As in CC | As in CC |
| | 16. | Clerk | | As in CC | As in CC |
| | 17. | Typist - Sr. Grade | 149 | As in CC | As in CC |
| | 18. | UD Typist | | As in CC | As in CC |
| | 19. | LD Typist | | As in CC | As in CC |
| | 20. | Office Attendant | 202 | As in CC | As in CC |
| | 21. | Driver Sr. Grade | 18 | As in CC | As in CC |
| | 22. | Driver Gr.I | | As in CC | As in CC |
| | 23. | Driver Gr. II | | As in CC | As in CC |
| | 24. | Part Time Sweeper Category I | 20 | As in CC | As in CC |
| | 25. | Part Time Sweeper Category II | | As in CC | As in CC |
| | 26. | Part Time Sweeper Category III | | As in CC | As in CC |

- a. 25% of the posts will be in Higher Grade.
- b. 1/3rd of posts will be in Higher Grade .
- c. Ratio between Grade I and Grade II will be 1:1

5.61 MEDICAL EDUCATION

The Directorate of Medical Education was established in 1983. There are 8 Medical Colleges, 4 Dental Colleges, 5 Nursing Colleges, 3 Nursing Schools and a College of Pharmacy under the Directorate of Medical Education in the state of Kerala. The Department of Pharmacy at Medical College Kozhikkode, Alappuzha and Kottayam are also running the B.Pharm Course. The Director of Medical Education is the Head of the Department. Prior to the formation of the Directorate of Medical Education, Medical Colleges in the State were treated as separate units under the overall control of Director of Health Services Department.

After consideration of the matter in consultation with Service Organizations and the Director of Medical Education, Commission recommends that:

- i) Nursing Assistant/Junior Lab Assistant/Other Attender/Lab Attender/X-ray Attender may be placed in the revised scale of pay corresponding to ` 8960-14620 as it is necessary to give a Higher scale to the promotion post
- ii) Post of Fitter(H) may be placed in the revised scale corresponding to ` 9190-15780 since the prescribed qualification is ITI certificate
- iii) Post of Lift Operator (H) may be placed on the scale of pay corresponding to ` 9190-15780 as it is necessary to equate the post of life operator with the same post in common category
- iv) Post of Mechanic(H) may be placed in the scale of pay corresponding to ` 9190-15780 since the prescribed qualification is ITI Certificate
- v) Post of Plumber cum Operator may be placed in the revised scale of pay corresponding to ` 9190-15780 since the prescribed qualification is ITI certificate.
- vi) Post of Perfusionist may be placed in the revised scale of pay corresponding to Rs.18740-33680 as a personal scale as qualification for the post is BSc Degree in Medical Laboratory Technology and as it is an isolated post and the present incumbent is stagnating. The Scale will revert back to Rs.15380-25900 on the present incumbent vacating the post.
- vii) Post of store Superintendent may be placed in the revised scale corresponding to ` 16980-31360 as this is the promotion post of Pharmacist store keeper (on ` 16180-29180)
- viii) Post of Pharmacist Grade I may be placed in the revised scale corresponding to ` 13900-24040 as it is necessary to equate the post with the same post in the Health Service Department
- ix) Post of Senior Dietician may be placed in the revised scale corresponding to ` 19240-34500, so that this may be on par with similar post in Health Services Department
- x) Post of Dietician Grade I may be placed in the revised scale corresponding to ` 16180-29180. This is not included in the 9th Pay Revision Order. Hence the Recommendation
- xi) Post of Dietician Grade II may be placed in the revised scale corresponding to ` 14620-25280. This entry post is not seen included in the 9th Pay Revision Order. Hence the Recommendation.
- xii) Post of Medical Record Librarian may be placed in the revised scale corresponding to ` 11620-18740, in order to equate the post with similar post in Health Service Department. This is subject to the condition that qualification for the post of new entrant shall be same as that in Health Service Department

- xiii) Post of Scientific Assistant (Physiotherapy) may be placed in the revised scale corresponding to ` 18740-33680. It is seen that in the 9th Pay Revision Order this post was brought down without stating any reason. Hence this deserves to be restored.
- xiv) Post of Foreman (Power Laundry) may be placed in the revised scale of pay corresponding to ` 13900-24040 as qualification prescribed for the post (ie, SSLC and Diploma) deserves a higher scale.
- xv) Post of Rehabilitation Technician Grade II (Prosthetics/Orthotics/Leather) may be placed in the revised scale corresponding to ` 11620-20240 as qualification prescribed (Bachelor of Technology/Diploma in Rehabilitation) for the post deserves a higher grade.
- xvi) Post of Curator (HG) may be placed in the scale corresponding to ` 16180-29180 and the curator and curator (HG) may be allowed as 2:1 ratio.
- xvii) Post of Research Assistant may be placed in the revised scale corresponding to ` 15380-25900, since the qualification for the post is B.Sc Zoology/Chemistry/Physics and it is the feeder post of Junior Research Officer.
- xviii) Post of Staff Nurse Grade II may be placed in the Scale of pay corresponding to ` 14620-25280
- xix) 1) Post of Staff Nurse Grade I may be placed in the Scale of Pay corresponding to ` 15380-25900
 2) Post of Head Nurse may be placed in the scale corresponding to ` 16980-31360
 3) The above recommendations are based on the nature of duty and workload.
- xx) Normal revision may be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| Sl. No. | Designation | No of Posts | Existing Scale of Pay | Revising 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) | | | | |
| | Principal | 7 | UGC | UGC |
| | Vice principal | 8 | UGC | UGC |
| | Professor | 225 | UGC | UGC |
| | Associate Professor | 279 | UGC | UGC |

| | | | | |
|---|--|-----|-------------|-------------|
| | Assistant Professor | 541 | UGC | UGC |
| | Lecturer | 900 | UGC | UGC |
| | Bio Medical Engineer | 1 | UGC | UGC |
| | Lecturer | 1 | UGC | UGC |
| | Professor (Physical Education) | 1 | UGC | UGC |
| | Lecturer (Physical Education) | 1 | UGC | UGC |
| | Lecturer (Pharmacy) | 1 | UGC | UGC |
| | Lecturer, Pharmaceutical Engineering | 1 | UGC | UGC |
| | Lecturer in Health Education | 1 | UGC | UGC |
| | Speech Pathologists & Audiologist | 4 | 19240-34500 | 39500-79200 |
| a | Social Scientist (HG) | | 19240-34500 | 39500-79200 |
| | Tutor (MLT) | 5 | 19240-34500 | 39500-79200 |
| | Tutor School of MLT(Biochemistry/Microbiology) | 1 | 19240-34500 | 39500-79200 |
| | Tutor in Dental Mechanic | 2 | 18740-33680 | 37500-75600 |
| | Tutor Technician (MLT) | 15 | 18740-33680 | 37500-75600 |
| | Orthotic Technician | 2 | 18740-33680 | 37500-75600 |
| | Medical Record Superintendent | 5 | 18740-33680 | 37500-75600 |
| | Dialysis Technician | 2 | 18740-33680 | 37500-75600 |
| | Tutor Technician (Optometry) | 1 | 18740-33680 | 37500-75600 |
| | Tutor, Dental Hygiene | 1 | 18740-33680 | 37500-75600 |
| | Radiographer (Teaching) | 2 | 18740-33680 | 37500-75600 |
| | Instrument Mechanic (Pharmacy) | 1 | 15380-25900 | 30700-62400 |
| | Health Educator | 2 | 16180-29180 | 32300-65400 |
| | Entomological Assistant | 2 | 16180-29180 | 32300-65400 |
| a | Social Scientist | 10 | 16180- | 32300- |

a. Existing ratio will be 1:1

b. Upgraded from Electronic Engineer cum Research Superintendent to Technical Officer vide GO(Ms) No.267/2011/H&FWD dated,6.4.2011.

| | | | | | |
|---|--|--|----|-------------|--------------|
| | | | | 29180 | 65400 |
| | | Statistical Assistant | 3 | 13900-24040 | 27800-56700 |
| College of Pharmaceutical Sciences | | | | | |
| | | Principal | 1 | UGC | UGC |
| | | Professor | 4 | UGC | UGC |
| | | Associate Professor | 4 | UGC | UGC |
| | | Assistant Professor | 9 | UGC | UGC |
| | | Lecturer | 15 | UGC | UGC |
| College of Nursing | | | | | |
| | | Principal | 1 | UGC | UGC |
| | | Professor | 3 | UGC | UGC |
| | | Associate Professor | 6 | UGC | UGC |
| | | Assistant Professor | 9 | UGC | UGC |
| | | Tutor | 15 | UGC | UGC |
| Non -Teaching Medical | | | | | |
| | | Associate Professor of Medicine (Research) | 1 | UGC | UGC |
| Non -Teaching Non- Medical | | | | | |
| b | | Technical Officer | 1 | 36140-49740 | 72000-110400 |
| | | Senior Grade Librarian | 1 | 32110-44640 | 63900-103600 |
| | | Chief Physiotherapist | 1 | 22360-37940 | 45800-87000 |
| | | Nursing Officer | 7 | 22360-37940 | 45800-87000 |
| | | Chief Occupational Therapist | 2 | 22360-37940 | 45800-87000 |
| | | Senior Scientific Officer | 13 | 21240-37040 | 43600-85000 |
| | | Senior Research Officer | 1 | 21240-37040 | 43600-85000 |
| | | Senior Librarian | 1 | 24040-38840 | 48000-89000 |
| | | Nursing Superintendent Gr. I | 47 | 20740-36140 | 41500-83000 |
| | | Biochemist | 8 | 19240-34500 | 39500-79200 |
| | | Bio-Medical Engineer(Technical - Non-Teaching) | 2 | 19240-34500 | 39500-79200 |
| | | Clinical Psychologist | 4 | 18740-33680 | 37500-75600 |
| | | Physiological Assistant | 1 | 19240-34500 | 39500-79200 |

| | | | | | |
|---|--|---|----|-------------|-------------|
| | | Medical Statistician | 1 | 19240-34500 | 39500-79200 |
| | | Mechanical Engineer | 1 | 20740-36140 | 41500-83000 |
| c | | Pharmaceutical Chemist | 4 | 19240-34500 | 39500-79200 |
| | | Scientific Assistant (Physiotherapy) | 21 | 16980-31360 | 37500-75600 |
| | | Security Officer | 1 | 18740-33680 | 37500-75600 |
| | | Nursing Superintendent Gr. II | 27 | 18740-33680 | 37500-75600 |
| | | Senior Scientific Assistant | 15 | 19240-34500 | 39500-79200 |
| | | Assistant Leprosy Officer | 5 | 18740-33680 | 37500-75600 |
| | | Superintendent of Press | 1 | 18740-33680 | 37500-75600 |
| | | Medical Records Superintendent | 5 | 18740-33680 | 37500-75600 |
| | | Junior Scientific Officer | 3 | 19240-34500 | 39500-79200 |
| | | Rehabilitation Co- Ordinator | 1 | 18740-33680 | 37500-75600 |
| d | | Refractionist /Orthoptist Senior Grade | 12 | 18740-33680 | 37500-75600 |
| | | Scientific Assistant (Occupational Therapy) | 7 | 18740-33680 | 37500-75600 |
| | | Dietician Sr. Gr. | 3 | 18740-33680 | 39500-79200 |
| | | Scientific Assistant (Blood Bank) | 7 | 16180-29180 | 32300-65400 |
| | | Scientific Assistant (Lab Technician) | 3 | 16180-29180 | 32300-65400 |
| | | Scientific Assistant | 17 | 18740-33680 | 37500-75600 |
| | | Junior Research Officer | 3 | 18740-33680 | 37500-75600 |
| | | Prosthetics and Orthotics Engineer | 1 | 18740-33680 | 37500-75600 |
| | | Pharmacist Store Keeper | 11 | 16180-29180 | 32300-65400 |

c. B.Pharm graduates only are eligible for the scale

d. Existing ratio among Senior Grade, Grade I and Grade II will be 1:2:2

e. The ratio between Head Nurse and Staff Nurse Grade I will be 1:2

| | | | | | |
|---|--|--|-----|-------------|-------------|
| | | Technical Assistant (Refrigeration and AC) | 1 | 16180-29180 | 32300-65400 |
| e | | Head Nurse | 552 | 16180-29180 | 33900-68700 |
| | | Technical Assistant (Electronics) | 1 | 16180-29180 | 32300-65400 |
| | | Technical Assistant (Machinist) | 1 | 16180-29180 | 32300-65400 |
| | | AC-cum-Refrigeration Supervisor | 1 | 16180-29180 | 32300-65400 |
| | | Lady Health Supervisor | 1 | 16180-29180 | 32300-65400 |
| | | Health Supervisor | 10 | 16180-29180 | 32300-65400 |
| | | Scientific Assistant (Electro diagnosis) | 2 | 16180-29180 | 32300-65400 |
| | | Maxillo Facial Prosthetic Technician | 1 | 16180-29180 | 32300-65400 |
| | | Dietician Gr.I | 3 | 16180-29180 | 32300-65400 |
| | | Work shop Foreman/Foreman | 1 | 16980-31360 | 33900-68700 |
| # | | Perfusionist | 1 | 15380-25900 | 30700-62400 |
| | | Museum-cum-photographic Assistant | 2 | 15380-25900 | 30700-62400 |
| | | Senior Store Officer (Technical) | 1 | 16980-31360 | 33900-68700 |
| | | Research Assistant | 4 | 14620-25280 | 30700-62400 |
| | | Security Assistant | 5 | 14620-25280 | 29200-59400 |
| f | | Senior Technician | 117 | 16180-29180 | 32300-65400 |
| | | Dietician Gr.II | 3 | 14620-25280 | 29200-59400 |
| g | | Health Inspector (H) | | 14620-25280 | 29200-59400 |
| | | Psychiatric Social worker | 3 | 16180-29180 | 32300-65400 |

f. Ratio among Grade I, Grade II and senior Technician will be 1: 1: 1

g. Post shifted from Health Services

h. Ratio between Grade I and Grade II will be 1: 1

The incumbent is sanctioned a personal scale of 37500-75600.

| | | | | | |
|---|--|---------------------------------|------|-------------|-------------|
| h | | Staff Nurse Gr. I | 1134 | 14620-25280 | 30700-62400 |
| | | Store Superintendent | 6 | 14620-25280 | 33900-68700 |
| | | Enquiry Officer | 1 | 16180-29180 | 32300-65400 |
| | | Store Keeper (Pharmacist) | 2 | 16180-29180 | 32300-65400 |
| | | Health Inspector Gr. I | 7 | 16180-29180 | 32300-65400 |
| | | Lady Health Inspector | 17 | 14620-25280 | 29200-59400 |
| h | | Radiographer Gr. I | 89 | 13900-24040 | 27800-56700 |
| | | Foreman | 2 | 13900-24040 | 27800-56700 |
| | | Serological Assistant | 1 | 13900-24040 | 27800-56700 |
| h | | Dental Mechanic Gr. I | 10 | 13900-24040 | 27800-56700 |
| | | Medical Social Worker | 1 | 13900-24040 | 27800-56700 |
| | | Lab Assistant | 15 | 14620-25280 | 29200-59400 |
| | | Social Worker | 2 | 13900-24040 | 27800-56700 |
| | | Lab Assistant (Dialysis) | 3 | 13900-24040 | 27800-56700 |
| f | | Lab Technician Gr. I | 117 | 13900-24040 | 27800-56700 |
| | | Mortuary Technician Gr. I | 2 | 13900-24040 | 27800-56700 |
| h | | Blood Bank Technician Gr. I | 32 | 13900-24040 | 27800-56700 |
| h | | Lab Technician (Pharmacy) Gr. I | 8 | 13900-24040 | 27800-56700 |
| o | | Curator | 11 | 14620-25280 | 29200-59400 |
| | | Health Inspector Gr. II | 7 | 14620-25280 | 29200-59400 |
| | | Cyto Technician | 11 | 13900-24040 | 27800-56700 |

| | | | | | |
|---|--|--|------|-------------|-------------|
| d | | Refractionist /Orthoptist Gr. I | 15 | 13900-24040 | 27800-56700 |
| | | Foreman-cum-Litho Press Operator | 1 | 13900-24040 | 27800-56700 |
| h | | Dental Hygienist Gr. I | 38 | 13900-24040 | 27800-56700 |
| | | Junior Public Health Nurse Gr. I | 21 | 13900-24040 | 27800-56700 |
| | | Respiratory Technician HG | 1 | 13900-24040 | 27800-56700 |
| | | X-Ray Mechanic | 6 | 13900-24040 | 27800-56700 |
| h | | Medical Record Librarian Gr. I | 18 | 13210-22360 | 26500-54000 |
| | | Museum Curator | 3 | 13210-22360 | 26500-54000 |
| | | Artist Curator | 4 | 13210-22360 | 26500-54000 |
| | | Technician (Media Making) Gr. I | 6 | 13210-22360 | 26500-54000 |
| | | Theatre Mechanic Gr.I | 10 | 13210-22360 | 26500-54000 |
| | | Medical Photographer | 2 | 13210-22360 | 26500-54000 |
| h | | Sterilization Technician Gr. I | 1 | 13210-22360 | 26500-54000 |
| h | | Radium Technician Gr. I | 1 | 13210-22360 | 26500-54000 |
| h | | E E G Technician Gr. I | 5 | 13210-22360 | 26500-54000 |
| | | VD Social Worker | 1 | 13210-22360 | 26500-54000 |
| h | | ECG Technician Gr.I/ TMT Technician Gr.I | 23 | 13210-22360 | 26500-54000 |
| i | | Junior Health Inspector Gr. I | 16 | 13900-24040 | 27800-56700 |
| h | | Clinical Audio Metrician Gr. I | 1 | 13210-22360 | 26500-54000 |
| h | | Staff Nurse Gr. II | 1134 | 13900- | 29200- |

o) Curator (HG) may be placed in the scale corresponding to Rs.16180-29180 and the curator and curator (HG) may be allowed as 2:1 ratio.

i. Ratio between Grade I and Grade II is 1:2

| | | | | | |
|---|--|---|-----|-------------|-------------|
| | | | | 24040 | 59400 |
| j | | Refrigeration Mechanic | 7 | 10480-18300 | 22200-45800 |
| k | | CSR Technician Gr. I | 4 | 13210-22360 | 26500-54000 |
| i | | Pharmacist Gr. I | 77 | 13210-22360 | 27800-56700 |
| | | Chemist | 10 | 13210-22360 | 26500-54000 |
| | | Air Condition Mechanic | 3 | 10480-18300 | 22200-45800 |
| | | Instrument Mechanic | 3 | 10480-18300 | 22200-45800 |
| | | Artist/Modeller | 1 | 13210-22360 | 26500-54000 |
| | | Electrician- cum -Mechanic | 4 | 10480-18300 | 22200-45800 |
| | | Mechanic | 13 | 11620-20240 | 23400-48000 |
| h | | Radiographer Gr. II | 89 | 11620-20240 | 23400-48000 |
| h | | Rehabilitation Technician Gr. I (Prosthetics/Orthotics/Leather) | 21 | 13210-22360 | 26500-54000 |
| h | | VD Technician | 1 | 11620-20240 | 23400-48000 |
| i | | Junior Public Health Nurse Gr. II | 7 | 11620-20240 | 23400-48000 |
| | | Junior Health Inspector Gr. II | 24 | 11620-20240 | 23400-48000 |
| | | X-Ray Technician | 3 | 11620-20240 | 23400-48000 |
| d | | Refractionist/Orthoptist Gr. II | 2 | 11620- | 23400- |
| h | | Dental Hygienist Gr. II | 38 | 11620-20240 | 23400-48000 |
| f | | Lab Technician Gr. II | 117 | 11620-20240 | 23400-48000 |
| | | Pharmacist Gr. II | 78 | 11620-20240 | 23400-48000 |
| | | Mortuary Technician Gr. II | 2 | 11620-20240 | 23400-48000 |

k. Ratio between Grade I and Grade II is 1:4

f. Ratio among Grade I, Grade II and senior Technician is 1:1:1

| | | | | | |
|---|--|---|----|-------------|-------------|
| | | Boiler/Fireman | 1 | 11620-20240 | 23400-48000 |
| h | | Blood Bank Technician Gr. II | 33 | 11620-20240 | 23400-48000 |
| | | Foreman (Power Laundry) | 2 | 11620-20240 | 27800-56700 |
| h | | Lab Technician (Pharmacy) Gr. II | 9 | 11620-20240 | 23400-48000 |
| h | | Dental Mechanic Gr. II | 19 | 11620-20240 | 23400-48000 |
| | | Electric Mechanic | 1 | 11620-20240 | 23400-48000 |
| | | Theatre Technician | 18 | 10480-18300 | 22200-45800 |
| | | Respiratory Technician Gr. II | 1 | 10480-18300 | 22200-45800 |
| | | Technician Media Making Gr. II | 6 | 10480-18300 | 22200-45800 |
| | | Hematology Technician | 1 | 10480-18300 | 22200-45800 |
| | | Electrician Overseer | 4 | 10480-18300 | 22200-45800 |
| | | Litho Press Operator | 1 | 9940-16580 | 9940-16580 |
| h | | Medical Record Librarian Gr. II | 18 | 9940-16580 | 11620-18740 |
| h | | Sterilization Technician Gr. II | 1 | 9940-16580 | 21100-43600 |
| k | | CSR Technician Gr. II | 16 | 9940-16580 | 21100-43600 |
| | | Anesthesia Technician | 24 | 9940-16580 | 21100-43600 |
| h | | Radium Technician Gr. II | 1 | 9940-16580 | 21100-43600 |
| h | | Nuclear Medicine Technician Gr. II | 4 | 9940-16580 | 21100-43600 |
| h | | E E G Technician Gr. II | 6 | 9940-16580 | 21100-43600 |
| h | | E C G Technician Gr. II/TMT Technician Gr. II | 23 | 9940-16580 | 21100-43600 |
| h | | Clinical Audiometrician Gr. II | 1 | 9940-16580 | 21100-43600 |
| | | Theatre Mechanic Gr. II | 10 | 9940-16580 | 21100-43600 |

| | | | | | |
|---|--|--|-----|-------------|-------------|
| | | Lift Mechanic | 2 | 10480-18300 | 22200-45800 |
| | | Electrician | 14 | 10480-18300 | 22200-45800 |
| | | Receptionist | 5 | 9940-16580 | 9940-16580 |
| h | | Rehabilitation Technician Gr. II (Prosthetics/Orthotics/Leather) | 23 | 9940-16580 | 23400-48000 |
| | | Machinist | 1 | 10480-18300 | 22200-45800 |
| | | Pump Operator | 7 | 9190-15780 | 20000-41500 |
| | | Junior Laboratory Assistant | 209 | 9190-15780 | 20000-41500 |
| | | Dark Room Assistant | 4 | 9190-15780 | 20000-41500 |
| | | Compositor | 2 | 9190-15780 | 20000-41500 |
| | | Lift Operator | 55 | 9190-15780 | 20000-41500 |
| | | Glass Blower | 1 | 9190-15780 | 20000-41500 |
| | | Assistant Foreman | 12 | 9190-15780 | 20000-41500 |
| | | Printer | 1 | 9190-15780 | 20000-41500 |
| | | Steward | 6 | 9190-15780 | 20000-41500 |
| | | Binder | 2 | 9190-15780 | 20000-41500 |
| | | Nursing Assistant (HG) | | 8960-14260 | 19000-39500 |
| | | Painter | 1 | 8960-14260 | 19000-39500 |
| g | | Lift Operator (H) | 1 | 8960-14260 | 20000-41500 |
| | | Telephone Attender | | 8960-14260 | 19000-39500 |
| | | Cobbler | 3 | 8960-14260 | 19000-39500 |
| g | | Mechanic(H) | | 8960-14260 | 20000-41500 |
| g | | Plumber cum Operator(H) | | 8960-14260 | 20000-41500 |

| | | | | | |
|---|--|---------------------------------|------|------------|-------------|
| | | Projectionist | 4 | 8960-14260 | 19000-39500 |
| | | Theatre Assistant | 17 | 8960-14260 | 19000-39500 |
| g | | Fitter (H) | 10 | 8960-14260 | 20000-41500 |
| | | Helper | 18 | 8730-13540 | 18000-37500 |
| | | Boiler Attender | 2 | 8730-13540 | 18000-37500 |
| | | X-Ray Attender | 30 | 8730-13540 | 19000-39500 |
| | | Power Laundry Attender | 23 | 8730-13540 | 18000-37500 |
| | | Nursing Assistant | 1171 | 8730-13540 | 19000-39500 |
| | | ECG Attender | 1 | 8730-13540 | 18000-37500 |
| | | Hospital Attender | 162 | 8730-13540 | 19000-39500 |
| | | Female Physiotherapy Assistant | 1 | 8730-13540 | 18000-37500 |
| | | Lab Attender | 1 | 8730-13540 | 19000-39500 |
| n | | Hospital Attendant Gr. I | 548 | 8730-13540 | 19000-39500 |
| g | | Lab Assistant (H) | 1 | 8730-13540 | 19000-39500 |
| g | | Junior Laboratory Assistant (H) | 13 | 8730-13540 | 19000-39500 |
| | | Tailor | 2 | 8730-13540 | 18000-37500 |
| g | | Telephone Operator (H) | 1 | 8730-13540 | 18000-37500 |
| | | Marker | 4 | 8730-13540 | 18000-37500 |
| | | House keeper | 35 | 8730-13540 | 18000-37500 |
| g | | Painter (H) | 1 | 8730-13540 | 18000-37500 |
| | | Theatre Assistant | 17 | 8730-13540 | 18000-37500 |

g. Post shifted from Health Services

n. Ratio between Grade I and grade II posts is 1: 3

| | | | | | |
|---|--|---------------------------------|-----|------------|-------------|
| | | Animal Attender | 10 | 8730-13540 | 18000-37500 |
| | | Barber | 6 | 8500-13210 | 17000-35700 |
| n | | Hospital Attendant Gr. II | 748 | 8500-13210 | 17000-35700 |
| | | Electrical Lascar | 1 | 8500-13210 | 17000-35700 |
| | | Dialysis Machine Operator | 2 | 8500-13210 | 17000-35700 |
| Posts held by Personnel of Other Departments | | | | | |
| | | Administrative Officer Gr-I | 1 | As in PD | As in PD |
| | | Finance Officer | 1 | As in PD | As in PD |
| | | Administrative Officer Gr-II | 2 | As in PD | As in PD |
| Common Category | | | | | |
| | | Planning Officer | 1 | As in CC | As in CC |
| | | Accounts Officer | 13 | As in CC | As in CC |
| | | Administrative Assistant | 9 | As in CC | As in CC |
| | | Librarian Gr. I | 5 | As in CC | As in CC |
| | | Confidential Assistant Sel. Gr. | 16 | As in CC | As in CC |
| | | Lay Secretary and Treasurer | 10 | As in CC | As in CC |
| | | Senior Superintendent | 19 | As in CC | As in CC |
| | | Junior Superintendent | 56 | As in CC | As in CC |
| | | Fair Copy Superintendent | 6 | As in CC | As in CC |
| | | Librarian Gr. II | 17 | As in CC | As in CC |
| | | Confidential Assistant Sr. Gr. | 16 | As in CC | As in CC |
| | | Computer Programmer | 1 | As in CC | As in CC |
| | | Typist Selection Gr | 25 | As in CC | As in CC |
| | | Librarian Gr III | 6 | As in CC | As in CC |
| | | Confidential Assistant .Gr.I | 16 | As in CC | As in CC |
| | | UD Typist | 25 | As in CC | As in CC |
| | | Senior Clerk | 218 | As in CC | As in CC |
| | | Librarian Gr. IV | 12 | As in CC | As in CC |
| | | Sergeant | 32 | As in CC | As in CC |
| | | Confidential Assistant Gr.II | 17 | As in CC | As in CC |
| | | Driver Gr. I | 27 | As in CC | As in CC |
| | | Clerk | 218 | As in CC | As in CC |
| | | Clerk Typist | 44 | As in CC | As in CC |
| | | LD Typist | 25 | As in CC | As in CC |
| | | Clerk cum Data Entry Operator | 3 | As in CC | As in CC |
| | | Driver Gr. II | 32 | As in CC | As in CC |
| | | Lift Operator | 55 | As in CC | As in CC |

| | | | | |
|--|--|-----|----------|----------|
| | Tailoring Instructor | 19 | As in CC | As in CC |
| | Telephone Operator | 19 | As in CC | As in CC |
| | Plumber | 10 | As in CC | As in CC |
| | Head Cook | 1 | As in CC | As in CC |
| | Binder | 2 | As in CC | As in CC |
| | Clerical Attender/Librarian Assistant/Library Attender | 50 | As in CC | As in CC |
| | Mess Girl | 3 | As in CC | As in CC |
| | Duffedar | 2 | As in CC | As in CC |
| | Gardener | 14 | As in CC | As in CC |
| | Lascar | 1 | As in CC | As in CC |
| | Watchman | 66 | As in CC | As in CC |
| | Van Cleaner | 18 | As in CC | As in CC |
| | Cook | 64 | As in CC | As in CC |
| | Dhobi | 52 | As in CC | As in CC |
| | Office Attendant | 138 | As in CC | As in CC |
| | Full Time Sweeper | 263 | As in CC | As in CC |
| | Part time Sweeper | 382 | As in CC | As in CC |

5.62 MINING & GEOLOGY.

The Department of Mining & Geology was part of the Industries Department for several decades. The Department was formed as a separate entity in May 1946. The Department was reorganized in 1970 and was named as the Department of Mining & Geology. At present this Department has in its fold 14 District Offices and 3 Mineral Squads. There are two divisions in the Department viz. Exploratory and Prospecting Division and Mineral Development and Mining Lease Division. Director is the Head of the Department. The Department has a total of 266 posts.

The Commission had discussions with the various Service Organisations and the Head of Department and recommends that:

- i) The post of Senior Geologist may be allowed 25% higher grade on ` 29180-43640 considering the position that there is no ratio based higher grade for these posts.
- ii) Normal revision is recommended to all other posts.

Categories of Posts with the existing and proposed Scales of pay are given below

| SI. No. | Name of Post | No. of posts | Existing Scale of Pay | Revised Scale of Pay |
|---------|---------------------|--------------|-----------------------|----------------------|
| | Director | 1 | 42640-58640 | 85000-117600 |
| | Additional Director | 1 | 40640-57440 | 81000-115200 |

| | | | | | |
|---|--|--|----|-------------|--------------|
| | | Deputy Director | 2 | 36140-49740 | 72000-110400 |
| | | Senior Geologist(HG) | | | 58050-101400 |
| a | | Senior Geologist | 6 | 24040-38840 | 48000-89000 |
| | | Senior Chemist | 1 | 24040-38840 | 48000-89000 |
| b | | Geologist | 21 | 21240-37040 | 43600-85000 |
| | | Administrative-cum- Accounts Officer | 1 | 21240-37040 | 43600-85000 |
| | | Audit Officer | 1 | 21240-37040 | 43600-85000 |
| | | Assistant Geologist | 30 | 19240-34500 | 39500-79200 |
| | | Junior Chemist | 3 | 19240-34500 | 39500-79200 |
| | | Asst. Drilling Engineer | 1 | 19240-34500 | 39500-79200 |
| | | Senior Auditor | 1 | 16180-29180 | 32300-65400 |
| | | Mineral Revenue inspector(HG) | | 16180-29180 | 32300-65400 |
| c | | Mineral Revenue inspector | 16 | 14620-25280 | 29200-59400 |
| d | | Driller Mechanic/ Driller (HG) | | 14620-25280 | 29200-59400 |
| d | | Driller | 4 | 13210-22360 | 26500-54000 |
| | | Junior Auditor | 2 | 13900-24040 | 27800-56700 |
| | | Draftsman-cum- Surveyor Gr II | 1 | 11620-20240 | 23400-48000 |
| | | Tracer | 1 | 9940-16580 | 21100-43600 |
| | | Drilling Assistant/Technical Assistant | 5 | 9190-15780 | 20000-41500 |
| e | | Laboratory Assistant | 1 | 9190-15780 | 20000-41500 |
| | | Section Cutter | 1 | 8960-14260 | 19000-39500 |
| | | Laboratory Attender | 5 | 8730-13540 | 18000-37500 |
| | | Post held by personnel of other departments | | | |
| | | Administrative Officer | 1 | As in PD | As in PD |
| | | Common category | | | |
| | | Senior Superintendent | 2 | As in CC | As in CC |
| | | Junior Superintendent | 3 | As in CC | As in CC |
| | | Fair Copy Superintendent | 1 | As in CC | As in CC |
| | | Senior Clerk | 25 | As in CC | As in CC |
| | | Clerk | 24 | As in CC | As in CC |
| | | Clerk-Typist | 1 | As in CC | As in CC |

| | | | | | |
|--|--|---------------------------------|----|----------|----------|
| | | Selection Grade Typist | 6 | As in CC | As in CC |
| | | U.D. Typist | 8 | As in CC | As in CC |
| | | L.D. Typist | 9 | As in CC | As in CC |
| | | Librarian Grade IV | 1 | As in CC | As in CC |
| | | Confidential Assistant Grade II | 1 | As in CC | As in CC |
| | | Driver Grade II (LDV) | 22 | As in CC | As in CC |
| | | Duffedar | 1 | As in CC | As in CC |
| | | Office Attendant | 28 | As in CC | As in CC |
| | | Night Watcher | 13 | As in CC | As in CC |
| | | Gardener | 1 | As in CC | As in CC |
| | | Sanitary Worker | 1 | As in CC | As in CC |
| | | Full Time Sweeper | 2 | As in CC | As in CC |
| | | Part Time Sweeper | 13 | As in CC | As in CC |

- a. 25% of the posts will be in HG
- b. The ratio 1:3 between Senior Geologist and Geologist will continue.
- c. Higher Grade in the ratio 1:1
- d. Higher Grade at 1:1 ratio will continue.
- e. Existing ratio of 1:1 between Section Cutter and the Lab Attender for promotion to the post of Laboratory Assistant will continue.

5.63 **MOTOR VEHICLES DEPARTMENT**

The Department of Motor Vehicles is a state-level government agency that administers vehicle registration and driver licensing. The Department functions under the provisions of section 213 of Motor Vehicles Act, 1988. The Department is primarily established for enforcement of the provisions of Motor Vehicles Act, 1988, Kerala Motor Vehicles Taxation Act 1976 and the rules framed under these two Acts. The department is charged with the responsibility of administering of Motor Vehicles Act through regulatory and enforcement mechanism.

The Department is headed by Transport Commissioner, who is the Head of the Department belonging to IAS/IPS Cadre.

After discussions with the Service Organizations and the Head of the Department, Commission recommends that:

- i) Post of Assistant Motor Vehicle Inspector may be placed in the revised scale corresponding to ` 16980-31360
- ii) Post of Motor Vehicle Inspector may be allowed a 33 1/3 % Higher Grade on ` 21240-37040 as allowed to similar posts.

- iii) Post of Joint Regional Transport Officer may be allowed a 25% Higher Grade corresponding to ` 24040-38840 with revision thereon.
- iv) Normal revision is recommended to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| | Sl. No. | Name of Post | No. of Posts | Existing scale of pay | Revised scale of pay |
|---|---------|---|--------------|-----------------------|----------------------|
| | 1 | Transport Commissioner | 1 | IAS | IAS |
| | 2 | Additional Transport Commissioner | 1 | IPS | IPS |
| | 3 | Senior Deputy Transport Commissioner & Secretary State Transport Authority | | 42640-58640 | 85000-117600 |
| | 4 | Senior Deputy Transport Commissioner(Taxes) | | 40640-57440 | 81000-115200 |
| | 5 | Deputy Transport Commissioner | 4 | 36140-49740 | 72000-110400 |
| | 6 | Regional Transport Officer/Assistant Transport Commissioner | 23 | 24040-38840 | 48000-89000 |
| | 7 | Joint Regional Transport Officer/Assistant Secretary, State Transport Authority(HG) | | | 48000-89000 |
| a | 8 | Joint Regional Transport Officer/Assistant Secretary, State Transport Authority | 75 | 21240-37040 | 43600-85000 |
| | 9 | Motor Vehicle Inspector(HG) | | | 43600-85000 |
| b | 10 | Motor Vehicle Inspector | 212 | 20740-36140 | 41500-83000 |
| | 11 | Assistant Motor Vehicle Inspector | 401 | 16180-29180 | 33900-68700 |
| | | Common Category | | | |
| | 12 | Accounts Officer | 1 | As in CC | As in CC |
| | 13 | Accounts Officer (Audit) | 1 | As in CC | As in CC |
| | 14 | Senior Superintendent | 36 | As in CC | As in CC |
| | 15 | Junior Superintendent | 61 | As in CC | As in CC |
| | 16 | Head Clerk/Head Accountant/Public Relations Officer | 155 | As in CC | As in CC |
| | 17 | Senior Clerk | 372 | As in CC | As in CC |
| | 18 | Clerk | 373 | As in CC | As in CC |

| | | | | |
|---|--|-----|----------|----------|
| 19 | Selection Grade Confidential Assistant | 3 | As in CC | As in CC |
| 20 | Senior Grade Confidential Assistant | 3 | As in CC | As in CC |
| 21 | Confidential Assistant Grade I | 3 | As in CC | As in CC |
| 22 | Confidential Assistant Grade II | 3 | As in CC | As in CC |
| 23 | Selection Grade Typist | 26 | As in CC | As in CC |
| 24 | U.D. Typist | 26 | As in CC | As in CC |
| 25 | L.D. Typist | 26 | As in CC | As in CC |
| 26 | Driver | 86 | As in CC | As in CC |
| 27 | Roneo Operator | 1 | As in CC | As in CC |
| 28 | Attender | 43 | As in CC | As in CC |
| 29 | Office Attendant | 250 | As in CC | As in CC |
| 30 | Part Time Sweeper | 66 | As in CC | As in CC |
| Posts held by personnel of other Departments | | | | |
| 31 | Technical Advisor | | AICTE | AICTE |
| 32 | Senior Administrative Officer | | As in PD | As in PD |
| 33 | Senior Finance Officer | | As in PD | As in PD |
| 34 | Senior Law Officer | | As in PD | As in PD |
| 35 | Statistical Officer | | As in PD | As in PD |

- a. 25% of the posts will be in the Higher Grade.
- b. 1/3rd of the posts will be in the Higher Grade.

5.64 MUNICIPAL COMMON SERVICE

The Municipal common Service, which functions as a separate segment under urban Affairs Department was constituted in 1967. It had three wings namely, (a) Ministerial (b) Engineering & Town Planning and (c) Health, prior to 2008. Later, Local Self Government Engineering and Subordinate Engineering Service came into force with effect from 01.01.2008 and the officers of Engineering and Town Planning were absorbed in it. Presently, the Municipal Common Service constitutes all Ministerial & Revenue Branch and Health Wing of all the 5 Municipal corporations and 60 Municipalities.

After discussion with the Service Organisations and HOD it is recommended that:

- i) Health Inspector (different grades) may be given same scale of pay as in Government Service as qualification for the posts are same.

- ii) The designation of Health Officer Gr.I and II are changed as Medical Officer Gr.I and II.
- iii) Normal revision is recommended to all categories.

Categories of Posts with the existing and proposed Scales of pay are given below

| | Sl. No | Name of Post | No. of Posts | Existing Scale of Pay | Revised Scale of Pay |
|----|---------------------------------|--|---------------------|------------------------------|-----------------------------|
| | MCS Office & Revenue | | | | |
| | 1. | Deputy Secretary | 5 | 24040-38840 | 48000-89000 |
| a. | 2. | Personal Assistant to Secretary/ Revenue Officer/ Secretary to Council/ Accounts Officer | 32 | 19240-34500 | 39500-79200 |
| | 3. | Revenue officer Grade II | 32 | 18740-33680 | 37500-75600 |
| | 4. | PABX Operator/Telephone Attender | | 8730-13540 | 18000-37500 |
| | 5. | Attender (stores) | | 8730-13540 | 18000-37500 |
| | 6. | Care taker | | 8500-13210 | 17000-35700 |
| | Health | | | | |
| | 7. | Medical Officer Grade I | 3 | 40640-57440 | 81000-115200 |
| | 8. | Medical Officer Grade II | 5 | 36140-49740 | 72000-110400 |
| | 9. | TB Specialist | 1 | 22360-37940 | 45800-87000 |
| | 10. | Veterinary surgeon | 6 | 20740-36140 | 41500-83000 |
| | 11. | Health officer Grade III/Assistant Health Officer (Corporation)/Medical officer | 13 | 20740-36140 | 41500-83000 |
| | 12. | Lady medical officer | 3 | 20740-36140 | 41500-83000 |
| | 13. | Homoeo Medical Officer | 1 | 20740-36140 | 41500-83000 |
| | 14. | Medical Officer (Ayurveda) | 2 | 20740-36140 | 41500-83000 |
| | 15. | Health Supervisor | 44 | 18740-33680 | 37500-75600 |
| | 16. | Health Inspector Grade I | 83 | 16180-29180 | 32300-65400 |
| | 17. | Food Inspector(HG) | | 16180-29180 | 32300-65400 |
| b. | 18. | Food Inspector | | 14620-25280 | 29200-59400 |
| | 19. | Health Inspector Grade II | 151 | 14620-25280 | 30700-62400 |
| | 20. | Junior Health Inspector Grade I | 187 | 13210-22360 | 27800-56700 |

- a. 1/3rd posts will be in Higher Grade on Rs.21240-37040.
- b. 1/3rd will be in Higher Grade.

| | | | | | |
|----|-----|--------------------------------------|-----|-------------|-------------|
| | 21. | Junior Public Health Nurse (HG) | 57 | 13210-22360 | 26500-54000 |
| | 22. | Staff Nurse | 3 | 13210-22360 | 26500-54000 |
| | 23. | Sanitary Inspector | | 11620-20240 | 23400-48000 |
| | 24. | Radiographer | 1 | 11620-20240 | 23400-48000 |
| | 25. | Lab Technician | 1 | 11620-20240 | 23400-48000 |
| | 26. | Pharmacist Gr II (Allopathy) | 13 | 11620-20240 | 23400-48000 |
| | 27. | Junior Health Inspector Grade II | 438 | 11620-20240 | 23400-48000 |
| c. | 28. | Junior Public Health Nurse Grade II | 115 | 11620-20240 | 23400-48000 |
| | 29. | Pharmacist (Homeo) | 1 | 10480-18300 | 22200-45800 |
| | 30. | Pharmacist (Ayurveda) | 3 | 10480-18300 | 22200-45800 |
| | 31. | Public Health Nurse | | 10480-18300 | 22200-45800 |
| | 32. | Compounder | 1 | 9190-15780 | 20000-41500 |
| | 33. | Maistry | | 8730-13540 | 18000-37500 |
| | 34. | Nursing Orderly | | 8730-13540 | 18000-37500 |
| | 35. | Cleaner | | 8730-13540 | 18000-37500 |
| | 36. | Lab Assistant | | 8730-13540 | 18000-37500 |
| | 37. | Mazdoor | | 8730-13540 | 18000-37500 |
| | 38. | Mosquito Control Maistries & workers | | 8730-13540 | 18000-37500 |
| | 39. | Xray Attendar | | 8500-13210 | 17000-35700 |
| | 40. | Female Attendant | | 8500-13210 | 17000-35700 |
| | 41. | Attendant | | 8500-13210 | 17000-35700 |
| | 42. | Lady Assistant | | 8500-13210 | 17000-35700 |
| | 43. | Sanitary Worker | | 8500-13210 | 17000-35700 |
| | | Miscellaneous | | | |
| | 44. | Librarian Grade I | .. | 20740-36140 | 41500-83000 |
| | 45. | Librarian Grade II | 1 | 16180-29180 | 32300-65400 |
| | 46. | Librarian Grade III | 10 | 14620-25280 | 29200-59400 |
| | 47. | Assistant Curator | | 13210-22360 | 26500-54000 |
| | 48. | Sergeant | | 11620-20240 | 23400-48000 |
| | 49. | Nursery School Teacher | 41 | 11620-20240 | 23400-48000 |
| | 50. | Librarian Grade IV | | 11620-20240 | 23400-48000 |
| | 51. | Park Superintendant | | 9190-15780 | 20000-41500 |
| | 52. | Garden Superintendant | | 9190-15780 | 20000-41500 |
| | 53. | Gardener | | 8730-13540 | 18000-37500 |
| | 54. | Library Attendar | | 8730-13540 | 18000-37500 |
| | 55. | Lift Operator | | 9190-15780 | 20000-41500 |
| | 56. | Town Hall sweeper/Gardner | | 8730-13540 | 18000-37500 |

c. 1/3rd of the posts will be in Higher Grade

| | | | | | |
|--|-----|-----------------------------------|------|-------------|-------------|
| | 57. | Carpenter | | 8730-13540 | 18000-37500 |
| | 58. | Community Organizer/Social Worker | | 11620-20240 | 23400-48000 |
| | 59. | Data Entry Operator | | 9190-15780 | 20000-41500 |
| | | Common Category | | | |
| | 60. | Junior Superintendent | 233 | As in CC | As in CC |
| | 61. | Faircopy Superintendent | 6 | As in CC | As in CC |
| | 62. | Head Clerk/Revenue Inspector | 176 | As in CC | As in CC |
| | 63. | Senior Clerk | 1074 | As in CC | As in CC |
| | 64. | Clerk | 1166 | As in CC | As in CC |
| | 65. | Selection Grade Typist | 29 | As in CC | As in CC |
| | 66. | Senior Grade Typist | 29 | | |
| | 67. | U.D.Typist | 45 | As in CC | As in CC |
| | 68. | Typist | 45 | As in CC | As in CC |
| | 69. | Driver (LDV) Gr II | 146 | As in CC | As in CC |
| | 70. | Driver (HDV) | 102 | As in CC | As in CC |
| | 71. | Daffedar | | As in CC | As in CC |
| | 72. | Office Attendant Gr .II | 725 | As in CC | As in CC |

5.65 MUSEUMS & ZOO

The Department of Museums and Zoo is functioning under the Administrative control of the Cultural Affairs Department. It has its head office, Museums and Galleries as well as Zoological Park in Thiruvananthapuram City and, two regional institutions viz. State Museum and Zoo at Thrissur and Art Gallery and Krishna Menon Museum at Kozhikode.

After discussion with the Service Organisations and the HOD the following recommendations are made:

- i) At present there is only one post of Veterinary Surgeon and another post of Livestock Inspector to look after more than 1000 wild animals and birds every day. The Commission finds that the request of the Director for additional posts is reasonable and recommends that one more post of Veterinary Surgeon and one more post of Livestock Inspector be created in the best interest of the zoo. Out of the two Veterinary Surgeons one post may be upgraded as Assistant Director and corresponding revision may be given.
- ii) At present there are 44 animal keepers to look after the wild animals in the zoo and only 3 supervisor keepers. A higher ratio may be allowed by granting one supervisor for every 10 animal keepers (ie., 10%)

- iii) The post of Garden Supervisor may be declared as promotion post of Head Gardner. The feeder post of Garden Supervisor was Specimen Collector. This post was abolished resulting in denial of promotion prospects for Gardeners. As per special rules, in the absence of qualified hands under the category of specimen collector person from any other category can be promoted. Hence special rules may be suitably amended to ensure promotion for Gardeners.
- iv) As per the present rules, the post of Director can be filled up even by promoting employees who have got promoted from the last grade through lateral entry to the post of Curator, Superintendent etc. This is a highly unwelcome situation. Since Trivandrum zoo has substantially grown and occupying an important position among various zoos in the country. Rules may, therefore, be amended to ensure that the post of Director is filled up only from among suitable Indian Forest Service Officers or from suitable Senior Doctors of the Animal Husbandry Department.
- v) There are a few employees including the Veterinary Surgeon who are directly dealing with animals and in receipt of risk allowance. This may be enhanced suitably.
- vi) Normal revision is recommended to all other posts.

Categories of Posts with the existing and proposed Scales of pay are given below

| | Sl. No | Category | No. of Post | Existing Scale of Pay | Revised Scale of Pay |
|---|---------------|-----------------------|--------------------|------------------------------|-----------------------------|
| | 1 | Director | 1 | IFS | IFS |
| | 2 | Superintendent (HG) | 6 | 22360 - 37940 | 45800-87000 |
| a | 3 | Superintendent | | 21240 - 37040 | 43600-85000 |
| | 4 | Education Officer | 1 | 21240 - 37040 | 43600-85000 |
| | 5 | Curator Grade - I - | 3 | 18740 - 33680 | 37500-75600 |
| b | 6 | Curator Grade - II | 3 | 13900 - 24040 | 27800-56700 |
| | 7 | Draftsman Grade - I | 1 | 13900 - 24040 | 27800-56700 |
| | 8 | Biologist | 1 | 13900 - 24040 | 27800-56700 |
| | 9 | Guide/ Guide Lecturer | 1 | 13900 - 24040 | 27800-56700 |

- a. Existing ratio of 1:1 between Lower and Higher Grades will continue.
- b. The ratio between Grade I and Grade II posts will be 1:1
- c. Three posts will be in the Higher Grade on Rs.8960-14260.

| | | | | | |
|--|----|------------------------|----|---------------|-------------|
| | 10 | Taxidermist Grade I | 1 | 13900 - 24040 | 27800-56700 |
| | 11 | Photographer | 1 | 13210 - 22360 | 26500-54000 |
| | 12 | Caretaker Clerk | 1 | 13210 - 22360 | 26500-54000 |
| | 13 | Draftsman Grade - II | 1 | 10480 - 18300 | 22200-45800 |
| | 14 | Taxidermist Grade II | 1 | 10480 - 18300 | 22200-45800 |
| | 15 | Artist Modeller | 1 | 9940 - 16580 | 21100-43600 |
| | 16 | Caretaker | 1 | 9940 - 16580 | 21100-43600 |
| | 17 | Garden Supervisor | 2 | 9940 - 16580 | 21100-43600 |
| | 18 | Pump Operator | 1 | 9190 - 15780 | 20000-41500 |
| | 19 | Supervisor (Zoo) | 2 | 9190 - 15780 | 20000-41500 |
| | 20 | Carpenter | 1 | 9190 - 15780 | 20000-41500 |
| | 21 | Head Gardener | 1 | 8960 - 14260 | 19000-39500 |
| | 22 | Keeper | 42 | 8960 - 14260 | 19000-39500 |
| | 23 | Blacksmith | 1 | 8730 - 13540 | 18000-37500 |
| | 24 | Mason | 2 | 8730 -13540 | 18000-37500 |
| | 25 | Lab Assistant | 2 | 8730 - 13540 | 18000-37500 |
| | 26 | Lab Attendant | 1 | 8730 - 13540 | 18000-37500 |
| | 27 | Gallery Assistant | 2 | 8730 - 13540 | 18000-37500 |
| | 28 | Gardener | 70 | 8730 - 13540 | 18000-37500 |
| | 29 | Gallery Attendant | 21 | 8500 - 13210 | 17000-35700 |
| c | 30 | Guards | 33 | 8500 - 13210 | 17000-35700 |
| Post held by the Personnel of other Departments | | | | | |
| | 31 | Administrative Officer | 1 | As in PD | As in PD |
| | 32 | Finance Officer | 1 | As in PD | As in PD |
| | 33 | Veterinary Surgeon | 2 | As in PD | As in PD |

| | | | | | |
|---------------------------------------|----|---------------------------------|----|----------|----------|
| | 34 | Lineman | 1 | As in PD | As in PD |
| | 35 | Live Stock Inspector | 1 | As in PD | As in PD |
| | 36 | Senior Civil Police Officer | 1 | As in PD | As in PD |
| | 37 | Civil Police Officer | 10 | As in PD | As in PD |
| Common Category | | | | | |
| | 38 | Senior Superintendent | 2 | As in CC | As in CC |
| | 39 | Junior Superintendent | 1 | As in CC | As in CC |
| | 40 | Head Clerk | 2 | As in CC | As in CC |
| | 41 | Senior Clerk | 6 | As in CC | As in CC |
| | 42 | Clerk | 7 | As in CC | As in CC |
| | 43 | LD Clerk - Typist | 2 | As in CC | As in CC |
| | 44 | Confidential Assistant Grade-II | 1 | As in CC | As in CC |
| | 45 | Typist Selection Grade | 1 | As in CC | As in CC |
| | 46 | Upper Division Typist | 1 | As in CC | As in CC |
| | 47 | Lower Division Typist | 1 | As in CC | As in CC |
| | 48 | Driver Grade I | 2 | As in CC | As in CC |
| | 49 | Attender Grade I | 6 | As in CC | As in CC |
| | 50 | Daffedar | 1 | As in CC | As in CC |
| | 51 | Office Attendant | 9 | As in CC | As in CC |
| | 52 | Night Watcher | 1 | As in CC | As in CC |
| | 53 | Sergeant | 1 | As in CC | As in CC |
| | 54 | Cleaner | 4 | As in CC | As in CC |
| | 55 | Scavenger | 3 | As in CC | As in CC |
| | 56 | Sweeper | 44 | As in CC | As in CC |
| Part Time Contingent Employees | | | | | |
| | 57 | Keeper | 5 | As in CC | As in CC |
| | 58 | Gardener | 3 | As in CC | As in CC |

| | | | | | |
|--|----|---------|---|----------|----------|
| | 59 | Sweeper | 3 | As in CC | As in CC |
| | 60 | Watcher | 1 | As in CC | As in CC |

5.66 NCC DEPARTMENT

The NCC Department has mainly two wings. While the Central wing is manned and controlled by Central Government, the State wing is manned and controlled by state Government. The functions of State wing includes Establishment, Finance, Audit & publicity and is headed by Additional Director General, NCC of the rank of Major General with its Headquarters at Thiruvananthapuram. The Directorate is also responsible for NCC activities in Lakshadweep. All the civilian posts in this Department are exclusively reserved to ex-servicemen and their dependent.

After hearing the Service Organisations and the Head of Department it is recommended as follows:

- i) The post of Ship modelling mechanic may be re-designated as Ship modelling instructor as the nature of job justifies such a change.
- ii) The post of Lascar may be re-designated as Store Attendant as the duty attached to the post is store keeping.
- iii) Normal revision is recommended to all other posts.

Categories of Posts with the existing and proposed Scales of pay are given below

| Sl. No. | Name of post | No. of posts | Existing scale of pay | Revised scale of pay |
|---|--|--------------|-----------------------|----------------------|
| 1 | Deputy Director General of NCC | 1 | Defence Service | Defence Service |
| 2 | Publicity-cum-Liaison Officer | 1 | 24040-38840 | 48000-89000 |
| 3 | Accounts Officer | 1 | 21240-37040 | 43600-85000 |
| 4 | Aero-Modelling Instructor cum Store Keeper | 2 | 14620-25280 | 29200-59400 |
| 5 | Ship Modelling Mechanic | 5 | 13210-22360 | 26500-54000 |
| 6 | Ship Modelling Store Keeper | 5 | 9190-15780 | 20000-41500 |
| 7 | Aero-Modelling Helper | 1 | 8730-13540 | 18000-37500 |
| 8 | Boat Keeper | 12 | 8730-13540 | 18000-37500 |
| 9 | Farrier | 1 | 8500-13210 | 17000-35700 |
| 10 | Saddler | 1 | 8500-13210 | 17000-35700 |
| Post held by personnel of other Department | | | | |
| 11 | Administrative Assistant | 1 | As in PD | As in PD |

| Common Category | | | | |
|------------------------|-------------------------------|-----|----------|----------|
| 12 | Senior Superintendent/Manager | 7 | As in CC | As in CC |
| 13 | Junior Superintendent | 50 | As in CC | As in CC |
| 14 | Head Clerk | 4 | As in CC | As in CC |
| 15 | Senior Clerk | 171 | As in CC | As in CC |
| 16 | Clerk | 172 | As in CC | As in CC |
| 17 | Fair Copy Superintendent | 1 | As in CC | As in CC |
| 18 | Selection Grade Typist | 42 | As in CC | As in CC |
| 19 | UD Typist | 23 | As in CC | As in CC |
| 20 | LD Typist | 26 | As in CC | As in CC |
| 21 | Confidential Assistant | 6 | As in CC | As in CC |
| 22 | Driver | 120 | As in CC | As in CC |
| 23 | Attender | 6 | As in CC | As in CC |
| 24 | Office Attendant | 57 | As in CC | As in CC |
| 25 | Lascar | 274 | As in CC | As in CC |
| 26 | Chowkidar | 51 | As in CC | As in CC |
| 27 | Masalchi | 5 | As in CC | As in CC |
| 28 | Cook | 1 | As in CC | As in CC |
| 29 | FTS | 9 | As in CC | As in CC |
| 30 | PTS | 39 | As in CC | As in CC |

5.67 **NATIONAL EMPLOYMENT SERVICE**

Department of National Employment Service was under the control of the Government of India till 31.10.1956 and the administrative control was transferred to the State Government with effect from 01.11.1956. The main objective is to render services to millions of job seekers and to act as a recruitment wing of central and state governments. The Head of the Department is the Director of Employment and Training who is drawn from the IAS cadre. The main functions of the department are Registration and Placement Services.

After discussions with the service organisations and Head of the Department, it is recommended as follows:

- iv) Normal revision is recommended to all posts.

Categories of Posts with the existing and proposed Scales of pay are given below

| Sl. No. | Name of Post | No. of Post | Existing scale of pay | Revised scale of pay |
|----------------|------------------------|--------------------|------------------------------|-----------------------------|
| 1. | Director of Employment | | IAS | IAS |

| | | | | |
|------------------------|---|-----|-------------|--------------|
| 2. | Joint Director of Employment | 1 | 40640-57440 | 81000-115200 |
| 3. | Deputy Director of Employment | 2 | 29180-43640 | 58050-101400 |
| 4. | Regional Deputy Director of Employment | 3 | 29180-43640 | 58050-101400 |
| 5. | State Vocational Guidance Officer | 1 | 24040-38840 | 48000-89000 |
| 6. | Sub Regional Employment Officer | 6 | 24040-38840 | 48000-89000 |
| 7. | Divisional Employment Officer | 4 | 24040-38840 | 48000-89000 |
| 8. | District Employment Officer | 14 | 20740-36140 | 41500-83000 |
| 9. | Employment Officer/Employment Officer(PL) | 108 | 19240-34500 | 39500-79200 |
| 10. | Deputy Chief, University Employment Information and Guidance Bureau | 7 | 19240-34500 | 39500-79200 |
| 11. | Accounts Officer | 1 | 19240-34500 | 39500-79200 |
| 12. | Junior Employment Officer | 133 | 16180-29180 | 32300-65400 |
| 13. | Head Accountant | 1 | 16180-29180 | 32300-65400 |
| 14. | Instructor(Stenography) | 2 | 15380-25900 | 30700-62400 |
| Common Category | | | | |
| 15. | Junior Superintendent | 36 | As in CC | As in CC |
| 16. | Fair Copy Superintendent | 1 | As in CC | As in CC |
| 17. | Head Clerk | 28 | As in CC | As in CC |
| 18. | Confidential Assistant | 6 | As in CC | As in CC |
| 19. | Senior Clerk | 203 | As in CC | As in CC |

| | | | | |
|-----|------------------------|-----|----------|----------|
| 20. | Clerk | 271 | As in CC | As in CC |
| 21. | Technical Assistant | 2 | As in CC | As in CC |
| 22. | Clerk Typist | 9 | As in CC | As in CC |
| 23. | Selection Grade Typist | 34 | As in CC | As in CC |
| 24. | UD Typist | 36 | As in CC | As in CC |
| 25. | LD Typist | 39 | As in CC | As in CC |
| 26. | Artist | 1 | As in CC | As in CC |
| 27. | Clerical Attender | 14 | As in CC | As in CC |
| 28. | Driver | 1 | As in CC | As in CC |
| 29. | Roneo Operator | 1 | As in CC | As in CC |
| 30. | Office Attendant | 138 | As in CC | As in CC |
| 31. | Full Time Watchman | 2 | As in CC | As in CC |

5.68 **NATIONAL SAVINGS DEPARTMENT**

The National Savings Department was constituted in 1968 for the development of the various National Savings schemes for augmenting collections under National Savings in the State with a view to securing maximum central assistance for the development programmes chalked out by the Government. Main function of the National Savings Department is the appointment renewal and monitoring of MPKBY/SAS/PPF agents. Director is the head of the department. The Department has now gone down in importance, consequent on the change in policy of Central Government towards collection of small savings.

After discussions with the service organisations and head of department it is recommended that:

- i) The post of Deputy Director on ` 24040-38840 will be allowed a 25% higher grade on ` 29180-43640.
- ii) Normal revision is recommended to all posts.

Categories of Posts with the existing and proposed Scales of pay are given below

| | Sl. No. | Name of Post | No. of Post | Existing Scale of Pay | Revised Scale of Pay |
|--|----------------|---------------------|--------------------|------------------------------|-----------------------------|
| | 1. | Director | 1 | 40640-57440 | 81000-115200 |

| | | | | | |
|--|-----|---------------------------------------|----|-------------|--------------|
| | 2. | Additional Director | 1 | 36140-49740 | 72000-110400 |
| | 3. | Deputy Director(HG) | 13 | | 58050-101400 |
| A | 4. | Deputy Director | | 24040-38840 | 48000-89000 |
| | 5. | Assistant Director | 19 | 20740-36140 | 41500-83000 |
| Post held by the personnel of other Departments | | | | | |
| | 6. | Under Secretary | 1 | As in PD | As in PD |
| | 7. | Accounts Officer | 4 | As in PD | As in PD |
| | 8. | Section Officer | 3 | As in PD | As in PD |
| | 9. | Office Superintendent | 1 | As in PD | As in PD |
| | 10. | Assistant Section Officer | 2 | As in PD | As in PD |
| | 11. | Assistant (Senior Grade) | 11 | As in PD | As in PD |
| | 12. | Assistant | 12 | As in PD | As in PD |
| Common category | | | | | |
| | 13. | Confidential Assistant (Senior Grade) | 1 | As in CC | As in CC |
| | 14. | Computer Assistant Gr-II | 4 | As in CC | As in CC |
| | 15. | Clerical Assistant Gr-II | 1 | As in CC | As in CC |
| | 16. | Sr.Gr.Driver | 3 | As in CC | As in CC |
| | 17. | Driver Gr-I | 5 | As in CC | As in CC |
| | 18. | Driver Gr-II | 8 | As in CC | As in CC |
| | 19. | Binder Gr-II | 1 | As in CC | As in CC |
| | 20. | Roneo Operator | 1 | As in CC | As in CC |
| | 21. | Office Attendant Gr-I | 4 | As in CC | As in CC |
| | 22. | Office Attendant (HG) | 1 | As in CC | As in CC |
| | 23. | Office Attendant Gr-II | 13 | As in CC | As in CC |
| | 24. | Part Time Sweeper | 6 | As in CC | As in CC |

a) 25% of the posts will be in HG

5.69 DEPARTMENT OF PANCHAYATS

On formation of the State of Kerala in 1956, there were only 892 Panchayats which are governed by Travancore-Cochin Village Panchayat Rules. The Department of Panchayats, constituted under the provision of the Kerala Panchayat Act 1960 came into force on 19th January 1962, with 922 Grama Panchayats, consequent on bifurcation of the Local Bodies Department into Department of Panchayats and Department of Municipal Administration. Panchayat Department is headed by Panchayat Director. There are 4 regional Deputy Director Offices functioning now being located at Kollam, Ernakulam, Malappuram and Kozhikkode. There are District Panchayat Offices in all District, Taluk Panchayat Offices in Taluk Headquarters and Panchayat Inspector Offices adjoined to Block Development Offices.

After discussions with the Service Organisations and the Head of the Department, the following recommendations are made:

- i. The post of Assistant Director of Panchayat and equated post if any, may be placed in the revised scale of pay corresponding to ` 22360-37940
- ii. The post of Performance Audit Supervisor/Senior Superintendent may be placed in the revised scale of pay corresponding to ` 20740-36140. 1/3 of such posts will be in the higher grade on the revised scale of pay corresponding to ` 21240-37040.
- iii. The post of Grama Panchayat Secretary will continue to be in the scale of pay of Rs.18740-33680 and will enjoy 1/3rd Higher Grade on ` 20740-36140 with corresponding revision.
- iv. The posts of Assistant Secretary is enjoying a scale of pay equal to that of Junior Superintendent. As per G O.(Ms) No.51/2013/LSGD dated 7/2/2013 , appointment to the post of Assistant Secretary is by transfer from the post of Junior Superintendent or by promotion from the categories of Head Clerk /Accountant. There was a system of direct recruitment to 40% of the posts of Assistant Secretary and the rest by promotion. The system of appointment/recruitment to the post of Secretary, Gramapanchayat after merger of the two grades has not so far been decided. The Commission recommends that direct recruitment may continue to be to the post of Assistant Secretary, so that a person recruited as Assistant Secretary will get familiarized with the Department and its activities during his tenure and then will be ready for promotion as Panchayat Secretary in a few years with full exposure to the activities of the Department. It is, therefore, suggested that 25% of the total number of posts of Assistant Secretaries may be filled up by direct recruitment and the rest 75% by transfer or promotion from Junior Superintendent/Head Clerk/Accountant. An Officer who has accepted appointment as Assistant Secretary will not have the option to go back to the Department as Junior Superintendent. His option will be to get promotion as Grama panchayat Secretary and then as Senior Superintendent/Performance Audit Supervisor. There are 612 Junior Superintendents in the Department and 864 Assistant Secretaries of Gramapanchayat. Both the groups shall have opportunities for promotion as Senior Superintendent/Performance Audit Supervisor. Considering the number of Officers in both the posts, the Commission recommends that there shall be a ratio of 6:4 between Secretary Grama Panchayat and Junior Superintendents for promotion as Senior Superintendent/Performance Audit Supervisor (The post of Performance Audit Supervisor is to be taken to the level of ` 20740-36140 along with the Senior Superintendent.)

- v. Assistant Secretaries/Junior Superintendents will enjoy a $\frac{1}{3}$ higher grade on ` 18740-33680
- vi. Government may conduct a work study of major panchayats and create one more post of Assistant Secretary in such panchayats where work load justifies it.
- vii. In respect of the developmental schemes transferred to the Panchayat, such staff who were attending to those transferred items may also be transferred to Panchayat service.
- viii. Normal revision may be allowed to all other posts.

Categories of Posts with the existing and proposed Scales of pay are given below

| Sl. No. | Name of Post | No. of Posts | Existing Scale of Pay | Revised Scale of Pay |
|---------|--|--------------|-----------------------|----------------------|
| 1. | Director of Panchayats | 1 | IAS | IAS |
| 2. | Additional Director of Panchayats | 1 | 42640-58640 | 85000-117600 |
| 3. | Joint Director of Panchayats/Secretary (KREWS) | 3 | 40640-57440 | 81000-115200 |
| 4. | Deputy Director of Panchayats/ General Manager(Gramalekshmi Mudralayam) | 17 | 24040-38840 | 48000-89000 |
| 5. | Deputy Chief Registrar | 1 | 24040-38840 | 48000-89000 |
| 6. | Assistant Director of Panchayats | 14 | 21240-37040 | 45800-87000 |
| 7. | Provident Fund Accounts Officer | 1 | 21240-37040 | 45800-87000 |
| 8. | Performance Audit Supervisor(HG)/Sr.Supt (HG) | | | 43600-85000 |
| a 9. | Performance Audit Superviso/Sr.Supt. | 71 | 18740-33680 | 41500-83000 |
| 10. | Special Grade Secretary/ Secretary Grama Panchayat(HG) | | | 41500-83000 |
| a 11. | Special Grade Secretary/ Secretary Grama Panchayat | 978 | 18740-33680 | 37500-75600 |
| 12. | Publicity Officer | 1 | 16180-29180 | 32300-65400 |
| 13. | Assistant Secretary(HG) | | | 37500-75600 |
| a 14. | Assistant Secretary | 864 | 16180-29180 | 32300-65400 |
| 15. | Junior Bill Collector | 35 | 8730-13540 | 18000-37500 |

| | | | | | |
|---|-----|--|------|-------------|-------------|
| b | 16. | Librarian (Sel.Grade) | 16 | 16180-29180 | 32300-65400 |
| b | 17. | Librarian(Sen.Grade) | 18 | 14620-25280 | 29200-59400 |
| b | 18. | Librarian | 53 | 11620-20240 | 23400-48000 |
| c | 19. | Health Inspector Grade I | 11 | 13210-22360 | 26500-54000 |
| | 20. | Health Inspector Grade II | 23 | 11620-20240 | 23400-48000 |
| | 21. | Pharmacist | 6 | 11620-20240 | 23400-48000 |
| | 22. | Auxilliary Nurse- cum -midwife | 2 | 10480-18300 | 22200-45800 |
| | | Posts held by personnel of other department | | | |
| | 23. | Law Officer | 1 | As in PD | As in PD |
| | 24. | Senior Finance Officer | 1 | As in PD | As in PD |
| | 25. | Junior Statistical Inspector | 1 | As in PD | As in PD |
| | | COMMON CATEGORY | | | |
| | 26. | Administrative Assistant | 1 | As in CC | As in CC |
| | 27. | Junior Superintendent | 612 | As in CC | As in CC |
| | 28. | Fair copy Superintendent | 2 | As in CC | As in CC |
| | 29. | Head Clerk | 617 | As in CC | As in CC |
| | 30. | Accountant | 978 | As in CC | As in CC |
| | 31. | Cashier /Accountant | 1 | As in CC | As in CC |
| | 32. | Confidential Assistant | 4 | As in CC | As in CC |
| | 33. | Senior Clerk | 3631 | As in CC | As in CC |
| | 34. | Typist | 107 | As in CC | As in CC |
| | 35. | Clerk | 3632 | As in CC | As in CC |
| | 36. | Driver | 209 | As in CC | As in CC |
| | 37. | Mechanic | 1 | As in CC | As in CC |
| | 38. | Office Attendant | 1502 | As in CC | As in CC |

- a) 1/3rd of the posts will be in HG
b) Existing ratio of 2:3:5 between Librarian (Selection Grade), Librarian (Senior Grade) and Librarian will continue.
c) Existing ratio of 2:1 between Lower Grade and Higher Grade posts will continue

5.70 POLICE DEPARTMENT

The Kerala Police is the law enforcement and crime investigation agency for the state of Kerala. Its headquarters is in Thiruvananthapuram. The State Police Chief is the head of the department. The maintenance of law and order forms the major chunk of state force's responsibility. For this, the state is divided into 2 zones, the North Zone and South Zone, each headed by Additional Director General of Police (ADGP). Each zone is divided into two ranges each under Inspectors General of Police. The Ranges are further divided into 19 Police Districts including City Police districts in Thiruvananthapuram, Kochi, Kozhikode, Kollam and Thrissur. Deputy inspectors General are heading the Police districts in Kochi City and Thiruvananthapuram City and Superintendents of Police in others.

Hierarchy

The ranks used in the Kerala Police are as follows:

- Director General of Police (DGP)
- Additional Director General of Police (Addl. DGP)
- Inspector General of Police (IGP)
- Deputy Inspector General of Police (DIG)
- Commissioner of Police/Superintendent of Police
- Deputy Commissioner of Police (DCP)
- Assistant Superintendent of Police (ASP)
- Assistant Commissioner of Police (ACP/Deputy Superintendent of Police (Dy.SP)
- Inspector of Police (Circle Inspector or CI)
- Sub-Inspector of Police (SI)
- Assistant Sub-Inspector of Police (ASI)
- Senior Civil Police Officer/Police Head Constable (HC)/Havildar
- Civil Police Officer/Police Constable (PC)

Commission held discussion with Service Organizations and the Director General of Police and Other Seniors Officers and the following recommendations are made:

- i) Post of Civil Police Officer (Police Constable) may be placed in the Scale corresponding to ` 11620-20240
- ii) Post of Senior Civil Police Officer (Head Constable) may be placed in the Scale corresponding to ` 14620-25280.
- iii) Post of Sub Inspector may be allowed $\frac{1}{3}$ Higher Grade on ` 18740-33680 and revision allowed accordingly
- iv) Post of Circle Inspector of Police may be allowed 25% Higher Grade on ` 21240-37040
- v) It has come to notice that some of the Police Stations are extremely heavy and Station House Officers(SHOs) are finding

it very difficult to manage matters. Commission had discussions with the DGP as well as some of the Senior Officers of the level of Additional Director General of Police in the matter. A partial solution to the problem was found to be up-gradation of the post of SHO to the level of Circle Inspector of Police in major Police Stations where the number of cases registered is on a very high side especially in Taluk Headquarters/City Stations with the posting of a Circle Inspector as SHO. The Sub Inspectors who are working under the SHO can be put in exclusive charge of law and order or Crime investigation, so that effective division of law and order work from crime investigation can be introduced. Such SHOs may be placed directly under the Sub division manned by Deputy Superintendents of Police. To begin with 100 Police Stations may be brought under Circle Inspectors of Police as SHOs and if the experiment is found successful it can be extended to other stations also where the workload justifies it and the Commission recommends accordingly. There will not be any need for creation of new posts as half the posts can be found by up-gradation of posts of Sub Inspectors and the balance half by utilizing the services of Circle Inspectors who can be spared from less important assignments now held.

- vi) Whether Circle Inspector or Sub Inspector, the posting of SHOs may be made strictly on selection based on efficiency and integrity. Sub Division Posting of DYSPs/Assistant Commissioners may also be done based on the Officers' efficiency and integrity. A long list of such officers may be prepared by a Service Selection Board for the purpose from among Officers in the field of choice evaluating all the Officers eligible to be SHOs/Sub Divisional Police Officers.
- vii) Post of Assistant Grade II and Assistant Grade I in the SBCID (Ministerial Wing) may be placed in the revised scale corresponding to ` 13210-22360 and ` 14620-25280 respectively considering the higher qualification and duties and responsibilities.
- viii) Ratio of 3:3:2 between Assistant Grade II/Assistant Grade I/Assistant Sr. Grade in the SBCID (Ministerial Wing) be modified as 1:1:1.
- ix) Post of Dy.SP may be allowed $\frac{1}{3}$ Higher Grade of ` 40640-57440 and Revision allowed accordingly.
- x) Post of Superintendent of Police (non-IPS) may be placed in the revised scale corresponding to ` 44640-58640
- xi) Post of Scientific Assistant in the Forensic Science Laboratory may be re-designated as Scientific Officer and allowed $\frac{1}{3}$ Higher Grade on ` 21240-37040 and revision allowed accordingly.

- xii) Post of Assistant Director, Forensic Science Laboratory may be placed on the revised scale corresponding to ` 22360-37940 and also allowed 25% Higher Grade on the revised scale corresponding to ` 24040-38840.
- xiii) Post of Director of Forensic Science Laboratory may be placed in the revised scale corresponding to ` 44640-58640
- xiv) Post of Photographer in Photographic Bureau may be allowed 1/3rd Higher Grade of ` 19240-34500 (instead of the earlier 20%).
- xv) Post of Finger print Expert in the Finger Print Bureau may be allowed 1/3 Higher Grade on ` 20740-36140 and revision allowed accordingly.
- xvi) Post of Tester Inspector (Finger Print Bureau) may be placed in the Revised Scale corresponding to ` 21240-37040.
- xvii) Post of Police Constable (Telecom) and Head Constable (Operator) may be re-designated as Civil Police Officer (Telecom) and Sr. Civil Police Officer (Telecom) respectively
- xviii) Post of System Analyst in Police Computer Centre may be placed in the revised scale corresponding to ` 44640-58640. In view of the long years he has worked in the same post and the grade at which he originally joined years back. This will treated as a personal scale as long as the present incumbent holds the post. This will be downgraded to the level of ` 24040-38840 once the present incumbent vacates the office. Thereafter, post may be filled up by sufficiently experienced and qualified hands from within the department , so that they may go up in the regular line and do not stagnate.
- xix) Reporter Gr.I (Short Hand Bureau) is now on ` 14620-25280 even though it is of ASI grade. Reporter Gr.II starts at HC level and normally Reporter Gr.I is eligible for ASI grade and they are enjoying that scale of pay till the 8th Pay Revision. Considering all these aspects, Reporter Gr.I of Short Hand Bureau may be placed in the revised scale corresponding to ` 16180-29180.
- xx) The post of Camp follower may be allowed a 50% Higher Grade in the revised scale corresponding to ` 8730-13540.
- xxi) Normal revision is recommended to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| Sl. No | Name of the Post | No. of posts | Existing Scale of Pay | Revised Scale of Pay |
|--------|---|--------------|-----------------------|----------------------|
| 1. | Director General of Police & State Police Chief | 1 | IPS | IPS |
| 2. | Additional Director General of Police | 8 | IPS | IPS |

| | | | | | |
|-----------------------------|-----|--|-------|-------------|--------------|
| | 3. | Inspector General of Police | 14 | IPS | IPS |
| | 4. | Deputy Inspector General of Police | 11 | IPS | IPS |
| | 5. | Assistant Inspector General of Police | | IPS | IPS |
| | 6. | Superintendent of Police | | IPS | IPS |
| POLICE (LOCAL) | | | | | |
| | 7. | Superintendent of Police (Non IPS) | 39 | 42640-58640 | 89000-117600 |
| | 8. | Deputy Superintendent of Police (HG) | 39 | 40640-57440 | 81000-115200 |
| a | 9. | Deputy Superintendent of Police/Assistant Commissioner | 120 | 24040-38840 | 48000-89000 |
| | 10. | Circle Inspector (HG) | 44 | 21240-37040 | 43600-85000 |
| b | 11. | Circle Inspector | 178 | 20740-36140 | 41500-83000 |
| | 12. | Sub Inspector(HG) | 1689 | | 37500-75600 |
| a | 13. | Sub Inspector | | 16980-31360 | 33900-68700 |
| | 14. | Assistant Sub Inspector | 1250 | 16180-29180 | 32300-65400 |
| | 15. | Senior Civil Police Officer | 5618 | 13900-24040 | 29200-59400 |
| | 16. | Civil Police Officer | 15515 | 10480-18300 | 23400-48000 |
| WOMEN POLICE | | | | | |
| | 17. | Superintendent of Police (Non IPS) | 1 | 42640-58640 | 89000-117600 |
| | 18. | Deputy Superintendent of Police (Women) | 1 | 24040-38840 | 48000-89000 |
| | 19. | Woman Inspector (HG) | 4 | 21240-37040 | 43600-85000 |
| b | 20. | Woman Inspector | 18 | 20740-36140 | 41500-83000 |
| | 21. | Woman Sub Inspector(HG) | 68 | | 37500-75600 |
| a | 22. | Woman Sub Inspector | | 16980-31360 | 33900-68700 |
| | 23. | Woman Senior Civil Police Officer | 166 | 13900-24040 | 29200-59400 |
| | 24. | Woman Civil Police Officer | 2813 | 10480-18300 | 23400-48000 |
| ARMED RESERVE POLICE | | | | | |
| | 25. | Deputy Commandant | 6 | 40640-57440 | 81000-115200 |
| | 26. | Assistant Commandant (HG) | 10 | 40640-57440 | 81000-115200 |
| a | 27. | Assistant Commandant | 32 | 24040-38840 | 48000-89000 |
| | 28. | Reserve Inspector (HG) | 9 | 21240-37040 | 43600-85000 |
| b | 29. | Reserve Inspector | 36 | 20740-36140 | 41500-83000 |
| | 30. | Reserve Sub Inspector (HG) | 222 | | 37500-75600 |
| a | 31. | Reserve Sub Inspector | | 16980-31360 | 33900-68700 |
| | 32. | Reserve Assistant Sub-Inspector | 332 | 16180-29180 | 32300-65400 |
| | 33. | Havildar | 922 | 13900-24040 | 29200-59400 |

| | | | | | |
|-------------------------------|-----|---|------|-------------|--------------|
| | 34. | Police Constable | 7046 | 10480-18300 | 23400-48000 |
| ARMED POLICE BATTALION | | | | | |
| | 35. | Commandant (Non-IPS) | | 40640-57440 | 81000-115200 |
| | 36. | Deputy Commandant | 11 | 40640-57440 | 81000-115200 |
| | 37. | Assistant Commandant (HG) | 13 | 40640-57440 | 81000-115200 |
| a | 38. | Assistant Commandant | 40 | 24040-38840 | 48000-89000 |
| | 39. | Armed Police Inspector (HG) | 19 | 21240-37040 | 43600-85000 |
| b | 40. | Armed Police Inspector | 78 | 20740-36140 | 41500-83000 |
| | 41. | Armed Police Sub Inspector (HG) | 277 | | 37500-75600 |
| a | 42. | Armed Police Sub Inspector | | 16980-31360 | 33900-68700 |
| | 43. | Armed Police Assistant Sub Inspector | 115 | 16180-29180 | 32300-65400 |
| | 44. | Havildar | 1551 | 13900-24040 | 29200-59400 |
| | 45. | Police Constable | 5594 | 10480-18300 | 23400-48000 |
| ARMOUR WING | | | | | |
| | 46. | Armourer Deputy Superintendent of Police | 1 | 24040-38840 | 48000-89000 |
| | 47. | Chief Inspector of Arms/Armourer Inspector (HG) | 1 | 21240-37040 | 43600-85000 |
| b | 48. | Chief Inspector of Arms/Armourer Inspector | 4 | 20740-36140 | 41500-83000 |
| | 49. | Armourer Sub Inspector(HG) | 20 | | 37500-75600 |
| a | 50. | Armourer Sub Inspector | | 16980-31360 | 33900-68700 |
| | 51. | Armourer Assistant Sub Inspector | 18 | 16180-29180 | 32300-65400 |
| | 52. | Armourer Head Constable | 18 | 13900-24040 | 29200-59400 |
| | 53. | Armourer Police Constable | 66 | 10480-18300 | 23400-48000 |
| MOTOR TRANSPORT UNIT | | | | | |
| | 54. | Superintendent of Police (Non IPS) | 2 | 42640-58640 | 89000-117600 |
| a | 55. | Deputy Superintendent of Police Motor Transport Officer | 4 | 24040-38840 | 48000-89000 |
| | 56. | Motor Transport Inspector (HG) | 1 | 21240-37040 | 43600-85000 |
| b | 57. | Motor Transport Inspector | 6 | 20740-36140 | 41500-83000 |
| | 58. | Motor Transport Sub Inspector(HG) | 9 | | 37500-75600 |
| a | 59. | Motor Transport Sub | | 16980-31360 | 33900-68700 |

| | | | | | |
|--|-----|--|------|-------------|--------------|
| | | Inspector | | | |
| | 60. | Havildar Mechanic | | 13900-24040 | 29200-59400 |
| | 61. | PC Mechanic/PC Fitter | | 10480-18300 | 23400-48000 |
| | 62. | PC Electrician | 36 | 10480-18300 | 23400-48000 |
| POLICE DRIVER/MOTOR CYCLE RIDER | | | | | |
| | 63. | Driver Sub Inspector(HG) | 30 | | 37500-75600 |
| a | 64. | Driver Sub Inspector | | 16980-31360 | 33900-68700 |
| | 65. | Master Driver (ASI) | 1 | 16180-29180 | 32300-65400 |
| | 66. | Police Constable Driver Gr.I | 2587 | 13900-24040 | 29200-59400 |
| | 67. | Police Constable Driver Gr. II | | 10480-18300 | 23400-48000 |
| | 68. | Motor Cycle Rider Gr.I | | 11620-20240 | 23400-48000 |
| | 69. | Motor Cycle Rider Gr.II | | 9190-15780 | 20000-41500 |
| | 70. | Boat Driver Gr. I | 37 | 11620-20240 | 23400-48000 |
| | 71. | Boat Driver Gr. II | 37 | 9190-15780 | 20000-41500 |
| | 72. | Syrang Gr.I | | 11620-20240 | 23400-48000 |
| | 73. | Syrang Gr.II | | 9190-15780 | 20000-41500 |
| | 74. | Boat Lascar | 42 | 8960-14260 | 19000-39500 |
| RW at MSP & CW at SAP | | | | | |
| | 75. | Motor Transport Inspector | | 20740-36140 | 41500-83000 |
| POLICE TRAINING COLLEGE | | | | | |
| | 76. | Principal | | IPS | IPS |
| | 77. | Vice Principal | 1 | 24040-38840 | 48000-89000 |
| | 78. | Criminologist | | 22360-37940 | 45800-87000 |
| | 79. | Armed Police Inspector/ Chief Drill Instructor | 2 | 20740-36140 | 41500-83000 |
| | 80. | Senior Law Instructor | | 20740-36140 | 41500-83000 |
| | 81. | Drill Instructor/Sub Inspector | 2 | 16980-31360 | 33900-68700 |
| | 82. | Assistant Sub Inspector | 3 | 16180-29180 | 32300-65400 |
| | 83. | Head Constable | 29 | 13900-24040 | 29200-59400 |
| | 84. | Police Constable | 33 | 10480-18300 | 23400-48000 |
| | 85. | Librarian | 1 | 9940-16580 | 21100-43600 |
| CRIME BRANCH CID | | | | | |
| | 86. | Superintendent of Police (Non IPS) | | 42640-58640 | 89000-117600 |
| | 87. | Deputy Superintendent of Police((Senior Grade) | 10 | 40640-57440 | 81000-115200 |
| a | 88. | Deputy Superintendent of Police | 33 | 24040-38840 | 48000-89000 |
| | 89. | Detective Inspector (HG) | 14 | 21240-37040 | 43600-85000 |

| | | | | | |
|------------------------------------|------|--------------------------------------|-----|-------------|--------------|
| b | 90. | Detective Inspector | 60 | 20740-36140 | 41500-83000 |
| | 91. | Detective Sub Inspector (HG) | 88 | | 37500-75600 |
| a | 92. | Detective Sub Inspector | | 16980-31360 | 33900-68700 |
| | 93. | Detective Assistant Sub Inspector | 157 | 16180-29180 | 32300-65400 |
| | 94. | Senior Civil Police Officer | 206 | 13900-24040 | 29200-59400 |
| | 95. | Civil Police Officer | 304 | 10480-18300 | 23400-48000 |
| FINGER PRINT BUREAU | | | | | |
| | 96. | Director | 1 | 40640-57440 | 81000-115200 |
| | 97. | Deputy Director | 1 | 29180-43640 | 58050-101400 |
| | 98. | Tester Inspector (HG) | 4 | 22360-37940 | 45800-87000 |
| | 99. | Tester Inspector | 19 | 19240-34500 | 43600-85000 |
| | 100. | Finger Print Expert(HG) | 44 | | 41500-83000 |
| a | 101. | Finger Print Expert | | 18740-33680 | 37500-75600 |
| | 102. | Finger Print Searcher | 25 | 16180-29180 | 32300-65400 |
| PHOTOGRAPHIC BUREAU | | | | | |
| | 103. | Chief Photographer | 1 | 22360-37940 | 45800-87000 |
| | 104. | Photographer | 4 | 18740-33680 | 37500-75600 |
| | 105. | Attender | 1 | 8730-13540 | 18000-37500 |
| FORENSIC SCIENCE LABORATORY | | | | | |
| | 106. | Director | 1 | 42640-58640 | 89000-117600 |
| | 107. | Joint Director | 4 | 40640-57440 | 81000-115200 |
| | 108. | Assistant Director (HG) | 9 | 22360-37940 | 48000-89000 |
| b | 109. | Assistant Director | 10 | 21240-37040 | 45800-87000 |
| | 110. | Scientific Assistant(HG) | 55 | | 43600-85000 |
| a | 111. | Scientific Assistant | | 19240-34500 | 39500-79200 |
| | 112. | Mechanic | 1 | 11620-20240 | 23400-48000 |
| | 113. | Technical Attender | 1 | 8730-13540 | 18000-37500 |
| SPECIAL BRANCH CID | | | | | |
| | 114. | Superintendent of Police (Non-IPS) | | 42640-58640 | 89000-117600 |
| | 115. | Dy.SP/ Assistant Commandant (Sr.Gr.) | 8 | 40640-57440 | 81000-115200 |
| a | 116. | Dy.SP/ Assistant Commandant | 25 | 24040-38840 | 48000-89000 |
| | 117. | Inspector of Police (HG) | 5 | 21240-37040 | 43600-85000 |
| b | 118. | Inspector of Police | 22 | 20740-36140 | 41500-83000 |
| | 119. | Women Circle Inspector | | 20740-36140 | 41500-83000 |
| | 120. | Sub Inspector of Police(HG) | 118 | | 37500-75600 |
| a | 121. | Sub Inspector of Police | | 16980-31360 | 33900-68700 |
| | 122. | Women Sub Inspector | 1 | 16980-31360 | 33900-68700 |

| | | | | | |
|---|------|--|-----|-------------|--------------|
| | 123. | Assistant Sub Inspector | 203 | 16180-29180 | 32300-65400 |
| | 124. | Senior Civil Police Officer | 464 | 13900-24040 | 29200-59400 |
| | 125. | Woman Head Constable | 1 | 13900-24040 | 29200-59400 |
| | 126. | Civil Police Officer | 95 | 10480-18300 | 23400-48000 |
| | 127. | Woman Police Constable. | 1 | 10480-18300 | 23400-48000 |
| SPECIAL BRANCH CID (MINISTERIAL) | | | | | |
| | 128. | Senior Administrative Assistant | 1 | 22360-37940 | 45800-87000 |
| | 129. | Administrative Assistant | 3 | 21240-37040 | 43600-85000 |
| | 130. | Senior Superintendent/Manager | 7 | As in CC | As in CC |
| | 131. | Assistant (Senior Grade) | 21 | 16180-29180 | 32300-65400 |
| | 132. | Assistant (Gr.I) | 33 | 13900-24040 | 29200-59400 |
| c | 133. | Assistant (Gr.II) | 34 | 10480-18300 | 26500-54000 |
| | 134. | Typist (Selection Grade) | 32 | As in CC | As in CC |
| SHORTHAND BUREAU | | | | | |
| | 135. | Director | 1 | 21240-37040 | 43600-85000 |
| | 136. | Chief Reporter (Inspector) (HG) | 1 | 21240-37040 | 43600-85000 |
| b | 137. | Chief Reporter (Inspector) | 6 | 20740-36140 | 41500-83000 |
| | 138. | Reporter Senior Gr (Sub Inspector)(HG) | 9 | | 37500-75600 |
| a | 139. | Reporter Senior Gr (Sub Inspector) | | 16980-31360 | 33900-68700 |
| | 140. | Reporter Gr. I (Asst. Sub Inspector) | . | 14620-25280 | 32300-65400 |
| | 141. | Reporter Gr. II (Head Constable) | 33 | 13900-24040 | 29200-59400 |
| POLICE TELECOMMUNICATIONS | | | | | |
| | 142. | Superintendent of Police (Non-IPS) | | 42640-58640 | 89000-117600 |
| | 143. | Deputy Superintendent of Police (Senior Grade) | | 40640-57440 | 81000-115200 |
| | 144. | Deputy Superintendent of Police | 2 | 24040-38840 | 48000-89000 |
| | 145. | Inspector (Telecommunication) HG | 24 | 21240-37040 | 43600-85000 |
| b | 146. | Inspector (Telecommunication) | | 20740-36140 | 41500-83000 |
| | 147. | Sub Inspector (Telecommunication)(HG) | 101 | | 37500-75600 |
| a | 148. | Sub Inspector (Telecommunication) | | 16980-31360 | 33900-68700 |

| | | | | |
|---|---|-----|-------------|--------------|
| 149. | Assistant Sub Inspector (Telecommunication) | 130 | 16180-29180 | 32300-65400 |
| 150. | Head Constable (Operator) | 208 | 13900-24040 | 29200-59400 |
| 151. | Draftsman | 1 | 10480-18300 | 22200-45800 |
| 152. | Police Constable (Telecommunication) | 388 | 10480-18300 | 23400-48000 |
| MINISTERIAL STAFF OTHER THAN IN SB | | | | |
| 153. | Senior Administrative Assistant | 6 | 22360-37940 | 45800-87000 |
| 154. | Administrative Assistant | 30 | 21240-37040 | 43600-85000 |
| 155. | Accounts Officer, PHQ | 1 | 21240-37040 | 43600-85000 |
| 156. | Manager/Senior Superintendent/Accounts Officer (DPO/CPO/AP Battalion Office) | 52 | 18740-33680 | 37500-75600 |
| 157. | Malayalam Translator | 1 | 16180-29180 | 32300-65400 |
| 158. | Junior Superintendent | 190 | As in CC | As in CC |
| 159. | Fair Copy Superintendent | 36 | As in CC | As in CC |
| 160. | Head Clerk/Store Accountant/Cashier/ISA/ Head Accountant | 100 | As in CC | As in CC |
| 161. | Senior Clerk | 644 | As in CC | As in CC |
| 162. | Clerk | 643 | As in CC | As in CC |
| 163. | Confidential Asst.(Selection Grade) | 27 | As in CC | As in CC |
| 164. | Confidential Asst.(Senior Grade) | 28 | As in CC | As in CC |
| 165. | Confidential Asst (Grade I) | 28 | As in CC | As in CC |
| 166. | Confidential Asst.(Grade II) | 28 | As in CC | As in CC |
| 167. | Selection Grade Typist | 60 | As in CC | As in CC |
| 168. | Upper Division Typist | 120 | As in CC | As in CC |
| 169. | Lower Division Typist | 120 | As in CC | As in CC |
| 170. | Attender | 45 | As in CC | As in CC |
| 171. | Office Attendant | 134 | As in CC | As in CC |
| 172. | Clerk cum Typist | 3 | As in CC | As in CC |
| KEPA | | | | |
| 173. | Assistant Director | 1 | 40640-57440 | 81000-115200 |
| 174. | Assistant Director (Administration) | 1 | 40640-57440 | 81000-115200 |
| 175. | Assistant Director (Police Science) | 1 | 40640-57440 | 81000-115200 |
| 176. | Assistant Director (Technical & MT Studies) | 1 | 40640-57440 | 81000-115200 |
| 177. | Assistant Director (Outdoor) | 1 | 40640-57440 | 81000-115200 |

| | | | | | |
|--------------------------------------|------|--|-----|-------------|--------------|
| | 178. | Assistant Director (Financial & Office) | | As in PD | As in PD |
| | 179. | Head of Department (Law) | | As in PD | As in PD |
| | 180. | Head of Department (Forensic Science) | | As in PD | As in PD |
| | 181. | Head of Department (Forensic Medicine) | | As in PD | As in PD |
| | 182. | Head of Department (Behavioral Science) | | As in PD | As in PD |
| | 183. | Head of Department (Computer Applications) | | As in PD | As in PD |
| | 184. | Chief Instructor (Police Science) | 1 | 36140-49740 | 72000-110400 |
| b | 185. | Assistant Commandant | | 24040-38840 | 48000-89000 |
| | 186. | Chief Instructor (Law) | | 22360-37940 | 45800-87000 |
| | 187. | Chief Drill Instructor | 1 | 22360-37940 | 45800-87000 |
| | 188. | Senior Instructor (Forensic Science) | 1 | 19240-34500 | 39500-79200 |
| | 189. | Senior Instructor (Finger Print) | 1 | 19240-34500 | 39500-79200 |
| | 190. | Senior Instructor (Law) | 5 | 18740-33680 | 37500-75600 |
| | 191. | Senior Instructor (Communication) | 1 | 18740-33680 | 37500-75600 |
| | 192. | Senior Instructor (Motor Transport) | 1 | 18740-33680 | 37500-75600 |
| | 193. | Senior Lecturer (Computer) | 1 | 18740-33680 | 37500-75600 |
| INDIAN RESERVE (IR) BATTALION | | | | | |
| | 194. | Commandant | 1 | 40640-57440 | 81000-115200 |
| | 195. | Deputy Commandant | 3 | 40640-57440 | 81000-115200 |
| a | 196. | Deputy Superintendent of Police | 7 | 24040-38840 | 48000-89000 |
| | 197. | Inspector (CI) | 7 | 20740-36140 | 41500-83000 |
| | 198. | Sub Inspector(HG) | 22 | | 37500-75600 |
| a | 199. | Sub Inspector | | 16980-31360 | 33900-68700 |
| | 200. | Assistant Sub Inspector | 18 | 16180-29180 | 32300-65400 |
| | 201. | Head Constable | 160 | 13900-24040 | 29200-59400 |
| | 202. | Police Constable | 725 | 10480-18300 | 23400-48000 |
| | 203. | Water Carrier | 69 | 8500-13210 | 17000-35700 |
| | 204. | Sweeper | 69 | 8500-13210 | 17000-35700 |
| | 205. | Cook | 69 | 8500-13210 | 17000-35700 |
| | 206. | Dhobi | 69 | 8500-13210 | 17000-35700 |
| | 207. | Barber | 69 | 8500-13210 | 17000-35700 |

| | | | | | |
|---|---|------------------------------------|------|-------------|--------------|
| | 208. | Medical Officer | | As in PD | As in PD |
| | 209. | Pharmacist | 2 | 13210-22360 | 26500-54000 |
| | 210. | Nursing Assistant | 1 | 8960-14260 | 19000-39500 |
| | OTHER MISCELLANEOUS CATEGORIES - TECHNICAL EXECUTIVE STAFF | | | | |
| | 211. | Blacksmith-cum-Tinker PC | | 10480-18300 | 23400-48000 |
| | 212. | Welder PC | 1 | 10480-18300 | 23400-48000 |
| | 213. | Fitter PC | 50 | 10480-18300 | 23400-48000 |
| | 214. | Painter PC | 20 | 10480-18300 | 23400-48000 |
| | 215. | Lathe operator PC | 1 | 10480-18300 | 23400-48000 |
| | 216. | Tailor PC | 19 | 10480-18300 | 23400-48000 |
| | 217. | Binder PC | 3 | 10480-18300 | 23400-48000 |
| | 218. | Carpenter PC | 36 | 10480-18300 | 23400-48000 |
| | 219. | Mason PC | 1 | 10480-18300 | 23400-48000 |
| | 220. | Cinema Operator PC | 1 | 10480-18300 | 23400-48000 |
| | 221. | Electrician PC | 36 | 10480-18300 | 23400-48000 |
| | 222. | Blacksmith PC | 5 | 10480-18300 | 23400-48000 |
| | 223. | Mechanic PC | 56 | 10480-18300 | 23400-48000 |
| | 224. | Cleaner PC | 18 | 10480-18300 | 23400-48000 |
| | | Civilian Technical Staff | | | |
| | 225. | Mechanic Gr. I | | 11620-20240 | 23400-48000 |
| | 226. | Mechanic Gr. II | | 8960-14260 | 19000-39500 |
| | 227. | Electrician | | 8960-14260 | 19000-39500 |
| | 228. | Blacksmith | 1 | 8960-14260 | 19000-39500 |
| | 229. | Upholsterer | 1 | 8960-14260 | 19000-39500 |
| | 230. | Cobbler | 3 | 8960-14260 | 19000-39500 |
| | 231. | Machinist | 1 | 9190-15780 | 20000-41500 |
| | 232. | Camp Follower(HG) | | | 18000-37500 |
| d | 233. | Camp Follower | 1137 | 8500-13210 | 17000-35700 |
| | 234. | Head Clerk/SA | - | 14620-25280 | 29200-59400 |
| | 235. | Packer | 2 | 8730-13540 | 18000-37500 |
| | POLICE COMPUTER CENTRE (SCRB) | | | | |
| | 236. | Inspector General of Police | | IPS | IPS |
| | 237. | Superintendent of Police | | IPS | IPS |
| | 238. | Superintendent of Police (Non-IPS) | | 42640-58640 | 89000-117600 |
| | 239. | System Analyst/Programme Manager | 1 | 40640-57440 | 89000-117600 |
| | 240. | Deputy Superintendent of Police | 1 | 24040-38840 | 48000-89000 |
| | 241. | Inspector of Police (HG) | 1 | 21240-37040 | 43600-85000 |

| | | | | | |
|-----------------------|------|--|-----|-------------|--------------|
| b | 242. | Inspector of Police | 6 | 20740-36140 | 41500-83000 |
| | 243. | Sub Inspector(HG) | 9 | | 37500-75600 |
| a | 244. | Sub Inspector | | 16980-31360 | 33900-68700 |
| | 245. | Head Constable | 33 | 13900-24040 | 29200-59400 |
| | 246. | Police Constable | 31 | 10480-18300 | 23400-48000 |
| RAILWAY POLICE | | | | | |
| | 247. | Superintendent of Police | | IPS | IPS |
| | 248. | Deputy Superintendent of Police (Senior Grade) | 1 | 40640-57440 | 81000-115200 |
| a | 249. | Deputy Superintendent of Police | 3 | 24040-38840 | 48000-89000 |
| | 250. | Inspector of Police (HG) | | 21240-37040 | 43600-85000 |
| b | 251. | Inspector of Police | 4 | 20740-36140 | 41500-83000 |
| | 252. | Sub Inspector(HG) | 19 | | 37500-75600 |
| a | 253. | Sub Inspector | | 16980-31360 | 33900-68700 |
| | 254. | Head Constable | 100 | 13900-24040 | 29200-59400 |
| | 255. | Police Constable | 504 | 10480-18300 | 23400-48000 |
| DOG SQUAD | | | | | |
| | 256. | Sub Inspector | 2 | 16980-31360 | 33900-68700 |
| | 257. | Assistant Sub Inspector | 3 | 16180-29180 | 32300-65400 |
| | 258. | Head Constable/Havildar | 89 | 13900-24040 | 29200-59400 |
| | 259. | Police Constable | 99 | 10480-18300 | 23400-48000 |
| MOUNTED POLICE | | | | | |
| | 260. | Reserve Inspector (HG) | 1 | 21240-37040 | 43600-85000 |
| b | 261. | Reserve Inspector | | 20740-36140 | 41500-83000 |
| | 262. | Reserve Sub Inspector | 2 | 16980-31360 | 33900-68700 |
| | 263. | Reserve Assistant Sub-Inspector | 4 | 16180-29180 | 32300-65400 |
| | 264. | Head Constable | 8 | 13900-24040 | 29200-59400 |
| | 265. | Police Constable | 23 | 10480-18300 | 23400-48000 |
| | 266. | Farrier PC | 3 | 10480-18300 | 22200-45800 |
| | 267. | Saddler | | 9190-15780 | 20000-41500 |
| ORCHESTRA | | | | | |
| | 268. | Band Master (Armed Police Inspector) | 1 | 20740-36140 | 41500-83000 |
| | 269. | Band Master (Armed Police Sub Inspector)(HG) | | | 37500-75600 |
| a | 270. | Band Master (Armed Police Sub Inspector) | 5 | 16980-31360 | 33900-68700 |
| | 271. | Havildar | 18 | 13900-24040 | 29200-59400 |
| | 272. | Police Constable | 204 | 10480-18300 | 23400-48000 |
| | 273. | Bugler PC | 134 | 10480-18300 | 23400-48000 |

| | | | | | |
|--|------|--|--|-------------|-------------|
| | 274. | Drummer PC | | 10480-18300 | 23400-48000 |
| | | Post held by Personnel of other Departments | | | |
| | 275. | Deputy Director of Police Prosecution | | As in PD | As in PD |
| | 276. | Senior Finance Officer | | As in PD | As in PD |
| | 277. | Medico Legal Advisor | | As in PD | As in PD |
| | 278. | Liaison Officer | | As in PD | As in PD |
| | 279. | Statistical Officer | | As in PD | As in PD |
| | 280. | Sports Officer | | As in PD | As in PD |
| | 281. | Coach | | As in PD | As in PD |
| | 282. | Statistical Assistant Gr. I | | As in PD | As in PD |
| | 283. | Assistant Surgeon | | As in PD | As in PD |
| | 284. | Veterinary Surgeon | | As in PD | As in PD |
| | 285. | Head Nurse | | As in PD | As in PD |
| | 286. | Staff Nurse | | As in PD | As in PD |
| | 287. | Pharmacist | | As in PD | As in PD |
| | 288. | Veterinary Compounder | | As in PD | As in PD |
| | 289. | Nursing Assistant | | As in PD | As in PD |
| | 290. | Hospital Attendant Gr. I | | As in PD | As in PD |
| | 291. | Hospital Attendant Gr. II | | As in PD | As in PD |

- a) 1/3rd of the posts will be in HG.
- b) 25% of the posts will be in HG.
- c) Existing ratio 3:3:2 among Grade II, Grade I and Senior Grade will be modified as 1:1:1
- d) 50% of the posts will be in HG.

5.71 **PORTS DEPARTMENT**

The Port 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 Director of Ports is the Head of the Department. There are 3 Regional offices under his jurisdiction at Neendakara, Alappuzha and Kozhikode. The Port Officers are the head of the Regional Offices. All minor ports except Azhikkal and Beypore are managed by Port Conservators. Azhikkal and Beypore ports are managed by Senior Port Conservators.

A Mechanical Engineering Wing is also functioning under this Department. The Chief Mechanical Engineer is the Head of this wing.

The Commission had discussions with the Service Associations and the Head of Department and it is recommended that:

- i) Normal revision may be allowed for all posts.

Categories of Posts with the existing and proposed Scales of pay are given below

| | Sl. No. | Name of Post | No. of Post | Existing Scale of Pay | Revised Scale of Pay |
|--|----------------|---|--------------------|------------------------------|-----------------------------|
| | 1. | Director | 1 | 44640-58640 | 89000-117600 |
| | 2. | Deputy Director | 1 | 42640-58640 | 85000-117600 |
| | 3. | Port Officer | 3 | 42640-58640 | 85000-117600 |
| | 4. | Officer in charge | 4 | 36140-49740 | 72000-110400 |
| | 5. | Engineer in charge | 4 | 36140-49740 | 72000-110400 |
| | 6. | Senior Port Conservator | 2 | 21240-37040 | 43600-85000 |
| | 7. | Assistant Engineer(Marine) | 1 | 20740-36140 | 41500-83000 |
| | 8. | Personal Assistant to Port Officer / Purser | 4 | 18740-33680 | 37500-75600 |
| | 9. | Port Conservator / Pier Master /Reserve Port Conservator | 13 | 16180-29180 | 32300-65400 |
| | 10. | Master Gr.I | 10 | 14620-25280 | 29200-59400 |
| | 11. | Driver Gr.I | 7 | 14620-25280 | 29200-59400 |
| | 12. | Draftsman Gr.I | 3 | 13900-24040 | 27800-56700 |
| | 13. | Master Gr.II | 6 | 11620-20240 | 23400-48000 |
| | 14. | Driver Gr.II | 15 | 11620-20240 | 23400-48000 |
| | 15. | Radio Operator | 1 | 11620-20240 | 23400-48000 |
| | 16. | Wharf Supervisor / Asst.Port Conservator / Cargo Supervisor / Asst. Pier Master | 14 | 11620-20240 | 23400-48000 |

| | | | | | |
|--|-----|--------------------------------------|----|-------------|--------------|
| | 17. | Draftsman Gr.II | 3 | 11620-20240 | 23400-48000 |
| | 18. | Chief Signaller | 4 | 10480-18300 | 22200-45800 |
| | 19. | Mobile Crane Operator | 1 | 9940-16580 | 21100-43600 |
| | 20. | Crane Operator | 4 | 9940-16580 | 21100-43600 |
| | 21. | Light keeper & Signaller | 8 | 9190-15780 | 20000-41500 |
| | 22. | Master Gr.III /Asst. Tug Master | 19 | 9190-15780 | 20000-41500 |
| | 23. | Driver Gr.III / Asst. Tug Driver | 7 | 9190-15780 | 20000-41500 |
| | 24. | Mechanical Carpenter | 1 | 8960-14260 | 19000-39500 |
| | 25. | Oil man | | 8960-14260 | 19000-39500 |
| | 26. | Seaman cum pump Attendar | 1 | 8960-14260 | 19000-39500 |
| | 27. | Seaman | 74 | 8960-14260 | 19000-39500 |
| | 28. | Tug Clerk | 1 | 8730-13540 | 18000-37500 |
| | 29. | Asst. crane Driver | 16 | 8730-13540 | 18000-37500 |
| | 30. | Watchman cum cook | 1 | 8730-13540 | 18000-37500 |
| | 31. | Head Watchman | 1 | 8730-13540 | 18000-37500 |
| | 32. | Assistant Crane Operator cum Cleaner | 1 | 8730-13540 | 18000-37500 |
| | 33. | Pier Light Keeper | 1 | 8500-13210 | 17000-35700 |
| | | Mechanical Engineering Wing | | | |
| | 34. | Chief Mechanical Engineer | 1 | 36140-49740 | 72000-110400 |
| | 35. | Mechanical Marine Engineer | 1 | 36140-49740 | 72000-110400 |

| | | | | | |
|---|-----|---------------------------------------|---|-------------|--------------|
| | 36. | Shipwright/Naval Architect | 1 | 36140-49740 | 72000-110400 |
| | 37. | Asst. Exe. Engineer (Mechanical) (HG) | | 24040-38840 | 48000-89000 |
| a | 38. | Asst. Exe. Engineer (Mechanical) | 2 | 22360-37970 | 45800-87000 |
| | 39. | Assistant Engineer | 3 | 20740-36140 | 41500-83000 |
| | 40. | Head Draftsman | 3 | 20740-36140 | 41500-83000 |
| | 41. | Draftsman Gr.I/Charge hand | 3 | 13900-24040 | 27800-56700 |
| | 42. | Overseer (Electrical) | 2 | 13900-24040 | 27800-56700 |
| | 43. | Pier Tindal | 1 | 8730-13540 | 18000-37500 |
| | 44. | Asst. Line man | 1 | 8730-13540 | 18000-37500 |
| | | DREDGING UNIT | | | |
| | 45. | Dredging Superintendent | 1 | 42640-58640 | 85000-117600 |
| | 46. | Officer Class I | | 42640-58640 | 85000-117600 |
| | 47. | Officer Class II | | 36140-49740 | 72000-110400 |
| | 48. | Engineer | | 36140-49740 | 72000-110400 |
| | 49. | Deputy Dredging Superintendent | | 36140-49740 | 72000-110400 |
| | 50. | Engineer cum Dredge Master | | 24040-38840 | 48000-89000 |
| | 51. | Officer Class III/ Junior Officer | | 20740-36140 | 41500-83000 |
| | 52. | Navigator | 1 | 19240-34500 | 39500-79200 |

a. 1/3rd of post will be placed on HG

| | | | | | |
|--|-----|---|---|-------------|-------------|
| | 53. | Electrical Officer | | 19240-34500 | 39500-79200 |
| | 54. | Senior Cutter Suction Dredger Operator | | 16180-29180 | 32300-65400 |
| | 55. | Engine Driver | | 14620-25280 | 29200-59400 |
| | 56. | Cutter Suction Dredger Operator | 1 | 14620-25280 | 29200-59400 |
| | 57. | Greaser | | 14620-25280 | 29200-59400 |
| | 58. | Boat Swain /Syrang/Quarter Master | | 14620-25280 | 29200-59400 |
| | 59. | Radio Telephone Operator | | 11620-20240 | 23400-48000 |
| | 60. | Operator cum Mechanic | 1 | 9940-16580 | 21100-43600 |
| | 61. | Welder | 2 | 9190-15780 | 20000-41500 |
| | 62. | Driver –cum - operator | 4 | 9190-15780 | 20000-41500 |
| | 63. | Cook cum Steward | | 8960-14260 | 19000-39500 |
| | 64. | Asst. Cook cum Steward | 2 | 8730-13540 | 18000-37500 |
| | 65. | Pier Lascar | | 8730-13540 | 18000-37500 |
| | 66. | Helper | 6 | 8500-13210 | 17000-35700 |
| | 67. | Pier Sweeper/ Foreshore Sweeper | 2 | 8500-13210 | 17000-35700 |
| | 68. | Boatman | | 8500-13210 | 17000-35700 |
| | | Posts held by personnel of other departments | | | |
| | 69. | Administrative Officer | | As in PD | As in PD |
| | 70. | Finance Officer | 1 | As in PD | As in PD |
| | | Common category | | | |
| | 71. | Administrative Assistant | 2 | As in CC | As in CC |
| | 72. | Senior Superintendent | 1 | As in CC | As in CC |

| | | | | | |
|--|-----|--|----|----------|----------|
| | 73. | Junior Superintendent | 2 | As in CC | As in CC |
| | 74. | Confidential Assistant (Selection Gr) | 1 | As in CC | As in CC |
| | 75. | Confidential Assistant (Senior Gr) | 1 | As in CC | As in CC |
| | 76. | Head Clerk | 5 | As in CC | As in CC |
| | 77. | Senior Clerk | 21 | As in CC | As in CC |
| | 78. | Clerk | 22 | As in CC | As in CC |
| | 79. | Confidential Assistant (Gr.I) | 2 | As in CC | As in CC |
| | 80. | Confidential Assistant (Gr.II) | 2 | As in CC | As in CC |
| | 81. | Typist (Selection Gr) | 4 | As in CC | As in CC |
| | 82. | U.D Typist | 4 | As in CC | As in CC |
| | 83. | L.D Typist | 3 | As in CC | As in CC |
| | 84. | Typist cum Clerk | 1 | As in CC | As in CC |
| | 85. | Clerk cum Typist | 1 | As in CC | As in CC |
| | 86. | Record Attender (Attender Gr. I) | 1 | As in CC | As in CC |
| | 87. | Mechanic | 2 | As in CC | As in CC |
| | 88. | Diesel Mechanic | 2 | As in CC | As in CC |
| | 89. | Turner | 2 | As in CC | As in CC |
| | 90. | Electrician | 2 | As in CC | As in CC |
| | 91. | Fitter | 2 | As in CC | As in CC |
| | 92. | Blacksmith | 2 | As in CC | As in CC |
| | 93. | Office Attendant | 30 | As in CC | As in CC |

| | | | | | |
|--|-----|-----------------------|----|----------|----------|
| | 94. | Watchman cum Sweeper | 2 | As in CC | As in CC |
| | 95. | Watchman | 12 | As in CC | As in CC |
| | 96. | Watchman cum Gardener | 2 | As in CC | As in CC |
| | 97. | Night Watchman | 4 | As in CC | As in CC |
| | 98. | Gardener | 1 | As in CC | As in CC |
| | 99. | Part time Sweeper | 15 | As in CC | As in CC |

5.72 **PRINTING DEPARTMENT**

The Printing Department attends to the printing works pertaining to Government and supplies of printed documents, forms and registers required by all Government Departments. The Stamp Manufactory, which was established exclusively for the minting of coins and printing of stamp papers of Travancore State, was handed over to the Printing Department in 1964 from the Revenue Department. District Form Stores are working at 12 district head quarters for smooth supply and sale of forms and other Government publications. The Director of printing is the Head of the Department.

After discussions with the various Service Associations and Head of Department, it is recommended as follows:

- i) The post of Chief Warehouseman may be placed in the revised scale of pay corresponding to ` 16180-29180, since this is a single post without promotion prospects whereas, the equivalent post have promotion opportunities. Hence, the recommendation.
- ii) The post of Foreman (Electrical) may be placed in the revised scale of pay corresponding to ` 16180-29180, since the post of Senior Electrician and this post is having the same scale of pay. Hence, the need for higher scale.
- iii) The post of Manager PSC Forms is irrelevant, in view of the fact that printing and issue of PSC forms is not being done now. This post may therefore be redeployed to a suitable job.
- iv) A Common Head of Department may be recommended to both Printing and Stationery Department. Both the department were under a common Director some years back and a recent committee by name Indira Chandrasekhar Committee appointed by the Government has recommended to revert to the old system. The Department may be renamed as Department of

Printing and Stationery and Head of the Department as Director of Printing and Stationery.

- v) Normal revision is recommended to all other posts.

Categories of Posts with the existing and proposed Scales of pay are given below

| | Sl. No. | Designation | No of posts. | Existing pay scale | Revised pay scale |
|---|----------------|--|---------------------|---------------------------|--------------------------|
| | 1 | Director of Printing | 1 | As in PD | As in PD |
| | 2 | Superintendent of Govt. Presses | 1 | 36140-49740 | 72000-110400 |
| | 3 | Controller of Forms | 1 | 29180-43640 | 58050-101400 |
| a | 4 | Deputy Superintendent of Govt Presses | 10 | 24040-38840 | 48000-89000 |
| | 5 | Asst. Engineer (Electronics) | 1 | 19240-34500 | 39500-79200 |
| | 6 | Asst. Superintendent | 10 | 19240-34500 | 39500-79200 |
| | 7 | District Forms Officer | 11 | 18740-33680 | 37500-75600 |
| | 8 | Manager PSC Form Store (Senior Superintendent) | 1 | 18740-33680 | 37500-75600 |
| | 9 | Publication Assistant | 1 | 18740-33680 | 37500-75600 |
| | 10 | Office Manager | 1 | 18740-33680 | 37500-75600 |
| | 11 | Head Reader | 3 | 16980-31360 | 33900-68700 |
| | 12 | General Foreman | 14 | 16980-31360 | 33900-68700 |
| | 13 | Head Computer | 3 | 16980-31360 | 33900-68700 |
| | 14 | Chief Foreman (Electrical) | 1 | 16980-31360 | 33900-68700 |
| | 15 | Chief Foreman (Workshop) | 1 | 16980-31360 | 33900-68700 |

| | | | | |
|----|---|----|-------------|-------------|
| 16 | Offset supervisor | 3 | 16980-31360 | 33900-68700 |
| 17 | Platemaking Supervisor | 1 | 16980-31360 | 33900-68700 |
| 18 | Supervisor | 1 | 16180-29180 | 32300-65400 |
| 19 | Senior Foreman (Foundry) | 1 | 16180-29180 | 32300-65400 |
| 20 | Chief Operator | 1 | 16180-29180 | 32300-65400 |
| 21 | Computing Supervisor | 6 | 16180-29180 | 32300-65400 |
| 22 | Foreman (Workshop) | 3 | 16180-29180 | 32300-65400 |
| 23 | Senior Foreman | 23 | 16180-29180 | 32300-65400 |
| 24 | Senior Reader | 9 | 16180-29180 | 32300-65400 |
| 25 | Reader Gr.I | 24 | 15380-25900 | 30700-62400 |
| 26 | Sr.Gr. Computer | 12 | 15380-25900 | 30700-62400 |
| 27 | Junior Foreman | 49 | 15380-25900 | 30700-62400 |
| 28 | Senior Carpenter | 1 | 15380-25900 | 30700-62400 |
| 29 | Senior Electrician | 4 | 15380-25900 | 30700-62400 |
| 30 | Foreman(Electrical) | 1 | 15380-25900 | 32300-65400 |
| 31 | Senior Mechanic | 7 | 15380-25900 | 30700-62400 |
| 32 | Cashier/Forms Inspector | 12 | 14620-25280 | 29200-59400 |
| 33 | Reader Gr.II | 47 | 14620-25280 | 29200-59400 |
| 34 | Asst. Foreman | 83 | 14620-25280 | 29200-59400 |
| 35 | Computer Gr.I | 24 | 14620-25280 | 29200-59400 |
| 36 | Mechanic | 3 | 14620-25280 | 29200-59400 |
| 37 | Offset Printing Machine Operator Senior Grade | 4 | 14620-25280 | 29200-59400 |

| | | | | |
|----|---|-----|-------------|-------------|
| 38 | Junior Supervisor (Offset) | 1 | 14620-25280 | 29200-59400 |
| 39 | Chief Warehouseman | 1 | 15380-24040 | 32300-65400 |
| 40 | Chief Time Keeper | 1 | 13900-24040 | 27800-56700 |
| 41 | Sr.Gr. Electrician | 3 | 13900-24040 | 27800-56700 |
| 42 | Technician Sr.Gr. | 9 | 13900-24040 | 27800-56700 |
| 43 | Binder Sr.Gr | 103 | 13900-24040 | 27800-56700 |
| 44 | Compositor Sr.Gr. | 54 | 13900-24040 | 27800-56700 |
| 45 | Offset Printing Machine Operator Gr.I | 19 | 13900-24040 | 27800-56700 |
| 46 | Warehouseman Sr. Gr | 2 | 13900-24040 | 27800-56700 |
| 47 | Camera Operator cum film developer Gr.I | 1 | 13900-24040 | 27800-56700 |
| 48 | Photo type setter Gr.I | 1 | 13900-24040 | 27800-56700 |
| 49 | Retouching Artist Gr.I | 1 | 13900-24040 | 27800-56700 |
| 50 | Plate maker Gr.I | 1 | 13900-24040 | 27800-56700 |
| 51 | Paste-up Artist Gr.I | 1 | 13900-24040 | 27800-56700 |
| 52 | Senior Grade Printer | 69 | 13900-24040 | 27800-56700 |
| 53 | Senior Time Keeper | 3 | 13210-22360 | 26500-54000 |
| 54 | Electrician Gr.I | 7 | 13210-22360 | 26500-54000 |
| 55 | Technician Gr.I | 9 | 13210-22360 | 26500-54000 |
| 56 | Binder Gr.I | 206 | 13210-22360 | 26500-54000 |
| 57 | Compositor Gr.I | 43 | 13210-22360 | 26500-54000 |
| 58 | Offset Operator Gr.II | 31 | 13210-22360 | 26500-54000 |
| 59 | Warehouseman Gr.I | 4 | 13210-22360 | 26500-54000 |
| 60 | Camera Operator cum film developer Gr.II | 2 | 13210-22360 | 26500-54000 |

| | | | | |
|----|-------------------------|-----|-------------|-------------|
| 61 | Photo type settor Gr.II | 2 | 13210-22360 | 26500-54000 |
| 62 | Platemaker Gr.II | 7 | 13210-22360 | 26500-54000 |
| 63 | Pasteup Artist Gr.II | 5 | 13210-22360 | 26500-54000 |
| 64 | Printer Gr.I | 139 | 13210-22360 | 26500-54000 |
| 65 | Retouching Artist Gr.II | 3 | 13210-22360 | 26500-54000 |
| 66 | Time Keeper | 5 | 11620-20240 | 23400-48000 |
| 67 | Grainer | 1 | 11620-20240 | 23400-48000 |
| 68 | Copy Holder | 50 | 10480-18300 | 22200-45800 |
| 69 | Computer Gr.II | 24 | 10480-18300 | 22200-45800 |
| 70 | Electrician Gr.II | 11 | 10480-18300 | 22200-45800 |
| 71 | Warehouseman Gr.II | 2 | 10480-18300 | 22200-45800 |
| 72 | Asst. Time Keeper | 8 | 9940-16580 | 21100-43600 |
| 73 | Technician Gr.II | 10 | 9940-16580 | 21100-43600 |
| 74 | Examiner | 1 | 9940-16580 | 21100-43600 |
| 75 | Binder Gr.II | 207 | 9940-16580 | 21100-43600 |
| 76 | Compositor Gr.II | 2 | 9940-16580 | 21100-43600 |
| 77 | Printer Gr.II | 2 | 9940-16580 | 21100-43600 |
| 78 | Galley Pressman Gr.I | 11 | 9190-15780 | 20000-41500 |
| 79 | Helper Gr.I | 1 | 8960-14260 | 19000-39500 |
| 80 | Duplicator Operator | 1 | 8960-14260 | 19000-39500 |
| 81 | Sanitary Worker Gr.I | 1 | 8960-14260 | 19000-39500 |
| 82 | Sweeper Gr.I | 5 | 8960-14260 | 19000-39500 |
| 83 | Packer Gr.I | 11 | 8960-14260 | 19000-39500 |
| 84 | Counter Gr.I | 17 | 8960-14260 | 19000-39500 |
| 85 | Gatekeeper Gr.I | 3 | 8960-14260 | 19000-39500 |

| | | | | | |
|--|-----|---|----|-------------|-------------|
| | 86 | Lascar Gr.I | 45 | 8960-14260 | 19000-39500 |
| | 87 | Helper Gr.II | 6 | 8730-13540 | 18000-37500 |
| | 88 | Gardener | 1 | 8730-13540 | 18000-37500 |
| | 89 | Sanitary Worker Gr.II | 6 | 8730-13540 | 18000-37500 |
| | 90 | Sweeper Gr.II | 14 | 8730-13540 | 18000-37500 |
| | 91 | Packer Gr.II | 26 | 8730-13540 | 18000-37500 |
| | 92 | Counter Gr.II | 39 | 8730-13540 | 18000-37500 |
| | 93 | Gatekeeper Gr.II | 12 | 8730-13540 | 18000-37500 |
| | 94 | Lascar Gr.II | 98 | 8730-13540 | 18000-37500 |
| | 95 | SLR (Unskilled) | 68 | 8500-13210 | 17000-35700 |
| | 96 | Type Store Keeper | 1 | 16180-29180 | 32300-65400 |
| | 97 | DTP Operator Gr.II | 1 | 13210-22360 | 26500-54000 |
| | 98 | Assistant Type Store Keeper | 2 | 13210-22360 | 26500-54000 |
| | 99 | AC Mechanic | 1 | 9190-15780 | 20000-41500 |
| | 100 | Technician(Mechanic-cum-carpenter) Senior Grade | 1 | 13900-24040 | 27800-56700 |
| | | Common Category | | | |
| | 101 | Administrative Assistant | 3 | As in CC | As in CC |
| | 102 | Accounts Officer | 1 | As in CC | As in CC |
| | 103 | Senior Superintendent | 3 | As in CC | As in CC |
| | 104 | Fair Copy Superintendent | 1 | As in CC | As in CC |
| | 105 | Junior Superintendent | 19 | As in CC | As in CC |
| | 106 | Selection Grade Typist | 8 | As in CC | As in CC |

| | | | | |
|-----|------------------------------|----|----------|----------|
| 107 | Confidential Assistant Gr.I | 1 | As in CC | As in CC |
| 108 | U.D. Typist | 9 | As in CC | As in CC |
| 109 | Senior Clerk | 80 | As in CC | As in CC |
| 110 | Driver Sr.Gr. | 1 | As in CC | As in CC |
| 111 | Confidential Assistant Gr.II | 1 | As in CC | As in CC |
| 112 | Driver Gr.I | 1 | As in CC | As in CC |
| 113 | Watchman | 13 | As in CC | As in CC |
| 114 | L.D. Typist | 9 | As in CC | As in CC |
| 115 | Clerk | 81 | As in CC | As in CC |
| 116 | Driver Gr.II | 2 | As in CC | As in CC |
| 117 | Attender Gr.I | 2 | As in CC | As in CC |
| 118 | Office Attendant Gr.I | 14 | As in CC | As in CC |
| 119 | Attender Gr.II | 11 | As in CC | As in CC |
| 120 | Lorry Cleaner | 2 | As in CC | As in CC |
| 121 | Office Attendant Gr.II | 28 | As in CC | As in CC |
| 122 | Part Time Gardener | 1 | As in CC | As in CC |
| 123 | Part Time Sweeper | 8 | As in CC | As in CC |

- a. 30% of post of Deputy Superintendent of Govt Press will be on higher grade of ` 58050-101400.
- b. All Technical posts having grade promotion with Gr.II, Gr. I and Senior Grade will be in the ratio of 2:2:1.

5.73 PRISONS DEPARTMENT

The basic duty and responsibility of Prisons Department is to provide safe custody of all persons committed to jails by any competent authority having jurisdiction and power under any law. The mission of the Department is to make all efforts to ensure that the prisoners become reformed and self sustainable individuals with acceptable social behavior on release after going

through the correctional services imparted by the Department. The history of Jails in Travancore part of the State began in the year 1862 with three Principal Jails. In 1949 when the state of Travancore-Cochin was formed, there were two Central Jails at Trivandrum and Viyyur and 7 Sub Jails in the Cochin part of the State. Now there are 3 Central prisons, 2 open prisons, 3 women's prison, 1 open women's prison, 42 jails and one Borstal School in the state. Director General of Police (Prisons & correctional Services) is the Head of the Department.

At present, the Kerala Prisons Department is divided into 3 zones for administrative convenience. They are (1) North Zone, which includes the districts of Kasaragod, Kannur, Kozhikode, Wayanad, Malappuram and Palakkad Districts. (2) Central Zone which includes the districts of Thrissur, Ernakulam, Kottayam and Idukki (3) South Zone which includes the districts of Thiruvananthapuram, Kollam, Alappuzha and Pathanamthitta.

After consideration of the matter in consultation with the Service Organizations and the Director General of Police (Prisons), the Commission recommends that:

- i) The post of Assistant Superintendent Grade II/Matron II be placed in the revised scale corresponding to ` 15380-25900 so that this may be on par with comparable post in Excise Department.
- ii) Post of Superintendent Sub Jail/Assistant Superintendent Grade I/Supervisor Open Prison/Borstal School Training Officer, SICA be allowed a Higher Grade at the rate of 33 1/3 % on ` 18740-33680 as in the case of similar posts in Uniformed Departments.
- iii) Post of Deputy Superintendent, Central Jail/District Jail, Superintendent Special Sub Jail/Borstal School SICA , be allowed Higher Grade @ 25% on ` 21240-37040
- iv) Post of Gate Keeper be placed in the revised scale corresponding to ` 13900-24040 , as this is interchangeable with Prison officer (Chief Warden)
- v) Normal revision is recommended to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| SI. No. | Name of Post | No. of Posts | Existing Scale of Pay | Revised Scale of Pay |
|---------|---|--------------|-----------------------|----------------------|
| 1 | Director General of Prisons & Correctional Services | 1 | IPS | IPS |

| | | | | | |
|---|----|--|----|---------------|--------------|
| * | 2 | Inspector General of Prisons | 1 | 46640-59840 | 93000-120000 |
| | 3 | DIG of Prisons/ Director, SICA | 3 | 42640 - 58640 | 85000-117600 |
| | 4 | Superintendent, Central Prison / Open Prison | 5 | 36140 - 49740 | 72000-110400 |
| | 5 | Programme Officer | 1 | 36140-49740 | 72000-110400 |
| | 6 | Chief Welfare Officer | 1 | 36140 - 49740 | 72000-110400 |
| | 7 | Regional Welfare Officer | 3 | 29180-43640 | 58050-101400 |
| | 8 | Joint Superintendent, Central Jail; Open Prison/ Superintendent, Women's Prison; Women's Open Prison; District Jail / Senior Lecturer, SICA/Special Officers | 26 | 24040 - 38840 | 48000-89000 |
| | 9 | Welfare Officer Gr. I | 9 | 24040 - 38840 | 48000-89000 |
| | 10 | Chief Audit Officer | 1 | 22360-37940 | 45800-87000 |
| | 11 | Personal Assistant to DGP& CS | 1 | 20740-36140 | 41500-83000 |
| a | 12 | Welfare Officer Gr. II | 9 | 20740 - 36140 | 41500-83000 |
| | | Deputy Superintendent, Central Jail; District Jail; Women's Prison / Superintendent, Special Sub Jail, Borstal School/ Law Lecturer, SICA(HG) | | | 43600-85000 |
| b | 13 | Deputy Superintendent, Central Jail; District Jail; Women's Prison / Superintendent, Special Sub Jail, Borstal School/ Law Lecturer, SICA | 28 | 20740 - 36140 | 41500-83000 |
| | 14 | Accounts Officer | 1 | 19240-34500 | 39500-79200 |
| | | Assistant Superintendent Gr- I , Women's Prison/ Armorer SICA/ Training Officer SICA / Supervisor, Open Prison / Borstal School; Store Keeper, Open Prison/Superintendent Sub Jail(HG) | | | 37500-75600 |

| | | | | | |
|---|----|---|------|---------------|-------------|
| c | 15 | Assistant Superintendent Gr-I , Women's Prison / Armorer SICA/ Training Officer SICA / Supervisor,Open Prison / Borstal School; Store Keeper, Open Prison/ Superintendent Sub Jail | 76 | 16180 - 29180 | 32300-65400 |
| | 16 | Assistant Superintendent Gr-II | 72 | 14620 - 25280 | 30700-62400 |
| | 17 | Deputy Prison Officer / Chief Petty Officer | 330 | 13900 - 24040 | 27800-56700 |
| | 18 | Prison Officer | 8 | 13900 - 24040 | 27800-56700 |
| | 19 | Carpentry Instructor | 3 | 13210-22360 | 26500-54000 |
| | 20 | Carpentry Foreman | 1 | 13210-22360 | 26500-54000 |
| | 21 | Weaving Instructor / Foreman | 3 | 13210-22360 | 26500-54000 |
| | 22 | Weaving Assistant | 5 | 13210-22360 | 26500-54000 |
| | 23 | Agricultural Demonstrator | 1 | 13210-22360 | 26500-54000 |
| | 24 | Gate Keeper | 6 | 11620-20240 | 27800-56700 |
| | 25 | P.D. Teacher | 7 | 11620-20240 | 23400-48000 |
| | 26 | Assistant Prison Officer / Female Assistant Prison Officer / Petty Officer (Male/Female) | 1052 | 10480 - 18300 | 22200-45800 |
| | 27 | Driver | 10 | 10480-18300 | 22200-45800 |
| | 28 | Driver cum Assistant Prison Officer | 13 | 9940-16580 | 21100-43600 |
| | 29 | Boot foreman | 1 | 9940-16580 | 21100-43600 |
| | 30 | Blacksmithy Instructor | 1 | 9940-16580 | 21100-43600 |
| | 31 | Tailoring Instructor | 6 | 9940-16580 | 21100-43600 |
| | 32 | Physical Training Instructor | 1 | 9940-16580 | 21100-43600 |
| | 33 | Wireman | 1 | 8960-14260 | 19000-39500 |
| | 34 | Shoe Maistry | 2 | 8960-14260 | 19000-39500 |
| | 35 | Warder Attendant | 6 | 8960-14260 | 19000-39500 |
| | 36 | Clerical Attendant | 1 | 8960-14260 | 19000-39500 |
| | 37 | Engine Driver | 1 | 8960-14260 | 19000-39500 |
| | 38 | Packer Clerk | 1 | 8960-14260 | 19000-39500 |
| | 39 | Sweeper-cum-Sanitation Worker | 1 | 8730-13540 | 18000-37500 |
| | 40 | Weaver | 5 | 8730-13540 | 18000-37500 |

| Post held by personnel of other departments | | | | | |
|--|--------------------------|----|----------|----------|--|
| 41 | ECG Technician | 1 | As in PD | As in PD | |
| 42 | Pharmacist | 6 | As in PD | As in PD | |
| 43 | Laboratory Assistant | 2 | As in PD | As in PD | |
| 44 | Nursing Assistant | 4 | As in PD | As in PD | |
| 45 | Staff Nurse (Male) | 2 | As in PD | As in PD | |
| 46 | Medical Officer | 8 | As in PD | As in PD | |
| 47 | Administrative Officer | 1 | As in PD | As in PD | |
| 48 | Finance Officer | 1 | As in PD | As in PD | |
| Common Category | | | | | |
| 49 | Senior Superintendent | 3 | As in CC | As in CC | |
| 50 | Fair Copy Superintendent | 1 | As in CC | As in CC | |
| 51 | Confidential Assistant | 3 | As in CC | As in CC | |
| 52 | Junior Superintendent | 7 | As in CC | As in CC | |
| 53 | Head Clerk | 9 | As in CC | As in CC | |
| 54 | Selection Grade Typist | 5 | As in CC | As in CC | |
| 55 | Senior Clerk | 24 | As in CC | As in CC | |
| 56 | UD Typist | 5 | As in CC | As in CC | |
| 57 | Clerk | 24 | As in CC | As in CC | |
| 58 | LD Typist | 7 | As in CC | As in CC | |
| 59 | Attender | 2 | As in CC | As in CC | |
| 60 | Office Attendant | 8 | As in CC | As in CC | |
| 61 | Sweeper | 1 | As in CC | As in CC | |

* Personal up gradation of one post of Deputy Inspector General of Prisons (HQ) as Inspector General of Prisons with scale of pay `46640-59840 vide GO(Ms)No.121/ 2015/Home dated, 12.06.2015.

- a) Ratio 1:1 between Grade I and Grade II.
- b) 25% of the posts will be in HG.
- c) $\frac{1}{3}$ rd of the posts will be in HG.

5.74 PUBLIC WORKS DEPARTMENT

The Public Works Department in the state of Travancore made its beginning in the year 1823. The Department later became a part of Kerala State following the reorganisation of states in 1956. The Department was periodically restructured and the Public Works Department Code was introduced in 1901. Over the years the Department has grown substantially

and now has 7 Chief Engineers including Project Director, KSTP and CE, Projects. The Department is responsible for Design, implementation and maintenance of all public works undertaken by Government. The length of roads under the Department at present is 23314 km including National Highways, State Highways and Major District Roads.

Commission had discussions with various Service Organisations and the Chief Engineer (Admn) . Based on this and other relevant factors it is recommended as follows:

- i) The post of Deputy Chief Engineer/Superintending Engineer may be placed in the revised scale corresponding to ` 46640-59840.
- ii) The post of Assistant Engineer in the Department is very crucial one. Now a diploma holder or even Certificate holders are considered for promotion as Assistant Engineer on a quota basis. This practice began as a result of non availability sufficient number of Engineering Degree holders, whereas now we have large availability of degree holders. As such, it is necessary to make it mandatory for Assistant Engineers to be degree holders in Engineering, whether it is for direct recruitment or for promotion. The present incumbents, who are due for promotion in the feeder category may be exempted from this condition and others will have to acquire additional qualification to make them eligible for promotion. Special rules be amended accordingly.
- iii) Even though there is an Electrical Wing in the Department this is under the Chief Engineer (Building). Years back their Head was only an Executive Engineer and for last so many years this wing is headed by a Superintending Engineer. But it is noted that the work of Electrical Wing has increased manifold and accordingly Government has endowed the Superintending Engineer with technical and financial powers of Chief Engineer and also re-designated the post as Chief Electrical Engineer; but on the Grade of Superintending Engineer . The Mechanical wing and even the Architectural wing in the Irrigation/PWD which is comparatively smaller are headed by Chief Engineer level officer. More Over, with increase in number of high-rise buildings and the Statutory requirements for using lift in such places, the work of Electrical Wing has become more demanding and strenuous. During discussions the Chief Engineer (Admn) agreed that there is need for a post of Chief Engineer in the Electrical Wing. It is therefore, recommended that the existing post of Chief Electrical Engineer be upgraded to the level of Chief Engineer. When that is done a situation may arise where there will be no post of Superintending Engineer in the head quarters or anywhere in the state. It is therefore,

recommended that the post of Executive Engineer now in the Head Quarters may be upgraded as Superintending Engineer.

- iv) It is also noticed that there is no circle wise set up in the Electrical Wing and also that there are only three Executive Engineers in the whole state to hold charge of 14 Districts. Government may, therefore, consider restructuring the department with two Circle Offices for the Electrical Wing and at least one Executive Engineer each for three Districts. Consequent suitable arrangements at the lower levels may also be considered by the Government.
- v) The rent now being paid to Ferrymen for country boats used to transport people from one bank to the other is too low and hence this be raised to ` 1500/- per month.
- vi) Normal revision may be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| | Sl. No. | Designation | No. of posts | Existing Scale of pay | Revised Scale of pay |
|---|----------------|---|---------------------|------------------------------|-----------------------------|
| | 1 | Chief Engineer | 7 | 48640-59840 | 97000-120000 |
| | 2 | Deputy Chief Engineer / Superintending Engineer/ Director | 22 | 44640-58640 | 93000-120000 |
| | 3 | Executive Engineer (HG)/ Design Assistant (HG)/Joint Director (HG) | 76 | 40640-57440 | 81000-115200 |
| a | 4 | Executive Engineer / Design Assistant /Joint Director | | 36140-49740 | 72000-110400 |
| | 5 | Assistant Executive Engineer (HG)/ Design Assistant (HG) /Deputy Director(HG) | 285 | 24040-38840 | 48000-89000 |
| | 6 | Assistant Executive Engineer / Design Assistant /Deputy Director | | 22360-37940 | 45800-87000 |
| | 7 | Assistant Engineer /Junior Designer/ Assistant Director | 638 | 20740-36140 | 41500-83000 |
| | 8 | System Programmer | 1 | 18740-33680 | 37500-75600 |
| | 9 | Draftsman Grade I/Overseer Grade I | 614 | 13900-24040 | 27800-56700 |

| | | | | | |
|--|--|--|------|-------------|--------------|
| | 10 | Research Assistant | | | |
| | 11 | Foreman | 1 | 13900-24040 | 27800-56700 |
| | 12 | Scientific Assistant | 1 | 13900-24040 | 27800-56700 |
| | 13 | Draftsman Grade II/Overseer Grade II | 623 | 11620-20240 | 23400-48000 |
| | 14 | Overseer Grade III/ Tracer | 1277 | 9940-16580 | 21100-43600 |
| | 15 | Lab Assistant | | 9940-16580 | 21100-43600 |
| | 16 | Blue Printer | 30 | 8730-13540 | 18000-37500 |
| | Architectural Wing | | | | |
| | 17 | Chief Architect | 1 | 48640-59840 | 97000-120000 |
| | 18 | Deputy Chief Architect | 1 | 44640-58640 | 93000-120000 |
| | 19 | Senior Architect (HG) | | 40640-55140 | 81000-115200 |
| | 20 | Senior Architect | 4 | 36140-49740 | 72000-110400 |
| | 21 | Deputy Architect (HG)/ Assistant Architectural Engineer (HG)/ Quantity surveyor (HG) | | 24040-38840 | 48000-89000 |
| | 22 | Deputy Architect/ Assistant Architectural Engineer/ Quantity Surveyor | 12 | 21240-37040 | 43600-85000 |
| | 23 | Technical Assistant (Archl) | 1 | 21240-37040 | 43600-85000 |
| | 24 | Landscape Architect | 1 | 21240-37040 | 43600-85000 |
| | 25 | Architectural Head Draftsman | 14 | 20740-36140 | 41500-83000 |
| | 26 | Draftsman Grade I | 17 | 13900-24040 | 27800-56700 |
| | 27 | Draftsman Grade II (Architecture) | 7 | 11620-20240 | 23400-48000 |
| | 28 | Tracer | 2 | 9940-16580 | 21100-43600 |
| | 29 | Blue Printer | 2 | 8730-13540 | 18000-37500 |
| | Electrical & Electronics Wing | | | | |
| | 30 | Chief Electrical Engineer | 1 | 44640-58640 | 97000-120000 |
| | 31 | Executive Engineer (HG) | 6 | 40640-57440 | 81000-115200 |
| | 32 | Exe.Engineer (Elec/ Electronics) | | 36140-49740 | 72000-110400 |
| | 33 | Assistant Executive Engineer (HG) | 26 | 24040-38840 | 48000-89000 |
| | 34 | Assistant Executive Engineer(Electrical/ Electronics) | | 22360-37940 | 45800-87000 |

| | | | | |
|----|---|-----|-------------|-------------|
| 35 | Assistant Engineer (Electrical/ Electronics) | 51 | 20740-36140 | 41500-83000 |
| 36 | Draftsman Grade I / Overseer Grade I | 61 | 13900-24040 | 27800-56700 |
| 37 | Engineering Assistant(Electronics) | 38 | 13900-24040 | 27800-56700 |
| 38 | Refrigerator Mechanic/Generator Mechanic | 4 | 13900-24040 | 27800-56700 |
| 39 | Draftsman Grade II/ Overseer Grade II | 106 | 11620-20240 | 23400-48000 |
| 40 | Lineman | 322 | 9940-16580 | 21100-43600 |
| | Rest house staff | | | |
| 41 | Manager Grade I | 5 | 16180-29180 | 32300-65400 |
| 42 | Manager Grade II | 14 | 9940-16580 | 21100-43600 |
| 43 | Caretaker | 48 | 8960-14260 | 19000-39500 |
| 44 | Butler | 14 | 8730-13540 | 18000-37500 |
| 45 | Maity | 13 | 8500-13210 | 17000-35700 |
| 46 | Dhoby | 1 | 8500-13210 | 17000-35700 |
| 47 | Cook | 14 | 8500-13210 | 17000-35700 |
| 48 | Rest House Attender | | 8500-13210 | 17000-35700 |
| | Mechanical Wing | | | |
| | Miscellaneous staff | | | |
| 49 | Plumbing Inspector | | 11620-20240 | 23400-48000 |
| 50 | Fitter | | 9190-15780 | 20000-41500 |
| 51 | Pump Operator | 6 | 9190-15780 | 20000-41500 |
| 52 | Ferryman | 186 | 8960-14260 | 19000-39500 |
| 53 | Skilled Worker | 25 | 8960-14260 | 19000-39500 |
| 54 | Boring Plant Operator | | 8960-14260 | 19000-39500 |
| 55 | Assistant Lineman | | 8960-14260 | 19000-39500 |
| 56 | Blacksmith | | 8960-14260 | 19000-39500 |
| 57 | Head Gardner | 1 | 8960-14260 | 19000-39500 |
| 58 | Gardner | 12 | 8730-13540 | 18000-37500 |
| 59 | Watchman cum Cook/ Cook cum Watchman | 86 | 8730-13540 | 18000-37500 |
| 60 | Worker Grade I | 160 | 8730-13540 | 18000-37500 |
| 61 | Store Attender | | 8730-13540 | 18000-37500 |
| 62 | Worker Grade II | 20 | 8500-13210 | 17000-35700 |
| 63 | Road Worker | | 8500-13210 | 17000-35700 |
| 64 | Lascar | 2 | 8500-13210 | 17000-35700 |
| 65 | Watcher cum Gardener | 23 | 8500-13210 | 17000-35700 |

| | | | | | |
|--|----|---|-----|------------|-------------|
| | 66 | Full-Time Sweeper/ Scavenger | 9 | 8500-13210 | 17000-35700 |
| | 67 | Sweeper cum Cleaner | 8 | 8500-13210 | 17000-35700 |
| | | Staff absorbed from KSEW Ltd. | | | |
| | 68 | Mechanic | | 8960-14260 | 19000-39500 |
| | 69 | Unskilled Worker | | 8500-13210 | 17000-35700 |
| | | Posts held by personnel of other departments | | | |
| | 70 | Senior Administrative Officer | 1 | As in PD | As in PD |
| | 71 | Senior Finance Officer | 3 | As in PD | As in PD |
| | 72 | Financial Assistant | | As in PD | As in PD |
| | 73 | Divisional Accountant | | As in PD | As in PD |
| | 74 | Assistant Geologist | | As in PD | As in PD |
| | 75 | Research Officer | | As in PD | As in PD |
| | 76 | UD Compiler/ Statistical Assistant Gr I | | As in PD | As in PD |
| | 77 | LD Compiler/ Statistical Assistant Gr II | | As in PD | As in PD |
| | | Common category | | | |
| | 78 | Administrative Assistant | 15 | As in CC | As in CC |
| | 79 | Senior Superintendent | 18 | As in CC | As in CC |
| | 80 | Junior Superintendent | 94 | As in CC | As in CC |
| | 81 | Fair Copy Superintendent | 9 | As in CC | As in CC |
| | 82 | Head Clerk | 183 | As in CC | As in CC |
| | 83 | Senior Clerk | 716 | As in CC | As in CC |
| | 84 | Clerk | 719 | As in CC | As in CC |
| | 85 | Confidential Assistant(Selection Grade) | 7 | As in CC | As in CC |
| | 86 | Confidential Assistant(Senior Grade) | 8 | As in CC | As in CC |
| | 87 | Confidential Assistant Grade I | 7 | As in CC | As in CC |
| | 88 | Confidential Assistant Grade II | 9 | As in CC | As in CC |
| | 89 | Selection Grade Typist | 118 | As in CC | As in CC |
| | 90 | Senior Typist | | | |
| | 91 | Typist | 121 | As in CC | As in CC |
| | 92 | Clerk-Typist | 1 | As in CC | As in CC |
| | 93 | Binder | 1 | As in CC | As in CC |
| | 94 | Roller Driver Grade I | 108 | As in CC | As in CC |
| | 95 | Roller Driver Grade II | | As in CC | As in CC |

| | | | | | |
|--|-----|------------------|-----|----------|----------|
| | 96 | Roller Cleaner | 90 | As in CC | As in CC |
| | 97 | Driver | 156 | As in CC | As in CC |
| | 98 | Lift Operator | 27 | As in CC | As in CC |
| | 99 | Office Attendant | 926 | As in CC | As in CC |
| | 100 | Watchman | 86 | As in CC | As in CC |

- a. 25% will be on Higher Grade.
- b. 1/3rd of the posts will be on Higher Grade.
- c. Existing ratio of 1:1 between Grade I and Grade II will continue.
- d. The post will be abolished when the present incumbent retires.
- e. Administrative Control of Mechanical wing is under Irrigation department and the posts have been placed under the schedule of Irrigation Department.

5.75 REGISTRATION DEPARTMENT

Registration Department is one of the oldest departments in the State, started functioning in its present integrated form from 1st November 1956. The main objective of law of registration is to provide a conclusive proof of genuineness of document, afford publicity to transaction, prevent fraud, afford facility for ascertaining whether a property has already been transacted and afford security of title deeds and facility of 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 being 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, Ernakulam 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.

Commission had discussed with Service Organizations and Head of the department. Considering all relevant factors, the following recommendations are made:

- i) Post of Sub Registrar may be placed in the revised Scale corresponding to the Scale of Pay of Rs.20740-36140 and this post may be allowed 25% Higher Grade on Rs.21240-37040
- ii) 25% of the posts of District Registrars may be placed in the revised scale corresponding to the scale of Rs.24040-38840
- iii) Normal revision may be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| | SI No. | Designation | No. of posts | Existing Scale of Pay | Revised Scale of Pay |
|---|--------|--|--------------|-----------------------|----------------------|
| | 1. | Inspector General of Registration | 1 | 42640-58640 | 85000-117600 |
| | 2. | Joint Inspector General of Registration | 1 | 36140-49740 | 72000-110400 |
| | 3. | Deputy Inspector General of registration | 4 | 29180-43640 | 58050-101400 |
| | | District Registrar/Asst IG of Registration(HG) | | | 48000-89000 |
| a | 4. | District Registrar/Asst IG of Registration | 26 | 22360-37940 | 45800-87000 |
| | | Sub Registrars/Chitty Inspectors/Chitty Auditors/Chitty Prosecuting Inspectors/cashier(HG) | | 21240-37040 | 43600-85000 |
| a | 5. | Sub Registrars/Chitty Inspectors/Chitty Auditors/Chitty Prosecuting Inspectors/cashier | 360 | 18740-33680 | 41500-83000 |
| | 6. | Binding Supervisors | 7 | 13210-22360 | 26500-54000 |
| | | Common Category | | | |
| | 7. | Junior Superintendents | 105 | As in CC | As in CC |
| | 8. | Head Clerks | 244 | As in CC | As in CC |
| | 9. | Senior Clerks | 719 | As in CC | As in CC |
| | 10. | Clerks | 725 | As in CC | As in CC |
| | 11. | Binder Grade I | 6 | As in CC | As in CC |
| | 12. | Binder Grade II | 21 | As in CC | As in CC |
| | 13. | Fair Copy Superintendent | 1 | As in CC | As in CC |
| | 14. | Selection Grade Typist | 10 | As in CC | As in CC |
| | 15. | UD Typist | 11 | As in CC | As in CC |
| | 16. | LD Typist | 12 | As in CC | As in CC |
| | 17. | Confidential Assistant | 1 | As in CC | As in CC |

| | | | | |
|-----|------------------|-----|----------|----------|
| 18. | Office Attendant | 622 | As in CC | As in CC |
| 19. | Attender | 2 | As in CC | As in CC |
| 20. | Duffedar | 1 | As in CC | As in CC |
| 21. | Driver | 22 | As in CC | As in CC |

- a. 25% of the post of Sub Registrar as well as District Registrar will be in the Higher grade.

5.76 **RURAL DEVELOPMENT DEPARTMENT**

The function of the department is the implementation of various rural development programmes introduced by central and state governments. Commissioner, Rural Development is the Head of the Department. The institutions under this department are Commissionerate of Rural Development, State Institute of Rural Development, Extension Training Centers (Kottarakara, Mannuthy and Thaliparamba), District Poverty Alleviation Units, Assistant Development Commissioner(General) office at district level, Assistant Development Commissioner(performance Audit) offices at district level, Block Development offices, KERAMS, FPNC at Balussery, Kozhikode, Government Transport and Equipment organization at Moovattupuzha, Ernakulam, Rural Information Bureau at Thiruvananthapuram.

There are 152 block Panchayats, 14 poverty alleviation units, 14 district offices, 14 district offices for performance audit, three extension training centers, one State Institute for Rural Development, and the Rural Information Bureau .

Commission had discussions with the Service Organizations and the Head of the Department and makes the following recommendations:

- i) Post of Assistant Development Commissioner may be placed in the Scale of Pay corresponding to ` 24040-38840, since this post was on par with Deputy Collector up to the 9th Pay Revision and the posts were interchangeable, at one time. Workload and job responsibility also justify the enhancement.
- ii) Post of Women Welfare Officer and Women Welfare Officer (HG) may be merged and re-designated as Assistant Development Commissioner (Women Welfare). The post may be filled up by Women Employees and Special Rules amended suitably for this purpose. If sufficient number of women are not available in the cadre for posting as Assistant Development Commissioner (Women Welfare), women from the feeder category may be temporarily appointed to the post under Rule 9(a)(i) of the KSSRs without any claim for seniority in the higher cadre.

- iii) The post of co-ordinator (W& CP/DWCRA) may be re-designated as Deputy Development Commissioner (Women Welfare) and Women Officers may be posted. In the absence of women officers for appointment or promotion, appointment to the post may be made from Women Officers from the cadre of Senior BDO based on seniority by invoking the provisions under Rule 9(a)(i) KSSRs temporarily ie, this will not confer on them any claim for seniority.
- iv) Post of Director of SIRD may be placed in the revised scale corresponding to ` 42640-58640, which is equal to the scale of pay of Additional Development Commissioner.
- v) The post of BDO will be placed in the revised scale corresponding to ` 20740-36140. They will have a higher grade on ` 21240-37040 in the ratio 2:1 as Senior Block Development Officer.
- vi) Normal revision may be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| SI. No. | Name of Post | No. of posts | Existing Scale of Pay | Revised Scale of Pay |
|---------|---------------------------------------|--------------|-----------------------|----------------------|
| 1 | Commissioner for Rural Development | 1 | IAS | IAS |
| 2 | Mission Director, MGNREGS | 1 | IAS | IAS |
| 3 | Additional Development Commissioner | 2 | 42640-58640 | 85000-117600 |
| 4 | Director SIRD | 1 | 40640-57440 | 85000-117600 |
| 5 | Joint Development Commissioner | 4 | 40640-57440 | 81000-115200 |
| 6 | Joint Programme Coordinator (MGNREGS) | 8 | 40640-57440 | 81000-115200 |
| 7 | Coordinator(WCP/DWCRA) | 2 | 36140-49740 | 72000-110400 |
| 8 | Deputy Development Commissioner | 16 | 36140-49740 | 72000-110400 |
| 9 | Principal, Extension Training Centre | 3 | 36140-49740 | 72000-110400 |
| 10 | Technical Co-ordinator CDD-Watson | 1 | 36140-49740 | 72000-110400 |
| 11 | Secretary SIRD | 1 | 36140-49740 | 72000-110400 |
| 12 | Assistant Development Commissioner | 48 | 22360-37940 | 48000-89000 |

| | | | | | |
|----------|----|---|-----|-------------|-------------|
| | 13 | Project Officer ITDP Attappady | 1 | 22360-37940 | 45800-87000 |
| | 14 | District Women's Welfare Officer(HG) | 3 | 22360-37940 | 48000-89000 |
| a | 15 | District Women's Welfare Officer(WD) | 24 | 21240-37040 | |
| | 16 | Accounts Officer | 2 | 21240-37040 | 43600-85000 |
| | 17 | Senior Block Development Officer | 38 | 20740-36140 | 43600-85000 |
| | 18 | General Foreman | 1 | 20740-36140 | 41500-83000 |
| | 19 | Senior Lecturer in Rural Development | 1 | 20740-36140 | 41500-83000 |
| | 20 | Lecturer in Rural Industries | 2 | 18740-33680 | 37500-75600 |
| | 21 | Campaign Officer(RIB) | 1 | 18740-33680 | 37500-75600 |
| b | 22 | Block Panchayath Secretary / BDO | 114 | 18740-33680 | 41500-83000 |
| | 23 | Assistant Project Officer ITDP Attappady | 1 | 18740-33680 | 37500-75600 |
| | 24 | Lecturer Gr.I in Home Science | 2 | 18740-33680 | 37500-75600 |
| | 25 | Lecturer Gr.I in Agriculture | 5 | 19240-34500 | 39500-79200 |
| | 26 | Farm Supervisor | 1 | 18740-33680 | 37500-75600 |
| | | Joint BDO(HG) | | 18740-33680 | 37500-75600 |
| c | 27 | Joint BDO(EGS) | 152 | 16180-29180 | 32300-65400 |
| | 28 | Joint BDO(RH) | 76 | 16180-29180 | 32300-65400 |
| | 29 | Extension Officer, Women's Welfare(ITDP)Attappady | 1 | 16180-29180 | 32300-65400 |
| | 30 | Lecturer Gr.II in Home Science | 4 | 15380-25900 | 30700-62400 |
| | 31 | Lecturer Gr.I in Rural Economics | 2 | 18740-33680 | 37500-75600 |
| | 32 | Lecturer Gr.II in Social Education | 2 | 15380-25900 | 30700-62400 |
| | 33 | Assistant Campaign Officer (RIB) | 1 | 15380-25900 | 30700-62400 |
| | 34 | General Extension Officer | 152 | 14620-25280 | 29200-59400 |
| | 35 | Extention Officer(Housing)Gr II | 76 | 14620-25280 | 29200-59400 |
| | 36 | Manager ,RIB | 1 | 13900-24040 | 27800-56700 |

- a. WWO and WWO(HG) is merged and re-designated as ADC(WW).
- b. The ratio between BDO and Senior BDO will be 2:1
- c. 25% of the posts will be in HG

| | | | | | |
|--|----|---|-----|-------------|--------------|
| | 37 | Extention Officer, Women's Welfare | 152 | 14620-25280 | 29200-59400 |
| | 38 | Training Officer | 2 | 13900-24040 | 27800-56700 |
| | 39 | Artist-cum-Photographer cum Cinema Operator Gr.I | 3 | 13210-22360 | 26500-548000 |
| | 40 | Village Extension Officer Gr.I | 723 | 13210-22360 | 26500-54000 |
| | 41 | Lady Village Extension Officer Gr.I | 304 | 13210-22360 | 26500-54000 |
| | 42 | Nursery Teacher | 2 | 11620-20240 | 23400-48000 |
| | 43 | Artist-cum-Photographer cum Cinema Operator Gr.II | - | 9940-16580 | 21100-43600 |
| d | 44 | Village Extension Officer Gr.II | 724 | 10480-18300 | 22200-45800 |
| d | 45 | Lady Village Extension Officer Gr.II | 304 | 10480-18300 | 22200-45800 |
| | 46 | Skilled Assistant | | 9940-16580 | 21100-43600 |
| | 47 | Carpenter Cum Blacksmith | 1 | 8960-14260 | 19000-39500 |
| | 48 | Mechanic (Extension Training Centre) | 5 | 8960-14260 | 19000-39500 |
| | 49 | Lab Attender | 2 | 8730-13540 | 18000-37500 |
| | 50 | Balawadi Ayah | 2 | 8500-13210 | 17000-35700 |
| e | 51 | Assistant Sericulture Officer | 48 | 14620-25280 | 29200-59400 |
| | 52 | Class IV Employees Gr. II | | 8500-13210 | 17000-35700 |
| | 53 | Watchman | 1 | 8500-13210 | 17000-35700 |
| Post held by personnel of other departments | | | | | |
| | 54 | Senior Administrative Officer | 1 | As in PD | As in PD |
| | 55 | Senior Finance Officer | 1 | As in PD | As in PD |
| | 56 | Financial Assistant | | As in PD | As in PD |
| | 57 | Deputy Director P&M | 1 | As in PD | As in PD |
| | 58 | Chief Officer RIB | 1 | As in PD | As in PD |
| | 59 | Lecturer in Animal Husbandry | 1 | As in PD | As in PD |
| | 60 | Lecturer (Co-operation) | 1 | As in PD | As in PD |
| | 61 | Junior Lecturer (Rural Engineering) | | As in PD | As in PD |
| | 62 | Junior Lecturer in Animal Husbandry | 1 | As in PD | As in PD |
| | 63 | Research Assistant | 1 | As in PD | As in PD |
| | 64 | UD Compiler | 3 | As in PD | As in PD |
| | 65 | Extention Officer(P&M) | 166 | As in PD | As in PD |

d. The existing ratio of 1: 1 between Grade I and Grade II posts will continue.
e. Posts absorbed from SERIFED.

| | | | | | |
|--|----|--|-----|----------|----------|
| | 66 | Physical Instructor -cum- Librarian | 1 | As in PD | As in PD |
| | | Common Category | | | |
| | 67 | Head Accountant | | As in CC | As in CC |
| | 68 | Senior Superintendent/ Accounts Officer | 30 | As in CC | As in CC |
| | 69 | Junior Superintendent | 11 | As in CC | As in CC |
| | 70 | Head Clerk | 166 | As in CC | As in CC |
| | 71 | Senior Clerk | 301 | As in CC | As in CC |
| | 72 | LD Clerk | 432 | As in CC | As in CC |
| | 73 | Selection Grade Typist | 45 | As in CC | As in CC |
| | 74 | UD Typist | 87 | As in CC | As in CC |
| | 75 | LD Typist | 47 | As in CC | As in CC |
| | 76 | Fair Copy Superintendent | 1 | As in CC | As in CC |
| | 77 | Part-Time Sweeper | | As in CC | As in CC |
| | 78 | Records Keeper | 1 | As in CC | As in CC |
| | 79 | Drivers | 178 | As in CC | As in CC |

5.77 **SAINIK WELFARE DEPARTMENT**

The History of the Department dates back to 01.06.1950, when it came into existence as Rajya Sainik Board and at District level as Zila Sainik Board. It was in the year 1960 that the Board was renamed and converted as Department of Sainik Welfare. The Sainik Welfare Department is entrusted with the duty of the welfare and resettlement of ex-service personnel, their dependants and war-widows. Director is the Head of the Department.

The Commission had discussions with the Service Organisations and Head of the Department and following recommendations are made:

- i) Normal revision is recommended to all categories.

The categories of posts with the existing and proposed scales of pay are given below:

| | SI No | Designation | No. of posts | Scales of Pay | Scales of Pay |
|---|-------|--|--------------|---------------|---------------|
| a | 1. | Director | 1 | 36140-49740 | 72000-110400 |
| | 2. | Deputy Director/ Zila Sainik Welfare Officer | 15 | 22360-37940 | 45800-87000 |
| | 3. | Assistant Director/ Assistant Zila Sainik Welfare Officer(HG) | | 20740-36140 | 41500-83000 |

| | | | | | |
|---|-----|---|----|-----------------|-----------------|
| b | 4. | Assistant Director/ Assistant Zila Sainik Welfare Officer | 11 | 18740- 33680 | 37500- 75600 |
| | 5. | Welfare Organiser | 13 | 13900- 24040 | 27800- 56700 |
| | | Common Category | | | |
| | 6. | Junior Superintendent | 2 | As in CC | As in CC |
| | 7. | Head Clerk/Head Accountant | 11 | As in CC | As in CC |
| | 8. | Senior Clerk | 34 | As in CC | As in CC |
| | 9. | Clerk | 35 | As in CC | As in CC |
| | 10. | Clerk Typist | 14 | As in CC | As in CC |
| | 11. | Selection Grade Typist | 2 | As in CC | As in CC |
| | 12. | UD Typist | 2 | As in CC | As in CC |
| | 13. | Confidential Assistant Grade I | 1 | As in CC | As in CC |
| | 14. | Roneo Operator | 1 | As in CC | As in CC |
| | 15. | Office Attendant | 18 | As in CC | As in CC |
| | 16. | Binder | 1 | As in CC | As in CC |
| | 17. | Driver | 1 | As in CC | As in CC |
| | 18. | Night Watchman | 2 | As in CC | As in CC |
| | 19. | Part Time Sweeper | 13 | As in CC | As in CC |
| | | Post held by personnel of other Department | | | |
| | 20. | Accounts Officer | 1 | As in PD | As in PD |
| | 21. | Finance Officer | 1 | As in PD | As in PD |
| | 22. | Junior Employment Officer | 1 | As in PD | As in PD |

- a) Personal Scale of ` 81000-115200 will continue to the incumbent as long as he holds the post.
- b) 1/3rd of posts will be in Higher Grade.

5.78 SCHEDULED CASTE DEVELOPMENT DEPARTMENT

This department was formerly known as Harijan Welfare Department, and deals with the implementation of schemes aimed at the upliftment of the socially and economically backward communities of Scheduled Castes. The Director is from the IAS cadre and the department has one post of Additional Director and 3 posts of Joint Directors.

After discussion with Service Organisations and Head of Department, Commission makes following recommendations:

- i) Post of Nursery School Teacher may be placed in the revised scale corresponding to ` 13210-22360 since the corresponding hike given to those in General Education Department was not allowed in this department though the candidate have same qualification and are selected from the same PSC list.
- ii) The post of Pre-metric Hostel warden may be placed in the revised scale corresponding to ` 9940-16580, since the qualification for the post is S S L C and three years experience and also that they have round the clock duty.
- iii) Post of Training Superintendent/Assistant Inspector of Training may be placed in the revised scale corresponding to ` 15380-25900. This post is the Head of the Institution issuing certificates service to the students passing out of the Institution. Hence the name of the post is re-designated as Training Superintendent and Principal with a hike in the scale of pay as suggested.
- iv) As per existing norms one post of Scheduled Caste Development Officer Gr.I is created for every block having Scheduled Caste population of over 15000. This norm was fixed in the year 2000 and the same is recommended to be reworked and if Schedule Caste population has crossed 15000 in any of the other Blocks, the post of Scheduled Caste Development Officer Grade II may be upgraded to that of Grade I and corresponding revised scale of pay may be allowed.
- v) The post of SC Development Officer Gr.I, Chief Publicity Officer and Senior Superintendent being interchangeable, the revised scale corresponding to ` 20740-36140 may be allowed.
- vi) Assistant District Development Officer may be allowed the revised scale corresponding to ` 21240-37040, being the promotion post of SCDO Gr.I.
- vii) Normal revision may be recommended to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| | SI No. | Designation | No. of posts | Existing Scale of Pay | Revised Scale of Pay |
|---|---------------|--|---------------------|------------------------------|-----------------------------|
| | 1. | Director | | IAS | IAS |
| | 2. | Additional Director | 1 | 40640-57440 | 81000-115200 |
| | 3. | Joint Director | 3 | 36140-49740 | 72000-110400 |
| | 4. | Deputy Director | 2 | 24040-38840 | 48000-89000 |
| | 5. | District Development Officer(HG) | | 24040-38840 | 48000-89000 |
| a | 6. | District Development Officer | 14 | 22360-37940 | 45800-87000 |
| | 7. | Training Officer | 1 | 22360-37940 | 45800-87000 |
| | 8. | Asst. District Development Officer to SC(HG) | | 22360-37940 | 45800-87000 |
| a | 9. | Asst. District Development Officer to SC | 14 | 20740-36140 | 43600-85000 |
| | 10. | SC Development Officer Gr I/Sr. Supdt | 83 | 18740-33680 | 41500-83000 |
| | 11. | Chief Publicity Officer | 1 | 18740-33680 | 41500-83000 |
| | 12. | Special Officer for colonization/Special Taluk Development Officer | 1 | 18740-33680 | 37500-75600 |
| | 13. | Inspector of Training | 2 | 18740-33680 | 37500-75600 |
| | 14. | SC Development Officer Gr II | 107 | 16180-29180 | 32300-65400 |
| | 15. | Instructor in Stenography | 4 | 15380-25900 | 30700-62400 |
| | 16. | Training Superintendent/ Assistant Inspector of Training | 45 | 14620-25280 | 30700-62400 |

| | | | | | |
|---|-----|--|-----|-------------|-------------|
| | 17. | Training Instructor | 90 | 13900-24040 | 27800-56700 |
| | 18. | Nursery School Teacher | 51 | 11620-20240 | 26500-54000 |
| b | 19. | Pre-Matric Hostel Warden(SrGr) | 191 | 13210-22360 | 26500-54000 |
| b | 20. | Pre-Matric Hostel Warden(HG) | | 11620-20240 | 23400-48000 |
| b | 21. | Pre-Matric Hostel Warden | | 9190-15780 | 21100-43600 |
| | 22. | Ayah | 65 | 8500-13210 | 17000-35700 |
| | 23. | Helper/Mess Boy | 49 | 8500-13210 | 17000-35700 |
| | | Common Category | | | |
| | 24. | Junior Superintendent | 29 | As in CC | As in CC |
| | 25. | Fair Copy Superintendent | 2 | As in CC | As in CC |
| | 26. | Clerk | 164 | As in CC | As in CC |
| | 27. | Senior Clerk | 157 | As in CC | As in CC |
| | 28. | LD Typist | 13 | As in CC | As in CC |
| | 29. | UD Typist | 14 | As in CC | As in CC |
| | 30. | Selection Grade Typist | 14 | As in CC | As in CC |
| | 31. | Confidential Assistant Gr II | 2 | As in CC | As in CC |
| | 32. | Confidential Assistant Gr I | 1 | As in CC | As in CC |
| | 33. | Confidential Assistant Senior Gr | 1 | As in CC | As in CC |
| | 34. | Selection Grade Confidential Assistant | 1 | As in CC | As in CC |
| | 35. | Clerk Typist | 10 | As in CC | As in CC |
| | 36. | Office Attendant | 184 | As in CC | As in CC |
| | 37. | Clerical Attender | 2 | As in CC | As in CC |

| | | | | | |
|--|-----|----------------------|-----|----------|----------|
| | 38. | Attender | 11 | As in CC | As in CC |
| | 39. | Driver | 22 | As in CC | As in CC |
| | 40. | Watchman | 123 | As in CC | As in CC |
| | 41. | Full Time Sweeper | 15 | As in CC | As in CC |
| | 42. | Cook | 287 | As in CC | As in CC |
| | 43. | Sweeper cum Watchman | 60 | As in CC | As in CC |
| | 44. | Daffedar | 1 | As in CC | As in CC |

- a. 30% of the posts will be in HG.
- b. The posts of Pre-metric Hostel Warden, Pre-metric Hostel Warden(HG), Pre-metric Hostel Warden(Sen. Gr) is in the ratio of 1:1:1

5.79 SCHEDULED TRIBES DEVELOPMENT DEPARTMENT

The Scheduled Tribes Development Department was formed in 1975, bifurcating the erstwhile Harijan Welfare Department. It started functioning as a full-fledged department with a separate establishment from 1980. It looks after the overall welfare and development activities of the Scheduled Tribes in the State. Besides State Plan Schemes, the Department implements Tribal Sub Plan, Special Central Assistance to Tribal Sub Plan (SCA to TSP) and other Centrally Sponsored Schemes. As a part of re-settlement of landless tribals, Tribal Re-settlement and Development Mission (TRDM) has also been formed to undertake the rehabilitation activities based on a master plan. The Department is headed by the Director from the IAS cadre.

The head quarters of the department is at Thiruvananthapuram with 7 ITD project offices and 9 Tribal Development Offices at the district level and 48 Tribal Extension Offices at the grass root level

After discussions with Service Organizations and the Head of Department, Commission recommends that:

- i) Posts of Nursery School Teacher may be placed in the revised scale corresponding to ` 13210-22360 in view of the position that corresponding hike given to those teachers in the General Education Department was not allowed in this department though the candidates have the same qualification and they are selected from the same PSC list.

- ii) The percentage of mess charge collected from the Cooks working in the hostels may be limited to 25% of the usual charge calculated per person.
- iii) It is recommended to appoint Junior All India Service Officer as the Head of ITDP Project at Attapadi under Rural Development, Department with minimum tenure not less than two years to co-ordinate Tribal programmes in an effective manner.
- iv) Normal revision may be recommended to all other posts.

The categories of posts with the existing and proposed scales of pay are given below:

| | Sl. No. | Designation | No of posts | Existing scale of Pay | Revised Scale of Pay |
|---|----------------|--|--------------------|------------------------------|-----------------------------|
| | 1. | Director | 1 | IAS | IAS |
| | 2. | Joint Director | 1 | 36140-49740 | 72000-110400 |
| | 3. | Deputy Director/ Project Officer/Manager | 8 | 29180-43640 | 58050-101400 |
| | 4. | Assistant Director/ Tribal Development Officer | 12 | 21240-37040 | 43600-85000 |
| | 5. | Assistant Project Officer/Assistant Tribal Development Officer | 12 | 20740-36140 | 41500-83000 |
| | 6. | Special Extension Officer | 4 | 18740-33680 | 37500-75600 |
| | 7. | Tribal Extension Officer | 48 | 16180-29180 | 32300-65400 |
| | 8. | Training Officer | 1 | 18740-33680 | 37500-75600 |
| a | 9. | Senior Clerk/ Senior Clerk-Warden | 117 | 13210-22360 | 26500-54000 |
| a | 10. | Clerk/Clerk-Warden | 118 | 9940-16580 | 21100-43600 |

| | | | | | |
|---|-----|--|-----|-------------|-------------|
| | 11. | Industrial Supervisor | 1 | 16180-29180 | 32300-65400 |
| | 12. | Supervisor | 2 | 13210-22360 | 26500-54000 |
| | 13. | Instructor | 21 | 9190-15780 | 20000-41500 |
| | 14. | Nursery School Teacher | 13 | 11620-20240 | 26500-54000 |
| | 15. | Manager (Model Residential School) | 18 | 16180-29180 | 32300-65400 |
| | 16. | Manager-cum- Residential Tutor | 15 | AS in PD | AS in PD |
| | 17. | Data Entry Operator | 1 | 9940-16580 | 21100-43600 |
| | 18. | Ayah | 58 | 8500-13210 | 17000-35700 |
| | 19. | Cook (SrGr) | | 8960-14260 | 19000-39500 |
| | 20. | Cook GrI | | 8730-13540 | 18000-37500 |
| b | 21. | CookGrII | 291 | 8500-13210 | 17000-35700 |
| | 22. | Record Attender | 1 | 8960-14260 | 19000-39500 |
| | 23. | Watchman/Security | 24 | 8500-13210 | 17000-35700 |
| | | Common Category | | | |
| | 24. | Senior Superintendent | 18 | As in CC | As in CC |
| | 25. | Junior superintendent | 17 | As in CC | As in CC |
| | 26. | Fair Copy superintendent | 1 | As in CC | As in CC |
| | 27. | Head Clerk | 2 | As in CC | As in CC |
| | 28. | Confidential Assistant | 7 | As in CC | As in CC |
| | 29. | Sel. Grade Typist | 9 | As in CC | As in CC |
| | 30. | UD Typist | 10 | As in CC | As in CC |
| | 31. | LD Typist | 10 | As in CC | As in CC |

| | | | | |
|-----|---|-----|----------|----------|
| 32. | Driver | 24 | As in CC | As in CC |
| 33. | Attender | 23 | As in CC | As in CC |
| 34. | Office Attendant/ Watchman | 243 | As in CC | As in CC |
| 35. | FTS/Sweeper cum Watchman/Gardener cum Scavenger/Van Cleaner/ Mess Girl/Mess Boy/ Helper/Sanitary Worker | 92 | As in CC | As in CC |
| 36. | Part Time Staff | 159 | As in CC | As in CC |

- a. Ratio between Clerk-Warden and Senior Clerk- Warden is 1:1.
- b. Ratio between Cook Gr II, Gr I and Senior Gr will be 1:1:1.

5.80 GOVERNMENT SECRETARIAT

Secretariat is the apex body of the State Administration. The Secretariat Service comprises of Administrative Secretariat, Finance Secretariat, Law Secretariat and the Legislature Secretariat . The prime function of the Secretariat is to assist the political framework to formulate policies and make major administrative decisions. The Secretariat transacts the business of Government according to the Rules of Business issued by the Governor in exercise of the powers conferred by Clause (2) and (3) of Article 166 of the Constitution of India. It also interfaces with the Central and other State Governments. The importance of the Office has long since been recognized and is of utmost importance. It is properly staffed and functions with a high level of efficiency.

A. KERALA RAJ BHAVAN

Commission had discussions with the Controller, Raj Bhavan and Commission recommends that:

- i) The post of Section Officer may be placed in the revised scale corresponding to ` 20740-36140 with Higher Grade in the revised scale corresponding to ` 21240-37040. The existing ratio of 1:1 will continue

- ii) The post of Assistant may be placed in the revised scale corresponding to ` 14620-25280
- iii) The post of Computer Assistant Grade I may be placed in the revised scale corresponding to ` 14620-25280
- iv) The post of Confidential Assistant Grade I may be placed in the revised scale corresponding to ` 14620-25280
- v) Normal revision is recommended to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

1. GOVERNOR'S SECRETARIAT

| | Sl. No | Designation | No. of Posts | Existing scale of pay | Revised scale of pay |
|---|---------------|---|---------------------|------------------------------|-----------------------------|
| | 1. | Secretary to Governor | 1 | IAS | IAS |
| | 2. | Deputy Secretary | 2 | 40640-57440+ 300 sp# | 81000-115200 |
| | 3. | Under Secretary | 2 | 24040-38840 | 48000-89000 |
| | 4. | Private Secretary to Governor | 1 | 22360-37940 | 45800-87000 |
| | 5. | Public Relations Officer | 1 | 22360-37940 | 45800-87000 |
| | 6. | Personal Assistant to Governor | 1 | 20740-36140 | 41500-83000 |
| | 7. | Section Officer (HG) | 1 | 20740-36140 | 43600-85000 |
| a | 8. | Section Officer | 2 | 18740-33680 | 41500-83000 |
| | 9. | Additional Personal Assistant to Governor | 1 | 18740-33680 | 37500-75600 |
| | 10. | Tour Superintendent | 1 | 18740-33680 | 37500-75600 |
| | 11. | Assistant Section Officer | 4 | 16980-31360 | 33900-68700 |
| | 12. | Assistant (Senior Grade) | 4 | 16180-29180 | 32300-65400 |

| | | | | | |
|---|-----|---|----|-------------|-------------|
| b | 13. | Assistant | 4 | 13900-24040 | 29200-59400 |
| | 14. | Computer Assistant (Selection Grade) | 1 | 16980-31360 | 33900-68700 |
| | 15. | Computer Assistant (Senior Grade) | 1 | 16180-29180 | 32300-65400 |
| | 16. | Computer Assistant Grade I | 1 | 13900-24040 | 29200-59400 |
| c | 17. | ComputerAssistant Grade II | 2 | 10480-18300 | 22200-45800 |
| | 18. | Telephone Operator | 4 | 9190-15780 | 20000-41500 |
| | 19. | Chauffer Grade II | 1 | 9190-15780 | 20000-41500 |
| | 20. | Motor Cycle Despatch Rider | 2 | 9190-15780 | 20000-41500 |
| | 21. | Clerical Assistant | | 8730-13540 | 18000-37500 |
| | 22. | Confidential Assistant Grade I | 1 | 13900-24040 | 29200-59400 |
| | 23. | Confidential Assistant Grade II | 1 | 10480-18300 | 22200-45800 |
| | 24. | Binder | 1 | 9190-15780 | 20000-41500 |
| | 25. | Duffedar | 2 | 8730-13540 | 18000-37500 |
| | 26. | Office Attendant Grade-I | 22 | 8730-13540 | 18000-37500 |
| | 27. | Office Attendant Grade-II | | 8500-13210 | 17000-35700 |
| | 28. | Sweeper | 4 | 8500-13210 | 17000-35700 |
| | 29. | Sanitation Worker | 1 | 8500-13210 | 17000-35700 |
| | 30. | Sweeper cum Sanitation Worker | 1 | 8500-13210 | 17000-35700 |

- #) Special Pay in lieu of Higher Time Scale. Discontinued.
a) Existing ratio 1:1 will continue
b) The ratio will be 1:1:1
c) Existing ratio (1:1:1:1) will continue

2. GOVERNOR'S HOUSEHOLD

| SI. No | Designation | No. of Posts | Existing scale of pay | Revised scale of pay |
|--------|------------------------------|--------------|-----------------------|----------------------|
| 1. | ADC to Governor | 1 | As in PD | As in PD |
| 2. | Comptroller | 1 | 32110-44640 | 63900-103600 |
| 3. | Additional Private Secretary | 1 | 22360-37940 | 45800-87000 |
| 4. | Medical Officer | 2 | 24040-38840 | 48000-89000 |
| 5. | Staff Nurse Grade II | 1 | 13900-24040 | 27800-56700 |
| 6. | Pharmacist Grade II | 1 | 11620-20240 | 23400-48000 |
| 7. | Furniture Clerk | 1 | 9940-16580 | 21100-43600 |
| 8. | Motor Section Clerk | 1 | 9940-16580 | 21100-43600 |
| 9. | Garden Supervisor | 1 | 9940-16580 | 21100-43600 |
| 10. | Chauffer | 4 | 9190-15780 | 20000-41500 |
| 11. | Head Butler | 1 | 8960-14260 | 19000-39500 |
| 12. | Head Cook | 1 | 8960-14260 | 19000-39500 |
| 13. | Head Gardener | 1 | 8960-14260 | 19000-39500 |
| 14. | Carpenter | 1 | 8960-14260 | 19000-39500 |
| 15. | Gardener | 12 | 8730-13540 | 18000-37500 |

| | | | | |
|-----|-------------------------------|----|------------|-------------|
| 16. | Personal Attendant | 2 | 8730-13540 | 18000-37500 |
| 17. | Caretaker | 1 | 8730-13540 | 18000-37500 |
| 18. | Tailor | 1 | 8730-13540 | 18000-37500 |
| 19. | Cook | 2 | 8730-13540 | 18000-37500 |
| 20. | Laundry Superintendent | 1 | 8730-13540 | 18000-37500 |
| 21. | Dhobi | 2 | 8730-13540 | 18000-37500 |
| 22. | Female Attendant | 2 | 8730-13540 | 18000-37500 |
| 23. | Nursing Assistant | 1 | 8500-13210 | 17000-35700 |
| 24. | Hospital Attendant | 2 | 8500-13210 | 17000-35700 |
| 25. | Attender | 1 | 8730-13540 | 18000-37500 |
| 26. | Duffedar | 1 | 8730-13540 | 18000-37500 |
| 27. | Waiter | 4 | 8730-13540 | 18000-37500 |
| 28. | Matey | 5 | 8500-13210 | 17000-35700 |
| 29. | Lascar | 5 | 8500-13210 | 17000-35700 |
| 30. | Sweeper | 12 | 8500-13210 | 17000-35700 |
| 31. | Sweeper-cum-Sanitation Worker | 2 | 8500-13210 | 17000-35700 |
| 32. | Cleaner | 2 | 8500-13210 | 17000-35700 |
| 33. | Office Attendant | 4 | 8500-13210 | 17000-35700 |
| 34. | Watcher | 3 | 8500-13210 | 17000-35700 |

B. ADMINISTRATIVE SECRETARIAT

Commission had discussion with Service Organizations and the Secretary, General Administration and recommends that:

- i) The post of Section Officer may be placed in the revised scale corresponding to ` 20740-36140. The existing ratio of 1:1 for Higher Grade will continue on revised scale corresponding to ` 21240-37040

- ii) The post of Office Superintendent will be placed on the revised scale corresponding to ` 20740-36140. The existing ratio of 1:1 will continue for Higher Grade of ` 21240-37040
- iii) The post of Confidential Assistant Selection Grade will be placed in the revised scale of pay corresponding to ` 20740-36140
- iv) (a). The post of Personal Assistant may be placed on the revised scale corresponding to ` 21240-37040.
(b) Four posts out of Personal Assistant(HG) may be upgraded as Personal Secretary and placed in the revised scale corresponding to ` 24040-38840 and set apart for postings with Chief Secretary/Additional Chief Secretary in the following Departments: General Administrative Department- 3, Finance Department -1
- v) The post of Assistant/Accountant/Reception Officer/Assistant Liaison Officer may be placed in the revised scale corresponding to ` 14620-25280
- vi) The post of Computer Assistant Grade I may be placed in the revised scale corresponding to ` 14620-25280
- vii) The post of Confidential Assistant Grade I may be placed in the revised scale corresponding to ` 14620-25280
- viii) The post of Dhobiy Supervisor may be placed in the revised scale corresponding to ` 9190-15750
- ix) The ratio between Security Guard Grade II and Grade I may be modified as 3:1 from the existing 5:1. This will not involve any change of duty. They will continue to do the same work as before.
- x) The post of Roneo Operator/Stencil Operator/Duplicating Machine Operator may be abolished and the incumbent(s) deployed for other duty as Stencil machines have become outdated and has been replaced with Photocopiers.
- xi) Special pay in lieu of Higher Time Scale of Pay was introduced for Deputy Secretaries and above during the period when their pay scales were low and inadequate considering the important and hard work being rendered by them. However, times have changed and considering the high scales of pay now recommended for them, we do not find any justification to continue special pay. Moreover, we have recommended abolition of special allowances in various other departments. We therefore recommend abolition of special pay for Deputy Secretaries and above in the Secretariat and corresponding posts in other establishments like PSC, Advocate's General Office, High Court etc. (Member Secretary has recorded his dissent in this matter. May be seen at Appendix I)
- xii) Normal revision may be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| | Sl. No | Designation | Number of posts | Existing Scale of Pay | Revised Scale of Pay |
|---|--------|---|-----------------|-------------------------------|----------------------|
| | 1. | Chief Secretary | 1 | IAS | IAS |
| | 2. | Additional Chief Secretary | 5 | IAS | IAS |
| | 3. | Principal Secretary | 11 | IAS | IAS |
| | 4. | Secretary | 20 | IAS | IAS |
| | 5. | Addl. Secretary (IAS) | 6 | IAS | IAS |
| | 6. | Special Secretary | 5 | 48640-59840+ 1100 sp# | 97000-120000 |
| | 7. | Additional Secretary | 45 | 46640- 59840 + 900 sp # | 93000-120000 |
| | 8. | Joint Secretary | 36 | 44640- 58640 + 500 sp# | 89000-117600 |
| | 9. | Deputy Secretary | 45 | 40640- 57440 + 300 sp# | 81000-115200 |
| | 10. | Under Secretary (HG) | 41 | 36140-49740 | 72000-110400 |
| a | 11. | Under Secretary and Asst. Electoral Officer/ Protocol Officer/ Additional Protocol Officer/ Chief Liaison Officer | 80 | 24040-38840 | 48000-89000 |
| | 12. | Senior Grade Librarian | | 29180-43640 | 58050-101400 |
| | 13. | Language Expert | 1 | 24040-38840 | 48000-89000 |
| | 14. | Personal Assistant (HG) | 16 | 22360-37940 | 45800-87000 |
| b | 15. | Personal Assistant | 32 | 20740-36140 | 43600-85000 |
| | 16. | Section Officer (HG) | 183 | 20740-36140 | 43600-85000 |
| b | 17. | Section Officer/Cashier/ Liaison Officer/ Asst. Protocol Officer | 183 | 18740-33680 | 41500-83000 |
| | 18. | Office Superintendent (HG) | 35 | 20740-36140 | 43600-85000 |
| b | 19. | Office Superintendent | | 18740-33680 | 41500-83000 |
| | 20. | Assistant Section Officer | 373 | 16980-31360 | 33900-68700 |

| | | | | | |
|---|-----|---|-----|-------------|-------------|
| | 21. | Senior Grade Assistant/ Assistant Cashier | 373 | 16180-29180 | 32300-65400 |
| c | 22. | Assistant /Accountant/ Reception Officer/ Assistant Liaison Officer | 374 | 13900-24040 | 29200-59400 |
| | 23. | Computer Assistant Selection Grade | 108 | 16980-31360 | 33900-68700 |
| | 24. | Computer Assistant Senior Grade | 108 | 16180-29180 | 32300-65400 |
| | 25. | Computer Assistant Gr. I | 109 | 13900-24040 | 29200-59400 |
| d | 26. | Computer Assistant Gr. II | 109 | 10480-18300 | 22200-45800 |
| | 27. | Security Officer | 1 | 16180-29180 | 32300-65400 |
| | 28. | Assistant Security Officer | 2 | 14620-25280 | 29200-59400 |
| | 29. | Sergeant | 3 | 14620-25280 | 29200-59400 |
| | 30. | Security Guard Gr. I/ Head Guard | 9 | 11620-20240 | 23400-48000 |
| e | 31. | Security Guard Gr. II, Chowkidar, Watchman | 104 | 9940-16580 | 21100-43600 |
| | 32. | Clerical Assistant Gr. I | 41 | 10480-18300 | 22200-45800 |
| b | 33. | Clerical Assistant Gr. II | 31 | 9940-16580 | 21100-43600 |
| | 34. | Lift Supervisor | 2 | 10480-18300 | 22200-45800 |
| | 35. | Duplicating Machine Supervisor | 1 | 9940-16580 | 21100-43600 |
| | 36. | Duplicating Machine Operator | 3 | 9190-15780 | 20000-41500 |
| | 37. | Motor Cycle Orderly | 2 | 10480-18300 | 22200-45800 |
| | 38. | Head Gardener | 1 | 8960-14260 | 19000-39500 |
| f | 39. | Gardener | 20 | 8730-13540 | 18000-37500 |
| | 40. | Dhobi Supervisor | | | 20000-41500 |
| | 41. | Dhobi | 1 | 8960-14260 | 19000-39500 |
| | 42. | Attender (HG) | 45 | 9190-15780 | 20000-41500 |
| g | 43. | Attender | | 8960-14260 | 19000-39500 |
| | 44. | Nottam | 1 | 8960-14260 | 19000-39500 |
| | 45. | Store Attendant | 4 | 8730-13540 | 18000-37500 |
| | 46. | Conference Hall Watchman | 2 | 8960-14260 | 19000-39500 |
| | 47. | Messenger | 3 | 8500-13210 | 17000-35700 |

| | | | | | |
|---|--------------|-----------------------------------|-------------|-------------|-------------|
| | 48. | Full Time Telephone Cleaner | 3 | 8500-13210 | 17000-35700 |
| | 49. | OP Attender | 1 | 8500-13210 | 17000-35700 |
| | 50. | Confidential Assistant (Sel. Gr.) | 50 | 19240-34500 | 41500-83000 |
| | 51. | Confidential Assistant (Sr. Gr.) | 50 | 16180-29180 | 32300-65400 |
| | 52. | Confidential Assistant Gr. I | 50 | 13900-24040 | 29200-59400 |
| d | 53. | Confidential Assistant Gr. II | 50 | 10480-18300 | 22200-45800 |
| | 54. | Health Inspector Gr. II | 1 | 13900-24040 | 27800-56700 |
| | 55. | Binder Gr. I | 14 | 10480-18300 | 22200-45800 |
| | 56. | Binder Gr. II | 18 | 9940-16580 | 21100-43600 |
| h | 57. | Lift Operator | 28 | 9190-15780 | 20000-41500 |
| | 58. | Health Assistant | 1 | 9190-15780 | 20000-41500 |
| i | 59. | Driver | 13 | 9190-15780 | 20000-41500 |
| | 60. | Office Attendant Gr. I | 258 | 8730-13540 | 18000-37500 |
| | 61. | Office Attendant Gr. II | 430 | 8500-13210 | 17000-35700 |
| | 62. | Full Time Sweeper | 52 | 8500-13210 | 17000-35700 |
| | TOTAL | | 3600 | | |

- #) Special pay in lieu of Higher Timer scale . Discontinued.
- i) The existing ratio of 2:1 will continue
- ii) HG in the ratio 1:1 . Out of the HG, four posts will be designated as Personal Secretary on ` 48000-89000 and posted with Chief Secretary/ACS (3 in GAD, 1 in Finance)
- iii) The Grade ratio 1:1:1 will continue
- iv) The existing ratio 1:1:1:1 will continue
- v) Th existing ratio 1:3 will continue
- vi) The ratio between Full Time Gardeners and Head Gardener is 10:1
- vii) 1/3rd will be in the Higher Grade
- viii) Ratio between Lift Operator and Lift Supervisor will be 9:1
- ix) Ratio among Grade II, Grade I and Senior Grade will be 1:1:1. 10% of Senior Grade Drivers will be on Selection Grade on ` 29200-59400.

C. FINANCE SECRETARIAT:

Commission had discussion with Service Organizations and the Additional Chief Secretary (Finance) and recommends that:

- i) The post of Accounts Officer and Section Officer may be placed in the revised scale corresponding to ` 22360-37940 and

- Rs.20740-36140 respectively. Section Officer will have a Higher Grade on ` 21240-37040. The existing ratio of 1:1 will continue.
- ii) The post of Office Superintendent will be placed on the revised scale corresponding to ` 20740-36140 with Higher Grade ` 21240-37040 . The existing ratio of 1:1 will continue
 - iii) The post of Confidential Assistant Selection Grade will be placed in the revised scale of pay corresponding to ` 20740-36140.
 - iv) The Post of Assistant may be placed in the revised scale corresponding to ` 14620-25280
 - v) The post of Computer Assistant Grade I may be placed in the revised scale corresponding to ` 14620-25280
 - vi) The post of Confidential Assistant Grade I may be placed in the revised scale corresponding to ` 14620-25280
 - vii) The post of Roneo Operator/Stencil Operator/Duplicating Machine Operator may be abolished and the incumbent(s) deployed for other duty as Stencil machines have become outdated and has been replaced with Photocopiers .
 - viii) Normal revision may be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| SI No | Designation | No. of posts | Existing Scale of Pay | Revised Scale of Pay |
|-------|----------------------------|--------------|-----------------------|----------------------|
| 1. | Principal Secretary | 1 | IAS | IAS |
| 2. | Secretary | 2 | IAS | IAS |
| 3. | Special Secretary | 1 | 48640-59840+1100 sp# | 97000-120000 |
| 4. | Additional Secretary | 15 | 46640-59840 + 900 sp# | 93000-120000 |
| 5. | Joint Secretary | 13 | 44640-58640 + 500 sp# | 89000-117600 |
| 6. | Deputy Secretary | 16 | 40640-57440 + 300 sp# | 81000-115200 |
| 7. | Under Secretary (HG) | 10 | 36140-49740 | 72000-110400 |
| a | Under Secretary | 23 | 24040-38840 | 48000-89000 |
| 9. | Section Officer (HG) | 49 | 20740-36140 | 43600-85000 |
| b | Section Officer | 49 | 18740-33680 | 41500-83000 |
| 11. | Office Superintendent (HG) | 7 | 20740-36140 | 43600-85000 |
| b | Office Superintendent | | 18740-33680 | 41500-83000 |
| 13. | Assistant Section Officer | 94 | 16980-31360 | 33900-68700 |

| | | | | | |
|---|-----|---|-----|-------------|--------------|
| | 14. | Senior Grade Assistant | 94 | 16180-29180 | 32300-65400 |
| c | 15. | Assistant | 95 | 13900-24040 | 29200-59400 |
| | 16. | Computer Assistant Selection Grade | 21 | 16980-31360 | 33900-68700 |
| | 17. | Computer Assistant Senior Grade | 21 | 16180-29180 | 32300-65400 |
| | 18. | Computer Assistant Gr. I | 22 | 13900-24040 | 29200-59400 |
| d | 19. | Computer Assistant Gr. II | 22 | 10480-18300 | 22200-45800 |
| | 20. | Clerical Assistant Gr. I | 8 | 10480-18300 | 22200-45800 |
| b | 21. | Clerical Assistant Gr. II | 9 | 9940-16580 | 21100-43600 |
| | 22. | Attender (HG) | | 9190-15780 | 20000-41500 |
| e | 23. | Attender | 8 | 8960-14260 | 19000-39500 |
| | 24. | Director, Information Systems | 1 | 44640-58640 | 89000-117600 |
| | 25. | Assistant Director (Information Systems) | 2 | 20740-36140 | 41500-83000 |
| | 26. | Accounts Officer | 13 | 21240-37040 | 45800-87000 |
| | 27. | Driver (Sr. Gr.) | 12 | 11620-20240 | 23400-48000 |
| | 28. | Driver Gr. I | 13 | 10480-18300 | 22200-45800 |
| f | 29. | Driver Grade II | 13 | 9190-15780 | 20000-41500 |
| | 30. | Binder Gr. I | 2 | 10480-18300 | 22200-45800 |
| | 31. | Binder Gr. II | 3 | 9940-16580 | 21100-43600 |
| | 32. | Roneo Operator | 3 | 9190-15780 | 20000-41500 |
| | 33. | Office Attendant Gr. I | 50 | 8730-13540 | 18000-37500 |
| | 34. | Office Attendant Gr. II | 101 | 8500-13210 | 17000-35700 |
| | | Posts held by personnel of other Departments | | | |
| | 35. | Chief Technical Examiner | 1 | As in PD | |
| | 36. | Assistant CTE | 1 | As in PD | As in PD |
| | 37. | Technical Officer | 1 | As in PD | As in PD |
| | 38. | Executive Engineer | 7 | As in PD | As in PD |
| | 39. | Assistant Executive Engineer | 7 | As in PD | As in PD |
| | 40. | Assistant Engineer | 3 | As in PD | As in PD |
| | 41. | Divisional Accounts Officer | 2 | As in PD | As in PD |
| | 42. | Statistical Assistant Gr. I | 1 | As in PD | As in PD |
| | | Total | | | |

- #) Special pay in lieu of Higher Timer scale. Discontinued.
- a) The existing ratio of 2:1 will continue
- b) Existing ratio 1:1 will continue
- c) The Grade ratio 1:1:1 will continue
- d) The existing ratio 1:1:1:1 will continue.
- e) 1/3rd of the posts will be in Higher Grade

- f) Ratio among Grade II, Grade I and Senior Grade will be 1:1:1. 10% of the Senior Grade Drivers will be on Selection Grade on ` 29200-59400.

D. LAW SECRETARIAT

Commission had discussions with Service Organizations and the Law Secretary and recommends that:

- i) The post of Section Officer may be placed in the revised scale corresponding to ` 20740-36140 with Higher Grade on the revised scale corresponding to ` 21240-37040. The existing ratio of 1:1 between two grades will continue .
- ii) The post of Office Superintendent may be placed in the scale corresponding to ` 20740-36140 with Higher Grade in the revised scale corresponding to ` 21240-37040 . The existing ratio of 1:1 will continue .
- iii) The post of Legal Assistant Grade II may be revised in the corresponding scale of ` 15380-25900.
- iv) The post of Computer Assistant Grade I may be placed in the revised scale corresponding to ` 14620-25280
- v) The post of Assistant Kannada Translator may be placed in the revised scale corresponding to ` 13900-24040
- vi) The post of Assistant Tamil Translator may be placed in the revised scale corresponding to ` 13900-24040
- vii) The post of Roneo Operator/Stencil Operator/Duplicating Machine Operator may be abolished and the incumbent(s) deployed for other duty as Stencil machines have become outdated and has been replaced with Photocopiers.
- viii) Normal revision may be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| SI. No | Designation | Number of posts | Existing Scale of pay | Revised Scale of pay |
|--------|-------------------------|-----------------|-----------------------|----------------------|
| 1. | Law Secretary | 1 | As In PD | As In PD |
| 2. | Special Secretary (Law) | 1 | 48640-59840+1100 sp# | 97000-120000 |
| 3. | Additional Secretary | 9 | 46640-59840 + 900 sp# | 93000-120000 |
| 4. | Joint Secretary | 11 | 44640-58640 + 500 sp | 89000-117600 |

| | | | | | |
|---|-----|------------------------------------|------------|--------------------------|--------------|
| | 5. | Deputy Secretary | 16 | 40640-57440 + 300 sp# | 81000-115200 |
| | 6. | Under Secretary (HG) | 5 | 36140-49740 | 72000-110400 |
| a | 7. | Under Secretary | 16 | 24040-38840 | 48000-89000 |
| | 8. | Section Officer (HG) | 13 | 20740-36140 | 43600-85000 |
| b | 9. | Section Officer | 14 | 18740-33680 | 41500-83000 |
| | 10. | Office Superintendent (HG) | | 20740-36140 | 43600-85000 |
| c | 11. | Office Superintendent | 4 | 18740-33680 | 41500-83000 |
| | 12. | Assistant Legal Officer | 18 | 16980-31360 | 33900-68700 |
| | 13. | Legal Assistant Gr. I | 36 | 16180-29180 | 32300-65400 |
| d | 14. | Legal Assistant Gr. II | 32 | 14620-25280 | 30700-62400 |
| e | 15. | Senior Tamil Translator (HG) | 1 | 22360-37940 | 45800-87000 |
| | 16. | Senior Tamil Translator | 1 | 18740-33680 | 37500-75600 |
| | 17. | Tamil Translator (HG) | 1 | 16180-29180 | 32300-65400 |
| | 18. | Assistant Tamil Translator | 3 | 13210-22360 | 27800-56700 |
| | 19. | Senior Kannada Translator (HG) | 1 | 22360-37940 | 45800-87000 |
| | 20. | Senior Kannada Translator | 1 | 18740-33680 | 37500-75600 |
| | 21. | Kannada Translator (HG) | 1 | 16180-29180 | 32300-65400 |
| | 22. | Assistant Kannada Translator | 2 | 13210-22360 | 27800-56700 |
| | 23. | Computer Assistant Selection Grade | 9 | 16980-31360 | 33900-68700 |
| | 24. | Computer Assistant Senior Grade | 9 | 16180-29180 | 32300-65400 |
| | 25. | Computer Assistant Gr. I | 9 | 13900-24040 | 29200-59400 |
| f | 26. | Computer Assistant Gr. II | 9 | 10480-18300 | 22200-45800 |
| | 27. | Attender (HG) | | 9190-15780 | 20000-41500 |
| g | 28. | Attender | 3 | 8960-14260 | 19000-39500 |
| | 29. | Clerical Assistant Gr. II | 5 | 9940-16580 | 21100-43600 |
| | 30. | Driver Gr. I | 1 | 10480-18300 | 22200-45800 |
| | 31. | Driver Gr. II | 2 | 9190-15780 | 20000-41500 |
| | 32. | Binder Gr. I | 1 | 10480-18300 | 22200-45800 |
| | 33. | Binder Gr. II | 2 | 9940-16580 | 21100-43600 |
| | 34. | Roneo Operator | 2 | 9190-15780 | 20000-41500 |
| | 35. | Office Attendant Grade I | 12 | 8730-13540 | 18000-37500 |
| | 36. | Office Attendant Grade II | 31 | 8500-13210 | 17000-35700 |
| | 37. | Duffedar | 2 | 8730-13540 | 18000-37500 |
| | | Total | 309 | | |

- #) Special pay in lieu of Higher Timer scale. Discontinued.
- a) The existing ratio of 2:1 will continue
- b) Existing ratio 1:1 will continue
- c) HG in the ratio 1:1
- d) The Grade ratio 1:1:1

- e) The present incumbent is sanctioned personal scale of pay of ` 72000-110400
- f) The existing ratio 1:1:1:1 will continue
- g) 1/3rd of the will be in the Higher Grade

E. LEGISLATURE SECRETARIAT

Commission had discussion with Service Organizations and the Legislature Secretary and Commission recommends that:

- i) The post of Section Officer may be placed in the revised scale corresponding to ` 20740-36140 with Higher Grade in the revised scale corresponding to ` 21240-37040. The existing ratio of 1:1 will continue .
- ii) The post of Office Superintendent will be placed in the scale corresponding to ` 20740-36140 with Higher Grade in the revised scale corresponding to ` 21240-37040 . The existing ratio of 1:1 will continue between the two grades.
- iii) The post of Confidential Assistant Selection Grade will be placed in the scale of pay corresponding to ` 20740-36140.
- iv) The post of Assistant may be placed in the revised scale corresponding to ` 14620-25280
- v) The post of Computer Assistant Grade I may be placed in the revised scale corresponding to ` 14620-25280
- vi) The post of Confidential Assistant Grade I may be placed in the revised scale corresponding to ` 14620-25280
- vii) The post of Reporter Grade II may be placed in the revised Scale of Pay corresponding to ` 14620-25280
- viii) The post of Sel.Grade Reporter may be placed in the Revised scale of pay corresponding to ` 20740-36140 with a Higher Grade in the revised scale corresponding to ` 21240-37040. The existing Higher Grade of 2:1 between two grades will continue.
- ix) The post of Editor of Debates may be allowed 25% Higher Grade on the revised scale corresponding to ` 24040-38840
- x) The post of Roneo Operator/Stencil Operator/Duplicating Machine Operator may be abolished and the incumbent(s) deployed for other duty as Stencil machines have become outdated and has been replaced with Photocopiers.
- xi) Normal revision may be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| | SI No | Designation | Number of posts | Existing Scale of pay | Revised Scale of pay |
|---|-------|---|-----------------|-----------------------|----------------------|
| | 1. | Secretary | 1 | As In PD | As In PD |
| | 2. | Special Secretary | 1 | 48640-59840+1100 sp# | 97000-120000 |
| | 3. | Additional Secretary | 4 | 46640-59840 + 900 sp# | 93000-120000 |
| | 4. | Joint Secretary/ Estate Officer | 11 | 44640-58640 + 500 sp# | 89000-117600 |
| | 5. | Deputy Secretary/ Research Officer/ | 16 | 40640-57440 + 300 sp# | 81000-115200 |
| | 6. | Under Secretary (HG) | 10 | 36140-49740 | 72000-110400 |
| a | 7. | Under Secretary/ Protocol Officer | 20 | 24040-38840 | 48000-89000 |
| | 8. | Section Officer (HG) | 30 | 20740-36140 | 43600-85000 |
| b | 9. | Section Officer/ Manager/ Superintendent/ Cashier | 31 | 18740-33680 | 41500-83000 |
| | 10. | Chief Editor | 1 | 40640-57440 | 81000-115200 |
| | 11. | Joint Chief Editor | 1 | 29180-43640 | 58050-101400 |
| | 12. | Deputy Chief Editor | 7 | 24040-38840 | 48000-89000 |
| | 13. | Editor of Debates(HG) | | | 48000-89000 |
| j | 14. | Editor of Debates | 9 | 22360-37940 | 45800-87000 |
| | 15. | Selection Grade Reporter (HG) | 5 | 20740-36140 | 43600-85000 |
| c | 16. | Selection Grade Reporter | 10 | 18740-33680 | 41500-83000 |
| | 17. | Senior Grade Reporter | 14 | 16980-31360 | 33900-68700 |
| | 18. | Reporter Gr. I | 15 | 16180-29180 | 32300-65400 |
| d | 19. | Reporter Gr. II | 15 | 13900-24040 | 29200-59400 |
| | 20. | Chief Librarian | 1 | 36140-49740 | 72000-110400 |
| | 21. | Librarian | 2 | 32110-44640 | 63900-103600 |
| | 22. | Deputy Librarian | 6 | 24040-38840 | 48000-89000 |
| | 23. | Assistant Librarian Gr. I | 4 | 16980-31360 | 33900-68700 |
| | 24. | Assistant Librarian Gr. II | 4 | 16180-29180 | 32300-65400 |
| | 25. | Catalogue Assistant | 6 | 14620-25280 | 29200-59400 |
| | 26. | Personal Assistant (HG) | 1 | 22360-37940 | 45800-87000 |
| | 27. | Personal Assistant | 1 | 20740-36140 | 41500-83000 |

| | | | | | |
|---|-----|--|----|-------------|-------------|
| | 28. | Assistant Section Officer | 63 | 16980-31360 | 33900-68700 |
| | 29. | Senior Grade Assistant | 63 | 16180-29180 | 32300-65400 |
| e | 30. | Assistant | 64 | 13900-24040 | 29200-59400 |
| | 31. | Controller of Printing | 1 | 19240-34500 | 39500-79200 |
| | 32. | Office Superintendent (HG) | 7 | 20740-36140 | 43600-85000 |
| f | 33. | Office Superintendant | 7 | 18740-33680 | 41500-83000 |
| | 34. | Computer Assistant Selection Grade | 18 | 16980-31360 | 33900-68700 |
| | 35. | Computer Assistant Senior Grade | 18 | 16180-29180 | 32300-65400 |
| | 36. | Computer Assistant Gr. I | 18 | 13900-24040 | 29200-59400 |
| | 37. | Supervisor (Guides & House Keepers) | 1 | 13900-24040 | 27800-56700 |
| g | 38. | Computer Assistant Gr. II | 19 | 10480-18300 | 22200-45800 |
| | 39. | Foreman | 1 | 15380-25900 | 30700-62400 |
| | 40. | Health Inspector Gr. II | 2 | 14620-25280 | 29200-59400 |
| | 41. | Reader Gr. II | 4 | 13900-24040 | 27800-56700 |
| | 42. | Paste Up Artist | 1 | 13210-22360 | 26500-54000 |
| | 43. | Offset Machine Operator | 5 | 13210-22360 | 26500-54000 |
| h | 44. | Office Assistant | 1 | 10480-18300 | 22200-45800 |
| | 45. | Clerical Assistant Gr. I | 5 | 10480-18300 | 22200-45800 |
| b | 46. | Clerical Assistant Gr. II | 6 | 9940-16580 | 21100-43600 |
| | 47. | Copy Holder | 2 | 10480-18300 | 22200-45800 |
| | 48. | Computer Operator-cum- Web Designer | 4 | 10480-18300 | 22200-45800 |
| | 49. | House Keeper/Reception Guide/Museum Guide | 20 | 13210-22360 | 26500-54000 |
| | 50. | Lift supervisor | 3 | 10480-18300 | 22200-45800 |
| | 51. | Chief Amenities Assistant (MLA Hostel) | 15 | 9940-16580 | 21100-43600 |
| | 52. | DTP Operator | 6 | 10480-18300 | 22200-45800 |
| | 53. | Photocopier Operator | 4 | 9190-15780 | 20000-41500 |
| | 54. | Assembly Attendant | 24 | 8960-14260 | 19000-39500 |
| | 55. | Head Gardener | 1 | 8960-14260 | 19000-39500 |
| | 56. | Amenities Assistant (MLA Hostel) | 50 | 8960-14260 | 19000-39500 |
| | 57. | Lady Attendant | 1 | 8730-13540 | 18000-37500 |
| | 58. | Library Boy Gr. I | 2 | 8730-13540 | 18000-37500 |
| | 59. | Library Boy Gr. II | 2 | 8500-13210 | 17000-35700 |
| | 60. | Helper | 4 | 8730-13540 | 18000-37500 |
| | 61. | Attender (HG) | 2 | 9190-15780 | 20000-41500 |
| i | 62. | Attender | 4 | 8960-14260 | 19000-39500 |
| | 63. | Mochee | 1 | 8730-13540 | 18000-37500 |
| | 64. | Gardener | 11 | 8730-13540 | 18000-37500 |
| | 65. | Sweeper | 22 | 8500-13210 | 17000-35700 |

| | | | | |
|-----|---|-----|------------|-------------|
| 66. | Sanitation Worker | 13 | 8500-13210 | 17000-35700 |
| 67. | Cleaner | 3 | 8500-13210 | 17000-35700 |
| | Posts held by personnel of other Departments | | | |
| 68. | Chief Marshal | 1 | As in PD | As in PD |
| 69. | Additional Chief Marshal | 1 | As in PD | As in PD |
| 70. | System Administrator (Software Development & Training) | 1 | As in PD | As in PD |
| 71. | Network Administrator | 1 | As in PD | As in PD |
| 72. | System Administrator (Hardware Maintenance & Networking) | 1 | As in PD | As in PD |
| 73. | Marshal | 4 | As in PD | As in PD |
| 74. | Sergeant (In the grade of Head Constable) | 10 | As in PD | As in PD |
| 75. | Leading Fireman | 3 | As in PD | As in PD |
| 76. | Fireman | 1 | As in PD | As in PD |
| 77. | Sergeant Assistant (In the grade of Police Constable) | 86 | As in PD | As in PD |
| 78. | Women Sergeant Assistant | 3 | As in PD | As in PD |
| 79. | IT Consultant | 1 | As in PD | As in PD |
| 80. | Personal Assistant to MLA | 123 | As in PD | As in PD |
| 81. | Pump operator | 2 | As in PD | As in PD |
| 82. | Agricultural Assistant | 1 | As in PD | As in PD |
| 83. | Junior Health Inspector | 3 | As in PD | As in PD |
| | Common Category | | | |
| 84. | Confidential Assistant Selection Grade | 6 | As in CC | As in CC |
| 85. | Confidential Assistant Senior Grade | 6 | As in CC | As in CC |
| 86. | Confidential Assistant Grade I | 6 | As in CC | As in CC |
| 87. | Confidential Assistant Grade II | 7 | As in CC | As in CC |
| 88. | Driver Senior Grade | 1 | As in CC | As in CC |
| 89. | Driver Grade I | 2 | As in CC | As in CC |
| 90. | Driver Grade II | 2 | As in CC | As in CC |
| 91. | Binder Grade I | 2 | As in CC | As in CC |
| 92. | Binder Grade II | 6 | As in CC | As in CC |
| 93. | Lift Operator | 23 | As in CC | As in CC |
| 94. | Telephone Operator | 1 | As in CC | As in CC |
| 95. | Roneo Operator | 5 | As in CC | As in CC |
| 96. | Office Attendant Grade I | 23 | As in CC | As in CC |
| 97. | Office Attendant Grade II | 48 | As in CC | As in CC |

| | | | | |
|-----|----------|---|----------|----------|
| 98. | Duffedar | 1 | As in CC | As in CC |
|-----|----------|---|----------|----------|

- #) Special pay in lieu of Higher Timer scale. Discontinued.
- a) The existing ratio of 2:1 will continue
- b) Existing ratio 1:1 will continue
- c) 1/3rd post of Selection Grade Reporter will be in the HG
- d) The existing ratio of 7:2:5:7 among Selection Grade, Senior Grade, Grade I and Grade II Reporters will continue
- e) The Grade ratio will be 1:1:1
- f) HG in the ratio 1:1
- g) Existing ratio 1:1:1:1 will continue
- h) Present incumbent will be in the scale of pay of ` 23400-48000.
- i) 1/3rd of the posts will be in the Higher Grade
- j) 25% of the posts will be in HG

F. KERALA HOUSE, NEW DELHI

| Sl. No | Designation | Existing scale of pay | Revised scale of pay |
|--------|--|-----------------------|----------------------|
| | Office of the Resident Commissioner | | |
| 1. | Resident Commissioner | IAS | IAS |
| 2. | Additional Resident Commissioner | IAS | IAS |
| 3. | Law Officer | 46640-59840+900# | 93000-120000 |
| 4. | Liaison Officer | 44640-58640+500# | 89000-117600 |
| 5. | Administrative Officer | 22360-37940 | 45800-87000 |
| 6. | Section Officer | 18740-33680 | 41500-83000 |
| 7. | Assistant Executive Engineer | 22360-37940 | 45800-87000 |
| 8. | Assistant Engineer | 20740-36140 | 41500-83000 |

| | | | | |
|---|-----|---------------------------------|-------------|-------------|
| | 9. | Personal Assistant | 20740-36140 | 41500-83000 |
| | 10. | Assistant Liaison Officer | 13900-24040 | 29200-59400 |
| | 11. | Assistant | 13900-24040 | 29200-59400 |
| | 12. | Typist | 10480-18300 | 22200-45800 |
| | 13. | Overseer (Electrical) | 9940-16580 | 21100-43600 |
| | 14. | Overseer (Civil) | 9940-16580 | 21100-43600 |
| | 15. | Chauffer | 9190-15780 | 20000-41500 |
| | | Office of the Controller | | |
| | 16. | Controller | 20740-36140 | 41500-83000 |
| | 17. | Protocol Officer | 24040-38840 | 48000-89000 |
| | 18. | Administrative Officer | 22360-37940 | 45800-87000 |
| | 19. | Assistant Protocol Officer | 18740-33680 | 37500-75600 |
| | 20. | Manager (Catering/Housekeeping) | 18740-33680 | 37500-75600 |
| | 21. | Section Officer | 18740-33680 | 41500-83000 |
| | 22. | Assistant | 13900-24040 | 29200-59400 |
| | 23. | Typist | 10480-18300 | 22200-45800 |
| | 24. | Reception Assistant | 13900-24040 | 27800-56700 |
| | 25. | Catering Supervisor | 11620-20240 | 23400-48000 |
| | 26. | Steno-typist | 10480-18300 | 22200-45800 |
| | 27. | Telephone Operator (HG) | 9940-16580 | 21100-43600 |
| a | 28. | Telephone Operator | 9190-15780 | 20000-41500 |
| | 29. | House Keeping Supervisor | 11620-20240 | 23400-48000 |
| | 30. | Assistant House Keeper | 9190-15780 | 20000-41500 |
| | 31. | Store Keeper | 11620-20240 | 23400-48000 |
| a | 32. | Chauffer | 9190-15780 | 20000-41500 |

| | | | | |
|---|-----|--|----------------------|--------------|
| | 33. | Butler/Steward | 9190-15780 | 20000-41500 |
| | 34. | Waiter/Bearer (HG) | 8960-14260 | 19000-39500 |
| b | 35. | Waiter/Bearer | 8730-13540 | 18000-37500 |
| | 36. | Attender | 8730-13540 | 18000-37500 |
| b | 37. | Room Attendant | 8730-13540 | 18000-37500 |
| b | 38. | Cook | 8730-13540 | 18000-37500 |
| | 39. | Office Attendant Grade II (HG) | 8730-13540 | 18000-37500 |
| c | 40. | Office Attendant Grade II | 8500-13210 | 17000-35700 |
| | 41. | Plumber | 9190-15780 | 20000-41500 |
| | 42. | Sweeper | 8500-13210 | 17000-35700 |
| | 43. | Lascar/Gardener/ Scavenger/Kitchen Helper | 8500-13210 | 17000-35700 |
| | | Information Office | | |
| | 44. | Deputy Director | As in PD | As in PD |
| | 45. | Information Officer | 24040-38840 | 48000-89000 |
| | 46. | Assistant Information Officer | 13900-24040 | 29200-59400 |
| | 47. | Assistant Editor | 16180-29180 | 32300-65400 |
| | 48. | Cinema Operator | 9190-15780 | 20000-41500 |
| | 49. | Office Attendant Grade I | 8730-13540 | 18000-37500 |
| | 50. | Clerical Attender | 8500-13210 | 17000-35700 |
| | 51. | Driver | 9190-15780 | 20000-41500 |
| | | NORKA Cell | | |
| | 52. | Deputy Secretary | 40640-57440+ 300# | 81000-115200 |
| | 53. | Assistant | 13900-24040 | 29200-59400 |

| | | | | |
|--|-----|-----------------------------------|-------------|--------------|
| | | Cauvery Special Cell | | |
| | 54. | Executive Engineer | 36140-49740 | 72000-110400 |
| | 55. | Assistant Executive Engineer | 22360-37940 | 45800-87000 |
| | 56. | Assistant Engineer | 20740-36140 | 41500-83000 |
| | 57. | Head Clerk | 14620-25280 | 29200-59400 |
| | 58. | Computer Operator | Daily waged | Daily waged |
| | 59. | Driver Grade II | On contract | On contract |
| | 60. | Class IV Employee | On contract | On contract |
| | 61. | Watchman | 8500-13210 | 17000-35700 |
| | | Tourism Information Office | | |
| | 62. | Deputy Director | As in PD | As in PD |
| | 63. | Information Assistant | 13900-24040 | 27800-56700 |
| | 64. | Office Attendant Grade II | 8500-13210 | 17000-35700 |
| | 65. | Driver | 9190-15780 | 20000-41500 |
| | 66. | Sweeper | Daily waged | Daily waged |

- #) Special Pay in lieu of Higher Time Scale of Pay. Discontinued.
- a) $\frac{1}{3}$ of the post will be placed in the HG
- b) $\frac{1}{3}$ of the post will be placed in the HG
- c) $\frac{1}{3}$ of the post will be placed in the HG

5.81 **SOCIAL JUSTICE DEPARTMENT**

The Social Welfare Department was formed on 9 September 1975 for the implementation of Social Welfare Programmes and Services in Kerala. As per GO (Ms) no. 64/2012/SWD dtd 31.10.2012 the department was renamed as Social Justice Department. The Department initiates and implements welfare programmes and services for women in need and distress, differently-abled persons, women and children, destitute orphans and neglected street children and provides social security for the aged and destitute through a network of organizations, residential institutions and non-institutional schemes. The Social Justice Department also ensures proper implementation of important welfare legislations such as Juvenile Justice (Care and Protection of Children)

Act 2000, Dowry Prohibition Act 1958, Probation of Offender's Act, Domestic Violence Act 2005, Immoral Traffic (Prevention) Act 1986 and Maintenance and Welfare of Parents and Senior Citizen Act 2000. The Department is headed by a Director from IAS cadre. In discharge of his duties the Director is assisted by an Additional Director at Head quarters. The Regional offices of this department are under the control of Regional Directors, at Thiruvananthapuram, Ernakulam and Kozhikode. At the District level, District Social Justice Officers implement the Welfare schemes except for the Integrated Child Development Scheme which is looked after by the Child Development Project Officer. The Probation Officers attend to the cases referred to them by the Judicial Magistrate and the Prisons Department.

The commission had discussions with different Service Organisations and the Head of the Department. Based on this, following recommendations are made:

- i) The post of Additional Director may be placed in the revised scale corresponding to ` 40640-57440
- ii) The post of Programme Officer be placed in the Scale of Pay corresponding to ` 20740-36140
- iii) The posts of Senior Instructor (Vocational Training) be placed in the Scale of pay corresponding to ` 11620-20240 as equivalent posts in the Department is in this grade.
- iv)
 - a) Posts of Matron Grade I be placed in the scale of pay corresponding to ` 9940-16580
 - b) The post of Needle Work Teacher be placed in the scale of pay corresponding to ` 9940-16580.
 - c) Post of House Master be placed in the scale of pay corresponding to ` 9940-16580
 - d) Post of Instructor in Book Binding be placed in the scale of pay corresponding to ` 9940-16580
 - e) Post of instructor (Tailoring and Embroidery) be placed in the scale of pay corresponding to ` 9940-16580
 - f) Post of Tailoring Instructor be placed in the scale of pay corresponding to ` 9940-16580
 - g) Post of Instructor of Leather Works be placed in the scale of pay corresponding to ` 9940-16580
 - h) Post of Instructor (Plastic works) be placed in the scale of pay corresponding to ` 9940-16580
 - i) Post of Instructor (Pottery) be placed in the scale of pay corresponding to ` 9940-16580
 - j) The above recommendations are necessary since equated posts are seen upgraded in the last revision and such benefit was not allowed to these posts.

- v) The post of Matron Grade II may be placed in the scale of pay corresponding to ` 8960-14260, since minimum qualification for the post is fixed as SSLC.
- vi) Commission recommends placing $\frac{1}{3}$ of the posts of Care Taker in Higher Grade corresponding to the Scale of Pay ` 11620-20240
- vii) $\frac{1}{3}$ of Posts of CDPOs be placed in the Higher Grade corresponding to the Scale of ` 20740-36140
- viii) Posts of Project Officer (Upgraded Nutrition Programmer) be deleted from the schedule, as it is no longer in existence.
- ix) Normal revision be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| SI. No. | Designation | No of posts | Existing Scale of Pay | Revised Scale of Pay |
|---------|--|-------------|-----------------------|----------------------|
| 1. | Director | 1 | IAS | IAS |
| 2. | Additional Director/State Project Officer | 2 | 36140-49740 | 81000-115200 |
| 3. | Project Co-ordinator/Additional Director(Surplus Pool) | 1 | 36140-49740 | 72000-110400 |
| 4. | Joint Director/Joint Project co-ordinator/ Chief Executive Officer(Welfare Fund) | 3 | 29180-43640 | 58050-101400 |
| 5. | Regional Assistant Director | 3 | 22360-37940 | 45800-87000 |
| 6. | Assistant Director | 3 | 22360-37940 | 45800-87000 |
| 7. | District Social Justice Officer | 14 | 21240-37040 | 43600-85000 |
| 8. | Probation Officer Gr I | 17 | 20740-36140 | 41500-83000 |
| 9. | Programme Officer | 16 | 19240-34500 | 41500-83000 |
| 10. | Superintendent, Welfare Institution Gr I | 31 | 18740-33680 | 37500-75600 |

| | | | | | |
|---|-----|--|-----|-------------|-------------|
| | 11. | Child Development Project Officer(HG) | | | 41500-83000 |
| b | 12. | Child Development Project Officer | 258 | 18740-33680 | 37500-75600 |
| | 13. | Women Protection Officer | 14 | 18740-33680 | 37500-75600 |
| | 14. | Regional Dowry Prohibition Officer | 3 | 18740-33680 | 37500-75600 |
| | 15. | Superintendent, Govt. Juvenile Home/Special Home | 6 | 18740-33680 | 37500-75600 |
| | 16. | Deputy Superintendent Gr I | 3 | 18740-33680 | 37500-75600 |
| | 17. | Deputy Superintendent-cum-Headmaster Gr I | 2 | 18740-33680 | 37500-75600 |
| | 18. | Deputy Superintendent-cum-Headmaster Gr II | 2 | 16180-29180 | 32300-65400 |
| | 19. | Probation Officer Gr II | 23 | 16180-29180 | 32300-65400 |
| | 20. | Store keeper-cum-Logistics Officer | 1 | 14620-25280 | 29200-59400 |
| | 21. | Superintendent, Welfare Institution Gr II | 17 | 15380-25900 | 30700-62400 |
| | 22. | Assistant Child Development Project Officer | 83 | 14620-25280 | 29200-59400 |
| | 23. | Supervisor, Vocational Training Centre | 2 | 14620-25280 | 29200-59400 |
| | 24. | Social Scientist, Vocational Training Centre | 1 | 14620-25280 | 29200-59400 |
| | 25. | Nutritionist | 3 | 14620-25280 | 29200-59400 |

| | | | | | |
|---|-----|---|------|-------------|-------------|
| | 26. | Pre-School Educationist | 3 | 14620-25280 | 29200-59400 |
| | 27. | Health Educationist | 3 | 14620-25280 | 29200-59400 |
| | 28. | Sociologist | 4 | 14620-25280 | 29200-59400 |
| | 29. | Superintendent, Welfare Institution Gr III | 17 | 14620-25280 | 29200-59400 |
| | 30. | Inspector(Child welfare) | 19 | 14620-25280 | 29200-59400 |
| | 31. | Special Teacher HMDC | 4 | 14620-25280 | 29200-59400 |
| | 32. | Supervisor, ICDS(HG) | 1292 | 14620-25280 | 29200-59400 |
| a | 33. | Supervisor, ICDS | | 13900-24040 | 27800-56700 |
| | 34. | Social Education Assistant | 3 | 13210-22360 | 26500-54000 |
| | 35. | Literacy Teacher Gr II | 4 | 11620-20240 | 23400-48000 |
| | 36. | Nursery Teacher | 2 | 11620-20240 | 23400-48000 |
| | 37. | Senior Instructor, Vocational Training Centre | 2 | 9940-16580 | 23400-48000 |
| | 38. | Craft Instructor | 4 | 11620-20240 | 23400-48000 |
| | 39. | Music Teacher | 1 | 11620-20240 | 23400-48000 |
| | 40. | Agricultural Instructor | 1 | 11620-20240 | 23400-48000 |
| | 41. | Carpentry Instructor | 2 | 11620-20240 | 23400-48000 |
| | 42. | Weaving instructor | 3 | 11620-20240 | 23400-48000 |
| | 43. | Drill Instructor | 1 | 11620-20240 | 23400-48000 |
| | 44. | Physical Training Instructor | 2 | 11620-20240 | 23400-48000 |
| | 45. | Dance Master | 1 | 11620-20240 | 23400-48000 |
| | 46. | Matron Gr I | 27 | 9190-15780 | 21100-43600 |
| | 47. | Needle Work Teacher | 4 | 9190-15780 | 21100-43600 |

| | | | | | |
|---|-----|--|----|-------------|--------------|
| | 48. | Craft Teacher | 1 | 9190-15780 | 20000-415000 |
| | 49. | House Master | 1 | 9190-15780 | 21100-43600 |
| | 50. | Instructor Book Binding | 2 | 9190-15780 | 21100-43600 |
| | 51. | Instructor(Tailoring & Embroidery) | 2 | 9190-15780 | 21100-43600 |
| | 52. | Tailoring Instructor(welfare institutions) | 4 | 9190-15780 | 20000-415000 |
| | 53. | Instructor (Leather Works) | 1 | 9190-15780 | 21100-43600 |
| | 54. | Instructor(Plastic Works) | 1 | 9190-15780 | 21100-43600 |
| | 55. | Instructor(Pottery) | 1 | 9190-15780 | 21100-43600 |
| | 56. | Care Taker(HG) | | | 23400-48000 |
| b | 57. | Care Taker | 88 | 10480-18300 | 22200-45800 |
| | 58. | Part-Time Hindi Teacher | 3 | 9190-15780 | 20000-41500 |
| | 59. | Part-Time Music Teacher | 1 | 9190-15780 | 20000-41500 |
| | 60. | Part-Time Bhagavathar | 1 | 9190-15780 | 20000-41500 |
| | 61. | Part- time Tailoring Instructor | 1 | 9190-15780 | 20000-41500 |
| | 62. | Electrician cum Pump Driver | 1 | 8960-14260 | 19000-39500 |
| | 63. | Supervisor, Balamandir | 1 | 8960-14260 | 19000-39500 |
| | 64. | Ayah | 24 | 8730-13540 | 18000-37500 |
| | 65. | Matron Gr II | 2 | 8730-13540 | 19000-39500 |
| | 66. | Male Attendant/Male Warden | 20 | 8730-13540 | 18000-37500 |
| | 67. | Cook | 71 | 8730-13540 | 18000-37500 |

| | | | | |
|-----|---|----|--------------------|--------------------|
| 68. | Nurse | 4 | 8730-13540 | 18000-37500 |
| 69. | Trade Instructor (Printing) | 1 | 11620-20240 | 23400-48000 |
| 70. | Consultant in Psychiatry | 1 | 2500 Fixed Pay | 4000 Fixed Pay |
| 71. | Consultant in Pediatrics | 1 | 2500 Fixed Pay | 4000 Fixed Pay |
| 72. | Consultant in Psychology | 1 | 2500 Fixed Pay | 4000 Fixed Pay |
| 73. | Honorary Psychiatrist | 1 | 2500 Fixed Pay | 4000 Fixed Pay |
| 74. | Physical Education-cum- Yoga Teacher | 1 | 2100 Honorarium | 3500 Honorarium |
| 75. | Part Time Psychiatrist | 1 | 2500 Fixed Pay | 4000 Fixed Pay |
| 76. | Part Time Medical Officer | 1 | 2500 Fixed Pay | 4000 Fixed Pay |
| 77. | Part Time Psychologists | 1 | 5250 Honorarium | 8000 Honorarium |
| 78. | Tailoring Instructor(ETC) | 2 | 11620-20240 | 23400-48000 |
| | Common category | | | |
| 79. | Senior Superintendent | 41 | As in CC | As in CC |
| 80. | Accounts Officer | 1 | As in CC | As in CC |
| 81. | Binder Gr.II | 1 | As in CC | As in CC |
| 82. | Scavenger | 1 | As in CC | As in CC |
| 83. | Junior Statistical Officer | 16 | As in PD | As in PD |

| | | | | |
|-----|------------------------|-----|----------|----------|
| 84. | Typist(Sel. Gr) | 45 | As in CC | As in CC |
| 85. | UD Typist | 45 | As in CC | As in CC |
| 86. | LD Typist | 46 | As in CC | As in CC |
| 87. | Driver Gr II | 107 | As in CC | As in CC |
| 88. | Office Attendant | 390 | As in CC | As in CC |
| 89. | Watchman/Watchwomen | 82 | As in CC | As in CC |
| 90. | Gardener | 1 | As in CC | As in CC |
| 91. | Part Time Sweeper | 155 | As in CC | As in CC |
| 92. | Attender | 1 | As in CC | As in CC |
| 93. | Clerical Attender | 4 | As in CC | As in CC |
| 94. | Head Clerk | 73 | As in CC | As in CC |
| 95. | Junior Superintendent | 22 | As in CC | As in CC |
| 96. | Senior Clerk | 294 | As in CC | As in CC |
| 97. | Clerk | 213 | As in CC | As in CC |
| 98. | Clerk Typist | 82 | As in CC | As in CC |
| 99. | Confidential Assistant | 3 | As in CC | As in CC |

- a. Higher Grade of Supervisor, ICDS in the ratio of 4:1
- b. $\frac{1}{3}$ rd of the posts will be in HG.

5.82 **SOIL SURVEY & SOIL CONSERVATION DEPARTMENT**

This department was formed in 1963. The Department of Soil Survey & Soil Conservation 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, Soil conservation offices at Taluk level, 7 soil analytical laboratories, One training Institute For Watershed Management and State Soil Museum. The mandate of Department of Soil Survey & Conservation is to preserve /restore /revitalize the soil health by the conservation of the two natural resources, Soil and Water for Sustainable Agricultural Production and eco restoration.

Commission held discussion with Service Organizations and the Head of the Department and the following recommendations are made:

- i) Post of Field Assistant Grade I may be placed in the revised scale of pay corresponding to ` 13900-24040
- ii) Post of Field Assistant Senior Grade may be placed in the revised scale of pay corresponding to ` 16180-29180
- iii) The scale of pay of Field Assistant of Soil Conservation Department and Agriculture Department were same up to 9th Pay Revision. Now parity exists only at the entry level. Hence proposal for upgrading the post of Field Assistant Grade I and Senior Grade in this Department
- iv) Normal revision be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| | Sl. No | Name of post | No .of Posts | Existing Scale of Pay | Revised Scale of Pay |
|---|---------------|--|---------------------|------------------------------|-----------------------------|
| | 1. | Director | 1 | 44640- 58640 | 89000-117600 |
| | 2. | Additional Director of Soil Conservation | 1 | 42640-58640 | 85000-117600 |
| | 3. | Joint Director of Soil Conservation | 1 | 36140-49740 | 72000-110400 |
| | 4. | Deputy Director of Soil Conservation | 2 | 24040-38840 | 48000-89000 |
| | 5. | Assistant Director | 27 | 22360-37940 | 45800-87000 |
| | 6. | District Soil Conservation Officer | | 21240-37040 | 43600-85000 |
| | 7. | Assistant Engineer | 15 | 20740-36140 | 41500-83000 |
| | 8. | Soil Conservation Officer | 44 | 20740 – 36140 | 41500-83000 |
| | 9. | Field Assistant Sr. Grade | 6 | 14620-25280 | 32300-65400 |
| | 10. | Overseer Gr. I | 110 | 13900-24040 | 27800-56700 |
| | 11. | Draftsman Grade I | | 13900-24040 | 27800-56700 |
| | 12. | Field Assistant Grade-I | 15 | 13210-22360 | 27800-56700 |
| | 13. | Surveyor | 98 | 11620-20240 | 23400-48000 |
| | 14. | Draftsman Gr.II | | 11620-20240 | 23400-48000 |
| d | 15. | Field Assistant Grade-II | 11 | 10480-18300 | 22200-45800 |

- d. Grade ratio 5:3:2 among Grade II, Grade I and Senior Grade will continue.

| | | | | | |
|---|-----|------------------------------------|-----|---------------|--------------|
| | 16. | Tracer | 13 | 9940-16580 | 21100-43600 |
| | 17. | Work Superintendent | 167 | 9940-16580 | 21100-43600 |
| Soil Survey | | | | | |
| | 18. | Additional Director | 1 | 42640-58640 | 85000-117600 |
| | 19. | Principal Soil Chemist | 1 | 36140-49740 | 72000-110400 |
| | 20. | Deputy Director | 5 | 24040-38840 | 48000-89000 |
| | 21. | Assistant Director | 22 | 22360- 37940 | 45800-87000 |
| | 22. | Senior Chemist | | 21240- 37040 | 43600-85000 |
| | 23. | Soil Survey Officer | 47 | 20740 – 36140 | 41500-83000 |
| | 24. | Research Asst. / Technical Asst | | 20740 – 36140 | 41500-83000 |
| | 25. | Cartographer | 1 | 20740-36140 | 41500-83000 |
| | 26. | Field Officer | 3 | 18740-33680 | 37500-75600 |
| | 27. | Laboratory Assistant | 2 | 11620-20240 | 23400-48000 |
| | 28. | Blue Printer | 1 | 8730-13540 | 18000-37500 |
| | 29. | Laboratory Attender | 3 | 8730-13540 | 18000-37500 |
| Common Category | | | | | |
| | 30. | Administrative Assistant | 1 | As in CC | As in CC |
| | 31. | Senior Superintendent | 1 | As in CC | As in CC |
| | 32. | Junior Superintendent | 7 | As in CC | As in CC |
| | 33. | Fair Copy Supdt. | 1 | As in CC | As in CC |
| | 34. | Head Clerk | 18 | As in CC | As in CC |
| | 35. | Senior Clerk | 63 | As in CC | As in CC |
| | 36. | Confidential Assistant | 2 | As in CC | As in CC |
| | 37. | Clerk | 63 | As in CC | As in CC |
| | 38. | Sel.Grade Typist | 11 | As in CC | As in CC |
| | 39. | U.D.Typist | 13 | As in CC | As in CC |
| | 40. | L.D.Tpist | 14 | As in CC | As in CC |
| | 41. | Clerk-Typist | 6 | As in CC | As in CC |
| | 42. | Driver Gr II | 36 | As in CC | As in CC |
| | 43. | Audio visual Operator Gr. II | 1 | As in CC | As in CC |
| | 44. | Peon/ Lascar | 301 | As in CC | As in CC |
| | 45. | Night Watchman | 1 | As in CC | As in CC |
| | 46. | Part Time Sweeper | 61 | As in CC | As in CC |
| Posts held by personnel of other departments | | | | | |
| | 47. | Administrative Officer | 1 | As in PD | As in PD |
| | 48. | Finance Officer | 1 | As in PD | As in PD |

5.83 SPORTS & YOUTH AFFAIRS DEPARTMENT

The Directorate of Sports and Youth Affairs was established in the year 1987 to function as a Government Department for promotion of Sports and Games in the State. Its activities cover all areas for promotion and development of sports and games in the state especially through developing quality infrastructure for sports and games, imparting awareness among public regarding importance of sports and games, providing facilities for proper training for grooming sports persons of international standards and youth welfare programmes. It administers the sports and games programmes of Government of India, State Sports Council, Universities, Education Department and other autonomous bodies of the State.

Directorate of Sports and Youth Affairs is one of the Departments having no sub/Regional offices and is functioning in Thiruvananthapuram.

The Director, an officer of All India Service, heads the department. Most of the staff in the Department are on deputation from other Departments. Rajiv Gandhi Sports Medicine Centre is also functioning under the Directorate.

After discussion with Service Organisations and consideration the proposals of the Head of the Department, the following recommendations are made:

- i) Normal revision may be allowed to all categories.

The categories of posts with the existing and proposed scales of pay are given below:

| SI No. | Designation | No. of posts | Existing Scale of Pay | Revised Scale of Pay |
|--------|---------------------|--------------|-----------------------|----------------------|
| 1 | Director | 1 | IAS | IAS |
| 2 | Additional Director | 1 | As in PD | As in PD |
| 3 | Finance Officer | 1 | As in PD | As in PD |
| 4 | Medical Officer | 2 | As in PD | As in PD |
| 5 | Physiotherapist | 2 | As in PD | As in PD |
| 6 | Sports Demonstrator | 1 | 13900-24040 | 27800-56700 |
| 7 | Staff Nurse Gr II | 1 | 13210-22360 | 26500-54000 |
| 8 | Electrician | 1 | 8960-14260 | 19000-39500 |

| | | | | |
|----|------------------------|----|------------|-------------|
| 9 | Ambulance Assistant | 1 | 8500-13210 | 17000-35700 |
| 10 | Hospital Attendant | 1 | 8500-13210 | 17000-35700 |
| | Common Category | | | |
| 11 | Senior Superintendent | 1 | AS in CC | AS in CC |
| 12 | Junior Superintendent | 1 | AS in CC | AS in CC |
| 13 | Confidential Assistant | 2 | AS in CC | AS in CC |
| 14 | Typist | 2 | AS in CC | AS in CC |
| 15 | Clerk | 11 | AS in CC | AS in CC |
| 16 | Driver Gr II | 2 | AS in CC | AS in CC |
| 17 | Office Attendant | 2 | AS in CC | AS in CC |
| 18 | P.T Sweeper | 1 | AS in CC | AS in CC |

5.84 **STATE CENTRAL LIBRARY**

The State Central Library (Trivandrum Public Library) is one of the oldest libraries in India and was established in the year 1829 A.D. during the reign of His Highness Sree Swathi Thirunal, Maharaja of Travancore. In the year 1958, the Trivandrum Public Library was declared as State Central Library. Subsequently in the year 1988 the library was given the status of a Minor Department under the administrative control of Higher Education Dept with the State Librarian as Head of Department. The administration of the State Central Library is vested with the State Librarian, who is the Head of the Department.

After consideration of the matter in consultation with Service Organizations and the Head of the Department, Commission recommends that:

- i) The name of the posts of Janitor and Mochee may be re-designated as Library Attender with the specific condition that nature of the work continues to be the same as that of the posts before re-designation and also that their duty will include either that of Janitor or that of Mochee or both combined as may be required at the relevant time.
- ii) Normal revision may be allowed to all other posts.

The categories of posts with the existing and proposed scales of pay are given below:

| Sl. No | Name of the Post | No. of posts | Existing Scale of Pay | Revised Scale of Pay |
|--------|-----------------------------------|--------------|-----------------------|----------------------|
| 1 | State Librarian | 1 | 36140-49740 | 72000-110400 |
| 2 | Deputy State Librarian | 2 | 24040-38840 | 48000-89000 |
| 3 | Administrative Assistant | 1 | As in CC | As in CC |
| 4 | Librarian Grade I | 2 | 21240-37040 | 43600-85000 |
| 5 | Librarian Grade II | 8 | 18740-33680 | 37500-75600 |
| 6 | Librarian Grade III | 13 | 16180-29180 | 32300-65400 |
| 7 | System Administrator | 1 | 14620-25280 | 29200-59400 |
| 8 | Librarian Grade IV | 19 | 11620-20240 | 23400-48000 |
| 9 | Junior Superintendent | 1 | As in CC | As in CC |
| 10 | Senior Clerk | 3 | As in CC | As in CC |
| 11 | Clerk | 2 | As in CC | As in CC |
| 12 | LD. Accountant | 2 | As in CC | As in CC |
| 13 | L.D. Typist | 1 | As in CC | As in CC |
| 14 | Confidential Assistant Grade II | 1 | As in CC | As in CC |
| 15 | Binder Grade II | 2 | As in CC | As in CC |
| 16 | Xerox Operator | 1 | 9190-15780 | 20000-41500 |
| 17 | Record Attender | 1 | As in CC | As in CC |
| 18 | Driver Grade II | 1 | As in CC | As in CC |
| 19 | Sergeant | 1 | As in CC | As in CC |
| 20 | Mochee | 2 | As in CC | As in CC |
| 21 | Janitor | 3 | 8730-13540 | 18000-37500 |
| 22 | Office Attendant | 9 | As in CC | As in CC |
| 23 | Full Time Gardener | 2 | As in CC | As in CC |
| 24 | Full Time Scavenger - cum-Sweeper | 1 | As in CC | As in CC |
| 25 | Chowkidar | 2 | As in CC | As in CC |
| 26 | Night Watchman | 1 | As in CC | As in CC |
| 27 | Part Time Sweeper | 9 | As in CC | As in CC |
| 28 | Part Time Gardener | 2 | As in CC | As in CC |
| | Total | 94 | | |

5.85 STATE INSURANCE DEPARTMENT

State Insurance Department came in to existence in the erstwhile Travancore State in 1898. The Department is empowered to transact Life Insurance business of Government employees and General Insurance business of assets in which Government have substantial financial interest. Government declared the Department as commercial in 1979. A Scheme of Group Insurance for Government employees is also being undertaken by the Department.

State Insurance Department is under the administrative control of the Finance Department in the Secretariat. The Director is the Head of the Department. There are 14 District Offices, each headed by District Insurance Officer.

The Commission held discussions with Service Organizations and the Head of the Department, and recommends that:

- i) There are courses of Licentiate, Associate-ship, Fellowship etc regarding Life Insurance and General Insurance offered by Insurance Institute of India , Mumbai . At present Officers passing Licentiate Examination conducted by Insurance Institute of India, Mumbai is eligible for one advance increment. These tests may be made mandatory in higher level promotion posts (From District Insurance Officers onwards) for improving quality of service.
- ii) Normal revision may be allowed to all categories

The categories of posts with the existing and proposed scales of pay are given below:

| | Sl. No. | Designation | No. of posts | Existing scale of pay | Revised scale of pay |
|---|---------|--|--------------|-----------------------|----------------------|
| | 1. | Director of Insurance | 1 | 40640-57440 | 81000-115200 |
| | 2. | Deputy Director of Insurance | 3 | 24040-38840 | 48000-89000 |
| | 3. | Assistant Director/District Insurance Officer(HG) | | 22360-37940 | 45800-87000 |
| a | 4. | Assistant Director/District Insurance Officer | 17 | 21240-37040 | 43600-85000 |
| | 5. | Development Officer/ Inspector/ Accounts Officer(HG) | | 20740-36140 | 41500-83000 |
| b | 6. | Development Officer/ Inspector/ Accounts Officer | 17 | 18740-33680 | 37500-75600 |
| | | Posts held by personnel of other Departments | | | |
| | 7. | Law Officer | 1 | As in PD | As in PD |

| Posts under Common Category | | | | |
|------------------------------------|---|------------|----------|----------|
| 8. | Senior Superintendent | 4 | As in CC | As in CC |
| 9. | Junior Superintendent | 25 | As in CC | As in CC |
| 10. | Senior Clerk | 76 | As in CC | As in CC |
| 11. | Clerk | 77 | As in CC | As in CC |
| 12. | Clerical Assistant | 1 | As in CC | As in CC |
| 13. | Confidential Assistant (Selection Grade) | 1 | As in CC | As in CC |
| 14. | Fair Copy Superintendent | 2 | As in CC | As in CC |
| 15. | Selection Grade Typist | 6 | As in CC | As in CC |
| 16. | U.D Typist | 14 | As in CC | As in CC |
| 17. | L.D Typist | 15 | As in CC | As in CC |
| 18. | Driver Grade II | 1 | As in CC | As in CC |
| 19. | Attender | 1 | As in CC | As in CC |
| 20. | Office Attendant | 41 | As in CC | As in CC |
| 21. | Night Watcher | 1 | As in CC | As in CC |
| 22. | Part Time Sweeper | 15 | | |
| | Total | 319 | | |

- a. 20% of the posts will be in the HG
- b. 25% of the posts will be in the HG

5.86 STATE PLANNING BOARD

Kerala State Planning Board was first constituted in September 1967 with Chief Minister as Chairman and a non-official member (part time) as Vice-Chairman. The Board was formed with a view to enable the State Government to formulate development plans based on scientific assessment of the resources of the State and growth priorities. Currently, the Board consists of the Chief Minister, Ministers for Industries, Finance, Agriculture, Power, Planning and four Experts in different fields. The vice Chairman and Member Secretary also form part of the Board.

Based on the discussions with various Service Organisations, the following recommendations are made:

- i) Currently there are 17 posts of Joint Director/District Planning Officer and 4 posts of Joint Director Sel. Grade , totaling 21 posts. Considering the importance of the work being done there, 21 posts may be restructured as 14 posts of Joint Director/District Planning Officer, 5 Posts of Joint Director(Sel. Grade) and 2 posts of Additional Director.
- ii) Posts of Additional Director will be in the revised scale of Pay corresponding to ` 42640-58640.
- iii) Normal revision may be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| Sl. No | Name of Post | No of posts | Existing Scale of Pay | Revised Scale of Pay |
|--------|--|-------------|-----------------------|----------------------|
| 1. | Member Secretary | 1 | IES | IES |
| 2. | Chief (Plan Co-ordination Division) | 1 | 46640-59840 | 93000-120000 |
| 3. | Chief (Agriculture Division) | 1 | 46640-59840 | 93000-120000 |
| 4. | Chief (Industry and Infrastructure Division) | 1 | 46640-59840 | 93000-120000 |
| 5. | Chief (Social Service Division) | 1 | 46640-59840 | 93000-120000 |
| 6. | Chief (Evaluation Division) | 1 | 46640-59840 | 93000-120000 |
| 7. | Chief (Perspective Planning Division) | 1 | 46640-59840 | 93000-120000 |
| 8. | Chief (Decentralized Planning Division) | 1 | 46640-59840 | 93000-120000 |
| 10. | Additional Director | 2 | | 85000-117600 |
| 11. | Joint Director (Selection Grade) | 5 | 40640-57440 | 81000-115200 |
| 12. | Joint Director/District Planning Officer | 14 | 36140-49740 | 72000-110400 |
| 13. | Agronomist | 1 | 32110-44640 | 63900-103600 |
| 14. | Programmer | 1 | 24040-38840 | 48000-89000 |
| 15. | Plan Publicity Officer | 1 | 24040-38840 | 48000-89000 |
| 16. | Deputy Director/Deputy District Planning Officer | 19 | 24040-38840 | 48000-89000 |

| | | | | |
|-----|--|----|-------------|-------------|
| 17. | Assistant Director/Asst. District Planning Officer | 28 | 21240-37040 | 43600-85000 |
| 18. | Sr. Gr. Librarian | 1 | 22360-37940 | 45800-87000 |
| 19. | Asst. Programmer | 1 | 21240-37040 | 43600-85000 |
| 20. | Publication Officer | 1 | 21240-37040 | 43600-85000 |
| 21. | Research Officer | 40 | 20740-36140 | 41500-83000 |
| 22. | Personal Assistant | 2 | 19240-34500 | 39500-79200 |
| 23. | Research Assistant | 57 | 18740-33680 | 37500-75600 |
| 24. | Draftsman | 2 | 13210-22360 | 26500-54000 |
| 25. | Telephone Operator | 1 | 9190-15780 | 20000-41500 |
| | Common Category | | | |
| 26. | Administrative Assistant | 1 | As in CC | As in CC |
| 27. | Senior Superintendent | 2 | As in CC | As in CC |
| 28. | Junior Superintendent | 16 | As in CC | As in CC |
| 29. | Fair Copy Superintendent | 2 | As in CC | As in CC |
| 30. | Head Clerk | 1 | As in CC | As in CC |
| 31. | Confidential Asst. Sel. Grade | 6 | As in CC | As in CC |
| 32. | Confidential Asst. Sen. Grade | 6 | As in CC | As in CC |
| 33. | Confidential Asst. Grade I | 6 | As in CC | As in CC |
| 34. | Confidential Asst. Grade II | 9 | As in CC | As in CC |
| 35. | Senior Clerk | 22 | As in CC | As in CC |
| 36. | Clerk | 22 | As in CC | As in CC |
| 37. | Typist Sel. Grade | 12 | As in CC | As in CC |
| 38. | UD Typist | 13 | As in CC | As in CC |
| 39. | LD Typist | 14 | As in CC | As in CC |
| 40. | Telephone Operator | 1 | As in CC | As in CC |
| 41. | Clerical Attender | 1 | As in CC | As in CC |
| 42. | Attender | 3 | As in CC | As in CC |
| 43. | Driver Sr. Gr. | 8 | As in CC | As in CC |
| 44. | Driver Gr. I | 8 | As in CC | As in CC |
| 45. | Driver Gr. II | 9 | As in CC | As in CC |
| 46. | Electrician | 1 | As in CC | As in CC |
| 47. | Roneo Operator | 1 | As in CC | As in CC |
| 48. | Duffedar | 1 | As in CC | As in CC |
| 49. | Office Attendant | 43 | As in CC | As in CC |
| 50. | Chowkidar | 1 | As in CC | As in CC |
| 51. | Night Watchman | 2 | As in CC | As in CC |
| 52. | Full Time Sanitation | 1 | As in CC | As in CC |

| | | | | | |
|--|-----|---|-----------|-------------|--------------|
| | | Worker | | | |
| | 53. | Part Time Sanitation Worker | 20 | As in CC | As in CC |
| | 54. | Part Time Cleaner | 1 | As in CC | As in CC |
| | | Personnel from Other Departments | | | |
| | 55. | Senior Administrative Officer | 1 | As in PD | As in PD |
| | 56. | Finance Officer | 1 | As in PD | As in PD |
| | 57. | Librarian Grade I | 1 | As in PD | As in PD |
| | | Personal Staff of Vice Chairman | | | |
| | 58. | Special Private Secretary | 1 | 36140-49740 | 72000-110400 |
| | 59. | Private Secretary | 1 | 36140-49740 | 72000-110400 |
| | 60. | Addl. Private Secretary | 1 | 22360-37940 | 45800-87000 |
| | 61. | Personal Assistant | 1 | 18740-33680 | 37500-75600 |
| | 62. | Addl. Personal Assistant | 1 | 18740-33680 | 37500-75600 |
| | 63. | Section Officer | 1 | 18740-33680 | 37500-75600 |
| | 64. | Assistant/clerk (Graduate) | 1 | 13900-24040 | 27800-56700 |
| | 65. | Assistant/clerk (Non Graduate) | 1 | 11620-20240 | 23400-48000 |
| | 66. | Typist (with higher English and lower Malayalam) | 1 | 13900-24040 | 27800-56700 |
| | 67. | Other Typist | 1 | 11620-20240 | 23400-48000 |
| | 68. | Assistant | 1 | 13900-24040 | 27800-56700 |
| | 69. | Confidential Assistant | 1 | 10480-18300 | 22200-45800 |
| | | Category B | | | |
| | 70. | Chauffeur | | 9940-16580 | 21100-43600 |
| | 71. | Driver/Office Attendant /cook/Attender cum cook/Peon cum sweeper/Peon cum messenger | 12 | 8500-13200 | 17000-35700 |
| | | Total | 24 | | |
| | | Employees in the Project Financing Cell | | | |
| | 72. | Project Director | 1 | IES | IES |
| | 73. | Financial Consultant (on deputation) | 1 | As in PD | As in PD |
| | 74. | Legal Consultant (on deputation) | 1 | As in PD | As in PD |
| | 75. | Section Officer(on deputation) | 1 | As in PD | As in PD |
| | 76. | Technical/Office Assistant (on deputation) | 3 | As in PD | As in PD |

| | | | | | |
|--|-----|---------------------------------|---|-------------|-------------|
| | 77. | CA to Director (on deputation) | 1 | As in PD | As in PD |
| | 78. | Data Entry Operators (Contract) | 3 | 10480-18300 | 22200-45800 |
| | 79. | Driver (Contract) | 1 | 9190-15780 | 20000-41500 |
| | 80. | Office Attendant (Contract) | 1 | 8500-13210 | 17000-35700 |

5.87 **STATE TRANSPORT APPELLATE TRIBUNAL**

The State Transport Appellate Tribunal is a wing under Civil Judicial Department within the Administrative control of District Judge, Ernakulam and coming under Subordinate Judiciary. It has jurisdiction all over the state of Kerala.

The Principal District Judge is functioning as State Transport Appellate Tribunal. As such the Tribunal has the status of the District Court. As the staff is from civil wing of the Subordinate Judiciary, revision as recommended to Subordinate Judiciary will apply to them also. The details of posts are as given below.

| Sl. No. | Designation | No of Posts | Proposed scale of pay |
|------------------------|--------------------------------|-------------|---|
| 1 | Tribunal | 1 | As applicable to the Civil Wing of the Department of Subordinate Judiciary. |
| 2 | Sheristadar | 1 | |
| 3 | Bench Clerk | 1 | |
| 4 | Court Keeper | 1 | |
| Common Category | | | |
| 5 | Head Clerk | 1 | |
| 6 | Senior Clerk | 2 | |
| 7 | Clerk | 2 | |
| 8 | Confidential Assistant Grade I | 1 | |
| 9 | Selection Grade Typist | 1 | |
| 10 | U.D. Typist | 1 | |
| 11 | L.D. Typist | 1 | |

| | | | |
|----|-------------------|---|--|
| 12 | Duffedar | 1 | |
| 13 | Office Attendant | 3 | |
| 14 | Part Time Sweeper | 1 | |

5.88 STATE WATER TRANSPORT DEPARTMENT

The State Water Transport Dept was formed in June 1968, as a successor of the former Kerala Water Transport Corporation and the Inland Water Transport Service. It is an essential service department, catering to the transportation needs of inhabitants of water logged areas of the districts of Alappuzha, Kottayam, Kollam, Pathanamthitta, Ernakulam, Kannur and Kasaragod. The department conducts 51 services and transports about 150 lakhs of passengers per annum.

The Director is the Head of the Department with its headquarters at Alappuzha. The dept consists of a Directorate, 3 regional offices, 1 billing section, 2 dock and repairs workshop and 14 station offices.

After consideration of the matter in consultation with Service Organizations and the Head of the Department, the Commission recommends that:

- i) Post of Director, State Transport Department may be placed in the revised scale of pay corresponding to ` 42640-58640, considering the qualification and performance of the present incumbent and the nature of duties. In short, this scale of pay is allowed as personal to him. In the event of change of the present incumbent the higher scale now recommended will stand withdrawn and post will go back to the previous scale of ` 36140-49740
- ii) $\frac{1}{3}$ of the post of Checking Inspector Grade II may be placed in the Higher grade ie, Checking Inspector Grade I in the revised scale of pay corresponding to ` 13900-24040.
- iii) $\frac{1}{3}$ of the posts of Station Master Grade II may be placed in the Higher Grade ie, Station Master Grade II in the revised scale corresponding to ` 13900-24040
- iv) $\frac{1}{3}$ of the post of Boat master Grade II may be placed and Higher Grade in the revised scale corresponding to ` 11620-20240.

- v) 50% of the post of Boat Syrang may be placed in the Higher Grade in the revised scale of pay corresponding to ` 10480-18300
- vi) 50% of the post of Boat Driver may be placed in the Higher Grade in the revised scale of pay corresponding to ` 10480-18300
- vii) Ratio between Boat Lascar Grade I and Grade II is modified as 1:1
- viii) Normal revision may be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| | SI. No | Name of post | No. of posts | Existing Scale of Pay | Revised Scale of Pay |
|---|--------|------------------------------------|--------------|-----------------------|----------------------|
| a | 1 | Director | 1 | 36140-49740 | 72000-110400 |
| | | Operating Wing | | | |
| | 2 | Traffic Superintendent | 2 | 18740-33680 | 37500-75600 |
| | 3 | Assistant Traffic Superintendent | 2 | 16180-29180 | 32300-65400 |
| | 4 | Station Master Gr. I | 2 | 13900-24040 | 27800-56700 |
| b | 5 | Checking Inspector Grade I | 2 | 13900-24040 | 27800-56700 |
| | 6 | Checking Inspector Grade II | 10 | 13210-22360 | 26500-54000 |
| | 7 | U.D. Cashier | 4 | 13210-22360 | 26500-54000 |
| b | 8 | Station Master Gr. II | 20 | 11620-20240 | 23400-48000 |
| | 9 | Checker | 20 | 11620-20240 | 23400-48000 |
| | 10 | Boat Master(HG) | | | 23400-48000 |
| b | 11 | Boat Master | 160 | 10480-18300 | 22200-45800 |
| | 12 | Boat Syrang(HG) | | | 22200-45800 |
| c | 13 | Boat Syrang | 160 | 9940-16580 | 21100-43600 |
| | 14 | Boat Driver HG | | | 22200-45800 |
| c | 15 | Boat Driver | 160 | 9940-16580 | 21100-43600 |
| | 16 | L.D. Cashier | 5 | 9940-16580 | 21100-43600 |
| | 17 | Boat Lascar Grade I | 350 | 9190-15780 | 20000-41500 |
| c | 18 | Boat Lascar Grade II | | 8960-14260 | 19000-39500 |
| | | Repair and Maintenance Wing | | | |
| | 19 | Mechanical Engineer | 1 | 24040-38840 | 48000-89000 |
| | 20 | Works Manager | 1 | 21240-37040 | 43600-85000 |
| | 21 | Asst. Works Manager | 1 | 18740-33680 | 37500-75600 |
| | 22 | Store Keeper | 1 | 14620-25280 | 29200-59400 |
| | 23 | Foreman | 3 | 14620-25280 | 29200-59400 |
| | 24 | Charge man | 4 | 13900-24040 | 27800-56700 |
| | 25 | Smithy Charge man | 1 | 13900-24040 | 27800-56700 |
| | 26 | Mechanic | 10 | 13210-22360 | 26500-54000 |
| | 27 | Charge man (Carpenter) | 2 | 11620-20240 | 23400-48000 |

| | | | | |
|----|-------------------------------------|----|--------------------|--------------------|
| 28 | Time Keeper | 1 | 11620-20240 | 23400-48000 |
| 29 | Fitter Gr.I | 3 | 11620-20240 | 23400-48000 |
| 30 | Black Smith Gr.I | 1 | 11620-20240 | 23400-48000 |
| 31 | Armature Winder | 1 | 9940-16580 | 21100-43600 |
| 32 | Moulder | 1 | 9940-16580 | 21100-43600 |
| 33 | Pattern Maker | 1 | 9940-16580 | 21100-43600 |
| 34 | Assistant Charge man (Carpenter) | 1 | 9940-16580 | 21100-43600 |
| 35 | Charge man (Caulker) | 2 | 9190-15780 | 20000-41500 |
| 36 | Fitter Gr.II | 11 | 9190-15780 | 20000-41500 |
| 37 | Pump Operator | 8 | 9190-15780 | 20000-41500 |
| 38 | Assistant Store Keeper | 1 | 9190-15780 | 20000-41500 |
| 39 | Black Smith Gr.II | 8 | 9190-15780 | 20000-41500 |
| 40 | Battery Charger | 1 | 9190-15780 | 20000-41500 |
| 41 | Upholsterer | 3 | 9190-15780 | 20000-41500 |
| 42 | Carpenter | 27 | 9190-15780 | 20000-41500 |
| 43 | Electrician | 5 | 9190-15780 | 20000-41500 |
| 44 | Welder | 5 | 9190-15780 | 20000-41500 |
| 45 | Turner | 3 | 9190-15780 | 20000-41500 |
| 46 | Machinist | 1 | 9190-15780 | 20000-41500 |
| 47 | Caulker | 13 | 8960-14260 | 19000-39500 |
| 48 | Painter | 7 | 8960-14260 | 19000-39500 |
| 49 | Fibre Fabricator | 1 | Scale not fixed | Scale not fixed |
| 50 | Coolie Worker | 6 | 8500-13210 | 17000-35700 |
| 51 | Oil Supplier | 2 | 4000+D.A | 7500+D.A |
| 52 | Labourer on Daily wages | 4 | Daily Wages | Daily Wages |
| | Common category | | | |
| 53 | Administrative Assistant | 1 | As in CC | As in CC |
| 54 | Senior Superintendent. | 5 | As in CC | As in CC |
| 55 | Junior Superintendent | 7 | As in CC | As in CC |
| 56 | Head Clerk | 1 | As in CC | As in CC |
| 57 | Selection Gr. Typist | 2 | As in CC | As in CC |
| 58 | Senior Clerk | 24 | As in CC | As in CC |
| 59 | U.D. Typist | 2 | As in CC | As in CC |
| 60 | Confidential Assistant | 1 | As in CC | As in CC |
| 61 | Clerk | 25 | As in CC | As in CC |
| 62 | L.D. Typist | 2 | As in CC | As in CC |
| 63 | Store Clerk | 1 | As in CC | As in CC |
| 64 | Driver | 2 | As in CC | As in CC |
| 65 | Office Attendant | 22 | As in CC | As in CC |
| 66 | Watchman | 9 | As in CC | As in CC |
| 67 | Full Time Sweeper | 1 | As in CC | As in CC |
| 68 | Part-time Sweeper | 14 | As in CC | As in CC |

| | | | | |
|--|----|---|---|----------|
| | | Personnel from other Departments | | |
| | 69 | Finance Officer | 1 | As in PD |

- a. The incumbent Director will be on a personal scale of 85000-117600.
- b. 1/3rd of the post will be placed in the HG
- c. Ratio will be 1:1

5.89 STATIONERY DEPARTMENT

The Stationery Department is a minor dept bifurcated from Printing and Stationery Dept in the year 1992. This dept is the centralized agency for the purchase and supply of stationery materials to all Government departments including Government Press and Government Secretariat. The Controller of Stationery is the Head of the Department.

The Commission had discussions with the various Service Associations and the Head of Department. Considering all relevant factors the following recommendations are made:

- i) There is no justification for Stationery and Printing Department to continue under two Heads of Departments. Stationery is a very small department with total of only 245 number of employees. Still the Comptroller of Stationery is seen given the scale of pay of ` 40640-57440 which is higher than the scale of pay of Superintendent of Government Press which post carries much higher responsibility. In the last revision no sufficient reasoning is put forward to allow such a higher scale. Hence the post of Comptroller of Stationery may be placed in the revised scale corresponding to ` 36140-49470. However, the existing incumbent may be allowed to enjoy the corresponding scale of the existing scale as personal to him.
- ii) The posts of Packer/Store Assistant/Store Attender are the promotion post of last grade service. On promotion, the post of Store Assistant and Store Attender are included in the subordinate service whereas, the post of Packer continues in the last grade service which in turn affected the time bound grade promotion of the post of Packer and denial of the promotion prospects. The qualifications and the nature of duty are same for all posts. Hence, the post of Packer may be re-designated as Store Assistant.
- iii) As already stated in the write up relating to the Printing Department, there is no justification to continue this as a separate Department. As was earlier, this Department may be

renamed as the Department of Printing and Stationery and put under a single Director viz. the Director of Printing & Stationery. This has already been recommended by the Indira Chandransekhar Committee appointed by the Government in their report.

- iv) Normal revision is recommended to all other posts.

Categories of Posts with the existing and proposed Scales of pay are given below

| | Sl. No. | Designation | No of posts | Existing Scale of Pay | Revised Scale of Pay |
|---|----------------|--|--------------------|------------------------------|-----------------------------|
| a | 1. | Controller of Stationery | 1 | 40640-57440 | 72000-110400 |
| | 2. | Deputy Controller of Stationery | 2 | 24040-38840 | 48000-89000 |
| | 3. | Assistant Controller of Stationery | 4 | 22360-37940 | 45800-87000 |
| b | 4. | Inspector of Stationery | 14 | 18740-33680 | 37500-75600 |
| b | 5. | Chief Store Keeper – 1/ District Stationery Officer-10/ Secretariat Stationery Officer-1/ Senior Superintendent-2 | 14 | 18740-33680 | 37500-75600 |
| | 6. | Chief Foreman | 1 | 18740-33680 | 37500-75600 |
| | 7. | Mechanical Foreman | 1 | 16180-29180 | 32300-65400 |
| | 8. | Assistant Foreman | 3 | 15380-25900 | 30700-62400 |
| | 9. | Mechanic HG | 8 | 13900-24040 | 27800-56700 |
| | 10. | Assistant Store Keeper UD | 6 | 13210-22360 | 26500-54000 |
| | 11. | Assistant Store Keeper LD | 14 | 9940-16580 | 21100-43600 |
| | 12. | Packer/Store Assistant/Store Attender | 28 | 8730-13540 | 18000-37500 |
| | | Common Category | | | |
| | 13. | Junior superintendent | 9 | As in CC | As in CC |
| | 14. | Head Clerk | 3 | As in CC | As in CC |
| | 15. | Senior Clerk | 37 | As in CC | As in CC |
| | 16. | Clerk-Storekeeper | 1 | As in CC | As in CC |
| | 17. | Clerk | 28 | As in CC | As in CC |
| | 18. | Binder | 1 | As in CC | As in CC |

| | | | | |
|-----|---|----|----------|----------|
| 19. | Office Attendant/ Watcher/ Watchman/Night Watcher/ Night Watcher Cum Sweeper/ Full Time Sweeper/ Watcher cum Sweeper | 46 | As in CC | As in CC |
| 20. | Clerical Attender | 4 | As in CC | As in CC |
| 21. | Fair copy Superintendent | 1 | As in CC | As in CC |
| 22. | Selection Grade Typist | 2 | As in CC | As in CC |
| 23. | UD Typist | 4 | As in CC | As in CC |
| 24. | LD Typist | 4 | As in CC | As in CC |
| 25. | Clerk Typist | 2 | As in CC | As in CC |
| 26. | Confidential Assistant | 1 | As in CC | As in CC |
| 27. | Driver | 1 | As in CC | As in CC |
| 28. | Duffedar Higher Grade | 1 | As in CC | As in CC |
| 29. | Part-Time Sweeper | 4 | As in CC | As in CC |

- a) The present incumbent may be allowed to enjoy the scale of pay of 81000-115200 as personal scale.
- b) 25% of the post will be placed in Higher Grade on ` 41500-83000.

5.90 **SURVEY AND LAND RECORDS DEPARTMENT**

The Survey & Land Records Department was formed by integrating the Staff allotted from the former Madras State, Cochin State and Travancore State, under the Director of Survey and Land Records. It has been functioning since 1.11.1956. The dept is entrusted with the conduct of Survey of the entire state and preparation of survey records. The Director, who is from IAS cadre, is the Head of the Department. The department consists of 3 wings namely the Field Wing, Office Wing and Administration wing. The administration wing is functioning with ministerial staff from the Land Revenue Department.

Commission held discussions with different Service Organisations and the Head of the Department. Based on this, it is recommended that :

- i) $\frac{1}{3}$ of the post of Technical Assistant be placed on the higher grade instead of the existing 20%
- ii) $\frac{1}{3}$ of Posts of Superintendent of Survey & Land Records be placed in the higher grade instead of the existing 20%.
- iii) 25% of Deputy Directors may be placed in the Senior Grade Scale of Pay ` 32110-44640 from the existing ratio of 20%
- iv) Normal revision be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| | Sl. No. | Designation | No. of Posts | Existing Scale of Pay | Revised Scale of Pay |
|---|---------|--|--------------|-----------------------|----------------------|
| | 1. | Director | 1 | IAS | IAS |
| | 2. | Additional Director | 1 | 40640-57440 | 81000-115200 |
| | 3. | Joint Director | 2 | 36140-49740 | 72000-110400 |
| a | 4. | Deputy Director (Office wing) (Senior Gr.) | 1 | 32110-44640 | 63900-103600 |
| a | 5. | Deputy Director (Office wing) | 2 | 22360-37940 | 45800-87000 |
| a | 6. | Deputy Director (Field wing) (senior Gr.) | 2 | 32110-44640 | 63900-103600 |
| a | 7. | Deputy Director (Field wing) | 10 | 22360-37940 | 45800-87000 |
| | 8. | Assistant Director (Office wing) | 4 | 21240-37040 | 43600-85000 |
| | 9. | Assistant Director (Field wing) | 16 | 21240-37040 | 43600-85000 |
| | 10. | Technical Assistant (Higher Grade) | 4 | 20740-36140 | 41500-83000 |
| b | 11. | Technical Assistant | 15 | 18740-33680 | 37500-75600 |
| | 12. | Superintendent of Survey and Land Records (Higher Grade) | 65 | 20740-36140 | 41500-83000 |
| b | 13. | Superintendent of Survey and Land Records | | 18740-33680 | 37500-75600 |
| c | 14. | Head Surveyor | 278 | 16980-31360 | 33900-68700 |

| | | | | | |
|---|-----|--|-----|-------------|-------------|
| c | 15. | Head Draftsman | 138 | 16980-31360 | 33900-68700 |
| d | 16. | Draftsman Grade I | 415 | 13900-24040 | 27800-56700 |
| d | 17. | Draftsman Grade II | 415 | 11620-20240 | 23400-48000 |
| d | 18. | Surveyor Grade I | 839 | 13900-24040 | 27800-56700 |
| d | 19. | Surveyor Grade II | 839 | 11620-20240 | 23400-48000 |
| | 20. | Chainman | 42 | 8500-13210 | 17000-35700 |
| | 21. | Tracer | 19 | 9940-16580 | 21100-43600 |
| | 22. | Driver | 19 | As in CC | As in CC |
| | 23. | Binder | 42 | 8960-14260 | 19000-39500 |
| | 24. | Pressman | 3 | 8730-13540 | 18000-37500 |
| | 25. | Printer | 3 | 8960-14260 | 19000-39500 |
| | 26. | Printing Expert | 1 | 14620-25280 | 29200-59400 |
| | 27. | Attender (Plate cleaning) | 2 | 8960-14260 | 19000-39500 |
| | 28. | Attender (Plate graining) | 2 | 8960-14260 | 19000-39500 |
| | 29. | Cutter | 1 | 10480-18300 | 22200-45800 |
| | 30. | Night Guard | 1 | As in CC | As in CC |
| | 31. | Photographer | 1 | 14620-25280 | 29200-59400 |
| | 32. | Part Time Sweeper | 46 | | |
| | 33. | Part Time Gardener | 1 | | |
| | | Posts held by Personnel of other departments (Ministerial Staff | | | |
| | 34. | Finance Officer | 1 | As in PD | As in PD |
| | 35. | Assistant Secretary (Deputy Collector) | 1 | As in PD | As in PD |
| | 36. | Senior Superintendent | 2 | As in PD | As in PD |
| | 37. | Manager (Junior | 3 | As in PD | As in PD |

| | | | | | |
|--|-----|---------------------------------|-----|----------|----------|
| | | Superintendent) | | | |
| | 38. | Junior Superintendent | 17 | As in PD | As in PD |
| | 39. | Fair Copy Superintendent | 1 | As in PD | As in PD |
| | 40. | Senior Grade Typist | 7 | As in PD | As in PD |
| | 41. | Confidential Assistant Grade I | 2 | As in PD | As in PD |
| | 42. | Head Accountant | 1 | As in PD | As in PD |
| | 43. | Head Clerk | 29 | As in PD | As in PD |
| | 44. | Senior Clerk | 93 | As in PD | As in PD |
| | 45. | U.D.Typist | 19 | As in PD | As in PD |
| | 46. | Confidential Assistant Grade II | 2 | As in PD | As in PD |
| | 47. | Clerk | 132 | As in PD | As in PD |
| | 48. | L.D.Typist | 49 | As in PD | As in PD |
| | 49. | Attender | 38 | As in PD | As in PD |
| | 50. | Office Attendant | 216 | As in PD | As in PD |

- a) 25% of the post will be in Senior Grade.
- b) 1/3rd of the post will be in higher grade
- c) Ratio between Head Surveyor & Surveyor/Head Draftsman & draftsman will be 1:6
- d) Ratio between Grade I and II posts will be 1:1

5.91 **TECHNICAL EDUCATION DEPARTMENT**

The Technical Education Department is one of the major Government departments of Kerala, responsible for planning, implementing and monitoring all activities in the field of Technical Education in the state in consistent with the state and national policies. The Director is the Head of the Department assisted by Joint Directors in administration and academic wings.

The Director of Technical Education, Joint Directors, Principal of Engineering Colleges, Professors and Associate Professors etc are governed by

AICTE/UGC scales. The AICTE scales have also been sanctioned to teaching staff of polytechnic colleges who possess the requisite qualifications as per the AICTE norms as per G O (Ms) no.75/2014/Fin dated 20.02.2014.

Commission had discussions with the different service organizations and the Head of the Department. Based on that, it is recommended as follows:

- i) Commission noticed that the feeder post to Superintendent Commercial Institute is the category - Instructor (Commercial Institute). The qualification for the entry post Instructor as per Special Rules is Bachelor's Degree in Commerce from any recognized University, while in the Special Rules for the promotion post of Superintendent (Commercial Institute), the basic qualification is Bachelor's Degree in Commerce with not less than 55% marks from any recognized University. This is a case of clear injustice, in altering the qualification for the promotion post from that of the feeder post. Commission recommends that the qualification may be modified as the same for both the promotion post and the feeder category.
- ii) The post of Instructor Grade II/Workshop Instructor /Demonstrator in Engineering may be placed in the revised scale of pay corresponding to ` 15380-25900
- iii) The post of Draftsman Grade II/Draftsman may be placed in the revised scale of pay corresponding to ` 15380-25900
- iv) As per Special rules, appointment to the above two posts is also by transfer from the post of Trade Instructor to the required qualification. The scale of pay of Instructor Sr. Grade is ` 15380-25900 which creates an anomaly by which as a result of by transfer appointment, the incumbent goes to a post having lesser scale of pay than the feeder post. This needs to be avoided. Hence the recommendation.
- v) The posts of Junior Instructor (Tailoring and Garment making) and also Junior Instructor (Industrial Schools) may be placed in the revised scale of pay corresponding to ` 9940-16580. Even though scale of pay of posts of Tradesman with equivalent qualification was hiked as ` 9940-16580 in the last Pay revision, no revision was allowed to these two posts. This needs to be corrected. Hence the recommendation.
- vi) Normal revision may be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| Sl. No. | Designation | No of posts | Existing Scale of Pay | Revised Scale of Pay |
|---------|---|-------------|-----------------------|----------------------|
| 1 | Director | 1 | AICTE Scale | AICTE Scale |
| 2 | Senior Joint Director(EC/PS) | 1 | | |
| 3 | Joint Director(EC/PS) | 6 | | |
| 4 | Joint Controller | 1 | | |
| 5 | Deputy Director (Engg. College) | 2 | | |
| 6 | Training Officer | 1 | | |
| 7 | Principal(Engineering College) | 9 | | |
| 8 | Dean | 2 | | |
| 9 | Professor | 75 | | |
| 10 | Associate Professor/Reader | 194 | | |
| 11 | Assistant Professor(Engineering Colleges) | 594 | | |
| 12 | Principal(College of Fine Arts) | 3 | 40640-57440 | 81000-115200 |
| 13 | Deputy Director (Polytechnic stream) | 2 | 36140-49740 | 72000-110400 |
| 14 | Deputy Director(Dy. Controller of Technical Exams) | 1 | 36140-49740 | 72000-110400 |
| 15 | Workshop Superintendent (Engg College) | 6 | 36140-49740 | 72000-110400 |

| | | | | |
|----|---|-----|-------------|--------------|
| 16 | Principal (Polytechnics/Institute of Printing Technology) | 43 | 36140-49740 | 72000-110400 |
| 17 | Professor Gr I (College of Fine Arts) | 9 | 36140-49740 | 72000-110400 |
| 18 | Assistant Controller of Examination | 1 | 22360-37940 | 45800-87000 |
| 19 | Assistant Director (SDC) | 1 | 22360-37940 | 45800-87000 |
| 20 | Assistant Director (Project) | 1 | 22360-37940 | 45800-87000 |
| 21 | Head of Department | 152 | 22360-37940 | 45800-87000 |
| 22 | Professor Gr II(College of Fine Arts) | 11 | 22360-37940 | 45800-87000 |
| 23 | Technical Officer | 5 | 20740-36140 | 41500-83000 |
| 24 | Assistant Director (Regional Directorate) | 2 | 20740-36140 | 41500-83000 |
| 25 | Project Officer (SITTR) | 1 | 20740-36140 | 41500-83000 |
| 26 | Instructor Gr I | 32 | 20740-36140 | 41500-83000 |
| 27 | System Analyst | 4 | 22360-37940 | 45800-87000 |
| 28 | Lecturer in Engineering (Polytechnics)/ Technology/ Instrument Technology/ Business Management/ Composing/ Process Engraving/ Letter Press Printing | 573 | 20740-36140 | 41500-83000 |
| 29 | Workshop Superintendent(Polytechnics) | 25 | 20740-36140 | 41500-83000 |
| 30 | Superintendent, Technical High Schools | 39 | 20740-36140 | 41500-83000 |
| 31 | Lecturer(College of Fine Arts) | 22 | 20740-36140 | 41500-83000 |

| | | | | | |
|---|----|--|----|-------------|-------------|
| | 32 | Fine Arts Expert | 2 | 19240-34500 | 39500-79200 |
| | 33 | Chemist | 1 | 19240-34500 | 39500-79200 |
| a | 34 | Computer Programmer (HG) | 25 | 21240-37040 | 43600-85000 |
| a | 35 | Computer Programmer | | 20740-36140 | 41500-83000 |
| | 36 | Lecturer in Commerce/ Commercial Practice | 8 | 19240-34500 | 39500-79200 |
| | 37 | Inspector of Industrial Schools | 3 | 18740-33680 | 37500-75600 |
| | 38 | Senior Art Instructor | 10 | 18740-33680 | 37500-75600 |
| b | 39 | Superintendent(Govt. Commercial Institute) | 17 | 18740-33680 | 37500-75600 |
| | 40 | Assistant Training Officer | 1 | 16180-29180 | 32300-65400 |
| | 41 | Head Draftsman/Draftsman Gr I | 27 | 16180-29180 | 32300-65400 |
| | 42 | Foreman/Workshop Foreman | 59 | 16180-29180 | 32300-65400 |
| | 43 | Senior Instructor in Shorthand | 6 | 16180-29180 | 32300-65400 |
| | 44 | Instructor in Commerce | 3 | 16180-29180 | 32300-65400 |
| | 45 | Instructor in Secretarial Practice & Business Correspondence | 6 | 16180-29180 | 32300-65400 |
| | 46 | Instructor (Engineering) | 39 | 16180-29180 | 32300-65400 |
| | 47 | Instructor (Govt. Commercial Institute) | 34 | 16180-29180 | 32300-65400 |
| | 48 | Instructor in Shorthand | 5 | 15380-25900 | 30700-62400 |
| | 49 | Development Officer | 1 | 14620-25280 | 29200-59400 |
| | 50 | Instrument Mechanic Gr I (WPTC) | 6 | 14620-25280 | 29200-59400 |

| | | | | | |
|---|----|--|------|-------------|-------------|
| | 51 | Instrument Mechanic Gr I | | 14620-25280 | 29200-59400 |
| | 52 | Art Instructor | 12 | 14620-25280 | 29200-59400 |
| | 53 | Mural Expert | 1 | 14620-25280 | 29200-59400 |
| | 54 | Studio Assistant Gr I | 10 | 14620-25280 | 29200-59400 |
| | 55 | Demonstrator in Chemistry | 1 | 14620-25280 | 29200-59400 |
| | 56 | Instructor Gr II/Workshop Instructor/Demonstrator in Engineering | 860 | 14620-25280 | 30700-62400 |
| | 57 | Draftsman Gr II/Draftsman | 43 | 14620-25280 | 30700-62400 |
| c | 58 | Trade Instructor (Sen. Grade) | 1025 | 15380-25900 | 30700-62400 |
| c | 59 | Trade Instructor Gr I | | 14620-25280 | 29200-59400 |
| c | 60 | Trade Instructor Gr II | | 13210-22360 | 26500-54000 |
| | 61 | Assistant Instructor in Shorthand (GPTC) | 7 | 13900-24040 | 27800-56700 |
| | 62 | Instructor- cum-Mechanic in Spinning | 3 | 13900-24040 | 27800-56700 |
| | 63 | Instructor Gr II (Textile Spinning/Weaving & Textile Chemistry) | 3 | 13900-24040 | 27800-56700 |
| | 64 | Spinning Mechanic | 1 | 13900-24040 | 27800-56700 |
| | 65 | Assistant Instructor in Typewriting/Stenography | 1 | 13900-24040 | 27800-56700 |
| | 66 | Mechanic in Textile Chemistry | 1 | 13900-24040 | 27800-56700 |
| | 67 | Mechanic in Textile Technology | 1 | 13900-24040 | 27800-56700 |
| | 68 | Assistant Instructor(Govt Commercial Institute) | 36 | 13900-24040 | 27800-56700 |
| | 69 | Assistant Instructor in Shorthand(WPTC) | 7 | 13210-22360 | 26500-54000 |

| | | | | |
|----|---|-----|-------------|-------------|
| 70 | Instrument Mechanic Gr II | 6 | 13210-22360 | 26500-54000 |
| 71 | Instructress (Tailoring & Garment Making Training) | 77 | 13210-22360 | 26500-54000 |
| 72 | Instructor (Industrial Schools) | 7 | 13210-22360 | 26500-54000 |
| 73 | Studio Assistant Gr II | 10 | 9940-16580 | 21100-43600 |
| 74 | Typewriter Mechanic | 9 | 9190-15780 | 20000-41500 |
| 75 | Tradesman | 832 | 9940-16580 | 21100-43600 |
| 76 | Junior Instructor (Tailoring & Garment Making Training) | 15 | 9190-15780 | 21100-43600 |
| 77 | Junior Instructor (Industrial Schools) | 15 | 9190-15780 | 21100-43600 |
| 78 | Boiler Assistant | 5 | 9190-15780 | 20000-41500 |
| 79 | Carpenter | 1 | 9190-15780 | 20000-41500 |
| 80 | Welder-cum-Blacksmith | 1 | 8730-13540 | 18000-37500 |
| 81 | Marker | 1 | 8730-13540 | 18000-37500 |
| 82 | Studio Attender | 3 | 8730-13540 | 18000-37500 |
| 83 | Clay Worker | 69 | 8500-13210 | 17000-35700 |
| 84 | Ceramic Expert | 1 | 14620-25280 | 29200-59400 |
| 85 | Mechanic-cum-Electrician | 1 | 8730-13540 | 18000-37500 |
| 86 | Instructor in Physical Education | 43 | 13900-24040 | 27800-56700 |
| 87 | Technical Store Keeper | 8 | 16180-29180 | 32300-65400 |
| 88 | Craft Instructor | 5 | 13210-22360 | 26500-54000 |
| 89 | Pump Operator | 3 | 9190-15780 | 20000-41500 |
| 90 | Boiler Mechanic | 1 | 11620-20240 | 23400-48000 |
| 91 | Professor Gr.II (Aided Engineering Colleges and Polytechnics) | 35 | 22360-37940 | 45800-87000 |

| | | | | | |
|--|-----|--|-----|-------------|--------------|
| | 92 | Non-Engineering Lecturer (Aided Engineering Colleges and Polytechnics) | | 20740-36140 | 41500-83000 |
| | 93 | Professor Gr.I (Aided Engineering Colleges and Polytechnics) | | 29180-43640 | 58050-101400 |
| | 94 | Junior Instructor (Composing and printing, weaving, Raton, Book Binding) | 6 | 9190-15780 | 20000-41500 |
| | 95 | Matron | 8 | 10480-18300 | 22200-45800 |
| | 96 | Sick Room Attender | 7 | 8730-13540 | 18000-37500 |
| | 97 | Data Entry Operator (Aided Engineering Colleges) | 1 | 13900-24040 | 27800-56700 |
| | 98 | Library Assistant (Aided Engineering Colleges) | 3 | 8730-13540 | 18000-37500 |
| | | Common Category | | | |
| | 99 | Administrative Assistant | 13 | As in CC | As in CC |
| | 100 | Accounts Officer | 14 | As in CC | As in CC |
| | 101 | Senior Superintendent | 56 | As in CC | As in CC |
| | 102 | Confident Assistant | 6 | As in CC | As in CC |
| | 103 | Junior Superintendent | 62 | As in CC | As in CC |
| | 104 | Head Accountant/Cashier | 68 | As in CC | As in CC |
| | 105 | Senior Clerk | 619 | As in CC | As in CC |
| | 106 | Clerk | | As in CC | As in CC |
| | 107 | Fair Copy Superintendent | 4 | As in CC | As in CC |
| | 108 | UD Typist | 161 | As in CC | As in CC |
| | 109 | LD Typist | | As in CC | As in CC |
| | 110 | Confidential Assistant | 18 | As in CC | As in CC |

| | | | | | |
|--|-----|---------------------|----|----------|----------|
| | 111 | Binder | 2 | As in CC | As in CC |
| | 112 | Driver | 40 | As in CC | As in CC |
| | 113 | Clerk-cum-Typist | 12 | As in CC | As in CC |
| | 114 | Librarian Grade I | 55 | As in CC | As in CC |
| | 115 | Librarian Grade II | | As in CC | As in CC |
| | 116 | Librarian Grade III | | As in CC | As in CC |
| | 117 | Librarian Grade IV | | As in CC | As in CC |
| | 118 | Head Cook | 69 | As in CC | As in CC |
| | 119 | Cook | 19 | As in CC | As in CC |

- a. Higher Grade to Computer Programmer in the ratio 1:1
- b. Higher Grade to Superintendent (Govt. Commercial Institute) in the ratio 1:1 with pay 41500-83000
- c. Grade promotion ratio of Trade Instructor Gr II. Gr I and Senior Gr. is 3:1:1.

5.92 **TOURISM 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. Earlier this department, known as State Guests Department, was established for providing hospitality to foreigners, State Guests, High Court /Supreme Court Judges and other VIPs/VVIPs who come to the state Guests Houses owned by the state Government. Now there are 25 guests houses, 3 yathri nivasas, Kerala Houses at Kanyakumari and Mumbai functioning under this department. The department also maintains vehicles for the service of Ministers/Leader of Opposition and for other Government purposes. Director is the head of the department.

After consideration of the matter in consultation with the Service Organizations and the Head of the Department, the Commission recommends that:

- i) Post of Deputy Director be allowed a 33 $\frac{1}{3}$ % Higher Grade on ` 29180-43640.
- ii) Post of Chauffeur may be allowed a higher Special Allowance considering the hard work especially in connection with VIP Duty. This is separately recommended.

- iii) Post of Hospitality Assistant/Cook or such category who have a qualification of SSLC + Catering Certificate or Diploma or also be given a Higher Special allowance considering the special nature of their work. Recommendation is given separately.
- iv) Appointment of the post of Manager Grade III is by promotion or by direct appointment in the ratio 2:1 and for direct recruitment, qualification is SSLC + Successful Training in Catering Management for not less than 21 weeks in any State Government Institution whereas qualification for promotion is only a pass in SSLC. This is not an acceptable position as even for promotion, there is real need for a qualification in Catering Management. In the absence of qualified hands for promotion, direct recruitment may be resorted to. Special Rules may be amended to incorporate the above changes
- v) Appointment of Manager Grade II is by promotion from Manger Grade III. Here also certificate in Catering Management is not prescribed as a qualification. This may be prescribed and special rules may be amended to this effect also.
- vi) Normal revision may be recommended to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| | Sl. No. | Designation | No. of post | Existing scale of pay | Existing 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) | 1 | 40640-57440 | 81000-115200 |
| | 5. | Joint Director | 3 | 36140-49740 | 72000-110400 |
| | 6. | Deputy Director(HG) | | | 58050-101400 |
| d | 7. | Deputy Director | 18 | 24040-38840 | 48000-89000 |
| | 8. | Manager Gr.I (HG) | | 20740-36140 | 41500-83000 |

| | | | | | |
|---|-----|---------------------------------------|----|-------------|-------------|
| a | 9. | Manager Gr-I | 13 | 18740-33680 | 37500-75600 |
| | 10. | Assistant Planning Officer | 2 | 18740-33680 | 37500-75600 |
| | 11. | Tourist Information Officer | 16 | 18740-33680 | 37500-75600 |
| | 12. | Personal Assistant to the Director | 1 | 18740-33680 | 37500-75600 |
| | 13. | Inspecting Officer | 1 | 18740-33680 | 37500-75600 |
| | 14. | Superintendent Kanakakunnu Palace | | 18740-33680 | 37500-75600 |
| | 15. | Manager Gr-II | 5 | 14620-25280 | 29200-59400 |
| | 16. | Assistant tourist Information Officer | 27 | 14620-25280 | 29200-59400 |
| | 17. | Head Chauffeur | 4 | 14620-25280 | 29200-59400 |
| | 18. | Manager Gr-III | 11 | 13210-22360 | 26500-54000 |
| | 19. | Telephone Operator (HG) | 9 | 11620-20240 | 23400-48000 |
| | 20. | Chauffeur Gr-I | 45 | 13210-22360 | 26500-54000 |
| b | 21. | Telephone Operator | 9 | 9190-15780 | 20000-41500 |
| | 22. | Steward | 15 | 9940-16580 | 21100-43600 |
| | 23. | Electrician | 1 | 9190-15780 | 20000-41500 |
| | 24. | Mechanic (Auto) | 1 | 9190-15780 | 20000-41500 |
| | 25. | Garden Supervisor | 1 | 9190-15780 | 20000-41500 |
| | 26. | AC Mechanic | 1 | 10480-18300 | 22200-45800 |
| c | 27. | Chauffeur Gr-II | 45 | 9940-16580 | 21100-43600 |
| | 28. | Caretaker | 1 | 9190-15780 | 20000-41500 |
| | 29. | Butler | 1 | 9190-15780 | 20000-41500 |

| | | | | |
|-----|----------------------------|-----|------------|-------------|
| 30. | Plumber | 1 | 8960-14260 | 19000-39500 |
| 31. | Cook | 44 | 8960-14260 | 19000-39500 |
| 32. | Gardener | 12 | 8730-13540 | 18000-37500 |
| 33. | Hospitality Assistant | 127 | 8960-14260 | 19000-39500 |
| 34. | Senior Superintendent | 5 | As in CC | As in CC |
| 35. | Junior Superintendent | 4 | As in CC | As in CC |
| 36. | Fair Copy Superintendent | 1 | As in CC | As in CC |
| 37. | Selection Grade Typist | 3 | As in CC | As in CC |
| 38. | Head Clerk | 3 | As in CC | As in CC |
| 39. | Senior Clerk | 30 | As in CC | As in CC |
| 40. | U.D.Typist | 4 | As in CC | As in CC |
| 41. | L.D.Typist | 4 | As in CC | As in CC |
| 42. | Confidential Assistant | 2 | As in CC | As in CC |
| 43. | Clerk | 21 | As in CC | As in CC |
| 44. | Clerk Typist | 10 | As in CC | As in CC |
| 45. | Attender | 1 | As in CC | As in CC |
| 46. | Peon | 22 | As in CC | As in CC |
| 47. | Watcher | 34 | As in CC | As in CC |
| 48. | Lascar | 64 | As in CC | As in CC |
| 49. | Kichenmatey | 24 | As in CC | As in CC |
| 50. | Sweeper, Sanitation Worker | 93 | As in CC | As in CC |
| 51. | Car Cleaner | 6 | As in CC | As in CC |
| 52. | Part Time Sweeper | 20 | As in CC | As in CC |

| | | | | | |
|--|-----|---------------------------------------|------------|----------|----------|
| | 53. | Sr. Administrative Officer | 1 | AS in PD | AS in PD |
| | 54. | Sr. Finance Officer | 1 | AS in PD | AS in PD |
| | 55. | Planning Officer | 1 | AS in PD | AS in PD |
| | 56. | Asst. Executive Engineer (Mechanical) | 1 | AS in PD | AS in PD |
| | 57. | Research Officer | 1 | AS in PD | AS in PD |
| | 58. | Statistical Asst Gr-I | 1 | AS in PD | AS in PD |
| | 59. | Statistical Asst Gr-II | 1 | AS in PD | AS in PD |
| | | Total | 742 | | |

- a. 50% of the post will be in HG.
- b. Ratio between HG and Lower Grade will be 1:1
- c. Ratio between Gr-I and Gr-II will be 1:1
- d. 1/3rd of the posts will be in HG

5.93 DEPARTMENT OF TOWN AND COUNTRY PLANNING

The Department of Town Planning started functioning in 1957 with head quarters at Thiruvananthapuram and regional offices at Ernakulam and Kozhikode, mainly to ensure planned development of urban settlements in the State. In 1999, this Department was renamed as the 'Department of Town and Country Planning. The Chief Town Planner is the Head of the Department. The total sanctioned strength of the Department of Town and Country Planning is 552 out of which 317 are technical, 197 are ministerial and 38 are statistical.

After discussions with the Service Organisations and Head of the Department, Commission makes the following recommendations:

- i) Normal revision may be allowed to all categories of posts.
- ii) Post Graduate degree/diploma in Town and Country Planning be made mandatory for the posts of Deputy Town Planner onwards. The existing employees who do not possess the above Post Graduate qualification may be given sufficient time to acquire the qualification.
- iii) Since Post Graduation is made mandatory, such posts be allowed Post Graduate Allowance at the rate of one advance increment.

The categories of posts with the existing and proposed scales of pay are given below:

| | Sl. No. | Name of Post | No. of post | Existing scale of pay | Existing scale of pay |
|---|---------|--|-------------|-----------------------|-----------------------|
| | 1 | Chief Town Planner | 3 | 48640-59840 | 97000-120000 |
| | 2 | Additional Chief Town Planner | 2 | 46640-59840 | 93000-120000 |
| | 3 | Senior Town Planner | 4 | 44640-58640 | 89000-117600 |
| | 4 | Town Planner (HG) | 6 | 40640-57440 | 81000-115200 |
| a | 5 | Town Planner | 20 | 36140-49740 | 72000-110400 |
| | 6 | Deputy Town Planner (HG) | 17 | 24040-38840 | 48000-89000 |
| b | 7 | Deputy Town Planner | 34 | 21240-37040 | 43600-85000 |
| | 8 | Assistant Town Planner | 75 | 20740-36140 | 41500-83000 |
| | 9 | Draftsman Gr-I/ Town Planning Surveyor Gr. I | 55 | 13900-24040 | 27800-56700 |
| c | 10 | Draftsman Gr-II/ Town Planning Surveyor Gr. II | 55 | 11620-20240 | 23400-48000 |
| | 11 | Photographer Cum Commercial Artist | 1 | 16180-29180 | 32300-65400 |
| | 12 | Artist | 2 | 13210-22360 | 26500-54000 |
| | 13 | Tracer | 15 | 9940-16580 | 21100-43600 |
| | 14 | Blue Printer | 2 | 8730-13540 | 18000-37500 |
| Post held by personnel of other Department | | | | | |
| | 15 | Deputy Director | 1 | As in PD | As in PD |
| | 16 | Assistant Director | 1 | As in PD | As in PD |
| | 17 | Research Officer | 2 | As in PD | As in PD |
| | 18 | Research Assistant/ Statistical Inspector (HG) | | As in PD | As in PD |
| | 19 | Research Assistant/ Statistical Inspector | 9 | As in PD | As in PD |
| | 20 | LD/ UD Compiler/ Investigator/ Statistical Assistant | 27 | As in PD | As in PD |
| | 21 | Administrative Officer | 1 | As in PD | As in PD |

| | | | | | |
|--|------------------------|----------------------------------|-----|----------|----------|
| | 22 | Finance Officer | 1 | As in PD | As in PD |
| | Common Category | | | | |
| | 23 | Administrative Assistant | 1 | As in CC | As in CC |
| | 24 | Senior Superintendent | 5 | As in CC | As in CC |
| | 25 | Junior Superintendent | 11 | As in CC | As in CC |
| | 26 | Fair Copy Superintendent | 1 | As in CC | As in CC |
| | 27 | Head Clerk | 9 | As in CC | As in CC |
| | 28 | Senior Clerk | 36 | As in CC | As in CC |
| | 29 | Clerk | 36 | As in CC | As in CC |
| | 30 | Confidential Assistant (Sel Gr.) | 1 | As in CC | As in CC |
| | 31 | Confidential Assistant (Sr. Gr) | 1 | As in CC | As in CC |
| | 32 | Confidential Assistant (Gr I) | 1 | As in CC | As in CC |
| | 33 | Confidential Assistant (Gr.II) | 3 | As in CC | As in CC |
| | 34 | Sel. Gr/Typist | 8 | As in CC | As in CC |
| | 35 | UD Typist | 9 | As in CC | As in CC |
| | 36 | LD Typist | 11 | As in CC | As in CC |
| | 37 | Office Attendant/Chainman | 138 | As in CC | As in CC |
| | 38 | Watcher | 6 | As in CC | As in CC |
| | 39 | Binder | 1 | As in CC | As in CC |
| | 40 | Part-Time Sweeper | 14 | As in CC | As in CC |
| | 41 | Driver Sr. Gr. | 1 | As in CC | As in CC |
| | 42 | Driver Gr.I | 2 | As in CC | As in CC |
| | 43 | Driver Gr.II | 3 | As in CC | As in CC |

- a. 25% of the post will be in Higher Grade.
- b. $\frac{1}{3}$ rd of the post will be in the Higher Grade.
- c. Ratio will be 1:1.

5.94 TREASURIES DEPARTMENT

The department of Treasuries was formed with effect from 01.08.1963, bifurcating the Treasury Establishment from the Revenue Department. At present, there are 23 District Treasuries functioning all over the State, 194 Sub Treasuries and 12 Stamp Depot offices. For the purpose of conducting internal audit in the department, there are 4 Regional Deputy Directorates situated at, Thiruvananthapuram Kottayam, Thrissur and Kozhikode. Director is the Head of the Department.

The Commission held discussions with various service organizations and Head of Department and it is recommended as follows:

- i) Ratio for promotion between Junior Accountant, Senior Accountant and Selection Grade Accountant be modified as 1:1:1
- ii) S B Passing Officer/Junior Superintendent may be allowed a 33 1/3% Higher Grade on ` 18740-33680.
- iii) Post of District Treasury Officer may be placed in the scale corresponding to ` 24040-38840 as they were enjoying a scale equal to that of Deputy Collector up to the 9th Pay Revision and that the two posts were interchangeable before bifurcation of the department from Revenue Department. This justifies restoration of the earlier status. Considering the heavy workload and responsibility to be discharged, 25% of the posts may be placed on Higher Grade on ` 29180-43640 with corresponding revision.
- iv) Post of Assistant District Treasury Officer may be placed in the revised Scale of Pay corresponding to ` 22360-37940
- v) Post of Sub Treasury Officer/Assistant Treasury Officer/Stamp Depot Officer/Senior Superintendent may be placed in the scale corresponding to ` 20740-36140. They may also be allowed a Higher Grade at the rate of 33 1/3% on ` 21240-37040.
- vi) Sub Treasury Officers holding charge of Taluk Headquarters Sub Treasuries may be additionally remunerated considering the heavy work load in such treasuries for which recommendations are given separately.
- vii) Normal revision is recommended to all other categories.

The categories of posts with the existing and proposed scales of pay are given below.

| Sl. No. | Name of Post | No. of Posts | Existing Scale of Pay | Revised Scale of Pay |
|---------|----------------|--------------|-----------------------|----------------------|
| 1 | Director | 1 | 44640-58640 | 89000-117600 |
| 2 | Joint Director | 2 | 36140-49740 | 72000-110400 |

| | | | | | |
|------------------------|----|--|-----|-------------|--------------|
| | 3 | Deputy Director | 4 | 29180-43640 | 58050-101400 |
| | 4 | Assistant Director | 1 | 22360-37940 | 48000-89000 |
| | 5 | District Treasury Officer(HG) | | | 58050-101400 |
| d | 6 | District Treasury Officer | 23 | 22360-37940 | 48000-89000 |
| | 7 | Assistant District Treasury Officer | 23 | 21240-37040 | 45800-87000 |
| | 8 | Stamp Depot Officer/ Sub Treasury Officer/Assistant Treasury Officer/Senior Superintendent(HG) | | | 43600-85000 |
| a | 9 | Stamp Depot Officer/ Sub Treasury Officer/Assistant Treasury Officer/Senior Superintendent | 242 | 18740-33680 | 41500-83000 |
| | 10 | Jr. Supdt/SB Passing Officer(HG) | | | 37500-75600 |
| a | 11 | Jr. Supdt/SB Passing Officer | 322 | 16180-29180 | 32300-65400 |
| b | 12 | Accountant Selection Grade | 180 | 14620-25280 | 29200-59400 |
| b | 13 | Senior Accountant | 829 | 13210-22360 | 26500-54000 |
| b | 14 | Junior Accountant | 955 | 9940-16580 | 21100-43600 |
| c | 15 | Treasurer | 294 | | |
| | 16 | Stamp Examiner | 18 | 8960-14260 | 19000-39500 |
| Common Category | | | | | |
| | 17 | LD Typist | 24 | As in CC | As in CC |
| | 18 | UD Typist | 23 | As in CC | As in CC |
| | 19 | Selection Grade Typist | 23 | As in CC | As in CC |
| | 20 | Fair Copy Superintendent | 1 | As in CC | As in CC |
| | 21 | Driver Gr.II | 8 | As in CC | As in CC |
| | 22 | Binder Gr.II | 25 | As in CC | As in CC |
| | 23 | Office Attendant Gr.II | 521 | As in CC | As in CC |

| | | | | | |
|--|----|------------------------------|-----|----------|----------|
| | 24 | Duffedar | 1 | As in CC | As in CC |
| | 25 | Confidential Assistant Gr.II | 2 | As in CC | As in CC |
| | 26 | Night Watchman | 1 | As in CC | As in CC |
| | 27 | Part Time Sweeper | 205 | As in CC | As in CC |
| | 28 | Attender Gr.II | 35 | As in CC | As in CC |

- a. $\frac{1}{3}$ rd of the post will be placed on Higher Grade.
- b. The ratio among Junior Accountant, Senior Accountant and Accountant Selection Grade will be 1:1:1.
- c. The Selection Grade Accountant/Senior Grade Accountant posted in future as Treasurer will draw cadre pay and usual allowances
- d. 25% of the posts will be in HG.

5.95 TRIBUNAL FOR LOCAL SELF GOVERNMENT INSTITUTIONS.

The Tribunal for Local Self Government Institutions has been constituted by the Government of Kerala as per section 271 (S) of the Kerala Panchayat Raj Act (herein after called the Act). Though Section 271(S) enables the Government to constitute a Tribunal for every District or for more than one district, now there is only one Tribunal in the state to consider and dispose of the appeals and revisions filed against the decisions of Local Self Government Institutions under Section 276 of the Act and Section 509 of the Kerala Municipalities Act 1994. The Tribunal is also rendering opinion on matters referred by Government with regard to legality or sustainability of any decision of the Local Self Government Institutions. Their Head quarters is at Thiruvananthapuram.

The Tribunal was established and started functioning from 21.08.2004 onwards. It consists of one Judicial officer having the rank of a District Judge, Secretary and other officers and staff appointed by the Government as may be required to assist the Tribunal in performing its duties. The scale of pay of Tribunal is governed by National Judicial Pay Commission. The staff of the Tribunal is posted by officers on deputation from other departments.

After discussions with Service Organisations it is recommended as follows:

- i) Posts of Tribunal come under purview of NJPC and the Staff is deputed from various other departments and hence normal revision is recommended for the staff.
- ii) Regular staff of the Tribunal including Secretary may be drawn from the Subordinate Judiciary by declaring such posts as addition to the respective cadres in that Department as the staff experienced in the judicial set up will be far more suitable for the work.

The categories of posts with the existing and proposed scales of pay are given below:

| Sl. No | Name of Post | Number of Posts (sanctioned posts) | Existing Scale of Pay | Revised Scale of Pay |
|--------|---------------------------------|------------------------------------|-----------------------|----------------------|
| 1 | Tribunal | 1 | (NJPC) | (NJPC) |
| 2 | Secretary | 1 | 24040-38840 | 48000-89000 |
| 3 | Bench Clerk | 1 | 14620-25280 | 29200-59400 |
| | Common Category | | | |
| 4 | Senior Clerk | 2 | As in CC | As in CC |
| 5 | Clerk | 2 | As in CC | As in CC |
| 6 | L.D. Typist | 3 | As in CC | As in CC |
| 7 | Confidential Assistant Grade II | 1 | As in CC | As in CC |
| 8 | Office Attendant | 3 | As in CC | As in CC |
| 9 | Driver Grade II | 1 | As in CC | As in CC |
| 10 | Part Time Contingent Sweeper | 1 | As in CC | As in CC |

5.96 UNIVERSITY APPELLATE TRIBUNAL

The University Appellate Tribunal was originally constituted in 1971 with its Headquarters at Thiruvananthapuram under the provisions of the Kerala University Act 1969, as amended by Act 17 of 1974. University Appellate Tribunal is the Head of the Department. The Tribunal is a Judicial Officer in the rank of District Judge appointed by the Governor in consultation with the High court for a term of office of 3 yrs from the date of nomination and comes under NJPC. The Tribunal is assisted by the Secretary who is appointed by the Government from Administrative Secretariat, preferably a Graduate in Law. The other staff in the Tribunal belongs to common category. The main functions of the University Appellate Tribunal are to settle disputes between the management of Aided Colleges affiliated to the various universities and any teacher of those Colleges relating to the conditions of service including similar issues of non-teaching staff of Aided colleges. Posts of Tribunals come under purview of National Judicial Pay Commission (NJPC) and the staff belongs to the common category.

After discussions with the Service Organisations and Law Secretary to Government/Registrar, Subordinate Judiciary, it is recommended as follows:

- i) Considering the lack of promotion prospects of the employees in the department , it is recommended to fill up future posts

(arising) in the department from Subordinate Judiciary treating it as addition to the cadre of respective category in the department of Subordinate Judiciary

- ii) The post of Tribunal Secretary may be made addition to the cadre of Sheristadar in Subordinate Judiciary.
- iii) Practice of deputing Staff from Administrative Secretariat in Judicial bodies like this may be discontinued.
- iv) Normal revision be allowed to all categories.

The categories of posts with the existing and proposed scales of pay are given below:

| SI. No | Designation | No. of Posts | Existing Scale of Pay | Revised Scale of Pay |
|------------------------|-------------------------------|--------------|-----------------------|----------------------|
| 1. | UAT | 1 | NJPC | NJPC |
| 2. | Secretary | 1 | 24040-38840 | 48000-89000 |
| Common Category | | | | |
| 3. | Head Clerk | 1 | As in CC | As in CC |
| 4. | Senior Clerk | 1 | As in CC | As in CC |
| 5. | Clerk | 2 | As in CC | As in CC |
| 6. | Confidential Assistant Gr. II | 1 | As in CC | As in CC |
| 7. | L.D. Typist | 1 | As in CC | As in CC |
| 8. | Office Attendant Gr. I | 1 | As in CC | As in CC |
| 9. | Office Attendant Gr. II | 2 | As in CC | As in CC |
| 10. | Driver | 1 | As in CC | As in CC |
| 11. | Part Time Contingent Sweeper | 1 | As in CC | As in CC |

5.97 URBAN AFFAIRS

Government vide G.O (Ms) No.20/62/DD dated 18.01.62 constituted a separate Department of Municipalities for effective administration of Urban Bodies. In 1980 the Department was renamed as Department of Municipal Administration and administration of Municipal Corporations was also brought under the Department. Later the Department of Municipal

Administration was renamed as Department of Urban Affairs. There are 60 Municipalities and 5 Corporations under the control of the Department. Director of Urban Affairs is the Head of the Department. The Department has three Regional Offices at Kollam, Kochi and Kozhikkode.

After hearing various Service Organisations and Head of Department it is recommended that:

- i) Normal revision may be allowed to all categories.

Categories of Posts with the existing and proposed Scales of pay are given below

| Sl. No | Designation | No. of posts | Existing scale of pay | Revised scale of pay |
|---|---|--------------|-----------------------|----------------------|
| 1. | Director | 1 | 42640-58640 | 85000-117600 |
| 2. | Joint Director (Administration) | 4 | 40640-57440 | 81000-115200 |
| 3. | Joint Director(Health)/ Regional Joint Director | 1 | 40640-57440 | 81000-115200 |
| 4. | Corporation Secretary | 5 | 36140-49740 | 72000-110400 |
| 5. | Corporation Additional Secretary | 5 | 36140-49740 | 72000-110400 |
| 6. | Municipal secretary-Grade I | 13 | 29180-43640 | 58050-101400 |
| 7. | Municipal secretary-Grade II | 22 | 24040-38840 | 48000-89000 |
| 8. | Provident Fund Officer/Pension Officer | 3 | 21240-37040 | 43600-85000 |
| 9. | Administrative Assistant | | 21240-37040 | 43600-85000 |
| 10. | Municipal Secretary-Grade III | 26 | 20740-36140 | 41500-83000 |
| 11. | Assistant Municipal Secretary | | 19240-34500 | 39500-79200 |
| Posts held by personnel of other Departments | | | | |
| 12. | Senior Finance Officer | | As in PD | As in PD |
| 13. | Law Officer | | As in PD | As in PD |
| 14. | Research Assistant | | As in PD | As in PD |
| 15. | Statistical Assistant Gr I | | As in PD | As in PD |
| 16. | Statistical Assistant Gr.II | | As in PD | As in PD |
| Common category | | | | |
| 17. | Senior Superintendent | 6 | As in CC | As in CC |
| 18. | Junior Superintendent | 11 | As in CC | As in CC |
| 19. | Faircopy Superintendent | 1 | As in CC | As in CC |
| 20. | Senior Clerk | 32 | As in CC | As in CC |
| 21. | Clerk | 32 | As in CC | As in CC |

| | | | | |
|-----|---------------------------------|----|----------|----------|
| 22. | Selection Grade Typist | 2 | As in CC | As in CC |
| 23. | Senior Grade Typist | 2 | As in CC | As in CC |
| 24. | U.D.Typist | 4 | As in CC | As in CC |
| 25. | L.D.Typist | 5 | As in CC | As in CC |
| 26. | Confidential Assistant Grade I | 2 | As in CC | As in CC |
| 27. | Confidential Assistant Grade II | | As in CC | As in CC |
| 28. | Driver | 4 | As in CC | As in CC |
| 29. | Office Attendant | 16 | As in CC | As in CC |

5.98 VIGILANCE & ANTI CURRUPTION BUREAU

The Vigilance & Anti-Corruption Bureau is the specialised investigative agency of the Government of Kerala to combat and control corruption among its public servants. The Director of Vigilance Investigation functions as the Head of the Department.

The Commission had discussions with the representatives of service organisations and the Head of the Department. Based on this, the following recommendations are made :

- i) Legal Advisor may be given the revised scale of pay corresponding to ` 44640-58640.
- ii) Additional Legal Advisor may be allowed a higher grade at the rate of $\frac{1}{3}$ of the total posts on ` 40640-57440.
- iii) Normal revision is recommended to all other categories.

Categories of Posts with the existing and proposed Scales of pay are given below

| | SI. No. | Name of Post | No. of Posts | Existing scale of pay | Revised scale of pay |
|---------------------------------------|---------|---------------------------------------|--------------|-----------------------|----------------------|
| | 1 | Director | 1 | IPS | IPS |
| | 2 | Legal Adviser | 1 | 42640-58640 | 89000-117600 |
| | 3 | Additional Legal Adviser(HG) | | | 81000-115200 |
| a | 4 | Additional Legal Adviser | 6 | 36140-49740 | 72000-110400 |
| | 5 | Manager | 1 | 22360-37940 | 45800-87000 |
| Personnel of Police Department | | | | | |
| | 6 | Additional Director General of Police | 1 | IPS | IPS |
| | 7 | Inspector General of Police | 1 | IPS | IPS |

| | | | | | |
|--|----|---|-----|----------|----------|
| | 8 | Deputy Inspector General of Police | - | IPS | IPS |
| | 9 | Superintendent of Police (Non-IPS) | 10 | As in PD | As in PD |
| | 10 | Deputy Superintendent of Police | 34 | As in PD | As in PD |
| | 11 | Inspector of Police | 96 | As in PD | As in PD |
| | 12 | Sub Inspector | 3 | As in PD | As in PD |
| | 13 | Assistant Sub Inspector | 76 | As in PD | As in PD |
| | 14 | Senior Civil Police Officer | 141 | As in PD | As in PD |
| | 15 | Civil Police Officer | 362 | As in PD | As in PD |
| | 16 | Police Driver, Head Constable /Police Constable | 127 | As in PD | As in PD |
| Post held by the Personnel of other Departments | | | | | |
| | 17 | Accounts Officer (Audit) | 1 | As in PD | As in PD |
| | 18 | Executive Engineer (Mechanical) | | As in PD | As in PD |
| | 19 | Executive Engineer (Civil) | | As in PD | As in PD |
| | 20 | Assistant Executive Engineer (Civil) | | As in PD | As in PD |
| Common Category | | | | | |
| | 21 | Administrative Assistant | 1 | As in CC | As in CC |
| | 22 | Accounts Officer | 1 | As in CC | As in CC |
| | 23 | Confidential Assistant Selection Grade | 14 | As in CC | As in CC |
| | 24 | Senior Superintendent | 13 | As in CC | As in CC |
| | 25 | Junior Superintendent | 15 | As in CC | As in CC |
| | 26 | Fair Copy Superintendent | 1 | As in CC | As in CC |
| | 27 | Confidential Assistant Senior Grade | 14 | As in CC | As in CC |
| | 28 | Head Clerk | 1 | As in CC | As in CC |
| | 29 | Typist (Selection Grade) | 14 | As in CC | As in CC |
| | 30 | Confidential Assistant Grade I | 14 | As in CC | As in CC |
| | 31 | Senior Clerk | 57 | As in CC | As in CC |

| | | | | | |
|--|----|-------------------|----|----------|----------|
| | 32 | UD Typist | 14 | As in CC | As in CC |
| | 33 | Clerk | 57 | As in CC | As in CC |
| | 34 | LD Typist | 14 | As in CC | As in CC |
| | 35 | Attender | 1 | As in CC | As in CC |
| | 36 | Office Attendant | 19 | As in CC | As in CC |
| | 37 | Part Time Sweeper | 4 | As in CC | As in CC |

a) 1/3rd of the posts will be in HG

5.99 **VOCATIONAL HIGHER SECONDARY EDUCATION DEPARTMENT**

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. Presently there are 389 Vocational Higher Secondary Schools including 261 Government Vocational Higher Secondary Education Department. Presently there are 389 Vocational Higher Secondary Schools including 261 Government Vocational Higher Secondary Schools and 128 Aided Vocational Higher Secondary Schools, running 1100 courses in 42 Vocational Subjects. Director is the Head of the Department and the academic sections are managed with the help of Deputy Directors and other supporting staff.

Commission had discussions with various Service organizations and the Director of Vocational Higher Secondary Education and also the Director of Higher Secondary Education. It has come out in the discussions that there is duplication of functions among the two departments and no fruitful purpose is served by managing these two as separate departments. This definitely justifies merging of the two departments in to one with two streams at the academic level. Further observations in the matter may be seen in the write up relating to the Department of Higher Secondary Education.

Deputation staff, if any, in the department may be reverted to their parent department and the posts may be filled up by regular hands, redeployed from surplus hands available in the different departments.

As already suggested in the write up of Higher Secondary Education Department, it is recommended that combined special rules may be framed merging of two departments at the earliest, so that, Higher Secondary Education sector is revamped and streamlined .

- i. The post of Technical Officer may be placed in the revised scale corresponding to ` 22360-37940. It is seen that as per special rules appointment to this post is made by promotion from Vocational teacher or in the absence of qualified hands (for promotion) by direct recruitment. The present incumbent is a direct recruit. Considering the nature of duty and the responsibilities attached the post and also that this post has state wide jurisdiction, there is justification for a higher scale.
- ii. Normal revision may be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

| Sl. No. | Designation | No. of posts | Existing scale of pay | Revised scale of pay |
|---------|--|--------------|-----------------------|----------------------|
| 1. | Director | 1 | 44640-58640 | 89000-117600 |
| 2. | Deputy Director | 3 | 29180-43640 | 58050-101400 |
| 3. | Administrative Officer | 1 | As in PD | As in PD |
| 4. | Finance Officer | 1 | As in PD | As in PD |
| 5. | Assistant Director | 8 | 24040-38840 | 48000-89000 |
| 6. | Technical Officer | 1 | 20740-36140 | 45800-87000 |
| 7. | Research Assistant | 1 | 20740-36140 | 41500-83000 |
| 8. | Vocational Teacher/Non-Vocational Teacher(Sel. Gr) | 2401 | 22360-37940 | 45800-87000 |
| 9. | Vocational Teacher/Non-Vocational Teacher(HG) | | 21240-37040 | 43600-85000 |
| 10. | Vocational Teacher/Non-Vocational Teacher | | 20740-36140 | 41500-83000 |
| 11. | Non-Vocational Teacher Junior (Sel Gr) | 910 | 21240-37040 | 43600-85000 |
| 12. | Non-Vocational Teacher Junior(HG) | | 20740-36140 | 41500-83000 |

| | | | | |
|-----|--------------------------------|------|-----------------------|-----------------------|
| 13. | Non-Vocational Teacher Junior | | 16980-31360 | 33900-68700 |
| 14. | GFC Teacher (consolidated pay) | 204 | 6100 consolidated pay | 9500 consolidated pay |
| 15. | Vocational Instructor | 1100 | 14620-25280 | 29200-59400 |
| 16. | Laboratory Technical Assistant | 1100 | 9940-16580 | 21100-43600 |
| | Common Category | | | |
| 17. | Accounts Officer | 2 | As in CC | As in CC |
| 18. | Senior Superintendent | 2 | As in CC | As in CC |
| 19. | Junior Superintendent | 5 | As in CC | As in CC |
| 20. | Fair Copy Supdt. | 1 | As in CC | As in CC |
| 21. | Head Clerk | 6 | As in CC | As in CC |
| 22. | Senior Clerk | 153 | As in CC | As in CC |
| 23. | Computer Operator | 1 | As in CC | As in CC |
| 24. | U.D. Typist | 9 | As in CC | As in CC |
| 25. | Confidential Assistant | 1 | As in CC | As in CC |
| 26. | Clerk | 276 | As in CC | As in CC |
| 27. | L.D. Typist | 5 | As in CC | As in CC |
| 28. | Driver | 6 | As in CC | As in CC |
| 29. | Ronoee Operator | 1 | As in CC | As in CC |
| 30. | Office attendant | 204 | As in CC | As in CC |
| 31. | Night Watchman | 6 | As in CC | As in CC |
| 32. | PTCM | 8 | As in CC | As in CC |

5.100 WATER APPELLATE AUTHORITY

The Water Appellate Authority, functioning since 1979, is a quasi judicial body having State wide jurisdiction. It was constituted as per G.O(Ms)No.61/79/HD dated, 22/03/1979 to adjudge on the decisions made by the Kerala State Pollution Control Board. The Appellate Authority is under the administrative Control of the Environment Department. The main function of the Authority is to hear and dispose of appeals preferred by aggrieved persons, companies and firms against the orders passed by the State Pollution Control Board on Prevention and Control of Water Pollution. The Appellate Authority consists of the Chairman-Law Secretary to Government, an Administrative Member-Director of Climate Change Department and two Technical Members.

After discussions with the Law Secretary to Government and considering all relevant factors, it is recommended as follows:

- i) The post of Secretary may be placed in the scale of pay corresponding to Under Secretary to Government ie, ` 24040-38840 as only an Under Secretary is needed to manage this post. If a higher officer is holding the office, he may be reverted to the parent department and an Under Secretary be posted in his place.
- ii) Normal revision is recommended to all other posts.

Categories of Posts with the existing and proposed Scales of pay are given below

| Sl. No | Post | No. of Post | Existing Scale of Pay | Revised Scale of Pay |
|--------|------------------------------|-------------|-----------------------|----------------------|
| 1. | Secretary | 1 | 40640-57440 | 48000-89000 |
| 2. | Bench Clerk | 1 | 13210-22360 | 26500-54000 |
| 3. | Confidential Assistant Gr-II | 1 | As in CC | As in CC |
| 4. | Office Attendent.Gr-I | 1 | As in CC | As in CC |
| 5. | Part Time sweeper | 1 | As in CC | As in CC |

CHAPTER 6

ALLOWANCES AND LEAVE

ALLOWANCES

- 6.1 All the service organisations have made claims for considerable hike in allowances, citing various reasons. The Commission went through the demands in detail and the recommendations may be seen in the following paragraphs.

DEARNESS ALLOWANCE

- 6.2 Dearness Allowance is a mechanism to protect the employees from inflationary pressures. It is linked to cost of living index on the principle that whenever there is a price rise over the base period, the employees have to be protected against erosion in their earnings. The 8th Pay Revision merged the full DA at 64% as on 01.07.2009 and adopted the following formula for future Dearness Allowances.

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

- 6.3 Though, the index factor as on 01.07.2009 after neutralizing of DA in full was 147.91, the Commission adopted the factor 115.76 citing the comparatively lower levels of pay of State employees and other reasons. The Government accepted the same contentions and orders were also issued accordingly.

- 6.4 The Commission has arrived on the new scales by neutralizing DA at 80% as on 01.07.2014. The proposed revised pay will be fairly high and it is only proper to fix the index factor by taking into account the average of 12 months of consumer price index as on 01.07.2014. The Commission after discussing the issues recommends the adoption of the following principle and index factor.

$$\text{Dearness Allowance} = (\text{Average of AICPI for the past 12 months} - \text{Index factor}) * 100 / \text{Index factor}.$$

All India Consumer Price Index for the period Jan 2013 to Dec 2014

| YEAR | JAN | FEB | MAR | APR | MAY | JUN | JUL | AUG | SEP | OCT | NOV | DEC |
|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 2013 | 221 | 223 | 224 | 226 | 228 | 231 | 235 | 237 | 238 | 241 | 243 | 239 |
| 2014 | 237 | 238 | 239 | 242 | 244 | 246 | 252 | 253 | 253 | 253 | 253 | 253 |

Source: Labour Bureau Index Numbers

- 6.5 As Dearness Allowance at 80% is fully neutralized as on 01.07.2014, the average of AICPI for the 12 months from July 2013 to June 2014 is 239.92. So, the index factor shall be 239.92 from 01.07.2014. The formula will then be –

$$\text{Dearness Allowance} = (\text{Average of AICPI for the past 12 months} - 239.92) * 100 / 239.92.$$

(Base year 2001).

DA as on 01.07.20104 Nil

DA as on 01.01.2015 $(246.92-239.92)*100/239.92 = 2.92=3\%$

HOUSE RENT ALLOWANCE

6.6 House Rent Allowance is granted to compensate on cost of residential accommodation of employees. HRA is being paid with reference to pay range and place of work. There are 6 slabs of pay ranges and the work places are categorized in to 4. The existing minimum HRA is Rs.250 and maximum Rs.1680.

EXISTING RATES OF HRA (IN Rs.)

| PAY RANGE | B2 CLASS CITY | C CLASS CITY/TOWN | CITIES NOT IN B2 & C CLASS CITIES | OTHER PLACES |
|---------------|---------------|-------------------|-----------------------------------|--------------|
| 8500-8729 | 350 | 270 | 270 | 250 |
| 8730-12549 | 560 | 390 | 390 | 250 |
| 12550-24039 | 840 | 550 | 480 | 250 |
| 24040-29179 | 1050 | 700 | 530 | 250 |
| 29180-33679 | 1400 | 950 | 530 | 250 |
| 33680 & above | 1680 | 1110 | 530 | 250 |

Notes:

The State Government employees working in New Delhi and Other States will be eligible for House Rent Allowance at Government of India rates as applicable at these places.

(1) B2 class city for the purpose of HRA means the cities of Thiruvananthapuram

Kollam, Kochi, Thrissur and Kozhikode.

(a) Government institutions situated within a radius of 3 kilometres from

Civil Station Kakkanad will be considered as B2 Class city for the purpose of granting House Rent Allowance and City Compensatory Allowance.

(b) The employees working in Forest complex at Mathottam (Kozhikkode) is

eligible for HRA at the rates applicable to the city limits of Kozhikkode.

(2) "C class city/ town" includes the cities / towns of Alapuzha, Changanassery, Kanhangad, Kannur, Kasaragod, Kayamkulam, Kunnamkulam, Kottayam,

Malappuram, Manjeri, Nedumangad, Neyyattinkara, Palakkad, Payyannur,

Ponnani, Quilandi, Thalasseri, Thaliparamba, Thiruvalla, Tirur and Vada kara.

(3) "Cities not in B2 & C Class" include all other Municipal areas and townships as well as District and Taluk headquarters not coming under B2 & C class city/ town.

6.7 The employees' organisations have sought for HRA at 10%, 20%, and 30% as in Government of India. But that will not be practical, considering the huge financial commitment. However, a moderate increase is called for. A flat rate of Rs.250 is given to all classes of employees in "other places" (panchayat areas). As the rural-urban divide in Kerala is not very pronounced, the Commission recommends for a minimum HRA of Rs.1000 and a maximum of Rs.3000. The increase ranges from 178% to 700%. It may be noted that 55% of employees are currently getting a HRA of Rs.250/- and the Commission is aware the additional financial commitment will be phenomenal due to considerable hike in rates. The proposed rates are as follows-

PROPOSED RATES OF HRA (IN Rs.)

| SL.NO | PAY RANGE | B2 CLASS CITIES & ABOVE | OTHER CITIES/TOWNS | OTHER PLACES |
|-------|---------------|-------------------------|--------------------|--------------|
| 1 | 17000-27800 | 1500 | 1250 | 1000 |
| 2 | 28500-44700 | 2000 | 1500 | 1250 |
| 3 | 45800-72000 | 2500 | 1750 | 1500 |
| 4 | 73800 & above | 3000 | 2000 | 1750 |

Notes:

- 1 The State Government employees working in New Delhi and Other States will be eligible for House Rent Allowance at Government of India rates as applicable at those places.
- 2 B2 class city and above for the purpose of HRA means the cities of Thiruvananthapuram, Kollam, Kochi, Thrissur and Kozhikode, Kannur, Malappuram.

- 3 Government institutions situated within a radius of 3 kilometres from Civil Station Kakknadand in the case of other cities (mentioned in Note 2) within 1 kilometrewill be considered as B2 Class city and above for the purpose of granting House Rent Allowance and City Compensatory Allowance.
- 4 The employees working in Forest complex at Mathottam (Kozhikkode) is eligible for HRA at the rates applicable to the city limits of Kozhikkode.
- 5 Other Ciities and Towns include all other Municipal areas and townships a swell as District and Taluk headquarters not coming under B2 & C class city/ town.

6.8 **Recovery of Rent on Government Quarters:** As the number of Government quarters are very limited, only a minor section of employees are getting the benefit. No HRA is paid in such cases and a small amount is collected towards rent. Whether these amounts will cover at least the maintenance cost is any body's guess. Government may make an assessment of rent of each quarter and fix a rate which is based on market price. The amount withheld as HRA together with the rent recovered shall at least compensate a small portion of the cost. Till then, the following rate is proposed.

Recovery of rent on Government Quarters:

| Existing position | Proposed |
|--|---|
| No HRA | No HRA |
| No recovery up to scale Rs.20740-36140 | No recovery belowthe scale Rs.37500-75600(18740-33680) |
| Recovery of 2% of basic pay above Rs.20740-36140 | Recovery of 2% of Basic pay in the scaleRs.37500-75600 (18740-33680) and above. |
| | All other conditions will remain same. |

6.9 **CITY COMPENSATORY ALLOWANCE:** The existing and proposed rates of CCA are as follows-

EXISTING RATES OF CCA (IN Rs.)

| PAY RANGE | AMOUNT |
|---------------------------------|--------|
| Below 9440 | 200 |
| 9440 and above but below 13540 | 250 |
| 13540 and above but below 16980 | 300 |
| 16980 and above | 350 |

PROPOSED RATES OF CCA (IN Rs.S)

| PAY RANGE | AMOUNT |
|-----------------------|--------|
| 17000-27800 | 350 |
| 28500-44700 | 400 |
| 45800-72000 | 450 |
| 73800 & above & above | 500 |

OTHER ALLOWANCES

6.10 The other existing allowances and the proposed allowances are as specified below.

6.11 **New Delhi Allowances**

| Sl No | New Delhi Allowances | Existing Rate | Proposed | Remarks |
|-------|----------------------|---------------|--|---------|
| 1 | New Delhi Allowance | 15% of B.P | 10% of B.P subject to the maximum of Rs.8000 | |

| | | | | |
|----|----------------------------|--|--|--|
| 2 | Transport Allowance | Rs. 500 p.m | Rs.750 p.m | |
| 3 | Warm cloth allowance | Rs. 4000 once in 4 years | Rs. 5000 once in 4 years | |
| 4 | Uniform Allowance | Rs. 2500 for summer season and Rs.1500 for winter season - once in 4 years | Rs. 3000 for summer season and Rs.1800 for winter season - once in 2 years | |
| 5 | Shoe Allowance | Rs. 1000 per annum | Rs. 1200 per annum | |
| 6 | Educational Allowance | Rs. 500 p.m (per child) for maximum of 2 children | Rs. 600 per month per child subject to a maximum of 2 children | |
| 7 | Special allowance to cooks | Rs. 300 p.m | Rs.500 per month. | |
| 8 | Mobile phone allowance | Rs. 500 p.m to the officer in charge of NORKA Cell | Rs.600 per month | |
| 9 | L.T.C/H.T.A | <i>Once in two years for visiting Home town along with family and once in an year for single travel.</i> | <i>Once in two year for visiting Home Town along with familyand once in an year for single travel.</i> | |
| 10 | Special Allowance | <i>Nil</i> | <i>Allowance may be extended to the Protocol officer, Assistant Protocol officer in New Delhi at the same rate given to the officers in General Administration(Political-A).</i> | |

6.12 **Spectacle Allowance:**

| | |
|---------------------------------|--------------------------------|
| Existing rate | Proposed |
| <i>Rs.1000 Once in 10 years</i> | <i>Rs.1200 once in 5 years</i> |

6.13 **Footwear Allowance:** The existing rate of foot wear allowance is Rs.300 per annum. Commission recommends to enhance it to Rs.450 per annum.

6.14 **Special Commando Allowance;**

The existing rate of Special Commando Allowance is 15% of the basic pay per month . This is admissible to all Commandos in Police Department irrespective of the rank or branch or the Police unit to which they belong , subject to the following conditions;

- Not more than 60 persons will be treated as eligible for this allowance at a time.
- The physical and commando efficiency of each individual in this group will be annually assessed by a competent board appointed for the purpose.
- The standard and training of Commandos will be continuously monitored.
- The allowance will be discontinued to those who are found not satisfactory in maintaining the required standards.
- Fresh personnel who pass the test and undergo competent training will be taken into the commando platoon to replace those who cause to be commandos.

6.15 The Commission recommends the continuation of Special Commando Allowance at 15% of the basic pay per month subject to the existing conditions.

6.16 **Training Allowance:**

The training allowance payable to officers of the Police Training College and Kerala Police Academy is proposed to be enhanced at the following rates.

| Designation | Existing rate per month | Proposed rate per month |
|---|-------------------------|-------------------------|
| Vice-Principal Police Training College (SP) | 1200 | 1600 |

| | | |
|--|------|------|
| Assistant Commandant | 1200 | 1600 |
| Senior Law Lecturer(CI)/ Law Instructor(CI) | 975 | 1300 |
| Senior Drill Instructor(Armed Police Inspector) | 975 | 1300 |
| Drill Instructor(Armed Police Inspector/Reserve Sub Inspector) | 825 | 1100 |
| Assistant Law Instructor (Sub Inspector) | 825 | 1100 |
| Assistant Drill Instructor (head Constable/Havildar) | 600 | 800 |
| Assistant Sub Inspector (From Battalions) | 675 | 900 |
| Armed Police Inspector | 975 | 1300 |
| Armed Police Sub Inspector | 825 | 1100 |
| Havildar | 600 | 800 |
| Senior Instructors and Instructors | | 1300 |

6.17 **Project Allowance:** The existing rate of Project Allowance to the Project Officer, Tribal Development Officer and Tribal Extension Officer in the Scheduled Tribe Development Department is Rs.300/- per month. The Commission recommends enhancing it to Rs.500.

6.18 **Hill Tract Allowance:** The existing Hill Tract Allowance is revised as per the schedule given below-

| <i>Sl.No</i> | <i>Pay Range of Officials</i> | <i>Existing rate per month</i> | <i>Proposed Rate per Month</i> |
|--------------|---|--------------------------------|--------------------------------|
| 1 | Officers whose basic pay is 32300 (Rs.16180/-) and above | 280 | 500 |
| 2 | Officers whose basic pay is above 20550 (Rs.10210/-) but below 32300 (Rs 16180/-) | 260 | 450 |
| 3 | Officers whose basic pay is up to and including 20550 (Rs.10210/-) | 200 | 300 |
| 4 | Part Time Contingent Employees | 200 | 300 |

- 6.19 **Education Allowance to the Parents having differently abled children:** An amount of Rs.450/- pm is granted to employees having differently abled children studying in schools. The Commission recommends enhancing the amount to Rs.600/- pm. Existing conditions shall remain.
- 6.20 **Special Allowance to differently abled employees:** Currently, an amount of Rs.600/- pm is provided as special allowance to differently abled employees. The Commission recommends enhancing the amount to Rs.800/- pm. Existing conditions shall remain.
- 6.21 **Travelling Allowance:** For the purpose of travelling allowance, officers will be classified into the following four grades. The Commission recommends the continuation of the same grades with corresponding pay.

| <i>Grade</i> | <i>Existing classification</i> | <i>Proposed</i> |
|--------------|---|---|
| Grade I | All officers who draw an actual basic pay of Rs.25280/- and above and Head of Departments, Private Secretary to Ministers and All India Service Officers irrespective of the Pay drawn by them. | All officers who draw an actual basic pay of Rs.50400/- and above and Head 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 Rs.21240/-and above, but below Rs.25280/- | Officers with actual basic pay of Rs.42500/-and above, but below Rs.50400/- |
| Grade II (b) | Officers with actual basic pay of Rs.13900/-and above, but below Rs.21240/-. Non gazetted Officers, other Last Grade Servants when they accompany the Governor and Ministers will be treated as Grade II(b) | Officers with actual basic pay of Rs.27800/-and above, but below Rs.42500/-. 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 Rs.8960/-and above, but below Rs.13900/- | Officers with actual basic pay of Rs.18000/-and above, but below Rs.27800/- |
| Grade IV | Officers with actual basic pay below Rs.8960/- | Officers with actual basic pay below Rs.18000/- |

Note:- For this purpose, Pay includes Personal Pay and Special Pay in lieu of higher time scale of pay.

6.22 **Class of Travel:** The existing eligible class of travel by train by each grade shall be as follows;.

| Grades | Existing Eligible Class | Proposed |
|--------------|--|---|
| Grade I | II AC | The existing grades and eligible class may be continued |
| Grade II (a) | I Class. If the train does not have I class, IIAC | |
| Grade II (b) | III AC. If the train does not have III AC, I Class | |
| Grade III | II class | |
| Grade IV | II class | |

6.23 **Air Journey:** Presently, the officers in the scale of pay of Rs.29140-43640 and above are eligible for air journey. The officers in the revised scale of pay of Rs.58050-101400 and above shall be considered for air journey.

6.24 **Mileage Allowance:** The existing rate of mileage allowance is Rs.1.50 for all categories of employees. The Commission recommends enhancing the amount to Rs.2 per Km.

6.25 **Incidental Expenses for Road/Rail/Air journeys:** The Commission proposes the following changes-

| Grades | Existing (Rs) per km Road/Rail | Existing Air journey (Rate per journey) | Proposed Rate (Rs) per km Road/Rail | Proposed Air Journey (Rate per journey) |
|--------------|--------------------------------|---|-------------------------------------|---|
| Grade I | .50 | Limited to 1DA | 0.80 | Limited to 1DA |
| Grade II (a) | .40 | | 0.60 | |
| Grade II (b) | .35 | | 0.50 | |
| Grade III | .30 | | 0.50 | |
| Grade IV | .30 | | 0.50 | |

6.26 **Daily Allowance:** The Commission recommends the following rates-

| Grades | Existing Rate | | Proposed Rate (Rs) | |
|--------------|----------------------|----------------------|--------------------|------------------|
| | Inside state (Rs) | Outside State(Rs) | Inside State | Outside State |
| Grade I | 250 | 350 | 400 | 550 |
| Grade II (a) | 200 | 250 | 320 | 450 |
| Grade II (b) | 200 | 225 | 320 | 450 |
| Grade III | 150 | 175 | 250 | 350 |
| Grade IV | 150 | 175 | 250 | 350 |

6.27 **Classification of Officers for carrying Personal Effects:** The rates proposed are as follows-

| <i>Sl No</i> | <i>Category of Officers</i> | <i>Existing Weight (Kg)</i> | <i>Proposed</i> |
|--------------|---|-----------------------------|-----------------|
| 1 | Officers whose actual basic pay is Rs.25280/- and above | 3000 | 3000 |
| 2 | Officers whose actual pay isRs.13900/- and above but below Rs.25280/- | 2000 | 2000 |
| 3 | All other Officers | 1000 | 1500 |

6.28 **Loading and unloading charges for journeys on transfer:** The proposed Loading and unloading charges for journey on transfer are as below:

| <i>Grades</i> | <i>Existing</i> | <i>Proposed Rate (Rs)</i> |
|---------------|-------------------|---------------------------|
| Grade I | 600/- at each end | 800 at each end |
| Grade II (a) | 300/- at each end | 450 at each end |
| Grade II (b) | 300/- at each end | 450 at each end |
| Grade III | 250/- at each end | 400 at each end |
| Grade IV | 250/- at each end | 400 at each end |

6.29 **Reimbursement of room rent:** The proposed revised rates for reimbursement (against production of Voucher) shall be as follows:

| <i>Grades</i> | <i>Existing New Delhi , Mumbai, Kolkatta, Chennai</i> | <i>Existing Other Cities/ Towns outside State (Rs)</i> | <i>Proposed New Delhi , Mumbai, Kolkatta, Chennai (Rs)</i> | <i>Proposed Other Cities/ Towns outside State (Rs)</i> |
|---------------|---|--|--|--|
| Grade I | 1500 | 1000 | 2000 | 1500 |
| Grade II (a) | 1500 | 1000 | 2000 | 1500 |
| Grade II (b) | 1200 | 750 | 1600 | 1000 |
| Grade III | 1200 | 750 | 1600 | 1000 |
| Grade IV | 800 | 700 | 1100 | 1000 |

6.30 **Taxi fare for Grade I Officials:** Grade I Officials travelling to Metropolitan cities and other larger cities are allowed to hire taxies for the day as in the case of Government of India Officials. They are entitled to taxi-fare at the rates fixed by Government from time to time for journeys on tour from residence to airport/railway station/bus stand and back. The existing status may be continued.

6.31 **Auto rickshaw / Taxi fare for journeys on tour:** Actual fare at the rate fixed by Government from time to time for a maximum of two journeys daily (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 single journey to 15 kilometers, as per rate fixed by Government from time to time. The existing rates may be continued.

6.31 **TA Ceiling:** Government have fixed a monthly/quarterly ceiling of TA for Official journeys from time to time. The present system of ceiling on travel allowance may be continued. The Finance department may revise the monthly ceiling on realistic basis.

6.32 **Leave Travel Concession:** Employees, who have completed 15 years of service are eligible for leave travel concession. It is allowed once in an employee's service, along with family members to anywhere in India subject to a maximum of 6500KM.

- 6.33 When it comes to comparisons about pay and perquisites, the State government employees tend to look to the Central Government as a model and trend setter. They always seek parity with Central Government scales and a variety of other entitlements like LTC. When we consider this, we have to look into the benefits available to State government employees which are not there for Central government employees. While the State government employees are entitled to leave encashment every year entitling them for 13 months salary for the 12 months work, no such benefit is available to Central Government employees. Leave encashment on retirement is same for both Central and State employees. When earned leave encashment is provided by the State government to the employees on yearly basis entitling them for one month's pay, it would not be fair for us to provide LTC over and above this benefit as it would only aggravate the financial burden of the State government. In our view, it is for the employees unions and State government to work out a solution by exchanging leave encashment with LTC, facility comparable to that enjoyed by Central government employees.
- 6.34 **Charge Allowance:** The existing rate of charge allowance as specified in the rules is 4% to 7% of the basic pay for a maximum of three months. The present rate may be continued but the maximum period may be enhanced to 6 months.
- 6.35 **House Building Advance to Government Employees:** The existing system of sanctioning of House Building Advance to Government Employees with a maximum amount of 50 times of basic pay will continue subject to the modification that the maximum limit of House Building Advance may be increased to Rs.20 lakhs.
- 6.36 **Medical Benefits:** One of the important issues referred to in the Terms of reference was the implementation of a Health Package including a Health Insurance Scheme for employees and pensioners by collecting premium. The Commission is working on it and the issue will find place in Part II of the Report, which will be submitted shortly.
- 6.37 **Benefits available to Central Government employees but not available to State employees:** The Commission was also asked to look into the benefits available to Central Government employees, which are not extended to the State employees. The Commission examined the matter in detail but is not in a position to make any recommendation in this regard as the hikes proposed in pay, pension and allowances will itself amount to gigantic proportions. The emphasis was on making existing benefits fairer than incorporating new ones and to make it all namesake.
- 6.38 **Department specific allowances:** The Commission examined the issues in detail and is of the opinion that several of the allowances have no relevance at all, especially with the proposed hike in pay as well as other general allowances. Pay scales are provided to compensate the total work involved and additions to that shall only be in exceptional circumstances. The Commission has proposed withdrawal of several allowances and only the allowances which are specifically provided for in the

schedules at the end of this chapter, shall be allowed. All allowances which do not find a place in the schedule shall be treated as withdrawn. The schedule of allowances is included in Appendix VI

LEAVE

6.39 **Special Casual Leave for the employed parents of differently abled children:** Special Casual Leave for 15 days in a year is sanctioned to those employees having differently abled children. The existing system shall continue.

6.40 **Special Leave for undergoing Chemotherapy / Radiation / Kidney Transplantation** etc: The Commission recommends the following-

| <i>Events</i> | <i>Existing number of days</i> | <i>Proposed number of days</i> |
|-------------------------|--------------------------------|---|
| Chemotherapy /Radiation | 6 months | 6 months |
| Kidney Transplantation | 45 days | 90 days for Kidney Transplantation and other major organ transplantations |

6.41 **Paternity Leave:** The existing paternity leave is 10 days. May continue.

6.42 **Maternity Leave:** The existing maternity leave is granted to female employees for a period of 180 days with full pay. May continue.

6.43 **Child Care Leave:** One of the most sought after requests before the Commission was on adoption of the CCL as in Central Government. The leave rules prevailing in the State are far relaxed than that in Central Government and further relaxations are not called for. Also, the number of holidays is greater here. The Commission fears the adoption of CCL will adversely affect the functioning of the departments and is not inclined to make any recommendation on this aspect.

CHAPTER 7

PROMOTION AVENUES

- 7.1 Promotion prospects in Kerala Government Service are comparatively better than that is prevailing in other States and the Centre. Within the State, the prospects vary in relation to the functions and size of the departments. The relevance of promotion post crystallises when higher responsibilities and duties become inevitable for better output. However, the State has adopted a method wherein the necessity of a higher post and the promotion prospects of employees are balanced in favour of the employees. Wherever, regular promotion avenues are bleak, the assured career progression schemes take over. The different aspects are briefed below.
- 7.2 **Regular Promotions:** It is guided by Special Rules of the respective Departments/services and in the absence of rules on the basis of executive orders. The rules specify the promotion posts, qualifications required and method of appointment. Seniority and test qualifications are the basics for promotions in lower posts where as in higher posts the select lists are prepared as approved by the Departmental Promotion Committees concerned.
- 7.3 As stated earlier, the promotion prospects differ from department to department. Standardization of prospects is not possible as the functions differ and the requirements differ. There is wide discontentment among those who were selected from the same PSC list enjoying different levels of promotion prospects. The chances of an employee having higher rank in the PSC list getting lesser promotions than a lower ranked employee posted in another department is a normal phenomenon. The Commission seriously thought of bringing in a common seniority list in such cases for addressing the inequalities. The New Delhi Administration is following such practices and the Commission officials had an interaction with them. The system is apt for a small State like Delhi but its application in Kerala may not be pragmatic. The recruitments in Kerala are made district wise and preparation of a common seniority list will upset the existing atmosphere. The system will require moving to centralised recruitment and administration. Considering these aspects, the Commission is not inclined to make any recommendation on it but the Government may hold discussions with stake holders to assess the possibility of bringing in a better system.

Assured Career Progression Schemes

- 7.4 ACP Schemes come in to play when employees do not get regular promotions, including ratio based promotions over a period of time. Its intention is to motivate the employees who do not have minimum promotion avenues by granting higher scales and fixation benefits. There will be no change in duties and responsibilities. It accrues on specific time intervals, on the 8th, 15th, 22nd, 27th years. For instance, if one doesn't get any normal promotion or ratio based promotion within 8 years of service in entry post, 8th year's TBHG will be given. If one gets promoted, say, within 5

years, then TBHG will be due only on completion of 15 years and not before. Theoretically, if one gets 4 promotions during the first 8 years itself, then no further TBHG will occur. In short, the eligibility criteria is as follows-

| 8 th Year TBHG | 15 th Year TBHG | 22 nd Year TBHG | 27 th Year TBHG |
|---|--|--|--|
| If only no promotion in the first 8 years | Maximum one promotion during the first 8 years | Maximum two promotions during 0-15 years | Maximum three promotions during 0-22 years |
| | And no promotion during 8 to 15 years | And no promotion during 15-22 years | And no promotion during 22-27 years. |

7.5 It ensures a minimum of one promotion (whether it is regular or ratio based or Time Bound) on completion of 8 years, 2 promotions on completion of 15 years and so on. Employee satisfaction and consequential improvement in efficiency is the desired end. Currently, Kerala has the following five classes of ACPs, with variations.

- i. Time Bound Higher Grade
- ii. Time Bound Higher Grade coupled with Grade Promotion to Civil Police Officers
- iii. Time Bound Higher Grade to Teachers of schools
- iv. Time Bound Higher Grade to Doctors and
- v. Career Advancement Scheme.

7.6 **Time Bound Higher Grade:** It is granted to those who remain in service without getting regular promotion, including ratio based promotion. May term it as TBHG (general). It is granted as follows-

- a. In cases where promotion post exists and the employee is qualified for promotion: TBHG is given in time intervals as specified below in the scales of promotion posts. Those who enter service on a scale of 18740-33680 or above are granted TBHGs on the basis of "Table Scales" only and not on the promotion post's scale. "Table Scales" are scales as shown in Annexure-III of G.O.(P).No.85.2011.Fin.
- b. In cases where promotion post exists but the employee is not qualified: Employees who do not pass the required departmental tests for promotion are given TBHG on succeeding scales. They are allowed TBHGs as shown in the Table 7.1 below.
- c. In cases where no promotion post exists: Granted on "Table Scales".

Table 7.1

Existing Time Bound Higher Grades

| Sl No | Pay Range | | No of grades | Time intervals (in years) | | | |
|-------|-------------|-------------|--------------|------------------------------|------------------|------------------|------------------|
| | From | To | | | | | |
| 1 | 8500-13210 | 9940-16580 | 4 | 8 th | 15 th | 22 nd | 27 th |
| 2 | 10480-18300 | 13900-24040 | 3 | 8 th | 15 th | 22 nd | |
| 3 | 14620-25280 | 21240-37040 | 2 | 8 th | 15 th | | |
| 4 | 22360-37940 | 29180-43640 | 1 | 8 th | | | |
| 5 | 32110-44640 | 48640-59840 | 0 | | | | |

7.7 The Commission after discussing the issues in detail recommends the following changes to streamline the scheme.

- i. "Table Scales" shall be dispensed with as it is not based on any definite criteria. Pay of those who have already received Time Bound Higher Grades on Time scales may be protected, if any loss occurs to them due to discarding of "Table Scales".
- ii. In cases where promotion post exists and the employee is qualified, Time Bound Higher Grade shall be allowed on promotion post's scale.
- iii. In cases where promotion post exists but the employee is not qualified, the Time Bound Higher Grade shall be allowed in the succeeding scale. The benefit of only one increment shall be given in such cases as it is not proper to encourage inefficiency by granting promotions. The pay of those who have already received the grades shall be protected. The Commission further recommends that the Government may review the system and altogether withdraw it after giving such employees adequate time to acquire the required qualifications.
- iv. In cases where no promotion post exists, Time Bound Higher Grade shall be granted on succeeding scale. Declaration of probation in the entry post shall be a requirement.
- v. Those entering service on scales 29200-59400 to 58050-101400 shall be granted two Time Bound Higher Grades subject to the conditions mentioned above.
- vi. It has come to the notice of the Commission that there are persons who have served in a particular scale of pay for some period and then moved over to another post/category in the same scale of pay and that such persons are losing the benefit of service rendered in the previous post for calculation of Time Bound Higher Grade. Prior to 16/09/1985, the service in identical scales in two or more

different posts were being reckoned for Time Bound Higher Grade. Subsequent to 16/09/1985, the position has changed and Government have taken a very technical stand that service in the post currently held alone will be reckoned for Time Bound Higher Grade. Since it has been noticed that this condition is causing heartburn to those who have come over from one post to another in identical scale of pay, there is some ground for a lenient view. Also the number of such persons are not too much. It is also noticed that in para 17, 18, 19 & 20 of Circular No.46/2008/Fin dated 08.08.2008, the benefit of service in different posts in identical scale is allowed for Time Bound Higher Grade in respect of certain posts mentioned therein. It is therefore, recommended that service rendered by persons in identical scale of pay in different posts may be reckoned for calculating Time Bound Higher Grade promotion for different periods. In such cases, the entry post may be treated as the post to which the officer first joined duty in the relevant scale. This need be made applicable only to those scale below 37500-75600 (18740-33680) (pre-revision

- vii. The revised Time Bound Higher Grades shall accrue on the 7th, 14th, 21st and 27th years, as the case may be.

7.8 The revised Time Bound Higher Grades will be as in Table 7.2

Table 7.2

Proposed Time Bound Higher Grades in revised scales

| SI No | Pay Range | | No of grades | Time intervals (in years) | | | |
|-------|--------------|--------------|--------------|------------------------------|------------------|------------------|------------------|
| | From | To | | | | | |
| 1 | 17000-35700 | 21100-43600 | 4 | 7 th | 14 th | 21 st | 27 th |
| 2 | 22200-45800 | 27800-56700 | 3 | 7 th | 14 th | 21 st | |
| 3 | 29200-59400 | 58050-101400 | 2 | 7 th | 14 th | | |
| 4 | 63900-103600 | 97000-120000 | 0 | | | | |

- 7.9 **Time Bound Higher Grade and Grade Promotions to Civil Police Officers:** Civil Police Officers are granted four TBHGs as above, even though they start in the scale of 10480-18300. Also, they are given uniform insignia and designation of promotion posts (up to Grade SI) though there is no change in duties and responsibilities.

- 7.10 The uniform with insignia is primarily meant for the public to identify an official's rank and position and its relevance in a force like Police cannot be taken lightly. Granting monetary benefits and higher grades to motivate the force can be appreciated but the Commission has its reservations in clothing them in deceptive uniforms and designations, which is likely to be misused. Government may consider prescribing some insignia to be worn by a regular cadre officer (be it Senior

CPO/ASI/SI) on his uniform so that the general public may differentiate between a cadre officer and a non-cadre officer as in the case of SHO. The Commission recommends the continuation of 4 Time Bound Higher Grades as is being given now.

- 7.11 **Time Bound Higher Grade to teachers:** Lower Primary and Upper Primary Teachers are allowed 3 TBHGs on completion of 8,15 and 22 years. LP/UP Head Masters will get 2 TBHG on completion of 8 years as HM or 28 years of service as LPSA/UPSA and HM taken together and another TBHG on completion of 20 years as HM. High School Teachers get 3 TBHGs on completion of 7,15 and 22 years. Higher Secondary/Vocational Higher Secondary School Teachers get 2 TBHGs on completion of 8 and 15 years. As the entry post's scale is 20740-36140, they get TBHGs on the basis of Table Scales.
- 7.12 The Commission recommends Time Bound Higher Grades to teachers as shown in Table 7.2. The time intervals will be same for both LP/UP Schools and High Schools i.e., 7,14 and 21 years. LP/UP Head Masters will get 2 TBHG on completion of 8 years as HM or 27 years of service as LPSA/UPSA and HM taken together and another TBHG on completion of 20 years as HM Pay of those who have already received Time Bound Higher Grades on Time scales may be protected, if any loss occurs to them due to discarding of "Table Scales".
- 7.13 **Time Bound Higher Grade to Doctors :** Assistant Surgeon/Dental Surgeon of Health Services (including doctors in the Administrative/General/Speciality/PH Lab-Blood Bank cadre) and IMOs of Insurance Medical Service are given 2 TBHGs on completion of 8 and 15 years. The Commission recommends the continuation of the scheme.
- 7.14 **Career Advancement Scheme:** The scheme was introduced to directly recruited 'professionals' and they were granted 2 TBHGs on completion of 8 and 15 years. They are also given designations of the promotion post with suffix '(Non-Cadre)'. CAP is given in the regular promotion post's scale and designation. Ratio promotions are ignored but no further fixation benefits will accrue as rule 30,P-I, KSRs is applied. Currently it is extended to in 18 departments like PWD, Agriculture, Homoeopathy, Drugs Control etc. The term 'professional' is not defined and it is granted on general perceptions, leaving it open for interpretations.
- 7.15 As in the case of Police personnel, this scheme also promotes deceptive. The net result may be that some egos get satisfied and their motivational level moves up. But it also tantamount to misleading the public in some way. The Commission recommends the continuation of two higher grades at intervals mentioned in Table 7.2. Regarding designations, Government should have a relook at the system to avoid a situation where a regular cadre officer may have a subordinate with a higher (non-cadre) designation (eg. A regular Assistant Executive Engineer may have as his subordinate an officer holding the designation of Executive Engineer (Non-Cadre).
- 7.16 **Ratio based promotions:** 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 prevail. There are a number of ratios at present which is unwieldy and the Commission has tried to standardize it. The Commission has taken a stand that the ratios for lower posts shall be a minimum of 1:2 as far as possible and maximum as 1:1. In higher posts, the standard ratio is taken at 1:3 and the maximum at 1:2. However, higher rates prevailing now will continue.

7.17 **Rule 28A, Part-I, Kerala Service Rules:** Rule 28A is applicable when officials get promoted on higher time scale of pay. The 8th Pay Revision Commission elaborated on the rule prevailing then and made recommendations to restrain the accrual of unintended benefits. The Government first issued executive orders incorporating the recommendations of the 8th Commission and also amended the rules later. Accordingly employees are allowed two options under Rule 28A -option (a) and option (b).

7.18 Option (a): If an employee opts Option (a), his pay will be fixed in the higher time scale of pay (i.e., a notional increment will first be given in the lower scale and thereafter pay in the promoted scale will be fixed at the next stage above) on the date of promotion. Next increment in the higher time scale will fall due only on completion of one year from the date of such fixation of pay.

Option (b): Pay on the date of promotion will be initially fixed at the stage of the higher time scale of pay of the promoted post next above the pay in the lower time scale pay. Thereafter fixation of pay under Rule 28A will be allowed, based on the pay in the lower post on the date opted by the employee, i.e., on the date of increment in the lower post.

7.19 On closer scrutiny, it can be seen that option (b) of the rule is none other than the earlier re-fixation and there was virtually no saving on expenditure. It only adds to complications as there is need for exercising option. Government is flooded with requests for changing options. In the earlier case there was no need for option and even without exercising option, the pay was fixed on the date of promotion and then re-fixed on the date of increment in the lower scale. In short, the change was much ado about nothing. The Commission recommends the reinstatement of the earlier (pre-2006) position so that unnecessary hassles could be avoided.

7.20 **Honorary Promotions:** There has been a strong demand for 4th TBHG even for those above the scale of Rs.9940-16580 (pre-revision). The Commission is of the view that the 4th TBHG is not to be given as a matter of course; but be granted based on antecedents, performance and merit of the officer as a whole in the total service. The Commission is therefore working on a model to confer honorary promotions to highly meritorious personnel, who are at the fag end of their official career. The intention is to recognize the meritorious service put in by an employee throughout one's career, in their respective field of activity. The recommendations in this regard will be submitted shortly, in Part II of the Report.

CHAPTER 8

PART-TIME CONTINGENT EMPLOYEES AND CASUAL SWEEPERS

8.1. The service of Part Time Contingent Employees are governed by Special Rules issued vide G .O (P) No.152/75/PD Dtd, 02.08.1975 and published as SRO No. 742/75/PD Dated, 02.08.1975. No educational qualification is prescribed and the criterion for selection is 'Good Physique'. Recruitments are mainly through Employment Exchanges. The retirement age of this category is 70 years unless they move on to full time employment. They number about 16500.

8.2. The service is categorized under three groups as below.

Category -I

Night School Teachers & Part-Time Librarians

Category – II

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

Category – III

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

8.3. Part time contingent employees are engaged when the service of a full time employee is not required. The service mainly consists of employees engaged in sweeping and cleaning works. A full time employee is appointed where the sweeping area is 800 sq. metre or more. Part time contingent employees are appointed where the sweeping area is below 800 sq. metre and above 100 sq. metre. In cases where the sweeping area is 100 sq.metre or below, a casual sweeper is engaged. The remuneration prior to the last revision was as follows-

| Category | Rate |
|---|--------------|
| I. Night School Teachers & Librarian | Rs.3100 + DA |
| II. Part-time Sweepers/Cleaners, whose area of work is 400 sq.m. and above but below 800 sq.m. and Part-time Contingent employees other than those in Category I, whose remuneration cannot be determined based on sweeping area. | Rs.2700 +DA |

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

8.4 The 9th Pay Revision Commission took a magnanimous step by providing scales of pay to the part time contingent employees. The following scales were proposed and the Government issued orders accordingly.

Category-I

5520-120-6000-140-6700-160-7500-180-8400

Category-II

4850-110- 5400-120-6000-140-6700-160-7500

Category -III

4250-100-4850-110-5400-120-6000-140-6700

8.5 The Part-Time Contingent Employees were to come over to the newly introduced scales of pay and their pay was fixed at the minimum of the scales eligible for each category. In the case of those drawing the basic remuneration and additional increase of Rs.150, Rs.150 and Rs.100 for completed years 8, 16 and 23 years respectively as per 2004 Pay Revision, such quantum of increase was also added to the minimum so arrived at. The pay was fixed at the next stage in the new scale. A minimum benefit of Rs.300 was ensured.

8.6 Part-Time contingent employees are also eligible for the following benefits

- (i) One additional increment each on completion of qualifying service of 8, 15, 22 and 27 years.
- (ii) Casual Leave for 20 days during a calendar year.
- (iii) Leave without Allowances in special circumstances for a total period of 120 days in calendar year.
- (iv) Special Casual Leave for undergoing sterilization operation for a period not exceeding 6 days for male employees and 14 days for female employees.
- (v) Leave surrender facilities as admissible to Government employees.
- (vi) Earned Leave at the rate of 1/22 for the period spent on duty, subject to a maximum of 15 days in a year.
- (vii) C.C.A. at the rate of Rs.50/- per month for those who are working in the designated cities.
- (viii) Eligibility for minimum pension with a qualifying service of 10 years.
- (ix) Gratuity at ½ month's basic pay last drawn for every completed year subject to a maximum of 16½ month's basic pay.

- (x) Provident Fund
- (xi) Maternity leave upto 180 days.
- (xii) Hill Tract allowance @ Rs.200/- per month.

8.7 The main demands were-

- a. To allow a minimum pay of Rs.14000.
- b. To grant Time Bound Higher Grade on a par with regular employees
- c. To allow commutation benefits.
- d. To allow fitment benefit and service weightage.
- e. To allow medical reimbursement.
- f. To allow stagnation increments.

8.8 The scales of pay were introduced last time by fixing the minimum pay at half the minimum pay of regular employees. The Commission after going through the various demands raised through representations and discussions with organisations, recommends a minimum pay of Rs.8800/- and maximum pay of Rs.16800/-. **The following scales of pay are proposed with effect from 01.07.2014.**

Category I

11340-240-12300-260-13600-300-15100-340-16800.

Category II

10000-220-11100-240-12300-260-13600-300-15100.

Category III

8800-200-10000-220-11100-240-12300-260-13600.

8.9 The basic pay shall be arrived at by adding 80% of DA, fitment benefit of 12% of the basic pay and service weightage at ½% per completed year of service (subject to a maximum of 15%). A minimum benefit of Rs.1250/- shall be ensured. The amount so arrived shall be fixed at the immediate stage above it. One additional increment will accrue on completion of 8,15,22 and 27 years. The existing CCA shall be enhanced to Rs.100 per month. The hill tract allowance shall be enhanced to Rs.300/- per month. All other existing benefits shall continue. The working hours shall be from 9 am to 1 pm, where the office hours is 10am to 5pm and in other cases, proportionately commensurate with the respective time schedule.

Casual Sweepers

- 8.10 Some of the main demands raised are –
- i. To extend scale of pay
 - ii. To grant DA.
 - iii. To fill vacancies arising in Part Time Contingent Employees post from Casual Sweepers.
 - iv. To calculate sweeping area by including the wall and roof areas also.
 - v. To grant casual leave and other leaves etc.
- 8.11 The 9th Pay Revision Commission recommended to enhance the rate from Rs.1000 to Rs.1500 and Government issued orders revising it to Rs.2000/- wef 01.04.2011 (G.O.(P).No.199.2011.Fin dated 30.04.2011). Later the rate was enhanced to Rs.3500/- wef 01.06.2012 and again it was enhanced to Rs.4000/- wef 01.04.2014. (G.O.(P).No.360.2012.Fin dated 29.06.2012 and G.O.(P).No.74.2014.Fin dated 20.02.2014). Considering these facts, the Commission recommends to enhance the remuneration of Casual Sweepers to a consolidated amount of Rs.5000/- per month. The Commission also recommends that Casual Sweepers may be given preference while filling vacancies arising on the posts of Part time Contingent Employees. The Commission is not convinced about the other issues raised and is not making any further recommendations.

CHAPTER 9

PENSION BENEFITS

- 9.1 Changing times bring forth changing perceptions and priorities. Once a statutorily protected feature, pension scheme is now undergoing a sea change. The mounting expenditure on pension and its negative impact on funds for development have forced the Government to go for contributory pension scheme and a New Pension System was introduced in the State to new entrants w.e.f 01.04.2013. As this was a relatively new development, practically, it makes no difference at this juncture as far as pension benefits to retiring employees and pensioners are concerned. Kerala Service Rules (Part III) provides for pension as well. The Commission has been asked to look in to different aspects of service pension and suggest changes, if required. Another important task imposed on the Commission was to look into the feasibility of introducing a health insurance scheme for pensioners also, by collecting premium from them.
- 9.2 The Commission received representations from service and pensioners organisations and also held discussions with them. Before going into the present requests, a look in to the past will be helpful.
- 9.3 1978: The most surprising fact while looking back is that the first pension revision since the formation of the State materialized only in 1978 (wef 01.07.1978). A nominal increase was effected and there was no dearness relief. D.A. was first (the term DR came later) sanctioned vide G.O.(P) No.456/79 (41) /Fin. dated 5.5.1979 at a reduced rate as compared to serving employees. The pensioners were segregated into different pools, 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 Rs.50/- |
| 2 | Those who retired during the period from 4.11.1966 to 31.3.1969 | 20% of pension subject to a minimum of Rs.40/- |
| 3 | Those who retired during the period from 1.4.1969 to 30.6.1973 | 10% of pension subject to a minimum of Rs.25/- |
| 4 | Those who retired during the period from 1.7.1973 to 30.6.1978 | 5% of pension subject to a minimum of Rs. 15/- |

9.4 1985 : The fourth Kerala Pay Commission categorized pensioners into five categories. The minimum basic pension was fixed at Rs.150 p.m. and the minimum basic family pension was Rs.120 p.m. The ceiling on pension was raised from Rs.1500 to Rs.1750. Medical benefit allowed to the pensioners and his spouse was extended to minor children of pensioners also. Pensioners who completed the age of 70 years were granted an allowance of Rs.25/- per month for medical treatment from the month of April 1986 onwards. The revised pension benefits were given with effect from 1.4.1985. 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% |

9.5 1988: The minimum pension and family pension were increased to Rs.285 and Rs.245 p.m. respectively. The ceiling on pension was increased from Rs.1750 to Rs.2500 p.m. The ceiling on DCRG was enhanced from Rs.45000 to Rs.60000. The revision was given effect from 1.7.1988. The increase in pension of the various categories was as follows:

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

9.6 Medical allowance of Rs.25/- was extended to those above the age of 65. D.A. at 608 points of AICPI was merged with pension. Minimum pension and minimum family pension were enhanced to Rs.285/- and Rs.245/- respectively.

9.7 1993: Minimum pension/family pension was enhanced to Rs.375/-. The maximum ceiling on pension is Rs.3650 p.m. The ceiling on DCRG was enhanced to Rs.80000.

| | | |
|----|-----------------------------------|--|
| 1. | Those who retired before 1.7.1973 | 10% of pension subject to a minimum of Rs.90/- |
|----|-----------------------------------|--|

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

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

9.9 1997: The Minimum Pension and Family Pension was raised to Rs.1275/-. The maximum ceiling on pension was 50% of the maximum of the highest scale of pay under the State Government. The ceiling on family pension was 30% of the highest pay in the State Government. The ceiling of DCRG was enhanced from Rs.80000 to Rs.2.80lakh. The increase in pension of various categories was as follows:

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

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

9.11 2004: Pension was refixed merging 59% of D.R. and 6% fitment benefit subject to a minimum of Rs.200/-. One rank one pension scheme was introduced. A sequel to every pay revision is that those who retire after the implementation of pay revision will get higher pension than those who retired prior to that. The disparity goes wider with period. Though differential rates were given to set off the disparity, the actual result remained sketchy. It was in this backdrop the 8th Pay revision Commission introduced the concept of 'One Rank One Pension' (OROP), which was a landmark in the pension scheme of the State. Unlike in the Armed Forces where the posts and designations more or less remained unchanged, in Kerala where most of the posts get re-designated as a matter of routine and coupled with introduction of higher grades and other promotion posts has virtually ruled out the implementation of OROP in the literal sense. 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. This has brought some semblance of equality among pensioners. Pension and family pension is to be fixed at 50% and 30% respectively of the minimum of the revised scale of pay of the post of retirement, if it is higher than

what is fixed with fitment benefit. The pension will be fixed at the rate admissible to the qualifying service, if it is less than 30 years. Ceiling on DCRG, commuted value, pension, etc. were changed and enhanced. Commutation was enhanced from 1/3 to 40% of pension. Minimum pension and minimum family pension were enhanced to Rs.2400/- (later enhanced to Rs.2520 vide G.O (P) No.602/2010/Fin dated 19.11.2010. Medical Allowance was enhanced to Rs.100/- and allowed to all pensioners/Family pensioners irrespective of age with effect from 1.3.2006. This benefit was later given to pensioners from part-time contingent posts also.

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

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

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

- 9.14 2009: The 2004 pattern was continued. Revision was granted with effect from 01.07.2009. The minimum basic pension and family pension were enhanced to Rs.4500/- per month. The maximum pension was fixed at Rs.29,920/- and the maximum family pension (normal rate) at Rs.17960/-. The ceiling on Death cum Retirement Gratuity was enhanced to Rs.7,00,000/-. Commutation was allowed to continue at 40%. Ex-gratia pension was also allowed on the same parameters given earlier.

- 9.15 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.

EXPENDITURE ON PENSION

- 9.16 Exact data regarding the number of State pensioners are not available. The Accountant General has put the number at 4.36 lakh with a rider that the actual figures may vary. The details available with the Treasury Department are as shown in Table 9.1 and 9.2.

Table 9.1

Total number of pensioners

| | |
|------------------------------|--------|
| Service pensioners | 290774 |
| Family pensioners | 91378 |
| Ex-gratia pensioners | 3884 |
| Invalid pensioners | 51 |
| Personal staff pensioners | 1050 |
| Part time service pensioners | 2382 |
| Total | 389519 |

Table 9.2

Age wise details of Service Pensioners.

| Age group (in years) | No of pensioners |
|----------------------|------------------|
| 56 to 60 | 55660 |
| 61 to 65 | 75234 |
| 66 to 70 | 67002 |
| 71 to 75 | 41599 |
| 76 to 80 | 29608 |
| 81 to 85 | 14481 |
| 86 to 90 | 5263 |
| 91 to 95 | 1535 |
| 96 to 100 | 392 |
| Above 100 | 0 |
| Total | 290774 |

9.17 It is learned that about one lakh pensioners are drawing pension from banks for which there is no authenticated figures. For the limited purpose of this revision, the Commission is assuming a figure of 5,00,000 pensioners. The expenditure on pension vis-a-viz States own revenue during the last ten years is as below-

Table 9.3

Trend in Expenditure on Pension and State's Revenue (Rs.s in crores)

| 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 |
|----------------|------------------------|-----------------|------------------------------|-----------------|-------------------------------------|------------------------|-----------------|---------------------------------------|
| 2005-06 | 2861 | 10.00 | 9779 | 9.09 | 29.26 | 15295 | 13.30 | 18.71 |
| 2006-07 | 3295 | 15.17 | 11942 | 22.12 | 27.59 | 18187 | 18.91 | 18.12 |
| 2007-08 | 4925 | 49.47 | 13669 | 14.46 | 36.03 | 21107 | 16.06 | 23.33 |
| 2008-09 | 4688 | -4.81 | 15990 | 16.98 | 29.32 | 24512 | 16.13 | 19.13 |
| 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 | 18.70 | 18.61 |
| 2011-12 | 8700 | 50.86 | 28311 | 19.70 | 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 | 11515 | 15.48 | 46168 | 13.03 | 27.12 | 63588 | 29.30 | 18.11 |

Source: Finance Accounts

Figures for 2014-15 are provisional figures (RE, Budget Estimates 2015-16).

9.18 It can be seen that the total outgo on pension is hovering around 20% of the total revenue receipts of the State. The increased rates during 2007-08 and 2011-12 were due to the impact of Pay and Pension revisions. The ratio between employees and pensioners is almost 1:1, threatening to a higher ratio in favour of pensioners. One of the pragmatic solutions to reduce pension expenditure is to reduce the employee: pensioner ratio, which means an increase in retirement age. The introduction of New Pension System will also address the issue over the years. A detailed study on the trends in salary, pension and interest may be seen in Appendix II.

9.19 **MAIN DEMANDS:** Some of the demands raised by the organizations and individuals are-

- a. Qualifying service for minimum pension and maximum pension be brought down.
- b. Pension be revised on the same basis as pay is revised.
- c. Basic pension be calculated on the basis of the last pay instead of taking average of last 10 months pay.
- d. Enhance the limit on DCRG .
- e. Percentage of commutation of pension be increased.
- f. Restoration period of commutation be reduced to 10 years.
- g. Hike in pension with reference to advancing age as in Government of India be implemented.
- h. Enhanced rate of family pension be paid for 10 years as in Government of India be implemented.
- i. To include more groups eligible for family pension.
- j. To enhance the retirement age to 58/60 years.
- k. Restore stage fixation.
- l. Reduce qualifying service for voluntary retirement
- m. To enhance medical allowance or to introduce Health Insurance scheme.
- n. To discard fixing of upper ceiling on pension.
- o. To extend UGC scale based pension to 60 opted Principals/Teachers.
- p. To extend Central scale based pension to those who retired prior to introduction of Central scale in Medical Education Department and Engineering Colleges.
- q. To compensate those who retired during the period from 01.03.2002 to 30.06.2004.
- r. To compensate those who retired during the period from 01.03.2007 to 30.06.2009.
- s. To extend Dearness Relief and Family Pension to Ex-gratia pensioners.
- t. To enhance pension of Part Time Contingent Employees.

CURRENT STATUS AND RECOMMENDATIONS

9.20 The Commission went through the various demands of organisations/ individuals and discussed the various issues in detail. Only issues which require changes and issues which require emphasis are brought down.

9.21 **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 01.07.2014, commensurate with Pay Revision.

9.22 **New Pension System:** The introduction of New Pension System to new entrants in service with effect from 01.04.2013 saw Government moving away from unfunded pension schemes. Employees coming under NPS have been requesting to assure a minimum pension in such cases. The NPS is basically a return on investment and in cases where the investment is less; the returns (pension) will be paltry. In cases of

death while in service, the situations turns grim i.e., as the investment will be least, the pension amount will be negligible. Providing a buffer from the investments for such situations could be helpful. The Government may also ensure timely deposits of employees' as well as employer's contribution without fail. NPS may have its own merits and demerits but the Commission is not making any recommendation as it was not an item referred to us.

- 9.23 **One Rank One Pension:** OROP as such has not been implemented so far. The basic principle adopted is that pensioners having 30 years of qualifying service (eligibility for full pension) will be assured of a minimum of 50% of the corresponding revised scale of the post from which the pensioner retired. Those having lesser qualifying service will be eligible for a proportionately reduced pension (50% of the corresponding revised scale of the post x QS/30). In cases where the posts are no longer in existence or have evolved beyond recognition, pension will be fixed based on the corresponding scale of pay, over successive pay revisions.
- 9.24 These conditions are sound and fair enough as far as those who retire on regular promotion posts are concerned, including ratio based promotions. But linking the benefit to the 'post' means those who get Time Bound Higher Grades will not be eligible for the benefit of higher scales, as the 'post' in such cases will remain the entry post. For instance, if a Clerk who gets two TBHGs will be drawing pay in the scale of his promotion post i.e., Head Clerk. But on retirement he will get the above benefit in the scale of Clerk only. The situation gets worse in the case of Teachers. More than 90% of teachers retire without getting any normal promotion as the promotion post is HM/Principal. It's true that in the case of TBHG there is no change of duties and responsibilities but so is the case of ratio promotion. The disparity becomes visible only with advancing years. As OROP is not being implemented in its true sense, the Commission recommends that the linkage factor shall either be the post or the scale from which one had retired from service, whichever is more beneficial.
- 9.25 OROP can be implemented in its literal sense in Army or so because there was virtually no change in positions/ranks over the years. In Kerala, it is not practical as designations are changed as a matter of routine, higher grades and promotion posts are given more often and in fact the posts themselves evolve beyond recognition over the years. The Commission feels it better to call it as 'Minimum Assured Pension' (MAP/OROP).
- 9.26 **Fixation of Pension:** The last revision arrived at revised basic pension by merging 64% of dearness relief and adding 12% of fitment on the pre-revised basic pension as on 01.07.2009. A minimum pension of Rs.4500 was ensured and the maximum pension was limited to Rs.29920. The pensioners were also ensured a minimum pension based on the scale of pay of the post from which one had retired.

- 9.27 Notwithstanding the new perceptions, the Commission feels the pensioners coming under the statutory pension scheme need a fair deal. The Commission recommends a fitment benefit of 18% of the basic pension and merging of 80% of Dearness Relief to arrive at the revised basic pension. The amount so arrived shall be rounded to the next ten. The revised minimum basic pension shall be Rs.8500/- and maximum Rs.60,000/-. The Minimum Assured Pension shall be linked either to the post or to the scale on which one had retired from service, whichever is beneficial. No other changes are recommended.
- 9.28 **Fixation of Family Pension:** The revised Family Pension shall be arrived at by adding 18% of fitment benefit to the basic family pension and merging 80% of dearness relief as on 01.07.2014. The maximum family pension/OROP shall be Rs.36000/- and the minimum Rs.8500. The Minimum Assured Pension shall be linked either to the post or to the scale on which one had retired from service, whichever is beneficial. Rules may suitably be amended to ensure that family pension shall not be more than pension itself. No other changes are recommended.
- 9.29 **Rate of pension:** At present average emoluments for the last 10 months preceding the date of retirement is taken for computing the pension. There is demand for granting 50% of the last pay drawn as pension but the Commission feels the existing system is fair enough. However, in situations where the period of 10 months is spread over pre and post revised periods, the Commission recommends that the pre-revised periods' pay shall be revised notionally by adding DA at respective rates (at 73% for 10/2013 to 12/2013 and 80% for 01/2014 to 6/2014). In case the basic pension so arrived is less than 50% of the minimum of the scale for those having qualifying service for full pension, the basic pension shall be fixed at 50% of the minimum of the scale. For those having lesser qualifying service, the minimum assured pension shall be reduced proportionately with qualifying service.
- 9.30 **Qualifying Service:** Currently, qualifying service for full pension is 30 years. In central Govt., the qualifying service for full pension is 20 years. The average age of candidates entering the service is more than 30 years, which means majority of employees will not be eligible for full pension. The requests have been to lower it to 20 years as in Central Government. The Commission feels it justifiable to fix the minimum qualifying service to 25 years and recommends so. Pension calculations which are currently based on 30 years shall be replaced by 25 years. This benefit shall be available to those who had retired earlier also and their basic pension shall be revised accordingly. The financial benefits will accrue only from the date of implementation of the pension revision and will not apply on the pre-revision periods' pension benefits, including Commutation etc. The Commission further recommends the withdrawal of weightage given as per rule 56(vii), Part III, Kerala Service Rules in the case of voluntary retirement.
- 9.31 **Death-cum-Retirement Gratuity:** DCRG is given at ½ times for each completed year subject to a maximum of 16.5 times. The maximum amount is now limited to Rs.7 lakh (previous ceiling was Rs.3.3 lakh).

- 9.32 The Commission after probing various options recommends to continue the existing rules subject to a maximum limit of Rs.14 lakh. The Government may consider a proportionate enhancement of the limit each time Dearness Allowance is enhanced. Thus, the disparity in ceiling between two revisions could be minimized.
- 9.33 **Commutation of Pension:** It is one segment which will result in heavy outflow, though it is not exactly a liability to the State. It's as if a loan was given to the employee at the time of retirement on the guarantee of pension. It is recovered in 12 years' time with a very small component of cost. The demands to raise the commutation percentage as well as to reduce the period of recovery are not justifiable. Considering the huge impact it has on State's liquidity, the Commission is not recommending any changes despite the requests of employees.
- 9.34 **Additional Pension to older pensioners:** In Central Government, additional pension is granted on completion of 80,85,90,95 and 100 years. The Commission is of the view that no relaxation in this regard is called for. The quantum of administrative work will also increase if such age wise pension scheme is introduced. The introduction of Medical insurance scheme to pensioners will address their grievances. Also they are beneficiaries of Minimum Assured Pension/OROP.
- 9.35 **Medical benefits to pensioners:** Presently Pensioners and Family Pensioners are eligible for a Medical Allowance of Rs.300/- per month. As steps for introducing medical insurance scheme to pensioners is actively contemplated, no revision is recommended now. The issue will be examined in Part II of the Report, which will be presented shortly.
- 9.36 **60 OPTED COLLEGE PRINCIPALS/TEACHERS:** As per G.O.(P).No.546/ 2014/Fin dated 12.12.2014 Government extended the benefit of UGC based scales to Non-UGC Teachers(excluding 60 opted teachers) who retired prior to introduction of the UGC Scales, for calculating minimum assured pension. Since 60 opted college Principals/Teachers are very limited in number and are vanishing category, the benefit of UGC based scales may be extended to this category also for calculating minimum assured pension/OROP.
- 9.37 **Teachers retired prior to introduction of Central Scales:** Since these category are very limited in number and are vanishing category, the benefit granted to the Non-UGC teachers vide G.O.(P) No.546/2014/Fin dated 12.12.2014 may be extended to those who retired before the introduction of Central scales of pay in Medical Colleges and Engineering Colleges for calculating minimum assured pension/OROP.
- 9.38 **Employees retired during the period from 01.03.2002 to 30.06.2004:** The claim is that by going the by 5 year revision principle, the 8th Pay and Pension revision should have been implemented wef 01.03.2002. However, it became effective only from 01.07.2004 and consequently they suffered losses. The claim is to adequately compensate for it. As a sequel to it, those who retired between 01.03.2007 and 30.06.2009 have also made a claim for compensation.

9.39 It is true that the pensioners as well as the employees would have got better benefits if the Revision was implemented with effect from 01.03.2002 instead of 01.07.2004. If the Pay revision benefit was allowed w.e.f 01/03/2002, a hike of 3% to 7% was to be received by the pensioner and Government vide G.O.(P) No.602/2010/Fin dated 19.11.2010 sanctioned 5% increase in monthly pension along with monetary benefit from 01.04.2009. However, these are only presumptive losses as there were no statutory provisions or executive orders adopting the 5 year principle. The Commission finds no merit in keeping the issue alive.

9.40 **Pension to Part Time Contingent Employees:** The revised basic pension shall be arrived at by merging 80% of dearness relief and 18% of fitment benefit on the existing basic pension. Minimum pension shall be Rs.4400/- and maximum pension shall be Rs.8400/-. DCRG will be granted at ½ times for each completed year of service subject to a maximum of 16½ times. There shall be no limit on DCRG. In view of the proposed Medical Insurance, no revision is being proposed now and medical allowance as existing will be allowed for the time being.

9.41 **Ex-gratia Pension:** The Commission recommends to extend dearness relief and family pension to ex-gratia pensioners also. However, only the spouse will be eligible for family pension and it shall not be extended any further. The ex-gratia pension shall be allowed as below.

| Completed year of qualifying service | Existing consolidated amount of pension | Revised basic pension |
|--------------------------------------|---|-----------------------|
| 9 years | 4050 | 7650 |
| 8 years | 3600 | 6800 |
| 7 years | 3150 | 5950 |
| 6 years | 2700 | 5100 |
| 5 years | 2250 | 4250 |
| 4 years | 1800 | 3400 |
| 3 years and below | 1350 | 2550 |

9.42 **Retirement age:** The State Government employees and teachers who are governed by NPS retire at the age of 60 years and others at 56 years. The retirement age is the least in Kerala among the States. The Central Government employees retire at 60 years, High Court Judges at 62 years and Supreme Court Judges at 65 years. The expenditure on pension, which is around 20% of the total revenue receipts and will rise further consequent to the revision unless the revenue receipts grow at higher rates. One of the ways to reduce the pension bill is to bring down the pensioner/employee ratio, which could be attained by enhancing the retirement age. The employees are requesting to unify the retirement age to 60 years while the unemployed youth has a diametrically opposite view. Considering all aspects,

including the concerns of the unemployed youth, the Commission recommends to enhance the age of retirement from 56 years to 58 years to those not covered by NPS.

- 9.43 Personal Staff appointed on co-terminus basis: Retired Judges, who are heading various Commissions, Tribunals and Lok Ayukta, are eligible to appoint personal staff on co-terminus basis. The staff may be retired government employees or from the open market. Though the retired government employees are getting pension benefits (on their regular service), those who are appointed otherwise get no such benefits. There are instances where many such employees are working for long years and have to leave without getting any pension benefit. Personal staff of Ministers, Opposition Leader and Chief Whip are allowed pension on a minimum three year service basis. It has come to notice that this has caused heartburn to the co-terminus staff of Commissions and Tribunals. Government may consider whether the staff appointed on co-terminus basis may also be granted pension on the line of Personal staff of Ministers etc. Advocates who have served several years as Government Pleader in the High Court also represented before the Commission for pension as in the case of Personal Staff served for short term periods with Ministers. It is for the Government to consider their claim.
- 9.44 Personal Staff of Ministers etc: There has been several representations from the personal staff of Ministers also for revision of pension in addition to scales of pay and allowances. Government may duly consider it.
- 9.45 **Digitalisation of pension records and data:** The Finance Department, which is holding the Pension folio, may well take measures to digitalise the pension records and data of pensioners, immediately. The time is ripe now, with the impending revision. It is learned that details of pensioners who are drawing pension from banks are not available with Government. It would be better if the revision of pension is done exclusively by the Treasury department and then pass it on to the banks in such cases.

CHAPTER 10

General Recommendations

The Commission has recorded its recommendations on pay and pension revision in the previous chapters. Still, some general observations/recommendations are necessary in addition the above which should form part of the points noted in previous chapters.

1. Promotion, especially to senior posts starting with District Officers and above in the line Departments and Under Secretaries and above in the Secretariat has to be made strictly based on integrity and performance. The recommendation for revision of pay and allowances given in the previous chapters have a direct link to this recommendation for promotion based on integrity and performance. Further details will be given in Part II of the Report.
2. Attendance should be monitored through punching in all Departments and this should be linked to SPARK to make adjustments in salary, if necessary.
3. Training and periodical orientation is essential to equip officers and encourage them to discharge their duties efficiently.
4. Office timings and interval time should be displayed visibly outside every office.
5. There is real need for strengthening District/Regional/State level administration in all Departments. Postings and promotion to head these offices, especially that of the Head of the Department, should be based on merit. This is absolutely necessary to ensure quality and performance.
6. Excess staff in several departments should be identified by appointing a committee for the purpose and redeployed to those departments where there is real need.
7. The Commission is of view that there is excess staff in various Universities. Government may appoint a committee to assess the excess staff and redeploy them to other Universities as may be needed. The percentage of Non-Teaching staff is excessively far more than the teaching staff, inspite of number of colleges under a University coming down due to creation of new Universities.
8. The various allowances paid in Universities have not been made available to the Commission. Such allowances may be reported to the Government for clearance and without such clearance, it shall not be continued to be paid after implementation of this pay revision.
9. As regards medical insurance to employees and pensioners, the Commission is of the firm view that this is highly necessary in the present context and recommends so. The Commission already had several rounds of discussions with major players in

the Health Insurance field. Further details are being collected and studied. Detailed recommendation will be furnished separately.

- 10 All items including anomalies, in the previous pay revision, referred to the Commission (but not specifically set apart for inclusion in Part II) have been considered and taken into account while finalising our recommendations on pay and allowances.
- 11 All promotions to the posts on scale No. 1(97000-120000) and that of heads of Departments on scale No. 2 or lower scales shall be filled up entirely based on merit from officers in the feeder category, and not simply based on seniority.
- 12 The Pre-primary Teachers and Ayahs have represented before us that they be paid salary equal to primary teachers. They are not getting ` 5000/- and ` 3500/- per month respectively based on court order. Though not specifically referred to us, we feel their plight deserves to be addressed by us. It is recommended that Government may consider granting them consolidated salary at the rate of ` 9000/- and ` 6000/- per month for pre-primary teachers and Ayahs respectively.
- 13 It has been represented before us on behalf of the Municipal Contingent employees that their service should be regularised and pay scales fixed. As of now, there is no system for proper selection and appoint of contingent employees, which is done by the Municipality concerned. The Commission is of the view that their selection, pay scales and service conditions may be streamlined and regulated by rules.
- 14 The Chairman and Member of the Public Service Commission represented before us for enhancement of their pay and pension. Since they are not Government employees but Constitutional functionaries, we are unable to address their claims.
- 15 Report on other items referred to us and not covered in this report (viz. Medical Insurance, Lateral entry, Efficiency in service and IT enabled Services) will be included in Part II of the Report.

CHAPTER 11

FINANCIAL COMMITMENT

11.1 In the Terms of reference, it has been specifically suggested to assess and indicate the additional financial commitment on account of implementation of Commission's recommendations and to indicate the methodology/assumptions adopted for such assessment. The additional financial commitments are worked out on available data and are detailed below. The commitments are projected on annual basis (12 months).

11.2 **Pay Revision:** The Commission was fortunate to have the pay data of employees as on 01.07.2014 from SPARK, which were made available by the Government. After leaving out data of officials not covered by State Scales and also data, which were prima-facie incorrect, the Commission settled on the data of 4,22,227 employees. The data includes basic pay and total service of each of the 4,22,227 employees as on 01.07.2014. Fitment benefit of 12% and service weightage of ½% per completed year of service (maximum 15%) were applied on the data, which returned a figure of ` 165,64,08,450/-. By adding a provision of 1.5% to cover the stage fixation benefit, the monthly total benefit due to pay revision will come to ` 168,13,00,000/-(rounded). The average monthly benefit will be ` 3982/-. As per Budget documents, the State is having 5,11,000 employees and out of this, approximately 4,93,000 employees are on State Scales. Therefore, to arrive at the annual additional financial commitment, it will be necessary to extrapolate the figures to 4,93,000. Thus, the approximate additional financial commitment (for 12 months) will be-

$$168,13,00,000 * 12(\text{months}) * 493000 / 422227 = \text{` } 2356 / - \text{ crore (rounded)}$$

11.3 **House Rent Allowance:** The revised rates of HRA will be applicable to all employees, excluding All India Service officials and Judges and comes to about 5,10,700 employees. The additional financial commitment is worked out below-

HRA-ANNUAL ADDITIONAL FINANCIAL COMMITMENT (IN ` S)

| EXISTING RATE OF HRA | NO OF EMPLOYEES | % OF EMPLOYEES IN EACH RATE | PROPOSED AVERAGE INCREASE IN % | PROPOSED REVISED ANNUAL COMMITMENT |
|----------------------|-----------------|-----------------------------|--------------------------------|------------------------------------|
| 250 | 281957 | 55.21 | 533.33 | 4511283804 |
| 270 | 1685 | 0.33 | 462.96 | 25274838 |
| 350 | 2451 | 0.48 | 428.57 | 44117853 |
| 390 | 29212 | 5.72 | 320.51 | 438176144 |

- 11.6 **Retirement/Pension benefits:** As there is no reliable data on pensioners, the financial commitment is estimated on the basis of expenditure for 2014-15 (provisional figures).

(amount in crores)

| | Accounts 13-14 | Provisional figures - 14-15 | Estimated increase in % | Estimated increase |
|----------------------------------|-------------------|-----------------------------------|-------------------------------|-----------------------|
| Superannuation and allowances | 5,184 | 7,410 | 10.00% | 741 |
| Family pension | 1,011 | 1,225 | 10.00% | 123 |
| Commutation | 989 | 821 | 93.89% | 771 |
| DCRG | 777 | 733 | 13.89% | 102 |
| Aided | 1,531 | 1,870 | 10.00% | 187 |
| Terminal surrender | 318 | 252 | 13.89% | 35 |
| Total | 9,810 | 12,311 | | 1,958 |

Note: The provisional figures for 2014-15 in respect of Superannuation is ₹ 6156 crore and the amount of ₹ 7410 crore is the estimated amount including the commuted portion of pension.

- 11.7 **Part Time Contingent employees/Casual Sweepers:** The proposed revision will result in an average benefit of ₹ 2000/- pm to PTC employees. Approximately, their number is 16500 and the annual additional financial commitment would be ₹ 40 crore. The Casual sweepers will gain ₹ 1000/- per month and the commitment would be ₹ 2 crore. Thus, the total commitment would be ₹ 42 crore.
- 11.8 The Commission estimates the total annual additional financial commitment due to pay/pension revision at ₹ 5277 crore. Medical allowance to pensioners has not been revised as a health insurance scheme is being worked out. As such, commitment in this regard has not been taken in to account.

Estimated Annual Additional Financial Commitment (` s in crores)

| | | |
|---|--|-------------|
| 1 | Pay revision | 2356 |
| 2 | HRA | 495 |
| 3 | CCA and other allowances | 361 |
| 4 | Enhancement of ratio promotions etc | 65 |
| 5 | Pension benefits | 1958 |
| 6 | Part time contingent employees/casual sweepers | 42 |
| | Total | 5277 |

CHAPTER 12

UNIVERSITIES

- 12.1 The Commission has gone into the activities of the various Universities in detail and also considered the representations submitted by the Service Organisations along with the proposals received from Universities.
- 12.2 They were also heard by the Commission in detail . The Commission is generally of the view that the present situation does not call for a further re-assessment of the different categories under the Universities. Therefore, it is not necessary to recommend revision of grades for any of the categories.

The following recommendations are therefore made:

12.3 The University of Kerala:

- i) The post of Section Officer may be placed in the revised scale corresponding to Rs.20740-36140 and Higher Grade on revised scale corresponding to Rs.21240-37040
The post of Office Superintendent will be placed on the revised scale corresponding to Rs.20740-36140 and Higher Grade on Rs.21240-37040. The post of Confidential Assistant Selection Grade will be placed in the revised scale of pay corresponding to Rs.20740-36140

The post of Assistant may be placed in the revised scale corresponding to Rs.14620-25280. The post of Computer Assistant Grade I may be placed in the revised scale corresponding to Rs.14620-25280. The post of Confidential Assistant Grade I may be placed in the revised scale corresponding to Rs.14620-25280
- ii) Normal revision is recommended for all other posts.
- iii) Existing personal scales may continue with revision till the incumbent(s) vacate the post.
- iv) The Commission noticed that in the existing statute , there is no provision of set apart promotion in the Library Wing exclusively for UGC qualified persons. This has resulted in denial of promotion to non UGC category to the posts of Assistant Librarian and Deputy Librarian. This recommendation was also not in tune with the existing statute of the University. It is only just and reasonable that the existing officers are allowed the benefit of promotion as is allowed by the statute. It is therefore, recommended that the Library Staff in service on 1.7.2009 may be allowed promotion to the posts of Assistant Librarian and Deputy Librarian as was being done just before implementation of the 9th Pay Revision. Any change to this arrangement can be brought about only after suitable amendments to the statute.
- v) It is seen that the Publication Wing and the Lexicon Wing are shown as one group in the Schedule of scales of pay. It is recommended that

this may be shown separately as the publication work is different from Lexicon work, which includes a form of research also. At the same time, it is also seen that the Public Relation Wing is shown as a separate unit, not associated with the Publication wing. These two can definitely work together and shall be brought under a single unit with a single head for Publication as well as Public Relations. Any modification to the scale of pay attached to the post of Director of Publication deserves consideration only after unification of the above two units and thus entrusting higher responsibilities to the post.

Categories of Posts with the existing and proposed Scales of pay are given below

| | SI No | Designations | No. of posts | Existing Scale of Pay | Revised Scale of Pay |
|--|--------------|------------------------------|---------------------|------------------------------|-----------------------------|
| | I | <i>UGC Scheme</i> | | | |
| | | Statutory Officers | | | |
| | 1 | Vice Chancellor | 1 | UGC Scheme | UGC Scheme |
| | 2 | Pro-Vice Chancellor | 1 | | |
| | 3 | Registrar | 1 | | |
| | 4 | Controller of Examinations | 1 | | |
| | 5 | Finance Officer | 1 | | |
| | | <i>Teaching Staff</i> | | | |
| | 6 | Professor | 34 | UGC Scheme | UGC Scheme |
| | 7 | Associate Professor | 56 | | |
| | 8 | Assistant Professor | 201 | | |
| | | <i>Library</i> | | | |
| | 9 | University Librarian | 1 | | |

| | | | | | |
|---|-----------|--|-----|-------------|--------------|
| | | | | UGC Scheme | UGC Scheme |
| | 10 | Deputy Librarian | Nil | | |
| | 11 | Assistant Librarian | 14 | | |
| | | Other Officers | | | |
| | 12 | Director (Planning, Computer Centre , CDC,Physical Edn) | 4 | UGC Scheme | UGC Scheme |
| | 13 | Assistant Director, Physical Education | 1 | | |
| # | 14 | Programme Coordinator (NSS) | 1 | 29180-43640 | 58050-101400 |
| # | 15 | Director of Student Service | 1 | 29180-43640 | 58050-101400 |
| # | 16 | Research Assistant | Nil | 18740-33680 | 37500-75600 |
| | II | Administrative Staff | | | |
| | 17 | Joint Registrar | 8 | 44640-58640 | 89000-117600 |
| | 18 | Deputy Registrar | 20 | 40640-57440 | 81000-115200 |
| a | 19 | Assistant Registrar H.G. | 18 | 36140-49740 | 72000-110400 |
| a | 20 | Assistant Registrar | 36 | 24040-38840 | 48000-89000 |
| b | 21 | Section Officer H.G | 135 | 20740-36140 | 43600-85000 |
| b | 22 | Section Officer | 136 | 18740-33680 | 41500-83000 |
| c | 23 | Assistant Section Officer | 261 | 16980-31360 | 33900-68700 |
| c | 24 | Senior Grade Assistant | 261 | 16180-29180 | 32300-65400 |
| c | 25 | Assistant | 261 | 13900-24040 | 29200-59400 |
| | 26 | Clerical Assistant | 85 | 9190-15780 | 20000-41500 |
| | 27 | Garden Maistry/ Duplicator Operator/ Roneo Operator/ Lab Assistant | - | 9190-15780 | 20000-41500 |
| d | 28 | Last Grade Employees (Peon/Office | 341 | 8500-13210 | 17000-35700 |

| | | | | | |
|---|------------|---|----|-------------|--------------|
| | | Attendant, Lascar, Packer, Oiling Asst. , Animal House Attender etc.) | | | |
| | III | Technical Staff in the teaching departments | | | |
| | 29 | Scientific Officer | 24 | 29180-43640 | 58050-101400 |
| | 30 | Technical Officer Grade I | | 22360-37940 | 45800-87000 |
| | 31 | Technical Officer Gr. II | | 21240-37040 | 43600-85000 |
| | 32 | Technical Assistant | | 19240-34500 | 39500-79200 |
| | IV | Library | | | |
| e | 33 | Deputy Librarian (Non-UGC) | 3 | 29180-43640 | 58050-101400 |
| e | 34 | Assistant Librarian Grade I(Non-UGC) | 14 | 22360-37940 | 45800-87000 |
| | 35 | Reference Officer (HG)/Asst.Librarian Gr.II (Non-UGC) | 24 | 20740-36140 | 41500-83000 |
| | 36 | Reference Officer/ Reference Assistant | 19 | 18740-33680 | 37500-75600 |
| | 37 | Reference Assistant(HG)/ Technical Assistant | 32 | 16980-31360 | 33900-68700 |
| | 38 | Reference Assistant /Library Assistant | 26 | 14620-25280 | 29200-59400 |
| | V | Computer Wing | | | |
| | 39 | System Manager | 1 | 29180-43640 | 58050-101400 |
| | 40 | System Analyst | 1 | 29180-43640 | 58050-101400 |
| | 41 | Programmer | 6 | 22360-37940 | 45800-87000 |
| | 42 | System Administrator | 2 | 20740-36140 | 41500-83000 |
| # | 43 | Data Entry Operator | 4 | 10480-18300 | 22200-45800 |
| | 44 | Technical Officer (Computer Wing) | 1 | 20740-36140 | 41500-83000 |

| | | | | | |
|---|------------|--|----|-------------|--------------|
| | VI | <i>Fair Copy Wing</i> | | | |
| | 45 | Pool Officer | 3 | 22360-37940 | 45800-87000 |
| b | 46 | Office Superintendent (HG) | 29 | 20740-36140 | 43600-85000 |
| b | 47 | Office Superintendent | 30 | 18740-33680 | 41500-83000 |
| | 48 | Computer Assistant (Sel. Grade) | 34 | 16980-31360 | 33900-68700 |
| | 49 | Computer Assistant (Sr. grade) | 34 | 16180-29180 | 32300-65400 |
| | 50 | Computer Assistant Gr.I | 34 | 13900-24040 | 29200-59400 |
| f | 51 | Computer Assistant Gr.II | 36 | 10480-18300 | 22200-45800 |
| | VII | <i>Engineering/Technical Wing</i> | | | |
| | 52 | University Engineer | 1 | 36140-49740 | 72000-110400 |
| | 53 | Instrumentation Engineer | 1 | 36140-49740 | 72000-110400 |
| | 54 | Asst. Executive Engineer | 2 | 21240-37040 | 43600-85000 |
| | 55 | Junior Engineer / Scientist | 1 | 20740-36140 | 41500-83000 |
| | 56 | Asst. Engineer / Head Draftsman / Assistant Engineer (USIC) / Technical Officer (USIC) | 8 | 20740-36140 | 41500-83000 |
| | 57 | Divisional Accountant | 1 | 18740-33680 | 37500-75600 |
| b | 58 | Overseer Gr. I | 3 | 13900-24040 | 27800-56700 |
| b | 59 | Overseer Gr. II (Electrical) | 1 | 11620-20240 | 23400-48000 |
| | 60 | Electrician Gr. I | 3 | 13900-24040 | 27800-56700 |
| | 61 | Mechanic (USIC)/ Technician (USIC)/Mechanic Turner | 3 | 13210-22360 | 26500-54000 |
| # | 62 | Work Supdt. Gr. I | 2 | 13210-22360 | 26500-54000 |
| | 63 | Work Supdt. Gr. II | 8 | 9940-16580 | 21100-43600 |

| | | | | | |
|---|-------------|--------------------------|----------------|-------------|-------------|
| | 64 | Plumber | 3 | 9190-15780 | 20000-41500 |
| | 65 | Pump Operator | 11 | 9190-15780 | 20000-41500 |
| | 66 | Line Helper | 5 | 8730-13540 | 18000-37500 |
| | VIII | Printing Press | | | |
| | 67 | Superintendent | 1 | 24040-38840 | 48000-89000 |
| | 68 | Assistant Superintendent | 1 | 19240-34500 | 39500-79200 |
| | 69 | General Foreman | 1 | 16980-31360 | 33900-68700 |
| | 70 | Senior Foreman | 5 | 16180-29180 | 32300-65400 |
| | 71 | Junior Foreman | 6 | 15380-25900 | 30700-62400 |
| g | 72 | Senior Proof Reader | 1 | 16180-29180 | 32300-65400 |
| | 73 | Proof Reader Gr. I | 1 | 15380-25900 | 30700-62400 |
| | 74 | Proof Reader Gr. II | 1 | 14620-25280 | 29200-59400 |
| | 75 | Computer Sr. Gr. | 1 | 14620-25280 | 29200-59400 |
| | 76 | Computer Gr. I | 1 | 14620-25280 | 29200-59400 |
| | 77 | Computer Gr. II | 1 | 10480-18300 | 22200-45800 |
| | 78 | Compositor Sr. Gr. | 6 | 14620-25280 | 29200-59400 |
| | 79 | Compositor Gr. I | 12 | 13210-22360 | 26500-54000 |
| | 80 | Compositor Gr. II | 12 | 9940-16580 | 21100-43600 |
| | 81 | Binder Sr. Gr. | 5 | 14620-25280 | 29200-59400 |
| | 82 | Binder Gr. I | 10 | 13210-22360 | 26500-54000 |
| | 83 | Binder Gr. II | 14 | 9940-16580 | 21100-43600 |
| | 84 | Printer Sr. Gr. | 3 | 14620-25280 | 29200-59400 |
| | 85 | Printer Gr. I | 6 | 13210-22360 | 26500-54000 |
| | | 86 | Printer Gr. II | 9 | 9940-16580 |
| | 87 | Senior Time Keeper | 1 | 13210-22360 | 26500-54000 |

| | | | | | |
|---|-----------|---------------------------------------|----|-------------|--------------|
| | 88 | Time Keeper | 1 | 11620-20240 | 23400-48000 |
| | 89 | Assistant Time Keeper | 1 | 9940-16580 | 21100-43600 |
| | 90 | Galley Press Man Gr. I | 1 | 9190-15780 | 20000-41500 |
| | 91 | Galley Press Man Gr.II | 1 | 8960-14260 | 19000-39500 |
| | 92 | Counter Gr. I | 1 | 8960-14260 | 19000-39500 |
| | 93 | Counter Gr. II | 1 | 8730-13540 | 18000-37500 |
| | 94 | Offset Printer | 2 | 14620-25280 | 29200-59400 |
| | 95 | Mechanic-cum Electrician | 1 | 13210-22360 | 26500-54000 |
| | 96 | Mono Super Caster Operator | 1 | 13210-22360 | 26500-54000 |
| | 97 | Store Keeper (Press) | 1 | 13210-22360 | 26500-54000 |
| | 98 | Copy Holder | 4 | 10480-18300 | 22200-45800 |
| | IX | <i>Transport Wing</i> | | | |
| # | 99 | Vehicle Examiner | 1 | 13900-24040 | 27800-56700 |
| # | 100 | Pass Examiner | 1 | 13210-22360 | 26500-54000 |
| # | 101 | Driver (Bus) Hr. Gr. | 5 | 10480-18300 | 22200-45800 |
| # | 102 | Driver (Bus) Lr. Gr. | 10 | 9190-15780 | 20000-41500 |
| i | 103 | Driver Grade II (LDV) | 10 | 9190-15780 | 20000-41500 |
| # | 104 | Conductor Hr. Gr. | 3 | 11620-20240 | 23400-48000 |
| | 105 | Conductor | 3 | 9940-16580 | 21100-43600 |
| | X | <i>Publication Wing</i> | | | |
| | 106 | Director of Publication | 1 | 29180-43640 | 58050-101400 |
| | 107 | Additional Director of Publication | 1 | 29180-43640 | 58050-101400 |
| | 108 | Store Keeper (Publication) | 1 | 18740-33680 | 37500-75600 |
| | 109 | Publication Officer | 4 | 16180-29180 | 32300-65400 |

| | | | | | |
|---|-------------|--|----|-------------|--------------|
| | XI | Lexicon Wing | | | |
| | 110 | Editor (Lexicon) | 1 | 44640-58640 | 89000-117600 |
| | 111 | Assistant Editor (Lexicon) | 2 | 29180-43640 | 58050-101400 |
| | 112 | Sub Editor (Lexicon) | 3 | 21240-37040 | 43600-85000 |
| | 113 | Lexicon Assistant | 1 | 20740-36140 | 41500-83000 |
| | 114 | Technical Assistant (Lexicon) | 12 | 16180-29180 | 32300-65400 |
| | 115 | Drafting Assistant (Lexicon) | 5 | 16180-29180 | 32300-65400 |
| | XII | Security Wing | | | |
| # | 116 | Chief Security cum Vigilance Officer | 1 | 29180-43640 | 58050-101400 |
| | 117 | Security Officer | 2 | 20740-36140 | 41500-83000 |
| | 118 | Assistant Security Officer | 2 | 14620-25280 | 29200-59400 |
| h | 119 | Security Guard Hr. Gr. | 19 | 11620-20240 | 23400-48000 |
| | 120 | Security Guard | 79 | 9940-16580 | 21100-43600 |
| | XIII | Health Centre & Lab | | | |
| | 121 | Residential Medical Officer | 1 | 24040-38840 | 48000-89000 |
| | 122 | Curator | 1 | 20740-36140 | 41500-83000 |
| | 123 | Technical Assistant/ Technical Assistant (Chemistry) | 2 | 19240-34500 | 39500-79200 |
| | 124 | Assistant Farm Supdt. | 1 | 19240-34500 | 39500-79200 |
| | 125 | Electron Microscopy Assistant | 1 | 16180-29180 | 32300-65400 |
| | 126 | Laboratory Mechanic | 6 | 15380-25900 | 30700-62400 |
| | 127 | Artist Photographer | 2 | 15380-25900 | 30700-62400 |
| | 128 | Glass Blower | 1 | 11620-20240 | 23400-48000 |
| | 129 | Nursing Supervisor | 1 | 16180-29180 | 32300-65400 |

| | | | | | |
|--|------------|---|----|-------------|--------------|
| | 130 | Health Information Officer | 1 | 16180-29180 | 32300-65400 |
| | 131 | Radiographer | 1 | 13900-24040 | 27800-56700 |
| | 132 | Resident Nurse | 1 | 13210-22360 | 26500-54000 |
| | 133 | Pharmacist | 1 | 11620-20240 | 23400-48000 |
| | 134 | Medical Lab Technician | 1 | 11620-20240 | 23400-48000 |
| | 135 | Artist | 1 | 13210-22360 | 26500-54000 |
| | 136 | Laboratory Technician (Zoology) | 1 | 13900-24040 | 27800-56700 |
| | 137 | Laboratory Attender | 4 | 9940-16580 | 21100-43600 |
| | 138 | Section Cutter | 1 | 9190-15780 | 20000-41500 |
| | XIV | <i>Other Categories</i> | | | |
| | 139 | Public Relations Officer | 1 | 29180-43640 | 58050-101400 |
| | 140 | Population Information Officer | 1 | 20740-36140 | 41500-83000 |
| | 141 | Veterinary Doctor | 1 | 20740-36140 | 41500-83000 |
| | 142 | Accompanying Artist (Violin) | 1 | 19240-34500 | 39500-79200 |
| | 143 | Warden | 2 | 16180-29180 | 32300-65400 |
| | 144 | Coach/ Instructor of Indigenous Exercises | 10 | 18740-33680 | 37500-75600 |
| | 145 | Instructor (Mridangam) | 1 | 18740-33680 | 37500-75600 |
| | 146 | Store Keeper | 3 | 18740-33680 | 37500-75600 |
| | 147 | Records Officer | 1 | 18740-33680 | 37500-75600 |
| | 148 | Reception Officer | 1 | 18740-33680 | 37500-75600 |
| | 149 | Manuscript Assistant Gr. I | 2 | 16180-29180 | 32300-65400 |
| | 150 | Editorial Assistant (Journalism) | 1 | 16180-29180 | 32300-65400 |
| | 151 | Manuscript Assistant | 4 | 13210-22360 | 26500-54000 |
| | 152 | Graduate Field Assistant | 1 | 13900-24040 | 27800-56700 |

| | | | | | |
|--|-----|-----------|---|------------|-------------|
| | 153 | Scribe | 1 | 9190-15780 | 20000-41500 |
| | 154 | Field Man | 1 | 9190-15780 | 20000-41500 |
| | 155 | Matron | 2 | 9940-16580 | 21100-43600 |

- a. Higher Grade of Assistant Registrar in the ratio 2:1.
 - b. Higher Grade of Section Officer, Office Superintendent & Overseer in the ratio 1:1.
 - c. Ratio between Assistant Section Officer, Sr.Gr Assistant and Assistant is 1:1:1.
 - d. Higher Grade of Last Grade Employees in the ratio 2:1 on 18000-37500.
 - e. The incumbents holding the posts of Deputy Librarian (Non-UGC) & Assistant Librarian (Non-UGC) are placed in the personal scale and these posts are set apart for UGC qualified hands only in future.
 - f. Ratio among the Computer Assistants is 1:1:1:1.
 - g. The posts of Proof Reader, Computer, Compositor, Binder & Printer are having grade promotion with ratio of 2:2:1.
 - h. Grade ratio of Security Guard and Security Guard (HG) is 5:1.
 - i. 1:1:1 ratio promotion between Driver Gr.II, Gr.I and Senior Grade in the scales of pay of Rs.22000-45800 and Rs.23400-48000 to Gr.I and Senior Grade respectively. 10% of posts of the Driver Senior Grade placed as Driver Sel.Grade in the scale of pay of Rs.29200-59400
- # The incumbents in the posts of Programme Co-ordinator(NSS), Director of Student Service, Research Assistant, Date Entry Operator, Work Superintendent Gr I, Vehicle Examiner, Pass Examiner, Driver(Bus)(Hr.Gr), Driver(Bus)(Lr. Gr), Conductor(Hr.Gr) and Chief Security-cum-Vigilance Officer are having personal scale.

12.4 The Calicut University:

- i) The post of Section Officer may be placed in the revised scale corresponding to Rs.20740-36140 and Higher Grade on revised scale corresponding to Rs.21240-37040
The post of Office Superintendent will be placed on the revised scale corresponding to Rs.20740-36140 and Higher Grade on Rs.21240-37040. The post of Confidential Assistant Selection Grade will be placed in the revised scale of pay corresponding

to Rs.20740-36140. The post of Assistant may be placed in the revised scale corresponding to Rs.14620-25280. The post of Computer Assistant Grade I may be placed in the revised scale corresponding to Rs.14620-25280. The post of Confidential Assistant Grade I may be placed in the revised scale corresponding to Rs.14620-25280.

- ii)** Normal revision is recommended for all other posts.
- iii)** Existing personal scales may continue with the revision till the incumbent(s) vacate the post.
- iv)** The following reallocation of posts and scales of pay is also recommended. Please see the schedule below:

| Department | Post | Existing Scale | Proposed Scale | Remarks |
|--------------------|---|----------------|----------------|---|
| Calicut University | Mechanic-cum-plumber | 13900-22360 | 11620-18740 | As per the Statute Mechanic-cum-Plumber is the feeder post of Plumbing Overseer and in the existing schedule the post bears a higher scale than the promotion post. The anomaly is rectified by giving revisions to the actual scales by changing as per hierarchy. |
| | Plumbing Overseer | 11620-18740 | 13900-22360 | |
| | Assistant Foreman | 15380-24040 | 14620-25280 | The post of Assistant Foreman is the feeder post to Junior Foreman. Both posts have the same scale of pay. The anomaly is rectified by giving corresponding revision to the scales as per hierarchy. |
| | Junior Foreman (Composing, Printing, Binding) | 15380-24040 | 15380-24040 | |

Categories of Posts with the existing and proposed Scales of pay are given below

| SI No. | Designations | No. of posts | Existing Scale of Pay | Revised Scale of Pay |
|--------|--|--------------|-----------------------|----------------------|
| | UGC Scheme | | | |
| | Statutory Officers | | | |
| 1. | Vice Chancellor | 1 | UGC Scheme | UGC Scheme |
| 2. | Pro-Vice Chancellor | 1 | | |
| 3. | Registrar | 1 | | |
| 4. | Controller of Examinations | 1 | | |
| 5. | Finance Officer | 1 | | |
| | Teaching Staff | | | |
| 6. | Professor | 31 | UGC Scheme | UGC Scheme |
| 7. | Associate Professor | 65 | | |
| 8. | Assistant Professor | 138 | | |
| 9. | Director of Physical Education | 1 | | |
| 10. | Deputy Director of Physical Education | 1 | | |
| 11. | Assistant Director of Physical Education | 1 | | |
| | Library | | | |
| 12. | Information Scientist | 1 | UGC Scheme | UGC Scheme |
| 13. | University Librarian | 1 | | |
| 14. | Deputy Librarian | 1 | | |

| | | | | | |
|---|-----|----------------------------------|-----|-------------------|-------------------|
| | 15. | Assistant Librarian | 17 | | |
| | | Other Officers | | | |
| | 16. | Dean of Students' Welfare | 1 | UGC Scheme | UGC Scheme |
| | 17. | Project Officer(Adult Edn) | 1 | | |
| | 18. | Programme Co-ordinator NSS | 1 | 29180-43640 | 58050-101400 |
| | | ADMINISTRATIVE WING | | | |
| | 19. | Joint Registrar/PS to VC | 6 | 44640-58640 | 89000-117600 |
| | 20. | Deputy Registrar | 17 | 40640-57440 | 81000-115200 |
| a | 21. | Assistant Registrar H.G. | 15 | 36140-49740 | 72000-110400 |
| a | 22. | Assistant Registrar | 31 | 24040-38840 | 48000-89000 |
| b | 23. | Section Officer H.G | 272 | 20740-36140 | 43600-85000 |
| b | 24. | Section Officer | | 18740-33680 | 41500-83000 |
| c | 25. | Assistant Section Officer | 250 | 16980-31360 | 33900-68700 |
| c | 26. | Senior Grade Assistant | 250 | 16180-29180 | 32300-65400 |
| c | 27. | Assistant | 250 | 13900-24040 | 29200-59400 |
| | 28. | Telephone Supervisor | 1 | 13900-24040 | 27800-56700 |
| | 29. | Telephonist | 1 | 9190-15780 | 20000-41500 |
| | 30. | Clerical Assistant | 56 | 9190-15780 | 20000-41500 |
| | 31. | Roneo Operator | 10 | 9190-15780 | 20000-41500 |
| | 32. | Head Office Attendant | 188 | 9190-15780 | 20000-41500 |
| a | 33. | Office Attendant/Watchman(HG) | | 8730-13540 | 18000-37500 |
| a | 34. | Office | | 8500-13210 | 17000-35700 |

| | | | | | |
|---|-----|---|----|-------------|--------------|
| | | Attendant/Watchman | | | |
| | | Publication Wing | | | |
| | 35. | Publication Officer | 1 | 29180-43640 | 58050-101400 |
| | | Adult Education Wing(Project) | | | |
| | 36. | Deputy Director(Adult Education) | 1 | 29180-43640 | 58050-101400 |
| | 37. | Assistant Director(Adult) | 1 | 22360-37940 | 45800-87000 |
| | 38. | Adult Education Worker | 1 | 13210-22360 | 26500-54000 |
| | | Technical Staff in Teaching Department | | | |
| | 39. | Scientific Officer | 1 | 29180-43640 | 58050-101400 |
| | 40. | Technical Officer Gr I | 1 | 22360-37940 | 45800-87000 |
| | 41. | Technical Officer Gr II | 1 | 21240-37040 | 43600-85000 |
| | 42. | Technical Assistant | 1 | 19240-34500 | 39500-79200 |
| | | Computer Wing | | | |
| d | 43. | System Administrator | 1 | 29180-43640 | 58050-101400 |
| | 44. | Programmer | 5 | 22360-37940 | 45800-87000 |
| | 45. | Assistant Programmer | 5 | 16980-31360 | 33900-68700 |
| # | 46. | Data Entry Assistant/Operator | 1 | 10480-18300 | 22200-45800 |
| | | Library | | | |
| # | 47. | Assistant Librarian | 2 | 22360-37940 | 45800-87000 |
| | 48. | Junior Librarian | 13 | 18740-33680 | 37500-75600 |
| | 49. | Professional Assistant Grade I | 21 | 16980-31360 | 33900-68700 |
| | 50. | Professional Assistant | 18 | 14620-25280 | 29200-59400 |

| | | | | | |
|---|-----|---|----|-------------|--------------|
| | | Grade II | | | |
| | 51. | Library Assistant | 13 | 9190-15780 | 20000-41500 |
| | | Fair Copy Wing | | | |
| | 52. | Pool Officer | 4 | 22360-37940 | 45800-87000 |
| | 53. | Section Officer(FC&D)(HG) | 30 | 20740-36140 | 41500-83000 |
| | 54. | Section Officer(FC&D) | | 18740-33680 | 37500-75600 |
| b | 55. | Office Superintendent (H.G) | | 20740-36140 | 43600-85000 |
| b | 56. | Office Superintendent | 25 | 18740-33680 | 41500-83000 |
| e | 57. | Computer Assistant (Sel. Grade) | 31 | 16980-31360 | 33900-68700 |
| e | 58. | Computer Assistant(Sr. Grade) | 31 | 16180-29180 | 32300-65400 |
| e | 59. | Computer Assistant (Gr.I) | 31 | 13900-24040 | 29200-59400 |
| e | 60. | Computer Assistant (Gr.II) | 31 | 10480-18300 | 22200-45800 |
| | | Laboratory Wing | | | |
| | 61. | Field Officer, Botany | 1 | 29180-43640 | 58050-101400 |
| | 62. | Assistant Superintendent (Botanical Gardens) | 1 | 19240-34500 | 39500-79200 |
| | 63. | Herbarium Curator | 1 | 18740-33680 | 37500-75600 |
| | 64. | Herbarium Assistant(HG) | 1 | 11620-20240 | 23400-48000 |
| | 65. | Assistant Curator Gr I | 1 | 13900-24040 | 27800-56700 |
| | 66. | Assistant Curator Gr II | 1 | 13210-22360 | 26500-54000 |
| | 67. | Technical Assistant (Lab) | 1 | 13210-22360 | 26500-54000 |
| | 68. | Taxidermist | 1 | 9940-16580 | 21100-43600 |
| | 69. | Animal Room Technician, Life Sciences | 1 | 9940-16580 | 21100-43600 |
| | 70. | Lab Assistant | 15 | 9190-15780 | 20000-41500 |

| | | | | |
|-----|------------------------------------|---|-------------|-------------|
| 71. | Skilled Assistant(Psychology) | 1 | 9190-15780 | 20000-41500 |
| 72. | Herbarium Assistant | 1 | 9940-16580 | 21100-43600 |
| 73. | Semi Skilled Lab Attender(Physics) | 1 | 8730-13540 | 18000-37500 |
| 74. | Field cum Animal Room Attender | 1 | 8500-13210 | 17000-35700 |
| 75. | Filter Plant Cleaner | 3 | 8500-13210 | 17000-35700 |
| 76. | Specimen Collector | 1 | 8500-13210 | 17000-35700 |
| | Health Centre | | | |
| 77. | Physician/Lady Medical Officer | 2 | 24040-38840 | 48000-89000 |
| 78. | Head Nurse | 1 | 16180-29180 | 32300-65400 |
| 79. | Staff Nurse(HG) | 1 | 14620-25280 | 29200-59400 |
| 80. | Store Keeper(Pharmacist) | 1 | 16180-29180 | 32300-65400 |
| 81. | Staff Nurse | 4 | 13210-22360 | 26500-54000 |
| 82. | Pharmacist | 2 | 11620-20240 | 23400-48000 |
| 83. | Lab Technician | 1 | 11620-20240 | 23400-48000 |
| 84. | Hospital Assistant | 1 | 9190-15780 | 20000-41500 |
| 85. | Nursing Assistant | 3 | 9190-15780 | 20000-41500 |
| | School of Drama | | | |
| 86. | Technician(School of Drama) | 6 | 18740-33680 | 37500-75600 |
| 87. | Photographer | 1 | 15380-25900 | 30700-62400 |
| 88. | Artist-cum-Photographer | 2 | 15380-25900 | 30700-62400 |
| 89. | Videographer | 1 | 15380-25900 | 30700-62400 |
| 90. | Theater Photographer | 1 | 15380-25900 | 30700-62400 |

| | | | | | |
|---|------|--|----|-------------|--------------|
| | 91. | Technical Assistant | 1 | 15380-25900 | 30700-62400 |
| | 92. | Cinema Operator cum Electrician | 1 | 13900-24040 | 27800-56700 |
| | 93. | Assistant Photographer | 1 | 13210-22360 | 26500-54000 |
| | 94. | Dark Room Assistant | 1 | 9940-16580 | 21100-43600 |
| | | Engineering/Technical Wing | | | |
| | 95. | University Engineer | 1 | 36140-49740 | 72000-110400 |
| | 96. | Executive Engineer | 2 | 36140-49740 | 72000-110400 |
| | 97. | Instrumentation Engineer | 1 | 36140-49740 | 72000-110400 |
| | 98. | Junior Engineer Instrumentation | 1 | 20740-36140 | 41500-83000 |
| f | 99. | Assistant Executive Engineer | 4 | 21240-37040 | 43600-85000 |
| | 100. | Assistant Engineer(Directly Recruited) | 10 | 20740-36140 | 41500-83000 |
| | 101. | Divisional Accountant | 1 | 18740-33680 | 37500-75600 |
| | 102. | Technician | 1 | 18740-33680 | 37500-75600 |
| | 103. | AC cum Refrigeration Mechanic | 1 | 15380-25900 | 30700-62400 |
| b | 104. | Overseer Gr I | 3 | 13900-24040 | 27800-56700 |
| b | 105. | Overseer Gr II | 7 | 11620-20240 | 23400-48000 |
| | 106. | Plumbing Overseer | 1 | 11620-20240 | 23400-48000 |
| | 107. | Plumber | 8 | 9190-15780 | 20000-41500 |
| | 108. | Pumping Overseer | 1 | 11620-20240 | 23400-48000 |
| # | 109. | Pump Operator (HG) | | 11620-20240 | 23400-48000 |
| | 110. | Pump Operator | 17 | 9190-15780 | 20000-41500 |
| # | 111. | Senior Electrician | 6 | 13900-24040 | 27800-56700 |

| | | | | | |
|---|------|--|----|-------------|-------------|
| | 112. | Electrician | 6 | 9190-15780 | 20000-41500 |
| | 113. | Mechanic cum Plumber | 1 | 13900-24040 | 27800-56700 |
| # | 114. | Technician Grade C | 1 | 13900-24040 | 27800-56700 |
| | 115. | Technician Grade B | 1 | 11620-20240 | 23400-48000 |
| | 116. | Technician Grade A | 1 | 9940-16580 | 21100-43600 |
| | 117. | Workshop Mechanic cum LNP Plant Operator | 1 | 13210-22360 | 26500-54000 |
| | 118. | Line Helper | 9 | 8730-13540 | 18000-37500 |
| | 119. | Tracer | 1 | 9190-15780 | 20000-41500 |
| | 120. | Skilled Assistant | 1 | 8730-13540 | 18000-37500 |
| | 121. | Electricity Worker | 5 | 8730-13540 | 18000-37500 |
| | 122. | Workshop Assistant | 1 | 8500-13210 | 17000-35700 |
| | | Transport Wing | | | |
| # | 123. | Vehicle Examiner | 1 | 16180-29180 | 32300-65400 |
| # | 124. | HV Driver | 4 | 11620-20240 | 23400-48000 |
| i | 125. | LV Driver | 10 | 9190-15780 | 20000-41500 |
| | 126. | Bus Conductor | 2 | 9940-16580 | 21100-43600 |
| | 127. | Bus Cleaner | 2 | 8500-13210 | 17000-35700 |
| | | Printing Press | | | |
| | 128. | Superintendent | 1 | 24040-38840 | 48000-89000 |
| | 129. | Assistant Superintendent | 1 | 19240-34500 | 39500-79200 |
| | 130. | General Foreman | 1 | 16980-31360 | 33900-68700 |
| | 131. | Junior Foreman(Composing, Printing, Binding) | 3 | 15380-25900 | 30700-62400 |
| | 132. | Assistant Foreman | 3 | 15380-25900 | 30700-62400 |

| | | | | | |
|---|------|---|----|-------------|-------------|
| | 133. | Proof Reader | 1 | 14620-25280 | 29200-59400 |
| g | 134. | Binder (Senior Grade) | 6 | 14620-25280 | 29200-59400 |
| g | 135. | Compositor(Senior Grade) | 2 | 14620-25280 | 29200-59400 |
| g | 136. | Printer (Senior Grade) | 2 | 14620-25280 | 29200-59400 |
| | 137. | Store Keeper | 1 | 13210-22360 | 26500-54000 |
| | 138. | Offset Printing Machine Operator Grade I | - | 13900-24040 | 27800-56700 |
| g | 139. | Binder, Printer, Compositor (Gr. I) | 10 | 13210-22360 | 26500-54000 |
| | 140. | Offset Printing Machine Operator Grade II | - | 13210-22360 | 26500-54000 |
| | 141. | Time Keeper | 1 | 11620-20240 | 23400-48000 |
| | 142. | DTP Operator | 1 | 11620-20240 | 23400-48000 |
| | 143. | LD Computator | 1 | 10480-18300 | 22200-45800 |
| | 144. | Assistant Warehouse Man | 1 | 10480-18300 | 22200-45800 |
| g | 145. | LD Compositor | 1 | 9940-16580 | 21100-43600 |
| g | 146. | LD Binder | 6 | 9940-16580 | 21100-43600 |
| g | 147. | LD Printer | 1 | 9940-16580 | 21100-43600 |
| g | 148. | LD Counter | 1 | 9940-16580 | 21100-43600 |
| | 149. | Galley Press man | 1 | 8960-14260 | 19000-39500 |
| | 150. | Packer, Press | 1 | 8730-13540 | 18000-37500 |
| | 151. | Lascar, Press | - | 8730-13540 | 18000-37500 |
| | 152. | Gate Keeper | 1 | 8730-13540 | 18000-37500 |
| | | Security Wing | | | |
| | 153. | Security Officer | 1 | 20740-36140 | 41500-83000 |
| | 154. | Assistant Security Officer | 1 | 14620-25280 | 29200-59400 |

| | | | | | |
|---|------|------------------------------|----|-------------|--------------|
| | 155. | Sergeant | 1 | 14620-25280 | 29200-59400 |
| | 156. | Assistant Sergeant | 1 | 11620-20240 | 23400-48000 |
| h | 157. | Security Guard (HG) | 27 | 10480-18300 | 22200-45800 |
| h | 158. | Security Guard | | 9940-16580 | 21100-43600 |
| | 159. | Gurkha Watchman | 13 | 8500-13210 | 17000-35700 |
| | | Other Categories | | | |
| | 160. | Public Relations Officer | 1 | 29180-43640 | 58050-101400 |
| | 161. | Archivist(History) | 1 | 24040-38840 | 48000-89000 |
| | 162. | Curator (Malayalam) | 1 | 24040-38840 | 48000-89000 |
| | 163. | Coaches | 11 | 18740-33680 | 37500-75600 |
| | 164. | Farm Supervisor | 1 | 16180-29180 | 32300-65400 |
| | 165. | Senior House Keeper | 1 | 16180-29180 | 32300-65400 |
| | 166. | Field Assistant (Botany) | 1 | 11620-20240 | 23400-48000 |
| | 167. | Plantation Assistant(Botany) | 1 | 11620-20240 | 23400-48000 |
| | 168. | House Keeper(Ladies Hostel) | 1 | 13900-24040 | 27800-56700 |
| | 169. | Statistical Assistant | 1 | 9940-16580 | 21100-43600 |
| | 170. | Garden Mastery | 2 | 9190-15780 | 20000-41500 |
| | 171. | Matron | 1 | 9190-15780 | 20000-41500 |
| | 172. | Manuscript Keeper | 1 | 9190-15780 | 20000-41500 |
| | 173. | Gardener | 17 | 8730-13540 | 18000-37500 |
| | 174. | Grounds man | 3 | 8730-13540 | 18000-37500 |
| | 175. | Sweeper cum Scavenger | 54 | 8500-13210 | 17000-35700 |
| | 176. | Mosquito Sprayer | 1 | 8500-13210 | 17000-35700 |

| | | | | |
|------|-----------------------|---|------------|-------------|
| 177. | Animal Room Assistant | 1 | 8500-13210 | 17000-35700 |
| 178. | Room Boy cum Bearer | 3 | 8500-13210 | 17000-35700 |

- b. Higher Grade of Assistant Registrar & Office Attendant in the ratio 2:1.
- c. Higher Grade of Section Officer, Office Superintendent & Overseer in the ratio 1:1.
- d. Ratio between Assistant Section Officer, Sr.Gr Assistant and Assistant is 1:1:1.
- e. The present incumbent in the post of System Administrator is allowed to continue in the revise scale of pay of 81000-115200
- f. Grade ratio of Computer Assistant is 1:1:1:1.
- g. 1/3rd of the Assistant Executive Engineer post in the Higher Grade with pay 48000-89000
- h. Grade ratio of Binder, Compositor, Printer and Counter is 2:2:1.
- i. Grade ratio between Security Guard and Security Guard(HG) is 5:1.

The incumbents in the posts of Assistant Librarian(Non-UGC), Date Entry Operator, Pump Operator(HG), Senior Electrician, Technician Gr C, Vehicle Examiner, and HV Driver are having personal scale.

- j. 1:1:1 ratio promotion between Driver Gr.II, Gr.I and Senior Grade in the scales of pay of Rs.22200-45800 and Rs.23400-48000 to Gr.I and Senior Grade respectively. 10% of posts of the Driver Senior Grade is placed as Driver Sel.Grade in the scale of pay of Rs.29200-59400.

12.5 **The Cochin University of Science and Technology (CUSAT)**

- i) The post of Section Officer may be placed in the revised scale corresponding to Rs.20740-36140 and Higher Grade on revised scale corresponding to Rs.21240-37040. The post of Office Superintendent will be placed on the revised scale corresponding to Rs.20740-36140 and Higher Grade on Rs.21240-37040
The post of Confidential Assistant Selection Grade will be placed in the revised scale of pay corresponding to Rs.20740-36140. The post of Assistant may be placed in the revised scale corresponding to Rs.14620-25280. The post of Computer Assistant Grade I may be placed in the revised scale corresponding to Rs.14620-25280
The post of Confidential Assistant Grade I may be placed in the revised scale corresponding to Rs.14620-25280.
- ii) Normal revision is recommended for all other posts.

- iii) Existing personal scales may continue with revision till the present incumbent(s) vacate the post.
- iv) As per unification and streamlining of posts of Technical staff in the Teaching Department, Technical Assistant Grade III was re-designated as Technical Officer . Technical Assistant Grade III is the promotion post of Technical Assistant II which is now vacant. Hence the post of Technical Officer may be made as feeder category to Technical Officer Senior Grade.
- v) Re-designation of following posts is also recommended for unification of such posts among various Universities.

| Name of Post | Existing Scale of Pay | Re-designation |
|---------------------|------------------------------|-----------------------|
| Technician V | 19240-32110 | Technician I |
| Technician IV | 18740-31360 | Technician II |
| Technician III | 11620-18740 | Technician III |
| Technician II | 11620-18740 | Technician IV |
| Technician I | 9940-15380 | Technician V |

Categories of Posts with the existing and proposed Scales of pay are given below

| SI No | Designations | No. of posts | Existing Scale of Pay | Revised Scale of Pay |
|--------------|----------------------------|---------------------|------------------------------|-----------------------------|
| | UGC Scheme | | | |
| | Statutory Officers | | | |
| 1. | Vice Chancellor | 1 | UGC | UGC |
| 2. | Pro-Vice Chancellor | 1 | | |
| 3. | Registrar | 1 | | |
| 4. | Controller of Examinations | 1 | | |

| | | | | | |
|--|-----|---|-----|-------------|--------------|
| | 5. | Finance Officer | 1 | | |
| | | Teaching Staff | | | |
| | 6. | Professor | 65 | UGC | UGC |
| | 7. | Associate Professor/Reader | 78 | | |
| | 8. | Assistant Professor | 105 | | |
| | 9. | Assistant Director of Physical Education | 1 | | |
| | 10. | Professor | 35 | AICTE | AICTE |
| | 11. | Associate Professor | 66 | | |
| | 12. | Assistant Professor | 212 | | |
| | | Library | | | |
| | 13. | University Librarian | 1 | UGC | UGC |
| | 14. | Deputy Librarian | 1 | UGC | UGC |
| | 15. | Information Scientist | 1 | | |
| | 16. | Assistant Librarian | 10 | | |
| | | Other Officers | | | |
| | 17. | Planning & Development Officer | 1 | 36140-49740 | 72000-110400 |
| | 18. | Director of Student Welfare | 1 | 22360-37940 | 45800-87000 |
| | 19. | Placement and Training Officer (Lecturer Grade) | 1 | UGC | UGC |
| | 20. | Co-ordinator (Reader Scale) | 1 | | |

| | | | | | |
|---|-----|--|-----|-------------|--------------|
| | 21. | Student Counsellor (Reader/Lecturer Grade) | 1 | | |
| | | Administrative Wing | | | |
| | 22. | Joint Registrar | 3 | 44640-58640 | 89000-117600 |
| | 23. | Deputy Registrar | 8 | 40640-57440 | 81000-115200 |
| a | 24. | Assistant Registrar H.G. | 5 | 36140-49740 | 72000-110400 |
| a | 25. | Assistant Registrar | 10 | 24040-38840 | 48000-89000 |
| b | 26. | Section Officer H.G | 35 | 20740-36140 | 43600-85000 |
| b | 27. | Section Officer | 35 | 18740-33680 | 41500-83000 |
| c | 28. | Assistant Section Officer | 70 | 16980-31360 | 33900-68700 |
| c | 29. | Senior Grade Assistant | 70 | 16180-29180 | 32300-65400 |
| c | 30. | Assistant | 70 | 13900-24040 | 29200-59400 |
| | 31. | Clerical Assistant | 8 | 9190-15780 | 20000-41500 |
| | 32. | Attender (Clerical Attender) | 1 | 9190-15780 | 20000-41500 |
| a | 33. | Office Attendant | 102 | 8500-13210 | 17000-35700 |
| | 34. | Sweeper-cum-Cleaner(FT) | 43 | 8500-13210 | 17000-35700 |
| | | Technical Staff in Teaching Departments | | | |
| | 35. | Technical Officer Gr I (Sel Gr) | - | 29180-43640 | 58050-101400 |
| | 36. | Technical Officer Gr I (Sen Gr) | - | 22360-37940 | 45800-87000 |
| | 37. | Technical Officer Gr I | 2 | 21240-37040 | 43600-85000 |
| | 38. | Technical Assistant Gr III | 11 | 19240-34500 | 39500-79200 |
| | | Computer Wing | | | |
| | 39. | System Analyst | 2 | 21240-37040 | 43600-85000 |

| | | | | | |
|---|-----|--|-----|-------------|-------------|
| | 40. | System Manager | 1 | 21240-37040 | 43600-85000 |
| | 41. | Computer Programmer | Nil | 20740-36140 | 41500-83000 |
| | 42. | Computer Operator | Nil | 20740-36140 | 41500-83000 |
| | 43. | Programme Assistant | 1 | 20740-36140 | 41500-83000 |
| | | Library Staff | | | |
| | 44. | Assistant Librarian | 20 | 20740-36140 | 41500-83000 |
| | 45. | Junior Librarian | 9 | 18740-33680 | 37500-75600 |
| | 46. | Professional Assistant Gr I | 15 | 16980-31360 | 33900-68700 |
| | 47. | Professional Assistant Gr II | 13 | 14620-25280 | 29200-59400 |
| | 48. | Library Assistant | 9 | 9190-15780 | 20000-41500 |
| | | Fair Copy Section | | | |
| | 49. | Pool Officer | 3 | 22360-37940 | 45800-87000 |
| | 50. | Section Officer (Typist)HG | 10 | 20740-36140 | 41500-83000 |
| | 51. | Section Officer (Typist) | 9 | 18740-33680 | 37500-75600 |
| b | 52. | Office Superintendent (HG) | 16 | 20740-36140 | 43600-85000 |
| b | 53. | Office Superintendent | | 18740-33680 | 41500-83000 |
| f | 54. | Computer Assistant (Sel. Gr) | 20 | 16980-31360 | 33900-68700 |
| f | 55. | Computer Assistant (Sen. Gr) | 20 | 16180-29180 | 32300-65400 |
| f | 56. | Computer Assistant (Gr I) | 20 | 13900-24040 | 29200-59400 |
| f | 57. | Computer Assistant (Gr II) | 21 | 10480-18300 | 22200-45800 |
| | 58. | Storekeeper Gr.II (Electronic Science) | 1 | 16180-29180 | 32300-65400 |

| | | | | | |
|---|-----|---|-----|-------------|--------------|
| | | Laboratory Wing | | | |
| | 59. | Soil Analyst | Nil | 11620-20240 | 23400-48000 |
| | 60. | Chemical Assistant(Technician Gr II) | Nil | 13900-24040 | 27800-56700 |
| | 61. | Laboratory Assistant(Strength of Materials)(Technician Gr II) | Nil | 9940-16580 | 21100-43600 |
| | 62. | Laboratory Assistant(Metallurgical Welder)(Technician Gr II) | Nil | 9940-16580 | 21100-43600 |
| | 63. | Laboratory Technician | 1 | 9940-16580 | 21100-43600 |
| | 64. | Hatchery Assistant | 1 | 9190-15780 | 20000-41500 |
| | 65. | Hatchery Assistant cum Syrang & Driver | 1 | 9940-16580 | 21100-43600 |
| | 66. | Specimen Collector | 1 | 9940-16580 | 21100-43600 |
| | 67. | Aquarium Assistant | 1 | 9190-15780 | 20000-41500 |
| | 68. | Laboratory Assistant | 14 | 9940-16580 | 21100-43600 |
| | 69. | Lab Attendant | 6 | 9190-15780 | 20000-41500 |
| | | Engineering/Technical Wing | | | |
| | 70. | University Engineer | 1 | 36140-49740 | 72000-110400 |
| | 71. | Technical Officer/Exe. Engineer | 1 | 36140-49740 | 72000-110400 |
| d | 72. | Assistant Executive Engineer(Civil) | 4 | 21240-37040 | 43600-85000 |
| d | 73. | Assistant Executive Engineer(Electrical) | 1 | 21240-37040 | 43600-85000 |
| | 74. | Assistant Engineer(Electrical) | 2 | 20740-36140 | 41500-83000 |

| | | | | | |
|---|-----|---------------------------|-----|-------------|-------------|
| | 75. | Assistant Engineer(Civil) | 7 | 20740-36140 | 41500-83000 |
| | 76. | Mechanic | 1 | 11620-20240 | 23400-48000 |
| e | 77. | Overseer Gr I(Civil) | 3 | 13900-24040 | 27800-56700 |
| | 78. | Overseer Gr I(Electrical) | 3 | 13900-24040 | 27800-56700 |
| e | 79. | Overseer Gr II(Civil) | 3 | 11620-20240 | 23400-48000 |
| | 80. | Overseer Gr III(Civil) | 4 | 9940-16580 | 21100-43600 |
| | 81. | Electrician Gr II | 8 | 9190-15780 | 20000-41500 |
| | 82. | Technician Gr I | 38 | 9940-16580 | 21100-43600 |
| | 83. | Plumber | 3 | 9190-15780 | 20000-41500 |
| | 84. | Plumbing Supervisor | 1 | 11620-20240 | 23400-48000 |
| | 85. | Pump Operator | 1 | 9190-15780 | 20000-41500 |
| | 86. | Line Helper | 9 | 8730-13540 | 18000-37500 |
| | 87. | Workshop Attender(PS&RT) | 1 | 9190-15780 | 20000-41500 |
| | 88. | Net Maker | 1 | 9190-15780 | 20000-41500 |
| | 89. | Technical Assistant Gr II | 44 | 16180-29180 | 32300-65400 |
| | 90. | Technical Assistant Gr I | 26 | 13900-24040 | 27800-56700 |
| | 91. | Store Keeper Gr III | 4 | 13900-24040 | 27800-56700 |
| | 92. | Store Keeper Gr II | Nil | 16180-29180 | 32300-65400 |
| | 93. | Store Keeper Gr I | Nil | 18740-33680 | 37500-75600 |
| | 94. | Technician I | 2 | 19240-34500 | 39500-79200 |
| | 95. | Technician II | 3 | 18740-33680 | 37500-75600 |
| | 96. | Technician III | 1 | 11620-20240 | 23400-48000 |
| | 97. | Technician IV | 2 | 11620-20240 | 23400-48000 |
| | 98. | Technician V | 4 | 9940-16580 | 21100-43600 |

| | | | | | |
|--|------|--|-----|-------------|--------------|
| | 99. | Maintenance Engineer(Technical Officer Gr I. Sel Gr) | 1 | 29180-43640 | 58050-101400 |
| | 100. | Technical Officer Gr II | 1 | 29180-43640 | 58050-101400 |
| | 101. | Photocopier/Duplicator Operator | 6 | 9940-16580 | 21100-43600 |
| | 102. | Duplicator Operator | | 9940-16580 | 21100-43600 |
| | 103. | Operator Reprographic Unit | 1 | 9940-16580 | 21100-43600 |
| | 104. | Senior Technical Assistant(Technical Assistant Gr III) | 1 | 20740-36140 | 41500-83000 |
| | 105. | Welding Technologist (Technical Asst Gr III) | 1 | 20740-36140 | 41500-83000 |
| | 106. | Senior Technical Assistant(Technical Assistant Gr II) | Nil | 13900-24040 | 27800-56700 |
| | 107. | Ammonia Print-cum Photocopier Operator | 1 | 9940-16580 | 21100-43600 |
| | 108. | Lathe Operator Technician Gr II | 2 | 13900-24040 | 27800-56700 |
| | 109. | Technician | 24 | 11620-20240 | 23400-48000 |
| | 110. | Welder Technician Gr II | Nil | 11620-20240 | 23400-48000 |
| | 111. | Fitter Technician Gr II | Nil | 11620-20240 | 23400-48000 |
| | 112. | | Nil | 11620-20240 | 23400-48000 |
| | 113. | | Nil | 13900-24040 | 27800-56700 |
| | | Transport Wing | | | |
| | 114. | Engine Driver | 1 | 18740-33680 | 37500-75600 |
| | 115. | Deck Officer | 1 | 24040-38840 | 48000-89000 |

| | | | | | |
|---|------|---|----|-------------|-------------|
| | 116. | Assistant Engine Driver | 1 | 13210-22360 | 26500-54000 |
| | 117. | Assistant Deck Officer | 1 | 13210-22360 | 26500-54000 |
| j | 118. | HV Driver | 5 | 9190-15780 | 20000-41500 |
| h | 119. | LV Driver/Vehicle Supervisor | 7 | 9190-15780 | 20000-41500 |
| | 120. | Conductor | 4 | 9940-16580 | 21100-43600 |
| | 121. | Boatman | 1 | 8500-13210 | 17000-35700 |
| | 122. | Lascar | 1 | 8500-13210 | 17000-35700 |
| | | Printing Press | | | |
| | 123. | Artist cum Photographer | 1 | 13210-22360 | 26500-54000 |
| | 124. | Printer | 1 | 9940-16580 | 21100-43600 |
| | | Publication Wing | | | |
| | 125. | Director of Public Relations and Publications | 1 | 22360-37940 | 45800-87000 |
| | 126. | Editorial Assistant | 1 | 16180-29180 | 32300-65400 |
| | | Security Wing | | | |
| | 127. | Security Officer | 1 | 20740-36140 | 41500-83000 |
| | 128. | Sergeant | 3 | 13900-24040 | 27800-56700 |
| g | 129. | Security Guard | 39 | 9940-16580 | 21100-43600 |
| | | Other Categories | | | |
| | 130. | Store Officer (Ship Technology) | 1 | 18740-33680 | 37500-75600 |
| | 131. | Statistical Officer | 1 | 18740-33680 | 37500-75600 |
| | 132. | Warden cum Physical Trainer | 2 | 16180-29180 | 32300-65400 |
| | 133. | Mess Manager cum Assistant Warden | 2 | 13210-22360 | 26500-54000 |

| | | | | |
|------|--|----|-------------|-------------|
| 134. | Matron | 1 | 13900-24040 | 27800-56700 |
| 135. | Store Keeper Gr II (Electronics, Photonics, PS&RT) | 1 | 13210-22360 | 26500-54000 |
| 136. | Assistant Matron | 3 | 11620-20240 | 23400-48000 |
| 137. | Garden Maistry | 1 | 9190-15780 | 20000-41500 |
| 138. | Gardener | 12 | 8730-13540 | 18000-37500 |
| 139. | Room Boy(Guest House & Athidhi Bhavan) | 2 | 8730-13540 | 18000-37500 |
| 140. | Cook | 1 | 8960-14260 | 19000-39500 |

- b. Higher Grade of Assistant Registrar & Office Attendant in the ratio 2:1.
- c. Higher Grade of Section Officer & Office Superintendent in the ratio 1:1.
- d. Ratio between Assistant Section Officer, Sr.Gr Assistant and Assistant is 1:1:1.
- e. 1/3rd of the post of Asst. Executive Engineer is in HG with scale 48000-89000
- f. The grade ratio between Overseer Gr I & Gr II is 1:1.
- g. Grade ratio of Computer Assistant is 1:1:1:1.
- h. The grade ratio of Security Guard and Security Guard(HG) is 5:1.
- i. 1:1:1 ratio promotion between Driver Gr.II, Gr.I and Senior Grade respectively. 10% of posts of the Driver Senior Grade is placed as Driver Sel.Grade in the scale of pay of Rs.29200-59400.

12.6 The Kerala Agricultural University :

- i) The post of Section Officer may be placed in the revised scale corresponding to Rs.20740-36140 and Higher Grade on revised scale corresponding to Rs.21240-37040. The post of Office Superintendent will be placed on the revised scale corresponding to Rs.20740-36140 and Higher Grade on Rs.21240-37040. The post of Confidential Assistant Selection Grade will be placed in the revised scale of pay corresponding to Rs.20740-36140 . The post of Assistant may be placed in the revised scale corresponding to Rs.14620-25280. The post of Computer Assistant Grade I may be placed in the revised scale corresponding to Rs.14620-25280. The post of Confidential Assistant Grade I may be placed in the revised scale corresponding to Rs.14620-25280.
- ii) Normal revision is recommended for all other posts.

- iii) Existing personal scales may continue with the revision till the incumbent(s) vacate the post.
- iv) The post of Farm Superintendent (Agriculture) , Farm Manger Grade I and II (Agriculture), Farm Officer Selection Grade (Agriculture), Senior Farm Superintendent (Veterinary) , Farm Supervisor Grade I , II (Veterinary) and Farm Assistant Selection Grade (Veterinary) were abolished based on recommendation of the 9th Pay Revision Commission. But these posts are being continued except Farm Officer Selection Grade (Agriculture) and Farm Assistant Selection Grade (Veterinary) on the basis of the Judgment of the Kerala High Court. Since the matter is subjudice, the present arrangement may continue as such with corresponding revision .
- v) Increase in the scale of pay allowed to Lower Primary School Teachers and High School Teachers in Government Service subsequent to the revision as on 1/7/2009 may be extended to the teachers of school run by the Agricultural University also.

Categories of Posts with the existing and proposed Scales of pay are given below

| SI No | Designations | No.of posts | Existing Scale of Pay | Revised Scale of Pay |
|-------|------------------------------|-------------|-----------------------|----------------------|
| | UGC Scheme | | | |
| | Statutory Officers | | | |
| 1. | Vice Chancellor | 1 | UGC | UGC |
| 2. | Registrar | 1 | | |
| 3. | Comptroller | 1 | 44640-58640 | 89000-117600 |
| 4. | Teaching Staff | | | |
| 5. | Professor | 86 | UGC | UGC |
| 6. | Associate Professor | 190 | | |
| 7. | Assistant Professor | 496 | | |
| | Other Officers | | | |
| 8. | Director of Students Welfare | 1 | UGC | UGC |

| | | | | | |
|---|-----|--|-----|-------------|--------------|
| | 9. | Deputy Director of Students Welfare | 1 | UGC | UGC |
| | | Library | | | |
| | 10. | University Librarian | 1 | UGC | UGC |
| | 11. | Deputy Librarian | 1 | | |
| | 12. | Assistant Librarian | 7 | | |
| | | Administrative Wing | | | |
| | 13. | Joint Registrar/Senior Deputy Comptroller/Senior Administrative Officer | 4 | 44640-58640 | 89000-117600 |
| | 14. | Deputy Registrar/Deputy Comptroller/Estate Officer/Financial Assistant/Administrative Officer Gr I | 7 | 40640-57440 | 81000-115200 |
| a | 15. | Assistant Registrar H.G./Assistant Comptroller HG/Recruitment Officer HG/Administrative Officer HG | 6 | 36140-49740 | 72000-110400 |
| a | 16. | Assistant Registrar /Assistant Comptroller /Recruitment Officer / Administrative Officer-II | 11 | 24040-38840 | 48000-89000 |
| b | 17. | Section Officer H.G | 56 | 20740-36140 | 43600-85000 |
| b | 18. | Section Officer | 56 | 18740-33680 | 41500-83000 |
| c | 19. | Assistant Section Officer | 112 | 16980-31360 | 33900-68700 |
| c | 20. | Senior Grade Assistant | 112 | 16180-29180 | 32300-65400 |
| c | 21. | Assistant | 112 | 13900-24040 | 29200-59400 |
| h | 22. | Clerical Assistant (Sel. Gr) | 91 | 13900-24040 | 27800-56700 |
| h | 23. | Clerical Assistant (Sen. Gr) | | 11620-20240 | 23400-48000 |
| | 24. | Clerical Assistant (H.Gr) | | 10480-18300 | 22200-45800 |
| | 25. | Clerical Assistant | | 9190-15780 | 20000-41500 |

| | | | | | |
|---|-----|--|-----|-------------|-------------|
| h | 26. | Duplicating Machine Operator (Sel. Gr) | | 13900-24040 | 27800-56700 |
| h | 27. | Duplicating Machine Operator (Sen. Gr) | 14 | 11620-20240 | 23400-48000 |
| h | 28. | Duplicating Machine Operator (Gr-I) | | 9940-16580 | 21100-43600 |
| | 29. | Duplicating Machine Operator (Gr-II) | | 9190-15780 | 20000-41500 |
| h | 30. | Class-IV Employees (Sel Gr) | - | 9940-16580 | 21100-43600 |
| h | 31. | Class-IV Employees (Sen Gr) | - | 9190-15780 | 20000-41500 |
| a | 32. | Class-IV Employees (Gr I) | 109 | 8730-13540 | 18000-37500 |
| a | 33. | Class-IV Employees (Gr-II) | 219 | 8500-13210 | 17000-35700 |
| | 34. | Daffedar | 1 | 9190-15780 | 20000-41500 |
| | | Library | | | |
| | 35. | Reference Assistant HG/Assistant Librarian Gr II | 14 | 20740-36140 | 41500-83000 |
| | 36. | Reference Assistant | | 18740-33680 | 37500-75600 |
| | 37. | Technical Assistant | | 16980-31360 | 33900-68700 |
| | 38. | Library Assistant | | 14620-25280 | 29200-59400 |
| | | Fair Copy Section | | | |
| d | 39. | Pool Officer | 1 | 22360-37940 | 45800-87000 |
| d | 40. | Section Officer(FC&D)HG | Nil | 20740-36140 | 41500-83000 |
| d | 41. | Section Officer(FC&D) | Nil | 18740-33680 | 37500-75600 |
| b | 42. | Office Superintendent HG | 25 | 20740-36140 | 43600-85000 |
| b | 43. | Office Superintendent | 25 | 18740-33680 | 41500-83000 |
| e | 44. | Computer Asst (Sel. Gr) | 31 | 16980-31360 | 33900-68700 |
| e | 45. | Computer Asst (Sen Gr) | 31 | 16180-29180 | 32300-65400 |

| | | | | | |
|---|-----|--|----|-------------|--------------|
| e | 46. | Computer Asst Gr I | 31 | 13900-24040 | 29200-59400 |
| e | 47. | Computer Asst Gr II | 34 | 10480-18300 | 22200-45800 |
| | | Computer Section | | | |
| | 48. | Systems Manager | 1 | 29180-43640 | 58050-101400 |
| | 49. | Programmer | 3 | 22360-37940 | 45800-87000 |
| | 50. | Junior Programmer | 10 | 20740-36140 | 41500-83000 |
| h | 51. | Data Entry Operator | 1 | 13210-22360 | 26500-54000 |
| | | Technical Staff in Teaching Department | | | |
| | 52. | Scientific Officer | 30 | 29180-43640 | 58050-101400 |
| | 53. | Technical Officer Gr I | | 22360-37940 | 45800-87000 |
| | 54. | Technical Officer Gr II | | 21240-37040 | 43600-85000 |
| | 55. | Technical Assistant | | 19240-34500 | 39500-79200 |
| | | Lab | | | |
| | 56. | Bacteriology Assistant/Graduate Laboratory Assistant/ Laboratory Technician/Analyst/Research Assistant | 10 | 19240-34500 | 39500-79200 |
| h | 57. | Lab Assistant Sel Gr | 32 | 13900-24040 | 27800-56700 |
| h | 58. | Lab Assistant Senior Gr | | 13900-24040 | 27800-56700 |
| h | 59. | Lab Assistant Gr-I | | 13210-22360 | 26500-54000 |
| | 60. | Lab Assistant Gr- II | | 9940-16580 | 21100-43600 |
| | 61. | Assistant Chemist | 1 | 15380-25900 | 30700-62400 |
| | | Farm Staff | | | |
| # | 62. | Farm Superintendent(Agriculture) | 20 | 20740-36140 | 41500-83000 |
| # | 63. | Farm Manager- I(Agriculture) | 20 | 18740-33680 | 37500-75600 |

| | | | | | |
|---|-----|--|-----|-------------|--------------|
| # | 64. | Farm Manager- II(Agriculture) | 33 | 18740-33680 | 37500-75600 |
| k | 65. | Farm Officer Sen. Gr(Agriculture) | 56 | 16180-29180 | 32300-65400 |
| k | 66. | Farm Officer Gr-I(Agriculture) | 56 | 13900-24040 | 27800-56700 |
| k | 67. | Farm Officer Gr-II(Agriculture) | 56 | 10480-18300 | 22200-45800 |
| # | 68. | Senior Farm Supervisor (Vety) | 1 | 20740-36140 | 41500-83000 |
| # | 69. | Farm Supervisor Gr-I(Vety) | 2 | 18740-33680 | 37500-75600 |
| # | 70. | Farm Supervisor Gr-II(Vety) | 2 | 18740-33680 | 37500-75600 |
| l | 71. | Farm Assistant Sen.Gr(vety) | 5 | 16180-29180 | 32300-65400 |
| l | 72. | Farm Assistant Gr-I(vety) | 5 | 13900-24040 | 27800-56700 |
| l | 73. | Farm Assistant Gr-II(vety) | 5 | 10480-18300 | 22200-45800 |
| | 74. | Processing Technology Assistant | 1 | 15380-25900 | 30700-62400 |
| | 75. | Dairy Assistant | Nil | 13900-24040 | 27800-56700 |
| | 76. | Field Man(Fisheries) | Nil | 10480-18300 | 22200-45800 |
| | 77. | Syce | Nil | 9940-16580 | 21100-43600 |
| | 78. | Field Supervisor | 1 | 8730-13540 | 18000-37500 |
| | 79. | Fisherman | 4 | 8730-13540 | 18000-37500 |
| | | Engineering/Technical Wing | | | |
| | 80. | Director of Physical Plant | 1 | 36140-49740 | 72000-110400 |
| h | 81. | Executive Engineer (HG) | Nil | 36140-49740 | 72000-110400 |
| | 82. | Instrumentation Engineer | Nil | 36140-49740 | 72000-110400 |
| | 83. | Executive Engineer | 2 | 36140-49740 | 72000-110400 |
| f | 84. | Assistant Executive Engineer(Electrical/Mech/Civil) | 9 | 21240-37040 | 43600-85000 |
| | 85. | Assistant Engineer (Electronics/Agri Engineering) | Nil | 20740-36140 | 41500-83000 |

| | | | | | |
|---|------|---|-----|-------------|-------------|
| | 86. | Assistant Engineer (Electrical/Mech/Civil) | 24 | 20740-36140 | 41500-83000 |
| | 87. | Overseer Gr-I | 29 | 13900-24040 | 27800-56700 |
| h | 88. | Pump Operator Sel. Gr | 27 | 13900-24040 | 27800-56700 |
| h | 89. | Pump Operator Sen. Gr | | 11620-20240 | 23400-48000 |
| h | 90. | Pump Operator Gr-I | | 9940-16580 | 21100-43600 |
| | 91. | Pump Operator Gr-II | | 9190-15780 | 20000-41500 |
| | 92. | Lineman | 2 | 8730-13540 | 18000-37500 |
| | 93. | Workshop Attender | Nil | 9190-15780 | 20000-41500 |
| | 94. | Workshop Mate | nil | 8500-13210 | 17000-35700 |
| | 95. | Assistant Agricultural Engineer(HG) | nil | 24040-38840 | 48000-89000 |
| | 96. | Assistant Agricultural Engineer | | 21240-37040 | 43600-85000 |
| | 97. | Training Assistant | 29 | 16180-29180 | 32300-65400 |
| | 98. | Technical Assistant(Statistics) | 2 | 16180-29180 | 32300-65400 |
| | 99. | Technical Assistant in the All India Co-ordinated Research project on Biological Control of Crop Pests under the Kerala Agricultural University | 1 | 16180-29180 | 32300-65400 |
| | 100. | Trade Assistant | 7 | 11620-20240 | 23400-48000 |
| h | 101. | Senior Technical Supervisor | 43 | 20740-36140 | 41500-83000 |
| h | 102. | Technical Supervisor Gr-I | | 18740-33680 | 37500-75600 |
| h | 103. | Technical Supervisor Gr-II | | 18740-33680 | 37500-75600 |
| h | 104. | Technician Sel.Gr | | 16980-31360 | 33900-68700 |
| h | 105. | Technician Sen.Gr | | 16180-29180 | 32300-65400 |
| h | 106. | Technician Gr-I | | 13900-24040 | 27800-56700 |

| | | | | | |
|---|------|-------------------------|-------------|-------------|-------------|
| | 107. | Technician Gr-II | | 8960-14260 | 19000-39500 |
| | | Transport Wing | | | |
| h | 108. | Vehicle Supervisor(HDV) | Nil | 16980-31360 | 33900-68700 |
| i | 109. | HDV Driver Sel. Gr | 3 | 14620-25280 | 29200-59400 |
| i | 110. | HDV Driver Sen. Gr | 3 | 11620-20240 | 23400-48000 |
| i | 111. | HDV Driver Gr-I | 3 | 10480-18300 | 22200-45800 |
| i | 112. | HDV Driver Gr-II | 6 | 9190-15780 | 20000-41500 |
| h | 113. | Vehicle Supervisor(LDV) | nil | 14620-25280 | 29200-59400 |
| i | 114. | LDV Driver Sel. Gr | 76 | 14620-25280 | 29200-59400 |
| i | 115. | LDV Driver Sen.Gr | | 11620-20240 | 23400-48000 |
| i | 116. | LDV Driver Gr-I | | 10480-18300 | 22200-45800 |
| i | 117. | LDV Driver Gr-II | | 9190-15780 | 20000-41500 |
| h | 118. | Bus Attendant Sel. Gr | | 11 | 13900-24040 |
| h | 119. | Bus Attendant Sen. Gr | 13900-24040 | | 27800-56700 |
| h | 120. | Bus Attendant Gr-I | 11620-20240 | | 23400-48000 |
| | 121. | Bus Attendant Gr-II | 8960-14260 | | 19000-39500 |
| h | 122. | Tractor Driver Sel. Gr | - | 13900-24040 | 27800-56700 |
| h | 123. | Tractor Driver Sen.Gr | - | 11620-20240 | 23400-48000 |
| j | 124. | Tractor Driver Gr-I | 5 | 10480-18300 | 22200-45800 |
| j | 125. | Tractor Driver Gr-II | 5 | 9190-15780 | 20000-41500 |
| | 126. | Skipper Gr-II | Nil | 19240-34500 | 39500-79200 |
| | 127. | Engineer in Charge | nil | 15380-25900 | 30700-62400 |
| | 128. | Gear Technician | nil | 9940-16580 | 21100-43600 |
| | 129. | Deck Hand | nil | 8500-13210 | 17000-35700 |

| | | | | | |
|---|------|-----------------------------------|----|-------------|-------------|
| | | Printing Press | | | |
| | 130. | Press Manager | 1 | 18740-33680 | 37500-75600 |
| | 131. | General Foreman | 1 | 16980-31360 | 33900-68700 |
| | 132. | Senior Foreman | 1 | 16180-29180 | 32300-65400 |
| | 133. | Senior Proof Reader | 1 | 16180-29180 | 32300-65400 |
| | 134. | Junior Foreman | 1 | 15380-25900 | 30700-62400 |
| | 135. | Proof Reader Gr-I | 2 | 15380-25900 | 30700-62400 |
| | 136. | Proof Reader Gr-II | | 14620-25280 | 29200-59400 |
| h | 137. | Printer/Compositor/Binder Sel. Gr | - | 14620-25280 | 29200-59400 |
| g | 138. | Printer/Compositor/Binder Sen. Gr | 4 | 14620-25280 | 29200-59400 |
| g | 139. | Printer/Compositor/Binder Gr-I | 9 | 13210-22360 | 26500-54000 |
| g | 140. | Printer/Compositor/Binder/Gr-II | 10 | 9940-16580 | 21100-43600 |
| | 141. | Copy Holder | 2 | 10480-18300 | 22200-45800 |
| | 142. | Computer (Press) | 1 | 10480-18300 | 22200-45800 |
| | | School Staff | | | |
| | 143. | Headmaster | 1 | 20740-36140 | 41500-83000 |
| | 144. | Teacher HSA Sel. Gr | 8 | 19240-34500 | 39500-79200 |
| | 145. | Teacher HSA Sen. Gr | | 18740-33680 | 37500-75600 |
| | 146. | Teacher HSA (HG) | | 16980-31360 | 33900-68700 |
| | 147. | Teacher HSA | | 14620-25280 | 30700-62400 |
| | 148. | Teacher LPSA Sel. Gr | | 16980-31360 | 33900-68700 |
| | 149. | Teacher LPSA Sen. Gr | | 16180-29180 | 32300-65400 |

| | | | | | |
|---|------|--|---|-------------|-------------|
| | 150. | Teacher LPSA Gr-I | 8 | 14620-25280 | 29200-59400 |
| | 151. | Teacher LPSA | | 11620-20240 | 26500-54000 |
| | 152. | UPSA/SA(Malayalam Medium) UPSA Hindi | 7 | 11620-20240 | 26500-54000 |
| | 153. | Nursery School Assistant/School Assistant(Drawing/Physical Education/Music) | 7 | 11620-20240 | 23400-48000 |
| | | Security Wing | | | |
| | 154. | Chief Security Officer | 1 | 22360-37940 | 45800-87000 |
| | | Other Categories | | | |
| | 155. | Public Relations Officer | 1 | 22360-37940 | 45800-87000 |
| | 156. | Labour Officer | 1 | 22360-37940 | 45800-87000 |
| | 157. | Language Editor | 1 | 16180-29180 | 32300-65400 |
| | 158. | Junior Statistician | 1 | 14620-25280 | 29200-59400 |
| | 159. | Technical Assistant(stat) | 1 | 19240-34500 | 39500-79200 |
| | 160. | Chief Artist | 1 | 18740-33680 | 37500-75600 |
| | 161. | Malayalam Translator | 1 | 13210-22360 | 26500-54000 |
| | 162. | Artist | 5 | 15380-25900 | 30700-62400 |
| | 163. | Photographer | 3 | 15380-25900 | 30700-62400 |
| h | 164. | Hostel Manager Sen. Gr | 7 | 13900-24040 | 27800-56700 |
| h | 165. | Hostel Manager Sel. Gr | | 13900-24040 | 27800-56700 |
| | 166. | Hostel Manager Gr-I | | 13210-22360 | 26500-54000 |
| | 167. | Hostel Manager Gr-II | | 9940-16580 | 21100-43600 |
| h | 168. | Matron Sel. Gr | 4 | 13900-24040 | 27800-56700 |
| h | 169. | Matron Sen. Gr | | 13900-24040 | 27800-56700 |

| | | | | | |
|---|------|---------------------|-----|-------------|-------------|
| h | 170. | Matron Gr-I | | 13210-22360 | 26500-54000 |
| | 171. | Matron Gr-II | | 9940-16580 | 21100-43600 |
| | 172. | Cook-cum-Caretaker | 3 | 9940-16580 | 21100-43600 |
| | 173. | Dark Room Assistant | 1 | 9940-16580 | 21100-43600 |
| | 174. | Ayah | 4 | 8730-13540 | 18000-37500 |
| | 175. | Helper | 1 | 8730-13540 | 18000-37500 |
| | 176. | Pharmacist | nil | 11620-20240 | 23400-48000 |

- a. Higher Grade of Assistant Registrar & Office Attendant in the ratio 2:1.
- b. Higher Grade of Section Officer & Office Superintendent in the ratio 1:1.
- c. Ratio between Assistant Section Officer, Sr.Gr Assistant and Assistant is 1:1:1.
- d. The practice of promotion of Office Superintendent as SO(FC&D), SO(FC&D)(HG) and Pool Officer is discontinued. Employees holding the post of Pool Officer, SO(FC&D) & SO(FC&D)(HG) are placed in the corresponding revised scales(only for the present incumbent as far as these posts are concerned). These posts have been re-instated as per court direction
- e. Grade ratio of Computer Assistant is 1:1:1:1.
- f. 1/3rd of the Assistant Executive Engineer post in the Higher Grade with pay 48000-89000
- g. Grade ratio of Binder, Compositor, Printer is 2:2:1.
- h. The incumbents in the posts of Clerical Assistant Sel. Gr & Sen. Gr, Duplicating Machine Operator Sel. Gr, Sen. Gr & Gr I, Office Attendant Sel. Gr & Sen. Gr, Data Entry Operator, Lab Assistant Sel.Gr, Sen. Gr & Gr I, Executive Engineer(HG), Pump Operator Sel. Gr, Sen. Gr & Gr I, Senior Technical Supervisor, Technical Supervisor Gr I, Technical Supervisor Gr II, Technician Sel. Gr, Technician Sen. Gr, Technician Gr I, Vehicle Supervisor(HDV), Vehicle Supervisor(LDV), Bus Attendant Sel.Gr, Sen. Gr & Gr I, Tractor Driver Sel. Gr & Sen. Gr, Printer/Compositor/Binder Sel. Gr, Hostel Manager Sen. Gr, Sel. Gr, Matron Sel. Gr, Sen. Gr & Gr I are having personal scale.
- i. 1:1:1 ratio promotion between Driver Gr.II, Gr.I and Senior Grade respectively. 10% of posts of the Driver Senior Grade is placed as Driver Sel.Grade in the scale of pay of Rs.29200-59400.
- j. The grade ratio of Tractor Driver is 1:1
- k. 1:1:1 Ratio Promotion between Farm Officer Gr. II(Agri), Gr.I and Sen. Gr.

- I. 1:1:1 Ratio Promotion between Farm Asst. (Vety) Gr. II, Gr.I and Sen. Gr.

As per 9th PRC, the posts of Senior Farm Superintendent, Farm Manager Gr. I (Agri), Farm Manager Gr II(Agri), Senior Farm Supervisor(Vety), Farm Supervisor Gr. I (Vety) & Farm Supervisor Gr II (Vety) were abolished but were re-instated vide common judgment of the Hon' HC in WP(C) 14045, 17693, 20097, 23102, 24424, 25180.

12.7 The Mahatma Gandhi University :

- i.) The post of Section Officer may be placed in the revised scale corresponding to Rs.20740-36140 and Higher Grade on revised scale corresponding to Rs.21240-37040. The post of Office Superintendent will be placed on the revised scale corresponding to Rs.20740-36140 and Higher Grade on Rs.21240-37040
The post of Confidential Assistant Selection Grade will be placed in the revised scale of pay corresponding to Rs.20740-36140. The post of Assistant may be placed in the revised scale corresponding to Rs.14620-25280. The post of Computer Assistant Grade I may be placed in the revised scale corresponding to Rs.14620-25280. The post of Confidential Assistant Grade I may be placed in the revised scale corresponding to Rs.14620-25280.
- ii.) Normal revision is recommended for all other posts.
- iii.) Existing personal scales may continue with the revision till the incumbent(s) vacate the post.

Categories of Posts with the existing and proposed Scales of pay are given below

| SI No. | Designations | No. of posts | Existing Scale of Pay | Revised Scale of Pay |
|--------|----------------------------|--------------|-----------------------|----------------------|
| | UGC Scheme | | | |
| | Statutory Officers | | | |
| 1 | Vice Chancellor | 1 | UGC | UGC |
| 2 | Pro-Vice Chancellor | 1 | | |
| 3 | Registrar | 1 | | |
| 4 | Controller of Examinations | 1 | | |

| | | | | | |
|---|----|--|-----|-------------|--------------|
| | 5 | Finance Officer | 1 | | |
| | | Teaching Staff | | | |
| | 6 | Professor | 8 | UGC | UGC |
| | 7 | Associate Professor | 20 | | |
| | 8 | Assistant Professor | 77 | | |
| | | Library | | | |
| | 9 | University Librarian | 1 | UGC | UGC |
| | 10 | Deputy Librarian | 1 | | |
| | 11 | Assistant Librarian | 5 | | |
| | | Other Officers | | | |
| | 12 | Director of Students Service | 1 | UGC | UGC |
| | 13 | Director of Physical Education | 1 | | |
| | 14 | NSS Program Co-ordinator | 1 | | |
| | 15 | Assistant Director of Physical Education | 1 | | |
| | | Administrative Wing | | | |
| | 16 | Joint Registrar | 8 | 44640-58640 | 89000-117600 |
| | 17 | Deputy Registrar | 18 | 40640-57440 | 81000-115200 |
| a | 18 | Assistant Registrar H.G. | 13 | 36140-49740 | 72000-110400 |
| a | 19 | Assistant Registrar | 26 | 24040-38840 | 48000-89000 |
| b | 20 | Section Officer H.G | 131 | 20740-36140 | 43600-85000 |

| | | | | | |
|---|----|------------------------------------|-----|-------------|-------------|
| b | 21 | Section Officer | 132 | 18740-33680 | 41500-83000 |
| | 22 | Personal Secretary to VC | 1 | 18740-33680 | 37500-75600 |
| c | 23 | Assistant Section Officer | 237 | 16980-31360 | 33900-68700 |
| c | 24 | Senior Grade Assistant | 237 | 16180-29180 | 32300-65400 |
| c | 25 | Assistant | 238 | 13900-24040 | 29200-59400 |
| # | 26 | Clerical Assistant HG | 106 | 9940-16580 | 21100-43600 |
| | 27 | Clerical Assistant | | 9190-15780 | 20000-41500 |
| # | 28 | Roneo Operator HG | 11 | 9940-16580 | 21100-43600 |
| a | 29 | Office Attendant HG | 206 | 8730-13540 | 18000-37500 |
| a | 30 | Office Attendant | | 8500-13210 | 17000-35700 |
| | | Library Staff | | | |
| # | 31 | Assistant Librarian Gr I(Non-UGC) | 5 | 22360-37940 | 45800-87000 |
| # | 32 | Assistant Librarian Gr II(Non-UGC) | 4 | 20740-36140 | 41500-83000 |
| | 33 | Reference Assistant | 12 | 18740-33680 | 37500-75600 |
| | 34 | Technical Assistant Library | 21 | 16980-31360 | 33900-68700 |
| | 35 | Library Assistant | 18 | 14620-25280 | 29200-59400 |
| | | Fair Copy Wing | | | |
| | 36 | Pool Officer | 2 | 22360-37940 | 45800-87000 |
| | 37 | Section Officer(FC&D) HG | 11 | 20740-36140 | 41500-83000 |
| | 38 | Section Officer(FC&D) | 11 | 18740-33680 | 37500-75600 |
| b | 39 | Office Superintendent(HG) | 14 | 20740-36140 | 43600-85000 |
| b | 40 | Office Superintendent | | 18740-33680 | 41500-83000 |
| d | 41 | Computer Assistant (Sel. Gr) | 19 | 16980-31360 | 33900-68700 |

| | | | | | |
|---|----|--|-----|-------------|--------------|
| d | 42 | Computer Asst. (Sen. Gr) | 19 | 16180-29180 | 32300-65400 |
| d | 43 | Computer Asst Gr I | Nil | 13900-24040 | 29200-59400 |
| d | 44 | Computer Asst Gr II | Nil | 10480-18300 | 22200-45800 |
| | | Computer Wing | | | |
| | 45 | System Analyst | Nil | 29180-43640 | 58050-101400 |
| | 46 | Assistant Programmer | 2 | 16980-31360 | 33900-68700 |
| | 47 | Computer Data Entry Operator | 1 | 13210-22360 | 26500-54000 |
| | | Technical Staff in Teaching Departments | | | |
| | 48 | Scientific Officer/Programme Co-ordinator(School of Behavioral Sciences) | 3 | 29180-43640 | 58050-101400 |
| | 49 | Technical Officer Gr I | 1 | 22360-37940 | 45800-87000 |
| | 50 | Technical Officer Gr II | 1 | 21240-37040 | 43600-85000 |
| | 51 | Technical Assistant (University Science Department) | 2 | 19240-34500 | 39500-79200 |
| | 52 | Computer Programmer(School of Computer Sciences) | 1 | 19240-34500 | 39500-79200 |
| | 53 | Artist cum Photographer | 1 | 19240-34500 | 39500-79200 |
| | | Engineering/Technical Wing | | | |
| | 54 | Executive Engineer | 1 | 36140-49740 | 72000-110400 |
| | 55 | Assistant Executive Engineer | 2 | 21240-37040 | 43600-85000 |
| | 56 | Assistant Engineer | 6 | 20740-36140 | 41500-83000 |

| | | | | | |
|---|----|----------------------------|----|-------------|--------------|
| | 57 | Divisional Accountant | 1 | 18740-33680 | 37500-75600 |
| | 58 | Technical Assistant | 1 | 21240-37040 | 43600-85000 |
| b | 59 | Overseer Gr I | 13 | 13900-24040 | 27800-56700 |
| | 60 | Electrician | 7 | 9190-15780 | 20000-41500 |
| | 61 | Plumber cum Pump Operator | 9 | 9190-15780 | 20000-41500 |
| b | 62 | Overseer Gr II | 7 | 11620-20240 | 23400-48000 |
| | | Security Wing | | | |
| | 63 | Security Officer | 1 | 20740-36140 | 41500-83000 |
| | 64 | Assistant Security Officer | 1 | 14620-25280 | 29200-59400 |
| e | 65 | Security Guard(HG) | 5 | 11620-20240 | 23400-48000 |
| e | 66 | Security Guard | 33 | 9940-16580 | 21100-43600 |
| | 67 | Gurkha/Watchman | 6 | 8500-13210 | 17000-35700 |
| | | Transport Wing | | | |
| # | 68 | Vehicle Supervisor(HD) | 1 | 16980-31360 | 33900-68700 |
| # | 69 | Vehicle Supervisor(LD) | 1 | 16180-29180 | 32300-65400 |
| # | 70 | Pass Examiner | 2 | 13900-24040 | 27800-56700 |
| f | 71 | Driver(HD Gr I) | 2 | 10480-18300 | 22200-45800 |
| f | 72 | Driver(HD Gr II) | 4 | 9190-15780 | 20000-41500 |
| f | 73 | Driver (LD Gr I) | 2 | 10480-18300 | 22200-45800 |
| f | 74 | Driver(LD Gr II) | 8 | 9190-15780 | 20000-41500 |
| # | 75 | Conductor HG | 1 | 11620-20240 | 23400-48000 |
| | 76 | Conductor | 2 | 9940-16580 | 21100-43600 |
| | | Publication Wing | | | |
| | 77 | Director of Publication | 1 | 29180-43640 | 58050-101400 |

| | | | | | |
|--|----|--|----|-------------|--------------|
| | 78 | Assistant Editor(Eng/Mal) | 2 | 18740-33680 | 37500-75600 |
| | | Printing Press | | | |
| | 79 | Copy Holder | 1 | 10480-18300 | 22200-45800 |
| | | Laboratory Wing | | | |
| | 80 | Medical Lab Technologist (School of Bio Sciences) | 2 | 18740-33680 | 37500-75600 |
| | 81 | Glass Blower | 1 | 11620-20240 | 23400-48000 |
| | 82 | Laboratory Technician (SCS) | 1 | 15380-25900 | 30700-62400 |
| | 83 | Lab Technician(SPAP) | 2 | 9940-16580 | 21100-43600 |
| | 84 | Laboratory Assistant | 20 | 9190-15780 | 20000-41500 |
| | 85 | Laboratory Attender | 5 | 8960-14260 | 19000-39500 |
| | | School of Behavioral Science | | | |
| | 86 | Clinical Psychologist | 1 | 20740-36140 | 41500-83000 |
| | 87 | Clinic Technician | 1 | 13900-24040 | 27800-56700 |
| | 88 | Clinic Nurse | 1 | 13210-22360 | 26500-54000 |
| | 89 | Special Teacher | 2 | 13210-22360 | 26500-54000 |
| | 90 | Field Worker | 4 | 9190-15780 | 20000-41500 |
| | | Health Centre | | | |
| | 91 | Resident Medical Officer | 1 | 24040-38840 | 48000-89000 |
| | 92 | Staff Nurse | 2 | 13210-22360 | 26500-54000 |
| | 93 | Lab Technician(University Health Centre) | 1 | 11620-20240 | 23400-48000 |
| | | Other Categories | | | |
| | 94 | Public Relation Officer | 1 | 29180-43640 | 58050-101400 |

| | | | | | |
|--|-----|-------------------------------------|---|-------------|-------------|
| | 95 | Coach | 7 | 18740-33680 | 37500-75600 |
| | 96 | Cultural Officer | 1 | 18740-33680 | 37500-75600 |
| | 97 | Officer in charge of Answer Scripts | 1 | 18740-33680 | 37500-75600 |
| | 98 | Statistical Assistant | 2 | 16180-29180 | 32300-65400 |
| | 99 | Store Assistant | 2 | 9190-15780 | 20000-41500 |
| | 100 | Hostel Attendant | 4 | 8500-13210 | 17000-35700 |
| | 101 | Telephone Operator | 1 | 13900-24040 | 27800-56700 |

- a. Higher Grade of Assistant Registrar & Office Attendant in the ratio 2:1.
 - b. Higher Grade of Section Officer, Office Superintendent & Overseer in the ratio 1:1.
 - c. Ratio between Assistant Section Officer, Sr.Gr Assistant and Assistant is 1:1:1.
 - d. Ratio among Computer Assistants is 1:1:1:1.
 - e. Grade ratio of Security Guard is 5:1.
 - f. 1:1:1 ratio promotion between Driver Gr.II, Gr.I and Senior Grade. 10% of posts of the Driver Senior Grade is placed as Driver Sel.Grade in the scale of pay of Rs.29200-59400.
- # The incumbents in the posts of Clerical Assistant (HG), Roneo Operator (HG), Assistant Librarian (Non- UGC), Vehicle Supervisor, Pass Examiner, Conductor (HG) are having personal scale

12.8 The Kannur University :

- i.) The post of Section Officer may be placed in the revised scale corresponding to Rs.20740-36140 and Higher Grade on revised scale corresponding to Rs.21240-37040. The post of Office Superintendent will be placed on the revised scale corresponding to Rs.20740-36140 and Higher Grade on Rs.21240-37040
The post of Confidential Assistant Selection Grade will be placed in the revised scale of pay corresponding to Rs.20740-36140 . The post of Assistant may be placed in the revised scale corresponding to Rs.14620-25280. The post of Computer Assistant Grade I may be placed in the revised scale corresponding to Rs.14620-25280. The post

of Confidential Assistant Grade I may be placed in the revised scale corresponding to Rs.14620-25280

- ii.) Normal revision is recommended for all other posts.
- iii.) Existing personal scales may continue with the revision till the incumbent(s) vacate the post.

Categories of Posts with the existing and proposed Scales of pay are given below

| SI No. | Designations | No. of posts | Existing Scale of Pay | Revised Scale of Pay |
|--------|--|--------------|-----------------------|----------------------|
| | <i>UGC Scheme</i> | | | |
| | <i>Statutory Officers</i> | | | |
| 1 | Vice Chancellor | 1 | UGC | UGC |
| 2 | Pro-Vice Chancellor | 1 | | |
| 3 | Registrar | 1 | | |
| 4 | Controller of Examinations | 1 | | |
| 5 | Finance Officer | 1 | | |
| | <i>Teaching staff</i> | | | |
| 6 | Director of Physical Education | 1 | UGC | UGC |
| 7 | Deputy Director of Physical Education | 1 | | |
| 8 | Professor | 6 | | |
| 9 | Associate Professor | 21 | | |
| 10 | Assistant Professor | 57 | | |
| 11 | Assistant Director of Physical Education | 1 | | |
| | <i>Library</i> | | UGC | UGC |
| 12 | University Librarian | 1 | | |

| | | | | | |
|---|----|------------------------------|----|-------------|--------------|
| | 13 | Deputy Librarian | 3 | | |
| | 14 | Assistant Librarian | 3 | | |
| | | Other Officers | | | |
| | 15 | Director of Students Service | 1 | UGC | UGC |
| | 16 | Programme Co-ordinator NSS | 1 | | |
| | | ADMINISTRATIVE WING | | | |
| | 17 | Joint Registrar/PS to VC | 2 | 44640-58640 | 89000-117600 |
| | 18 | Deputy Registrar | 6 | 40640-57440 | 81000-115200 |
| a | 19 | Assistant Registrar H.G. | 4 | 36140-49740 | 72000-110400 |
| a | 20 | Assistant Registrar | 9 | 24040-38840 | 48000-89000 |
| b | 21 | Section Officer H.G | 30 | 20740-36140 | 43600-85000 |
| b | 22 | Section Officer | 31 | 18740-33680 | 41500-83000 |
| c | 23 | Assistant Section Officer | 59 | 16980-31360 | 33900-68700 |
| c | 24 | Senior Grade Assistant | 59 | 16180-29180 | 32300-65400 |
| c | 25 | Assistant | 59 | 13900-24040 | 29200-59400 |
| | 26 | Roneo Operator | 2 | 9190-15780 | 20000-41500 |
| a | 27 | Office Attendant/Watchman | 33 | 8500-13210 | 17000-35700 |
| | | Library | | | |
| | 28 | Junior Librarian | 5 | 18740-33680 | 37500-75600 |
| | 29 | Professional Assistant Gr I | 8 | 16980-31360 | 33900-68700 |
| | 30 | Professional Assistant Gr II | 9 | 14620-25280 | 29200-59400 |

| | | | | | |
|---|----|--|---|-------------|-------------|
| | 31 | Library Assistant | 4 | 9190-15780 | 20000-41500 |
| | | Fair Copy Wing | | | |
| | 32 | Section Officer(FC&D) | 3 | 18740-33680 | 37500-75600 |
| b | 33 | Office Superintendent HG | 1 | 20740-36140 | 43600-85000 |
| b | 34 | Office Superintendent | 2 | 18740-33680 | 41500-83000 |
| d | 35 | Typist cum Stenographer Sel Gr | 4 | 16980-31360 | 33900-68700 |
| d | 36 | Typist cum Stenographer Sen Gr | 4 | 16180-29180 | 32300-65400 |
| d | 37 | Typist cum Stenographer Gr I | 4 | 13900-24040 | 29200-59400 |
| d | 38 | Typist cum Stenographer Gr II | 7 | 10480-18300 | 22200-45800 |
| | | Computer Wing | | | |
| | 39 | Computer Programmer | 1 | 22360-37940 | 45800-87000 |
| | 40 | Computer Operator | 7 | 13210-22360 | 26500-54000 |
| | 41 | Data Entry Assistant | 2 | 13900-24040 | 27800-56700 |
| | | Engineering/Technical Wing | | | |
| | 42 | Assistant Executive Engineer(Civil) | 1 | 21240-37040 | 43600-85000 |
| | 43 | Assistant Engineer(Civil) | 1 | 20740-36140 | 41500-83000 |
| | 44 | Overseer Grade II(Civil) | 1 | 11620-20240 | 23400-48000 |
| | 45 | Overseer Gr I(Electrical) | 1 | 13900-24040 | 27800-56700 |
| | 46 | Electrician | 1 | 9190-15780 | 20000-41500 |
| | 47 | Pump Operator cum | 1 | 9190-15780 | 20000-41500 |

| | | | | | |
|---|----|--------------------------|---|-------------|--------------|
| | | Electrical Helper | | | |
| | | Transport Wing | | | |
| e | 48 | Driver Gr II | 2 | 9190-15780 | 20000-41500 |
| e | 49 | Driver Gr I | 1 | 10480-18300 | 22200-45800 |
| e | 50 | Driver Sen. Gr | 1 | 11620-20240 | 23400-48000 |
| | | Security Wing | | | |
| | 51 | Security Officer | 1 | 20740-36140 | 41500-83000 |
| | 52 | Security Guard | 2 | 9940-16580 | 21100-43600 |
| | | Other Categories | | | |
| | 53 | Development Officer | 1 | 29180-43640 | 58050-101400 |
| | 54 | Public Relations Officer | 1 | 22360-37940 | 45800-87000 |
| | 55 | Field Assistant | 1 | 16180-29180 | 32300-65400 |
| | 56 | Telephone Supervisor | 1 | 15380-25900 | 30700-62400 |
| | 57 | Sweeper(Full Time) | 3 | 8500-13210 | 17000-35700 |

- Higher Grade of Assistant Registrar & Office Attendant in the ratio 2:1.
- Higher Grade of Section Officer & Office Superintendent in the ratio 1:1.
- Ratio between Assistant Section Officer, Sr.Gr Assistant and Assistant is 1:1:1.
- Grade ratio of Typist cum Stenographer is 1:1:1:1.
- 1:1:1 ratio promotion between Driver Gr.II, Gr.I and Senior Grade. 10% of posts of the Driver Senior Grade is placed as Driver Sel.Grade in the scale of pay of Rs.29200-59400.

12.9 The Sree Sankaracharya University of Sankrit :

- The post of Section Officer may be placed in the revised scale corresponding to Rs.20740-36140 and Higher Grade on revised scale corresponding to Rs.21240-37040. The post of Office Superintendent will be placed on the revised scale corresponding to Rs.20740-36140 and Higher Grade on Rs.21240-37040. The post of Confidential Assistant Selection Grade will be placed in the revised scale of pay corresponding to Rs.20740-36140. The post of Assistant may be placed in the revised scale corresponding to Rs.14620-25280. The

post of Computer Assistant Grade I may be placed in the revised scale corresponding to Rs.14620-25280. The post of Confidential Assistant Grade I may be placed in the revised scale corresponding to Rs.14620-25280.

- ii) Normal revision is recommended for all other posts.
- iii) Existing personal scales may continue with the revision till the incumbent(s) vacate the post.

Categories of Posts with the existing and proposed Scales of pay are given below

| | Sl No. | Designations | No. of posts | Existing Scale of Pay | Revised Scale of Pay |
|--|---------------|---------------------------------------|---------------------|------------------------------|-----------------------------|
| | I | UGC Scheme | | | |
| | | Statutory Officers | | | |
| | 1. | Vice Chancellor | 1 | UGC Scale | UGC Scale |
| | 2. | Pro-Vice Chancellor | 1 | | |
| | 3. | Registrar | 1 | | |
| | 4. | Professor | 17 | | |
| | 5. | Associate Professor | 108 | | |
| | 6. | Assistant Professor | 83 | | |
| | 7. | Assistant Director Physical Education | 4 | | |
| | | Library | | | |
| | 8. | Deputy Librarian | 1 | UGC Scale | UGC Scale |
| | | Other Officers | | | |
| | 9. | Director Planning & Development | 1 | UGC Scale | UGC Scale |
| | 10. | Finance Officer | 1 | UGC Scale | UGC Scale |
| | | Administrative Staff | | | |
| | 11. | Joint Registrar | 2 | 44640-58640 | 89000-117600 |

| | | | | | |
|---|-----|---------------------------------|----|-------------|--------------|
| | 12. | Deputy Registrar | 2 | 40640-57440 | 81000-115200 |
| a | 13. | Assistant Registrar H.G. | 1 | 36140-49740 | 72000-110400 |
| a | 14. | Assistant Registrar | 3 | 24040-38840 | 48000-89000 |
| | 15. | PS to Statutory Officers | 3 | 22360-37940 | 45800-87000 |
| b | 16. | Section Officer H.G | 10 | 20740-36140 | 43600-85000 |
| b | 17. | Section Officer | 11 | 18740-33680 | 41500-83000 |
| c | 18. | Assistant Section Officer | 20 | 16980-31360 | 33900-68700 |
| c | 19. | Senior Grade Assistant | 21 | 16180-29180 | 32300-65400 |
| c | 20. | Assistant | 21 | 13900-24040 | 29200-59400 |
| | 21. | Clerical Assistant Gr I | 3 | 9940-16580 | 21100-43600 |
| | 22. | Clerical Assistant Gr II | 11 | 9190-15780 | 20000-41500 |
| a | 23. | Office Attendant | 68 | 8500-13210 | 17000-35700 |
| | | Publication Wing | | | |
| | 24. | Senior Publication Officer | 1 | 29180-43640 | 58050-101400 |
| | | Fair Copy Wing | | | |
| | 25. | Section Officer(FC&D) | 1 | 18740-33680 | 37500-75600 |
| b | 26. | Office Supdt.(HG) | 1 | 20740-36140 | 43600-85000 |
| b | 27. | Office Supdt. | 1 | 18740-33680 | 41500-83000 |
| d | 28. | Computer Assistant (Sel. Grade) | 2 | 16980-31360 | 33900-68700 |
| d | 29. | Computer Assistant(Sr. grade) | 2 | 16180-29180 | 32300-65400 |
| d | 30. | Computer Assistant Gr.I | 3 | 13900-24040 | 29200-59400 |
| d | 31. | Computer Assistant Gr.II | 2 | 10480-18300 | 22200-45800 |
| | | Security Wing | | | |
| | 32. | Security Officer | 1 | 20740-36140 | 41500-83000 |
| e | 33. | Security Guard Hr. Gr. | 1 | 11620-20240 | 23400-48000 |

| | | | | | |
|---|-----|---|---|-------------|-------------|
| e | 34. | Security Guard | 7 | 9940-16580 | 21100-43600 |
| | | Library | | | |
| | 35. | Reference Officer | 4 | 18740-33680 | 37500-75600 |
| | 36. | Reference Assistant (HG) | 7 | 16980-31360 | 33900-68700 |
| | 37. | Reference Assistant | 6 | 14620-25280 | 29200-59400 |
| | | Transport Wing | | | |
| f | 38. | Driver (Sr. Gr) | 2 | 11620-20240 | 23400-48000 |
| f | 39. | Driver (Gr I) | 3 | 10480-18300 | 22200-45800 |
| f | 40. | Driver (Gr II) | 3 | 9190-15780 | 20000-41500 |
| | | Computer Wing | | | |
| | 41. | Computer Operator | 2 | 13900-24040 | 27800-56700 |
| | | Teaching Staff | | | |
| | 42. | Lecturers(Non UGC) | 8 | 18740-33680 | 37500-75600 |
| | | Engineering/Technical Wing | | | |
| | 43. | Assistant Executive Engineer(Civil) (Non-cadre) | 1 | 21240-37040 | 43600-85000 |
| | 44. | Assistant Engineer(Electrical) | 1 | 20740-36140 | 41500-83000 |
| | 45. | Overseer | 2 | 9940-16580 | 21100-43600 |
| | 46. | Plumber | 1 | 9190-15780 | 20000-41500 |
| | 47. | Electrician | 1 | 9190-15780 | 20000-41500 |
| | | Printing Press | | | |
| | 48. | Printer | 2 | 9940-16580 | 21100-43600 |
| | 49. | Binder | 1 | 9940-16580 | 21100-43600 |

| | | Other Categories | | | |
|--|-----|--------------------------|---|-------------|-------------|
| | 50. | Public Relations Officer | 1 | 22360-37940 | 45800-87000 |
| | 51. | Telephone Operator | 1 | 9190-15780 | 20000-41500 |
| | 52. | Library Attender | 5 | 9190-15780 | 20000-41500 |
| | 53. | Legal Assistant | 1 | 16980-31360 | 33900-68700 |

- a. Higher Grade of Assistant Registrar & Office Attendant in the ratio 2:1.
- b. Higher Grade of Section Officer & Office Superintendent in the ratio 1:1.
- c. Ratio between Assistant Section Officer, Sr.Gr Assistant and Assistant is 1:1:1.
- d. Grade ratio of Computer Assistant is 1:1:1:1.
- e. Grade ratio between Security Guard and Security Guard (HG) is 5:1.
- f. 1:1:1 ratio promotion between Driver Gr.II, Gr.I and Senior Grade. 10% of posts of the Driver Senior Grade is placed as Driver Sel.Grade in the scale of pay of Rs.29200-59400.

12.10 Kerala University of Health Sciences

- i) The post of Section Officer may be placed in the revised scale corresponding to Rs.20740-36140 and Higher Grade on revised scale corresponding to Rs.21240-37040
The post of Office Superintendent will be placed on the revised scale corresponding to Rs.20740-36140 and Higher Grade on Rs.21240-37040.
The post of Confidential Assistant Selection Grade will be placed in the revised scale of pay corresponding to Rs.20740-36140. The post of Assistant may be placed in the revised scale corresponding to Rs.14620-25280. The post of Computer Assistant Grade I may be placed in the revised scale corresponding to Rs.14620-25280. The post of Confidential Assistant Grade I may be placed in the revised scale corresponding to Rs.14620-25280.
- ii) Normal revision is recommended for all other posts.
- iii) Existing personal scales may continue with the revision till the incumbent(s) vacate the post.
- iv) From representation submitted by the System Manager of the University, it is noticed that he joined service on 26/7/2010 on Rs.23200-31150 (pre-revised). While he was continuing so, the revision of pay and allowances of University employees were ordered with retrospective effect from 1/7/2009. The scale of pay of the incumbent in the new scale was 29180-43640 and was so fixed based on the reason that revised pay is effective from 1/7/2009 and that he can only be deemed have joined duty in the revised scale. It is represented that recovery of excess amount drawn by him in the pre-revised scale has also been ordered. It is only reasonable that he is protected from

recovery of excess amount drawn by him for no fault of his . It is, therefore, recommended that steps initiated for recovery of excess, if any, drawn by him may be waived.

Categories of Posts with the existing and proposed Scales of pay are given below

| | SI No. | Designations | No of posts | Existing Scale of Pay | Revised Scale of Pay |
|---|---------------|-------------------------------------|--------------------|------------------------------|-----------------------------|
| | 1. | Vice Chancellor | 1 | <i>UGC Scheme</i> | <i>UGC Scheme</i> |
| | 2. | Pro Vice-Chancellor | 1 | | |
| | 3. | Registrar | 1 | | |
| | 4. | Finance Officer | 1 | | |
| | 5. | Controller of Examination | 1 | | |
| | 6. | Deans | 3 | | |
| | 7. | Administrative Officer | 1 | 44640-58640 | 89000-117600 |
| | 8. | Deputy Registrar | 2 | 40640-57440 | 81000-115200 |
| a | 9. | Assistant Registrar | 4 | 24040-38840 | 48000-89000 |
| | 10. | Assistant Controller of Examination | 1 | 22360-37940 | 45800-87000 |
| | 11. | Section Officer(HG) | 12 | 20740-36140 | 43600-85000 |
| b | 12. | Section Officer | | 18740-33680 | 41500-83000 |
| c | 13. | Assistant | 63 | 13900-24040 | 29200-59400 |
| | 14. | Accountant | 1 | 13900-24040 | 27800-56700 |
| | 15. | Data Entry Operator | 8 | 13210-22360 | 26500-54000 |
| | 16. | University Engineer | 1 | 29180-43640 | 58050-101400 |
| | 17. | System Manager | 1 | 29180-43640 | 58050-101400 |

| | | | | | |
|---|-----|-------------------------------------|---|-------------|-------------|
| | 18. | Programmer(IT) | 1 | 22360-37940 | 45800-87000 |
| | 19. | Junior Programmer(IT) | 1 | 13900-24040 | 27800-56700 |
| | 20. | Confidential Assistant | 3 | 13210-22360 | 26500-54000 |
| | 21. | Assistant Engineer (IT& Electrical) | 1 | 20740-36140 | 41500-83000 |
| | 22. | Hardware Technician | 1 | 9190-15780 | 20000-41500 |
| | 23. | Sergeant | 1 | 13210-22360 | 26500-54000 |
| a | 24. | Office Attendant | 7 | 8500-13210 | 17000-35700 |
| d | 25. | Driver | 3 | 9190-15780 | 20000-41500 |

- a. HG will be in the ratio 2:1.
- b. HG will be in the ratio 1:1
- c. Ratio between Assistant Section Officer, Sr.Gr Assistant and Assistant is 1:1:1.
- d. 1:1:1 ratio promotion between Driver Gr.II, Gr.I and Senior Grade. 10% of posts of the Driver Senior Grade is placed as Driver Sel.Grade in the scale of pay of Rs.29200-59400.

12.11 Kerala University of Fisheries and Ocean Studies(KUFOS) :

- i) The post of Section Officer may be placed in the revised scale corresponding to Rs.20740-36140 and Higher Grade on revised scale corresponding to Rs.21240-37040

The post of Office Superintendent will be placed on the revised scale corresponding to Rs.20740-36140 and Higher Grade on Rs.21240-37040. The post of Confidential Assistant Selection Grade will be placed in the revised scale of pay corresponding to Rs.20740-36140. The post of Assistant may be placed in the revised scale corresponding to Rs.14620-25280. The post of Computer Assistant Grade I may be placed in the revised scale corresponding to Rs.14620-25280. The post of Confidential Assistant Grade I may be placed in the revised scale corresponding to Rs.14620-25280.

- ii) Normal revision is recommended for all other posts.
- iii) Existing personal scales may continue with revision till the incumbent(s) vacate the post.

Categories of Posts with the existing and proposed Scales of pay are given below

| | SI No. | Designations | No of posts | Existing Scale of Pay | Revised Scale of Pay |
|---|---------------|-----------------------------|--------------------|------------------------------|-----------------------------|
| | 1. | Vice Chancellor | 1 | <i>UGC Scale</i> | <i>UGC Scale</i> |
| | 2. | Pro Vice-Chancellor | 1 | | |
| | 3. | Registrar | 1 | | |
| | 4. | Finance Officer | 1 | | |
| | 5. | Controller of Examination | 1 | | |
| | 6. | Professor | 3 | <i>UGC Scale</i> | <i>UGC Scale</i> |
| | 7. | Associate Professor | 9 | | |
| | 8. | Assistant Professor | 2 | | |
| | 9. | Asst. Librarian | 1 | | |
| | 10. | Assistant Registrar | 1 | 24040-38840 | 48000-89000 |
| a | 11. | Section Officer (HG) | 1 | 20740-36140 | 43600-85000 |
| a | 12. | Section Officer | 6 | 18740-33680 | 41500-83000 |
| b | 13. | Assistant Section Officer | 19 | 16980-31360 | 33900-68700 |
| b | 14. | Senior Grade Assistant | 1 | 16180-29180 | 32300-65400 |
| b | 15. | Assistant | Nil | 13900-24040 | 29200-59400 |
| | 16. | Section Officer (FC&D) (HG) | 4 | 20740-36140 | 41500-83000 |
| | 17. | Section Officer (FC&D) | | 18740-33680 | 37500-75600 |
| a | 18. | Office Superintendent | 3 | 18740-33680 | 41500-83000 |

| | | | | | |
|---|-----|---------------------------------|-----|-------------|-------------|
| c | 19. | Computer Assistant (Sel.Gr.) | 2 | 16980-31360 | 33900-68700 |
| c | 20. | Computer Assistant (Sr.Gr.) | 4 | 16180-29180 | 32300-65400 |
| c | 21. | Computer Assistant (Gr.I) | - | 13900-24040 | 29200-59400 |
| c | 22. | Computer Assistant Gr.II | Nil | 10480-18300 | 22200-45800 |
| d | 23. | Office Attendant | 8 | 8500-13210 | 17000-35700 |
| | 24. | Bus Attendant | 1 | 8960-14260 | 19000-39500 |
| | 25. | Clerical Asst./Lab Asst. Gr.III | 6 | 9940-16580 | 21100-43600 |
| | 26. | Deck Hand | 4 | 8500-13210 | 17000-35700 |
| | 27. | Driver (HDV) | 1 | 9190-15780 | 20000-41500 |
| e | 28. | Driver (LDV) | 4 | 9190-15780 | 20000-41500 |
| | 29. | Duplicating Machine Operator | 1 | 9190-15780 | 20000-41500 |
| | 30. | Farm Manager Gr.I | Nil | 18740-33680 | 37500-75600 |
| | 31. | Farm Manager Gr.II | Nil | 18740-33680 | 37500-75600 |
| f | 32. | Farm Officer (Sr.Gr.) | Nil | 16180-29180 | 32300-65400 |
| f | 33. | Farm Officer Gr.I | Nil | 13900-24040 | 27800-56700 |
| f | 34. | Farm Officer Gr.II | 3 | 10480-18300 | 22200-45800 |
| | 35. | Farm Supdt. | 1 | 20740-36140 | 41500-83000 |
| | 36. | Field Man (Fisheries) | 3 | 10480-18300 | 22200-45800 |
| | 37. | Fisherman | 2 | 8730-13540 | 18000-37500 |
| | 38. | Gear Technician | 1 | 9940-16580 | 21100-43600 |
| | 39. | Hostel Manager | 1 | 9940-16580 | 21100-43600 |

| | | | | |
|-----|-----------------------------|-----|-------------|-------------|
| 40. | Lab Asst. Gr.I | 3 | 13210-22360 | 26500-54000 |
| 41. | Lab Asst. Gr.II | | 9940-16580 | 21100-43600 |
| 42. | Reference Assistant | 2 | 18740-33680 | 37500-75600 |
| 43. | Technical Assistant | 1 | 16980-31360 | 33900-68700 |
| 44. | Library Assistant | Nil | 14620-25280 | 29200-59400 |
| 45. | Matron | 1 | 9940-16580 | 21100-43600 |
| 46. | Programmer | 1 | 20740-36140 | 41500-83000 |
| 47. | Pump Operator | 2 | 9190-15780 | 20000-41500 |
| 48. | Skipper | 1 | 19240-34500 | 39500-79200 |
| 49. | Technician/Tech. Supervisor | 1 | 8960-14260 | 19000-39500 |

- a. HG will be in the ratio 1:1.
- b. Ratio between Assistant Section Officer, Sr.Gr Assistant and Assistant is 1:1:1.
- c. Ratio among the Computer Assistants is 1:1:1:1.
- d. HG will be in the ratio 2:1.
- e. 1:1:1 ratio promotion between Driver Gr.II, Gr.I and Senior Grade. 10% of posts of the Driver Senior Grade is placed as Driver Sel.Grade in the scale of pay of Rs.29200-59400.
- f. 1:1:1 ratio promotion between Farm Officer Gr.II (Agri.), Grade I and Senior Grade.

12.12 Kerala Veterinary & Animal Sciences University

- i) The post of Section Officer may be placed in the revised scale corresponding to Rs.20740-36140 and Higher Grade on revised scale corresponding to Rs.21240-37040. The post of Office Superintendent will be placed on the revised scale corresponding to Rs.20740-36140 and Higher Grade on Rs.21240-37040. The post of Confidential Assistant Selection Grade will be placed in the revised scale of pay corresponding to Rs.20740-36140. The post of Assistant may be placed in the revised scale corresponding to Rs.14620-25280. The post of Computer Assistant Grade I may be placed in the revised scale corresponding to Rs.14620-25280. The post of Confidential Assistant Grade I may be placed in the revised scale corresponding to Rs.14620-25280.

- ii) Normal revision is recommended for all other posts.
 iii) Existing personal scales may continue with revision till the incumbent(s) vacate the post.

Categories of Posts with the existing and proposed Scales of pay are given below

| SI No. | Designations | No of posts | Existing Scale of Pay | Revised Scale of Pay |
|--------|---------------------------------------|-------------|-----------------------|----------------------|
| | <i>UGC Scheme</i> | | | |
| | Statutory Officers | | | |
| 1. | Vice Chancellor | 1 | <i>UGC Scale</i> | <i>UGC Scale</i> |
| 2. | Registrar | 1 | | |
| 3. | Finance Officer | 1 | | |
| 4. | Controller of Examinations | 1 | | |
| | <i>Teaching Staff</i> | | | |
| 5. | Professor | 335 | <i>UGC Scale</i> | <i>UGC Scale</i> |
| 6. | Associate Professor | | | |
| 7. | Assistant Professor | | | |
| | <i>Other Officers</i> | | | |
| 8. | Director of Students Welfare | 1 | <i>UGC Scale</i> | <i>UGC Scale</i> |
| 9. | Director of Entrepreneurship | 1 | | |
| 10. | Director of Clinics | 1 | | |
| 11. | Director of Farms | 1 | | |
| 12. | Director, Infrastructure Development | 1 | | |
| 13. | Director, Centre for Advanced Studies | 1 | | |
| 14. | Director of Academics and Research | 1 | <i>UGC Scale</i> | <i>UGC Scale</i> |
| 15. | Dean | 1 | <i>UGC Scale</i> | <i>UGC Scale</i> |

| | | | | | |
|---|-----|--|-----|-------------|--------------|
| | 16. | Law Officer | 1 | UGC Scale | UGC Scale |
| | 17. | Associate Director | 2 | UGC Scale | UGC Scale |
| | | Administrative Wing | | | |
| | 18. | Joint Registrar/Sr. Deputy Comptroller/Sr. A.O | 1 | 44640-58640 | 44640-58640 |
| | 19. | Deputy Registrar/A.O Gr I/Deputy Finance Officer | 1 | 40640-57440 | 81000-115200 |
| a | 20. | Assistant Registrar H.G./A.O Gr II H.G/Assistant Finance Officer HG | 1 | 36140-49740 | 72000-110400 |
| a | 21. | Assistant Registrar/A.O Gr II/Assistant Finance Officer | - | 24040-38840 | 48000-89000 |
| b | 22. | Section Officer H.G | 11 | 20740-36140 | 43600-85000 |
| b | 23. | Section Officer | 11 | 18740-33680 | 41500-83000 |
| c | 24. | Assistant Section Officer | 59 | 16980-31360 | 33900-68700 |
| c | 25. | Senior Grade Assistant | | 16180-29180 | 32300-65400 |
| c | 26. | Assistant | | 13900-24040 | 29200-59400 |
| | 27. | Clerical Assistant/Lab Asst Gr III | 27 | 9190-15780 | 20000-41500 |
| a | 28. | Office Attendant | 155 | 8500-13210 | 17000-35700 |
| | | Library Staff | | | |
| | 29. | Assistant Librarian | 2 | UGC Scale | UGC Scale |
| | 30. | Reference Officer HG | 6 | 20740-36140 | 41500-83000 |
| | 31. | Reference Officer | | 18740-33680 | 37500-75600 |
| | 32. | Reference Asst HG | | 16980-31360 | 33900-68700 |
| | 33. | Reference Asst | | 14620-25280 | 29200-59400 |
| | | Fair Copy Wing | | | |
| b | 34. | Office Superintendent(HG) | 26 | 20740-36140 | 43600-85000 |

| | | | | | |
|---|-----|---------------------------------------|----|-------------|--------------|
| b | 35. | Office Superintendent | | 18740-33680 | 41500-83000 |
| d | 36. | Computer Assistant (Sel. Gr) | | 16980-31360 | 33900-68700 |
| d | 37. | Computer Asst. (Sen. Gr) | | 16180-29180 | 32300-65400 |
| d | 38. | Computer Asst Gr I | | 13900-24040 | 29200-59400 |
| d | 39. | Computer Asst Gr II | | 10480-18300 | 22200-45800 |
| | | Engineering/Technical Wing | | | |
| | 40. | Instrumentation Engineer | 1 | 36140-49740 | 72000-110400 |
| | 41. | Assistant Executive Engineer | 1 | 21240-37040 | 43600-85000 |
| | 42. | Assistant Engineer | 1 | 20740-36140 | 41500-83000 |
| e | 43. | Overseer Gr II | 3 | 11620-18740 | 23400-48000 |
| e | 44. | Overseer Gr I | | 13900-24040 | 27800-56700 |
| | 45. | Technician Gr II | 19 | 8960-14260 | 19000-39500 |
| g | 46. | Technician Gr I | | 13900-24040 | 27800-56700 |
| | 47. | Operation Theatre Assistant | 1 | 8960-14260 | 19000-39500 |
| | 48. | Operation Theatre Technician | 1 | 8960-14260 | 19000-39500 |
| | 49. | Pump Operator/Oil Engine Driver Gr II | 7 | 9190-15780 | 20000-41500 |
| | | Transport Wing | | | |
| f | 50. | Driver HDV | 2 | 9190-15780 | 20000-41500 |
| f | 51. | Driver LDV | 8 | 9190-15780 | 20000-41500 |
| | 52. | Tractor Driver Gr II | 3 | 9190-15780 | 20000-41500 |
| | 53. | Bus Attendant | 2 | 8960-14260 | 19000-39500 |

| | | | | | |
|---|-----|------------------------------|----|-------------|-------------|
| | | Farm Staff | | | |
| i | 54. | Farm Assistant Gr II (Vety) | 80 | 10480-18300 | 22200-45800 |
| i | 55. | Farm Assistant Gr I (Vety) | | 13900-24040 | 27800-56700 |
| i | 56. | Farm Assistant Sr.Gr (Vety) | | 16180-29180 | 32300-65400 |
| | 57. | Farm Supervisor Gr.II (Vety) | | 18740-33680 | 37500-75600 |
| | 58. | Farm Supervisor Gr.I (Vety) | | 18740-33680 | 37500-75600 |
| h | 59. | Farm Officer Gr II | 13 | 10480-18300 | 22200-45800 |
| h | 60. | Farm Officer Gr I | | 13900-24040 | 27800-56700 |
| h | 61. | Farm Officer Sr. Gr | | 16180-29180 | 32300-65400 |
| | 62. | Farm Manager Gr.II (Agri) | | 18740-33680 | 37500-75600 |
| | 63. | Farm Manager Gr.I (Agri) | | 18740-33680 | 37500-75600 |
| | 64. | Farm Superintendent | 1 | 20740-36140 | 41500-83000 |
| | 65. | Senior Farm Supervisor(Vety) | 7 | 20740-36140 | 41500-83000 |
| | | Other categories | | | |
| | 66. | Pharmacist | 1 | 11620-20240 | 23400-48000 |
| | 67. | Photographer | 1 | 15380-25900 | 30700-62400 |
| | 68. | Programmer | 1 | 22360-37940 | 45800-87000 |
| | 69. | Duplicating Machine Operator | 4 | 9190-15780 | 20000-41500 |
| | 70. | Radiographer | 1 | 11620-20240 | 23400-48000 |
| | 71. | Specimen Curator | 2 | 8730-13540 | 18000-37500 |
| | 72. | Lab Assistant Gr II | 5 | 9940-16580 | 21100-43600 |
| | 73. | Matron Gr II | 3 | 9940-16580 | 21100-43600 |

| | | | | |
|-----|----------------------|---|-------------|-------------|
| 74. | Hostel Manager Gr II | 3 | 9940-16580 | 21100-43600 |
| 75. | Artist | 1 | 15380-25900 | 30700-62400 |
| 76. | Workshop Attendant | 1 | 9190-15780 | 20000-41500 |
| 77. | Cook-cum- Caretaker | 1 | 9940-16580 | 21100-43600 |
| 78. | Dairy Assistant | 2 | 13900-24040 | 27800-56700 |
| 79. | Data Entry Operator | 3 | 13210-22360 | 26500-54000 |

- a. HG will be in the ratio 2:1.
- b. HG will be in the ratio 1:1.
- c. Ratio between Assistant Section Officer, Sr.Gr Assistant and Assistant is 1:1:1.
- d. Ratio among the Computer Assistants is 1:1:1:1.
- e. Grade promotion ratio is 1:1.
- f. 1:1:1 ratio promotion between Driver Gr.II, Gr.I and Senior Grade. 10% of posts of the Driver Senior Grade is placed as Driver Sel.Grade in the scale of pay of Rs.29200-59400.
- g. The incumbent in the post of Technician Gr I is having personal scale.
- h. 1:1:1 Ratio Promotion between Farm Officer Gr. II (Agri), Gr.I, Sen. Gr.
- i. 1:1:1 Ratio Promotion between Farm Asst. (Vety) Gr. II, Gr.I, Sen. Gr.

12.13 University Common category posts

1. The post of Section Officer may be placed in the revised scale corresponding to Rs.20740-36140 and Higher Grade on revised scale corresponding to Rs.21240-37040, The post of Office Superintendent will be placed on the revised scale corresponding to Rs.20740-36140 and Higher Grade on Rs.21240-37040. The post of Confidential Assistant Selection Grade will be placed in the revised scale of pay corresponding to Rs.20740-36140. The post of Assistant may be placed in the revised scale corresponding to Rs.14620-25280. The post of Computer Assistant Grade I may be placed in the revised scale corresponding to Rs.14620-25280. The post of Confidential Assistant Grade I may be placed in the revised scale corresponding to Rs.14620-25280.

2. Normal revision is recommended for all other posts.

3. Pool Officer:_ The Government as per 9th Pay Revision discontinued the practice of promotion of Computer Assistant Sel.Grade as Section Officer (FC&D) and Section Officer (FC&D) Higher Grade and then as Pool Officer, as these posts do not exist in Secretariat Service. Instead of that, posts of Office Superintendent and Office Superintendent

(Higher Grade) were sanctioned. The total existing posts of Office Superintendent, Section Officer (FC&D) and Section Officer (FC&D) and the Pool Officer were reckoned for assigning ratio promotion. The affected officers moved the High Court of Kerala and obtained orders to continue in the post of Pool Officer. It is learnt that the Government in the Finance Department has moved the High Court of Kerala in appeal. Associations have represented before the Commission to revert the old system. Since the matter is subjudice, it does not seem proper to interfere in the matter. It is, therefore, recommended that the present arrangement based on the Court order may continue.

4. Driver: The existing drivers with Heavy driving licence may be allowed special pay at the rate of Rs.500/- per month. In future, for appointment as Driver Heavy Driving licence may be made compulsory. Rules /Statutes in the matter may be modified accordingly.

5. The unification of posts of (re-designation/upgradation in some cases of Technical Staff in teaching departments /Library Staff/Publication wing/Public Relation wing) recommended by 9th Pay Revision Commission and not implemented so far actually deserve consideration as it will go a long way in bringing about a parity among such posts in different Universities. This will definitely help in administration and sanctioning of scales of pay for such posts. This commission is also agreeable to the above arrangements and recommend that this may be implemented and suitable amendments/modifications to the statute be made.

UNIVERSITY COMMON CATEGORIES

| | Category | Existing Pay Scale | Revised Scale of Pay |
|--|---------------------------|---------------------------|-----------------------------|
| | <i>UGC POSTS</i> | | |
| | STATUTORY OFFICERS | | |
| | Vice Chancellor | UGC | UGC |
| | Pro-Vice Chancellor | | |
| | Registrar | | |

| | | | |
|--|--|-----|-----|
| | Controller of Examinations/Comptroller | | |
| | Finance Officer | | |
| | TEACHING STAFF | | |
| | Professor | UGC | UGC |
| | Associate Professor/Reader | | |
| | Assistant Professor | | |
| | Director of Physical Education | | |
| | Deputy Director of Physical Education | | |
| | Assistant Director of Physical Education | | |
| | OTHER OFFICERS | | |
| | Programme Co-ordinator NSS | UGC | UGC |
| | Director of Student Welfare /Director of Student Services/Deans of Student Welfare | | |
| | Directors (Planning, Computer Centre etc) | | |
| | LIBRARY | | |
| | Information Scientist | UGC | UGC |
| | University Librarian | | |
| | Deputy Librarian | | |
| | Assistant Librarian | | |
| | NON- UGC POSTS | | |
| | ADMINISTRATIVE WING | | |

| | | | |
|---|---------------------------|-----------------|------------------|
| | Joint Registrar | 44640- 58640 | 89000- 117600 |
| | Deputy Registrar | 40640- 57440 | 81000- 115200 |
| a | Assistant Registrar H.G. | 36140- 49740 | 72000- 110400 |
| | Assistant Registrar | 24040- 38840 | 48000- 89000 |
| b | Section Officer H.G | 20740- 36140 | 43600- 85000 |
| | Section Officer | 18740- 33680 | 41500- 83000 |
| c | Assistant Section Officer | 16980- 31360 | 33900- 68700 |
| | Senior Grade Assistant | 16180- 29180 | 32300- 65400 |
| | Assistant | 13900- 24040 | 29200- 59400 |
| TECHNICAL STAFF IN THE TEACHING DEPARTMENT | | | |
| | Scientific Officer | 29180- 43640 | 58050- 101400 |
| | Technical Officer Gr. I | 22360- 37940 | 45800- 87000 |
| | Technical Officer Gr. II | 21240- 37040 | 43600- 85000 |
| | Technical Assistant | 19240- 34500 | 39500- 79200 |
| LIBRARY | | | |
| | Reference Officer (HG) | 20740- 36140 | 41500- 83000 |

| | | | |
|---|---|-------------|--------------|
| | Reference Officer | 18740-33680 | 37500-75600 |
| | Reference Assistant(HG) | 16980-31360 | 33900-68700 |
| | Reference Assistant | 14620-25280 | 29200-59400 |
| | Library Attender | 9190-15780 | 20000-41500 |
| | COMPUTER WING | | |
| | System Manager/ System Analyst | 29180-43640 | 58050-101400 |
| | Senior Programmer | 22360-37940 | 45800-87000 |
| | Junior Programmer | 20740-36140 | 41500-83000 |
| | Data Entry Operator | 13210-22360 | 26500-54000 |
| | FAIR COPY WING | | |
| b | Office Superintendent (HG) | 20740-36140 | 43600-85000 |
| | Office Superintendent | 18740-33680 | 41500-83000 |
| d | Computer Assistant (Sel. Grade)/ Typist cum Stenographer Sel. Gr. | 16980-31360 | 33900-68700 |
| | Computer Assistant(Sr. Grade)/ Typist cum Stenographer Sen. Gr. | 16180-29180 | 32300-65400 |
| | Computer Assistant Gr. I/ Typist cum Stenographer Gr. I | 13900-24040 | 29200-59400 |
| | Computer Assistant Gr. II/ Typist cum Stenographer Gr. II | 10480-18300 | 22200-45800 |

| | | | |
|---|--|-------------|--------------|
| | ENGINEERING/TECHNICAL WING | | |
| | Director of Physical Plant/University Engineer/ Executive Engineer/Technical Officer/ Instrumentation Engineer/Maintenance Engineer | 36140-49740 | 72000-110400 |
| e | Assistant Executive Engineer/Technical Officer Gr. II/Junior Engineer/Junior Engineer Instrumentation | 21240-37040 | 43600-85000 |
| | Assistant Engineer/ Head Draftsman/ Technical Officer | 20740-36140 | 41500-83000 |
| | Divisional Accountant | 18740-33680 | 37500-75600 |
| f | Overseer Gr. I/ Draftsman | 13900-24040 | 27800-56700 |
| f | Overseer Gr. II | 11620-20240 | 23400-48000 |
| | Overseer Gr. III | 9940-16580 | 21100-43600 |
| | Work Superintendent | 9940-16580 | 21100-43600 |
| | Plumber cum Pump Operator/Pump Operator/Plumber | 9190-15780 | 20000-41500 |
| | Electrician | 9190-15780 | 20000-41500 |
| | Line Helper /Electrical Helper/Lineman/Field Worker/Workshop Attender/Skilled Assistant/Semi Skilled Lab Attender/Electricity Worker/Workshop Attender | 8730-13540 | 18000-37500 |
| | PRINTING WING | | |
| | Superintendent (University Press) | 24040-38840 | 48000-89000 |

| | | | |
|--|---|-------------|-------------|
| | Assistant Superintendent (University Press) | 19240-34500 | 39500-79200 |
| | Press Manager | 18740-33680 | 37500-75600 |
| | General Foreman | 16980-31360 | 33900-68700 |
| | Senior Foreman | 16180-29180 | 32300-65400 |
| | Junior Foreman(Composing/Printing/Binding) | 15380-25900 | 30700-62400 |
| | Assistant Foreman | 15380-25900 | 30700-62400 |
| | Senior Proof Reader | 16180-29180 | 32300-65400 |
| | Proof Reader Gr. I | 15380-25900 | 30700-62400 |
| | Computer Sr. Gr. | 14620-25280 | 29200-59400 |
| | Offset Printer | 14620-25280 | 29200-59400 |
| | Proof Reader/Proof Reader Gr. II | 14620-25280 | 29200-59400 |
| | Compositor/ Binder/Printer Sr. Gr. | 14620-25280 | 29200-59400 |
| | Computer Gr. I | 14620-25280 | 29200-59400 |
| | Mechanic (Press) | 14620-25280 | 29200-59400 |
| | Mechanic cum Electrician | 13210-22360 | 26500-54000 |

| | | | |
|---|---|-----------------|-----------------|
| | Senior Time Keeper | 13210- 22360 | 26500- 54000 |
| | Store Keeper | 13210- 22360 | 26500- 54000 |
| | Litho Printer/Litho Operator/Lino Operator/Mono Super Caster Operator | 13210- 22360 | 26500- 54000 |
| | Compositor/ Binder/Printer Gr. I | 13210- 22360 | 26500- 54000 |
| | Time Keeper | 11620- 20240 | 23400- 48000 |
| | LD Computator | 10480- 18300 | 22200- 45800 |
| | Copy Holder/Computer Gr. II | 10480- 18300 | 22200- 45800 |
| | Store Keeper(AWM) | 10480- 18300 | 22200- 45800 |
| | LD Binder/LD Printer/LD Compositor/LD Counter/Binder/Printer/Compositor/ Binder Gr. II | 9940- 16580 | 21100- 43600 |
| | Assistant Time Keeper | 9940- 16580 | 21100- 43600 |
| | Galley Press Man Gr. I | 9190- 15780 | 20000- 41500 |
| | Counter Gr. I/Packer Gr. I/ Galley Press Man Gr. II | 8960- 14260 | 19000- 39500 |
| | Counter Gr. II/Packer Gr. II/Lascar Gr. I/ Lascar Gr. II/ Lascar/ Packer/GateKeeper | 8730- 13540 | 18000- 37500 |
| | TRANSPORT WING | | |
| g | Driver Sel. Gr. | 14620- 25280 | 29200- 59400 |
| | Driver Sen. Gr. | 11620- 20240 | 23400- 48000 |

| | | | |
|---|--------------------------------------|-------------|--------------|
| | Driver Gr. I | 10480-18300 | 22200-45800 |
| | Driver Gr. II | 9190-15780 | 20000-41500 |
| | Bus Conductor | 9940-16580 | 21100-43600 |
| | Bus Attendant | 8960-14260 | 19000-39500 |
| | Bus Cleaner | 8500-13210 | 17000-35700 |
| | PUBLICATION WING | | |
| | Director of Publication/Publications | 29180-43640 | 58050-101400 |
| | SECURITY WING | | |
| | Security Officer | 20740-36140 | 41500-83000 |
| | Assistant Security Officer/Sergeant | 14620-25280 | 29200-59400 |
| h | Head Security Guard | 11620-20240 | 23400-48000 |
| | Security Guard | 9940-16580 | 21100-43600 |
| | Gurkha/ Watchman | 8500-13210 | 17000-35700 |

- a. HG in the ratio 2:1.
- b. HG in the ratio 1:1.
- c. Grade Ratio 1:1:1.
- d. Grade Ratio 1:1:1:1.
- e. 1/3rd of the posts on HG in the pay scale of 24040-38840.
- f. Gr I and Gr II in the ratio 1:1.
- g. 1:1:1 ratio promotion between Driver Gr II, Gr I and Sen. Gr. 10% of the post of Driver Sen. Gr is placed as Driver Sel. Gr.
Ratio promotion between Security Guard and Head Security Guard is 5:1.

Acknowledgement

The Commission acknowledges the Government of Kerala for its appointment. The support provided by Sri.V.Somasundaran, IAS, former Additional Chief Secretary, Finance Department for providing suitable supporting staff for the Commission needs special mention as well as the support and guidance of the present Additional Chief Secretary of Finance Department Dr.K.M.Abraham, IAS. The Commission is thankful to Sri.James Varghese, IAS for providing adequate office space for the Commission at Swaraj Bhavan.

The Commission is grateful to Justice Sri.Ashok Kumar Mathur, Chairman, Sri.Vivek Rae, Member, Dr. Rathin Roy, Member and Smt.Meena Agarwal, Member Secretary of the 7th Central Pay Commission, Government of India for sharing their insight.

A team of consultants engaged by the Commission gave us valuable inputs. We would like to put it in record our gratitude to Dr.D.Narayana, Former Director, Gulathi Institute of Taxation for having submitted a realistic analysis on the state of the fiscal scenario of the State of Kerala, Dr. Sabu Thomas, Co-ordinator, K.M.Mani Centre for Budget Studies for the study report on the feasibility of introducing a health insurance scheme for employees and pensioners, Sri.M.P Ravikumar, Joint Secretary (Rtd) Finance Department for the study on the Lateral Entry System, Time Bound Higher Grade Promotion and Career Advancement Promotion and The Kerala State IT Mission for their report on the feasibility of deployment of IT enabled services.

The Commission as part of its study engaged with the official of Government of the National Capital Territory of Delhi, Governments of Andhra Pradesh and Telangana. The cooperation of the officials of these Governments is worth mentioning.

A few individuals and agencies immensely helped the functioning of the Commission. The Commission acknowledges the support of Sri.R.Anil Kumar, Under Secretary/Assistant Director (Information Systems) and Nodal Officer and Sri.Soni Das Y.S. of IT Division of Finance Department for the hoisting and the excellent maintenance of the Commission's website www.prc2014.kerala.gov.in, Sri.A.Shibu, Joint Secretary, Sri.B.K.Rajesh Kumar, Deputy Secretary and Sri.G.Shibu, Section Officer of Finance (Budget Wing) Department for providing some crucial datas of fiscal indices and

Sri.O.B.Suresh Kumar, Under Secretary & Domain Expert (SPARK), Finance Department for providing employee details of the State Government.

The service of the Engineering Wing of Local Self Government Department especially Sri Geethakrishnan Assistant Executive Engineer and District Nirmithi Kendra, Thiruvananthapuram in furnishing the office of the Commission, Sri.K.Muhamed Kunju, Assistant Executive Engineer and Sri.K.Jayadas Assistant Engineer (Rtd) of Electrical Wing of Kerala PWD for their continuous support to the Commission is appreciated.

The Commission acknowledges with gratitude the sincere service of the officers and staff appointed to the Pay Revision Commission. Their dedication and team spirit was commendable. The Commission could not have maintained its confidentiality and would be able for the timely submission of the report but for their devotion to duty. It is not possible to single out any one in particular and so we are refraining from doing so.

Justice C.N.Ramachandran Nair
Chairman

Adv.T.V.George
Member

K.V.Thomas
Member Secretary

APPENDIX-I

Note of dissent by the Member Secretary

There is a recommendation of the Commission in Para 5.80B(xi) of the report for abolition of special pay in lieu of higher time scale of pay attached to the post of Deputy Secretary and above in the Secretariat and other establishments. This is a majority recommendation by the Chairman and one Member, with the Member Secretary dissenting.

The special pay attached to the post of Deputy/Joint/ Additional/ Special Secretary is Class I Special pay under Rule 12 of Kerala Service Rules, Part I, granted in lieu of the higher responsibilities discharged by the officers.

The following are some of the higher responsibilities discharged by them:

1. Officers of the rank of Deputy Secretary and above are treated as Secretaries in respect of matters delegated to them as per the Secretariat Manual.
2. They are direct circulating officers of files even to Ministers.
3. They are authorised officers to handle even confidential files going to the Council of Ministers.
4. Daily they have to attend meetings of working Groups or other meetings called by the Secretaries concerned or even by the Finance Secretary.
5. They are representatives of Government on Board of Directors of Companies on which Government holds substantial interest and also on Committees constituted for several matters.
6. They are attending to matters relating to Legislative Assembly including presence in official gallery as also several Legislative Committees, the most important of them being the Public Accounts Committee, Public Undertakings Committee, the Estimates Committee and the various Subject Committees.

Because of the above responsibilities, these officers hardly get time to examine files during office hours and so either they have to sit late or carry files to residence for examination at late night. It is in view of the above position that the Government has sanctioned Class I Special pay to these officers as recommended by the Pay Equalisation Committee and the Previous Pay Commissions.

I feel this position has been lost sight of by the Commission while deciding to abolish special pay.. As such the revision now recommended cannot be taken as sufficient compensation for the responsibilities discharged. Moreover the element of Special pay plus D.A. has not been reckoned in the construction of the new scales. In the circumstances, I am sorry I cannot but disagree with the Hon'ble Chairman and Member. I hereby record my dissent.

K.V.Thomas
Member Secretary

APPENDIX II

Finances of the State of Kerala

Growth of the Economy, Tax Efficiency and Revenue Receipts

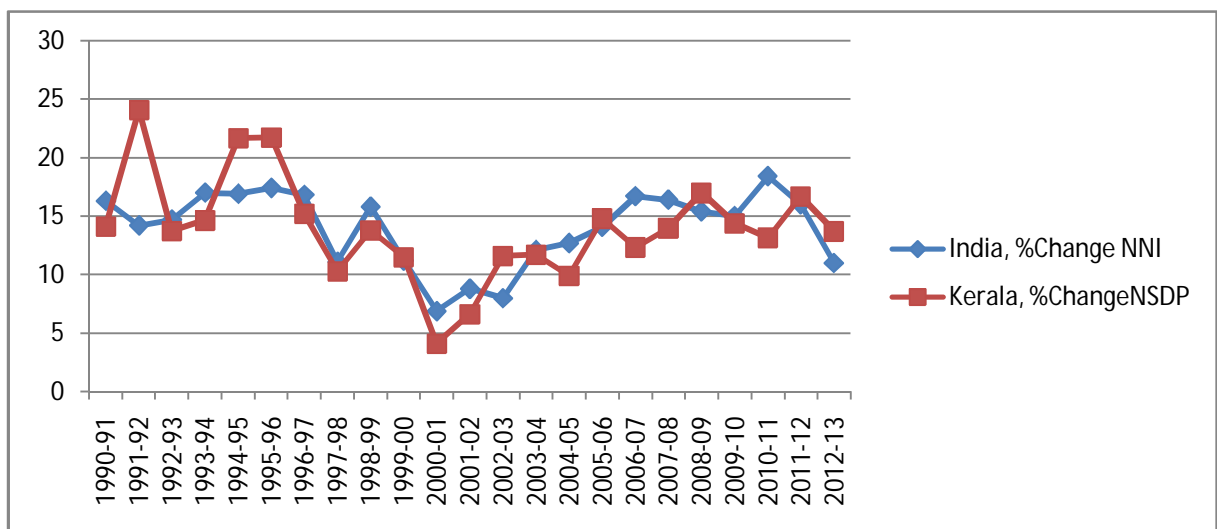
Introduction

In the Indian federal polity the finances of a State government are determined by the rate of growth of the economy, tax effort and transfer of resources from the Centre to the State. While finances may be boosted for short periods by borrowing, in the long run larger quantum of borrowings may squeeze the resources as the burden of debt repayment and interest payment begin to grow. This chapter discusses the resource position of Kerala in terms of growth of the State Domestic Product, tax effort of the State and the central transfers. It also looks into the revenue position in the context of impending implementation of Goods and Service Tax and the award of the Fourteenth Finance Commission.

Decelerating Growth of the Kerala Economy

Database of the Indian economy put out by the Reserve Bank of India provides comparable series of Net National Income (NNI) in current prices and Net State Domestic Product (NSDP) for the States over a long period. Using the series annual percentage changes are computed for the States of Kerala, Andhra Pradesh, Karnataka and Tamil Nadu. Figure 1 presents the annual percentage change of NNI of India and the NSDP of Kerala.

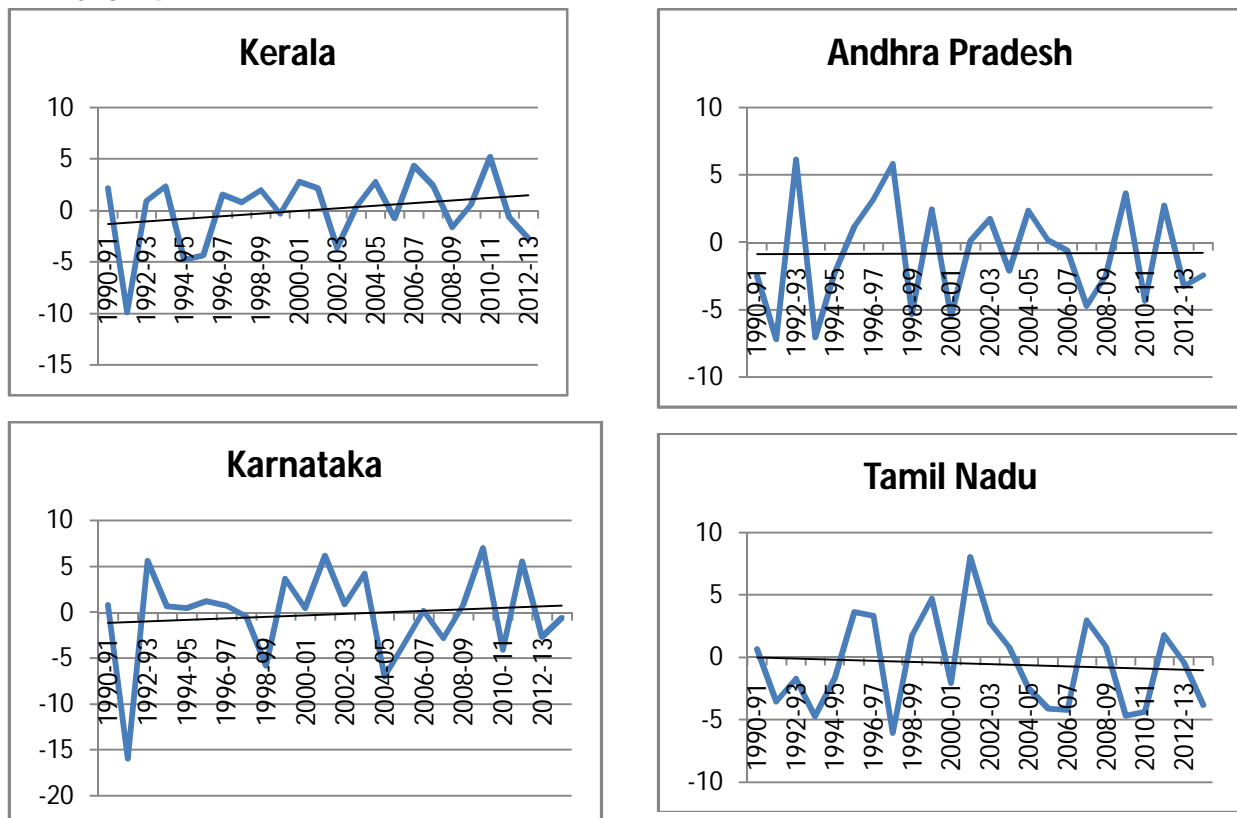
Figure 1. Annual Per cent Change of NNI of India and NSDP Kerala in Current Prices, 1990-91 to 2012-13



Source: Reserve Bank of India, Handbook of Statistics on the Indian Economy (dbie.rbi.org.in/DBIE)

It may be seen from Figure 1 that Kerala economy was showing growth rates higher than the all- India growth rates till the mid-1990s. Since then Kerala has been lagging behind the Indian average. The six years till 1995-96 are marked by Kerala reporting growth rates above the Indian average for three years and for three years below the Indian average with the difference being large whenever Kerala stood above the Indian average. The period since 1996-97 saw Kerala reporting growth rates above the Indian average only in four years (out of 17 years) that too only marginal rise. Further, during this long period of high growth of the Indian economy Kerala did better than the Indian average only in years when the Indian economy was not doing too well. It is striking that the years were 2002-03, 2008-09, 2011-12 and 2012-13 and Kerala growth is only marginally higher. During 2008-09, Indian growth plunged by around 3 per cent points largely owing to the global financial crisis and the last two years are part of the large fall in growth of the UPA II regime.

Figure 2. Difference between Growth Rate of NNI and NSDP, 1990-91 to 2013-14



Source: Same as Figure 1.

Figure 2 presents the difference between the All India (NNI) growth rate and the growth rate of the NSDP of the States for the period taken for analysis (Percentage change NNI- Percentage change NSDP of the State both in current prices). For comparative purposes the three South Indian States are also taken. Positive numbers indicate that the growth rate of the State is lower than the all India average. It is evident from the Figure for Kerala that there is a predominance of positive numbers since the mid-1990s and that the magnitudes are increasing. The decelerating growth of Kerala comes through clearly when a trend line is passed through the points on the chart. The upward slant of the line clearly points to the fact that Kerala economy is growing at a rate below the national average, especially in a phase when the Indian economy has been doing well.

How does Kerala compare with the other South Indian States? Karnataka has been showing a trend which is very similar to Kerala. Karnataka economy which was growing at a rate higher than the national economy has slowed down considerably in recent years. But the slowdown is not as sharp as that of Kerala as is indicated by the position of the trend line closer to the zero line. Thus, Karnataka while showing a pattern similar to that of Kerala is growing at a rate much closer to the rate of growth of the national economy. Both Andhra Pradesh and Tamil Nadu show patterns at variance with that of Kerala and Karnataka. Andhra Pradesh has been growing at rates above the national average almost through the entire period as is indicated by the trend line lying below the zero line. The performance of Tamil Nadu has been below the national average till the late 1990s. Since then the State has been able to race ahead and maintain the lead as is seen by the widening gap between the trend line and the zero line. Thus, among the Southern States both Andhra Pradesh and Tamil Nadu have been growing at rates above the national average and their performance has been improving. Karnataka has been maintaining growth rates on par with the national economy. But Kerala has been lagging behind and has been losing steam. A rapidly growing economy enlarges its tax base and provides opportunities for mobilising more tax revenue. An economy not performing well is handicapped to mobilise resources.

For a number of comparisons of income growth the indicator used is not the NNI or NSDP but the per capita income where the population would appear in the denominator (see its use in the context of Finance Commission awards discussed later). Comparisons in terms of per capita incomes would rank States differently from that in terms of NNI or NSDP growth rates as the population growth rates vary enormously across the States. In any comparison of Kerala with other South Indian States in terms of per capita income growth would make a huge difference as Kerala is an outlier as far as population growth rate is concerned. The difference in population growth rate between all India and Kerala over 1990-2010 is of the order of 1 per cent

per annum. With such a large difference the trend line which lay above the zero line for Kerala in Figure 2 would get pushed below it and the Kerala growth rate would be 0.7 per cent higher than the all India growth rate. It is the contribution of the population which leads analysis such as that carried out in the Kerala Perspective Plan 2030 to say the following: "... Kerala has grown at an average annual rate of 6.3 per cent that is 0.7 per cent above the all-India average between 1987–88 and 2010–11" (p.31). Thus, Kerala would rank a little higher among the States in terms of per capita income growth which may not be very relevant in the discussion of tax mobilisation.

Growth Drivers in Kerala

Decomposition of GSDP growth rates into sectoral contribution shows that growth in Kerala is driven by industry along with transport, storage, trade and hotels during 1971-86. Along with these sectors, real estate and business services became important during 1987-2001. The period beyond saw construction, transport, storage and communication, trade, hotel and restaurants, real estate ownership, business and legal, and other (Community) services coming on top to boost growth. During the last decade (2002–11), over 77 per cent of the growth came from these sectors. Remittances, tourism and welfare expenditures were the drivers of growth in these sectors during the last decade (Kerala Perspective Plan 2030, p.32).

The phenomenal growth in remittances played an important role in the growth dynamics in Kerala. In the late 1980's when the process of deregulation started at the Centre, remittances started swelling in Kerala essentially due to the discontinuation of the fixed exchange rate regime and deregulation of foreign exchange controls. It is important to note here that between 1991 and 2011, remittances grew at a trend growth rate of 16.7 per cent (Zachariah and Rajan, 2012). The ratio of remittances to GSDP of Kerala increased steadily from 12 per cent in 1991 to 21 per cent in 2011. The inflows of remittances have been larger than even the GSDP contribution of the whole of agriculture and industry sectors and some of the service sub sectors.

The growth in remittances has had large direct consumption effects by raising disposable incomes in Kerala. There is sufficient evidence that the remittances led to a sharp rise in consumption. The National Sample Survey (NSS) data show that Kerala which was ranked eighth among the Indian states in terms of per capita consumer expenditure in 1972–1973 (27th round) rose to the third position in 1983 (38th round), to the second position in 1993–1994 (50th round) and in 1999–2000 (55th round) displaced Punjab to reach the top position. The remittance-induced effects on consumption were reinforced by the release of pent-up demand in the economy in the post reform period. The remittance flows have led to a surge in real estate, transport and communication, trade and tourism sectors (Kerala Perspective Plan 2030, p.33).

The rising trends in consumption expenditure in Kerala have continued as is evident from the 68th round data of the National Sample Survey. In 2011-12, the monthly per capita consumer expenditure in rural Kerala was Rs 2669 which was the highest for any state and 86 per cent higher than the national average¹⁴⁵. The monthly per capita expenditure in Punjab was ten per cent lower than that in Kerala and that in Haryana was 20 per cent lower. The urban monthly per capita expenditure at Rs 3408 in Kerala was about ten per cent lower than that in Haryana and was about 30 per cent higher than the national average. Urban Punjab showed characteristics similar to the national average. Whereas at the national level urban per capita consumer expenditure was about 80 per cent higher than that in the rural areas, in Kerala it was only about 25 per cent higher.

Remittances by injecting autonomous demand helped boost growth but they were also instrumental in dampening growth by creating a Dutch Disease or Resource Curse like situation in Kerala (Harilal and Joseph, 2003) by creating labour scarcity and pushing up wages. Migration of labour out of the state led to labour shortage in many sectors and rising wages. Increase in wages eroded the competitiveness of the economic sectors. The wage-rise effect could have been offset by the consumption effect. But it did not happen in the tradable sectors (goods and tradable service sectors) because these sectors are exposed to competition from outside in an open economy context which did not allow the domestic prices to increase. Not only have the goods' sectors (industry and agriculture) suffered but also the tradable service sector has remained small. Further, in a land scarce region, increasing remittances raised the demand for land for construction activity. As a result, land prices have gone up steeply further affecting investment activities adversely. Thus, the Dutch Disease (Resource Curse) like situation created by remittances adversely affected the growth of high productivity tradable sectors in the state (Kerala Perspective Plan 2030, p.35).

Until the mid 1980's tourism was not seriously considered as a source of growth in Kerala. It was in 1986 that tourism was given the status of an industry. Since then tourism receipts have been on the rise and in the Indian tourism map Kerala has come to occupy a pride of place. Kerala reported 8.58 lakh foreign tourist arrivals and 108.58 lakh domestic tourist visits in 2013 accounting for about 12% of the foreign tourist arrivals and 10% of domestic tourist visits in India. The direct and indirect contribution of tourism to state domestic product and employment in Kerala in 2009–12, as computed by the NCAER (2012) using the Tourism Satellite Accounts, are significant. The direct (4.7%) and indirect (9.52%) impact of tourism to domestic product in Kerala was comparable to the global trends and are significantly above the Indian percentages of around 3.6 and 6.7 respectively. As regards employment, the sector generated employment for over 14 lakh persons directly and contributed 9.9% of the total employment in the economy in

¹⁴⁵Based on the NSS Report No. 555: Level and Pattern of Consumer Expenditure, 2011-12.

2009-12. The total number of jobs created directly and indirectly by the sector amounted to 23.52% of the total employment in Kerala. Not surprisingly, tourism has surpassed manufacturing and tending to surpass agriculture in its contribution to income and employment generation in the State.

The success of Tourism in Kerala has come with its own challenges. The global tourism industry has become highly sensitive to sustainability concerns - economic, social and environmental- with norms being set in terms of various related parameters. While Kerala is in the forefront of some- the recent award for responsible tourism is testimony to it- in others such as conservation of wetlands it has not been so successful. Further, houseboat tourism and scenic tourism in Kerala capitalized on the security situation in Kashmir and Sri Lanka respectively. But things have changed in recent years and Kerala may not be able to attract tourists if it continues with its poor physical infrastructure. An added dimension is the stronger Indian currency compared to that of Sri Lanka reducing Kerala's price competitiveness.

Expenditure by the Kerala government on welfare schemes was also an important contributor to growth of incomes. Kerala had been the top performer in per capita allocation of social sector expenditures until the early 1990's. Even in 1986-87, when it was facing serious fiscal challenges, the share of social welfare in total government expenditure was as high as 43.5 per cent and it was ranked the highest among the Indian states. In the 1990's, Kerala started sliding in terms of ranking with Tamil Nadu and other states surpassing Kerala in terms of social expenditure. However, it still maintains its position among the top five states.

With the challenges in remittances, tourism and welfare spending will Kerala be able to sustain the growth witnessed during the last decade and a half? An essential insight of development economics is that economic growth is intrinsically linked to changes in the structure of production. Economic development requires continuous upgrading of resource allocation from low productivity to high productivity sectors or structural transformation. In Kerala, however, economic turnaround was not driven by structural transformation and increase in competitiveness and that raises serious doubts about the growth in the years to come. Kerala Perspective Plan 2030 summarised the scenario as follows: "Despite the development of human capital that has taken place over the past several years, the state is yet to become known for knowledge-intensive service-oriented products and services. While the national economy is driven by skill-intensive, tradable and high value-added services like software, communications and financial services, Kerala which is at the top in terms of education, is dependent on stagnant non-tradable service sectors for its growth. Given the fact that the economy is driven by low value added and essentially non-tradable activities, leveraging the positive externalities of growth drivers for the development of other sectors seems limited" (Kerala Perspective Plan 2030, p.39).

Kerala Perspective Plan 2030 presents a rather grim scenario analysing future growth under three different scenarios: (i) Growth in banking and communication sectors slow down; (ii) Growth in banking, communication and construction sectors slow down; and (iii) Growth in remittances slows down. In the first scenario, it is assumed that growth rate in the communication and banking sector slows down from current 20 per cent gradually to 5 per cent to 4 per cent every five years over the next 20 years. The result is an overall loss in GDP growth of around 3 to 4 percentage points. The overall growth rate in Kerala is expected to fall to 5.1 per cent in 2012–16, and later this growth rate could reach a new low of 4.6 per cent in 2027–31.

In the second scenario the picture is even grimmer than what is projected in scenario 1 because other sectors are also likely to be affected by the slow-down in the main driving sectors. In scenario 2, it is projected that growth rates of construction sector will also slow down along with banking and communication. This can bring Kerala economy further down to a range of growth rate from 3 to 4 per cent. In the third scenario it is assumed that growth rate of remittances falls from 7 to 3 per cent in 2012-16, then to 2 per cent in 2017-21 and to one per cent in 2022–26 and zero per cent in 2027–31. This will bring Kerala to the dismal growth experience of the 1970's and early 1980's, with a growth rate of 3.3 per cent and this will have severe implications for unemployment and standards of living. Thus, if Kerala continues with the current policy frame and low public investment situation the sustainability of income growth in the years to come looks grim (Kerala Perspective Plan 2030).

The decelerating growth of the Kerala economy during the last decade, the low public investment (see discussion below for the detailed treatment) and the bleak scenario regarding the sustainability of growth into the future presents a picture of low tax base in the coming years. The potential for garnering tax resources will severely be constrained owing to these trends. The falling crude oil prices of the recent period and the possibility of a reduction in the growth rate of remittances could aggravate the situation—directly by affecting the disposable incomes and indirectly by affecting the growth drivers of the economy.

Mobilisation of Revenue

Fiscal performance of States in India is often assessed using two indicators: (1) Index of tax effort, and (2) Index of fiscal discipline. The latter is more a measure of revenue in relation to expenditure and need not concern us in the discussion of revenue mobilisation. The index of tax effort is a measure of tax revenue per unit of tax-base. While the concept is simple and easy to understand, measurement of tax effort is not that simple. As elaborated by Srivastava and Rao (2009), "Tax effort needs to be measured by relating tax revenues to tax potential. Measurement of tax potential (taxable capacity) usually requires an elaborate econometric exercise. Since many of the determinants of taxable capacity are not directly observable or adequate data

regarding which are not readily available, often dummy variables and proxy measures are necessitated in such an exercise. As already noted, in criteria-based revenue sharing, criteria should be based on information compiled on a comparable basis. The approach of the Finance Commission has been to let the tax base of states be proxied by GSDP" (p. 19).

The simple index of tax effort taken as a ratio of tax revenue to GSDP suffers from severe infirmities as suggested by Srivastava and Rao. In addition, the composition of GSDP could be bringing in other problems. It is well known that agriculture and services are not taxable by the State governments and hence a larger share of these sectors in GSDP would depress the tax base at comparable levels of GSDP. Further, GSDP does not include the flow of net factor incomes into the State economy. As Kerala receives large flow of remittances and as these do not get counted in the GSDP, suitability of it as a tax base and the ratio of tax revenue to GSDP as a simple measure of tax effort is suspect.

There have not been many attempts to correct for these deficiencies. But a recent paper by Garg et. al. (2014) covers new ground by addressing some of these deficiencies by adopting elaborate econometric exercises. They use Stochastic Frontier Analysis (SFA) to estimate own tax capacity at State level - for the period of 1992-93 to 2010-11, which is further used to compute tax effort. Tax capacity similar to revenue capacity, refers to the maximum potential tax revenue a government can generate. Tax effort on the other hand is the comparison of actual tax collection and tax capacity. Their approach, guided by the literature, used a comprehensive data set covering economic, social, demographic, governance, and political aspects of States.

Results of the statistical analysis by Garg et. al. (2014) show wide variation in index of tax effort among States: "The range is 34.0% to 99.4% over a period of 19 years. As per these estimates we see that the States near 100% of tax effort are Gujarat, Karnataka, Maharashtra, Punjab, Haryana and Tamil Nadu. States showing very low tax effort are Orissa, Bihar, West Bengal and Uttar Pradesh. As indicated earlier these are the states which receive larger central transfers. Except Bihar and West Bengal the other two states show an improvement over the years with short run fluctuations. Andhra Pradesh, among rest of the states, has improved its tax effort over the years" (p.28). Kerala reported an index of tax effort of 89% in 1992 and ranked seventh among the 14 major States. The rank dropped to eight by 2000 and improved to sixth in 2010. But the gain in the index by 2010 was only one per cent despite the introduction of value added tax system in the early 2000s (Table 1).

Table 1. Tax Effort Index and Rank of Some Indian States (1992, 2000, 2010)

| State | 1992 | | 2000 | | 2010 | |
|----------------|-------|------|-------|------|-------|------|
| | Index | Rank | Index | Rank | Index | Rank |
| Andhra Pradesh | 0.83 | 8 | 0.89 | 7 | 0.89 | 7 |

| | | | | | | |
|-------------|-------|---|-------|---|-------|---|
| Gujarat | 0.986 | 1 | 0.95 | 5 | 0.88 | 8 |
| Haryana | 0.984 | 2 | 0.986 | 1 | 0.95 | 4 |
| Karnataka | 0.954 | 5 | 0.94 | 6 | 0.95 | 3 |
| Kerala | 0.89 | 7 | 0.89 | 8 | 0.90 | 6 |
| Maharashtra | 0.93 | 6 | 0.98 | 2 | 0.95 | 5 |
| Punjab | 0.98 | 3 | 0.97 | 3 | 0.97 | 2 |
| Tamil Nadu | 0.98 | 4 | 0.96 | 4 | 0.976 | 1 |

Source: Garget. al. (2014).

What explains the relatively lower tax efficiency of the State? An analysis of the composition of tax revenue of the State might be of some use in throwing light on this aspect of tax mobilisation. It may be seen from Table 2 that tax on alcohol has become the mainstay of tax revenue in the State. Excise and sales tax on liquor have steadily increased their share in the tax revenue and currently account for one fourth the total.

Table 2. State's Own Tax Revenue (SOTR) and its Components (Rs crore), Kerala 1990-91 to 2014-15

| Year | Sales Tax (ST)/VAT | Stamps and Registration | State Excise | State Excise plus ST on Liquor | Motor Vehicle Tax | ST/VA T excluding ST on Liquor | SOTR |
|---------------|---------------------|-------------------------|-------------------|--------------------------------|-------------------|--------------------------------|----------|
| 1990-91 | 897.44 (66.96) | 121.99 (9.10) | 175.41 (13.09) | 238.52 (17.80) | 74.14 (5.53) | 834.33 (62.25) | 1340.35 |
| 1995-96 | 2285.96 (67.58) | 353.79 (10.46) | 449.29 (13.28) | 689.89 (20.39) | 222.87 (6.59) | 2045.37 (60.47) | 3382.68 |
| 2000-01 | 4344.33 (74.01) | 341.10 (5.81) | 688.94 (11.74) | 1420.47 (24.20) | 394.85 (6.73) | 3612.80 (61.54) | 5870.26 |
| 2005-06 | 7037.97 (71.97) | 1101.42 (11.26) | 841.00 (8.60) | 2263.13 (23.14) | 628.51 (6.43) | 5615.84 (57.43) | 9778.62 |
| 2010-11 | 15833.11 (72.89) | 2552.49 (11.75) | 1699.54 (7.82) | 5500.30 (25.32) | 1331.37 (6.13) | 12032.35 (55.39) | 21721.69 |
| 2012-13 | 22511.00 (74.84) | 2938.00 (9.77) | 2314.00 (7.69) | 7241.00 (24.08) | 1925.00 (6.40) | 17584.00 (58.46) | 30077.00 |
| 2014-15 BE | 31913.00 (75.15) | 3734.00 (8.79) | 3208.00 (7.55) | 10426.00 (24.55) | 2800.00 (6.59) | 24695.00 (58.15) | 42467.00 |

Note: Percentage share of SOTR in brackets. VAT- Value added tax; BE- Budget Estimates.

Source: Department of Excise, GOK; Commercial Taxes Department, GOK; Budget in Brief of Kerala, various issues.

Two important changes have come about with regard to the Excise Department over the last 20 years. First is the ban of arrack shops with effect from 1 April 1996 and second is the entrusting of the sale of Foreign Liquor

with the state owned Kerala State Beverages Corporation from 1 April 2001. Currently, about 25% of the total revenue comes from the sale of liquor and state excise revenue. Put another way, the share of sales tax on liquor in total sales tax/ VAT has steadily increased from about 7.00% in 1990-91 to 14% by 1995-96 and to 22% in 2014-15. Administration of sales tax on liquor is not too taxing as the Beverages Corporation is a State monopoly.

Sale purchase of assets (stamps and registration) and motor vehicles are the other two major contributors to the tax revenue of the State. Both have grown at rates higher than the overall rate of growth of revenue improving their shares in the total (Table 2). Their share in state's own tax revenue which was 14.5 per cent in 1990-91 has risen to close to 18 per cent by 2010-11. In the administration of the revenue from these two sectors the government has a role to play as a statutory authority. There is simply no way a buyer or seller can evade the net of the State (in the case of motor vehicles the prices too are fixed whereas for land and property, prices can be understated to evade tax).

Another major source of revenue has been the sales tax on petroleum goods. Currently, it comes a close second to liquor in its contribution to tax revenue. It too has been increasing its share in the total and currently accounts for about 17 per cent of the total revenue. Like the other three goods mentioned earlier this too has some distinct characteristics. Petroleum products are sold by Central Public Sector Oil Marketing companies and the tax is collected in bulk. The tax administration does not have much of a role to play here too.

Thus, close to 60 per cent of the total tax revenue comes from sources where the government is either a seller where the prices are fixed by the manufacturer, or the government has a central role in authenticating the sale. The role of tax administration in improving the contribution from these sectors is minimal (sole exception is land registration). And the share of these sources in total tax revenue has steadily increased over the last two decades bringing down the share of tax revenue from other manufactured goods despite the shift over to VAT regime of taxation. As incomes increase the demand for consumer durables and non-durables and other manufactured goods increases and tax revenue should have been increasing at rates comparable to that of the growth of motor vehicle tax or tax on liquor. Falling share of these goods in the total tax revenue is indication of leakages and poor tax administration. That is the message coming from the analysis of tax effort as well.

As regards non-tax revenue, the South Indian States, except Andhra Pradesh, are different from the other Indian States reporting fairly low share of it in the total revenue of the State. The absence of mineral wealth could be one of the prime reasons. Forests used to be a source of revenue. Since the 1980s forests have lost their importance as a source of revenue. In recent years, Kerala has seen the emergence of lottery as a main source of non-tax revenue. But it is doubtful whether this would continue to be a money spinner for the State.

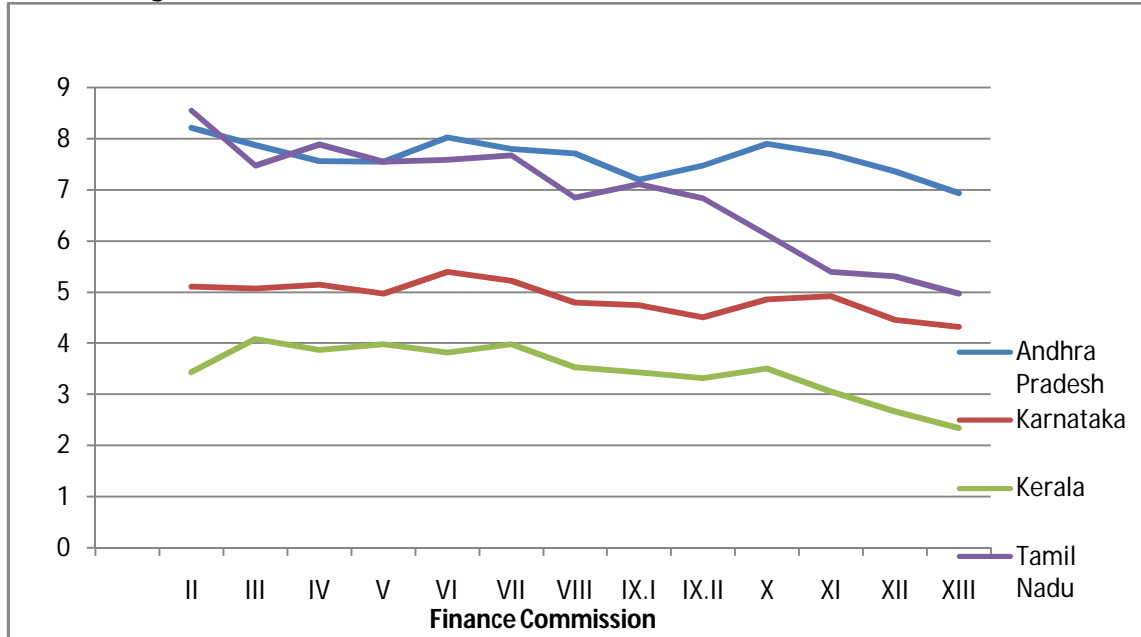
Summarising the discussion of the last three sections it may be said that the South Indian States are making successful efforts at raising the rate of growth of the economy. Kerala seems to be an exception as the gap between the national growth rate and that of the State is widening over the years. The projection of growth into the future too looks grim unless large investment flow into the State takes place. There are no signs of any such flow of investments. Kerala does not rank too high among the Indian States in tax effort as well and there does not seem to be any perceptible improvement in tax effort. The net result is that revenue mobilisation by the State is way below the potential. The situation of low tax mobilisation is bound to continue into the future unless some major policy changes make a difference to the investment climate in the State.

Central Transfers

As regards the State Governments in India revenue receipts fall under two broad heads: own revenue and central transfers. Own revenue consists of both tax and non- tax revenues collected by the State the trends of which is a result of its own tax effort as discussed above. Central transfers are determined by the quinquennial Finance Commission awards. The Financial Commission awards fall under two broad heads, namely share in taxes and grants. Till the Six the Commission share in taxes accounted for between 74 and 87 per cent of the total awards. The Seventh Commission cut the grant component to eight per cent of the total awards and since then the grant component has varied between 10 per cent and 18 per cent of the total awards.

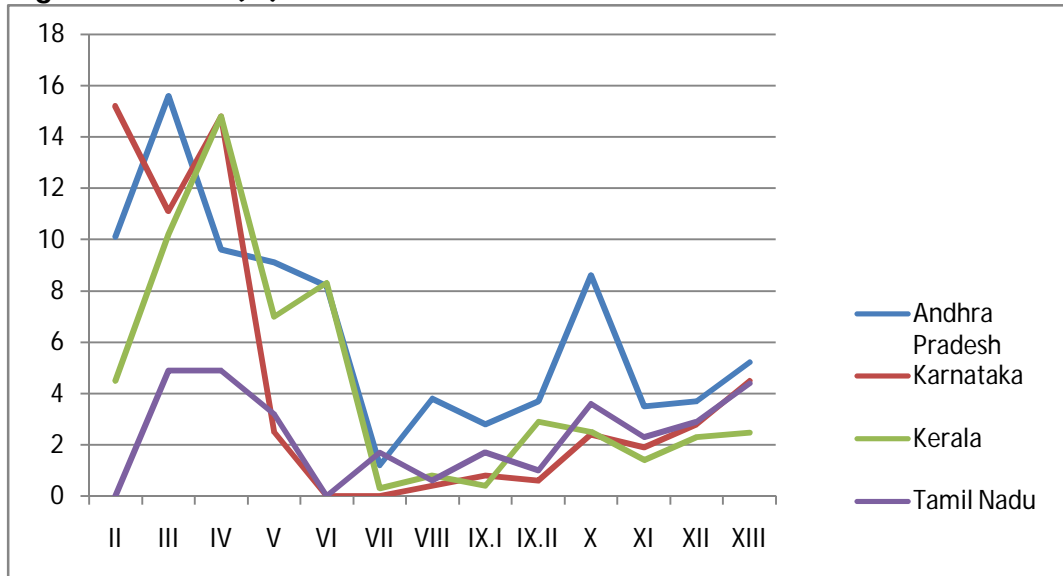
The horizontal devolution of central taxes to States show some clear patterns over the long period. As put by Srivastava and Rao (2009): "Looking at the shares of the three groups of states within the general category states, i.e. high income, middle income and low income states., the general pattern seems to be that as we come to the more recent Commissions while the share of middle income states has fallen slightly, the share of low income states has increased largely at the cost of the high income states" (p. 25). As regards the South Indian States, there is a clear fall in their shares in more recent years (see Figure 3). The sharpest fall has been in the case of Tamil Nadu and Kerala. The share of Tamil Nadu in taxes which was over eight per cent in early years has come down to below five per cent by the Thirteenth Commission (2010-15). Kerala which was receiving a share of close to four per cent between the Second and the Sixth Commission saw its share fall steadily since then reaching close to two per cent by the Thirteenth Commission.

Figure 3. Share (%) of South Indian States in Tax Devolution



The share of South Indian States in Finance Commission grants shows a slightly different pattern (Figure 4). The South Indian States, except Tamil Nadu were receiving over 10 per cent of the total each between the Second and the Fifth Commission. The Seventh Commission awards turned out to be meagre for all the States. Since then the share in total grants has been showing an increase. The award of grants has evolved over the last thirteen Commissions to meet the revenue gap and grant in lieu of tax on railway passenger fares in the initial Finance Commissions to meet the cost of improving communications, grant for upgradation and relief for natural calamities between the Seventh and Tenth Finance Commissions. The last three Commissions saw grants being awarded for local bodies, maintenance of forests, heritage conservation and meeting state specific needs. Because of its very purpose and depending on the issue taken up by the Commission the size and structure of grant awards vary. For this very reason the share of any State could be showing fluctuations between Commissions. Further, the grants are to be spent for the purpose for which they are awarded; in that sense they are tied and are not available for any general purpose.

Figure 4. Share (%) of South Indian States in Finance Commission Grants



As against the fluctuations in shares of States in grants, shares in taxes show a smooth pattern as they are formula based. The devolution formula, however, has undergone major changes over the last sixty years. Horizontal fiscal equalization (HFE) has been accepted the principle governing devolution of taxes. HFE is designed to correct for economic disabilities experienced by some sub - national governments as a result of horizontal fiscal imbalances, a situation in which there exists differences between sub- national jurisdictions in their ability to provide comparable levels of government services while imposing comparable tax burdens. These differences may arise from tax raising disabilities (for example, from lower per capita tax payer incomes) and/or cost disabilities in the provision of government services (for example, from different population age structures). Horizontal Fiscal Equalization is fundamentally based on the principle of equity between sub national jurisdictions and this principle has been accepted by all the Indian Finance Commissions.

The principle of equity has been applied using devolution formulae. The devolution formulae used by the Finance Commissions combine the fiscal capacity and expenditure (fiscal need) side variables in various ways. The first six Finance Commissions used population as an indicator with weights ranging from 75% to 90% for distributing income and excise duties. The remaining weights were collection, proportion of Scheduled Caste and Scheduled Tribe (SC/ST), index of backwardness depending on the tax type. Starting the Seventh Commission, population weight dropped to 25%. By the Third Finance Commission, talk of backwardness had become current. Initially, the proportion of SC/ST was used with a small weight in the distribution of Excise Duties. The Fourth Finance Commission enlarged the scope of backwardness by taking a large number of indicators and gave a weight of 20%. The Fifth Finance commission introduced the income distance

as a measure of backwardness and the Sixth continued the tradition and raised the weight to 25% for the devolution of union excise duties. A major change came about with the Seventh Finance Commission as income distance became the major criteria and population weight dropped to 25%. The pendulum had shifted and income distance continues with a high weight since then. Another change that came about since the Seventh Commission is the use of 1971 population as the population weight.

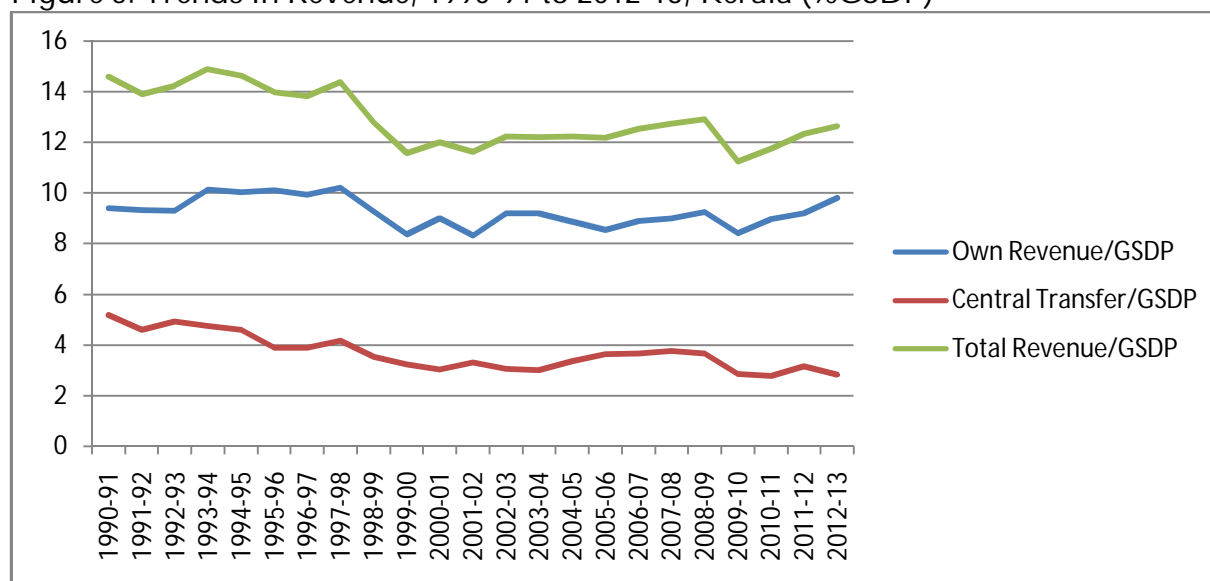
States such as Kerala continued to receive shares in taxes proportionate to their population till the Tenth Commission as their incomes were close to the national average. Kerala has seen an upward movement in per capita income in the new century as the population growth rate came down sharply. With the higher weights for income distance in the devolution formula and the rising per capita incomes has seen the share in taxes of Kerala come down rapidly. The situation might not see much of a change in the coming years as there is little chance of indicators such as income distance disappearing from the formula.

Trends in Resource Position of the State

It may be seen from Figure 5 that total revenue as a proportion of GSDP of Kerala which was over 14 per cent till the mid-1990s came down sharply in the late 1990s and has remained around 12 per cent. The dip below 12 per cent in the late 2000s has been arrested and a slight upward movement may be seen in recent years. The upward trend is contributed by the uptake of own revenue which had shown a sharp drop in the late 1990s and a further drop around 2008-09 (largely on account of the global financial crisis). Despite the slight upward trend, own revenue has not reached its high of over 10 per cent of the early 1990s.

Transfers from the Centre began showing their decline since the Eighth Finance Commission with the share of population dropping from 75 per cent to 25 per cent and the share of per capita income distance going up in the devolution formula. Initially, the effect of income distance was mild as Kerala did not deviate much from the national average as regards per capita income (Eighth to Tenth Finance Commission). As Kerala's per capita income began moving above the national average since the Eleventh Commission (award period 2000-05) the State's share in the divisible pool began its sharp downward slide (see Figure 3). Such a fall in the share in central transfers is not confined to Kerala; both Karnataka and Andhra Pradesh too showed a similar trend. In the case of Kerala, central transfer which was close to 5 per cent of the GSDP in the early 1990s has fallen close to 2 per cent by the early 2010s. It was worse for Maharashtra, Gujarat, Punjab and Haryana as the income distances for these States were much higher. It needs to be seen whether the Fourteenth Finance Commission changes track; otherwise Kerala cannot hope to get higher shares in central transfers.

Figure 5. Trends in Revenue, 1990-91 to 2012-13, Kerala (%GSDP)



Source: Eighth Pay Commission Report and Budget in Brief (various issues).

In the face of declining central transfers there is need to mobilise more resources by the State Government. But there are many constraints. The declining tax effort may partly be on account of the change in the composition of GSDP. The share of the service sector has steadily gone up from below 40 per cent in the early 1990s to over 65 per cent by now. As services are not taxable by the States the tax base becomes lower to that extent. There are opportunities too. One may mention the role of remittances that do not get counted in the GSDP but are received by the Kerala households and are spent on goods and services within the State. The ratio of remittances to GSDP which was negligible in the early 1980s has grown steadily. Such a large increase in remittances would obviously be contributing to spending on goods that are taxed within the State. Despite such increases in remittances and systematic increases in tax rates if the ratio of own revenue¹⁴⁶ to GSDP has not shown any perceptible increase, then it is a cause for worry. More importantly, the poor tax effort puts severe constraints on spending.

Revenue Implication of Goods and Services Tax

Value added tax (VAT) is a broad based tax levied at multiple stages of production [and distribution] with crucially- taxes on inputs credited against taxes on outputs. Under VAT, while sellers are required to charge the tax on all their sales, they can also claim a credit for taxes that they have been charged on their inputs. The advantage is that revenue is secured by being collected throughout the process of production (unlike a retail sales tax) but

¹⁴⁶Strictly speaking one should be taking own tax revenue and not total of own revenue as the latter includes non tax revenue as well which has shown a reduction owing to the fall in revenue from forests etc.

without distorting production decisions. India took the first step towards implementation of VAT with the introduction of MODVAT in 1986 which reduced the number of effective rates and harmonized the tariff classification. Excise duty began to be collected under CENVAT (renaming MODVAT) since 2000 and a system of VAT on services was introduced at the Central government level in 2002. Indian States moved over from retail sales tax to VAT in a staggered manner between 2003 and 2008.

VAT has eliminated the multiplicity of tax rates and several State taxes on purchase and sale have been subsumed under VAT. It has permitted input tax credit minimizing the cascading effect of sales tax. But VAT is an intra- state system and does not cover inter-state transactions. Exports are zero rated by giving credit for all taxes on inputs. The problem with VAT is that it still does not allow for India as a common market. The logical next step for developing an Indian common market is the introduction of Goods and Services Tax (GST). GST is "a well designed destination-based GST on all goods and services is the most elegant method of eliminating distortions and taxing consumption. Under this structure, all different stages of production and distribution can be interpreted as mere tax pass-through, and the tax essentially 'sticks' on final consumption within the taxing jurisdiction." (Kelkar, 2009). Indian GST is visualized as a comprehensive VAT, a dual GST with Central GST (CGST) and State GST (SGST) to be levied concurrently. It would replace all indirect taxes and the tax base will be comprehensive. It would include imports, and exports will be zero-rated. It would bring about full input credit system in parallel for CGST and SGST.

GST to be effective requires commitment to stable rate structure with a broad tax base with few exemptions. In the Indian context, the move over to GST makes a large tax base available to the central government. A number of issues have been raised in this context. Will GST compromise fiscal autonomy of States? Will it deprive them of the only lever of macroeconomic policy? Will it tilt the revenue balance in favour of the central government and burden the States with expenditure responsibilities? These questions have been answered on the following lines. Stable rates bind States, as well as Centre! GST experience elsewhere suggests that there are various models and it need not be taken as a case of sacrificing the autonomy of State governments. The tax base of the States increases with the inclusion of services and stability of tax revenue might improve.

The Thirteenth Finance Commission appointed a task force, which comprehensively analysed all GST related issues and made a number of recommendations, outlining the design and modalities of a model GST law. The Empowered Committee of the State Finance Ministers carried forward the design of GST through consultative process among the States and the Centre. The Constitutional Amendment (115th) Bill was tabled in the Parliament in 2011 which was referred to the Parliamentary Standing Committee on Finance for detailed study and recommendations. After due

deliberations the Standing Committee submitted its report (73rd report of Parliamentary Standing Committee on Finance) and based on the recommendations of the Committee, and the views of the member States of the Empowered Committee, a revised Constitutional (122nd Amendment) Bill has been introduced in the Lok Sabha on 19 December 2014.

The Bill confers simultaneous power to Union and State legislations to legislate on Goods and Service Tax (GST). All goods and services, except alcoholic liquor for human consumption, will be brought under the purview of GST. While petroleum and petroleum products have been brought under GST, they shall not be subject to the levy of GST till notified at a future date. The present taxes and levies by the States will continue till then. The States will be compensated for any revenue loss.

With regard to the States, the subsuming of petroleum and petroleum products under GST does not bring any benefit as the State Governments can only seek to protect the current revenue and cannot impose any additional burden on the consumers. The Central Government would get a vast revenue source by getting the power to impose CGST on petroleum products in addition to preserving the current taxation level. This trade-off is not in the interests of the States such as Kerala. The subsuming of betting and gambling under GST too may adversely affect Kerala as lottery has emerged as a rapidly growing non-tax revenue in the State.

Turning to the revenue implication of GST for Kerala, it is too early to project the exact numbers. First of all the methodology adopted by National Institute of Public Finance & Policy, New Delhi- the Tax Turnover Method- for the computation of Revenue Neutral Rates suffers from some infirmities. Under certain conditions the procedure may be favouring States with lower efficiency of tax collection. Further, the presence of large number of small scale service providers, peculiar to Kerala, will have its impact on the generation of tax revenue. Another critical issue in this regard is the place of supply rules, which is yet to be finalized. The place of supply rules will essentially determine the place of supply and consequently the place of taxation. This has got vital implication with respect to telecommunication sector, financial sector, works contracts, e-commerce etc having interstate ramifications. Apart from the above, the details of Dual Control Mechanism, threshold level for taxation, the negative list of services, the list of exempted items etc are still not fully known. A clear picture on the revenue implications on implementation of GST can be formulated after the above issues are firmed up and model GST law framed. The GST compensation system and the assurance that States will not suffer revenue loss will also play a role in revenue flow to the State.

Finally, until the specifics of the Constitutional Amendments, GST compensation, IGST mechanism, exemption list of goods and services are clearly delineated, it is not possible to quantify the exact amount under the terms of revenue flows and make confident projections. The view of the

Fourteenth Finance Commission too is no different. It holds the view that in the context of many unresolved issues on the design of GST and the final rate structure, the Commission is not in a position “to estimate revenue implications and quantify the amount of compensation in case of revenue loss to the States due to the introduction of GST” (P. 176). While the Commission has recommended that the Union may have to bear an additional fiscal burden arising due to the GST compensation, the chances of Kerala- not being a manufacturing State- receiving any compensation is low.

The Fourteenth Finance Commission Award

The Memorandum presented to the Fourteenth Finance Commission by Kerala had emphasized the diverse patterns of development of the States and their increased fiscal needs in a globalising world. The differentials in growth and composition of GSDP giving rise to differing fiscal capacities and differing fiscal needs necessitating equitable and large devolution of resources from the divisible pool had also been highlighted. It had submitted that as close to 30% of the geographical area of the State falls under forests the State incurs costs of conservation and also foregoes revenues and development options. The positive externalities of conservation are a global good and hence any distributional scheme should be compensating the State.

The Memorandum noted the large and varied investments in physical and social infrastructure made by the State over the long period aimed at the spread of health and educational services to reach all sections of population. The State has been making efforts to maintain the infrastructure by devoting large part of the revenues but the running deficits have often put a break on this process and a way has to be found out of this scenario for better upkeep of the infrastructure. These structural constraints have severely stressed the finances of the State despite the valiant efforts, such as implementation of VAT system, made by the State to garner tax resources. The running deficits were more structural than a result of financial indiscipline or laxity and call for just consideration by the Commission. Kerala had made efforts in turning the local self-governments truly self-governing institutions by devolving functions, funds, and functionaries to them. Decentralisation has resulted in creditable outcomes in terms of reduction of poverty and the provision of public services. But decentralisation involves additional costs for service provision and capacity building at the local level.

It is gratifying that the Fourteenth Finance Commission has taken due note of most of Kerala’s submissions and the awards address them. While Kerala along with many other States had demanded vertical devolution of 50 per cent of the divisible pool, the Commission’s award has seen a ten per cent jump from 32 per cent (Thirteenth Finance Commission) to 42 per cent which together with grants adds up to 48.44 per cent of the divisible pool. Kerala’s emphasis on the need to take due note of the conservation of forests has sounded a bell in the ears of the Commission as the horizontal devolution formula for the first time gave a weight of 7.5 per cent to the forest area. The

net result has been that the share of the State increased from 2.341 to 2.5 per cent. The trend of Kerala's declining share witnessed since the Tenth Finance Commission award has been reversed with a gain of 0.16 per cent over the share of 2.341 per cent of the Thirteenth Finance Commission award.

The share of Kerala may be compared with those of the other Southern States to gain a proper perspective. It is seen that among the Southern States only Kerala and Karnataka have improved their shares. In the case of Karnataka the share has moved up from 4.328 per cent to 4.713 per cent. Both Andhra Pradesh (including Telengana) and Tamil Nadu have lost the former falling from 6.937 per cent to 6.742 per cent and the latter from 4.969 per cent to 4.023 per cent. Thus, Kerala has been placed in a better position after a long period.

The Fourteenth Commission has moved decisively away from sector specific and state specific schemes arguing that there has been no continuity between Commissions, their overlap with Plan schemes, the lack of an allocation formula and lack of flexibility in use putting States in difficulties in running the schemes. The grants have been confined to just three areas all of which have addressed Kerala's concerns well. The three areas are: local governments (53.49 per cent), financing disaster management (10.25 per cent) and revenue deficit (36.26 per cent). The local government grants are formula based with 90 per cent of the weight being carried by population and ten per cent by performance. The grant allocated to the State under State Disaster Response Fund seems low but what needs to be appreciated is that it is on the basis of a simple and clearly worked out formula which takes into account the expenditure booked under the relevant head during 2006-07 to 2012-13, the distance of the state from the average per capita GSDP and rate of inflation.

Grants to meet post- devolution revenue deficit has been a long standing demand of Kerala which has been ignored by previous commissions. But the Fourteenth Finance Commission understood the concerns well and allocated grants to meet the need. Among the major States (excluding Andhra Pradesh for special reasons) only three States have the benefit of receiving such grants, namely West Bengal, Assam and Kerala. In the first year, Kerala will be receiving close to 10 per cent of the total and in the second year around 8 per cent of the total coming down to 4 per cent in the third year and zero in the last two years of the award period. These are large sums which would considerably reduce the need for borrowing to meet deficits and make available larger funds for meeting maintenance and investment expenditures.

An imbalance pointed to by Kerala (and many other States) in the Memorandum is the centralization of the allocation of plan funds and a secular decline in the share of State plans. Such reduction has come about owing to the proliferation of centrally sponsored schemes (CSS). Further, many of these schemes are not suitable for the States. Kerala had strongly urged the Commission to take a view on this to curb these tendencies. The Commission has taken a comprehensive view of the fiscal relations between the Union and the States, reviewed the existing arrangements for transfers

and evaluated the views of the various committees and commissions. Recognising the need for transfer of funds from the Union to the States, which go beyond tax devolution and grants from the Finance Commission, the Fourteenth Finance Commission has recommended that the existing system be reviewed and necessary institutional changes be considered. The Commission is of the view that the Union Government should continue to have fiscal space to provide grants to States for functions that are broadly in the nature of 'overlapping functions' and for area-specific interventions.

The awards of the Fourteenth Finance Commission to the State of Kerala as worked out by them are shown in Table 3. As is evident, pre-devolution revenue deficit of the State for the year 2015-16 is Rs 19151 crore. The share of the State in the divisible pool being Rs 14511 crore there will still be a revenue deficit of Rs 4640 crore which is filled by the revenue deficit grant balancing the revenue account. Revenue deficit grants are awarded for the years 2016-17 and 2017-18 too as devolutions are not large enough to meet the deficits. In 2018-19 and 2019-20, devolutions cover the pre-devolution deficits doing away the need for grants.

Table 3. Assessed Own Revenue Receipts and Revenue Expenditure, Kerala (Rs crore)

| | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 |
|--------------------------------|---------|---------|---------|---------|---------|
| Gross State Domestic Product | 489576 | 551025 | 620187 | 698029 | 785642 |
| Own Revenue Receipt | 52851 | 60114 | 68498 | 78199 | 89467 |
| Revenue Expenditure | 72002 | 80209 | 89375 | 99613 | 111051 |
| Pre-devolution Revenue Deficit | 19151 | 20095 | 20877 | 21414 | 21584 |
| Devolution | 14511 | 16745 | 19348 | 22383 | 25925 |
| Revenue Deficit Grant | 4640 | 3350 | 1529 | - | - |

Source: Fourteenth Finance Commission Report, Annex 7.5.

Does the larger flow of resources from the Centre make for larger fund availability at the level of the State Government for paying higher salaries and pensions? Three issues are relevant here. Firstly, the assessment of revenue and expenditure of the State by the Finance Commission is governed by its views on salary and pension. The Commission opines that wages and salaries constitute a significant portion of the committed liabilities of both the Union and States and that periodic revision of salaries and pensions have a severe impact on their fiscal structure: "For States in particular, the fiscal impact of a pay revision is severe, as the share of salary expenditure in their total revenue expenditure is substantially larger than in the case of the Union. Arrears in pay and bi-annual releases of Dearness Allowance compound the burden" (p.238). Their assessments and projections of expenditures have been guided

by the principle of sustainability based on past trends that realistically capture the overall fiscal needs of the States. As regards Kerala, it may be seen that their assessment of pension at Rs 12507 crore for 2015-16 was about Rs 1000 crore less than the amount shown in the Medium Term Fiscal Plan, 2014-15 of the State. For subsequent years, the Finance Commission has assessed the need at an annual increase of 10 per cent. The implication of any expenditure higher than that shown in the Finance Commission's assessment would lead to the creation of a post-devolution revenue deficit in excess of the revenue deficit grant and revenue deficit will continue to persist.

The second issue is the transformative relation between the Union and States emerging from the Fourteenth Finance Commission award. The Commission has taken a comprehensive view of transfers and not just the non-plan revenue expenditures; they did not make a distinction between Plan and Non-Plan. Consequently, conditional and tied grants were kept to the minimum and larger share of Union resources were devolved to the States. The magnitude of the change for the year 2015-16 as reflected in the Budget of the Union is presented in Table 4. The large transfer through the Finance Commission route has led to a large fall in central assistance to State Plans. If such larger transfers are to be used for purposes other than State Plans then the plan expenditure of the State would suffer.

Table 4. Some Dimensions of Resource Transfer to States (Rs crore)

| Items | 2014-15 BE | 2015-16 BE | Difference |
|--|------------|------------|------------|
| Total Expenditure | 1794892 | 1777477 | -17415 |
| Non-Plan Expenditure | 1219892 | 1312200 | |
| Plan Expenditure | 575000 | 465277 | |
| Central Assistance to State Plans | 330764 | 196743 | -134021 |
| Plus Assistance to Central Schemes and Centrally Sponsored Schemes | 5851 | 23869 | +18018 |
| Finance Commission | 452235 | 632588 | +180353 |
| State's share of Taxes and Duties | 382216 | 523958 | +141742 |
| Grants- Article 275 | 70019 | 108630 | +38611 |
| Net increase in transfers to States | | | +64350 |

Thirdly, Finance Commission awards are based an assessment and evaluation of revenue and expenditures based on data and projections. The actuals as they evolve may be different. An instance of it is the difference between the revenue receipts of the Union Government as assessed by the Commission and as presented in the Union Budget. For the year 2015-16, the Gross Tax

Revenue of the Union as assessed by the Commission was Rs 15,67,373 crore but the Budget Estimates stood at Rs 14,49,490 crore. Tax share of the State's too showed a corresponding decline from Rs 5,79,282 crore to Rs 5,23,958 crore. Kerala's share which was assessed to be Rs 14,511 crore by the Commission fell to Rs 13,099 crore as per the Budget. A fall of Rs 1500 crore would lead to an increase in the post devolution revenue deficit that would not be bridged by the grant turning the revenue account into deficit.

Overall, the Fourteenth Finance Commission award has opened new vista for the States. The Commission has come out with path breaking recommendations with great potential for States to transform themselves and chart out new paths of development and fiscal and expenditure management. Larger share of the taxes and duties are devolved to the States and Kerala is a beneficiary with a higher share of the divisible pool and also larger awards of grants. The larger transfers to the State, however, have bestowed new responsibilities on it and the resources available for higher salary and pension payments are limited.

Trends in Government Expenditure and Deficits

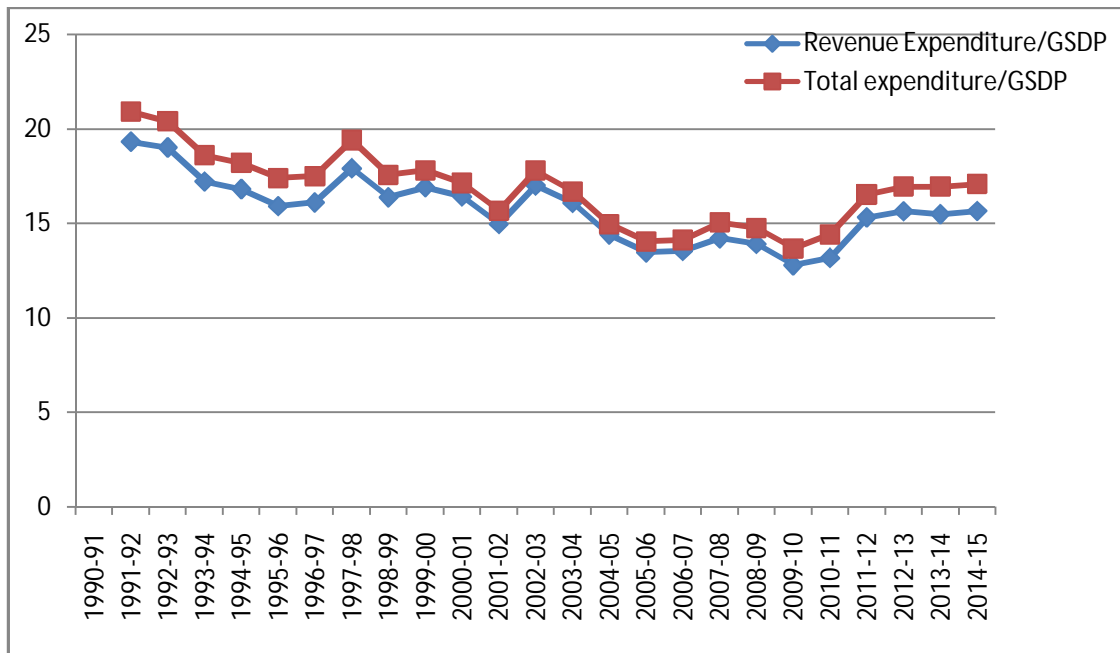
Trends in Total and Revenue Expenditure

Government expenditure may be analysed in various ways: Plan vs. non-Plan; Revenue vs. Capital; Developmental vs. non- Developmental and so on. As our purpose here is to arrive at inferences on the availability of finances for the payment of salaries and pensions keeping to certain targets of Revenue and Fiscal Deficits, the discussion is confined to revenue vs capital and related categories. Further, the discussion is in terms of expenditure as a proportion of GSDP at current prices.

As is evident from Figure 6, over the last 20 years total expenditure as a proportion of GSDP has steadily fallen from over 20 per cent in the early 1990s to below 15 per cent by the late 2000s. The lowest value of 13.68 was reached in 2009-10. Since then it has begun going up.

But years 2013-14 and 2014-15 have to be taken with caution as the figures are revised estimate and budget estimate respectively and the actuals may in fact be vastly different from the budgeted figures.

Figure 6. Trends in Total and Revenue Expenditure (% of GSDP), 1990-91 to 2014-15



Source: George and Krishnakumar, 2012 and Government of Kerala, Budget in Brief (Various Years)

The period of 25 years is marked by two clear phases of decline in total expenditure. The first phase from 1990-91 to 2001-02 saw the total expenditure fall from over 20 per cent to over 15 per cent. The second period from 2002-03 to 2009-10 saw the total expenditure come down from close to 18 per cent to below 14 per cent. The second period may be classified as that marked by the Fiscal Responsibility and Budget Management Act (FRBM).

The trends in revenue expenditure follow that of total expenditure for each dip and each rise without fail through the entire period. The only difference is that the distance between the two curves is wider in the early and late part and narrower in the middle. The distance between the two curves is capital expenditure and the narrow stretch suggests the fall of capital expenditure during the period.

Turning to the regular rise in the total expenditure and revenue expenditure, it is seen that such sharp rise has been observed in 1997-98, 2002-03, 2007-08 and 2011-12. The magnitude of increase from the previous year has been around 2 per cent point both in Revenue Expenditure and Total Expenditure; the exception is the year 2007-08 when the increase was only about 0.6 per cent point. Further, the year following the rise witnesses a drop back to the previous year's level of expenditure. Again the exception is 2007-08 when two years saw the raised levels of expenditures and a fall back in the third year.

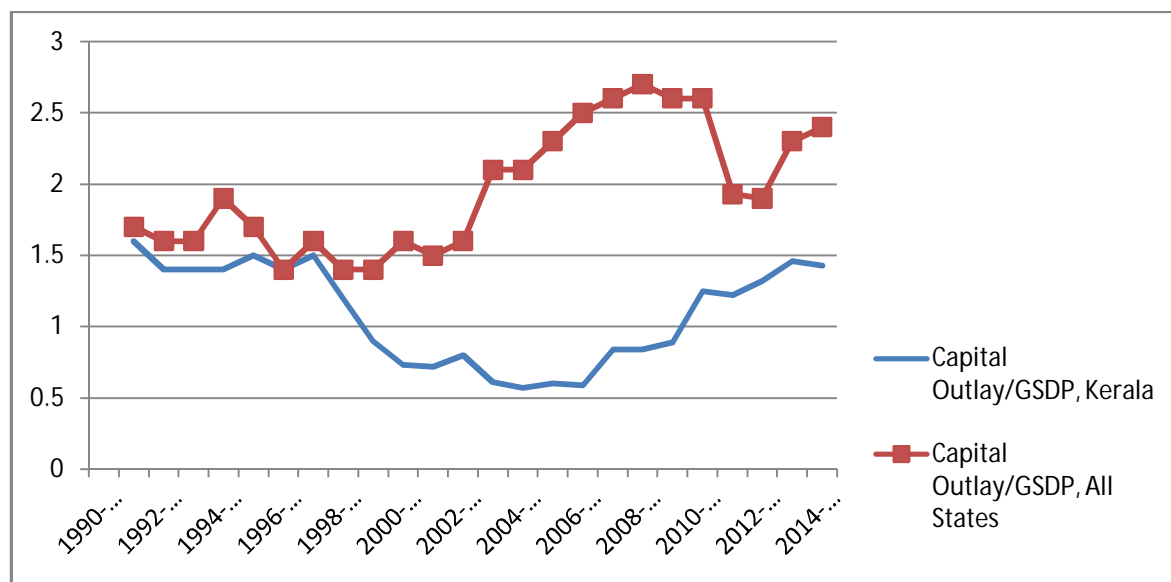
What is special about these years which saw 2 per cent rise in Revenue Expenditure and in turn in Total Expenditure? The only event that took place in those years was the implementation of the Pay Commission awards. A large salary and pension hike led to higher increase in Revenue Expenditure and smaller increases in salary led to smaller increase in Revenue Expenditure. The year 2007-08 was an exception because adherence to the FRBM Act did not allow for large increases in Revenue Expenditure and Revenue Deficit (more on it in the section on FRBM Act). Thus, the quinquennial Pay Commission awards did play an important role in raising the Revenue Expenditure and in turn Total Expenditure in the State. By the time the effects of a two per cent point increase wears out the next increase becomes due. Most of the other States have got out of this cycle by adopting the Central Pay Commission pattern with modifications which become due only once in ten years.

Trends in Capital Outlay in Kerala and All States

Capital outlay consists of capital expenditure and loans and advances made by the State Government. Capital outlay as a proportion of GSDP is shown in Figure 7 for Kerala as well as All States. In Kerala, capital outlay hovered around 1.5 per cent of GSDP from 1991-92 to 1997-98. A sharp and steady decline followed till 2000-01 reaching a level of 0.73 per cent of GSDP that year. The next four years did not show any significant decline but another small decline followed from 2003-04. An increasing trend could be seen only from 2006-07. But the increase is characterised by step wise progression the steps being seen in years 2007-08 and 2011-12. Interestingly, these are the years when Pay Commission awards are implemented. Thus, the Pay

Commission awards not only impinge on Revenue Expenditure of the State but also the Capital outlay.

Figure 7. Trends in Capital Outlay, Kerala and All States (% of GSDP), 1991-92 to 2014-15



Source: George and Krishnakumar, 2012 and Government of Kerala, Budget in Brief (Various Years)

The trends in All States capital outlay are distinctly different from that of Kerala. In the initial four years the all States figures were slightly higher than that of Kerala. The next three years saw a fall in capital outlay to the level of Kerala. The period till 2002-03 witnessed the All States figures continuing at that level without change. The years since 2003-04 saw steady increase in the capital outlay of All States. By 2007-08, the All States figure had reached over 2.5 per cent of GSDP and it continued to be at that level for the next four years. The fall in All-India GDP growth rate in 2011-12 and 2012-13 affected the capital outlay which fell sharply in those two years. Despite the fall, All States capital outlay was 50 per cent higher than that of Kerala and the tendency is for the All States figure to go up.

The net result of the distinct trends is the widening gap between All States and Kerala. The low and declining capital outlay in Kerala had its effect on GSDP growth. As discussed in the previous chapter, one of the reasons for the slackening of GSDP growth in Kerala in recent years in comparison with All India GDP growth was the declining capital outlay.

Trends in Plan Expenditure

The implications of fiscal crisis for development extend beyond depressing capital outlay. Per capita plan expenditure of Kerala was also relatively lower than that of the neighbouring States. During the Tenth Five Year Plan,

Kerala's per capita expenditure was Rs 5945 compared to Rs 6658 for Tamil Nadu, Rs 7873 for Andhra Pradesh and Rs 26870 for Karnataka. Further, Kerala's plan expenditure was considerably lower than its outlay (Table 5). While Kerala's expenditure was 15 to over 20 per cent lower than its outlay during the Tenth and Eleventh Plan periods, both Tamil Nadu and Karnataka were spending amounts close to their outlay.

Table 5. Tenth and Eleventh Five Year Plan Outlay and Expenditure, Kerala and Neighbouring States

| State | Tenth Five Year Plan | | | Eleventh Five Year Plan | | |
|----------------|--------------------------|-----------------------------|---------------------------|--------------------------|-----------------------------|---------------------------|
| | Approved Outlay (Rscore) | Actual Expenditure (Rscore) | Expenditure to Outlay (%) | Approved Outlay (Rscore) | Actual Expenditure (Rscore) | Expenditure to Outlay (%) |
| Andhra Pradesh | 69512 | 62177 | 89.45 | 187797 | 158021 | 84.15 |
| Karnataka | 60275 | 59659 | 98.98 | 142591 | 134812 | 94.54 |
| Kerala | 24887 | 19543 | 78.53 | 45605 | 38752 | 84.97 |
| Tamil Nadu | 42351 | 42676 | 100.77 | 91103 | 92626 | 101.70 |

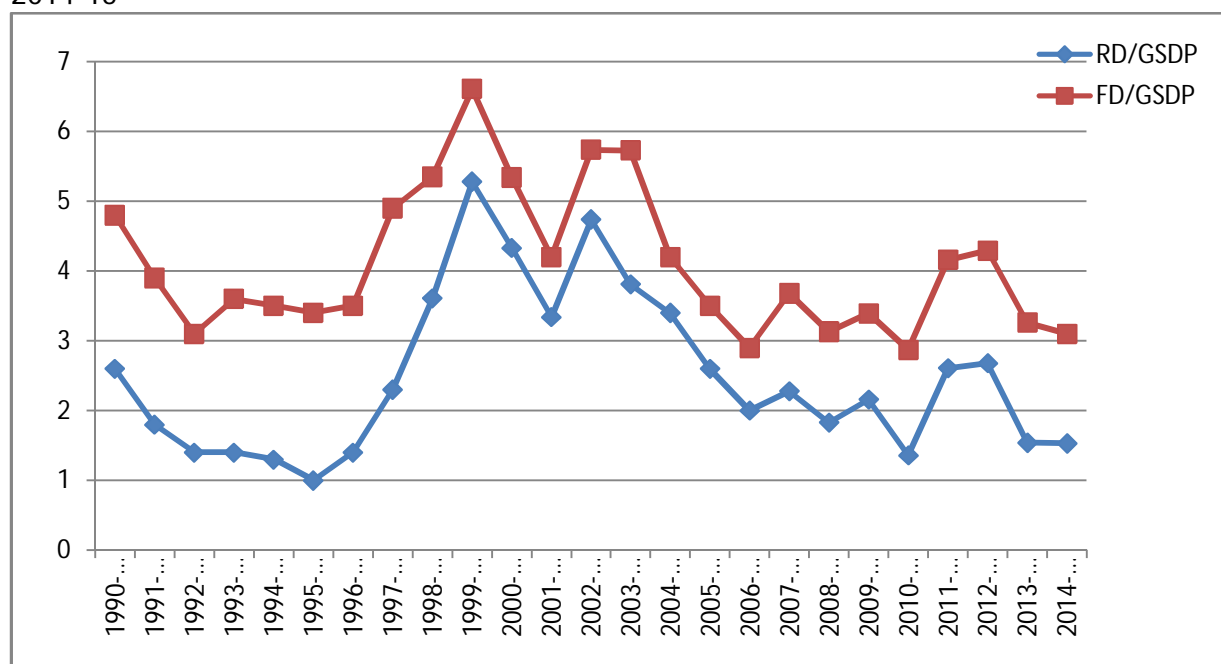
Source: Indian Public Finance Statistics, 2012-13.

The lower outlay and lower proportion of outlay being spent meant that Kerala could hardly double the size of the plan (in nominal terms) between the Tenth and the eleventh. All the neighbouring States more than doubled their plan size during this period (Table 5). Thus, fiscal distress suffered by Kerala was affecting all aspects of its development and beginning to have long term impact.

Trends in Deficits and Debt

The slackening GSDP growth, poor tax effort and the declining share of central transfers together with the mildly declining revenue and total expenditure had its effect on deficits.

Figure 8. Trends in Revenue and Fiscal Deficit, Kerala (% of GSDP), 1991-92 to 2014-15



Source: George and Krishnakumar, 2012 and Government of Kerala, Budget in Brief (Various Years)

Revenue deficit shows a declining trend till 1995-96, a sharp increase till 1999-00 and a further declining trend till 2010-11. This broad trend is marked by regular jumps in deficits for one or two years every five years. 2002-03, 2007-08 and 2011-12 and 2012-13 are marked by such jumps. Trends in fiscal deficit follow that of revenue deficit as regards the broad trends as well as the regular jumps. The regular jumps are in years marked by the implementation of Pay Commission awards. The rapid increase in the deficits during 1995-96 to 1999-00 is owing to the drastic fall in total revenue as a proportion of GSDP during those years. The fall in revenue has been of the order of three per cent point, from around 15 per cent to 12 per cent. The steady decline since 2002-03 has occurred owing to the conditions of FRBM Act (to be discussed below). The declining trend till 2010-11 has seen a reversal in the next two years which could be attributed to the Pay Commission awards. The lower values of 2013-14 and 2014-15 need to be interpreted cautiously as these are Revised and Budget Estimates.

Since 2005-06, the Fiscal Deficit has contained to persist at an average 3 per cent and the Revenue Deficit at below 2 per cent of GSDP. The decisive reversal in the trend may be seen from the year 2011-12 when Revenue Deficit crossed 2.60 per cent and Fiscal Deficit moved above 4.00 per cent. The magnitude of the revenue and fiscal deficits for the recent years are shown in Table 6. Both the Revenue and Fiscal Deficits show a break in the year 2011-12 and seem to be moving to higher levels. Further, the compulsions of showing Budget Estimates below the targets set by the KFR Act which is then breached by a wide margin in the Revised Estimates and Actuals also become evident

from the data presented in Table 6. This is worrisome as the deficits are way higher than the levels which existed before the KFR Act was passed in 2003.

Table 6. Revenue and Fiscal Deficits as Percentage of GSDP

| Category | 2010-11 | 2011-12 | 2012-13 | 2013-14 | 2014-15 |
|-----------------------|------------------------|---------|-------------|-------------|-------------|
| | Revenue Deficit | | | | |
| Budget Estimate | 1.37 | 1.40 | 0.89 | 0.54 | 1.53 |
| Revised Estimate | 1.41 | 1.67 | 0.94 | 1.54 | - |
| Actual | 1.36 | 2.61 | 2.68 | - | - |
| Target as per KFR Act | Not Given | 1.40 | 0.9 | 0.5 | 0 |
| | Fiscal Deficit | | | | |
| Budget Estimate | 3.22 | 3.50 | 2.74 | 2.82 | 3.10 |
| Revised Estimate | 2.89 | 3.46 | 3.12 | 3.26 | - |
| Actual | 2.93 | 4.16 | 4.29 | - | - |
| Target as per KFR Act | 3.33 | 3.50 | 3.50 | 3.00 | 3.00 |

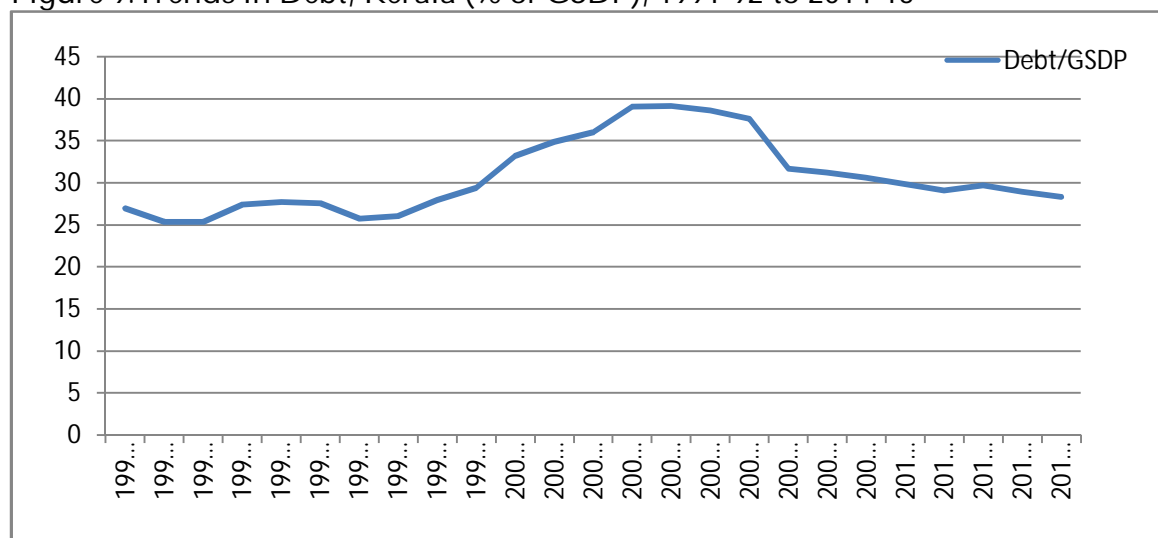
Source: Government of Kerala, Budget in Brief (Various Years)

Interestingly, during 2005-06 to 2010-11, the deficits were maintained by not curtailing capital expenditure but rather deficits were created to finance capital spending. The period till 2006-07 saw the capital expenditure of the State hovering around 0.6 per cent (of GSDP), which saw a decisive increase to 0.8 per cent initially and to 1.20 per cent towards the end of the period referred. In effect capital expenditure (as a share of GSDP) doubled during the period. This was also a period when revenue from the Centre was falling from about 3.5 per cent of GSDP in 2006-07 to below 3 per cent by 2010-11 as against the steady increase during the previous five years- below 3 per cent in 2000-01 to 3.35 per cent and 3.56 per cent in 2005-06 and 2006-07 respectively. If capital expenditures had to be boosted simultaneously restraining deficits, then there is no short cut to systematically garnering more tax resources within the state. Such an approach boosted the own revenue of the State, which was at around 8 per cent of GSDP during 2000-01 to 2005-06, was brought up close to 9 per cent of GSDP towards the end of the decade of the 2000s.

The next logical step to the build-up of Revenue and Fiscal deficits is the build-up of debt. It may be seen from Figure 9 that the ten years from 1994-95 to 2004-05 saw rapid build-up of debt as fiscal deficit steadily increased. It increased from around 25 per cent of GSDP to close to 40 per cent. It moderated at that level for the next four years and started declining from 2006-07. The decline saw debt fall to 31 per cent of GSDP by 2008-09. Since then debt has hardly shown any decline. The mildly declining trend observed

towards 2013-14 and 2014-15 is illusory as will be argued later. Thus, current levels of debt are about 5 per cent point higher than what they were in the early 1990s and the declining trend seems to have plateaued out.

Figure 9. Trends in Debt, Kerala (% of GSDP), 1991-92 to 2014-15



Source: George and Krishnakumar, 2012 and Government of Kerala, Budget in Brief (Various Years)

The fall in the debt –GSDP ratio till 2011-12 has been decisively reversed from the year 2012-13. The actuals for the year 2012-13, which has become available with the budget presented on 24 January 2014, shows it to be 29.64 per cent, a clear 0.60 per cent point higher compared to the previous year. Worse is yet to come as is indicated by the Revised Estimate and the Budget Estimate figures of debt for 2013-14 and 2014-15 respectively. It may be noted that unlike in 2011-12, when the actuals did not deviate much from the BE, the year 2012-13 saw the actual being close to 4 per cent point higher than the BE and the RE being about 2 per cent point higher than the BE. The trend of the RE being 2 per cent point higher than the BE has continued into 2013-14 (Table 7). So, we could expect the actual for 2013-14 to be higher by about 2 per cent point than the RE presented in the latest budget taking it to the level beyond 31 per cent of GSDP. Applying similar increments to the BE would mean the debt stock of 2014-15 would be reaching about 32 per cent of GSDP¹⁴⁷, the level which prevailed way back in 2006-07. Further, with the reversal in debt ratio the claim that Kerala has been meeting the 13th Finance Commission target as regards debt also gets questioned. The debt target has been set to come down steadily whereas the actual debt after coming down till 2011-12 has begun moving up (Table 7). Even if the State somehow meets the target in 2013-14, it would definitely miss the target by a wide margin in 2014-15.

¹⁴⁷ There is another way to arrive at the estimate: the increase in the BE of debt between 2012-13 and 2014-15 is around 2.5 per cent point; apply the increase on the actual of the year 2012-13.

Table 7. Debt as Percentage of GSDP

| Category | 2010-11 | 2011-12 | 2012-13 | 2013-14 | 2014-15 |
|-----------------------|---------|---------|--------------|--------------|--------------|
| Budget Estimate | 29.52 | 28.99 | 25.86 | 27.14 | 28.29 |
| Revised Estimate | 29.52 | 27.33 | 27.87 | 28.93 | - |
| Actual | 29.83 | 29.04 | 29.64 | - | - |
| Target as per KFR Act | 32.80 | 32.30 | 31.70 | 30.70 | 29.80 |

Source: Government of Kerala, Budget in Brief (Various Years)

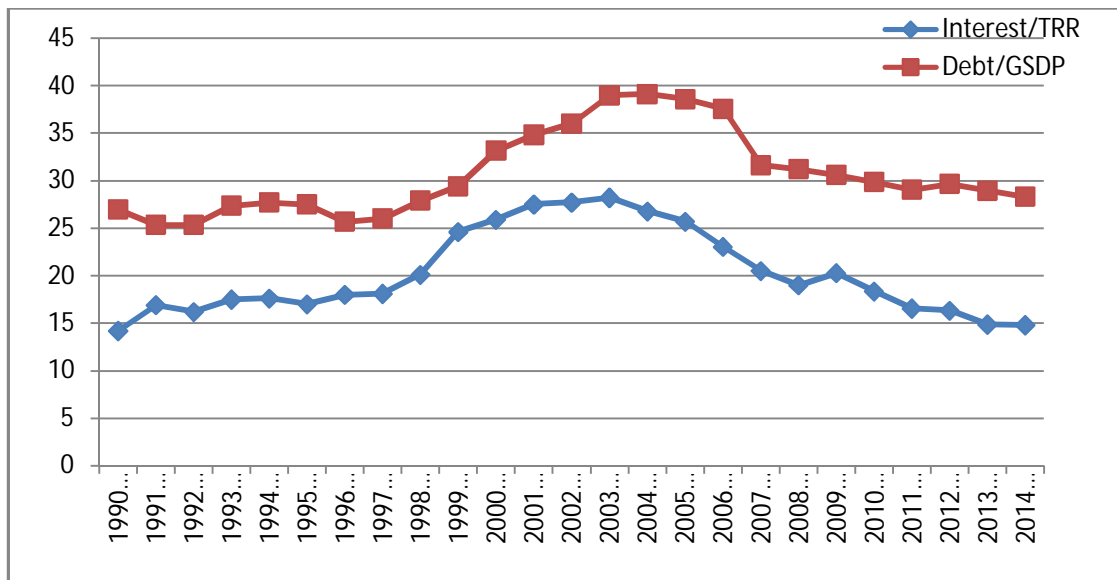
The Fourteenth Finance Commission awards bring some respite to the debt scenario of the State as the revenue deficit grants are aimed at doing away with revenue deficits and bring the account into balance over a period of three years. But such an achievement is conditional on expenditure management of the highest order. The pressure to control expenditure has already cropped with the tax devolution from the Centre showing a reduction of Rs 1500 crore on account of lower tax mobilisation by the Centre. A further pressure arises on account of the conservative assessment by the Finance Commission of the salary and pension increases; they have allowed for only 10 per cent annual increases. Thus, whether the revenue deficit grants really bridge the revenue deficit will depend on how the State manages salary, pension and other expenditures on the revenue account.

Is such a high level of debt sustainable? The Medium Term Fiscal Policy and Strategy Statement provides an argument in section 3.7.1 that Kerala's debt is sustainable. The argument is in terms of three ratios- debt/ revenue receipts, interest/ revenue receipts and the Domar gap. It is argued that debt/ revenue receipt and interest/revenue receipt ratios are coming down. They come down if we take the RE and BE estimates of revenue and debt for 2013-14 and 2014-15 respectively, not otherwise. For the reasons already gone into above REs and BEs cannot be taken as such and debt is bound to be higher, in which case both the ratios will not be coming down. In the case of Kerala, Effective Revenue Deficit (ERD) although positive was coming down till 2010-11, when it stood at 0.49 per cent of GSDP. The hope was that it would be brought down to zero. However, that is not to be; it has begun rising from the levels of 2010-11- 1.71 in 2011-12, 1.79 in 2012-13, 0.47 in 2013-14 (RE) and 0.44 in 2014-15 (BE). The RE and BE figures cannot be taken at their face value as experience tells us that the actuals will be much higher. Hence, whichever way we look at the issue, the increasing ERD points to the fact that debt goes to meet revenue expenditure of the government and for that very reason the argument that Kerala's debt is sustainable is questionable.

Trends in Interest Payments

As debt goes up interest payments will rise and falling debt will reduce the burden of interest payments. Trends in interest payments will thus follow the trends in debt. This is what is reflected in Figure 10.

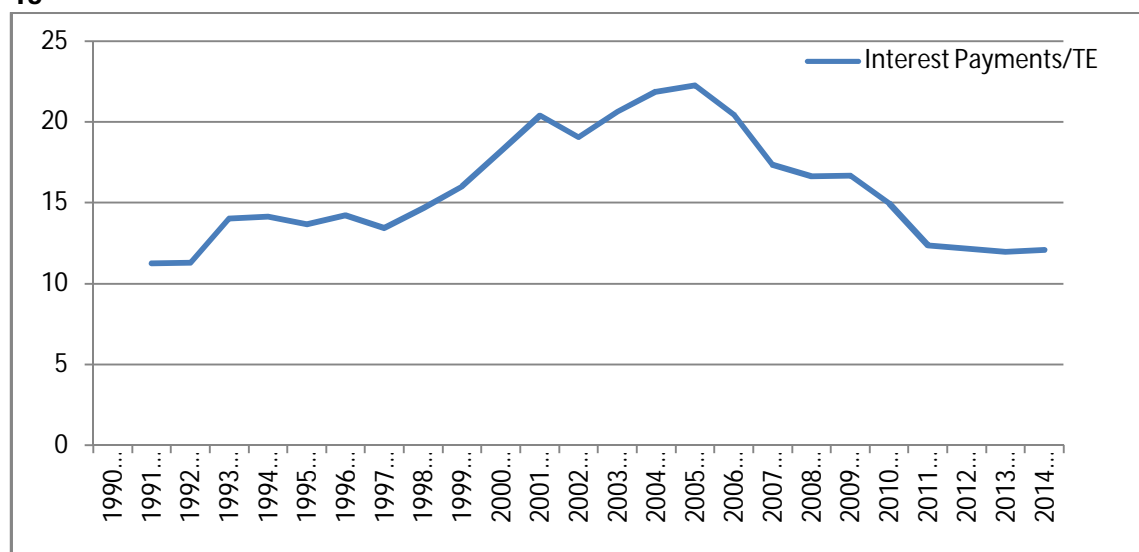
Figure 10. Trends in Interest Payments (% of TRR) and Debt (% of GSDP), Kerala, 1991-92 to 2014-15



Source: George and Krishnakumar, 2012 and Government of Kerala, Budget in Brief (Various Years)

In the early 1990s, over 15 per cent of the total revenue had to be devoted for the payment of interest. As debt began its increase, interest payment too began rising. By the early 2000s, over 28 per cent of the total revenue went in for payment of interest. Reining in of revenue and fiscal deficits since 2003-04 as part of FRBM Act prescriptions brought down debt and consequently interest payments. Thus, by the early 2010s, interest payments as a proportion of total revenue receipts fell to just over 15 per cent. It may be noted that despite the conditions of FRBM Act, interest payment could only be brought down to the levels prevailing in the early 1990s.

Figure 11. . Trends in Interest Payments (% of TE), Kerala, 1991-92 to 2014-15



Source: George and Krishnakumar, 2012 and Government of Kerala, Budget in Brief (Various Years)

Fiscal Responsibility and Budget Management Acts

The Central Government since the late 1970s and many State Governments since the late 1980s began slipping into revenue deficits. The 1990s saw rapid growth of deficits, build up of debt all round and concerns of sustainability being raised by policy-makers. The serious imbalances in government finances called for basic restructuring as is reflected by one of the Terms of References, the first of its kind for a Finance Commission, requiring the Eleventh Finance Commission to review the state of finances of the Union and the States and suggest ways and means by which the governments, collectively and severally, may bring about a restructuring of the public finances so as to restore budgetary balance and maintain macroeconomic stability. Since then it has become a terms of reference of all Finance Commissions.

Even before the subject has entered the Finance Commission as a term of reference, Commissions had been seized of the seriousness of fiscal consolidation and debt sustainability. The Tenth Finance Commission for instance had recommended a scheme of debt relief linked to the fiscal performance of a State on revenue account. Improvement in fiscal performance is to be measured by comparing the ratio of revenue receipts to total revenue expenditures in a given year with the average of corresponding ratios in the preceding years. Debt relief was computed as a percentage of repayment falling due each year. Tenth Finance Commission awarded twice the excess of the ratio of revenue receipts to total revenue expenditure from the average of three years. The eleventh Finance Commission increased it to

five times the difference. The Eleventh Finance Commission's award was for each year during 2000-01 to 2004-05.

Despite all these awards and energetic efforts by a series of governments there was no sign of revenue deficits disappearing from the fiscal scene. The gravity of the situation and a process of debate and discussion led to all political parties voting in favour of the Fiscal Responsibility and Budget Management Act, 2003 in Parliament. The Act required that the revenue deficit of the Central government should be eliminated by 2007-08, later extended to 2008-09. States too enacted fiscal responsibility acts, Kerala being one of the first States to enact legislation to bring down revenue deficit and fiscal deficit. Kerala enacted the Kerala Fiscal Responsibility Act, 2003 that mandated that government shall reduce revenue deficit to 'nil' within a period of four years commencing from 1st April 2003 and reduce fiscal deficit to 2 per cent of GSDP by 31st March 2007. There was no explicit clause on debt. The energetic efforts to bring down deficits since 2003-04 (see Figure 8 above) was a result of the Act of 2003. Deficits and debt did come down as seen in earlier sections. It may, however, be seen that the requirement of bringing down revenue deficit to nil and fiscal deficit to 2 per cent of GSDP was not met.

Like the previous Finance Commissions the Thirteenth Finance Commission too was required to 'review the state of the finances of the Union and the States, keeping in view, in particular, the operation of the States'. In response to the terms of reference, the Commission observed that the enactment of the fiscal responsibility legislation in 26 States had resulted in significant fiscal correction. But the Commission also took note of the wide variation in performance among the States. In particular, the Commission observed that three of the general category States, namely Kerala, Punjab and West Bengal incurred revenue deficits in 2007-08 while the other States were reporting surpluses. It recommended specific adjustment paths for these three States.

The amendment to the Kerala Fiscal Responsibility act, 2003 made in 2011 adhered to the targets prescribed by the Thirteenth Finance Commission in its revised roadmap for fiscal consolidation and committed to reduce the revenue deficits to 1.4 per cent, 0.9 per cent, 0.5 per cent and zero per cent (of GSDP) respectively in the years starting 2011-12. As regards the fiscal deficit, the targets were, 3.5 per cent, in 2011-12 and 2012-13 and 3.0 per cent in 2013-14 and beyond. On debt, the Act stipulated to bring it down to 29.8 per cent of GSDP by 31 March 2015 with the targets of 32.3 per cent for 2011-12, 31.7 per cent for 2012-13 and 30.7 per cent for 2013-14.

The fiscal targets set in the amendment to the Kerala Fiscal Responsibility Act, 2003 made in 2011 and the achievements are shown in Table 8. For 2013-14 and 2014-15, the figures shown are not the Revised Estimates and Budget Estimates for the reasons discussed above. As shown in Tables 6 and 7, the actuals of revenue deficit, fiscal deficit and debt could be far higher than the budgeted figures. They could be even higher than the estimates shown in

Table 8 as following the lower levels of inflation in 2014-15 the GSDP estimates will be showing a downward bias. And as the denominator shows a downward trend the ratio will be moving higher. These were the levels of deficits and debt that prevailed ten years ago.

Table 8. Targets and Achievements of Deficits and Debt, 2011-12 to 2014-15

| Year | Revenue Deficit | | Fiscal Deficit | | Debt | |
|----------|-----------------|-------------|----------------|-------------|--------|-------------|
| | Target | Achievement | Target | Achievement | Target | Achievement |
| 2011-12 | 1.4 | 2.61 | 3.5 | 4.16 | 32.3 | 29.06 |
| 2012-13 | 0.9 | 2.68 | 3.5 | 4.29 | 31.7 | 29.64 |
| 2013-14* | 0.5 | 2.04 | 3.0 | 4.32 | 30.7 | 30.93 |
| 2014-15* | 0 | 3.03 | 3.0 | 4.60 | 29.8 | 32.29 |

Note: Rd, FD and Debt as per cent of GSDP. * Estimated on the basis of trends shown in Tables 6 and 7.

Overall, the pressure on total expenditure has not been owing to higher and growing capital outlay or plan size; both have been squeezed over the years. The gap in capital outlay between Kerala and all- States has been widening. The pressure on total expenditure has been coming from the pressures on Revenue Expenditure. Interest payment has, of course, been one of the major pressures on Revenue Expenditure. Interest Payments as a proportion of Revenue Receipts or Total Expenditure has come down from their highs of the pre-KFR Act days but they continue to be high with debt remaining high. What are the other factors contributing to the high Revenue Expenditure in relation to Total Revenue Receipt? A look at the trends in wage bill of the government employees and pension payments is in order.

Trends in Salary Bill and Pension Payments

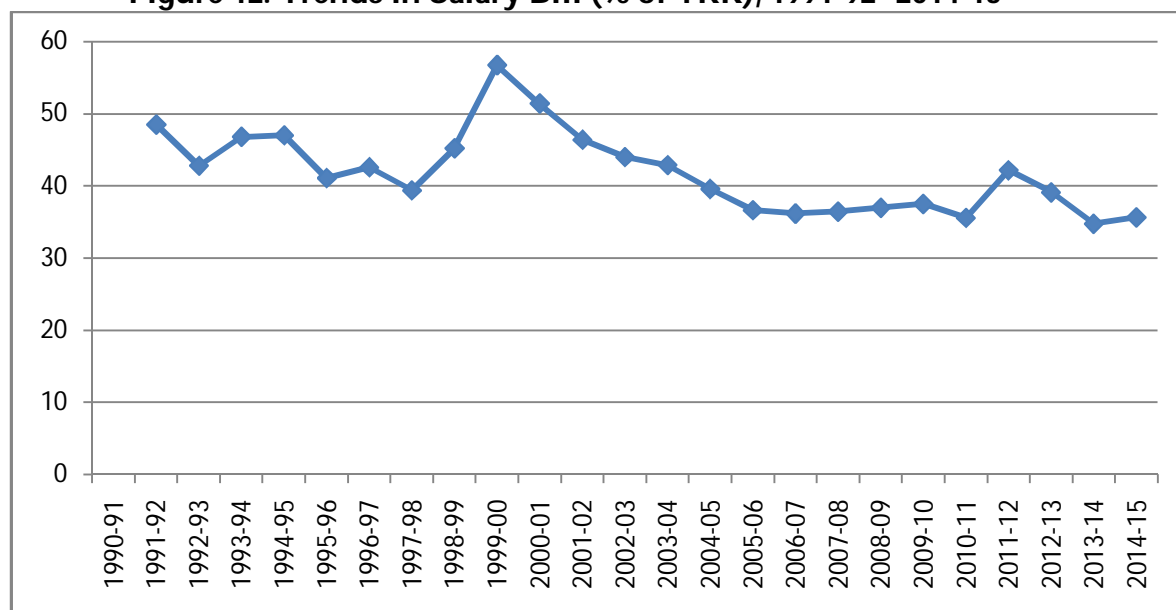
Expenditure on pay and allowances and pension has a major impact on the revenue expenditure of the Government. How large is the impact and how has it been changing is the subject of discussion of this chapter.

Trends in Salary Bill

As is evident from Figure 12, salary bill as a proportion of Total Revenue Receipts (TRR) of the State which was hovering around 50 per cent in the mid- 1990s shot up to close to 60 per cent by 1999-00. Such a sharp jump was owing to two factors, namely the Pay Commission awards and the drop in own revenue as well as the central transfers. The next five years witnessed a steady decline in the share of salary bill in TRR to around 37 per cent. It

stagnated at that level for the next five years before shooting up to over 40 per cent in 2011-12 following the Ninth Pay Commission award. It has been hovering around that level since then. The slight dip in 2013-14 and 2014-15 may not be realised as the revenue mobilisation has been below the budget estimates.

Figure 12. Trends in Salary Bill (% of TRR), 1991-92 -2014-15

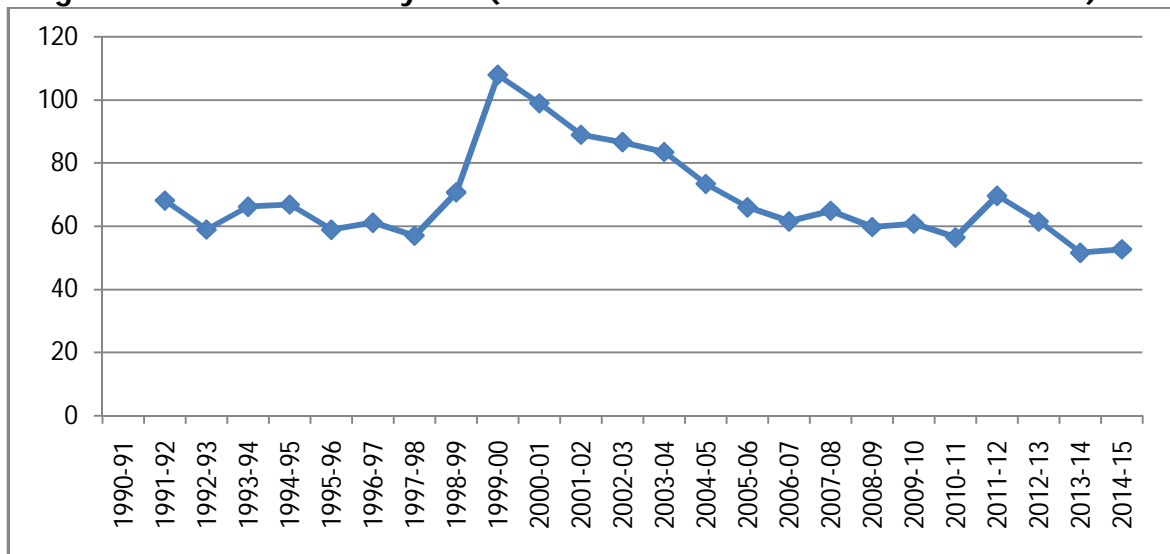


Source: Government of Kerala, Budget in Brief (various Issues) and George and Krishna Kumar (2012).

Instead of taking the salary bill as a proportion of TRR, often a slightly different measure is taken, namely salary bill as a proportion of TRR less interest payments and pension. The logic is that both interest payments and pension is committed expenditure and there lies hardly any discretion not to pay. Figure 13 shows the salary bill as a proportion of TRR minus interest and pension. The situation in the late 1990s was such that practically the whole of the revenue receipts after setting apart pension and interest payment had to be devoted for paying the salary and allowances of government employees. It meant that even for the daily running the government had to borrow. This situation had seen a change in the new century with the proportion falling to about 60 per cent by 2006-07. The very next year, however, saw a slight jump following the Pay Commission award. Thus, the situation prevailing now is comparable to that of the early 1990s with almost 60 per cent of the total revenue minus interest and pension payments devoted for paying salaries. No wonder the State has not been able to meet the FRBM targets regarding revenue and fiscal deficits.

The high burden of salary bill and its consequences has been discussed by the Eleventh Finance Commission way back in the late 1990s as follows: "...Apart from aggravating the budget imbalances, the sharp rise in salaries has resulted in inadequate provision for spending on materials essential for running public services efficiently and maintaining assets in workable conditions. Salary intensity in social services went up in all States leaving too little for efficient delivery of services in vital areas like healthcare and education" (p.9). As far as Kerala is concerned the situation is no better 25 years down the line despite KFR Act and implementation of VAT!

Figure 13. Trends in Salary Bill (as % of TRR minus Interest and Pension)

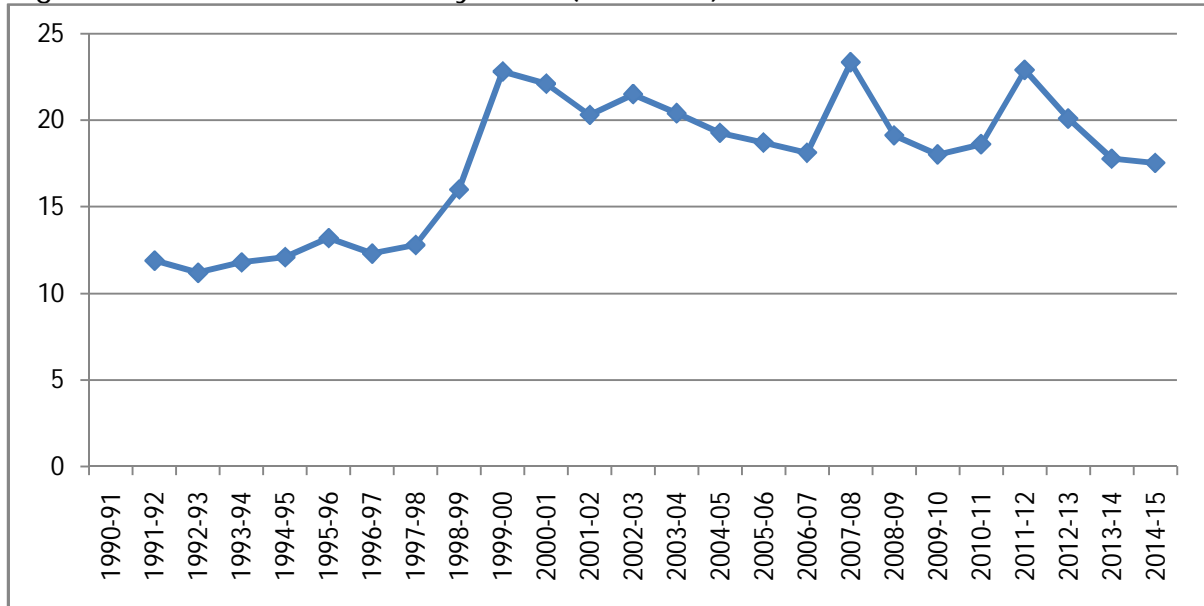


Source: Government of Kerala, Budget in Brief (various Issues) and George and Krishna Kumar (2012).

Trends in Pension Payments

The pension bill of Kerala saw a steep climb in the late 1990s, from about 11 per cent to over 22 per cent of TRR. It came down by a few points in the next two years but continued to hover around the 20 per cent level since then. There have also been regular jumps in years 2002-03, 2007-08 and 2011-12 caused by the Pay Commission awards. While the salary bill as a proportion of TRR came down after the steep climb in the late 1990s and then stagnated at a lower level with regular jumps, the pension bill hardly showed any significant decline. The regular jumps every five years or so may be understood in terms of the Pay Commission awards. But the upward bias of the pension share in TRR calls for analysis (taken up below).

Figure 14. Trends in Pension Payments (% of TRR), 1991-92 to 2014-15



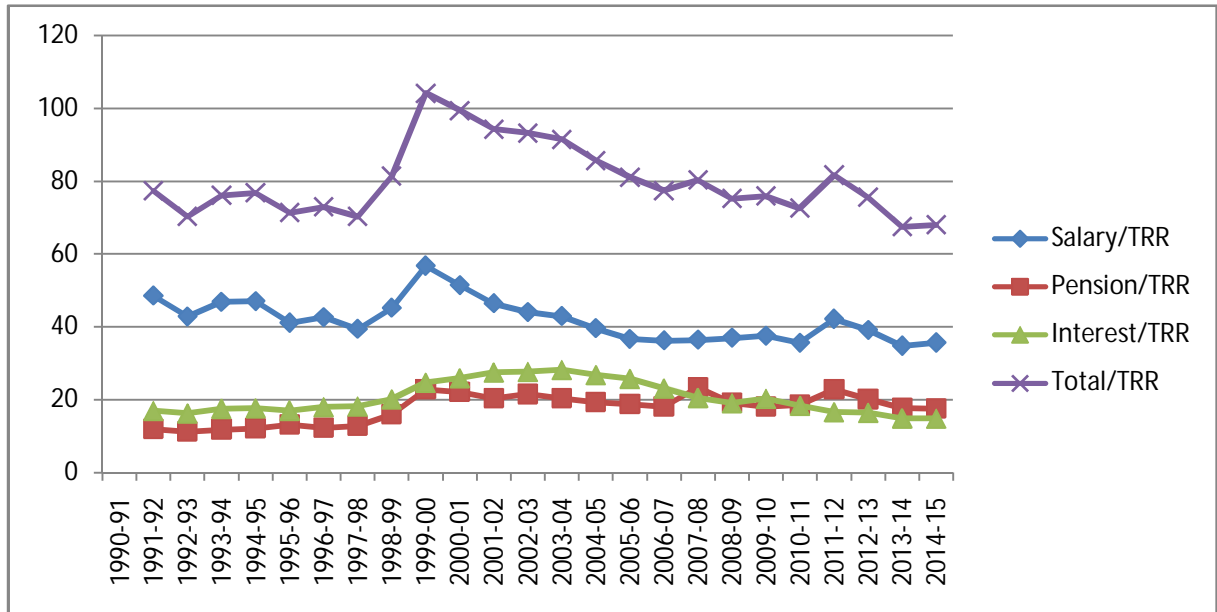
Source: Government of Kerala, Budget in Brief (various Issues) and George and Krishna Kumar (2012).

Like all the ratios pertaining to 2013-14 and 2014-15 discussed earlier the share of pension in TRR too is subject to revision as the actuals become available in due course. It is likely that these figures will be above 20 per cent as both States' own revenue and the central transfers during these two years are likely to show downward biases owing to both lower GDP numbers and poorer revenue collection. Thus, the overall trend in the pension bill as a proportion of TRR is one of almost doubling over a period of 15 years. Over one-fifth of all the revenue mobilised by the State goes for paying pensions of government employees retired in the past and their family members who are eligible for family pension. It may also be pertinent here to compare the pension bill to the salary bill. In the mid-1990s, the pension bill bore a ratio of one to four to the salary bill. Twenty years down the line the ratio has become one to two. In other words, for every two Rupees paid as salary one Rupee is paid as pension.

Trends in Salary, Pension and Interest Payments

Having discussed the trends in interest payments, salary and pension separately it may be pertinent to bring them together to assess the burden of the total. Figure 15 presents the three separately and their total. It may be seen that pension as a proportion of TRR which was lower than interest payment has decisively moved above it by 2010-11. That trend is bound to continue in the years to come. Further, pension and interest payments together, which equalled about 65% of the salary bill in the mid-1990s, has increased to almost equal the salary bill by the early 2010s. The net result is that the three together which took away about 80 per cent of TRR in the mid- 1990s increased to over 100 per cent by the late 1990s and declined to about 80 per cent of TRR mid-2000s. Since then the total has continued to hover around that level.

Figure 15. Trends in Salary, Pension and Interest Payments (% of TRR), 1991-92 to 2014-15



Source: Government of Kerala, Budget in Brief (various Issues) and George and Krishna Kumar (2012).

The large share of TRR going for paying salary, pension and interest on debt leaves the State with little option but to borrow to meet the daily running expenses of the government. That is partly the reason for the running revenue deficit of the State. The State has not been able to bring down the revenue deficit to zero despite the Finance Commission prescriptions and KFR targets and the recent trends suggest that this may not happen in the near future. Further, any public investment has to be financed by borrowing. Deficits lead to debt, which in turn lead to payment of interest. Leaving aside the issue of sustainability of debt, that cannot be settled by referring to Domar gap which is only a necessary condition, it may safely be said that debt at one point of time means less for spending at a later date. This puts severe stress on the finances of the State in the face of mounting pension and salary bills.

How has the State reached such a situation? An answer to the question requires decomposing the factors shaping the trends in salary and pension bills in relation to the total revenue receipts. TRR has been analysed in detail in an earlier chapter. As regards salary, two factors come to mind, namely the number of government employees and the salary and allowances per employee. Increases in any of these factors over a long period would lead to increases in the salary bill. The pension bill is a product of the number of pensioners and the average pension drawn by a pensioner. The number of pensioners is an outcome of the age at retirement, life expectancy at the age of retirement, difference between life expectancy of male and female and so on. How have these factors moved in the case of Kerala over the years?

Salary Bill of Kerala in Comparison with Other States

Beginning with the number of government employees per 1000 population, it may be seen from Table 9 that there is considerable variation among the Indian States. These numbers refer to the year 2001-02 and are sourced from the Twelfth Finance Commission report. Kerala stands third with over 12 employees per 1000 population below Punjab and Haryana. Kerala's position would be much closer to that of Punjab and Haryana for the recent years as Punjab has brought down the number of employees by about 50,000 over the last ten years and the population has increased by over 14 per cent. Haryana has not seen any increase in the number of employees and the population of the State has increased by close to 20 per cent. Thus, the number of government employees per 1000 population would be around 12 for both the States now which is comparable to that of Kerala. Thus, Kerala has the distinction of the largest number of government employees per 1000 population among the Indian States.

Table 9. Number of Government Employees (per 1000 population) in the Indian States, 2001-02

| Number of Government Employees | States |
|--------------------------------|--|
| Above 15 | Punjab, Haryana |
| 10-14.99 | Kerala, Karnataka, Orissa, Rajasthan and Tamil Nadu |
| 5-9.99 | Andhra Pradesh, Madhya Pradesh, Maharashtra, and West Bengal |
| Below 5 | Bihar, Gujarat and Uttar Pradesh |

Source: Twelfth Finance Commission Report

Note: Uttar Pradesh, Madhya Pradesh, Bihar, Andhra Pradesh refer to the undivided States.

It may be seen that States are able to carry out governance functions with vastly different employee strengths. The range is from around 4 (per 1000 population) in Uttar Pradesh and Gujarat to over 15 in Punjab and Haryana. In the context of creditable gains in decentralised governance in Kerala it may be pertinent to ask: Does Kerala need three times the staff strength of Gujarat to provide comparable public services? This issue calls for detailed studies.

Table 10. Salary Expenditure per Government Employee in the Indian States, 2001-02

| Annual Salary Range (Rs 1000) | States |
|-------------------------------|---|
| Above 100 | Punjab, Tamil Nadu |
| 90-99.99 | Madhya Pradesh, Maharashtra, Haryana, Bihar, Gujarat, Uttar Pradesh and West Bengal |

| | |
|----------|--------------------------------|
| 80-89.99 | Karnataka, , Rajasthan |
| Below 80 | Kerala, Andhra Pradesh, Orissa |

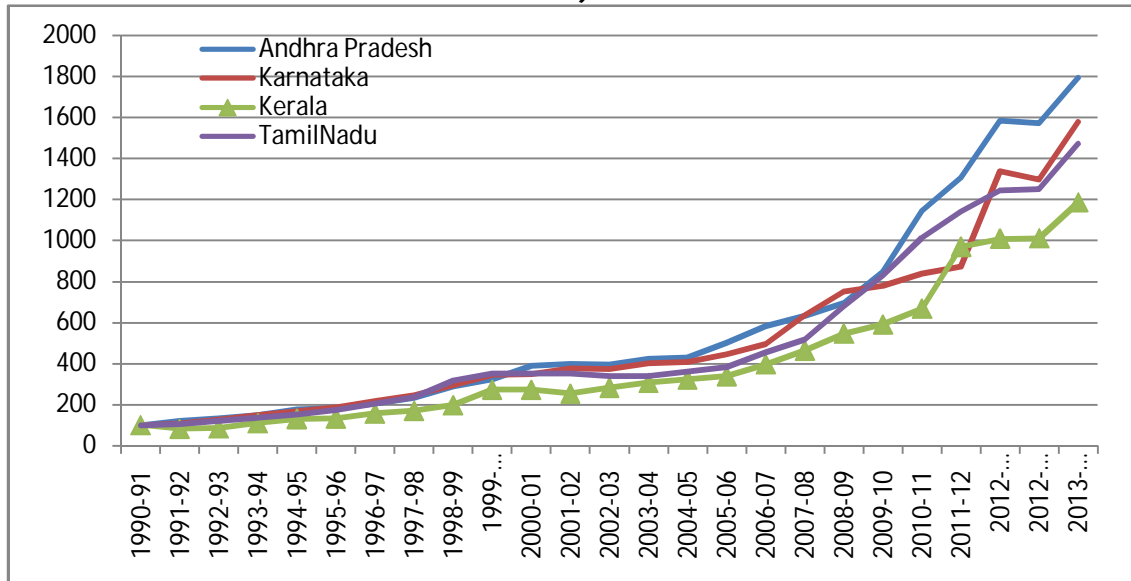
Source: Twelfth Finance Commission Report

Note: Uttar Pradesh, Madhya Pradesh, Bihar, Andhra Pradesh refer to the undivided States.

Salary bill is a product of the total number of employees and the salary expenditure per employee. As regards the salary expenditure per employee it may be seen from Table 10 that the range is quite wide from about Rs 72, 000 to Rs 110,000 among the Indian States. Kerala lies at the bottom of the range and Punjab at the top. Again the average could be misleading as it will crucially turn around the composition of the total employees. A State with a higher proportion of lower grade employees will be reporting an average lower than that of another state with a higher proportion of higher grade employees even when the salaries are comparable for comparable grades in the two States. Casual observation suggests that Kerala has a larger proportion of lower grade employees. This too is a subject that calls for detailed investigation.

In the context of a fairly high proportion of the total revenue receipts of the State being devoted to salary payments it may be of interest to take a view on the movement of the salary bill of the State in comparison with other States over the long period. Figures 16 and 17 present the salary bills of select States from 1990-91. It may be seen from Figure 16 that the salary bill of Kerala has grown the slowest throughout this period. The recent years have seen the wage bills of all the neighbouring States zooming ahead of Kerala. It is striking that the salary bill of Andhra Pradesh in 2013-14 is budgeted to be 18 times the salary bill in 1990-91. In comparison, Kerala's salary bill is only 12 times that in 1990-91. This is a huge difference. Moreover, the Kerala line has been lying below those of all the three South Indian States throughout this period.

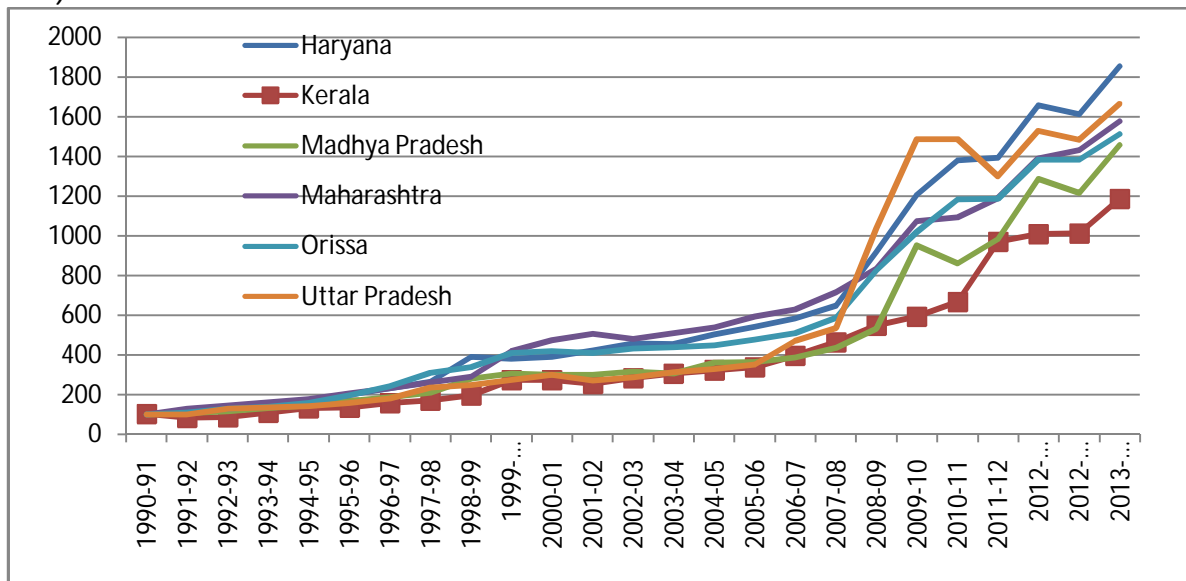
Figure 16. Index of Salary Bill of Select States, 1990-91 to 2013-14 (1990-91 = 100)



Source: RBI, State Finances: A Study of Budgets of 2013-14 and Handbook of State Finances, 2010.

Figure 17 presents the salary bills of select States that have implemented the Fifth Central Pay Commission scales either with modifications or without. It may be seen that Kerala which was moving along with Madhya Pradesh and Uttar Pradesh till about 2006-07 moved down and continues to lie at the bottom of the range. In 2013-14, Madhya Pradesh which is closest to Kerala has a salary bill over 14 times its 1990-91 bill compared to Kerala's 12 times the 1990-91 bill. All the other States lie between index values of 1457 and 1853 in 2013-14. Thus, whether the comparison is with the South Indian States or the other Indian States the trend is the same: the salary bill of Kerala has grown the least over the last twenty years. Despite the low growth of the salary bill, Kerala has found itself caught in a fiscal stress with the salary bill accounting for about 40 per cent of the total revenue receipts of the State.

Figure 17. Index of Salary Bill of Select States, 1990-91 to 2013-14 (1990-91 = 100)



Source: RBI, State Finances: A Study of Budgets of 2013-14 and Handbook of State Finances, 2010.

It may be pertinent now to bring together the different strands of thought regarding the burden of salary bill to place the issues in a proper perspective. The number of employees per thousand population in Kerala is one of the highest for historical reasons such as the provision of a number of public services. But the salary per employee is one of the lowest among the States of India. Both the number of employees and the salary per employee (relative to other States) has not shown any significant growth and hence the overall salary bill of the State in nominal terms has grown at the lowest rate compared to other States. Despite the salary line of the State lying at the bottom in Figures 16 and 17, salary as a percentage of Total Revenue Receipts has continued to remain high. The reason for which has to be sought in the relatively poor GSDP growth, poorer tax effort of the State and the lower central transfers. The State cannot grudge the lower central transfers as in terms of both average value of asset holding per household or average monthly per capita consumption expenditure Kerala has climbed almost to the top suggesting that the tax potential of the State is relatively high and the governments have failed to mobilise resources. Thus, part of the ills of the State arise from the poor tax mobilisation rather than the high salary bill and the State will not be in a position to raise the salary bill if tax mobilisation does not undergo a major transformation for the better.

Pension Bill of Kerala in a Comparative Perspective

Pension payment as a proportion of Total Revenue Receipts of the State has already been discussed above. It was observed that pension as a proportion of TRR has almost doubled from around 10 per cent to over 20 per cent during 1990-91 to 2013-14 and has been one of the rapidly growing items among

salary, pension and interest payments. It may be useful to place the Kerala scene in comparison with selected Indian States.

Table 11 presents the three year averages of the ratio of pension to salary bill of selected Indian States. It may be seen that Kerala reported the highest ratio of 22.75 per cent in the early 1990s. During the next twenty years the ratio has steadily increased in all the States with considerable inter-State variation. Andhra Pradesh, Haryana, Karnataka, Madhya Pradesh and Maharashtra have reported lower rates of increase compared to Kerala. But Orissa, Tamil Nadu and Uttar Pradesh have shown increases comparable to or higher than that of Kerala. In the early 2010s, Kerala stands along with Tamil Nadu reporting pension bills over half the salary bills.

Table 11. Three Year Average Ratio of Pension to Salary Bill (%) of Selected Indian States

| State | 1991-92 | 1998-99 | 2005-06 | 2012-13 |
|----------------|---------|---------|---------|---------|
| Andhra Pradesh | 16.33 | 23.95 | 33.36 | 39.19 |
| Haryana | 11.12 | 18.69 | 27.60 | 31.56 |
| Karnataka | 20.47 | 27.81 | 38.71 | 43.90 |
| Kerala | 22.75 | 35.56 | 49.28 | 50.20 |
| Madhya Pradesh | 8.61 | 16.83 | 18.18 | 19.39 |
| Maharashtra | 6.87 | 9.19 | 14.37 | 21.49 |
| Orissa | 9.45 | 15.02 | 31.27 | 46.27 |
| Tamil Nadu | 16.46 | 30.47 | 53.99 | 51.61 |
| Uttar Pradesh | 11.63 | 24.84 | 42.10 | 46.92 |

Source: RBI, State Finances: A Study of Budgets of 2012-13 and 2013-14 and Handbook of State Finances, 2010.

Why is the ratio of pension to salary so high and increasing for Kerala? An answer to the question requires unscrambling the factors making the pension bill. In simple terms, pension bill is a product of the number of pensioners and the average pension per pensioner. Similarly, the salary bill is a product of the number of employees and the average salary of an employee. The ratio can be written as, Pension Bill/ Salary Bill = (Number of Pensioners x Average Pension) divided by (Number of Employees x Average Salary). The ratio is thus a product of two ratios, namely the ratio of number of pensioners to number of employees and the ratio of average pension to average salary. The latter, that is the ratio of pension to salary, is a more or less fixed ratio following the awards of the Pay Commissions. It is expected to be around 0.5 with the gratuity and leave encashment boosting it and the pay structure and the falling length of service pushing it down. It is difficult to visualise a long term time trend of the ratio.

Any time trend in the ratio of pension bill to salary bill will have to be traced to the ratio of number of pensioners to number of employees in service. Any discussion of the pensioners needs necessarily begin with an elaboration of the retirement age and trends in life expectancy over the long period and variations across the States of India. The latest life tables brought out by the

Office of the Registrar of Census has the following to say regarding the trends in life expectancy: "The life expectancy at birth for the country has undergone a significant change from 49.7 in 1970 -75 to 66.1 in 2006-10, registering an increase of 16.4 years over a period of 35 years. It is worthy to mention that in 1970-75, the life expectancy at birth for male (50.5) was more than female (49.0). But the trend has been reversed since 1981-85. In 2006-10, the female life expectancy (67.7) is higher than that of male (64.6) by about three years. The gap between the rural and urban life expectancy has also narrowed down significantly during the same period. There are notable variations at the State level with Kerala in 1970-75 recording the highest life expectancy at birth of 62.0 years and Uttar Pradesh, the lowest, 43.0 years. In 2006-10, Kerala with 74.2 years retains its position but Assam with 61.9 years, has the lowest life expectancy at birth" (p. 1, Abridged Life Tables – 2003 -07 to 2006-10). Thus, over the last three decades Indian population has gained about 16 years in longevity. Among the States, Kerala had reported a life expectancy of 62 years in the early- 1970s which has not been reached by Assam 35 years later. Although the gains of Kerala in the interim have been slightly on the lower side when compared to the other States, the State compares well with many developed nations.

Although pension bill of the Central Government accounted for a small percentage of GDP in the 1990s, following the Fifth Pay Commission awards concerns were raised regarding its raising trend: "As a percentage of GDP, the pension bill of the Central Government (Civil and Defence), has increased from 0.24% of GDP in the year 1980-81 to 0.73% of GDP in the year 1999-2000, growing at a rate of about 22% annually in nominal terms during the past two decades. At present the pension bill constitutes 5.7% of the total revenue expenditure in the union budget reflecting a quantum jump from the 1980-81 level of 2.4%" (Sen and Swain 2002, p. 4). More important than its share in revenue expenditure is its share in revenue receipts: "The pension bill of civil department alone, as percent of revenue receipts, has been more than doubled during the last decade. Civil pension accounted for 1.8% of the revenue receipt of the Central Government in the year 1999-2000 compared to 0.9 % in the year 1990-91" (Sen and Swain, op. cit., p.4). Contrast it with Kerala- where currently the pension bill accounts for over 20 per cent of the Total Revenue Receipts- to gauge the seriousness of the fiscal stress brought about by the pension bill of the State. The Central Government's response then was to raise the retirement age to 60 years and introduce the Contributory Pension Scheme.

As regards pension and retirement age the relevant life expectancy is that at the time of retirement. Towards the end of the 1990s, the life expectancy at age 55-60 years was 20.1 years for the Indian population. In effect, retirement at 58 years meant that for an average 33 years of active service by the Central Government employee pension payment continued for about 20 years. The ratio of number of pension years to service years was 0.61. The Central Government had raised the retirement age from 58 to 60 years in 1998. The

Government by raising the retirement age to 60 years brought the ratio down to less than 0.5. The decline of the ratio conceals something important regarding the number of pensioners and number in active service too. About 33 years of active service means that about 3% of them retire every year and life expectancy of about 20 years at age 58 means the number of pensioners would be about 60% of the number in active service. It would be slightly higher if we take family pensioners given that there is a difference of about five years between the age at marriage of men and women and women live about three years longer at age 58 years. By raising the retirement age to 60 years the Central Government brought this ratio down by 20%. Further, by introducing the contributory pension scheme the Central government sought to do away with unfunded pension payment altogether over the long stretch.

Many States followed the Central government in raising the retirement age to 60 years in the process bringing down the ratio of number of pensioners to number of in-service employees on par with the Central Government. For some States the ratio came down further as the life expectancy at 60 years was lower in many States than the Indian average. The States adopted contributory pension scheme too bringing down the pension burden.

Turning to the Kerala scenario, it may be seen that the retirement age continues to be 55 years (raised two years ago to 56) and age at entry to the service has continuously risen reaching an average of about 33 years (with all the relaxations for the reserved categories etc). Hence, the effective number of years of service is only about 23 years (about 10 years lower than all-India and many other States). Life expectancy at 55 years of age in Kerala was around 26 years in late 1990s which has increased to 28 years by late 2000s. Taking a stationary situation, about 4.35% of the total employees retire every year. They continue to receive pension for about 26 years which has increased to 28 years now. Effectively it is over 35 years if we include family pension as the difference in life expectancy between male and female is about four years and the difference in age at marriage is over five years. This could lead to a situation where for every 100 employees in service we would be having 150 pensioners at the maximum. Kerala seems to be trending towards such a situation. In 2000-01, the number of employees in service was 4.92 lakhs and the number of pensioners 3.39 lakhs. The number of employees in service has continued to remain more or less at that level till now (Just about 5.12 lakhs in 2014-15) but the number of pensioners has increased to about 5 lakhs. The ratio has increased from 77% in 2003-04 to 100% in 2013-14. The number of pensioners and the ratio is expected to increase further.

One way to moderate the increase in the number of pensioners is to raise the retirement age. Suppose the retirement age is raised to 60 years. Then the number of years of effective service increases to 27 years and the life expectancy at retirement age drops to below 19 years. The proportion of employees retiring every year would drop to 3.7% and the number of pensioners would be 70 for every 100 employees in service. Even when we

add the family pensioners it would only go up to 100. The difference then is huge: where is 150 pensioners to 100 employees in service and 100 pensioners for 100 in service? If the retirement age is raised to 62 years, then years of effective service increases to almost 30 and the proportion of employees retiring drops to 3.3% and the proportion of pensioners to employees in service would drop to 60% and to 80 per cent including family pensioners.

As regards life expectancies of population groups in Kerala, it is seen that age groups 0-15, 15-40 and 40-60 had achieved almost maximum life expectancies by 1971-80. For instance, male aged between 15-40 and 40-60 had achieved life expectancies of 24.46 and 18.45 respectively by 1971-80. For females, the corresponding numbers were 24.52 and 19.06 respectively. The gains made by these groups since then are not much. However, slow and steady gains are being made by population groups above 60 years with larger gains by females (Benson and James, n. d.). Maintaining the retirement age at 56 would only add to the number of years of life post retirement and push the ratio of pensioners to in service employees up increasing the pension burden.

The importance of raising retirement age in line with gains in life expectancy has been understood by the central Government which raised the retirement age from 55 to 58 in 1962 (when the life expectancy of an average Indian was only 50.5 years). Twenty five years down the line in 1998 the retirement age was raised to 60 years. A proposal to raise the retirement age to 62 years went to the cabinet sub-committee in 2013 (life expectancy over 66 years). Most of the States had followed the Central Government with a time lag in raising the retirement age. By the late 1970s most States had raised the retirement age to 58 years (a delay of over 25 years). Similar has been the decision with regard to the latest raise in retirement age. While the Central Government raised the age to 60 in 1998, the States have done so around 2014 (a delay of 16 years).

Summing Up

Among the Indian States, Kerala along with Punjab and West Bengal has been facing an extremely difficult fiscal situation. While almost all the States have been able to either balance their revenue budgets or generate surpluses following the implementation of Fiscal Responsibility Acts, these three States have been running revenue deficits till last year. Punjab and West Bengal have been able to improve their finances. But Kerala is in a different league. On the resources side Kerala's problems have their roots in three factors: relatively lower GSDP growth rates of recent years; poor tax efficiency; and low central transfers. While lower GSDP growth rate might not have a solution soon, a respite to low central transfers has come about with the award of the Fourteenth Finance Commission. After about 20 years the horizontal share of the State has shown a rise. In addition, Kerala has been one of the few States receiving revenue deficit grants. The two together keep Kerala in a slightly better resource position for at least two years as the

revenue deficit grants are relatively large in the first two years of the award period of the Fourteenth Finance Commission. As discussed earlier, Pay Commission awards often result in a hump in the total expenditure for about two years and the larger central resource flow will be handy to meet such higher expenditures.

Kerala will be better placed as the Goods and Services Tax gets implemented from 1 April 2016. The demand of 1% additional tax on interstate transfer of goods is indicative of revenue loss by manufacturing States. Such loss is obviously a gain to the consumption States such as Kerala. The resource position of the State should be able to show some improvement consequent to the new tax regime. Tax efficiency is also expected to go up as the tax base is common for the Centre and the State and there will be dual control. Thus, the larger resource transfer and the higher own tax revenue places the State in a better position to accommodate an increase in pay by the Commission.

The Commission is aware of the large pension bill of the State. The high and rising life expectancy at all ages and the steady gains of those above 60 and 80 years have led to rising ratio of number of pensioners to in-service employees. One of the lowest retirement age and highest life expectancy has aggravated the fiscal situation so much that pension as a proportion of GSDP of the State is the highest among all the non-special category States at 2.3 per cent in 2004-08, 2.2 per cent in 2008-10 and 2.4 per cent in 2010-13 (RBI, State Finances: A Study of Budgets for 2013-14). Closest to Kerala are Odisha, Punjab and Uttar Pradesh which report 2.2 per cent of the respective GSDPs as pension outgo for 2010-13. The rising ratio of pension to GSDP suggests that pension has been growing at a rate higher than that of GSDP.

Raising the pension age by four years would turn the situation much more comfortable as it secures resources that would otherwise go as benefits on retirement. Further, it would bring down the ratio of number of pensioners to number of employees bringing down the ratio of pension to salary alleviating the pain of growing pension bills of the State.

Overall, the larger assignment of tax to the State, the award of revenue deficit grant and the implementation of GST in fiscal 2016-17 make resources available for a moderate increase in pay of the employees and pensions of the retired. More fiscal space could be made available if the pension age could be raised.

References

Garg S, AshimaGoyal, Rupayan Pal. 2014. Why Tax Effort Falls Short of Capacity in Indian States: A Stochastic Frontier Approach. Indira Gandhi Institute of Development Research, Mumbai, August 2014 (<http://www.igidr.ac.in/pdf/publication/WP-2014-032.pdf>).

George, KK and K.K.Krishnakumar. 2012. Trends in Kerala State Finances-1991-92 to 2012-13: A Study in the Backdrop of Economic Reforms in India, Working Paper N0.28, Centre for Socio-economic & Environmental Studies, Kochi.

Government of India. 2015. Report of The Fourteenth Finance Commission.

Harilal, K N and K. J. Joseph. 2003. Stagnation and Revival of Kerala Economy: An Open Economy Perspective. Economic and Political Weekly, 38 (23), June 7-13, 2286–2294.

Kelkar, V .2009. GST for Accelerated Economic growth and Competitiveness, Special Address at 3rd National Conference of ASSOCHAM, New Delhi, 29 June.

Government of Kerala. 2014. Kerala Perspective Plan 2030, State Planning Board, Thiruvananthapuram.

Sen, P and Sibani Swain. 2002. Technical Study On Retirements And Pension Projections of The Central Government, Working Paper Series Paper No. 1/2002-Pc, Perspective Planning Division, Planning Commission, Government of India, January, 2002

Srivastava, D K and C. BhujangaRao. 2009. Review of Trends in Fiscal Transfers in India. Madras School of Economics, Chennai.

Zachariah, K C and I.S. Rajan. 2012. Inflexion in Kerala's Gulf Connection: Report on Kerala Migration Survey 2011, CDS Working Paper 450, Thiruvananthapuram.

APPENDIX III



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.583/2013/Fin.

Dated, Thiruvananthapuram, 30.11.2013.

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. Justice C.N. Ramachandran Nair (Retd.) (Chairman)
2. Sri. K.V. Thomas, Retired Additional Secretary (Finance).
(Member Secretary)
3. Adv. T.V. George (Member)

The Terms of Reference of the Commission will be decided later. The Commission shall submit its report within a period of six months.

By Order of the Governor,

V. SOMASUNDARAN,
Additional Chief Secretary (Finance).



GOVERNMENT OF KERALA

Abstract

Revision of pay of Government employees, Staff of educational institutions, Local bodies, etc. – Terms of Reference – Orders issued.

FINANCE (SECRET SECTION) DEPARTMENT

G.O. (Ms) No.79/2014/Fin.

Dated, Thiruvananthapuram, 22.02.2014.

Read:- G.O. (P) No. 583/2013/Fin dated 30.11.2013

ORDER

As per Government Order read above, a Pay Revision Commission has been constituted for revising the pay and allowances of Government employees, Staff of educational institutions, Local bodies, etc. Government order that the following will be the Terms of Reference to the Commission:-

- 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, in the lines of the Career Advancement Scheme, which has been introduced for professional categories.
- 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 anomalies created by the last Pay Revision, due to undue and unexplainable hike given to certain categories of employees and make suggestions to rectify the same.
- vii) To look into the cases of anomalies in the last Pay Revision specifically referred to the commission by Government and suggest remedial measures.
- viii) To examine the scope and viability of introducing a new health package as in Central Government / any other State Government / Other Sectors for the employees and service pensioners of the State and make recommendations thereon.
- ix) Feasibility of introducing a health insurance scheme for employees and pensioners by collecting premium from them.
- x) 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 in the light of newly enacted Right to Service Act 2012.
- xi) To review the existing systems of lateral entries to different categories of posts in State Government Service and to make recommendations for streamlining selection procedure for such lateral entries.
- xii) To consider feasibility of deployment of IT enabled services with a view to reduction of cost of public services and to make suitable recommendations thereon.

- xiii) 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.
- xiv) To assess and indicate the additional financial commitment on account of implementation of its recommendations, indicating the methodology / assumptions adopted for such assessment.

By Order of the Governor,

V. SOMASUNDARAN,
Additional Chief Secretary (Finance)

APPENDIX IV

List of organisations/associations with which Commission held discussions.

| Sl. No | Name of Organisation/Association |
|--------|---|
| 1. | Agricultural Assistant Association Kerala |
| 2. | Agricultural Officers |
| 3. | Aided Higher Secondary Teachers Association |
| 4. | All Kerala Biologists Association |
| 5. | All Kerala Dairy Farm Instructors' Association |
| 6. | All Kerala Field Assistants and Field Officers Association |
| 7. | All Kerala Government Ayurveda College Technical Staff Association |
| 8. | All Kerala Government College Attenders Association |
| 9. | All Kerala Health Services Rehabilitation Technicians Association |
| 10. | All Kerala Higher Secondary School Lab Assistants Association |
| 11. | All Kerala Irrigation Employees Union |
| 12. | All Kerala Live Stock Inspectors Retired C.I.M.A Forum State Committee |
| 13. | All Kerala Oriental Language Teachers Association |
| 14. | All Kerala Part Time Lecturers Association |
| 15. | All Kerala Polytechnic College Physical Education Instructors Association |
| 16. | All Kerala Private College Teachers Association |
| 17. | All Kerala Rehabilitation Technicians Association |
| 18. | All Kerala School Teachers Union |
| 19. | All Kerala Trade Instructors and Tradesman Organization |
| 20. | All Kerala Typists & Stenographers Association |
| 21. | All Kerala Vocational Higher Secondary Vocational Instructors Association |
| 22. | All Staff, Family Welfare Offset Press |
| 23. | Animal Husbandry Field Officers Association |
| 24. | Archives Technical Staff Association |
| 25. | Assistant Motor Vehicles Inspectors Association |
| 26. | Association of Agricultural Offices Kerala |
| 27. | Association of Engineers' Kerala |
| 28. | Association of Gazetted Forest Officers, Kerala |
| 29. | Association of Graduate Engineers |
| 30. | Association of Kerala Aided College Administrative Staff |
| 31. | Association of Kerala Government College Teachers (AKGCT) |
| 32. | Association of Retired 60 Opted Private College Teachers Paid UGC Pay up to 55 Years of Age |
| 33. | Association of Retired. Treasury Staff |
| 34. | Association of Soil Conservation Officers |
| 35. | Association of System Analyst & Computer Programmers |

| | |
|-----|--|
| 36. | Association of the Retired Officers of Labour Department (AROLD) |
| 37. | Ayurveda Medical Association of India |
| 38. | Blood Bank Technicians' Association |
| 39. | Calicut University Employees Union |
| 40. | Calicut University Staff Organization |
| 41. | Cochin University Employees Association. |
| 42. | Cochin University Employees union |
| 43. | Cochin University Service Pensioners Association |
| 44. | College of Fine Arts teachers Forum |
| 45. | Computing Employees Welfare Forum |
| 46. | Confederation of Kerala College Teachers (CKCT) |
| 47. | Confederation of University Employees Organizations. |
| 48. | Dairy Extension Officers Association |
| 49. | Democratic School Teachers Association |
| 50. | Departmental Physical Education Teachers Association |
| 51. | Deseeya Adhyapaka Parishath (NTU) |
| 52. | Diploma Engineering Teachers Organization |
| 53. | District Malaria Officers' Forum, Kerala |
| 54. | ECG Technicians Association |
| 55. | Economics & Statistics Technical Staff Organisation |
| 56. | Electrical Inspectorate (Rtd) Engineers Association |
| 57. | Electrical Inspectorate Engineers' Association Kerala |
| 58. | Electrical Inspectorate Skilled Assistans Association |
| 59. | Engineer's Association of Directorate of Factories and Boilers Kerala |
| 60. | Federation of All Kerala University Employees Organizations |
| 61. | Field Workers Association |
| 62. | Finger Print Bureau Staff Association |
| 63. | Food Safety Laboratory Staff Association |
| 64. | Forensic Science Staff Association |
| 65. | Forum of Medical Laboratory Professionals. |
| 66. | Forum of Retired. Chief Executives of Urban Local Bodies in Kerala State (FOCUS) |
| 67. | Geologist Association |
| 68. | Gound Water Department Graduate Engineers Association |
| 69. | Government and Aided Polytechnic College Teaching Staff Association |
| 70. | Government Commercial Institute Teachers Federation |
| 71. | Government Homoeopathic Medical College Teachers' Association |
| 72. | Government Hospital Employees Pensioners Association |
| 73. | Government Hospital Nursing Assistants, Attenders Staff Association |

| | |
|------|---|
| 74. | Government Medical College Retired Teachers Association |
| 75. | Government Part -Time Contingent Staff Association |
| 76. | Government Press Employees Welfare Fund |
| 77. | Government School Teachers Union |
| 78. | Ground Water Geophysicist Association |
| 79. | Ground Water Scientists Association |
| 80. | High School Teachers Association |
| 81. | Higher Secondary School Lab Assistants Association |
| 82. | Higher Secondary School Teachers Association |
| 83. | ICDS Supervisors Organisation |
| 84. | Indian para veterinary Association |
| 85. | Industrial Training Department Assistant Hostel Superintendents Association |
| 86. | Industrial Training Department Store Keepers' Association |
| 87. | Industries Executive Officers Association |
| 88. | Insurance Medical Services Auxiliary Nurse Midwives Staff Union |
| 89. | Insurance Medical Services Staff Union |
| 90. | Joint Council of State Service Organisations |
| 91. | Joint Directors |
| 92. | Kerala Judicial Confidential Assistants (Civil & Criminal) Association |
| 93. | Kerala State Teachers Centre |
| 94. | Kerala Advocate General Department Staff Association |
| 95. | Kerala Advocate General's Office Class IV Employees Sangh |
| 96. | Kerala Agricultural Engineers Association of Kerala |
| 97. | Kerala Agricultural Engineers Staff Association |
| 98. | Kerala Agricultural Ministerial Staff Association |
| 99. | Kerala Agricultural University Employees Association |
| 100. | Kerala Agricultural University Employees Federation |
| 101. | Kerala Agricultural University Employees Union |
| 102. | Kerala Agricultural University Pensioner's Union |
| 103. | Kerala Agriculture Technical Staff Association |
| 104. | Kerala Aided Arabic Colleges Ministerial Staff Association |
| 105. | Kerala Aided College Ministerial Staff Association |
| 106. | Kerala Aided College Technical Staff Association |
| 107. | Kerala Aided Highr Secondary Teachers Association |
| 108. | Kerala Aided School Last Grade Employees Union |
| 109. | Kerala Aided School Non-Teaching Staff Association |
| 110. | Kerala Aided Teachers Association |
| 111. | Kerala Animal Husbandry Ministerial Staff Association |
| 112. | Kerala Arabic Munshies Association |
| 113. | Kerala Arabic Teachers Federation |
| 114. | Kerala Association for Physiotherapists' Co-ordination |

| | |
|------|--|
| 115. | Kerala Civil Judicial Fair copy Staff Association |
| 116. | Kerala Civil Judicial Staff Organization |
| 117. | Kerala Civil Supplies Officers Association |
| 118. | Kerala Civil Supplies Officers Federation. |
| 119. | Kerala College Librarians Association |
| 120. | Kerala Contingent Employees Federation |
| 121. | Kerala Co-operative Inspectors and Auditors Association |
| 122. | Kerala Council of Retired College Principals. |
| 123. | Kerala Criminal Judicial Staff Association |
| 124. | Kerala Educational Department Ministerial Staff Union |
| 125. | Kerala Engineering Diploma Holder's Association |
| 126. | Kerala Engineering Staff Association |
| 127. | Kerala Engineers' Federation |
| 128. | Kerala Excise Drivers Association |
| 129. | Kerala Finance Officers Association |
| 130. | Kerala Finance Officers Association |
| 131. | Kerala Finance Secretariat Association |
| 132. | Kerala Fire Force Officers Association |
| 133. | Kerala Fire Service Association |
| 134. | Kerala Fire Service Drivers and Mechanics Association |
| 135. | Kerala Fisheries University Employees Union |
| 136. | Kerala Food Safety Enforcement Officers Association |
| 137. | Kerala Food Safety Officers and Staff Association |
| 138. | Kerala Forest Drivers' Association, State Committee |
| 139. | Kerala Forest Ministerial Staff Union |
| 140. | Kerala Forest Protective Staff Association |
| 141. | Kerala Forest Rangers' Association |
| 142. | Kerala Forest Staff Association |
| 143. | Kerala Gazetted Library Officers Association |
| 144. | Kerala Gazetted Officers Association |
| 145. | Kerala Gazetted Officers Federation |
| 146. | Kerala Gazetted Officers Sangh |
| 147. | Kerala Gazetted Officers Union |
| 148. | Kerala Government Ayurveda Nurses Association |
| 149. | Kerala Government Ayurveda Pharmacists Association |
| 150. | Kerala Government Ayurveda Pharmasist Association |
| 151. | Kerala Government Ayurveda Therapist's Association |
| 152. | Kerala Government Blood Bank Technician's Association |
| 153. | Kerala Government Caretakers Union |
| 154. | Kerala Government Class IV Employees Union |
| 155. | Kerala Government Clinical Psychologists Forum |
| 156. | Kerala Government College Retired Teachers Welfare Association |

| | |
|------|---|
| 157. | Kerala Government Cytotechnicians Association |
| 158. | Kerala Government Dental Hygienists Association |
| 159. | Kerala Government Dental Mechanics Association |
| 160. | Kerala Government Dieticians Organization |
| 161. | Kerala Government Drivers Association |
| 162. | Kerala Government Employees Union |
| 163. | Kerala Government Hospital Employees Association |
| 164. | Kerala Government Insurance Medical Officers Association |
| 165. | Kerala Government Junior Public Health Nurse and Supervisors Union |
| 166. | Kerala Government Medical College Artists and Modellers Association |
| 167. | Kerala Government Medical College Junior Laboratory Assistants Association |
| 168. | Kerala Government Medical College Post Graduate Scientific Officers Association |
| 169. | Kerala Government Medical College Radiographers' Association |
| 170. | Kerala Government Medical College Social Scientists' Association |
| 171. | Kerala Government Medical College Technical Staff Organization |
| 172. | Kerala Government Medical Laboratory Technicians Association |
| 173. | Kerala Government Medical Laboratory Technology Teacher's Association |
| 174. | Kerala Government Medical Officers Association |
| 175. | Kerala Government Nurse Union, State Committee |
| 176. | Kerala Government Nurses' Association |
| 177. | Kerala Government Nursing Teachers Association |
| 178. | Kerala Government Optometrists' Association |
| 179. | Kerala Government Pharmacist Association |
| 180. | Kerala Government Physiotherapist Association |
| 181. | Kerala Government Press Administrative Staff Association |
| 182. | Kerala Government Press Compositors Welfare Fund |
| 183. | Kerala Government Press Employees Centre |
| 184. | Kerala Government Press Employees Union |
| 185. | Kerala Government Press Workers Congress |
| 186. | Kerala Government Press Workers Union |
| 187. | Kerala Government Primary School Head masters Association |
| 188. | Kerala Government Psychiatric Social Work Officers Association |
| 189. | Kerala Government Public Health Nurses and Supervisors Association |
| 190. | Kerala Government Radiographers' Association |
| 191. | Kerala Government Specialist Doctors Association |
| 192. | Kerala Govt. Agricultural Officers Association |

| | |
|------|---|
| 193. | Kerala Govt. Ayurveda Dept. Attenders, Nursing Assistant & Fourth Grade Employees Association |
| 194. | Kerala Govt. Ayurveda Graduate Medical Officers Federation |
| 195. | Kerala Govt. Ayurveda Nurses Association |
| 196. | Kerala Govt. Ayurveda Specialist Medical Officers Association |
| 197. | Kerala Govt. Ayurveda Therapist Association |
| 198. | Kerala Govt. Homoeo Employees Association |
| 199. | Kerala Govt. Homoeo Medical Officers Association |
| 200. | Kerala Govt. Lift Operators Association |
| 201. | Kerala Govt. Veterinary Officers Association |
| 202. | Kerala Govt. Homoeo Pharmacists Organization (KGHPO) |
| 203. | Kerala Ground Water Department Employees Federation |
| 204. | Kerala Ground Water Department Staff Association |
| 205. | Kerala Health Inspectors Union |
| 206. | Kerala Health Services Dental Surgeons Association |
| 207. | Kerala Health Services Information Education Communication Officers' Association |
| 208. | Kerala Health Services Laboratory Technicians Association |
| 209. | Kerala Health Services Medical Records Employees Association |
| 210. | Kerala Health Services Ministerial Staff Association |
| 211. | Kerala Higher Secondary Principal's Association |
| 212. | Kerala Higher Secondary School Principal's Association |
| 213. | Kerala Higher Secondary Teachers Union State Committee |
| 214. | Kerala Homoeopathic Post Graduate Teachers Association |
| 215. | Kerala Hydrographic Officers Association |
| 216. | Kerala Hydrographic Survey Technical Association |
| 217. | Kerala Hydrographic Survey Technical Staff Association |
| 218. | Kerala Industrial Training Department Technical Staff Organisation |
| 219. | Kerala Industrial Training Department Technical Staff Organisation |
| 220. | Kerala Irrigation Engineers Association |
| 221. | Kerala Irrigation Engineers Association |
| 222. | Kerala Jail Executive Officers Association |
| 223. | Kerala Jail Subordinate Officers Association |
| 224. | Kerala Judicial Ministerial Gazetted Officers Association (State Committee) |
| 225. | Kerala Labour Department Employees Welfare Federation |
| 226. | Kerala Labour Officers' Forum |
| 227. | Kerala Land Revenue Staff Association |
| 228. | Kerala Law Secretariat Association |
| 229. | Kerala Legal Metrology Department Staff Association |
| 230. | Kerala Legal Metrology Employees Organisation |
| 231. | Kerala Legal Metrology Officers Association |

| | |
|------|--|
| 232. | Kerala Legislature Secretariat Employees Organisation |
| 233. | Kerala Legislature Secretariat Staff Association |
| 234. | Kerala Legislature Secretariat Staff Federation |
| 235. | Kerala Leprosy Eradication Staff Association |
| 236. | Kerala Lift Operators Association |
| 237. | Kerala Livestock Inspectors Association |
| 238. | Kerala Livestock Inspectors Union |
| 239. | Kerala Local Fund Audit Association |
| 240. | Kerala Local Fund Audit Union |
| 241. | Kerala Medical Education Dieticians Association |
| 242. | Kerala Mineral Revenue Inspectors Organization |
| 243. | Kerala Motor Vehicle Department Drivers |
| 244. | Kerala Motor Vehicles Department Gazetted Officers Association |
| 245. | Kerala Motor Vehilces Department Staff Association |
| 246. | Kerala Municipal & Corporation Staff Association |
| 247. | Kerala Municipal & Corporation Staff Organization |
| 248. | Kerala Municipal & Corporation Staff Union |
| 249. | Kerala Municipal Corporation Pensioners Federation |
| 250. | Kerala Municipal Pensioners' Welfare Society |
| 251. | Kerala Municipal Secretary's Association |
| 252. | Kerala NGO Association |
| 253. | Kerala NGO Centre |
| 254. | Kerala NGO Front (M) |
| 255. | Kerala NGO Front (PJJ) |
| 256. | Kerala NGO Sangh |
| 257. | Kerala Non Technical Attenders Association |
| 258. | Kerala Non-Teaching Employees Organisation |
| 259. | Kerala Panchayat Employees Federation |
| 260. | Kerala Panchayat Employees Organisation |
| 261. | Kerala Panchayat Health Inspectors Union |
| 262. | Kerala Panchayat Health Staff Union |
| 263. | Kerala Panchayat Librarian Association |
| 264. | Kerala Panchayat Secretaries Association |
| 265. | Kerala Panchayat Secretaries Union |
| 266. | Kerala Panchayat Staff Association |
| 267. | Kerala Police Association |
| 268. | Kerala Police Camp Followers Association |
| 269. | Kerala Police Camp Followers Welfare Association |
| 270. | Kerala Police Officers Association |
| 271. | Kerala Police Officers Association Telecommunications |
| 272. | Kerala Police Pensioner's Welfare Association |
| 273. | Kerala Police Photographic Bureau Staff Association |
| 274. | Kerala Port Technical Association |

| | |
|------|---|
| 275. | Kerala Pradesh School Teachers Union |
| 276. | Kerala Pradesh Teachers Association |
| 277. | Kerala Prisons Correctional Officers Association |
| 278. | Kerala Private College Ministerial Staff Association |
| 279. | Kerala Private College Ministerial Staff Federation |
| 280. | Kerala Private College Retired Teachers Association |
| 281. | Kerala Private Primary Headmasters Association (KPPHA) |
| 282. | Kerala Private School Physical Education Teachers Association |
| 283. | Kerala Private secondary School Head Masters Association |
| 284. | Kerala Probation Officers Association |
| 285. | Kerala PWD Electrical Engineers Association |
| 286. | Kerala PWD Electrical Executive Workers Union |
| 287. | Kerala PWD Electrical Wing Executive Employees Association |
| 288. | Kerala PWD Graduate Engineers' Association |
| 289. | Kerala PWD PG Engineers Association |
| 290. | Kerala PWD Rest House Employees Union |
| 291. | Kerala Registration Department Officers Association |
| 292. | Kerala Retired Teacher's Congress. |
| 293. | Kerala Revenue Department Staff Association |
| 294. | Kerala Revenue Village Staff Organization |
| 295. | Kerala Rural Development Employees Organization |
| 296. | Kerala Sangethika Vidhyabhyasa Samrakhsana Samithy |
| 297. | Kerala SC Development Department Technical Staff Association |
| 298. | Kerala School Teachers Association |
| 299. | Kerala School Teachers Front |
| 300. | Kerala School Teachers Union |
| 301. | Kerala Scientific Assistants Association |
| 302. | Kerala Secretariat Association |
| 303. | Kerala Secretariat Confidential Assistants Association |
| 304. | Kerala Secretariat Employees Association |
| 305. | Kerala Secretariat Non-Gazetted Officers Association |
| 306. | Kerala Secretariat Staff Association |
| 307. | Kerala Service Pensioners' League |
| 308. | Kerala Soil Conservation Graduate Engineers Organisation |
| 309. | Kerala Soil Conservation Officers Union |
| 310. | Kerala State Aged Pensioners' Forum |
| 311. | Kerala State Archives Staff Association |
| 312. | Kerala State Block Development Officers Association |
| 313. | Kerala State Common Pool Librarians Association |
| 314. | Kerala State Deputy Collectors' Association |
| 315. | Kerala State Drivers Union |
| 316. | Kerala State Drivers Union |
| 317. | Kerala State Drugs Control Analyst Association |
| 318. | Kerala State Drugs Control Enforcement Officers Association |

| | |
|------|---|
| 319. | Kerala State Excise Officers Association |
| 320. | Kerala State Excise Staff Association |
| 321. | Kerala State Exgratia Pension Welfare Organization |
| 322. | Kerala State Ferry Employees Union |
| 323. | Kerala State Government Ayurveda Medical Officers Association (ESI Wing) |
| 324. | Kerala State Government Ayurveda Retired. Medical Officers' Association |
| 325. | Kerala State Government Secretariat Last Grade Officers Association |
| 326. | Kerala State Govt. Ayurveda Medical Officers Association |
| 327. | Kerala State Health Inspectors Association |
| 328. | Kerala State Health Transport and Equipment Technical Staff Association |
| 329. | Kerala State Hospital Workers Federation |
| 330. | Kerala State Industrial Training Department Instructional Staff Association |
| 331. | Kerala State National Savings Officers Association |
| 332. | Kerala State Pensioners Sangh |
| 333. | Kerala State Police Pensioner's Welfare Association |
| 334. | Kerala State Retired Teachers Union |
| 335. | Kerala State Service Pensioners' Association |
| 336. | Kerala State Service Pensioners' Forum |
| 337. | Kerala State Service Pensioners' Union |
| 338. | Kerala State Social Justice Employees Association |
| 339. | Kerala State Special Branch CID Ministerial Staff (NGO) Association |
| 340. | Kerala State Technical Staff Organization |
| 341. | Kerala State Treasury Officers Forum |
| 342. | Kerala State Treatment Organizers/ Senior Treatment Supervisors Union |
| 343. | Kerala State Village Officers Organization |
| 344. | Kerala State Water Transport Drivers Federation |
| 345. | Kerala State Water Transport Drivers Union |
| 346. | Kerala Technical Staff Co-ordination |
| 347. | Kerala Treasury Staff Association |
| 348. | Kerala University Library Staff Association |
| 349. | Kerala University Employees Union. |
| 350. | Kerala University Pensioners' Welfare Association |
| 351. | Kerala University Staff Association. |
| 352. | Kerala University Staff Union. |
| 353. | Kerala Urdu Teachers Association (KUTA) |
| 354. | Kerala Veterinary University Employees Union |

| | |
|------|---|
| 355. | Kerala Vocational Higher Secondary School Laboratory Technical Assistant Union |
| 356. | Kerala Water Transport Laskers Union |
| 357. | Kerala Wildlife Sanctuary Staff Association |
| 358. | KGOU Pensioners'' Forum |
| 359. | Library Professional Association |
| 360. | Local Fund Audit Typist & CA's Association |
| 361. | LSGD Engineering Wing Ministerial Staff Association |
| 362. | LSGD Graduate Engineers Association |
| 363. | Mahatma Gandhi University Employees Sangham |
| 364. | Ministerial Staff Organisation of Vocational Higher Secondary Education |
| 365. | NCC Civilian Staff Association |
| 366. | NGO Union |
| 367. | Occupational Therapist's Kerala Association |
| 368. | Opted Aided College Teachers Association |
| 369. | Orthotics and Prosthetics Professionals Association for Health and Rehabilitation |
| 370. | Planning Board Chiefs |
| 371. | Post Graduate Govt.Homoeo Medical Officers Association |
| 372. | PRD Staff Association |
| 373. | Private College Employees Sangh |
| 374. | Private Engineering College and Polytechnic Staff Union |
| 375. | Private School Graduate Teachers Association |
| 376. | Private School Specialist Teachers Union |
| 377. | PSC Employees Association |
| 378. | PSC Employees Union |
| 379. | PWD Electronics Staff Association |
| 380. | Retired College Teachers Association |
| 381. | Retired Health Inspectors' Combine |
| 382. | Retired Teachers and Employees Union |
| 383. | Retired Teachers and Employees Welfare Association (RTEWA) |
| 384. | Rural Development Officer's Association |
| 385. | Sayahna – Forum of the Retired Officers of Finance Secretariat |
| 386. | SC Development Department Nursery Teachers Association |
| 387. | Secretariat Pensioners'' Welfare Association |
| 388. | Sergeants' Welfare Association |
| 389. | Soil and Water Conservation Engineering Staff Federation |
| 390. | Solidarity of University Employees |
| 391. | State Central Library Employees Association |
| 392. | State Central Library Staff Association |
| 393. | State Employees Union |
| 394. | State Water Transport Carpenters Union |
| 395. | State Water Transport Employees Federation |

| | |
|------|--|
| 396. | State Water Transport Employees Union |
| 397. | Stationery Department Staff Association |
| 398. | Sub Inspectors of General Executive Branch |
| 399. | Survey & Land Records Supervisory Officers Association |
| 400. | Survey Field Staff Association |
| 401. | Survey Filed Staff Organization |
| 402. | Survey Office Technical Employees Union |
| 403. | Technical Education Engineering Diploma Holders Association |
| 404. | The Association of Dairy Officers |
| 405. | The Kerala Assistant Public Prosecutors Association, State Committee |
| 406. | The Kerala Dairy Development Department Ministerial Staff Association |
| 407. | The Kerala High Court Chauffeurs Association |
| 408. | The Kerala High Court Employees Union |
| 409. | The Kerala High Court Gazetted Officers' Association |
| 410. | The Kerala High Court Private Secretaries to Judge and Personal Assistants to Judges Association |
| 411. | The Kerala High Court Staff Association |
| 412. | The Kerala High Court Staff Federation |
| 413. | The Kerala High Court Typist Copyist Association |
| 414. | The Kerala Police Ministerial Staff Association (KPMCA) |
| 415. | The Steam and Motor Boat Crew Association |
| 416. | Tissue Culture Technicians |
| 417. | Tourism Department Manger's Association |
| 418. | Tourism Department Vehicle Staff Association |
| 419. | Tourism Department Workers Federation |
| 420. | Tourist Information Staff Association |
| 421. | UGC Librarian Eligibility Holders Association |
| 422. | United Forum of University Staff in Kerala |
| 423. | University Library Professionals Association in Kerala |
| 424. | VHSE Diploma Holders Association |
| 425. | Village Officers Confederation |
| 426. | Vocational Higher Secondary Non Vocational Lecturer's Association |
| 427. | Vocational Teacher's Association. |
| 428. | Wardens Association |

APPENDIX V

Heads of Departments with whom Commission held discussions.

Details of Heads of Departments with whom the Commission held discussions.

| Sl.No | Name of Department |
|--------------|---|
| 1. | Chief Engineer, Harbour Engineering |
| 2. | Chief Chemical Examiner |
| 3. | Chief Electrical Inspector |
| 4. | Chief Engineer, Irrigation Department |
| 5. | Chief Engineer, Public Works Department (Admn) |
| 6. | Chief Town Planner |
| 7. | Chief, Hydrographic Survey Wing |
| 8. | Commandant General, Fire and Rescue Service |
| 9. | Commissioner, Commercial Taxes |
| 10. | Commissioner, Excise Department |
| 11. | Commissioner, Land Revenue |
| 12. | Commissioner, Land Use Board |
| 13. | Commissioner, Rural Development |
| 14. | Controller, Legal Metrology |
| 15. | Controller, Stationery Department |
| 16. | Deputy Director General of NCC |
| 17. | Direcot, Industrial Training Department |
| 18. | Director, Archeology Department |
| 19. | Director General of Police & State Police Chief |
| 20. | Director General of Prisons & Correctional Services |

21. Director of Public Instructions
22. Director, Collegiate Education
23. Director, Agriculture Department
24. Director, Animal Husbandry Department
25. Director, Archives Department
26. Director, Ayurveda Medical Education
27. Director, Civil Supplies Department
28. Director, Collegiate Education
29. Director, Dairy Development
30. Director, Economics and Statistics
31. Director, Factories and Boilers
32. Director, Fisheries
33. Director, Ground Water Department
34. Director, Health Services
35. Director, Higher Secondary Education
36. Director, Homoeopathy
37. Director, Indian Systems of Medicines
38. Director, Industries and Commerce Department
39. Director, Information and Public Relations
40. Director, Insurance Medical Services
41. Director, Kerala Institute for Research, Training and Development Studies of Scheduled Castes and Schedules Tribes (KIRTHADS)
42. Director, Local Fund Audit
43. Director, Lotteries
44. Director, Medical Education
45. Director, Mining and Geology

46. Director, Museums and Zoos
47. Director, Panchayat
48. Director, Port Department
49. Director, Printing Department
50. Director, Sainik Welfare Department
51. Director, Scheduled Caste Development
52. Director, Scheduled Tribes Development
53. Director, Social Justice
54. Director, Soil Survey and Soil Conservation
55. Director, Sports and Youth Affairs
56. Director, State Insurance
57. Director, Survey and Land Records
58. Director, Technical Education
59. Director, Tourism Department
60. Director, Treasury
61. Director, Urban Affairs
62. Director, Vocational Higher Secondary Education
63. Director, Water Transport
64. Drugs Controller
65. Inspector General, Registration
66. Labour Commissioner
67. Principal Chief Conservator of Forests
68. Registrar of Co-operative Societies
69. Registrar of Subordinate Judiciary
70. Secretary, General Administration Department
71. Secretary, Kerala Public Service Commission
72. Secretary, Land Board

73. Secretary, Law Department
74. Secretary, Legislature
75. Secretary, Raj Bhavan
76. State Librarian, State Central Library
77. The Registrar, Cochin University of Science and Technology
78. The Registrar, Kerala Agricultural University
79. The Registrar, Kerala University of Fisheries and Ocean Studies
80. The Registrar, Kerala Veterinary & Animal Sciences University
81. The Registrar, Mahatma Gandhi University
82. The Registrar, Sanskrit University
83. The Registrar, University of Calicut
84. The Secretary, Advocate General's Office
85. Transport Commissioner

APPENDIX VI

| Allowances | | | | | | | | | | | | | | | | | | | | | | |
|--|--------------------------|-------------------------------|-----------------------|--------------------------------|------------|------------|--------------------------|-------------------------------------|----------------------------|--------------------------|---------------------------|------------------------|--------------------------------|--------------------------|------------------------|----------------------|--------------------|---------------------|------------------|------------------|-----------|----------------------------|
| Designation | Special Allowance | Compensatory Allowance | Risk Allowance | NonPracticing Allowance | PCA | PTA | Uniform Allowance | Additional Special Allowance | | | | | | | | | | | | Allowance | | Foot Wear Allowance |
| | | | | | | | | Smartness Allowance | Battalion Allowance | Day off Allowance | Traffic Point Duty | Cycle Allowance | Water & Electricity | Special Allowance | Feeding Charges | Camp Follower | Camp office | Ration money | Vigilance | SBCID | | |
| | | | | | | | | | | | | | | | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | |
| Advocate General's Office | | | | | | | | | | | | | | | | | | | | | | |
| Librarian | | 200 | | | | | | | | | | | | | | | | | | | | |
| Assistant officiating as Assistant Librarian | | 180 | | | | | | | | | | | | | | | | | | | | |
| Library Attender | | 140 | | | | | | | | | | | | | | | | | | | | |
| Last Grade Employee in the Library | | 100 | | | | | | | | | | | | | | | | | | | | |
| Library Assistant (Catalogue work) | | 350 | | | | | | | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | | |
| Deffadar | | | | | | | 2400 | | | | | | | | | | | | | | | |
| Officers attending work in the Office of the Director of Public Prosecution | | | | | | | | | | | | | | | | | | | | | | |
| Section Officer | 180 | | | | | | | | | | | | | | | | | | | | | |
| Confidential Assistant | 140 | | | | | | | | | | | | | | | | | | | | | |
| Personal Assistant to the Advocate General attending Secret Section work | 140 | | | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|--|-----|------|-----|---|-----|---|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Driver | 300 | | | | | | 2400 | | | | | | | | | | | | | | |
| Those Attending Cause list work | | | | | | | | | | | | | | | | | | | | | |
| Under Secretary | | 1000 | | | | | | | | | | | | | | | | | | | |
| Section Officer | | 1000 | | | | | | | | | | | | | | | | | | | |
| Assistant | | 1000 | | | | | | | | | | | | | | | | | | | |
| Computer Assistant | | 1000 | | | | | | | | | | | | | | | | | | | |
| Confidential Assistant | | 1000 | | | | | | | | | | | | | | | | | | | |
| Officer Superintendent | | 1000 | | | | | | | | | | | | | | | | | | | |
| Office Attendant | | 1000 | | | | | | | | | | | | | | | | | | | |
| Agriculture Department | | | | | | | | | | | | | | | | | | | | | |
| Agriculture Assistant | | | | | 150 | | | | | | | | | | | | | | | | |
| Agriculture Assistan working in KMEP | | | | | 150 | | | | | | | | | | | | | | | | |
| Field Supervisor | | | | | 140 | | | | | | | | | | | | | | | | |
| Agriculture Officer | | | | | 170 | | | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | |
| Boat Driver | | | | | | | 2400 | | | | | | | | | | | | | | |
| Boat Syrang | | | | | | | 2400 | | | | | | | | | | | | | | |
| Mechanic | | | | | | | 2400 | | | | | | | | | | | | | | |
| Driver-cum-operator | | | | | | | 2400 | | | | | | | | | | | | | | |
| Full Time gardener | | | | | | | 2400 | | | | | | | | | | | | | | |
| Tractor Driver | | | | | | | 2400 | | | | | | | | | | | | | | |
| Seed Garden Complex Munderi, Nilambur | | | | | | | | | | | | | | | | | | | | | |
| Deputy Director | | | 180 | | | | | | | | | | | | | | | | | | |
| Farm Superintendent (Assistant Director) | | | 150 | | | | | | | | | | | | | | | | | | |
| Agricultural Officer | | | 110 | | | | | | | | | | | | | | | | | | |
| Junior Engineer | | | 110 | | | | | | | | | | | | | | | | | | |
| Agriculture Assistant | | | 80 | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|---|---|-----|---|-----|---|------|---|----|----|----|----|----|------|----|----|----|----|----|----|----|
| Head Clerk | | | 90 | | | | | | | | | | | | | | | | | | |
| Clerk/Typist/CA | | | 80 | | | | | | | | | | | | | | | | | | |
| Work Superintendent | | | 80 | | | | | | | | | | | | | | | | | | |
| Overseer | | | 80 | | | | | | | | | | | | | | | | | | |
| Driver | | | 80 | | | | | | | | | | | | | | | | | | |
| Mechanic | | | 80 | | | | | | | | | | | | | | | | | | |
| Tractor Driver | | | 80 | | | | | | | | | | | | | | | | | | |
| Office Attendant | | | 50 | | | | | | | | | | | | | | | | | | |
| Watchman | | | 50 | | | | | | | | | | | | | | | | | | |
| Lascar | | | 50 | | | | | | | | | | | | | | | | | | |
| Animal Husbandry Department | | | | | | | | | | | | | | | | | | | | | |
| X-Ray Technician | | | 100 | | | | | | | | | | | | | | | | | | |
| Veterinary Surgeons working in rural areas | | | | | | | | | | | | | | 3000 | | | | | | | |
| Veterinary Surgeons working in difficult rural areas | | | | | | | | | | | | | | 4500 | | | | | | | |
| Veterinary Surgeon in charge of Veterinary Hospitals and Dispensaries | | | | | 140 | | | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | |
| Duffedars | | | | | | | 2400 | | | | | | | | | | | | | | |
| Archaeology Department | | | | | | | | | | | | | | | | | | | | | |
| Head Gardener | | | | | | | 2400 | | | | | | | | | | | | | | |
| Waiter | | | | | | | 2400 | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | |
| Gardener | | | | | | | 2400 | | | | | | | | | | | | | | |
| Watcher | | | | | | | 2400 | | | | | | | | | | | | | | |
| Cook | | | | | | | 2400 | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|---|-----|---|---|---|---|------|---|----|----|----|----|----|----|----|----|----|----|----|----|-----|
| Ayurveda Medical Education Department | | | | | | | | | | | | | | | | | | | | | |
| Deputy Warden (Hostels) | | 130 | | | | | | | | | | | | | | | | | | | |
| Ayurveda College, Thiruvananthapuram, Thripunithura and Kannur | | | | | | | | | | | | | | | | | | | | | |
| Theatre Asst., Anatomy Department | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Scavenger, Anatomy Department | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Dravya Attender | | | | | | | | | | | | | | | | | | | | | 450 |
| X-ray Technician | | | | | | | | | | | | | | | | | | | | | 450 |
| Govt .Ayurveda Colleges | | | | | | | | | | | | | | | | | | | | | |
| Lady Heath Worker (Allopathic Midwife) | | | | | | | 1800 | | | | | | | | | | | | | | |
| Nursing Supdt. | | | | | | | 2400 | | | | | | | | | | | | | | |
| Nurse | | | | | | | 2400 | | | | | | | | | | | | | | |
| Pharmascist | | | | | | | 1800 | | | | | | | | | | | | | | |
| Lab Technician | | | | | | | 1800 | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | |
| Nursing Assistant Gr I & II | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Ayurveda Therapist | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Attender Gr I & II | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Theatre Asst., Anatomy Department | | | | | | | 2400 | | | | | | | | | | | | | | |
| Structure Carrier | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Cook | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Dhoby | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Mess Attender | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Sanitation Worker | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Watcher | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Pharmacy Attender | | | | | | | 2400 | | | | | | | | | | | | | | 450 |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|--|---|---|---|---|---|-----|------|---|----|----|----|----|----|----|----|----|----|----|----|----|-----|
| Gardener | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Radiographer(X-Ray Section) | | | | | | | 1000 | | | | | | | | | | | | | | |
| Technician & Assistant Technician (X-Ray Section) | | | | | | | 1000 | | | | | | | | | | | | | | 450 |
| Sweeper | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Scavenger | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Sweeper-cum-Scavenger | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Female Attender | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Chemical Examiner's Laboratory | | | | | | | | | | | | | | | | | | | | | |
| Assistant Chemical Examiner | | | | | | | 1800 | | | | | | | | | | | | | | |
| Junior Scientific Officer* | | | | | | | 1800 | | | | | | | | | | | | | | |
| Serological Assistant | | | | | | | 1800 | | | | | | | | | | | | | | |
| Technical Assistant | | | | | | | 1800 | | | | | | | | | | | | | | |
| Store Keeper | | | | | | | | | | | | | | | | | | | | | |
| Laboratory Assistant | | | | | | | 1800 | | | | | | | | | | | | | | |
| Junior Laboratory Assistant | | | | | | | 1800 | | | | | | | | | | | | | | 450 |
| Packer/Bottle Cleaner/ Lascar | | | | | | | 1800 | | | | | | | | | | | | | | 450 |
| Office Attendant | | | | | | | | | | | | | | | | | | | | | |
| Glass Blower | | | | | | | 1800 | | | | | | | | | | | | | | |
| Night Watcher | | | | | | | 1800 | | | | | | | | | | | | | | |
| Civil Supplies Department | | | | | | | | | | | | | | | | | | | | | |
| Taluk Supply Officer | | | | | | | 500 | | | | | | | | | | | | | | |
| Assistant Taluk Supply Officer | | | | | | | 300 | | | | | | | | | | | | | | |
| City Rationing Inspector | | | | | | 240 | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | |
|---|---|---|---|---|-----|-----|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|--|
| Rationing Inspector (1 Village) | | | | | 240 | | | | | | | | | | | | | | | | | |
| Rationing Inspector (5 to 13 wards in a City) | | | | | 120 | | | | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | | |
| Commercial Taxes Department | | | | | | | | | | | | | | | | | | | | | | |
| Commercial Tax Officer(1 Taluk and Below) | | | | | | 500 | | | | | | | | | | | | | | | | |
| Commercial Tax Officer(more than 1 Taluk and Below 2 taluks) | | | | | | 600 | | | | | | | | | | | | | | | | |
| Commercial Tax Officer(more than 2 but less than 4) | | | | | | 650 | | | | | | | | | | | | | | | | |
| Commercial Tax Officer(4 taluks and more) | | | | | | 700 | | | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | | |
| Co-operation Department | | | | | | | | | | | | | | | | | | | | | | |
| Unit Auditor of Co-operative Societies/Unit Inspector of Cooperative Societies | | | | | | 300 | | | | | | | | | | | | | | | | |
| Senior Co-operative Inspector/Junior Co-operative Inspector(Circle-Municipal or Corporation area) | | | | | 200 | | | | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | | |
| Dairy Development | | | | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|---|---|---|---|-----|-----|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Dairy Farm Inspector | | | | | 200 | | | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | |
| Directorate of Prosecution | | | | | | | | | | | | | | | | | | | | | |
| Assistant Public Prosecutors | | | | | | | 4500 | | | | | | | | | | | | | | |
| Deputy Director of Prosecution | | | | | | | 4500 | | | | | | | | | | | | | | |
| Economics and Statistics | | | | | | | | | | | | | | | | | | | | | |
| Deputy Health Officer | | | | | 350 | | | | | | | | | | | | | | | | |
| Research Assistant | | | | | 240 | | | | | | | | | | | | | | | | |
| Compiler | | | | | 150 | | | | | | | | | | | | | | | | |
| Price Inspector/ Investigator (Working in Municipality or Corporation) | | | | | 140 | | | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | |
| Timely Reporting Survey of Agricultural Statistics | | | | | | | | | | | | | | | | | | | | | |
| Statistical Inspector (NSS) (1 District) | | | | | | 700 | | | | | | | | | | | | | | | |
| Statistical Inspector (1 Taluk) | | | | | | 500 | | | | | | | | | | | | | | | |
| Investigator (L.D/U.D) (1 Taluk) | | | | | | 330 | | | | | | | | | | | | | | | |
| Investigator (L.D/U.D) (1 District) | | | | | | 500 | | | | | | | | | | | | | | | |
| Taluk Statistical Officer (1 Taluk) | | | | | | 550 | | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | |
| Collegiate Education Department | | | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|-----|-----|---|---|---|---|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Warden, College Hostels | | 200 | | | | | | | | | | | | | | | | | | | |
| Sweeper | | | | | | | 2400 | | | | | | | | | | | | | | |
| Cook | | | | | | | 2400 | | | | | | | | | | | | | | |
| Sanitation Worker | | | | | | | 2400 | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | |
| Gardener | | | | | | | 2400 | | | | | | | | | | | | | | |
| General Education Department | | | | | | | | | | | | | | | | | | | | | |
| Headmaster, Govt. Vocational & Higher Secondary School for Deaf, Thiruvananthapuram | 400 | | | | | | | | | | | | | | | | | | | | |
| Special Officer (Work Experience) | 250 | | | | | | | | | | | | | | | | | | | | |
| Graduate Headmasters in Special Schools | 350 | | | | | | | | | | | | | | | | | | | | |
| Assistant Teacher (Without Training) and Special Teacher, School for Handicapped | 130 | | | | | | | | | | | | | | | | | | | | |
| Teachers in Special Schools | 130 | | | | | | | | | | | | | | | | | | | | |
| Teacher in charge of Incomplete High School | 200 | | | | | | | | | | | | | | | | | | | | |
| Headmaster of High School not eligible for Headmaster's scale | 200 | | | | | | | | | | | | | | | | | | | | |
| Graduate Headmasters of UP School | 120 | | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|-----|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Headmaster of Aided UP Schools not eligible for Headmaster's scale of pay | 150 | | | | | | | | | | | | | | | | | | | | |
| Headmaster of Aided LP Schools not eligible for Headmaster's scale of pay | 140 | | | | | | | | | | | | | | | | | | | | |
| Headmaster of Incomplete LP School | 140 | | | | | | | | | | | | | | | | | | | | |
| Teacher in charge of Incomplete UP School | 140 | | | | | | | | | | | | | | | | | | | | |
| Education Extension Officer and Instructor (Training School) | 200 | | | | | | | | | | | | | | | | | | | | |
| Senior Clerk, Vigilance Section, D.P.I.'s Office | 100 | | | | | | | | | | | | | | | | | | | | |
| Confidential Assistant to the Additional DPI | 130 | | | | | | | | | | | | | | | | | | | | |
| Office Attendant to the Additional D.P.I. | 100 | | | | | | | | | | | | | | | | | | | | |
| Deputy Secretary to Government (Super Check Cell) | 300 | | | | | | | | | | | | | | | | | | | | |
| A.E.O. (HM), Super Check Cell | 200 | | | | | | | | | | | | | | | | | | | | |
| Teacher in charge of Lab / Library/IT | 300 | | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|--|-----|---|---|---|-----|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Assistant Educational Officer / Additional Assistant Educational Officer | | | | | 380 | | | | | | | | | | | | | | | | |
| Physical Education Teacher attending the Higher Secondary/ VHSE School Section | 300 | | | | | | | | | | | | | | | | | | | | |
| Staff of the Commissionerate of Government Examinations | | | | | | | | | | | | | | | | | | | | | |
| Pay range of 21660 & above | 250 | | | | | | | | | | | | | | | | | | | | |
| Pay range between 18500 & 21649 | 200 | | | | | | | | | | | | | | | | | | | | |
| Pay range between 17500 & 18499 | 160 | | | | | | | | | | | | | | | | | | | | |
| Pay below 17500 | 140 | | | | | | | | | | | | | | | | | | | | |
| Higher Secondary Education Department | | | | | | | | | | | | | | | | | | | | | |
| Higher Secondary School Teachers / Principal having Ph.D in the respective subject | 500 | | | | | | | | | | | | | | | | | | | | |
| Higher Secondary School Teacher having Special Training working in Special Schools | 400 | | | | | | | | | | | | | | | | | | | | |
| Clerk attending the work of Higher Secondary Section in Higher Secondary Schools | 200 | | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|-----|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Office Attendant attending the work of Higher Secondary section in Higher Secondary Schools | 100 | | | | | | | | | | | | | | | | | | | | |
| Physical Education Teacher attending the Higher Secondary School Section | 200 | | | | | | | | | | | | | | | | | | | | |
| Technical Education Department | | | | | | | | | | | | | | | | | | | | | |
| Principal, Engineering Colleges | 450 | | | | | | | | | | | | | | | | | | | | |
| Principal of Engineering Colleges where Part-time Courses are conducted | 600 | | | | | | | | | | | | | | | | | | | | |
| Principal of Polytechnics where Part-Time Diploma Courses are conducted at night | 300 | | | | | | | | | | | | | | | | | | | | |
| Driver-cum-Mechanic, Polytechnic Colleges | 130 | | | | | | | | | | | | | | | | | | | | |
| Staff in the Examination wing of the Directorate | | | | | | | | | | | | | | | | | | | | | |
| Pay Range of Rs.22200/- and above | 250 | | | | | | | | | | | | | | | | | | | | |
| Pay Range of Rs.18500/- and above but below Rs.22200/- | 200 | | | | | | | | | | | | | | | | | | | | |
| Pay Range of Rs.17500/- and above but below Rs.18500/- | 160 | | | | | | | | | | | | | | | | | | | | |
| Pay Range below Rs.17500/- | 140 | | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|---|-----|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Engineering College, Thiruvananthapuram | | | | | | | | | | | | | | | | | | | | | |
| Librarian | | 120 | | | | | | | | | | | | | | | | | | | |
| Assistant Librarian | | 100 | | | | | | | | | | | | | | | | | | | |
| Library Attender | | 70 | | | | | | | | | | | | | | | | | | | |
| Above allowance admissible only if night work invoved. | | | | | | | | | | | | | | | | | | | | | |
| M.Tech Course (Engineering College, Thiruvananthapuram) | | | | | | | | | | | | | | | | | | | | | |
| Teaching Staff(per hour) | | 150 | | | | | | | | | | | | | | | | | | | |
| Co-ordinator of the course | | 600 | | | | | | | | | | | | | | | | | | | |
| Clerk-cum-Typist Accountant | | 300 | | | | | | | | | | | | | | | | | | | |
| Class IV Employee | | 250 | | | | | | | | | | | | | | | | | | | |
| Hostels and Engineering Colleges and Polytechnics | | | | | | | | | | | | | | | | | | | | | |
| Warden (Above 200 inmates) | | 250 | | | | | | | | | | | | | | | | | | | |
| Warden (up to 200 inmates) | | 200 | | | | | | | | | | | | | | | | | | | |
| Resident Tutor | | 150 | | | | | | | | | | | | | | | | | | | |
| Part Time Medical Officer (Above 100 inmates) | | 250 | | | | | | | | | | | | | | | | | | | |
| Part Time Medical Officer (upto 100 inmates) | | 200 | | | | | | | | | | | | | | | | | | | |
| Pre Vocational Training Centre | | | | | | | | | | | | | | | | | | | | | |
| Senior Craft Instructor | | 120 | | | | | | | | | | | | | | | | | | | |
| Part Time Staff engaged for teaching in both High Schools and Junior Technical Schools | | | | | | | | | | | | | | | | | | | | | |
| For Technical Subjects (per hour) | | 100 | | | | | | | | | | | | | | | | | | | |
| For English and Non Technical Subjects (per hour) | | 100 | | | | | | | | | | | | | | | | | | | |
| Vocational Higher Secondary Education Department | | | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | |
|---|------|---|---|---|---|-----|------|---|----|-----|----|----|----|-----|----|----|----|----|----|----|----|--|
| (a) High School | | | | | | | | | | | | | | | | | | | | | | |
| Principal | 1250 | | | | | | | | | | | | | | | | | | | | | |
| Teacher holding the charge of Academic Head | 700 | | | | | | | | | | | | | | | | | | | | | |
| Science Teacher (in charge of laboratories) | 160 | | | | | | | | | | | | | | | | | | | | | |
| Person in charge of Library | 250 | | | | | | | | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | | |
| (b) Technical High Schools | | | | | | | | | | | | | | | | | | | | | | |
| Person in charge of Library | 160 | | | | | | | | | | | | | | | | | | | | | |
| Electrical Inspectorate Department | | | | | | | | | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | | |
| Excise Department | | | | | | | | | | | | | | | | | | | | | | |
| Assistant Excise Commissioner | | | | | | | 3000 | | | | | | | 150 | | | | | | | | |
| Deputy Commissioner | | | | | | | 3000 | | | | | | | | | | | | | | | |
| Excise Circle Inspector | | | | | | | 4000 | | | 500 | | | | 140 | | | | | | | | |
| Excise Inspector | | | | | | 400 | 4000 | | | 500 | | | | 140 | | | | | | | | |
| Assistant Excise Inspector | | | | | | 300 | 4000 | | | 500 | | | | 120 | | | | | | | | |
| Preventive Officer | | | | | | 200 | 4500 | | | 460 | | | | 120 | | | | | | | | |
| Civil Excise Officer | | | | | | 200 | 4500 | | | 400 | | | | 120 | | | | | | | | |
| Assistant Excise Commissioner, Inspection and Training | 200 | | | | | | | | | | | | | | | | | | | | | |
| Circle Inspector of Excise-in-charge of Training | 160 | | | | | | | | | | | | | | | | | | | | | |
| Driver | | | | | | | 4500 | | | 400 | | | | | | | | | | | | |
| Note :-(i)Day off Allowance granted for officers working in the field units compensating their off duty on Onam & Christmas festivals | | | | | | | | | | | | | | | | | | | | | | |
| Factories & Boilers Department | | | | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|-----|-----|-----|------|---|---|------|----|----|-----|----|----|----|-----|-----|----|----|-----|----|----|----|
| Joint Director (Medical) | | | | 1200 | | | | | | | | | | | | | | | | | |
| Sweeper | | | | | | | 2400 | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | |
| Fire & Rescue Service Department | | | | | | | | | | | | | | | | | | | | | |
| Director (T)/Director (Administration) | | | | | | | 3000 | | | | | | | | | | | | | | |
| Fireman Driver-cum-Pump Operator | 300 | 100 | | | | | 4500 | 80 | | 150 | | | 50 | 140 | 80 | | | 150 | | | |
| Staff Car Driver of the Commandant General | 250 | | | | | | 2400 | | | | | | | | | | | | | | |
| Station Officer, Fire & Rescue Service Academy, Viyoor, Thrisur | 140 | | | | | | 4000 | | | | | | | | | | | | | | |
| Leading Fireman, Fire & Rescue Service Academy, Viyoor, Thrisur | 120 | | | | | | 4500 | | | | | | | | | | | | | | |
| Driver Mechanic | | 100 | 100 | | | | 4500 | 80 | | 150 | | | 50 | 140 | 80 | | | 150 | | | |
| Leading Fireman | | | 100 | | | | 4500 | 80 | | 150 | | | 50 | 140 | 80 | | | 150 | | | |
| Fireman | | | 100 | | | | 4500 | 80 | | 150 | | | 50 | 140 | 80 | | | 150 | | | |
| Fireman Gr.I & Gr.II | | | 100 | | | | 4500 | 80 | | 150 | | | 50 | 140 | 80 | | | 150 | | | |
| Station Officer | | | | | | | 4000 | | | 170 | | | | 160 | 80 | | | 150 | | | |
| Assistant Station Officer | | | | | | | 4000 | | | 150 | | | | 150 | 80 | | | 150 | | | |
| Assistant Divisional Officer | | | | | | | 3000 | | | | | | | 170 | 100 | | | | | | |
| Divisional Officer | | | | | | | 3000 | | | | | | | 180 | | | | | | | |
| P.A to Director of Fire Force | | | | | | | | | | | | | | 180 | | | | | | | |
| Fisheries Department | | | | | | | | | | | | | | | | | | | | | |
| Head Master, Regional Fisheries Technical High Schools | 250 | | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|--|---|---|-----|---|---|-----|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Inspector of Guards | | | 300 | | | | | | | | | | | | | | | | | | |
| Sub Inspector of Guards | | | 250 | | | | | | | | | | | | | | | | | | |
| Head Guards | | | 200 | | | | | | | | | | | | | | | | | | |
| Fishery Guards | | | 170 | | | | | | | | | | | | | | | | | | |
| Assistant Director | | | 300 | | | | | | | | | | | | | | | | | | |
| Boat Driver | | | 170 | | | | | | | | | | | | | | | | | | |
| Syrang | | | 170 | | | | | | | | | | | | | | | | | | |
| Deckman | | | 170 | | | | | | | | | | | | | | | | | | |
| Lascar | | | 170 | | | | | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | |
| Statistical Investigator Thiruvananthapuram, Kollam and Alappuzha | | | | | | 300 | | | | | | | | | | | | | | | |
| Statistical Investigator. Kollam (2 Taluks) | | | | | | 250 | | | | | | | | | | | | | | | |
| Inspector of Fisheries, Kollam and Alappuzha | | | | | | 300 | | | | | | | | | | | | | | | |
| Sub Inspector of Fisheries, Backwaters (Kollam back waters, Vaikom, Meenachil, Shertalai Taluks) | | | | | | 220 | | | | | | | | | | | | | | | |
| Senior Co-operative Inspector, Vizhinjam and Thiruvananthapuram (2 Taluks) | | | | | | 250 | | | | | | | | | | | | | | | |
| Fishery Development Officer, Vizhinjam (1 District) | | | | | | 250 | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | |
|--|---|---|---|---|---|-----|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|--|
| Fishery Development Officer, Thiruvananthapuram (2 Taluks) | | | | | | 250 | | | | | | | | | | | | | | | | |
| Senior Co-operative Inspector, Kollam and Alappuzha (1 District) | | | | | | 250 | | | | | | | | | | | | | | | | |
| Fishery Development Officer, Kollam (1 District) | | | | | | 250 | | | | | | | | | | | | | | | | |
| Sub Inspector of Fisheries, North Parur (1 Taluk) | | | | | | 150 | | | | | | | | | | | | | | | | |
| Fishery Development Officer, Ernakulam, Alappuzha (2 Districts) | | | | | | 250 | | | | | | | | | | | | | | | | |
| Senior Co-operative Inspector, Ernakulam (2 Districts) | | | | | | 250 | | | | | | | | | | | | | | | | |
| Sub Inspector of Fisheries, Theveravattom Fisheries Section | | | | | | 220 | | | | | | | | | | | | | | | | |
| L.D.Investigator, Alappuzha, (Part of a District) | | | | | | 250 | | | | | | | | | | | | | | | | |
| Office of the Deputy Director of Fisheries, Thrissur | | | | | | | | | | | | | | | | | | | | | | |
| Senior Co-operative Inspector (1 District) | | | | | | 250 | | | | | | | | | | | | | | | | |
| Fishery Development Officer, Chavakkad (1 Taluk) | | | | | | 250 | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|-----|---|---|---|---|-----|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Office of the Deputy Director of Fisheries, Ponnani | | | | | | | | | | | | | | | | | | | | | |
| Fishery Development Officer, Ponnani and Thanur (1 taluk) | | | | | | 250 | | | | | | | | | | | | | | | |
| Senior Co-operative Inspector, Ponnani and Thanur (1 Taluk) | | | | | | 250 | | | | | | | | | | | | | | | |
| O/o the Dy. Director of Fisheries, Kozhikkode | | | | | | | | | | | | | | | | | | | | | |
| Fishery Development Officer, Vadakara(1 Taluk) | | | | | | 250 | | | | | | | | | | | | | | | |
| Senior Co-operative Inspector(1 Taluk) | | | | | | 250 | | | | | | | | | | | | | | | |
| O/o the Dy. Director of Fisheries, Kannur | | | | | | | | | | | | | | | | | | | | | |
| Fishery Development Officer, Kannur(1 Taluk) | | | | | | 250 | | | | | | | | | | | | | | | |
| Senior Co-operative Inspector(1 Taluk) | | | | | | 250 | | | | | | | | | | | | | | | |
| O/o the Dy. Director of Fisheries, Kasaragod | | | | | | | | | | | | | | | | | | | | | |
| Fishery Development Officer, kasaragod.(1 Taluk) | | | | | | 250 | | | | | | | | | | | | | | | |
| Senior Co-operative Inspector(1 Taluk) | | | | | | 250 | | | | | | | | | | | | | | | |
| O/o the Asst..Director of Fisheries, Kottayam | | | | | | | | | | | | | | | | | | | | | |
| Sub Inspector of Fisheries, Backwater (1 District) | | | | | | 220 | | | | | | | | | | | | | | | |
| Forest Department | | | | | | | | | | | | | | | | | | | | | |
| Principal, Forest School, Arippa | 200 | | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|--|-----|-----|-----|---|---|-----|------|---|----|-----|----|----|----|-----|----|----|----|----|----|----|----|
| Instructor (Ranger), Forest School, Arippa | 200 | | | | | | | | | | | | | | | | | | | | |
| Instructor, Forest School, Walayar | 200 | | | | | | | | | | | | | | | | | | | | |
| Range Forest Officer (Range) | | | | | | 350 | 3000 | | | 100 | | | | 140 | | | | | | | |
| Senior Grade Range Forest Officer | | | | | | 350 | 3000 | | | 100 | | | | 140 | | | | | | | |
| Deputy Range Forest Officer | | | 250 | | | 300 | 3000 | | | 200 | | | | 170 | | | | | | | |
| Wild Life Assistant | | | | | | | 3000 | | | | | | | 120 | | | | | | | |
| Beat Forest Officer | | | 200 | | | 220 | 4000 | | | 160 | | | | 150 | | | | | | | |
| Forest Watcher | | | 200 | | | 170 | 4000 | | | 160 | | | | 120 | | | | | | | |
| Tribal Watcher | | | 200 | | | 170 | 4000 | | | 160 | | | | 120 | | | | | | | |
| Section Forest Officer | | | 250 | | | 300 | 4000 | | | 200 | | | | 160 | | | | | | | |
| Surveyor | | | | | | 150 | | | | | | | | | | | | | | | |
| Driver | | | | | | | 4000 | | | 160 | | | | 120 | | | | | | | |
| Driver (attached to Stations) | | | | | | | 4000 | | | 160 | | | | 120 | | | | | | | |
| Boat Driver | | | | | | 170 | 4000 | | | 160 | | | | 120 | | | | | | | |
| Syrang | | | | | | 170 | | | | | | | | | | | | | | | |
| Cleaner | | | | | | 170 | | | | | | | | | | | | | | | |
| Mahouts and Cavadies | | | 150 | | | | | | | | | | | | | | | | | | |
| Van Driver (Publicity Unit) | | 150 | | | | | | | | | | | | | | | | | | | |
| Vigilance and Evaluation Wing | | | | | | | | | | | | | | | | | | | | | |
| Assistant Conservator of Forests | 200 | | | | | | | | | | | | | | | | | | | | |
| Divisional Forest Officer | 200 | | | | | | | | | | | | | | | | | | | | |
| Range Forest Officer | 180 | | | | | | 3000 | | | | | | | | | | | | | | |
| Section Forest Officer | 120 | | | | | | 4000 | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|----------------------------------|-----|---|-----|---|---|-----|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Beat Forest Officer | 100 | | | | | | 4000 | | | | | | | | | | | | | | |
| Wild Life Wing | | | | | | | | | | | | | | | | | | | | | |
| Range Forest Officer | 180 | | | | | 350 | 3000 | | | | | | | | | | | | | | |
| Wild Life Assistant | 180 | | | | | | 3000 | | | | | | | | | | | | | | |
| Deputy Range Forest Officer | 150 | | 250 | | | 300 | 3000 | | | | | | | | | | | | | | |
| Section Forest Officer | 120 | | 250 | | | 300 | 4000 | | | | | | | | | | | | | | |
| Beat Forest Officer | 100 | | 250 | | | 220 | 4000 | | | | | | | | | | | | | | |
| Warder | 100 | | | | | | | | | | | | | | | | | | | | |
| Flying Squad | | | | | | | | | | | | | | | | | | | | | |
| Assistant Conservation of Forest | 200 | | | | | | | | | | | | | | | | | | | | |
| Divisional Forest Officer | 200 | | | | | | | | | | | | | | | | | | | | |
| Range Forest Officer | 180 | | | | | 350 | 3000 | | | | | | | | | | | | | | |
| Deputy Range Forest Officer | 150 | | | | | 300 | 3000 | | | | | | | | | | | | | | |
| Section Forest Officer | 120 | | | | | 300 | 4000 | | | | | | | | | | | | | | |
| Beat Forest Officer | 100 | | | | | 220 | 4000 | | | | | | | | | | | | | | |
| Driver | 100 | | | | | | 4000 | | | | | | | | | | | | | | |
| Marayoor Sandal Division | | | | | | | | | | | | | | | | | | | | | |
| Deputy Range Forest Officer | 10% | | | | | 300 | 3000 | | | | | | | | | | | | | | |
| Section Forest Officer | 10% | | | | | 300 | 4000 | | | | | | | | | | | | | | |
| Beat Forest Officer | 10% | | | | | 220 | 4000 | | | | | | | | | | | | | | |
| Watcher | 10% | | | | | 170 | 4000 | | | | | | | | | | | | | | |
| Driver | 10% | | | | | | 4000 | | | | | | | | | | | | | | |
| Note :-10% of basic pay | | | | | | | | | | | | | | | | | | | | | |
| Ground Water | | | | | | | | | | | | | | | | | | | | | |
| Drilling Staff | | | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---------------------------------------|---|---|---|---|---|---|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Master Driller | | | | | | | 2000 | | | | | | | | | | | | | | |
| Senior Driller | | | | | | | 2000 | | | | | | | | | | | | | | |
| Drilling Mechanic/Driller | | | | | | | 2000 | | | | | | | | | | | | | | |
| Compressor Driver | | | | | | | 2000 | | | | | | | | | | | | | | |
| Drilling Assistant | | | | | | | 2000 | | | | | | | | | | | | | | |
| Foreman | | | | | | | 2000 | | | | | | | | | | | | | | |
| Store in Charge | | | | | | | 2000 | | | | | | | | | | | | | | |
| Motor Mechanic | | | | | | | 2000 | | | | | | | | | | | | | | |
| Store Assistant | | | | | | | 2000 | | | | | | | | | | | | | | |
| Tractor Driver | | | | | | | 2000 | | | | | | | | | | | | | | |
| Electrician | | | | | | | 2000 | | | | | | | | | | | | | | |
| Machinist | | | | | | | 2000 | | | | | | | | | | | | | | |
| Blacksmith | | | | | | | 2000 | | | | | | | | | | | | | | |
| Tinker | | | | | | | 2000 | | | | | | | | | | | | | | |
| Turner | | | | | | | 2000 | | | | | | | | | | | | | | |
| Fitter | | | | | | | 2000 | | | | | | | | | | | | | | |
| Pump Operator | | | | | | | 2000 | | | | | | | | | | | | | | |
| Lorry Cleaner | | | | | | | 2000 | | | | | | | | | | | | | | |
| Workshop Attender | | | | | | | 2000 | | | | | | | | | | | | | | |
| Skilled Workers | | | | | | | 2000 | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | |
| Lascar | | | | | | | 2000 | | | | | | | | | | | | | | |
| Watcher | | | | | | | 2000 | | | | | | | | | | | | | | |
| Unskilled Worker | | | | | | | 2000 | | | | | | | | | | | | | | |
| Harbour Engineering Department | | | | | | | | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | |
| Health Services Department | | | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|------|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Doctors in Health Services (General Cadre)(PG Diploma Allowance) | 800 | | | | | | | | | | | | | | | | | | | | |
| Doctors in Health Services(General Cadre) (PG Degree Allowance) | 1000 | | | | | | | | | | | | | | | | | | | | |
| Doctors in Health Services(General Cadre) (Charge Allowance) | 500 | | | | | | | | | | | | | | | | | | | | |
| Doctors in Health Services (Specialist Allowance) | 1000 | | | | | | | | | | | | | | | | | | | | |
| Doctors in Health Services (Senior Specialist Allowance) | 1500 | | | | | | | | | | | | | | | | | | | | |
| Postmortem Allowance (per case) | 600 | | | | | | | | | | | | | | | | | | | | |
| Exhumation Allowance (Per exhumation) | 1000 | | | | | | | | | | | | | | | | | | | | |
| Specialist Doctors working in Radiology, TB, Pathology, Leprosy, Anaesthetics | 1200 | | | | | | | | | | | | | | | | | | | | |
| Thoracic Surgeon working in Thoracic surgery unit in District Hospitals and TB Hospitals. | 1200 | | | | | | | | | | | | | | | | | | | | |
| Pharmacist attending clerical work | 100 | | | | | | | | | | | | | | | | | | | | |
| Lift Operator | 100 | | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | |
|---|---|-----|---|---|---|---|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|-----|
| Medical Officer, Primary Health Centre | | 700 | | | | | | | | | | | | | | | | | | | | |
| Health Inspector, Public Health Training School, Thiruvananthapuram | | 130 | | | | | | | | | | | | | | | | | | | | |
| Nursing Superintendent | | | | | | | 2600 | | | | | | | | | | | | | | | |
| Nursing Sister(Matron and Head Nurse) | | | | | | | 2600 | | | | | | | | | | | | | | | |
| Nursing Tutor | | | | | | | 2600 | | | | | | | | | | | | | | | |
| Head Nurse | | | | | | | 2600 | | | | | | | | | | | | | | | |
| Lady Health Inspector | | | | | | | 2400 | | | | | | | | | | | | | | | |
| Lady Health Supervisor | | | | | | | 2400 | | | | | | | | | | | | | | | |
| Public Health Nurse | | | | | | | 2400 | | | | | | | | | | | | | | | |
| Public Health Nurses Instructor | | | | | | | 2400 | | | | | | | | | | | | | | | |
| MCH Officer | | | | | | | 2600 | | | | | | | | | | | | | | | |
| Nursing Officer(Principal) | | | | | | | 2600 | | | | | | | | | | | | | | | |
| Lady Health Worker (Allopathic Midwife) | | | | | | | 2000 | | | | | | | | | | | | | | | |
| Junior Public Health Nurse | | | | | | | 2400 | | | | | | | | | | | | | | | |
| Pupil Nurse | | | | | | | 2000 | | | | | | | | | | | | | | | |
| Nurse (Male & Female) | | | | | | | 2400 | | | | | | | | | | | | | | | |
| Vice Principal (Nursing) | | | | | | | 2600 | | | | | | | | | | | | | | | |
| Staff Nurse | | | | | | | 2400 | | | | | | | | | | | | | | | |
| Pharmacist | | | | | | | 2000 | | | | | | | | | | | | | | | |
| Drivers | | | | | | | 2400 | | | | | | | | | | | | | | | |
| Foreman Mechanic | | | | | | | 2000 | | | | | | | | | | | | | | | 450 |
| Motor Mechanic | | | | | | | 2000 | | | | | | | | | | | | | | | 450 |
| Helper | | | | | | | 2000 | | | | | | | | | | | | | | | 450 |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|--|---|---|-----|---|---|---|------|---|----|----|----|----|----|----|----|----|----|----|----|----|-----|
| Electrician | | | | | | | 2000 | | | | | | | | | | | | | | 450 |
| Blacksmith | | | | | | | 2000 | | | | | | | | | | | | | | 450 |
| Tinker | | | | | | | 2000 | | | | | | | | | | | | | | 450 |
| Security Guards | | | | | | | 2000 | | | | | | | | | | | | | | 450 |
| Welder | | | | | | | 2000 | | | | | | | | | | | | | | 450 |
| Van Cleaner | | | | | | | 2000 | | | | | | | | | | | | | | 450 |
| Assistant Sergeant | | | | | | | 2000 | | | | | | | | | | | | | | 450 |
| Lab Technician | | | | | | | 2000 | | | | | | | | | | | | | | |
| Surgeant | | | | | | | 2000 | | | | | | | | | | | | | | 450 |
| Nursing Assistant | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Cook | | | | | | | 2400 | | | | | | | | | | | | | | |
| Junior Lab Assistant | | | | | | | 2000 | | | | | | | | | | | | | | 450 |
| Hospital Attendant | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Offset Machine Operator | | | | | | | 2000 | | | | | | | | | | | | | | |
| Grinning Machine Operator | | | | | | | 2000 | | | | | | | | | | | | | | |
| LD Printer | | | | | | | 2000 | | | | | | | | | | | | | | |
| Compositor | | | | | | | 2000 | | | | | | | | | | | | | | |
| X-ray Sections of Hospitals | | | | | | | | | | | | | | | | | | | | | |
| Medical Officer | | | 300 | | | | | | | | | | | | | | | | | | |
| Head Nurse | | | 100 | | | | 2600 | | | | | | | | | | | | | | |
| Staff Nurse | | | 100 | | | | 2400 | | | | | | | | | | | | | | |
| Mechanic | | | 100 | | | | 2000 | | | | | | | | | | | | | | |
| Radiographer | | | 100 | | | | 2000 | | | | | | | | | | | | | | |
| Technician | | | 100 | | | | 2000 | | | | | | | | | | | | | | |
| Dark Room Assistant | | | 100 | | | | 2000 | | | | | | | | | | | | | | |
| Other full time employees like Attender/Attendant/ Cleaner/Warder etc. | | | 100 | | | | 2400 | | | | | | | | | | | | | | |
| Radium Sections of Hospitals | | | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|---|---|-----|---|---|---|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Medical Officer | | | 300 | | | | | | | | | | | | | | | | | | |
| Technician | | | 150 | | | | 2000 | | | | | | | | | | | | | | |
| Radiographer | | | 150 | | | | 2000 | | | | | | | | | | | | | | |
| Staff Nurse | | | 150 | | | | 2400 | | | | | | | | | | | | | | |
| Attender | | | 100 | | | | 2400 | | | | | | | | | | | | | | |
| Cleaner | | | 100 | | | | 2400 | | | | | | | | | | | | | | |
| Warder | | | 100 | | | | 2400 | | | | | | | | | | | | | | |
| Las-car | | | 100 | | | | 2400 | | | | | | | | | | | | | | |
| Sanatorium for Chest Diseases, Pulayanarkotta Chest Hospital, Mulamkunnathukave Pariyaram TB clinics/TB Wards/TB Centres | | | | | | | | | | | | | | | | | | | | | |
| Medical Officer | | | 300 | | | | | | | | | | | | | | | | | | |
| Bacteriologist | | | 180 | | | | | | | | | | | | | | | | | | |
| Nursing Superintendent | | | 180 | | | | 2600 | | | | | | | | | | | | | | |
| Manager/Lay Secretary and Treasurer | | | 180 | | | | | | | | | | | | | | | | | | |
| Head Nurse | | | 150 | | | | 2600 | | | | | | | | | | | | | | |
| Staff Nurse | | | 150 | | | | 2400 | | | | | | | | | | | | | | |
| Treatment Organizer Gr.I and Gr.II | | | 150 | | | | | | | | | | | | | | | | | | |
| Pharmacist/Pharmacist Storekeeper | | | 100 | | | | 2000 | | | | | | | | | | | | | | |
| Laboratory Technician GrI &II / Health Welfare Worker/ Medical Records Librarian | | | 100 | | | | 2000 | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|---|---|-----|---|---|---|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Statistician/Statistical Assistant / Steward/Head Clerk/ Clerk/Store Keeper/ Typist/Instructor (Tailoring)/ Driver/LD Compiler | | | 100 | | | | | | | | | | | | | | | | | | |
| Social Worker | | | 100 | | | | | | | | | | | | | | | | | | |
| Dietician | | | 100 | | | | | | | | | | | | | | | | | | |
| Physiological Assistant | | | 100 | | | | | | | | | | | | | | | | | | |
| Blood Bank Technician | | | 100 | | | | 2000 | | | | | | | | | | | | | | |
| Mechanic | | | 100 | | | | 2000 | | | | | | | | | | | | | | |
| House Keeper | | | 100 | | | | | | | | | | | | | | | | | | |
| All other Class III (except ministerial) & Class IV officers | | | 100 | | | | | | | | | | | | | | | | | | |
| Specialist Medical Officer, Govt.Hospital, Mavelikkara, visiting the leprosy Hospital Nooranad (One Eye Specialist, One Dental Surgeon and One Surgeon) | | | 300 | | | | | | | | | | | | | | | | | | |
| V.D.Section of Hospitals/V.D.Clinics | | | | | | | | | | | | | | | | | | | | | |
| Medical Officer | | | 250 | | | | | | | | | | | | | | | | | | |
| Nursing Superintendent (V.D), Medical Colleges | | | 180 | | | | 2600 | | | | | | | | | | | | | | |
| Head Nurse | | | 100 | | | | 2600 | | | | | | | | | | | | | | |
| Staff Nurse | | | 100 | | | | 2400 | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|---|---|-----|---|---|---|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Serological Assistant/ Social Worker | | | 100 | | | | 2000 | | | | | | | | | | | | | | |
| Technician | | | 100 | | | | 2000 | | | | | | | | | | | | | | |
| Cleaner/Warder/Sweeper/Attender | | | 100 | | | | 2400 | | | | | | | | | | | | | | |
| (vi) Mental Health Centres | | | | | | | | | | | | | | | | | | | | | |
| Medical Officer | | | 200 | | | | | | | | | | | | | | | | | | |
| Nursing Superintendent | | | 150 | | | | 2600 | | | | | | | | | | | | | | |
| Psychiatric Social Worker (Non-Gazetted) | | | 150 | | | | | | | | | | | | | | | | | | |
| Head Nurse | | | 100 | | | | 2600 | | | | | | | | | | | | | | |
| Staff Nurse | | | 100 | | | | 2400 | | | | | | | | | | | | | | |
| Deputy Overseer | | | 100 | | | | | | | | | | | | | | | | | | |
| Laboratory Technician | | | 100 | | | | 2000 | | | | | | | | | | | | | | |
| Weaving Instructor/ Bunoy Instructor | | | 100 | | | | | | | | | | | | | | | | | | |
| Nursing Assistant/ Laboratory Attender/ Work Mistress | | | 100 | | | | 2400 | | | | | | | | | | | | | | |
| All other Class-III & Class-IV Officers | | | 100 | | | | | | | | | | | | | | | | | | |
| (vii) Laboratory Section of Hospitals | | | | | | | | | | | | | | | | | | | | | |
| Medical Officer | | | 150 | | | | | | | | | | | | | | | | | | |
| Chemist | | | 100 | | | | 2000 | | | | | | | | | | | | | | |
| Laboratory Technician | | | 100 | | | | 2000 | | | | | | | | | | | | | | |
| Laboratory Technicians working in Public Health Centres | | | 100 | | | | 2000 | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|---|---|-----|---|---|---|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Attender/Attendant/ Cleaner/Lascar | | | 100 | | | | 2400 | | | | | | | | | | | | | | |
| (viii) Contagious Disease Hospital | | | | | | | | | | | | | | | | | | | | | |
| Medical Officer | | | 200 | | | | | | | | | | | | | | | | | | |
| Head Nurse | | | 100 | | | | 2600 | | | | | | | | | | | | | | |
| Midwife | | | 100 | | | | 1800 | | | | | | | | | | | | | | |
| Pharmacist | | | 100 | | | | 2000 | | | | | | | | | | | | | | |
| Clerk/Typist | | | 100 | | | | | | | | | | | | | | | | | | |
| All other Last Grade Employees | | | 100 | | | | | | | | | | | | | | | | | | |
| (ix) Psychiatric Clinic attached to the Medical College Hospital, Kottayam | | | | | | | | | | | | | | | | | | | | | |
| Staff Nurse | | | 100 | | | | 2400 | | | | | | | | | | | | | | |
| Nursing Assistant | | | 100 | | | | 2400 | | | | | | | | | | | | | | |
| (x) Public Health Laboratory | | | | | | | | | | | | | | | | | | | | | |
| Director | | | 200 | | | | | | | | | | | | | | | | | | |
| Senior Assistant Director/ Assistant Director | | | 150 | | | | | | | | | | | | | | | | | | |
| Medical Officer | | | 150 | | | | | | | | | | | | | | | | | | |
| Micro Biologist/Scientific Officer/Junior Protozoologist | | | 150 | | | | | | | | | | | | | | | | | | |
| Laboratory Assistant/ Attender | | | 100 | | | | 2000 | | | | | | | | | | | | | | |
| Bottle Cleaner/ Blower | | | 100 | | | | 2400 | | | | | | | | | | | | | | |
| Regional District Public Health Laboratories | | | | | | | | | | | | | | | | | | | | | |
| Medical Officer (Pathology) | | | 150 | | | | | | | | | | | | | | | | | | |
| Chief Scientific Officer | | | 150 | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|---|---|-----|------|---|---|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Research Officer/Scientific Officer/Junior Scientific Officer | | | 150 | | | | | | | | | | | | | | | | | | |
| Technical Assistant/Laboratory Technician | | | 100 | | | | 2000 | | | | | | | | | | | | | | |
| Laboratory Assistant/Laboratory Attender/Last Grade Employees | | | 100 | | | | 2400 | | | | | | | | | | | | | | |
| Leprosy Wing | | | | | | | | | | | | | | | | | | | | | |
| Non-medical Supervisor/Assistant leprosy Officer | | | 150 | | | | | | | | | | | | | | | | | | |
| Reconstructive Unit of Leprosy Sanatorium, Nooranad | | | | | | | | | | | | | | | | | | | | | |
| Staff Nurse | | | 150 | | | | 2400 | | | | | | | | | | | | | | |
| Nursing Assistant | | | 100 | | | | 2400 | | | | | | | | | | | | | | |
| Health Services Department | | | | | | | | | | | | | | | | | | | | | |
| Director | | | | 2000 | | | | | | | | | | | | | | | | | |
| Additional Director | | | | 1700 | | | | | | | | | | | | | | | | | |
| Deputy Director | | | | 1600 | | | | | | | | | | | | | | | | | |
| Principal, Public Health Training School | | | | 1600 | | | | | | | | | | | | | | | | | |
| Assistant Director (HE) | | | | 1600 | | | | | | | | | | | | | | | | | |
| Assistant Director (CD) | | | | 1600 | | | | | | | | | | | | | | | | | |
| Assistant Director(MCH) | | | | 1600 | | | | | | | | | | | | | | | | | |
| Deputy Director (TB) | | | | 1600 | | | | | | | | | | | | | | | | | |
| Deputy Director (Leprosy) | | | | 1600 | | | | | | | | | | | | | | | | | |
| Deputy Director (FW) | | | | 1600 | | | | | | | | | | | | | | | | | |
| Deputy Director (Ophthalmology) | | | | 1600 | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | |
|--|---|---|---|------|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|--|
| Assistant Director (Physical Medicine Rehabilitation) | | | | 1600 | | | | | | | | | | | | | | | | | | |
| Zonal Malaria Officer | | | | 1600 | | | | | | | | | | | | | | | | | | |
| District Medical Officer(Health) / Deputy District Medical Officer (Health) | | | | 1600 | | | | | | | | | | | | | | | | | | |
| Principal, Family Welfare Training Centre, Thiruvananthapuram / Kozhikode | | | | 1600 | | | | | | | | | | | | | | | | | | |
| Medical Lecturer-cum-Demonstrator, Family Welfare Training Centre, Thiruvananthapuram/ Kozhikode | | | | 900 | | | | | | | | | | | | | | | | | | |
| Supervisory Medical Officer, BCG Campaign (Civil Surgeon) | | | | 900 | | | | | | | | | | | | | | | | | | |
| District Immunisation Officer | | | | 900 | | | | | | | | | | | | | | | | | | |
| Medical Officer in charge (I.U.C.D) (Civil Surgeon) | | | | 900 | | | | | | | | | | | | | | | | | | |
| Civil Surgeon (Non Cadre) (Family Welfare Programme) | | | | 900 | | | | | | | | | | | | | | | | | | |
| RMO (in the cadre of Civil Surgeon) | | | | 900 | | | | | | | | | | | | | | | | | | |
| District Leprosy Officer | | | | 900 | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | |
|--|---|---|---|-----|-----|-----|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|--|
| Medical Officer, Pilot Survey Unit | | | | 650 | | | | | | | | | | | | | | | | | | |
| RMO in the cadre of Asst. Surgeon | | | | 650 | | | | | | | | | | | | | | | | | | |
| Assistant Surgeon-in-charge, Mobile Medical Unit (Attapady, Kalpetta, Thaliparamba & Floating Dispensary, Chambakulam) | | | | 650 | | | | | | | | | | | | | | | | | | |
| Assistant Surgeon (Family Welfare Programme) | | | | 650 | | | | | | | | | | | | | | | | | | |
| Medical Officer, School Health Programme | | | | 650 | | | | | | | | | | | | | | | | | | |
| Medical Officer, Raj Bhavan Dispensary | | | | 650 | | | | | | | | | | | | | | | | | | |
| District PH Nurse/District Extension Educator/BCH Team Leader/Malaria Insepector Gr.I & II/Health Educator/ | | | | | | 300 | | | | | | | | | | | | | | | | |
| Health Inspector | | | | | 250 | 300 | | | | | | | | | | | | | | | | |
| Health Supervisor | | | | | 250 | 300 | | | | | | | | | | | | | | | | |
| Medical Officer (to visit Raj Bhavan) | | | | | 600 | | | | | | | | | | | | | | | | | |
| Medical Officer (to visit Sub Jails) | | | | | 500 | | | | | | | | | | | | | | | | | |
| Lady Health Inspector | | | | | 250 | | 2400 | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|---|---|---|---|-----|---|------|---|----|----|----|----|----|------|----|----|----|----|----|----|----|
| Extension Educator (Family Welfare) | | | | | 250 | | | | | | | | | | | | | | | | |
| Junior Health Inspector Gr.I | | | | | 220 | | 2400 | | | | | | | | | | | | | | |
| Junior Public Health Nurse Gr I | | | | | 220 | | 2400 | | | | | | | | | | | | | | |
| Non-medical Supervisor | | | | | 350 | | | | | | | | | | | | | | | | |
| Leprosy Health Visitor | | | | | 220 | | | | | | | | | | | | | | | | |
| Urban Health Educator (Attending Clinics of SET Centres) | | | | | 250 | | | | | | | | | | | | | | | | |
| Junior Health Inspector Gr.II/ Social Worker | | | | | 150 | | | | | | | | | | | | | | | | |
| Junior Public Health Nurse | | | | | 150 | | 2400 | | | | | | | | | | | | | | |
| Field Assistant/Field Worker | | | | | 150 | | | | | | | | | | | | | | | | |
| Biweekly Dispensaries & Tri-weekly Dispensaries(Within the limit 8 Kms) | | | | | | | | | | | | | | | | | | | | | |
| Medical Officer | | | | | 400 | | | | | | | | | | | | | | | | |
| Pharmacist | | | | | 150 | | | | | | | | | | | | | | | | |
| Hospital Attendant | | | | | 130 | | | | | | | | | | | | | | | | |
| Biweekly Dispensaries & Tri-weekly Dispensaries(Exceeding the limit 8 Kms) | | | | | | | | | | | | | | | | | | | | | |
| Medical Officer | | | | | 450 | | | | | | | | | | | | | | | | |
| Pharmacist | | | | | 200 | | | | | | | | | | | | | | | | |
| Hospital Attendant | | | | | 150 | | | | | | | | | | | | | | | | |
| Doctors working in Rural areas | | | | | | | | | | | | | | 3500 | | | | | | | |
| Doctors working in difficult Rural areas | | | | | | | | | | | | | | 5000 | | | | | | | |
| Casualty Allowance (Except in rural area) | | | | | | | | | | | | | | 2000 | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|--|---|---|---|------|---|---|---|---|----|----|----|----|----|------------------|----|----|----|----|----|----|----|
| Special Difficult area allowance to Doctors working in Attapady Region | | | | | | | | | | | | | | 20000 | | | | | | | |
| Special Difficult area allowance to Other staff working in Attapady Region | | | | | | | | | | | | | | 15% of basic pay | | | | | | | |
| Public Health Laboratory | | | | | | | | | | | | | | | | | | | | | |
| Director | | | | 1000 | | | | | | | | | | | | | | | | | |
| Senior Assistant Director | | | | 1000 | | | | | | | | | | | | | | | | | |
| Assistant Director and Senior Medical Officer | | | | 800 | | | | | | | | | | | | | | | | | |
| Assistant Director (Nutrition) (Civil Surgeon Gr. II) | | | | 800 | | | | | | | | | | | | | | | | | |
| Medical Officer | | | | 650 | | | | | | | | | | | | | | | | | |
| Regional Laboratories | | | | | | | | | | | | | | | | | | | | | |
| Medical Officer (Civil Surgeon Gr. II) | | | | 800 | | | | | | | | | | | | | | | | | |
| Medical Officer (Assistant Surgeon) | | | | 650 | | | | | | | | | | | | | | | | | |
| District Laboratories | | | | | | | | | | | | | | | | | | | | | |
| Medical Officer | | | | 650 | | | | | | | | | | | | | | | | | |
| Medical Officer (Pathology) | | | | 650 | | | | | | | | | | | | | | | | | |
| Medical Officer (Microbiology) | | | | 650 | | | | | | | | | | | | | | | | | |
| Homoeopathy Department | | | | | | | | | | | | | | | | | | | | | |
| Director | | | | 800 | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|--|-----|-----|-----|-----|---|---|------|---|----|----|----|----|----|------|----|----|----|----|----|----|----|
| Deputy Director | | | | 800 | | | | | | | | | | | | | | | | | |
| District Medical Officer | | | | 750 | | | | | | | | | | | | | | | | | |
| Nurse | | | | | | | 2400 | | | | | | | | | | | | | | |
| Doctors working in rural areas | | | | | | | | | | | | | | 3000 | | | | | | | |
| Doctors working in difficult rural areas | | | | | | | | | | | | | | 4500 | | | | | | | |
| Pharmascist | | | | | | | 1800 | | | | | | | | | | | | | | |
| Attender | | | | | | | 1800 | | | | | | | | | | | | | | |
| Dispenser | | | | | | | 1800 | | | | | | | | | | | | | | |
| Nursing Assistant | | | | | | | 2400 | | | | | | | | | | | | | | |
| Lab Attender | | | | | | | 1800 | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | |
| Cook | | | | | | | 2400 | | | | | | | | | | | | | | |
| Cleaner | | | | | | | 2400 | | | | | | | | | | | | | | |
| Homoeopathy Medical Colleges | | | | | | | | | | | | | | | | | | | | | |
| Principal | 750 | | | | | | | | | | | | | | | | | | | | |
| Nurse | | | | | | | 2400 | | | | | | | | | | | | | | |
| Radiographers and X-ray Technicians | | | 100 | | | | 2000 | | | | | | | | | | | | | | |
| Laboratory Technicians | | | 100 | | | | 2000 | | | | | | | | | | | | | | |
| Non Technical | | | | | | | | | | | | | | | | | | | | | |
| Principal | | | | 800 | | | | | | | | | | | | | | | | | |
| Professor | | | | 750 | | | | | | | | | | | | | | | | | |
| Asst.Professor/Tutor | | | | 650 | | | | | | | | | | | | | | | | | |
| Homoeopathy Medical College, Kozhikkode | | | | | | | | | | | | | | | | | | | | | |
| Warden, Men's Hostel | | 150 | | | | | | | | | | | | | | | | | | | |
| Hydrographic Survey | | | | | | | | | | | | | | | | | | | | | |
| Master | | | 100 | | | | 2400 | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|------|---|-----|-----|---|---|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Engine Driver | | | 100 | | | | 2400 | | | | | | | | | | | | | | |
| Syrang | | | 100 | | | | 2400 | | | | | | | | | | | | | | |
| Deck Tindal | | | | | | | 2400 | | | | | | | | | | | | | | |
| Tide Watcher | | | | | | | 2400 | | | | | | | | | | | | | | |
| Cassab | | | | | | | 2400 | | | | | | | | | | | | | | |
| Leadsman | | | | | | | 2400 | | | | | | | | | | | | | | |
| Machine room Attender | | | | | | | 2400 | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | |
| Seaman/ cum-Steward | | | 100 | | | | 2400 | | | | | | | | | | | | | | |
| Indian Systems of Medicines Department | | | | | | | | | | | | | | | | | | | | | |
| Medical Officer (Specialist Allowance) | 2000 | | | | | | | | | | | | | | | | | | | | |
| Superintendent (Medical) | 400 | | | | | | | | | | | | | | | | | | | | |
| District Medical Officer | | | | 800 | | | | | | | | | | | | | | | | | |
| Superintendent District Ayurveda Hospital, Kannur | | | | 800 | | | | | | | | | | | | | | | | | |
| Nurse | | | | | | | 2400 | | | | | | | | | | | | | | |
| Pharmascist Ayurveda Hospital doing clerical work | 100 | | | | | | | | | | | | | | | | | | | | |
| Superintendent, Mental Hospital, Kottakkal | 400 | | 250 | 800 | | | | | | | | | | | | | | | | | |
| Specialist Medical Officer (PG Degree allowance) | 1000 | | | | | | | | | | | | | | | | | | | | |
| Ayurveda Mental Hospital, Kottakkal | | | | | | | | | | | | | | | | | | | | | |
| Senior Specialist | | | 250 | | | | | | | | | | | | | | | | | | |
| Specialist Physician | | | 250 | | | | | | | | | | | | | | | | | | |
| Nursing Superintendent | | | 250 | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | | | |
|--|-----|-----|-----|---|---|---|---|---|----|----|----|----|----|------|----|----|----|----|----|----|----|--|--|--|
| Laboratory Assistant | | | 100 | | | | | | | | | | | | | | | | | | | | | |
| Nurse | | | 100 | | | | | | | | | | | | | | | | | | | | | |
| Pharmacist | | | 100 | | | | | | | | | | | | | | | | | | | | | |
| Laboratory Attender | | | 100 | | | | | | | | | | | | | | | | | | | | | |
| Clerk/Typist (Administration) | | | 100 | | | | | | | | | | | | | | | | | | | | | |
| Doctors working in rural areas | | | | | | | | | | | | | | 3000 | | | | | | | | | | |
| Doctors working in difficult rural areas | | | | | | | | | | | | | | 4500 | | | | | | | | | | |
| Industrial Training Department | | | | | | | | | | | | | | | | | | | | | | | | |
| Principal, I.T.I. (Kalamasserry, Kozhikode and Thiruvananthapuram) | 150 | | | | | | | | | | | | | | | | | | | | | | | |
| Staff attached to the examination wing of the Directorate | | | | | | | | | | | | | | | | | | | | | | | | |
| Pay Range of Rs.19500/- and above | 250 | | | | | | | | | | | | | | | | | | | | | | | |
| Pay Range between Rs.18500/- and Rs.21099/- | 200 | | | | | | | | | | | | | | | | | | | | | | | |
| Pay Range between Rs.17500/- and Rs.18499/- | 170 | | | | | | | | | | | | | | | | | | | | | | | |
| Pay Range below Rs.17500/- | 150 | | | | | | | | | | | | | | | | | | | | | | | |
| Drivers in I.T.I.s (Those who are imparting training to students in Mechanic (Motor Vehicles) and Mechanic (Diesel)) | | 300 | | | | | | | | | | | | | | | | | | | | | | |
| Part Time Medical Officer, I.T.I. | | 250 | | | | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|-----|-----|---|---|-----|-----|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Assistant Hostel Superintendent (PT), ITI, Kozhikode | | 120 | | | | | | | | | | | | | | | | | | | |
| Group Instructor (Foreman ITI, Kalamasserry) | | 120 | | | | | | | | | | | | | | | | | | | |
| Clerk, ITI, Kalamassery, Kozhikode and Thiruvananthapuram | | 100 | | | | | | | | | | | | | | | | | | | |
| Peon, ITI, Kalamassery, Kozhikode and Thiruvananthapuram | | 80 | | | | | | | | | | | | | | | | | | | |
| Industries & Commerce Department | | | | | | | | | | | | | | | | | | | | | |
| Designer & Craftsman who is in recipient of State Awards | 150 | | | | | | | | | | | | | | | | | | | | |
| Designer & Craftsman who is in recipient of National Awards | 200 | | | | | | | | | | | | | | | | | | | | |
| Extension Officer (1 Taluk for PTA) | | | | | 300 | 300 | | | | | | | | | | | | | | | |
| Inspector (Quality control) (Block/ District for PTA) | | | | | 300 | 250 | | | | | | | | | | | | | | | |
| Junior Co-operative Inspector (1 Block for PTA) | | | | | | 300 | | | | | | | | | | | | | | | |
| Senior Co-operative Inspector (1 to 3 Taluks for PTA) | | | | | | 300 | | | | | | | | | | | | | | | |
| Supervisor, Handloom (1to 3 Taluks for PTA) | | | | | | 300 | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|-----|-----|---|------|-----|-----|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Field Assistant (Junior Field Officer) (1 Circle for PTA) | | | | | | 220 | | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | |
| Information & Public Relations | | | | | | | | | | | | | | | | | | | | | |
| Staff Car Driver | 300 | | | | | | 2400 | | | | | | | | | | | | | | |
| Information Office, New Delhi | | | | | | | | | | | | | | | | | | | | | |
| Information Officer | | 600 | | | 300 | | | | | | | | | | | | | | | | |
| Assistant/Confidential Assistant | | 600 | | | | | | | | | | | | | | | | | | | |
| Directorate | | | | | | | | | | | | | | | | | | | | | |
| Assistant working in the Cellar | | 150 | | | | | | | | | | | | | | | | | | | |
| Clerical Assistant working in the Cellar | | 120 | | | | | | | | | | | | | | | | | | | |
| Office Attendant working in the Cellar | | 100 | | | | | | | | | | | | | | | | | | | |
| Insurance Medical Services | | | | | | | | | | | | | | | | | | | | | |
| ESI Allowance | | | | | | | | | | | | | | | | | | | | | |
| Insurance Medical Officer (Allopathy) | | 700 | | | | | | | | | | | | | | | | | | | |
| Director/ Joint Director / Regional Deputy Director | | 700 | | 1500 | | | | | | | | | | | | | | | | | |
| RMO (In the cadre of Civil Surgeon) | | | | 800 | | | | | | | | | | | | | | | | | |
| RMO (In the cadre of Assistant Surgeon) | | | | 650 | | | | | | | | | | | | | | | | | |
| Nursing Superintendent | | 120 | | | | | 2600 | | | | | | | | | | | | | | |
| Radiographer | | 100 | | | | | 2000 | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|--|-----|-----|-----|---|---|---|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Head Nurse | | 100 | | | | | 2600 | | | | | | | | | | | | | | |
| Laboratory Technician | | 100 | | | | | 2000 | | | | | | | | | | | | | | |
| X-Ray Technician | | 100 | | | | | 2000 | | | | | | | | | | | | | | |
| Staff Nurse | | 100 | | | | | 2400 | | | | | | | | | | | | | | |
| Pharmacist | | 100 | | | | | 2000 | | | | | | | | | | | | | | |
| Auxiliary Nurse & Midwife | | 100 | | | | | 1800 | | | | | | | | | | | | | | |
| Laboratory Attender | | 100 | | | | | 2400 | | | | | | | | | | | | | | |
| X-Ray Attender | | 100 | | | | | 2000 | | | | | | | | | | | | | | |
| Nursing Assistant | | 100 | | | | | 2400 | | | | | | | | | | | | | | |
| Scientific Assistant (Physiotherapy), ESI Hospital, Peroorkada | | 150 | | | | | | | | | | | | | | | | | | | |
| Dietician | | 100 | | | | | | | | | | | | | | | | | | | |
| Lady Health Worker | | | | | | | 1800 | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | |
| Cook | 100 | | | | | | 2400 | | | | | | | | | | | | | | |
| Blood Bank Technician | | | | | | | 2000 | | | | | | | | | | | | | | |
| Dental Hygenist | | | | | | | 2000 | | | | | | | | | | | | | | |
| Dhobi | | | | | | | 2400 | | | | | | | | | | | | | | |
| ECG Technician | | | | | | | 2000 | | | | | | | | | | | | | | |
| Attender (Ayur) | | | | | | | 2400 | | | | | | | | | | | | | | |
| Staff working in Laboratories, X-ray unit and sanatorium for chest diseases Mulakkunnathukavu and | | | | | | | | | | | | | | | | | | | | | |
| Insurance Medical Officer | | | 350 | | | | | | | | | | | | | | | | | | |
| Nursing Superintendent | | 120 | 150 | | | | 2600 | | | | | | | | | | | | | | |
| Radiographer | | 100 | 100 | | | | 2000 | | | | | | | | | | | | | | |
| X-ray Technician | | 100 | 100 | | | | 2000 | | | | | | | | | | | | | | |
| Laboratory Technician | | 100 | 100 | | | | 2000 | | | | | | | | | | | | | | |
| Head Nurse | | 100 | 100 | | | | 2600 | | | | | | | | | | | | | | |
| Staff Nurse | | 100 | 100 | | | | 2400 | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|--|-----|-----|-----|---|---|---|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Pharmascist | | 100 | 100 | | | | 2000 | | | | | | | | | | | | | | |
| Junior Laboratory Attender | | 100 | 100 | | | | 2000 | | | | | | | | | | | | | | |
| Nursing Assistant | | 100 | 100 | | | | 2400 | | | | | | | | | | | | | | |
| Hospital Attendant | | | 100 | | | | 2000 | | | | | | | | | | | | | | |
| Office Attendant | | | 100 | | | | | | | | | | | | | | | | | | |
| Irrigation Department | | | | | | | | | | | | | | | | | | | | | |
| Law Officer | 300 | | | | | | | | | | | | | | | | | | | | |
| The Engineers deployed from the IDRB to the Dam Safety Authority | * | | | | | | | | | | | | | | | | | | | | |
| *As admissible ito the corresponding posts in IDRB | | | | | | | | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | |
| Irrigation, Design and Research Board | | | | | | | | | | | | | | | | | | | | | |
| Chief Engineer | 800 | | | | | | | | | | | | | | | | | | | | |
| Superintending Engineer (Director) | 600 | | | | | | | | | | | | | | | | | | | | |
| Executive Engineer (Joint Director) | 600 | | | | | | | | | | | | | | | | | | | | |
| Assistant Executive Engineer (Deputy Director) | 500 | | | | | | | | | | | | | | | | | | | | |
| Assistant Engineer (Assistant Director) | | | | | | | | | | | | | | | | | | | | | |
| All Technical Staff other than Engineers | 350 | | | | | | | | | | | | | | | | | | | | |
| Overseer Grade II and Gr.I (only during the period they are actually engaged in the work of gauging) | | 450 | | | | | | | | | | | | | | | | | | | |
| KIRTADS | | | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|--|-----|-----|---|---|---|-----|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | |
| Watchman | | | | | | | 2400 | | | | | | | | | | | | | | |
| Sweeper cum Watchman | | | | | | | 2400 | | | | | | | | | | | | | | |
| Judiciary | | | | | | | | | | | | | | | | | | | | | |
| Confidential Assistant of District Court, CJM Court, Sub Court | 600 | | | | | | | | | | | | | | | | | | | | |
| Confidential Assistant of Munisciff Court | 400 | | | | | | | | | | | | | | | | | | | | |
| Amins and Process Servers | 150 | | | | | | | | | | | | | | | | | | | | |
| Clerk in-charge of Record/Property Rooms | 250 | | | | | | | | | | | | | | | | | | | | |
| Bench Clerk (Civil/Criminal Court) | 200 | | | | | | | | | | | | | | | | | | | | |
| Security Officer | | | | | | | 2400 | | | | | | | | | | | | | | |
| Labour | | | | | | | | | | | | | | | | | | | | | |
| Deputy Labour Officer | | | | | | 400 | | | | | | | | | | | | | | | |
| Assistant Labour Officer Gr.I & II | | | | | | 300 | | | | | | | | | | | | | | | |
| Inspector of Plantations | | | | | | 350 | | | | | | | | | | | | | | | |
| Deffadar | | | | | | | 2400 | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | |
| LAND BORD | | | | | | | | | | | | | | | | | | | | | |
| Confidential Assistants to Appellate Authorities, Deputy Collectors (Land Tribunals) Special Deputy Collectors(Land Tribunals) | | 120 | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|---|-----|---|---|-----|-----|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Office Attendants (Personnel attached to the above offices) | | 100 | | | | | | | | | | | | | | | | | | | |
| Land Revenue Department | | | | | | | | | | | | | | | | | | | | | |
| Tahsildar (1 Taluk) | | | | | | 700 | | | | | | | | | | | | | | | |
| Special Tahsildar(1 Taluk & More) | | | | | | 350 | | | | | | | | | | | | | | | |
| Special Tahsildar(2 Taluks & More) | | | | | | 400 | | | | | | | | | | | | | | | |
| Special Tahsildar(3 Taluks & More) | | | | | | 500 | | | | | | | | | | | | | | | |
| Deputy Tahsildar/Special Deputy Tahsildar(1 Taluk) | | | | | | 500 | | | | | | | | | | | | | | | |
| Deputy Tahsildar/ Special Deputy Tahsildar (2 Taluks) | | | | | | 350 | | | | | | | | | | | | | | | |
| Deputy Tahsildar/Special Deputy Tahsildar(3 Taluks) | | | | | | 400 | | | | | | | | | | | | | | | |
| Revenue Inspector/Special Revenue Inspector (1 firka or a portion of a Taluk) | | | | | 250 | | | | | | | | | | | | | | | | |
| Revenue Inspector/Special Revenue Inspector (Over 1 Taluk but less than 3 Taluks) | | | | | | 300 | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|--|---|---|---|---|---|-----|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Revenue Inspector/Special Revenue Inspector (attached to the Offices of Special Tahsildar, TVM & Kollam) (1 District) | | | | | | 350 | | | | | | | | | | | | | | | |
| Taluk Surveyor/Additional Taluk Surveyor (1 Taluk) | | | | | | 250 | | | | | | | | | | | | | | | |
| Chainman (Under Special Deputy Surveyor)(1Taluk) | | | | | | 170 | | | | | | | | | | | | | | | |
| Special Chainman/Special Office Attendant (more than 1 Village but less than 1 Taluk) | | | | | | 150 | | | | | | | | | | | | | | | |
| Special Chainman/Special Office Attendant (1 Taluk) | | | | | | 170 | | | | | | | | | | | | | | | |
| Special Chainman/Special Office Attendant (2 Taluks & more) | | | | | | 200 | | | | | | | | | | | | | | | |
| Special Chainman/Special Office Attendant (3 Taluks & more) | | | | | | 220 | | | | | | | | | | | | | | | |
| Special Chainman/Special Office Attendant (More than 3 Taluks) | | | | | | 250 | | | | | | | | | | | | | | | |
| Village Officer (1 Village) | | | | | | 170 | | | | | | | | | | | | | | | |
| Village Officer(more than 1 Village upto 1 Taluk) | | | | | | 200 | | | | | | | | | | | | | | | |
| Village Officer(2 Taluks) | | | | | | 220 | | | | | | | | | | | | | | | |
| Village Officer (3 Taluks) | | | | | | 250 | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|---|-----|---|---|-----|-----|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Village Officer(more than 3 Taluks) | | | | | | 300 | | | | | | | | | | | | | | | |
| Village Assistant (1 Village) | | | | | 150 | | | | | | | | | | | | | | | | |
| Village Assistant(more than 1 Village upto 1 taluk) | | | | | | 170 | | | | | | | | | | | | | | | |
| Village Assistant(2 Taluks) | | | | | | 180 | | | | | | | | | | | | | | | |
| Village Assistant(3 Taluks) | | | | | | 220 | | | | | | | | | | | | | | | |
| Village Assistant (more than 3 Taluks) | | | | | | 250 | | | | | | | | | | | | | | | |
| Villageman (1 Village) | | | | | 150 | | | | | | | | | | | | | | | | |
| Villageman(more than 1 village & upto 2 Taluks) | | | | | | 170 | | | | | | | | | | | | | | | |
| Villageman(3 Taluks) | | | | | | 180 | | | | | | | | | | | | | | | |
| Villageman(more than 3 Taluks) | | | | | | 200 | | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | |
| Land Use Board | | | | | | | | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | |
| Legal Metrology | | | | | | | | | | | | | | | | | | | | | |
| Inspecting Assistant | | 100 | | | | | | | | | | | | | | | | | | | |
| Inspector/ Assistant Controler | | | | | | | 2000 | | | | | | | | | | | | | | |
| Senior Inspector/Inspector | | | | | | 350 | | | | | | | | | | | | | | | |
| Medical Education Department | | | | | | | | | | | | | | | | | | | | | |
| Principal | | | | | | | 1600 | | | | | | | | | | | | | | |
| Professor | | | | | | | 1600 | | | | | | | | | | | | | | |
| Associate Professor | | | | | | | 1600 | | | | | | | | | | | | | | |
| Assistant Professor | | | | | | | 1600 | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|--------------------------------|---|---|---|---|---|---|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Lecturer | | | | | | | 1600 | | | | | | | | | | | | | | |
| Assistant Leprosy Officer | | | | | | | 1600 | | | | | | | | | | | | | | |
| Barber | | | | | | | 2000 | | | | | | | | | | | | | | |
| Biomedical Engineer (Teaching) | | | | | | | 1600 | | | | | | | | | | | | | | |
| Blood Bank Technician | | | | | | | 2000 | | | | | | | | | | | | | | |
| Boiler Attender | | | | | | | 2000 | | | | | | | | | | | | | | |
| Boiler Fireman | | | | | | | 2000 | | | | | | | | | | | | | | |
| Carpenter | | | | | | | 2000 | | | | | | | | | | | | | | |
| Chemist | | | | | | | 2000 | | | | | | | | | | | | | | |
| Chief Occupational Therapist | | | | | | | 2000 | | | | | | | | | | | | | | |
| Chief Physiotherapist | | | | | | | 2000 | | | | | | | | | | | | | | |
| Clinical Audio Metrician | | | | | | | 2000 | | | | | | | | | | | | | | |
| Clinical Psychologist | | | | | | | 2000 | | | | | | | | | | | | | | |
| Cobbler | | | | | | | 2400 | | | | | | | | | | | | | | |
| Cook | | | | | | | 2400 | | | | | | | | | | | | | | |
| CSR Technician | | | | | | | 2000 | | | | | | | | | | | | | | |
| Cyto Technician | | | | | | | 2000 | | | | | | | | | | | | | | |
| Dark Room Assistant | | | | | | | 2000 | | | | | | | | | | | | | | |
| Dental Hygenist | | | | | | | 2000 | | | | | | | | | | | | | | |
| Dental Mechanic | | | | | | | 2000 | | | | | | | | | | | | | | |
| Duffadar | | | | | | | 2000 | | | | | | | | | | | | | | |
| Dhobi | | | | | | | 2400 | | | | | | | | | | | | | | |
| Dialysis Machine Operator | | | | | | | 2000 | | | | | | | | | | | | | | |
| Dialysis Technician | | | | | | | 2000 | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | |
|---|---|---|---|---|---|---|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|--|
| Dietician | | | | | | | 2000 | | | | | | | | | | | | | | | |
| ECG/TMT/EEG Technician | | | | | | | 2000 | | | | | | | | | | | | | | | |
| ECG Attender | | | | | | | 2000 | | | | | | | | | | | | | | | |
| Electric Mechanic | | | | | | | 2000 | | | | | | | | | | | | | | | |
| Electrical Lascar | | | | | | | 2000 | | | | | | | | | | | | | | | |
| Electrician | | | | | | | 2000 | | | | | | | | | | | | | | | |
| Electrician-cum-Mechanic | | | | | | | 2000 | | | | | | | | | | | | | | | |
| Electrician Overseer | | | | | | | 2000 | | | | | | | | | | | | | | | |
| Electronic Engineer-cum-Research Superintendent | | | | | | | 2000 | | | | | | | | | | | | | | | |
| Entomological Assistant | | | | | | | 2000 | | | | | | | | | | | | | | | |
| Female Physiotherapy Assistant | | | | | | | 2000 | | | | | | | | | | | | | | | |
| Fitter(H) | | | | | | | 2000 | | | | | | | | | | | | | | | |
| Foreman-cum-Litho Press Operator | | | | | | | 2000 | | | | | | | | | | | | | | | |
| Forman (Power laundry) | | | | | | | 2000 | | | | | | | | | | | | | | | |
| Full Time Sweeper | | | | | | | 2400 | | | | | | | | | | | | | | | |
| Gardener | | | | | | | 2000 | | | | | | | | | | | | | | | |
| Glass Blower | | | | | | | 2400 | | | | | | | | | | | | | | | |
| Head Nurse | | | | | | | 2600 | | | | | | | | | | | | | | | |
| Health Educator | | | | | | | 2000 | | | | | | | | | | | | | | | |
| Health Inspector | | | | | | | 2000 | | | | | | | | | | | | | | | |
| Health Supervisor | | | | | | | 2000 | | | | | | | | | | | | | | | |
| Helper | | | | | | | 2400 | | | | | | | | | | | | | | | |
| Hematology Technician | | | | | | | 2000 | | | | | | | | | | | | | | | |
| Hospital Attendant | | | | | | | 2400 | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|--------------------------------------|---|---|---|---|---|---|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Hospital Attender | | | | | | | 2400 | | | | | | | | | | | | | | |
| House Keeper | | | | | | | 2400 | | | | | | | | | | | | | | |
| Instrument Mechanic | | | | | | | 2400 | | | | | | | | | | | | | | |
| Junior Health Inspector | | | | | | | 2000 | | | | | | | | | | | | | | |
| Junior Laboratory Assistant | | | | | | | 2000 | | | | | | | | | | | | | | |
| Junior Public Health Nurse | | | | | | | 2400 | | | | | | | | | | | | | | |
| Junior Research Officer | | | | | | | 2000 | | | | | | | | | | | | | | |
| Lab Assistant | | | | | | | 2000 | | | | | | | | | | | | | | |
| Lab Attender | | | | | | | 2000 | | | | | | | | | | | | | | |
| Lab Technician | | | | | | | 2000 | | | | | | | | | | | | | | |
| Lady Health Inspector | | | | | | | 2400 | | | | | | | | | | | | | | |
| Lady Health Supervisor | | | | | | | 2400 | | | | | | | | | | | | | | |
| Lascar | | | | | | | 2400 | | | | | | | | | | | | | | |
| Lecturer in Health Education | | | | | | | 1600 | | | | | | | | | | | | | | |
| Lift Mechanic | | | | | | | 2400 | | | | | | | | | | | | | | |
| Machinist | | | | | | | 2400 | | | | | | | | | | | | | | |
| Marker | | | | | | | 2400 | | | | | | | | | | | | | | |
| Maxillo Facial Prosthetic Technician | | | | | | | 2000 | | | | | | | | | | | | | | |
| Mechanic | | | | | | | 2000 | | | | | | | | | | | | | | |
| Mechanical Engineer | | | | | | | 1600 | | | | | | | | | | | | | | |
| Medical Photographer | | | | | | | 2000 | | | | | | | | | | | | | | |
| Medical Radio Isotop Technician | | | | | | | 2000 | | | | | | | | | | | | | | |
| Medical Record Librarian | | | | | | | 2000 | | | | | | | | | | | | | | |
| Medical Record Superintendent | | | | | | | 2000 | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|------------------------------------|---|---|---|---|---|---|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Medical Social Worker | | | | | | | 2000 | | | | | | | | | | | | | | |
| Medical Statician | | | | | | | 2000 | | | | | | | | | | | | | | |
| Mess Girl | | | | | | | 2400 | | | | | | | | | | | | | | |
| Museum Curator | | | | | | | 2000 | | | | | | | | | | | | | | |
| Museum-cum-Photographic Assistant | | | | | | | 2000 | | | | | | | | | | | | | | |
| Nuclear Medicine Technician | | | | | | | 2000 | | | | | | | | | | | | | | |
| Nursing Assistant | | | | | | | 2400 | | | | | | | | | | | | | | |
| Nursing Officer | | | | | | | 2600 | | | | | | | | | | | | | | |
| Nursing Superintendent | | | | | | | 2600 | | | | | | | | | | | | | | |
| Orthotic Technician | | | | | | | 2000 | | | | | | | | | | | | | | |
| Painter | | | | | | | 2400 | | | | | | | | | | | | | | |
| Part Time Sweeper | | | | | | | 2400 | | | | | | | | | | | | | | |
| Perfusionist | | | | | | | 2000 | | | | | | | | | | | | | | |
| Pharmaseutical Chemist | | | | | | | 2000 | | | | | | | | | | | | | | |
| Pharmascist | | | | | | | 2000 | | | | | | | | | | | | | | |
| Physiological Assistant | | | | | | | 2000 | | | | | | | | | | | | | | |
| Plumber | | | | | | | 2400 | | | | | | | | | | | | | | |
| Power Laundry Attender | | | | | | | 2400 | | | | | | | | | | | | | | |
| Printer | | | | | | | 2000 | | | | | | | | | | | | | | |
| Projectionist | | | | | | | 2000 | | | | | | | | | | | | | | |
| Prosthetics and Orthotics Engineer | | | | | | | 2000 | | | | | | | | | | | | | | |
| Psychiatric Social Worker | | | | | | | 2000 | | | | | | | | | | | | | | |
| Pump Operator | | | | | | | 2000 | | | | | | | | | | | | | | |
| Radiographer (Teaching) | | | | | | | 2000 | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|----------------------------------|---|---|---|---|---|---|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Radiographer | | | | | | | 2000 | | | | | | | | | | | | | | |
| Radium Technician | | | | | | | 2000 | | | | | | | | | | | | | | |
| Refractionist | | | | | | | 2000 | | | | | | | | | | | | | | |
| Orthoptist | | | | | | | 2000 | | | | | | | | | | | | | | |
| Ophthalmic Assistant | | | | | | | 2000 | | | | | | | | | | | | | | |
| Refrigeration Mechanic | | | | | | | 2000 | | | | | | | | | | | | | | |
| Rehabilitation Co-ordinator | | | | | | | 2000 | | | | | | | | | | | | | | |
| Rehabilitation Technician | | | | | | | 2000 | | | | | | | | | | | | | | |
| Research Assistant | | | | | | | 2000 | | | | | | | | | | | | | | |
| Respiratory Technician | | | | | | | 2000 | | | | | | | | | | | | | | |
| Scientific Officer | | | | | | | 2000 | | | | | | | | | | | | | | |
| Scientific Assistant | | | | | | | 2000 | | | | | | | | | | | | | | |
| Security Officer | | | | | | | 2400 | | | | | | | | | | | | | | |
| Security Assistant | | | | | | | 2400 | | | | | | | | | | | | | | |
| Research Officer | | | | | | | 2000 | | | | | | | | | | | | | | |
| Store Officer | | | | | | | 2000 | | | | | | | | | | | | | | |
| Senior Technician | | | | | | | 2000 | | | | | | | | | | | | | | |
| Sergeant | | | | | | | 2400 | | | | | | | | | | | | | | |
| Serological Assistant | | | | | | | 2000 | | | | | | | | | | | | | | |
| Social Worker | | | | | | | 2000 | | | | | | | | | | | | | | |
| Social Scientist | | | | | | | 2000 | | | | | | | | | | | | | | |
| Speech Pathologist & Audiologist | | | | | | | 2000 | | | | | | | | | | | | | | |
| Staff Nurse | | | | | | | 2400 | | | | | | | | | | | | | | |
| Statistical Assistant | | | | | | | 2000 | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|------|-----|---|---|---|---|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Sterilization Technician | | | | | | | 2000 | | | | | | | | | | | | | | |
| Steward | | | | | | | 2000 | | | | | | | | | | | | | | |
| Store Keeper (Pharmascist) | | | | | | | 2000 | | | | | | | | | | | | | | |
| Store Superintendent | | | | | | | 2000 | | | | | | | | | | | | | | |
| Technical Assistant | | | | | | | 2000 | | | | | | | | | | | | | | |
| Technician | | | | | | | 2000 | | | | | | | | | | | | | | |
| Theatre Assistant | | | | | | | 2000 | | | | | | | | | | | | | | |
| Theatre Mechanic | | | | | | | 2000 | | | | | | | | | | | | | | |
| Theatre Technician | | | | | | | 2000 | | | | | | | | | | | | | | |
| Tutors | | | | | | | 2000 | | | | | | | | | | | | | | |
| Tutor Technician | | | | | | | 2000 | | | | | | | | | | | | | | |
| van Cleaner | | | | | | | 2000 | | | | | | | | | | | | | | |
| Watchman | | | | | | | 2000 | | | | | | | | | | | | | | |
| Workshop Foreman/Foreman | | | | | | | 2000 | | | | | | | | | | | | | | |
| X-Ray Attender | | | | | | | 2000 | | | | | | | | | | | | | | |
| X-Ray Mechanic | | | | | | | 2000 | | | | | | | | | | | | | | |
| X-Ray Technician | | | | | | | 2000 | | | | | | | | | | | | | | |
| Medical officer,(Postmortem allowance per case) | 600 | | | | | | | | | | | | | | | | | | | | |
| Medical Officer (Exhumation allowance) | 1000 | | | | | | | | | | | | | | | | | | | | |
| Lift Operator | 100 | | | | | | 2400 | | | | | | | | | | | | | | |
| Resident Medical Officer | | 300 | | | | | | | | | | | | | | | | | | | |
| Assistant Resident Medical Officer | | 250 | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|--|---|-----|-----|---|---|---|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Warden(or rent free quarters) | | 220 | | | | | | | | | | | | | | | | | | | |
| Assistant Warden(or rent free quarters) | | 180 | | | | | | | | | | | | | | | | | | | |
| Resident Warden, College of Nursing(or rent free quarters) | | 180 | | | | | | | | | | | | | | | | | | | |
| Medical Officers working in the Health Centre attached to the Medical Colleges | | 300 | | | | | | | | | | | | | | | | | | | |
| Department of Tuberculosis and Respiratory Diseases, Medical College, | | | | | | | | | | | | | | | | | | | | | |
| Non Medical Staff | | | | | | | | | | | | | | | | | | | | | |
| Social Worker | | | | | | | 2000 | | | | | | | | | | | | | | |
| College of Pharmaceutical Sciences | | | | | | | | | | | | | | | | | | | | | |
| Scientific Officer, Nuclear Medicine/Assistant Professor, Nuclear Medicine | | | 200 | | | | 2000 | | | | | | | | | | | | | | |
| Scavenger-cum-Sewage Cleaner | | | 100 | | | | 2400 | | | | | | | | | | | | | | |
| Radiology Department | | | | | | | | | | | | | | | | | | | | | |
| X-Ray Mechanic/X-Ray Technician/Radiographer | | | 100 | | | | 2000 | | | | | | | | | | | | | | |
| X-Ray Attender | | | 100 | | | | 2000 | | | | | | | | | | | | | | |
| Receptionist | | | 100 | | | | | | | | | | | | | | | | | | |
| Dermatology and Venerology | | | | | | | | | | | | | | | | | | | | | |
| Serological/Scientific Assistant | | | 150 | | | | 2000 | | | | | | | | | | | | | | |
| Anatomy Department | | | | | | | | | | | | | | | | | | | | | |
| Curator | | | 100 | | | | 2000 | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|--|---|---|-----|---|---|---|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Laboratory Technician | | | 100 | | | | 2000 | | | | | | | | | | | | | | |
| Junior Laboratory Assistant | | | 100 | | | | 2000 | | | | | | | | | | | | | | |
| Mortuary Man | | | 100 | | | | 2400 | | | | | | | | | | | | | | |
| Theatre Assistant | | | 100 | | | | 2400 | | | | | | | | | | | | | | |
| Sweeper/ Cleaner | | | 100 | | | | 2400 | | | | | | | | | | | | | | |
| Forensic Medicine | | | | | | | | | | | | | | | | | | | | | |
| Mortuary Technician | | | 100 | | | | 2400 | | | | | | | | | | | | | | |
| Laboratory Technician | | | 100 | | | | 2000 | | | | | | | | | | | | | | |
| Junior Laboratory Assistant | | | 100 | | | | 2000 | | | | | | | | | | | | | | |
| Mortuary Attender/ Sweeper/ Cleaner | | | 100 | | | | 2400 | | | | | | | | | | | | | | |
| Other Categories | | | | | | | | | | | | | | | | | | | | | |
| Bio-Chemist/Scientific Assistant (Pathology) | | | 150 | | | | 2000 | | | | | | | | | | | | | | |
| Laboratory Technician/ Laboratory Assistant | | | 100 | | | | 2000 | | | | | | | | | | | | | | |
| Junior Laboratory Assistant/ Photographic Attender | | | 100 | | | | 1600 | | | | | | | | | | | | | | |
| Laboratory Attender | | | 100 | | | | 2400 | | | | | | | | | | | | | | |
| Technician (Media making) | | | 100 | | | | 2000 | | | | | | | | | | | | | | |
| Staff working in T.B. Unit of Kozhikode Medical College | | | | | | | | | | | | | | | | | | | | | |
| Pharmacist/Health Visitor | | | 100 | | | | 2000 | | | | | | | | | | | | | | |
| Staff Nurse | | | 100 | | | | 2400 | | | | | | | | | | | | | | |
| Clerk | | | 100 | | | | | | | | | | | | | | | | | | |
| Hospital Attender/ Nursing Assistant | | | 100 | | | | 2400 | | | | | | | | | | | | | | |
| Medical College, Alappuzha | | | | | | | | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|---|-----|-----|---|-----|-----|------|---|----|----|----|----|----|----|----|----|----|----|----|----|-----|
| Bus Cleaner | | | | | | | 2400 | | | | | | | | | | | | | | |
| Medical College, Thiruvananthapuram(For visiting health Centres) | | | | | | | | | | | | | | | | | | | | | |
| Public Health Nursing Tutor/ Health Inspector/Health Visitor | | | | | 300 | | 2400 | | | | | | | | | | | | | | |
| Mining & Geology Department | | | | | | | | | | | | | | | | | | | | | |
| Driller | | | | | | | 2400 | | | | | | | | | | | | | | |
| Drilling Assistant | | | | | | | 2400 | | | | | | | | | | | | | | |
| Full Time Sweeper | | | | | | | 2400 | | | | | | | | | | | | | | |
| Sanitary Worker | | | | | | | 2400 | | | | | | | | | | | | | | |
| Gardener | | | | | | | 2400 | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | |
| Motor Vehicles | | | | | | | | | | | | | | | | | | | | | |
| Regional Transport Officer | | | | | | | 3000 | | | | | | | | | | | | | | |
| Joint Transport Officer | | | | | | | 3000 | | | | | | | | | | | | | | |
| Motor Vehicle Inspector | | | | | | | 3000 | | | | | | | | | | | | | | |
| Assistant Motor Vehicle Inspector (1 Taluk) | | | | | | 350 | 3000 | | | | | | | | | | | | | | |
| Museum and Zoo | | | | | | | | | | | | | | | | | | | | | |
| Veterinary Surgeon/ Assistant Director .Thiruvananthapuram Zoo | | 300 | 200 | | | | | | | | | | | | | | | | | | |
| Watcher | | 100 | | | | | 2400 | | | | | | | | | | | | | | |
| Employees working on holidays | | 1DA | | | | | | | | | | | | | | | | | | | |
| Zoo Keeper | | | 200 | | | | 2400 | | | | | | | | | | | | | | 450 |
| Part Time Zoo Keeper | | | 100 | | | | 2400 | | | | | | | | | | | | | | 450 |
| Gardener | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Sweeper | | | | | | | 2400 | | | | | | | | | | | | | | 450 |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|---|---|---|---|-----|-----|------|---|----|----|----|----|----|----|----|----|----|----|----|----|-----|
| Gaurds | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Gallerry Attendent | | | | | | | 2000 | | | | | | | | | | | | | | |
| Gallery Assistant | | | | | | | 2000 | | | | | | | | | | | | | | |
| Cleaner | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Van Cleaner | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Deffadar | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Blacksmith | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Lab Attendent | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Lab Assistant | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Carpenter | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Night Watcher | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Mason | | | | | | | 2400 | | | | | | | | | | | | | | |
| Sweeper Scavenger | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Scavenger | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Part Time Gardener /Sweeper/ Watcher | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Zoo Supervisor | | | | | | | 2000 | | | | | | | | | | | | | | 450 |
| National Cadet Corps | | | | | | | | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | |
| Lascar | | | | | | | 2400 | | | | | | | | | | | | | | |
| Chowkidar | | | | | | | 2400 | | | | | | | | | | | | | | |
| Full Time Sweeper | | | | | | | 2400 | | | | | | | | | | | | | | |
| National Employment Service | | | | | | | | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | |
| National Savings | | | | | | | | | | | | | | | | | | | | | |
| Assistant Director | | | | | | 500 | | | | | | | | | | | | | | | |
| Panchayats Department | | | | | | | | | | | | | | | | | | | | | |
| Midwife | | | | | 150 | | 1800 | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|--|-----|---|---|---|-----|------|------|----|----|-----|----|----|----|-----|----|----|----|----|----|------|------|
| Secretary(More than 76.8 Sq.km) | | | | | 300 | | | | | | | | | | | | | | | | |
| Secretary(Less than 76.8 Sq.km) | | | | | 250 | | | | | | | | | | | | | | | | |
| Health Inspector/Junior Health Inspector | | | | | 150 | | | | | | | | | | | | | | | | |
| Bill Collector/Junior Collector/Clerk | | | | | 140 | | | | | | | | | | | | | | | | |
| Office Attendant | | | | | 100 | | | | | | | | | | | | | | | | |
| Driver | | | | | | 2400 | | | | | | | | | | | | | | | |
| Police Department | | | | | | | | | | | | | | | | | | | | | |
| Special Branch and Crime Branch | | | | | | | | | | | | | | | | | | | | | |
| Supdt. of Police (Non -IPS) | | | | | | | 2625 | | | | | | | | | | | | | 2000 | |
| Dy.Supdt. of Police | 200 | | | | | | 2625 | | | | | | | 350 | | | | | | | 1200 |
| Inspector | 160 | | | | | | 2550 | | | 500 | | | | 350 | | | | | | | 950 |
| Women Inspector of Police | 160 | | | | | | 2550 | | | 500 | | | | 350 | | | | | | | 950 |
| Sub Inspector | 130 | | | | | | 2550 | | | 500 | | | | 300 | | | | | | | 800 |
| Women Sub- Inspector | 130 | | | | | | 2550 | | | 500 | | | | 300 | | | | | | | 800 |
| Driver SI | | | | | | 250 | 2550 | | | 500 | | | | 300 | | | | | | | 800 |
| Asst.Sub Inspector | 120 | | | | | | 5100 | | | 500 | | | | 300 | | | | | | | 700 |
| Senior Civil Police Officer(District Special Branch for PTA) | | | | | | 350 | 5000 | 80 | | 460 | | | | 220 | | | | | | | 650 |
| Women Senior Civil Police Officer | | | | | | 350 | 5000 | 80 | | 460 | | | | 220 | | | | | | | 650 |
| Civil Police Officer (District Special Branch for PTA) | | | | | | 250 | 5000 | 80 | | 400 | | | | 220 | | | | | | | 500 |
| Women Civil Police Officer(District Special Branch for PTA) | | | | | | 250 | 5000 | 80 | | 400 | | | | 220 | | | | | | | 500 |
| Driver | | | | | | 250 | 5000 | | | 400 | | | | 220 | | | | | | | 500 |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|-----|-----|-----|---|---|-----|------|----|----|-----|----|----|----|-----|-----|----|----|----|-----|----|----|
| Ministerial staff (all categories working in Special Branch | 200 | | | | | | | | | | | | | | | | | | | | |
| Asistant (2) Typists (1) of SB | | 150 | | | | | | | | | | | | | | | | | | | |
| Uniform allowance is given as half rate for the officers of and above the rank of Sub Inspectors in SBCID | | | | | | | | | | | | | | | | | | | | | |
| Finger Print Bureau | | | | | | | | | | | | | | | | | | | | | |
| Director/Tester Inspector | 200 | | | | | | | | | | | | | | | | | | | | |
| Finger Print Expert | 150 | | | | | | | | | | | | | | | | | | | | |
| Finger Print Searcher | 120 | | | | | | | | | | | | | | | | | | | | |
| Telecommunication Unit | | | | | | | | | | | | | | | | | | | | | |
| Dy.Supdt. Of police | 200 | | | | | | 5250 | | | | | | | 350 | | | | | | | |
| Inspector | 160 | | 120 | | | | 5100 | 80 | | 500 | | | | 350 | 100 | | | | | | |
| Sub Inspector | 140 | | 100 | | | 250 | 5100 | 80 | | 500 | | | | 300 | 100 | | | | 250 | | |
| Asst.Sub Inspector | 130 | | 100 | | | 250 | 5100 | 80 | | 500 | | | | 300 | 100 | | | | 250 | | |
| Head Constable(Operator) | 110 | | 100 | | | 250 | 5000 | 80 | | 460 | | | | 220 | 100 | | | | 250 | | |
| Police Constable | 100 | | 100 | | | 250 | 5000 | 80 | | 400 | | | | 220 | 100 | | | | 250 | | |
| Dog Squad | | | | | | | | | | | | | | | | | | | | | |
| Sub Inspector | 160 | | | | | | 5100 | 80 | | 500 | | | | 300 | 100 | | | | 250 | | |
| Senior Civil Police Officer | 120 | | | | | | 5000 | 80 | | 460 | | | | 220 | 100 | | | | 250 | | |
| Civil Police Officer | 110 | | | | | | 5000 | 80 | | 400 | | | | 220 | 100 | | | | 250 | | |
| Armourer | | | | | | | | | | | | | | | | | | | | | |
| Armourer Inspector (Chief Inspector of Arms) | 150 | | | | | | 5100 | | | | | | | 350 | | | | | | | |
| Armourer Sub Inspector | 140 | | | | | 250 | 5100 | | | 500 | | | | 300 | 100 | | | | 250 | | |
| Armourer Asst. Sub Insptector | 130 | | | | | 250 | 5100 | | | 500 | | | | 300 | 100 | | | | 250 | | |
| Armourer Senior Civil Police Officer | 130 | | | | | 250 | 5000 | 80 | | 460 | | | | 220 | 100 | | | | 250 | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|--|-----|---|---|---|---|-----|------|----|-----|-----|----|----|----|-----|-----|----|----|-----|----|----|----|
| Armourer Civil Police Officer | 120 | | | | | 250 | 5000 | 80 | | 400 | | | | 220 | 100 | | | 250 | | | |
| Armourer Staff | | | | | | 250 | | | | | | | | | | | | | | | |
| Shorthand Bureau | | | | | | | | | | | | | | | | | | | | | |
| Chief Reporter | 160 | | | | | | | | | | | | | | | | | | | | |
| Reporter Senior Grade | 140 | | | | | | | | | | | | | | | | | | | | |
| Reporter Grade I | 140 | | | | | | | | | | | | | | | | | | | | |
| Reporter Grade II | 120 | | | | | | | | | | | | | | | | | | | | |
| District Crime Intelligence Bureau | | | | | | | | | | | | | | | | | | | | | |
| Sub Inspector | 140 | | | | | 420 | 5100 | | | 500 | | | | 300 | 100 | | | 250 | | | |
| Senior Civil Police Officer | 120 | | | | | 350 | 5000 | 80 | | 460 | | | | 220 | 100 | | | 250 | | | |
| Civil Police Officer (DCIB) of Tvm City | 100 | | | | | 250 | 5000 | 80 | | 400 | | | | 220 | 100 | | | 250 | | | |
| Personal Guard | | | | | | | | | | | | | | | | | | | | | |
| Sub Inspector (Reserve Sub Inspector/Armed Police Sub Inspector) | 300 | | | | | 420 | 5100 | | 100 | 500 | | | | 300 | 100 | | | 250 | | | |
| Asst.Sub Inspector | 250 | | | | | 350 | 5100 | | 80 | 500 | | | | 300 | 100 | | | 250 | | | |
| Senior Civil Police Officer | 250 | | | | | 350 | 5000 | 80 | 80 | 460 | | | | 220 | 100 | | | 250 | | | |
| Civil Police Officer | 220 | | | | | 250 | 5000 | 80 | 70 | 400 | | | | 220 | 100 | | | 250 | | | |
| Miscellaneous | | | | | | | | | | | | | | | | | | | | | |
| Veterinary Surgeon of the Mounted Police | 180 | | | | | | | | | | | | | | | | | | | | |
| Staff Car Driver | 220 | | | | | | | | | | | | | | | | | | | | |
| Band Master (SI/Armed Police SI) | 140 | | | | | 250 | | 80 | 80 | 500 | | | | 300 | 100 | | | 250 | | | |
| Supdt. Confidential Section | 140 | | | | | | | | | | | | | | | | | | | | |
| Confidential Assistant/ Clerk (Confidential Section) | 120 | | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|--|-----|----|---|---|---|-----|------|----|----|-----|----|----|----|-----|-----|----|----|-----|----|----|----|
| Brass Band Man/Orchestra Man/Bugler Man | 100 | | | | | 250 | 5000 | 80 | 80 | | | | | 150 | | | | 250 | | | |
| Tailer (PC) | 60 | | | | | | 5000 | 50 | 50 | | | | | 150 | | | | 250 | | | |
| Cinema Operator (PC) | 60 | 50 | | | | | 5000 | 50 | 50 | | | | | 150 | | | | 250 | | | |
| Station Writer (CPO)/ Circle Writer (CPO)/ Co-Clerk / Carpenter (PC)/ Motor Cleaner | 100 | | | | | | 5000 | 80 | | 400 | | | | 220 | 100 | | | 250 | | | |
| Sub Inspector Band Unit | | | | | | 250 | | | | | | | | | | | | | | | |
| PTA eligible to the equivalent categories in the department to the following technical persons | | | | | | | | | | | | | | | | | | | | | |
| Mounted Police | | | | | | 250 | | | | | | | | | | | | | | | |
| Armourer Staff | | | | | | 250 | | | | | | | | | | | | | | | |
| Electrician | | | | | | 250 | | | | | | | | | | | | | | | |
| Carpenter | | | | | | 250 | | | | | | | | | | | | | | | |
| Painter | | | | | | 250 | | | | | | | | | | | | | | | |
| Blacksmith | | | | | | 250 | | | | | | | | | | | | | | | |
| Mason | | | | | | 250 | | | | | | | | | | | | | | | |
| Boat Syrang | | | | | | 250 | | | | | | | | | | | | | | | |
| Boat Driver | | | | | | 250 | | | | | | | | | | | | | | | |
| Bugler/ Drummer | | | | | | 250 | | | | | | | | | | | | | | | |
| Technical Staff (Executive & Civillian) attached to range workshop MSP | | | | | | 250 | | | | | | | | | | | | | | | |
| Motor Cycle orderlies attached to the Chief Office | | | | | | 250 | | | | | | | | | | | | | | | |
| Members of the police force of and below the rank of Sub Inspectors attached to Police computer centre | | | | | | 250 | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | |
|---|-----|---|---|---|---|-----|---|---|----|----|----|----|----|-----|----|----|----|----|----|----|----|--|
| Members of the Motor Transport Unit attached to the District AR including MTRSI attached to various units | | | | | | 250 | | | | | | | | | | | | | | | | |
| Executive Staff | | | | | | | | | | | | | | | | | | | | | | |
| Mechanic (M.T.Check)/ Mason /Binder/ Rattan Weaver/Lathe Operator / Boat Crew | 100 | | | | | 250 | | | | | | | | | | | | | | | | |
| Civil Staff | | | | | | | | | | | | | | | | | | | | | | |
| Electrician/Fitter/Welder/Blacksmith/Mechanic/Binder/Uphosterer/Packer/Store Attender/Lascar | 100 | | | | | 250 | | | | | | | | | | | | | | | | |
| Motor Transport Unit | | | | | | | | | | | | | | | | | | | | | | |
| Motor Transport Officer | 200 | | | | | 250 | | | | | | | | | | | | | | | | |
| Motor Transport Inspector | 160 | | | | | 250 | | | | | | | | | | | | | | | | |
| Motor Transport Sub Inspector | 140 | | | | | 250 | | | | | | | | | | | | | | | | |
| Havildar Mechanic | 120 | | | | | 250 | | | | | | | | | | | | | | | | |
| Civil Police Officer Mechanic/Fitter/Electrician | 100 | | | | | 250 | | | | | | | | | | | | | | | | |
| Members of Motor Transport Unit attached to District A.R. attached to various units | | | | | | 250 | | | | | | | | | | | | | | | | |
| Band Unit | | | | | | | | | | | | | | | | | | | | | | |
| Sub Inspector (Band) | | | | | | 250 | | | | | | | | 300 | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|------|---|-----|---|---|-----|-------------|----|----|-----|-----|----|----|------------|-----|----|------|-----|------|----|----|
| Bugler/Drummer | 100 | | | | | 250 | | | | | | | | | | | | | | | |
| Band and Orchestra personnel | 100 | | | | | 250 | | | | | | | | | | | | | | | |
| Police Personnel | | | | | | | | | | | | | | | | | | | | | |
| Superintendent of Police (Non IPS) | | | | | | | 5250 | | | | | | | | | | | | 2000 | | |
| Deputy Superintendent of Police (HG) | | | | | | | 5250 | | | | | | | 350 | | | 250* | | 1800 | | |
| Deputy Superintendent of Police | | | | | | | 5250 | | | | | | | 350 | | | 250* | | 1800 | | |
| Deputy Commandant | | | | | | | 5250 | | | | | | | 350 | | | | | | | |
| * Note :-Those who are as Sub Divisional Police Officers. | | | | | | | | | | | | | | | | | | | | | |
| Circle Inspector (HG) | | | 120 | | | | 5100 | | | 500 | | | | 350 | 100 | | | | 1050 | | |
| Circle Inspector | | | 120 | | | | 5100 | | | 500 | | | | 350 | 100 | | | | 950 | | |
| Station House Officer Allowance (32 km from HQ for PTA) | 1000 | | 100 | | | 420 | 5100 | | | 500 | | | | 300 | 100 | | | 250 | | | |
| Sub Inspector(32 km from HQ for PTA) | | | 100 | | | 420 | 5100 | | | 500 | | | | 300 | 100 | | | 250 | 800 | | |
| Assistant Sub Inspector (Local PS 32 km from HQ for PTA) | | | 100 | | | 350 | 5100 | | | 500 | | | | 300 | 100 | | | 250 | 750 | | |
| Senior Civil Police Officer (Local Police stations 32 km from HQ for PTA) | | | 100 | | | 350 | 5000 | 80 | | 460 | 300 | | 50 | 220 | 100 | | | 250 | 650 | | |
| Civil Police Officer (Local Police stations 32 km from HQ for PTA) | | | 100 | | | 250 | 5000 | 80 | | 400 | 300 | | 50 | 220 | 100 | | | 250 | 500 | | |
| Driver (Sr CPO) | | | 100 | | | 250 | 5000 | 80 | | 460 | | | 50 | 220 | 100 | | | 250 | 500 | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | |
|--|---|---|-----|---|---|-----|------|----|-----|-----|----|----|----|-----|-----|-----|----|-----|-----|----|----|--|
| Driver (CPO) | | | 100 | | | 250 | 5000 | 80 | | 400 | | | 50 | 220 | 100 | | | 250 | 500 | | | |
| Camp Follower | | | | | | | 4000 | 80 | | 300 | | | | | | 120 | | 250 | | | | |
| Armed Police(Battalion) | | | | | | | | | | | | | | | | | | | | | | |
| Armed Police Inspector | | | 120 | | | | 5100 | 80 | 120 | 500 | | | | 350 | 100 | | | 250 | | | | |
| Armed Police Sub Inspector | | | 100 | | | 420 | 5100 | 80 | 100 | 500 | | | | 300 | 100 | | | 250 | | | | |
| Armed Police Asst Sub Inspector | | | 100 | | | 350 | 5100 | 80 | 80 | 500 | | | | 300 | 100 | | | 250 | | | | |
| Havildar | | | 100 | | | 350 | 5000 | 80 | 80 | 460 | | | | 220 | 100 | | | 250 | | | | |
| Civil Police Officer | | | 100 | | | 250 | 5000 | 80 | 70 | 400 | | | | 220 | 100 | | | 250 | | | | |
| Driver (PC) | | | 100 | | | 250 | 5000 | 80 | 70 | 400 | | | | 220 | 100 | | | 250 | | | | |
| Driver (Head Constable) | | | 100 | | | 250 | 5000 | 80 | 80 | 460 | | | | 220 | 100 | | | 250 | | | | |
| Armed Reserve Police | | | | | | | | | | | | | | | | | | | | | | |
| Reserve Inspector | | | 120 | | | | 5100 | 80 | 120 | 500 | | | | 350 | | | | | | | | |
| Sub Inspector(33 km from HQ for PTA) | | | 100 | | | 420 | 5100 | 80 | 100 | 500 | | | | 300 | 100 | | | 250 | | | | |
| Assistant Sub Inspector(32 km from HQ for PTA) | | | 100 | | | 350 | 5100 | 80 | 80 | 500 | | | | 300 | 100 | | | 250 | | | | |
| Havildar (32 km from HQ for PTA) | | | 100 | | | 350 | 5000 | 80 | 80 | 460 | | | | 220 | 100 | | | 250 | | | | |
| Civil Police Officer (32 km from HQ for PTA) | | | 100 | | | 250 | 5000 | 80 | 70 | 400 | | | | 220 | 100 | | | 250 | | | | |
| Driver (PC) | | | 100 | | | 250 | 5000 | 80 | 70 | 400 | | | | 220 | 100 | | | 250 | | | | |
| Driver (HC) | | | 100 | | | 250 | 5000 | 80 | 70 | 400 | | | | 220 | 100 | | | 250 | | | | |
| Technical categories in Armed Police and Armed Reserve Battalion | | | | | | 250 | | | 70 | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|---|---|-----|---|---|-----|---|---|----|----|----|----|----|-----|----|-----|----|----|----|----|----|
| Cook/Water Carrier/ Barber/ Dhobi/Sweeper/Cobbler/ Gardener | | | | | | | | | | | | | | | | 120 | | | | | |
| Canoeman/Boat Lascar/Syrang | | | | | | 250 | | | | | | | | 120 | | | | | | | |
| Port Department | | | | | | | | | | | | | | | | | | | | | |
| Driver-cum-operator | | | 100 | | | | | | | | | | | | | | | | | | |
| Captain/Dredger master | | | 200 | | | | | | | | | | | | | | | | | | |
| Chief Engineer/Officer I | | | 200 | | | | | | | | | | | | | | | | | | |
| Engineer/Officer II | | | 150 | | | | | | | | | | | | | | | | | | |
| Engineer-cum-Dredger Master | | | 150 | | | | | | | | | | | | | | | | | | |
| Officer III/Junior Officer | | | 150 | | | | | | | | | | | | | | | | | | |
| Electrical Officer/Assistant Engineer | | | 150 | | | | | | | | | | | | | | | | | | |
| Navigator | | | 150 | | | | | | | | | | | | | | | | | | |
| Electrician | | | 100 | | | | | | | | | | | | | | | | | | |
| Syrang-cum-Quarter Master/Greaser | | | 100 | | | | | | | | | | | | | | | | | | |
| Operator cum Mechanic/ Engine Driver | | | 100 | | | | | | | | | | | | | | | | | | |
| Master Gr. I, II and III | | | 100 | | | | | | | | | | | | | | | | | | |
| Driver Gr. I and II | | | 100 | | | | | | | | | | | | | | | | | | |
| C.S.D. Operator/Radio Telephone Operator | | | 100 | | | | | | | | | | | | | | | | | | |
| Welder | | | 100 | | | | | | | | | | | | | | | | | | |
| Seaman/Cook/Steward | | | 100 | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | |
|--|-----|---|-----|---|---|---|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|--|
| Assistant Cook /Topaz/ Part Time Cook | | | 100 | | | | | | | | | | | | | | | | | | | |
| Port Conservator/ Asst.Port Conservator | | | | | | | 2000 | | | | | | | | | | | | | | | |
| Cargo Supervisor/ Asst.Pier Master/ Wharf Supervisor | | | | | | | 1800 | | | | | | | | | | | | | | | |
| Printing | | | | | | | | | | | | | | | | | | | | | | |
| Superintendent of Govt. Presses | 250 | | | | | | | | | | | | | | | | | | | | | |
| General Foreman | 120 | | | | | | | | | | | | | | | | | | | | | |
| Worker with LPT Diploma in Printing Technology | 100 | | | | | | | | | | | | | | | | | | | | | |
| Cleaner | 150 | | | | | | | | | | | | | | | | | | | | | |
| Staff of Confidential Section | | | | | | | | | | | | | | | | | | | | | | |
| Pay Range between Rs 37500-75600 to 48000-89000 | 220 | | | | | | | | | | | | | | | | | | | | | |
| Pay Range between Rs27800-56700 to 32300-66400 | 160 | | | | | | | | | | | | | | | | | | | | | |
| Pay Range between Rs 26500-54000 to 27800-56700 | 150 | | | | | | | | | | | | | | | | | | | | | |
| Pay Range between Rs 22200-45800 to 23400-48000 | 140 | | | | | | | | | | | | | | | | | | | | | |
| Pay Range between Rs19000-39500 to20000-41500 | 140 | | | | | | | | | | | | | | | | | | | | | |
| Pay Range between Rs 18000-37500 & below | 130 | | | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|-----|---|---|---|---|---|------|---|----|----|----|----|----|-----|----|----|----|----|----|----|-----|
| Technical Employees - Male/Female | | | | | | | 1800 | | | | | | | | | | | | | | 450 |
| Mechanical Employees (Workshop wing) | | | | | | | 2200 | | | | | | | | | | | | | | 450 |
| Prisons | | | | | | | | | | | | | | | | | | | | | |
| Inspector General Of Prisons (non-IPS) | | | | | | | 4500 | | | | | | | | | | | | | | |
| Deputy Inspector General of Prisons | 250 | | | | | | 4500 | | | | | | | | | | | | | | |
| Assistant Inspector General of Prisons | | | | | | | 4500 | | | | | | | 220 | | | | | | | |
| Superintendent of Central Prison/Open Prison/ District Jail/ Women Prison/ Woman Open Prison/Special Sub Jail/ Borstal School | | | | | | | 4500 | | | | | | | 220 | | | | | | | |
| Dy.Superintendent of Central Prison/Open Prison/ District Jail/ Women Prison/ Woman Open Prison | | | | | | | 4500 | | | | | | | 220 | | | | | | | |
| Junior Superintendent Central Prison/Open Prison | | | | | | | 4500 | | | | | | | 220 | | | | | | | |
| Principal, State Institute of correctional Administration | | | | | | | 4500 | | | | | | | 220 | | | | | | | |
| Joint Superintendent | | | | | | | 4500 | | | | | | | 220 | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|---|---|-----|---|---|---|------|----|----|-----|----|----|----|-----|----|----|----|----|----|----|----|
| Deputy Superintendent/ Joint Superintendent Special Sub Jail | | | | | | | 4500 | | | | | | | 200 | | | | | | | |
| Superintendent, Sub Jail/ Supervisor, Open Prison/ Supervisor, Borstal School | | | 100 | | | | 4500 | | | | | | | 200 | | | | | | | |
| Assistant Superintendent Gr. I | | | 100 | | | | 4500 | | | 220 | | | | 200 | | | | | | | |
| Assistant Superintendent Gr. II | | | 100 | | | | 4500 | | | 200 | | | | 180 | | | | | | | |
| Chief Petty Officer | | | 100 | | | | 4500 | | | 180 | | | | 150 | | | | | | | |
| Petty Officer | | | 100 | | | | 4500 | | | 180 | | | | 150 | | | | | | | |
| Boat Foreman/ Industrial Instructor/ Weaving Instructor/ Assistant Weaving Foreman | | | | | | | | | | | | | | 150 | | | | | | | |
| Agricultural Demonstrator / Weaving Assistant/ Pharmacist/Teacher | | | | | | | | | | | | | | 150 | | | | | | | |
| Weaver/Skilled Worker/ Engineer Driver etc. | | | | | | | | | | | | | | 130 | | | | | | | |
| Electrician Cum Pump Operator | | | | | | | | | | | | | | 130 | | | | | | | |
| Prison Officer | | | 100 | | | | 4500 | | | 180 | | | | 150 | | | | | | | |
| Deputy Prison Officer | | | 100 | | | | 4500 | 80 | | 180 | | | 60 | 150 | | | | | | | |
| Gate Keeper | | | 100 | | | | 4500 | | | 180 | | | 60 | 150 | | | | | | | |
| Assistant Prison Officer | | | 100 | | | | 4500 | 80 | | 180 | | | 60 | 150 | | | | | | | |
| Ministerial Head Warder | | | 100 | | | | | | | 180 | | | | 150 | | | | | | | |
| Matron | | | 100 | | | | | | | | | | | | | | | | | | |
| Staff of Central Prison Press, Thiruvananthapuram | | | | | | | | | | | | | | | | | | | | | |
| Assistant Superintendent | | | | | | | | | | | | | | 150 | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | |
|--|-----|---|---|-----|---|---|------|---|----|----|----|----|----|-----|----|----|----|----|----|----|----|--|
| General Foreman | | | | | | | | | | | | | | 130 | | | | | | | | |
| Class III Employees | | | | | | | | | | | | | | 120 | | | | | | | | |
| Class IV Employees | | | | | | | | | | | | | | 110 | | | | | | | | |
| Senior Lecturer/ Lecturer SICA | | | | | | | 4500 | | | | | | | | | | | | | | | |
| Medical Officer, Central Prisons, Thiruvananthapuram, Viyyur and Kannur | 180 | | | 650 | | | | | | | | | | | | | | | | | | |
| Medical Officer, Ayurveda, Central Prison, Thiruvananthapuram and Kannur | 180 | | | | | | | | | | | | | | | | | | | | | |
| Lady Medical Officer, Central Prison, Thiruvananthapuram | 180 | | | | | | | | | | | | | | | | | | | | | |
| Compounder/Pharmacist, Central Prison, Thiruvananthapuram, Viyyur, Kannur | 100 | | | | | | | | | | | | | | | | | | | | | |
| Compounder, District Jail, Kozhikode | 100 | | | | | | | | | | | | | | | | | | | | | |
| Gate Keeper, Central Prison, Thiruvananthapuram, Viyyur and Kannur | 200 | | | | | | | | | | | | | | | | | | | | | |
| Prison Officer, Central Prison, Thiruvananthapuram, Viyyur and Kannur | 200 | | | | | | | | | | | | | | | | | | | | | |
| Open Prison, Nettukaltheri | | | | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|-----|-----|-----|---|---|---|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Superintendent | 150 | | | | | | | | | | | | | | | | | | | | |
| Agricultural Officer | 150 | | | | | | | | | | | | | | | | | | | | |
| Supervisor | 120 | | | | | | | | | | | | | | | | | | | | |
| Welfare Officer | 120 | | | | | | | | | | | | | | | | | | | | |
| Chief Accountant | 120 | | | | | | | | | | | | | | | | | | | | |
| Assistant Superintendent Gr I | 150 | | 100 | | | | 4500 | | | | | | | | | | | | | | |
| Clerk | 120 | | | | | | | | | | | | | | | | | | | | |
| Deputy Prison Officer | 120 | | 100 | | | | 4500 | | | | | | | | | | | | | | |
| Assistant Prison Officer | 100 | | 100 | | | | 4500 | | | | | | | | | | | | | | |
| Pharmacist | 100 | | | | | | | | | | | | | | | | | | | | |
| Part Time Medical Officer | 250 | | | | | | | | | | | | | | | | | | | | |
| Psychiatrist, Central Prison | | 300 | | | | | | | | | | | | | | | | | | | |
| District Medical Officer visiting Central Prison (for each visit subject to a maximum of 800) | | 150 | | | | | | | | | | | | | | | | | | | |
| Homoeo Medical Officer attending the Homoeo Clinic in the Central Prison, Thiruvananthapuram | | 300 | | | | | | | | | | | | | | | | | | | |
| Warder Attendant, Leprosy Sanatorium Noornad | | 150 | | | | | | | | | | | | | | | | | | | |
| Public Service Commission | | | | | | | | | | | | | | | | | | | | | |
| Staff working in the Cellar | | | | | | | | | | | | | | | | | | | | | |
| Assistant | | 150 | | | | | | | | | | | | | | | | | | | |
| Attender/Clerical Assisstant/ Binder | | 120 | | | | | | | | | | | | | | | | | | | |
| Office Attendant | | 100 | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|-----|-----|---|---|---|---|------|---|----|----|----|----|----|----|----|----|----|----|----|----|-----|
| Security Guard/Sergeant | | | | | | | 3500 | | | | | | | | | | | | | | |
| Gardener | | | | | | | 2500 | | | | | | | | | | | | | | 450 |
| Full Time Gardener | | | | | | | 2500 | | | | | | | | | | | | | | 450 |
| Full Time Sweeper | | | | | | | 2500 | | | | | | | | | | | | | | 450 |
| Part Time Sweeper | | | | | | | 2500 | | | | | | | | | | | | | | 450 |
| Lift Operator | | | | | | | 2500 | | | | | | | | | | | | | | |
| Deffadar | | | | | | | 2500 | | | | | | | | | | | | | | |
| Driver-cum-Office Attendant | | | | | | | 2500 | | | | | | | | | | | | | | |
| Driver | | | | | | | 2500 | | | | | | | | | | | | | | |
| Public Works Department | | | | | | | | | | | | | | | | | | | | | |
| Lift Operator | 120 | | | | | | 2400 | | | | | | | | | | | | | | |
| Design, Research, Investigation and Quality Control Board | | | | | | | | | | | | | | | | | | | | | |
| Chief Engineer | 800 | | | | | | | | | | | | | | | | | | | | |
| Superintending Engineer (Director) | 600 | | | | | | | | | | | | | | | | | | | | |
| Executive Engineer (Joint Director) | 600 | | | | | | | | | | | | | | | | | | | | |
| Assistant Executive Engineer(Deputy Director) | 500 | | | | | | | | | | | | | | | | | | | | |
| Assistant Engineer (Assistant Director) | 500 | | | | | | | | | | | | | | | | | | | | |
| All Technical Staff other than Engineers (Draftsman, Tracer, Research Assistant etc.) | 350 | | | | | | | | | | | | | | | | | | | | |
| Manager Gr.II of Rest Houses | 200 | | | | | | | | | | | | | | | | | | | | |
| Ferry Man | | 200 | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|--|-----|-----|---|---|-----|-----|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Rain Coat Allowance to Ferryman per year | 300 | | | | | | | | | | | | | | | | | | | | |
| Watchman in the PWD Rest House | | 100 | | | | | | | | | | | | | | | | | | | |
| Registration Department | | | | | | | | | | | | | | | | | | | | | |
| Citty Auditor (1 District) | | | | | | 400 | | | | | | | | | | | | | | | |
| Citty Auditor(More than 1 District) | | | | | | 450 | | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | |
| Rural Development | | | | | | | | | | | | | | | | | | | | | |
| Chief Instructor, Work shop wing | 280 | | | | | | | | | | | | | | | | | | | | |
| Physical Instructor-cum-Librarian | 100 | | | | | | | | | | | | | | | | | | | | |
| Block Development Officer(If vehicle available) | | | | | | 450 | | | | | | | | | | | | | | | |
| Block Development Officer (If vehicle not available) | | | | | | 550 | | | | | | | | | | | | | | | |
| Extension Officer (AH),(P),(IRD) (Womens Welfare)and (H) (1 block) | | | | | 300 | | | | | | | | | | | | | | | | |
| General Extension Officer | | | | | 300 | | | | | | | | | | | | | | | | |
| Assistant Engineer | | | | | 230 | | | | | | | | | | | | | | | | |
| Village Extension Officer | 150 | | | | 230 | | | | | | | | | | | | | | | | |
| Lady Village Extension Officer | | | | | 230 | | | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | |
| SECRETARIAT | | | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|--|-----|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Governor's Secretariat | | | | | | | | | | | | | | | | | | | | | |
| Deputy Secretary/Joint Secretary | 750 | | | | | | | | | | | | | | | | | | | | |
| Private Secretary to Governor/ Additional Private Secretary to Governor | 750 | | | | | | | | | | | | | | | | | | | | |
| Under Secretary (Tours)/Under Secretary | 750 | | | | | | | | | | | | | | | | | | | | |
| Comptroller, Governor's Household | 750 | | | | | | | | | | | | | | | | | | | | |
| Personal Assistant to Governor /Section Officer /Section Officer (Accounts) /Tours Superintendent | 550 | | | | | | | | | | | | | | | | | | | | |
| Assistant | 500 | | | | | | | | | | | | | | | | | | | | |
| Typist | 300 | | | | | | | | | | | | | | | | | | | | |
| Cypher Assistant | 500 | | | | | | | | | | | | | | | | | | | | |
| Confidential Assistant | 500 | | | | | | | | | | | | | | | | | | | | |
| Head Chauffeur/ Chauffeur | 480 | | | | | | | | | | | | | | | | | | | | |
| Motor Section Clerk/ Furniture Clerk | 230 | | | | | | | | | | | | | | | | | | | | |
| Duffedar | 200 | | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|-----|-----|---|---|---|---|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Personal Attendant/Motor Cycle Despatch Rider/ Office Attendants working with Governor, Secretary to Governor and other Officers and posted for duty in the V.I.P. Room | 200 | | | | | | | | | | | | | | | | | | | | |
| Head Butler/Head Cook | 200 | | | | | | 2400 | | | | | | | | | | | | | | |
| Cook/Waiter/Cleaner | 200 | | | | | | 2400 | | | | | | | | | | | | | | |
| Matey/Lascar | 200 | | | | | | 2400 | | | | | | | | | | | | | | |
| Garden Supervisor/Caretaker | 200 | | | | | | 2400 | | | | | | | | | | | | | | |
| Telephone Operator | 230 | | | | | | | | | | | | | | | | | | | | |
| Medical Officer | 400 | | | | | | | | | | | | | | | | | | | | |
| Staff Nurse | 250 | | | | | | 2400 | | | | | | | | | | | | | | |
| Pharmacist | 200 | | | | | | | | | | | | | | | | | | | | |
| Nursing Assistant/ Hospital Attendant | 180 | | | | | | 2400 | | | | | | | | | | | | | | |
| Clerical Assistant/ Attender | 200 | | | | | | | | | | | | | | | | | | | | |
| Police Driver | 230 | | | | | | | | | | | | | | | | | | | | |
| Governor's Secretariat (Household) | | | | | | | | | | | | | | | | | | | | | |
| A.D.C | | 330 | | | | | | | | | | | | | | | | | | | |
| Physician to Governor | | 330 | | | | | | | | | | | | | | | | | | | |
| Head Gardener | | 100 | | | | | | | | | | | | | | | | | | | |
| Gardener | | 100 | | | | | 2400 | | | | | | | | | | | | | | |
| Sweeper | | 100 | | | | | 2400 | | | | | | | | | | | | | | |
| Pharmacist | | 100 | | | | | 2000 | | | | | | | | | | | | | | |
| Hospital Attender/ Nursing Assistant | | 100 | | | | | 2400 | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|--|------|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Administrative Secretariat | | | | | | | | | | | | | | | | | | | | | |
| Additional Secretary/Joint Secretary in the O/o the Chief Secretary | 1000 | | | | | | | | | | | | | | | | | | | | |
| Deputy Secretary /Under Secretary , General Administration (SC) Department | 900 | | | | | | | | | | | | | | | | | | | | |
| Section Officer/ Assistant/Typist | 750 | | | | | | | | | | | | | | | | | | | | |
| Personal Assistant/ Confidential Assistant, General Administration (SC) Department | 650 | | | | | | | | | | | | | | | | | | | | |
| Chauffer/Attender/Office Attendant in the O/o Chief Secretary | 600 | | | | | | | | | | | | | | | | | | | | |
| Section Officer, General Administration (SS), Home (SS) and General Administration C.R. Cell) Department | 230 | | | | | | | | | | | | | | | | | | | | |
| Assistant/Typist, General Administration (SS) and Home (SS) Department | 150 | | | | | | | | | | | | | | | | | | | | |
| Personal Assistant and CAs in the office of Chief Secretary | 650 | | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|--|-----|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Gunman in the O/o Chief Secretary | 350 | | | | | | | | | | | | | | | | | | | | |
| Security Guard in the O/o Chief Secretary | 350 | | | | | | | | | | | | | | | | | | | | |
| Office Attendent/ Attender, General Administration (SS) and Home (SS) Department | 120 | | | | | | | | | | | | | | | | | | | | |
| Office Superintendent, General Administration (Office Section) | 180 | | | | | | | | | | | | | | | | | | | | |
| Assistant, General Administration (Office Section) Department | 150 | | | | | | | | | | | | | | | | | | | | |
| Office Attendent, General Administration (Office Section) Department | 120 | | | | | | | | | | | | | | | | | | | | |
| Office Superintendent, Teleprinter Section | 200 | | | | | | | | | | | | | | | | | | | | |
| Assistant, Central Agency | 320 | | | | | | | | | | | | | | | | | | | | |
| Office Attendent/ Messenger, Central Agency | 200 | | | | | | | | | | | | | | | | | | | | |
| Assistant, General Administration (Official Language Translation) Department | 120 | | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|-----|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Assistant, Labour Department (Working in the office of the Director of Rehabilitation) | 120 | | | | | | | | | | | | | | | | | | | | |
| General Administration (Accounts) Department | | | | | | | | | | | | | | | | | | | | | |
| Cash Branch | | | | | | | | | | | | | | | | | | | | | |
| Cashier | 500 | | | | | | | | | | | | | | | | | | | | |
| Assistant Cashier/ Accounts Officer | 500 | | | | | | | | | | | | | | | | | | | | |
| Nottam | 200 | | | | | | | | | | | | | | | | | | | | |
| General Administration (Political-A) Department | | | | | | | | | | | | | | | | | | | | | |
| Special Secretary / Additional Secretary to Government working as State Protocol Officer | 900 | | | | | | | | | | | | | | | | | | | | |
| Under Secretary and State Protocol Officer/ Additional State Protocol Officer | 750 | | | | | | | | | | | | | | | | | | | | |
| Assistant Protocol Officer/ Section Officer | 650 | | | | | | | | | | | | | | | | | | | | |
| Assistant | 650 | | | | | | | | | | | | | | | | | | | | |
| Typist | 650 | | | | | | | | | | | | | | | | | | | | |
| Confidential Assistant | 650 | | | | | | | | | | | | | | | | | | | | |
| Office Attendant | 400 | | | | | | | | | | | | | | | | | | | | |
| Chauffeur attached to G.A. (Pol.) Department | 400 | | | | | | | | | | | | | | | | | | | | |
| Personal Staff of Ministers/Leader of Opposition/Govt. Chief Whip | | | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|-----|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Private Secretary/ Additional Private Secretary/Special Private Secretary/Assistant Private Secretary/ Press Secretary and Political Secretary to Chief Minister and Leader of opposition | 900 | | | | | | | | | | | | | | | | | | | | |
| Personal Assistant/ Additional Personal Assistant/Special Personal Assistant/Section Officer | 800 | | | | | | | | | | | | | | | | | | | | |
| Clerk/Assistant/ Confidential Assistant/ Typist | 750 | | | | | | | | | | | | | | | | | | | | |
| Chauffeur/Driver | 700 | | | | | | | | | | | | | | | | | | | | |
| Head Office Attendant/ Duffedar | 350 | | | | | | | | | | | | | | | | | | | | |
| Clerical Assistant/ Attender | 600 | | | | | | | | | | | | | | | | | | | | |
| Office Attendant/ Contingent Employees | 600 | | | | | | | | | | | | | | | | | | | | |
| Personnel in the Computer Cell attached to the O/o. the Chief Minister | | | | | | | | | | | | | | | | | | | | | |
| Section Officer | 550 | | | | | | | | | | | | | | | | | | | | |
| Assistant | 550 | | | | | | | | | | | | | | | | | | | | |
| Typist | 550 | | | | | | | | | | | | | | | | | | | | |
| Peon | 550 | | | | | | | | | | | | | | | | | | | | |
| Office of the Principal Secretary to the Chief Minister | | | | | | | | | | | | | | | | | | | | | |
| Joint Secretary | 750 | | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|-----|-----|---|---|---|---|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Deputy Secretary/ Under Secretary | 550 | | | | | | | | | | | | | | | | | | | | |
| Section Officer | 550 | | | | | | | | | | | | | | | | | | | | |
| Office of the Principal Secretary (Finance) | | | | | | | | | | | | | | | | | | | | | |
| Under Secretary | 550 | | | | | | | | | | | | | | | | | | | | |
| Election Department | | | | | | | | | | | | | | | | | | | | | |
| Section Officer handling cash | 300 | | | | | | | | | | | | | | | | | | | | |
| Other Categories | | | | | | | | | | | | | | | | | | | | | |
| Drivers (including Drivers in the Finance and Law Departments) | 300 | | | | | | | | | | | | | | | | | | | | |
| Chief Security Officer | 250 | | | | | | | | | | | | | | | | | | | | |
| Security Officer | 200 | | | | | | 3500 | | | | | | | | | | | | | | |
| Assistant Security Officer/ | 180 | | | | | | 3500 | | | | | | | | | | | | | | |
| Station Officer (Fire Force) | 180 | | | | | | | | | | | | | | | | | | | | |
| Sergeant | 180 | 100 | | | | | 3500 | | | | | | | | | | | | | | |
| Garden Supervisor | 140 | | | | | | | | | | | | | | | | | | | | |
| Lift Supervisor | 300 | | | | | | | | | | | | | | | | | | | | |
| Security Guard | 120 | 100 | | | | | 3500 | | | | | | | | | | | | | | |
| Office Attendent, General Administration (English Records) Department | 100 | | | | | | | | | | | | | | | | | | | | |
| Lift Operator | 120 | 100 | | | | | 2500 | | | | | | | | | | | | | | |
| Durbar/Conference Hall Watchman | | | | | | | 2500 | | | | | | | | | | | | | | |
| Full Time Gardner | | | | | | | 2500 | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|---|------|---|---|---|---|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Full -time Sweeper/Full-time Sweeper-cum-Sanitation Worker | | | | | | | 2500 | | | | | | | | | | | | | | |
| Watchman/ Chowkidars | | 100 | | | | | | | | | | | | | | | | | | | |
| Allopathic Clinic attached to Secretariat | | | | | | | | | | | | | | | | | | | | | |
| Chief Medical Officer | | 600 | | | | | | | | | | | | | | | | | | | |
| Medical Officer | | 600 | | | | | | | | | | | | | | | | | | | |
| Gynaecologist | | 600 | | | | | | | | | | | | | | | | | | | |
| Dental Surgeon/ Paediatrician | | 500 | | | | | | | | | | | | | | | | | | | |
| Pharmacist | | 250 | | | | | 2000 | | | | | | | | | | | | | | |
| Nurse | | 250 | | | | | 2400 | | | | | | | | | | | | | | |
| Dental Hygienist | | 200 | | | | | | | | | | | | | | | | | | | |
| Clerical Assistant | | 200 | | | | | | | | | | | | | | | | | | | |
| Scavenger | | 200 | | | | | 2400 | | | | | | | | | | | | | | |
| Homoeo Clinic attached to Secretariat | | | | | | | | | | | | | | | | | | | | | |
| Medical Officer | | 600 | | | | | | | | | | | | | | | | | | | |
| Pharmacist | | 250 | | | | | 2000 | | | | | | | | | | | | | | |
| Sweeper/Office Attendant | | 150 | | | | | | | | | | | | | | | | | | | |
| Other Establishments | | | | | | | | | | | | | | | | | | | | | |
| Head Gardener | | 100 | | | | | 2500 | | | | | | | | | | | | | | |
| Gardener | | 100 | | | | | 2500 | | | | | | | | | | | | | | |
| Sweeper of Secretariat Garden | | 100 | | | | | 2500 | | | | | | | | | | | | | | |
| Chauffeurs in Kerala House and Office of the Resident Commissioner, New Delhi | | 1500 | | | | | | | | | | | | | | | | | | | |
| Ayurveda Clinic attached to Secretariat | | | | | | | | | | | | | | | | | | | | | |
| Medical Officer | | 600 | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|-----|-----|---|---|---|---|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Pharmacist | | 250 | | | | | 2000 | | | | | | | | | | | | | | |
| Attender | | 150 | | | | | 2400 | | | | | | | | | | | | | | |
| Finance Department | | | | | | | | | | | | | | | | | | | | | |
| System Analyst-cum-programming Officer (Data Processing Centre) | 450 | | | | | | | | | | | | | | | | | | | | |
| Section Officer, Secret Section | 300 | | | | | | | | | | | | | | | | | | | | |
| Section Officer attending the work relating to Secretaries Committee | 250 | | | | | | | | | | | | | | | | | | | | |
| Cashier | 250 | | | | | | | | | | | | | | | | | | | | |
| Assistant attending the work relating to Secretaries Committee | 200 | | | | | | | | | | | | | | | | | | | | |
| Typist attending the work relating to Secretaries Committee | 170 | | | | | | | | | | | | | | | | | | | | |
| Office Attendant attending the work relating to Secretaries Committee | 120 | | | | | | | | | | | | | | | | | | | | |
| Assistant/Typist, Secret Section | 170 | | | | | | | | | | | | | | | | | | | | |
| Office Attendant/Typist, Secret Section | 120 | | | | | | | | | | | | | | | | | | | | |
| Chief Technical Examiner | 450 | | | | | | | | | | | | | | | | | | | | |
| Executive Engineer/ Technical Officer | 350 | | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|--|-----|-----|---|---|---|---|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Assistant Executive Engineer / Technical Assistant | 250 | | | | | | | | | | | | | | | | | | | | |
| Assistant Engineer/ Assistant Technical Officer | 200 | | | | | | | | | | | | | | | | | | | | |
| Additional Secretary attending the work relating to Secretaries Committee | 350 | | | | | | | | | | | | | | | | | | | | |
| Deputy Secretary & above working on other duty as Vigilance Officer & equated posts in other departments | 300 | | | | | | | | | | | | | | | | | | | | |
| Under Secretary working onn other duty as Accounts Officer in other departments | 250 | | | | | | | | | | | | | | | | | | | | |
| Full -time Sweeper/Full-time Sweeper-cum-Sanitation Worker | | | | | | | 2500 | | | | | | | | | | | | | | |
| Law Department | | | | | | | | | | | | | | | | | | | | | |
| Clerical Assistant attached to the Library | | 120 | | | | | | | | | | | | | | | | | | | |
| Office Attendant attached to the Library | | 100 | | | | | | | | | | | | | | | | | | | |
| Binder attached to the Library | | 130 | | | | | | | | | | | | | | | | | | | |
| Full -time Sweeper/Full-time Sweeper-cum-Sanitation Worker | | | | | | | 2500 | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | | | | | | | | | |
|---|-----|-----|---|---|---|---|----------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|--|--|--|--|--|--|--|--|--|
| Legislature Secretariat | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Head Driver | | | | | | | 2500 | | | | | | | | | | | | | | | | | | | | | | | |
| Driver | 300 | | | | | | 2500 | | | | | | | | | | | | | | | | | | | | | | | |
| Lift Operator | 120 | 100 | | | | | 2500 | | | | | | | | | | | | | | | | | | | | | | | |
| Telephone Operator | 120 | 130 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Office Superintendent | 180 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cashier | 200 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Assistant (Cash) | 170 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Office Attendant (attending Chamber duty) | | 100 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Sweeper (including higher Grade)/Scavenger/ Gardener/Waiter | | 100 | | | | | 2500 | | | | | | | | | | | | | | | | | | | | | | | |
| Duffedar | | 100 | | | | | 2500 | | | | | | | | | | | | | | | | | | | | | | | |
| Senior Assembly Attendants | | 100 | | | | | 3000 | | | | | | | | | | | | | | | | | | | | | | | |
| Full Time Gardner | | | | | | | 2500 | | | | | | | | | | | | | | | | | | | | | | | |
| Full -time Sweeper/Full-time Sweeper-cum-Sanitation Worker | | | | | | | 2500 | | | | | | | | | | | | | | | | | | | | | | | |
| Chief Marshal | 350 | | | | | | As in PD | | | | | | | | | | | | | | | | | | | | | | | |
| Deputy Chief Marshel | 300 | | | | | | As in PD | | | | | | | | | | | | | | | | | | | | | | | |
| Marshel | 250 | | | | | | As in PD | | | | | | | | | | | | | | | | | | | | | | | |
| Sergeant | 200 | | | | | | 3500 | | | | | | | | | | | | | | | | | | | | | | | |
| Sergeant Assistant | 150 | | | | | | 3500 | | | | | | | | | | | | | | | | | | | | | | | |
| Assembly Attendent/ Hostel Attendent/ Cleaner/Driver | | | | | | | 3000 | | | | | | | | | | | | | | | | | | | | | | | |
| Driver/ Head Driver | | | | | | | 2500 | | | | | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|--|------|---|---|---|---|-----|---|---|----|----|----|----|----|-----|----|----|----|----|----|----|----|
| Personal Assistant of MLAs in the Legislative Assembly | | | | | | | | | | | | | | 750 | | | | | | | |
| Personal Staff of Speaker /Deputy Speaker/Chairman, Financial Committee | | | | | | | | | | | | | | | | | | | | | |
| Private Secretary/ Additional Private Secretary /Assistant Private Secretary | 750 | | | | | | | | | | | | | | | | | | | | |
| Section Officer/Personal Assistant/Additional Personal Assistant | 550 | | | | | | | | | | | | | | | | | | | | |
| Typist/Assistant/Confidential Assistant | 500 | | | | | | | | | | | | | | | | | | | | |
| Chauffeur | 450 | | | | | | | | | | | | | | | | | | | | |
| Duffedars | 320 | | | | | | | | | | | | | | | | | | | | |
| Office Attendant | 320 | | | | | | | | | | | | | | | | | | | | |
| Gardener | 320 | | | | | | | | | | | | | | | | | | | | |
| Out of State Allowance | | | | | | | | | | | | | | | | | | | | | |
| Tourist Information Office, Chennai/Mumbai/Jaipur/Goa and Agra | | | | | | | | | | | | | | | | | | | | | |
| Tourist Information Officer | 2500 | | | | | | | | | | | | | | | | | | | | |
| Information Assistant | 2000 | | | | | | | | | | | | | | | | | | | | |
| Office Attendant | 1500 | | | | | | | | | | | | | | | | | | | | |
| Sainik Welfare | | | | | | | | | | | | | | | | | | | | | |
| Director | 750 | | | | | | | | | | | | | | | | | | | | |
| Scheduled Caste Development | | | | | | | | | | | | | | | | | | | | | |
| Scheduled Caste Development Officer Gr.I (1 Taluk) | | | | | | 350 | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|-----|-----|---|---|---|-----|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Scheduled Caste Development Officer Gr.II (1 Block) | | | | | | 300 | | | | | | | | | | | | | | | |
| S.T.Development Department | | | | | | | | | | | | | | | | | | | | | |
| Teacher-cum-Warden | 250 | | | | | | | | | | | | | | | | | | | | |
| Tribal Extension Officer(over 1 Block) | | | | | | 300 | | | | | | | | | | | | | | | |
| Tribal Extension Officer (over 2 blocks) | | | | | | 400 | | | | | | | | | | | | | | | |
| Tribal Extension Officer(over 3 Block) | | | | | | 500 | | | | | | | | | | | | | | | |
| Social Justice Department | | | | | | | | | | | | | | | | | | | | | |
| Superintendents of Homes for the Mentally Retarded, Thiruvananthapuram and Kozhikode and Custodial Care Home, Manjeri | 350 | | | | | | | | | | | | | | | | | | | | |
| Ayahs of the above Homes | 300 | | | | | | | | | | | | | | | | | | | | |
| Superintendent, Government Children's Home and Special School, Thiruvananthapuram, Kollam, Kottayam, Thrissur and Kozhikode | 150 | | | | | | | | | | | | | | | | | | | | |
| Part Time Medical Officer, Government Children's Home and Special Schools | 180 | | | | | | | | | | | | | | | | | | | | |
| Caretaker | 100 | 200 | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | |
|--|---|-----|---|---|-----|-----|------|---|----|-----|----|----|----|-----|----|----|----|----|----|----|----|--|
| Ayahs in the Home for Mentally Retarded Children | | | | | | | 2000 | | | | | | | | | | | | | | | |
| Supervisor/Chief Guard /Scavenger/ Cook/ Assistant Cook | | | | | | | | | | 120 | | | | | | | | | | | | |
| Superintendent, Govt. Children's Home and Special Schools. | | | | | | | | | | | | | | 180 | | | | | | | | |
| Deputy Superintendent /Assistant Superintendent | | | | | | | | | | | | | | 150 | | | | | | | | |
| Industrial Instructor | | | | | | | | | | | | | | 140 | | | | | | | | |
| Head Guard/Agricultural Instructor/Physical Training Instructor/Teachers | | | | | | | | | | | | | | 140 | | | | | | | | |
| Guard | | | | | | | | | | 120 | | | | 120 | | | | | | | | |
| Female Guard | | | | | | | | | | 120 | | | | 120 | | | | | | | | |
| Head Cook/Gardener/ Ayah /Watchmanm /Electrician cum Pump Operator/Driver etc. | | | | | | | | | | | | | | 110 | | | | | | | | |
| City Probation Officer | | | | | 380 | | | | | | | | | | | | | | | | | |
| Anganavadi Supervsor | | | | | | 250 | | | | | | | | | | | | | | | | |
| State Archives | | | | | | | | | | | | | | | | | | | | | | |
| Superintendent posted in the Secretariat Cellar | | 150 | | | | | | | | | | | | | | | | | | | | |
| Assistant/Clerk posted in the Secretariat Cellar | | 130 | | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|--|---|-----|-----|---|---|---|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Office Attendant posted in the Secretariat Cellar | | 100 | | | | | | | | | | | | | | | | | | | |
| Menders | | | 100 | | | | | | | | | | | | | | | | | | |
| Preservation Section | | | | | | | | | | | | | | | | | | | | | |
| Preservation Supervisor/ Mender | | 100 | | | | | | | | | | | | | | | | | | | |
| Binder/Lascar | | 100 | | | | | | | | | | | | | | | | | | | |
| State Audit Department | | | | | | | | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | |
| State Central Library | | | | | | | | | | | | | | | | | | | | | |
| Sergeant | | | | | | | 2400 | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | |
| Full Time Gardener | | | | | | | 2400 | | | | | | | | | | | | | | |
| Full Time Scavenger-cum Sweeper | | | | | | | 2400 | | | | | | | | | | | | | | |
| Part Time Gardener | | | | | | | 2400 | | | | | | | | | | | | | | |
| State Insurance | | | | | | | | | | | | | | | | | | | | | |
| Director | | 400 | | | | | | | | | | | | | | | | | | | |
| State Lotteries | | | | | | | | | | | | | | | | | | | | | |
| District Lottery Officer | | 450 | | | | | | | | | | | | | | | | | | | |
| Personal Assistant | | 450 | | | | | | | | | | | | | | | | | | | |
| Senior Superintendent/ Assistant District Lottery Officer | | 450 | | | | | | | | | | | | | | | | | | | |
| Class III Officers | | 400 | | | | | | | | | | | | | | | | | | | |
| Class IV Officers (including Attender-cum-Packer and Driver) | | 330 | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|--|-----|---|---|---|---|---|------|---|----|----|----|----|----|----|----|----|----|----|----|----|-----|
| Smithy Chargeman | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Mechanic | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Chargeman (Carpenter) | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Assistant Chargeman (Carpenter) | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Caulker Chargeman | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Caulker | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Carpenter | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Fitter | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Blacksmith | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Time Keeper | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Armature Winder | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Battery Charger | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Painter | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Upholsterer | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Moulder | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Patternmaker | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Pump Operator | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Electrician | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Welder | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Turner | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Coolie Worker | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Machinist | | | | | | | 2400 | | | | | | | | | | | | | | 450 |
| Foreman | | | | | | | | | | | | | | | | | | | | | 450 |
| Storekeeper/Assistant Storekeeper | | | | | | | | | | | | | | | | | | | | | 450 |
| Rain Coat Allowance to Lascar per year | 300 | | | | | | | | | | | | | | | | | | | | |
| Running Bata @ Rs.5.00 per hour, Stay Bata @ Rs.3.00 per hour and Special Bata @ | | | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | | | | | | | | | |
|--|-----|-----|---|---|-----|-----|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|--|--|--|--|--|--|--|--|--|
| Stationery Department | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Mechanic attending to the duty of winding the secretariat Tower Clock | 160 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Packer/Store Assistant/ Store Attendant | | 100 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | | | | | | | | | | |
| Survey and Land Records Department | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Instructor in Higher Survey/Instructor for Computer Draftsman Course (in the grade of Head Surveyor) | 130 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Instructor in Chain Survey in the grade of Surveyor Gr. I | 120 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Head Surveyor (1 or 2 Districts) | | | | | 320 | 350 | | | | | | | | | | | | | | | | | | | | | | | | |
| Surveyor Gr.I & Gr.II (1 Taluk) | | | | | 150 | 250 | | | | | | | | | | | | | | | | | | | | | | | | |
| Tourism | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Head Chauffeur | 500 | | | | | | 3000 | | | | | | | | | | | | | | | | | | | | | | | |
| Chauffeur | 450 | | | | | | 3000 | | | | | | | | | | | | | | | | | | | | | | | |
| Cleaner attached to File Van | 150 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Lascar attached to Central Stores, Thiruvananthapuram | 150 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|---|-----|---|---|-----|-----|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Waiter and Room Boy of Guest House, Thiruvananthapuram , Ernakulam and Kozhikode | | 250 | | | | | | | | | | | | | | | | | | | |
| Waiter and Room Boy in other Guest Houses | | 200 | | | | | | | | | | | | | | | | | | | |
| Manager ,Kerala House, Kanyakumari/Mumbai | | 300 | | | | | | | | | | | | | | | | | | | |
| Steward/Clerk ,Kerala House, Kanyakumari/Mumbai | | 220 | | | | | | | | | | | | | | | | | | | |
| Cook/Kitchen Mate/Room Boy/ Waiter/ Gardener /Lascar /Sweeper /Scavenger/ WatcherKerala House, Kanyakumari/Mumbai | | 150 | | | | | | | | | | | | | | | | | | | |
| Chauffeur | | | | | | 300 | 3000 | | | | | | | | | | | | | | |
| Boat Driver/Boat Syrang | | | | | | 220 | | | | | | | | | | | | | | | |
| Boat Deck Man/ BoatLascar/Cleaner | | | | | | 220 | | | | | | | | | | | | | | | |
| Curator/Superintendent, Government Gardens/Manager, Residential Bungalow | | | | | 320 | | | | | | | | | | | | | | | | |
| Manager | | | | | | | 2400 | | | | | | | | | | | | | | |
| Steward | | | | | | | 2400 | | | | | | | | | | | | | | |
| Cook | | | | | | | 2400 | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|------|---|---|---|-----|---|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Butler | | | | | | | 2400 | | | | | | | | | | | | | | |
| Hospitality Attentendent | | | | | | | 2400 | | | | | | | | | | | | | | |
| Lascar/Sweeper | | | | | | | 2400 | | | | | | | | | | | | | | |
| Treasuries | | | | | | | | | | | | | | | | | | | | | |
| Director | 450 | | | | | | | | | | | | | | | | | | | | |
| Teller | 300 | | | | | | | | | | | | | | | | | | | | |
| Treasurer | 900 | | | | | | | | | | | | | | | | | | | | |
| Junior Accountant (Data Entry) | 120 | | | | | | | | | | | | | | | | | | | | |
| Staff discharging the duties of System Assistance in Treasuries | 450 | | | | | | | | | | | | | | | | | | | | |
| Chief Co-ordinator | 4000 | | | | | | | | | | | | | | | | | | | | |
| State Co-ordinator | 3000 | | | | | | | | | | | | | | | | | | | | |
| District Co-ordinator | 2000 | | | | | | | | | | | | | | | | | | | | |
| System Administrator | 1000 | | | | | | | | | | | | | | | | | | | | |
| System Attender | 500 | | | | | | | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | |
| University Appellate Tribunal | | | | | | | | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | |
| Urban Affairs Department | | | | | | | | | | | | | | | | | | | | | |
| Corporation Secretary | | | | | 900 | | | | | | | | | | | | | | | | |
| Municipal Secretary Gr.I | | | | | 750 | | | | | | | | | | | | | | | | |
| Municipal Secretary Gr.II | | | | | 650 | | | | | | | | | | | | | | | | |
| Municipal Secretary Gr.III | | | | | 500 | | | | | | | | | | | | | | | | |
| Vigilance & Anti-Corruption Bureau | | | | | | | | | | | | | | | | | | | | | |
| Legal Adviser | 400 | | | | | | | | | | | | | | | | | | | | |
| Additional Legal Adviser | 300 | | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|-----|-----|---|---|-----|-----|------|---|----|----|----|----|----|----|----|----|----|----|------|----|----|
| Superintendent of Police (Non-I.P.S) | 300 | | | | | | 2625 | | | | | | | | | | | | 2000 | | |
| Deputy Superintendent of Police (HG) | | | | | | | 2625 | | | | | | | | | | | | 1800 | | |
| Deputy Superintendent of Police | 200 | 250 | | | | | 2625 | | | | | | | | | | | | 1200 | | |
| Circle Inspector (HG) | | | | | | | 2550 | | | | | | | | | | | | 1050 | | |
| Circle Inspector | 160 | 200 | | | | | 2550 | | | | | | | | | | | | 950 | | |
| Sub Inspector | 150 | 200 | | | | 450 | 2550 | | | | | | | | | | | | 800 | | |
| Assistant Sub Inspector | | | | | | | 2550 | | | | | | | | | | | | 750 | | |
| Havildar Driver (Staff Car) | 250 | 150 | | | | 350 | 2000 | | | | | | | | | | | | | | |
| Head Constable | 120 | 150 | | | | 350 | 2000 | | | | | | | | | | | | 650 | | |
| Police Constable | 120 | 130 | | | | 270 | 2000 | | | | | | | | | | | | 500 | | |
| Ministerial Staff (All Categories) | 130 | | | | | | | | | | | | | | | | | | | | |
| Executive Engineer (Mech) | | | | | | | | | | | | | | | | | | | 1600 | | |
| Executive Engineer (Civil) | | | | | | | | | | | | | | | | | | | 1700 | | |
| Asst. Executive Engineer (Civil) | | | | | | | | | | | | | | | | | | | 1600 | | |
| Police Driver | | 130 | | | | 270 | 2000 | | | | | | | | | | | | 500 | | |
| Vigilance Tribunal | | | | | | | | | | | | | | | | | | | | | |
| Confidential Assistant | 400 | | | | | | | | | | | | | | | | | | | | |
| Driver | 350 | | | | | | | | | | | | | | | | | | | | |
| Office Attendant/ Duffedar/Sweeper cum Watchman | 300 | | | | | | | | | | | | | | | | | | | | |
| Municipal Common Service | | | | | | | | | | | | | | | | | | | | | |
| Health Officer Gr I, II & III | | | | | 540 | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|--|---|---|---|---|-----|---|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Revenue Officer, Corporation | | | | | 540 | | | | | | | | | | | | | | | | |
| Assistant Health Officer, Corporation of Cochin | | | | | 540 | | | | | | | | | | | | | | | | |
| Family Planning Extension Educator | | | | | 270 | | | | | | | | | | | | | | | | |
| Revenue Inspector | | | | | 270 | | | | | | | | | | | | | | | | |
| Assistant Revenue Officer Cochin Corporation | | | | | 270 | | | | | | | | | | | | | | | | |
| Health Inspector Gr I & II | | | | | 270 | | 2000 | | | | | | | | | | | | | | |
| Health Supervisor | | | | | 270 | | 2000 | | | | | | | | | | | | | | |
| Veterinary Surgeon | | | | | 270 | | | | | | | | | | | | | | | | |
| Revenue Officer (Municipality) | | | | | 270 | | | | | | | | | | | | | | | | |
| Health Visitor | | | | | 270 | | | | | | | | | | | | | | | | |
| Jr. Health Inspector Gr I & II | | | | | 170 | | 2000 | | | | | | | | | | | | | | |
| Junior Public Health Nurse Grade II & II (HG) | | | | | 170 | | 1800 | | | | | | | | | | | | | | |
| Sanitary Maistries doing the work of Junior Health Inspector | | | | | 170 | | | | | | | | | | | | | | | | |
| Family Planning Welfare worker | | | | | 170 | | | | | | | | | | | | | | | | |
| Bill Collector | | | | | 170 | | | | | | | | | | | | | | | | |
| Town Planning Surveyor | | | | | 170 | | | | | | | | | | | | | | | | |
| Surveyor | | | | | 170 | | | | | | | | | | | | | | | | |
| Water Works Inspector | | | | | 150 | | | | | | | | | | | | | | | | |
| Meter Reader | | | | | 150 | | | | | | | | | | | | | | | | |
| Female Attendant | | | | | 150 | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|-----|---|---|---|-----|---|------|---|----|----|----|----|----|-----|----|----|----|----|----|----|----|
| Motor Mechanics Gr.I and Gr.II | | | | | 150 | | | | | | | | | | | | | | | | |
| Chainman | | | | | 150 | | | | | | | | | | | | | | | | |
| Meter Inspector | | | | | 150 | | | | | | | | | | | | | | | | |
| Work Superintendent | | | | | 150 | | | | | | | | | | | | | | | | |
| Lineman | | | | | 150 | | | | | | | | | | | | | | | | |
| Plumber | | | | | 150 | | | | | | | | | | | | | | | | |
| Fitter | | | | | 150 | | | | | | | | | | | | | | | | |
| Driver | | | | | | | 2400 | | | | | | | | | | | | | | |
| Special Allowance to the Staff of the O/o Commissioner of Entrance Examinations | | | | | | | | | | | | | | | | | | | | | |
| Pay Range Rs.32300 and above | 850 | | | | | | | | | | | | | | | | | | | | |
| Pay Range Rs.29200to Rs.32299 | 800 | | | | | | | | | | | | | | | | | | | | |
| Pay Range Rs.23400 to Rs.29199 | 700 | | | | | | | | | | | | | | | | | | | | |
| Pay Range below Rs.23400 | 650 | | | | | | | | | | | | | | | | | | | | |
| Special allowance admissible to employees handling cash | | | | | | | | | | | | | | | | | | | | | |
| Over Rs.1,00,000/- and up to Rs.2,00,000/- | 350 | | | | | | | | | | | | | | | | | | | | |
| Over Rs.2,00,000 and up to Rs.5,00,000/- | 400 | | | | | | | | | | | | | | | | | | | | |
| Over Rs.5,00,000/- and up to Rs.10,00,000/- | 450 | | | | | | | | | | | | | | | | | | | | |
| Over Rs.10,00,000/- | 500 | | | | | | | | | | | | | | | | | | | | |
| Special Allowance granted to the Staff in the Kerala State Election Commission during the election | | | | | | | | | | | | | | | | | | | | | |
| Pay Range of Rs.32300 and above | | | | | | | | | | | | | | 850 | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|-----|---|---|---|---|---|---|---|----|----|----|----|----|-----|----|----|----|----|----|----|----|
| Pay Range of Rs.29200 to Rs.32299 | | | | | | | | | | | | | | 800 | | | | | | | |
| Pay Range of Rs.23400 to Rs.29199 | | | | | | | | | | | | | | 700 | | | | | | | |
| Pay Range below Rs.23400 | | | | | | | | | | | | | | 600 | | | | | | | |
| Common Category | | | | | | | | | | | | | | | | | | | | | |
| Personal Assistant, Personal Assistant (HG) and Confidential Assistant to Chairman KPSC, Advocate General, Commissioners, Commercial Taxes, Land Revenue, Civil Supplies and Excise, DPI, Director of Agriculture, Principal CCF, Enquiry Commissioner and Spl. Judges, DHS, DME, Transport Commissioner, DGP, Chief Engineer (PWD/Irrigation Admn.), District Collectors and District Judges | 550 | | | | | | | | | | | | | | | | | | | | |
| Driver attached to the above Officers | 400 | | | | | | | | | | | | | | | | | | | | |
| Office Attentendent, Duffedar attached to the above Officers | 320 | | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|--|-----|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Personal Assistant /Confidential Assistant of Members, KPSC and of Additional Director General of Police ,Personal Assistant (HG) to Members of KPSC | 400 | | | | | | | | | | | | | | | | | | | | |
| Personal Assistant, Personal Assistant (HG) and Confidential Assistant to , Addl. Advocate General, Other Heads of Departments, SPs and Higher Ranked Police Officers of and including the level of Inspector General of Police, DIG(Vig.), Legal Advisor (Vig.), Addl. Legal Advisor(Vig.) and Presiding Officers of other subordinate Courts | 200 | | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|-----|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Personal Assistant and Confidential Assistant to Additional Secretaries to Govt., Secretary Legislature, Additional Secretary Legislature, Addl Advocate General, Other Heads of Department, SPs and High Rank Police Officers of and including the level of Inspector General of Police, DIG(Vig), Legal Advisor(Vig) Addl Legal Advisor(Vig) and Presiding Officers of Subordinate Courts | 200 | | | | | | | | | | | | | | | | | | | | |
| Peons/Duffedars attached to the above Officers | 120 | | | | | | | | | | | | | | | | | | | | |
| Drivers including Motor Boat Driver, Boat Driver and Syrang, Tractor Driver, Roller Driver and Assistant Driver | 200 | | | | | | | | | | | | | | | | | | | | |
| Drivers in charge of Heavy Duty Vehicles, the unladen weight of which exceeds 12000 Kgs | 250 | | | | | | | | | | | | | | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|--|-----|-----|---|---|---|---|------|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Senior most Typist working as Fair Copy Superintendent in an office having 4 or 5 Typists | 120 | | | | | | | | | | | | | | | | | | | | |
| Peon doing work as Night Watcher | 300 | | | | | | | | | | | | | | | | | | | | |
| Last Grade Employees attending to Treasury Duty where in the average monthly transaction of the office shall be above RS.1,00,000/-. | 200 | | | | | | | | | | | | | | | | | | | | |
| Cook | | 120 | | | | | | | | | | | | | | | | | | | |
| Office Attendant/ Attender/ Typist/ Confidential Assistant (operating photocopiers) | | 100 | | | | | | | | | | | | | | | | | | | |
| Driver | | | | | | | 1600 | | | | | | | | | | | | | | |
| Secret Section | | | | | | | | | | | | | | | | | | | | | |
| Superintendent | 130 | | | | | | | | | | | | | | | | | | | | |
| Clerk/Typist | 120 | | | | | | | | | | | | | | | | | | | | |
| Peon | 100 | | | | | | | | | | | | | | | | | | | | |