

## 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 21<sup>st</sup> 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 7<sup>th</sup> 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 2<sup>nd</sup> 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, Chariman
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. Smt. Kavitha A.L., Confidential Assistant
22. Smt. Veena Bose. S., Confidential Assistant
23. Sri. Sunilkumar S., Clerical Assistant

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

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## CHAPTER 1

### *Introduction*

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#### **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 examines 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 o 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](http://www.prc2014.kerala.gov.in)

Commission publishes the Questionnaire.

- September 2014: The Commission shifts to its new office premises at Nanthancode in the 5<sup>th</sup> 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 20<sup>th</sup> September 2014.

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

Government extends the tenure of the Commission to 30<sup>th</sup> June 2015.

- February 2015: The Commission makes a courtesy call on the 7<sup>th</sup> 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/Telengana 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 1<sup>st</sup> 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 2<sup>nd</sup> 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.

<b>Name of Consultants</b>	<b>Area of study</b>
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) Department	Joint Finance	Lateral Entry System, Time Bound Higher Grade Promotion and Career Advancement Promotion
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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.
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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 14<sup>th</sup> 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 1<sup>st</sup> 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 8<sup>th</sup> 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**

<b><u>GAZETTED SCALES vide G.O. (P)</u></b> <b><u>No.434/60/Fin. dated 8-9-60</u></b>	<b><u>NON- GAZETTED SCALES vide G.O. (P)</u></b> <b><u>No.150/58/Fin. dated 23-6-58.</u></b>
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**

<b><u>GAZETTED PAY SCALES vide G.O.(P)</u></b> <b><u>No.112/66/Fin. dated 5-4-66.</u></b>	<b><u>NON- GAZETTED PAY SCALES vide</u></b> <b><u>G.O.(P) ) 112/66/Fin. dated 5-4-66,</u></b> <b><u>G.O.(P)No.300/66/Fin. dated 5-7-66,</u></b> <b><u>G.O.(P)223/66/Fin. dated 26-5-66, G.O.(P)</u></b> <b><u>No.370/66/Fin. dated 12-8-66.</u></b>
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)**

<b>Class I</b>	
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)
<b>Class II</b>	
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)
<b>Class III</b>	
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)
<b>Class IV</b>	
27	70 - 3 -115 (15 years)

**SCHEDULE OF PAY SCALES AS ON 1-7-1973**  
(G.O. (P) No.91/74 Fin. dated 5-4-74)

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. dated 25-9-93 & G.O.(P) No.930/93(2)/Fin. dated 8-12-93)**

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. dated 25-11-98)

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
<b>Master Scale</b>	
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
	<b>Master Scale</b>		<b>Master Scale</b>
	<b>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</b>		<b>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</b>

## CHAPTETR 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 average<sup>1</sup>. 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 7<sup>th</sup> 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.

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<sup>1</sup> 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 8<sup>th</sup> 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 68<sup>th</sup> 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<sub>URP</sub>(uniform reference period) and the second, MPCE<sub>MRP</sub> (mixed reference period). The data from Schedule Type II gave a single measure of MPCE called MPCE<sub>MMRP</sub> (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 66<sup>th</sup> 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<sub>URP</sub> estimates are used.

Table 4.2

Average MPCE<sub>URP</sub> 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). 61<sup>st</sup> round refers to 2004-05, 64<sup>th</sup> to 2007-08 and 68<sup>th</sup> to 2011-12.

- 4.6 As may be seen from Table 4.2, average MPCE has increased by 84 per cent between the 64<sup>th</sup> (2007-08) and 68<sup>th</sup> (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 68<sup>th</sup> 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 68<sup>th</sup> 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 Table4.5 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.

Table4.5

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	$\frac{1.69 \times 116061 = 196143}{12} = 16345$	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 9<sup>th</sup> 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
Total	₹ 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
Total	₹ 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 <sup>1</sup>/<sub>3</sub> %.
- 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 inter-changeable 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
		<b>Common Pool Librarians</b>		
	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
		<b>Miscellaneous Categories</b>		
	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:**

	Sl. 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	Consolidated pay of 18000

				12000	
	33.	AC Mechanic (on contract)	3	Consolidated pay of 11000/-	Consolidated pay of 17000/-
		<b>Agriculture Engineering Wing</b>			
	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
		<b>Farm Information Bureau</b>			
	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
	<b>Animal Husbandry</b>			
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
	<b>Common Category</b>			
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	2	As in CC	As in CC

		Operator			
	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
		<b>Miscellaneous</b>			
	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 Disease Investigation Officer/Standardization Officer/Project Officer, Live	24	36140-49740	72000-110400

		Stock Disease Control/ tate 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 Farm/Superintendent, Buffalo Breeding farm/Assistant Project			58050- 101400

		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 <b>Officer/Assistant Director, Cattle Sterility(HG)</b>			
a	9.	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, Cattle Sterility	384	22360-37940	48000-89000



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
		<b>Posts held by personnel of other departments</b>			
	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
		<b>Common Category</b>			
	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) 1/3<sup>rd</sup> 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:**

	<b>Sl. No</b>	<b>Designation</b>	<b>No. of post</b>	<b>Existing scale of pay</b>	<b>Revised scale of pay</b>
	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
		<b>Posts held by personnel of other Department</b>			

	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	<b>Common Categories</b>			
	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**

	<b>Sl. No.</b>	<b>Designation</b>	<b>No. of Posts</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	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

		<b>Common Category</b>			
	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. 1/3<sup>rd</sup> 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)
		<b>Drugs Standardization unit</b>			
	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
		<b>Pharmacognosy Unit</b>			
	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
	<b>Post held by personnel of other departments</b>			
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
	<b>Common Category</b>			
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 13<sup>th</sup> 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 chemico-legal 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  $\frac{1}{3}$  %.
- v) Normal revision is recommended to all other posts.

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

	<b>Sl. No</b>	<b>Designation</b>	<b>No. of posts</b>	<b>Existing scale of pay</b>	<b>Revised scale of pay</b>
	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
<b>a</b>	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>b</b>	7.	Technical Assistant/Serological	25	13900-24040	27800-56700

		Assistant			
	8.	Glass Blower	3	11620-20240	23400-48000
	9.	Laboratory Assistant (HG)		10480-18300	22200-45800
<b>c</b>	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
		<b>Post held by personnel of other departments</b>			
	14.	Administrative Officer		As in PD	As in PD
	15.	Finance Officer		As in PD	As in PD
		<b>Common Category</b>			
	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
		<b>TOTAL</b>	<b>173</b>		

- a. The existing HG ratio 1:2 will continue.
- b. 1/3<sup>rd</sup> of the post of technical Assistant / Serological Assistant taken together will be in HG.
- c. 1/3<sup>rd</sup> 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**

	<b>Sl. No.</b>	<b>Name of Post</b>	<b>No. of posts</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	1.	Director	1	IAS	IAS
	2.	Controller of Rationing	1	40640-	81000-

				57440	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) 1/3<sup>rd</sup> of the posts will be in HG
- c) 1/3<sup>rd</sup> 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 appointed 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	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
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, Mridgangam, 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)	7		
30	Supporting Artist in Mridangam (Bharathanatyam, Mohiniyattom, Dance(Kerala nadanam))		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	306	8960-14260	19000-39500
45	Library Attender		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
	<b>Common Category</b>			
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	Existing scale of	Revised scale of pay
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			post	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/Superintendant 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
	<b>Common Category</b>				
	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
		<b>Total</b>	<b>4611</b>		

- 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 9<sup>th</sup> 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
	<b>Post held by personnel of other departments</b>			
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) 1/3<sup>rd</sup> 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**

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

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

- a) 25% of the posts will be in the HG.
- b) 1/3<sup>rd</sup> 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:**

<b>Sl No</b>	<b>Designation</b>	<b>No. of posts</b>	<b>Existing scale of pay</b>	<b>Existing scale of pay</b>
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
	<b>Total</b>	<b>17</b>		

#### **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 (Diary) 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
		<b>Posts held by Personnel of other Departments</b>			
	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
		<b>Common Category</b>			
	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
		<b>Total</b>	<b>1064</b>		

- 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**

	<b>Sl. No.</b>	<b>Designations</b>	<b>No. of posts</b>	<b>Existing pay scale</b>	<b>Revised pay scale</b>
	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
		<b>Post held by personnel of other departments</b>			
	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
		<b>Common Category</b>			
	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:**

SI. 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
	<b>Posts held by personnel of other Departments</b>			
30.	Deputy Drugs Controller(ASU)	1		AICTE Scale
31.	Statistical Assistant	1		As in PD
32.	Librarian	1		As in PD
	<b>Common Category</b>			
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
	<b>Total</b>	<b>354</b>		

- 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
<b>a</b>	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>b</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
		<b>Posts held by Personnel of other Departments</b>			
	20.	Senior Administrative Officer	1	As in PD	As in PD
		<b>Common Category</b>			
	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
		<b>Total</b>	<b>2503</b>		

- 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
<b>a</b>	5.	Electrical Inspector	13	36140-49740	72000-110400
	6.	Deputy Electrical Inspector (HG)	18	24040-38840	48000-89000
<b>b</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
<b>c</b>	10.	Skilled Assistant(Sr.Gr.)	46	13900-24040	27800-56700
<b>c</b>	11.	Skilled Assistant(H.G)		11620-20240	23400-48000
<b>c</b>	12.	Skilled Assistant		9190-15780	21100-43600
	13.	Night Watcher	2	8500-13210	17000-35700
	<b>Posts held by personnel of other Departments</b>				
	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
	<b>Common Category</b>				
	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
	<b>Total</b>	<b>446</b>		

- a. Existing 25% of HG will continue.
- b. Existing ratio of 1/3<sup>rd</sup> 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:**

	Sl. 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	5	10480-18300	22200-45800

		Grade II			
		<b>Common Category</b>			
	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**

	<b>Sl. No.</b>	<b>Designation</b>	<b>No. of Posts</b>	<b>Existing scale of Pay</b>	<b>Revised scale of Pay</b>
	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
	<b>Post held by personnel of other department</b>			
7	Administrative Officer	1	As in PD	As in PD
8	Finance Officer	1	As in PD	As in PD
	<b>Common Category</b>			
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) 1/3<sup>rd</sup> 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 4<sup>th</sup> 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 4<sup>th</sup> 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 4<sup>th</sup> 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
<b>Post held by Personnel of other Departments</b>					
	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
	<b>Common Category Posts</b>				
	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 &	1	42640-58640	85000-

		Boilers			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
<b>a</b>	7.	Inspector of Factories & Boilers Gr II	17	20740-36140	41500-83000
	8.	Additional Inspector of Factories (HG)	8	19240-34500	39500-79200
<b>a</b>	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



		<b>Posts held by Personnel of other Departments</b>			
	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
		<b>Common Category</b>			
	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
		<b>Total</b>	<b>269</b>		

- 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  $1\frac{1}{3}$ <sup>rd</sup> 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  $1\frac{1}{3}$  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:

	<b>Sl. No.</b>	<b>Name of Post</b>	<b>No. of Posts</b>	<b>Existing Scale of pay</b>	<b>Revised Scale of pay</b>
	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		13900-24040	27800-56700

		Pump Operator Gr.I			
	16.	Fireman Driver Cum Pump Operator Gr.II	828	10480-18300	22200-45800
	17.	Fireman	2542	10480-18300	22200-45800
	<b>Post held by personnel of other Department</b>				
	18.	Administrative Officer	1	As in PD	As in PD
	<b>Common Category</b>				
	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 1<sup>st</sup> 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 1/3<sup>rd</sup> higher 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:**

	<b>Sl. No</b>	<b>Designation</b>	<b>No. of posts</b>	<b>Existing scale of pay</b>	<b>Revised scale of pay</b>
	<b>1.</b>	Director	1	IAS	IAS
	<b>2.</b>	Additional Director	1	42640-58640	85000-117600
	<b>3.</b>	Joint Director	6	36140-49740	72000-110400
	<b>4.</b>	Deputy Director (HG)		29180-43640	58050-101400
<b>a</b>	<b>5.</b>	Deputy Director	16	24040-38840	48000-89000
	<b>6.</b>	Assistant Director /CEO/Project Officer	24	21240-37040	43600-85000
	<b>7.</b>	Deputy Registrar of Co-operative Societies (Fisheries)	1	21240-37040	43600-85000
	<b>8.</b>	Assistant Registrar of Co-operative Societies (Fisheries) (HG)			41500-83000
	<b>9.</b>	Assistant Registrar of Co-operative Societies (Fisheries)	7	19240-34500	39500-79200
	<b>10.</b>	Fresh Water Biologist	1	18740-33680	37500-75600
	<b>11.</b>	Extension Officer	60	18740-33680	37500-75600
	<b>12.</b>	Aqua Culture Expert	19	18740-33680	37500-75600
	<b>13.</b>	Fishery Development Officer Gr.I	28	16180-29180	32300-65400
	<b>14.</b>	Senior Co-operative Inspector(HG)			33900-68700

	<b>15.</b>	Senior Co-operative Inspector	14	16180-29180	32300-65400
	<b>16.</b>	Foreman/Senior Mechanical Instructor (HG)	5	16180-29180	32300-65400
<b>b</b>	<b>17.</b>	Foreman/Senior Mechanical Instructor	10	14620-25280	29200-59400
	<b>18.</b>	Fishery Development Officer Gr.II	11	14620-25280	29200-59400
	<b>19.</b>	Research Assistant	7	14620-25280	29200-59400
	<b>20.</b>	Curator	1	14620-25280	29200-59400
	<b>21.</b>	Assistant Extension Officer	10	14620-25280	29200-59400
	<b>22.</b>	Inspector of Fisheries	26	14620-25280	29200-59400
	<b>23.</b>	Technical Assistant	22	14620-25280	29200-59400
	<b>24.</b>	Fish Culture Officer	3	14620-25280	29200-59400
	<b>25.</b>	Fish Farm Manager	1	14620-25280	29200-59400
<b>c</b>	<b>26.</b>	Mechanical Instructor Gr I	6	13900-24040	27800-56700
<b>c</b>	<b>27.</b>	Mechanical Instructor Gr II	5	11620-20240	23400-48000
	<b>28.</b>	Sub Inspector of Fisheries	86	11620-20240	26500-54000
	<b>29.</b>	Laboratory Assistant	1	11620-20240	23400-48000
	<b>30.</b>	Nursery Keeper	3	9190-15780	20000-41500
	<b>31.</b>	L D Investigator	5	9190-15780	20000-41500
	<b>32.</b>	Lascar Gr II	5	8960-14260	19000-39500
	<b>33.</b>	Cook	17	8960-14260	19000-39500
	<b>34.</b>	Tindal Cum Driver	2	8960-14260	19000-39500
	<b>35.</b>	Ticket Collector	2	8960-14260	19000-39500
	<b>36.</b>	Fisherman cum Watchman	5	8730-13540	18000-37500
	<b>37.</b>	Petty Yard Officer	8	8730-13540	18000-37500

	<b>38.</b>	Laboratory Attender	1	8730-13540	18000-37500
	<b>39.</b>	Oil Man	1	8730-13540	18000-37500
	<b>40.</b>	Mess Boy/Mess Girl	9	8500-13210	17000-35700
	<b>41.</b>	Deckman	7	8500-13210	17000-35700
		<b>Regional Fisheries Technical High School</b>			
	<b>42.</b>	Headmaster	10	20740-36140	41500-83000
	<b>43.</b>	High School Assistant	47	14620-25280	30700-62400
	<b>44.</b>	Warden Cum Tutor	3	9190-15780	20000-41500
	<b>45.</b>	Physical Education Teacher	3	13900-24040	27800-56700
		<b>Miscellaneous Category</b>			
	<b>46.</b>	Boat Driver/Engine Driver	3	9190-15780	20000-41500
	<b>47.</b>	Boat Syrang	4	9190-15780	20000-41500
	<b>48.</b>	Roneo Operator	1	8960-14260	19000-39500
		<b>Posts held by personnel of other Departments</b>			
	<b>49.</b>	Senior Administrative Officer	1	As in PD	As in PD
	<b>50.</b>	Superintendent of Police (Marine Enforcement)	1	As in PD	As in PD
	<b>51.</b>	Senior Finance Officer	1	As in PD	As in PD
	<b>52.</b>	Deputy Director (Statistics)	1	As in PD	As in PD
	<b>53.</b>	Law Officer	1	As in PD	As in PD
	<b>54.</b>	Chief Guards	1	As in PD	As in PD
	<b>55.</b>	Research Officer(Statistics)	1	As in PD	As in PD
	<b>56.</b>	Inspector of Guards	3	As in PD	As in PD
	<b>57.</b>	Sub Inspector of Guards	6	As in PD	As in PD
	<b>58.</b>	Research Assistant	2	As in PD	As in PD



	<b>59.</b>	Head Guard	12	As in PD	As in PD
	<b>60.</b>	Statistical Assistant Grade I	1	As in PD	As in PD
	<b>61.</b>	Guard	38	As in PD	As in PD
	<b>62.</b>	Statistical Assistant Grade II	1	As in PD	As in PD
		<b>Common Category</b>			
	<b>63.</b>	Administrative Assistant	4	As in CC	As in CC
	<b>64.</b>	Senior Superintendent	3	As in CC	As in CC
	<b>65.</b>	Junior Superintendent	19	As in CC	As in CC
	<b>66.</b>	Fair Copy Superintendent	2	As in CC	As in CC
	<b>67.</b>	Head Clerk	10	As in CC	As in CC
	<b>68.</b>	Selection Grade Typist	12	As in CC	As in CC
	<b>69.</b>	Senior Clerk	78	As in CC	As in CC
	<b>70.</b>	U.D Typist	14	As in CC	As in CC
	<b>71.</b>	Confidential Assistant Gr.I	9	As in CC	As in CC
	<b>72.</b>	Clerk	78	As in CC	As in CC
	<b>73.</b>	L.D Typist	14	As in CC	As in CC
	<b>74.</b>	Clerk Typist	15	As in CC	As in CC
	<b>75.</b>	Driver Sr Gr	8	As in CC	As in CC
	<b>76.</b>	Driver Grade I	8	As in CC	As in CC
	<b>77.</b>	Driver Grade II	10	As in CC	As in CC
	<b>78.</b>	Driver- cum-Operator	1	As in CC	As in CC
	<b>79.</b>	Binder Gr II	1	As in CC	As in CC
	<b>80.</b>	Attender Gr II	1	As in CC	As in CC
	<b>81.</b>	Office Attendant	198	As in CC	As in CC
	<b>82.</b>	Watchman/Cleaner	52	As in CC	As in CC

	<b>83.</b>	Full Time Sweeper	9	As in CC	As in CC
	<b>84.</b>	Part Time Sweeper	60	As in CC	As in CC
		<b>Total</b>	<b>1184</b>		

- 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)  $\frac{1}{3}$  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) 1/3<sup>rd</sup> 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:**

	<b>Sl. No</b>	<b>Name of post</b>	<b>No. of posts</b>	<b>Existing scale of pay</b>	<b>Revised scale of pay</b>
		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

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- 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.

		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
		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
	<b>Post held by personnel of other Departments</b>				

		<b><u>Economics and Statistics</u></b>			
		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
		<b><u>Survey and Land Records</u></b>			
		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
		<b><u>Judiciary</u></b>			
		Tribunal Judge	1	As in PD	As in PD
		<b><u>Secretariat</u></b>			
		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
		<b><u>AG's Office</u></b>			
		Finance Manager	1	As in PD	As in PD
		<b><u>Animal Husbandry</u></b>			
		Forest Veterinary Officer	2	As in PD	As in PD
		Assistant Veterinary Officer	2	As in PD	As in PD
		<b><u>PWD</u></b>			
		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
		<b><u>Police</u></b>			
		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
		<b><u>Health</u></b>			
		Pharmacist	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
		<b><u>Kerala Water Authority</u></b>			
		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:**

Sl. 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
	<b>IEDC/IEDSS</b>			
22.	Deputy Director	1	24040-38840	48000-89000
23.	Special Educator	1	20740-36140	41500-83000
24.	Co-ordinator	1	20740-36140	41500-83000
	<b>(CARE)- Noon Meal Programme</b>			
25.	Senior Administrative Assistant	1	24040-38840	48000-89000
26.	Supervisor (Noon Feeding)	15	18740-33680	37500-75600
	<b>Examination Wing</b>			
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
	<b>Text Books</b>			
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
	<b>Office of the Deputy Director, Education</b>			
36.	Deputy Director	14	24040-38840	48000-89000
	<b>District Institute of Education &amp; Training (DIET)</b>			
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
	<b>District &amp; Sub District Office</b>			
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
	<b>TTI for In-Service Training in Hindi</b>			
50.	Chief Instructor	2	20740-36140	41500-83000
51.	Instructor	8	14620-25280	29200-59400
	<b>Secondary School (Including Training</b>			

		<b>Schools)</b>			
	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
		<b>Instructors And Specialist Teachers</b>			
	58.	Instructor (Engineering/Printing Tech/Agri.)	6997	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)		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)	7166	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		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
		<b>Upper Primary &amp; Lower Primary Schools</b>			
	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	15847	16980-31360	33900-68700

		Pandit/Hindi Pandit/Drill Master/Drawing Master/Bhagavathar(Bharathanatiy am, Kathakali) Sel. Grade (Specialization details shown at the end)			
c	78.	Teacher/Instructor/Fishing Technology Assistant/ Matron/Sewing Mistress/Pandit/Junior Pandit/Hindi Pandit/Drill Master/Drawing Master/Bhagavathar(Bharathanatiy am, 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(Bharathanatiy am, 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		13210-22360	26500-54000



		Grade II	21451		
C	83.	Teacher/Instructor/Fishing Technology Assistant/ Matron/Sewing Mistress/Pandit/Junior Pandit/Hindi Pandit/Drill Master/Drawing Master/Bhagavathar(Bharathanatnam, Kathakali) Grade II (Specialization details shown at the end)		13210-22360	26500-54000
	84.	Attender(Kathakali Chutti)		11620-20240	23400-48000
	85.	Teacher (craft)		11620-20240	23400-48000
	86.	Instructor Work Experience Programme		11620-20240	23400-48000
		<b>Schools for the Handicapped</b>			
	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	42	18740-33680	37500-75600

		training) Sen. Grade			
	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.	Braillist, 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.	Braillist (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
	<b>Subordinate Staff</b>			
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
	<b>Part Time Posts</b>			
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.	Brailist	13	9190-15780	20000-41500
159.	Specialist Teacher	-	9190-15780	20000-41500
	<b>Common category</b>			
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 9<sup>th</sup> 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 14<sup>th</sup> 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:**

SI. 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/Hydrology/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
<b>POST HELD BY PERSONNEL OF OTHER DEPARTMENTS</b>				
50.	Sr. Finance Officer	1	As in PD	As in PD
51.	Administrative Officer Gr. II	1	As in PD	As in PD
<b>COMMON CATEGORY</b>				
52.	Senior Superintendant	1	As in CC	As in CC
53.	Jr. Superintendant	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. 1/3<sup>rd</sup> 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 14<sup>th</sup> 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:**

	<b>Sl. No.</b>	<b>Name of Post</b>	<b>No. of Posts</b>	<b>Existing scale of pay</b>	<b>Revised scale of pay</b>
	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.	DraftsmanGr .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

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a. Grade ratio as applicable in PWD

	24.	Lascar/Chainman	34	8500-13210	17000-35700
	<b>Post held by personnel of other department</b>				
	25.	Finance Officer	1	AS IN PD	AS IN PD
	26.	Divisional Accountant	8	AS IN CC	AS IN CC
	<b>Common Category</b>				
	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 3<sup>rd</sup> tier, District Hospitals in the 4<sup>th</sup> tier, and Medical College Hospitals in the 5<sup>th</sup> 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 outside 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 6<sup>th</sup> stage of the Scale of Rs.24040-38840, the Civil Surgeon/Consultant/Assistant Director start on 5<sup>th</sup> stage of the Scale of Rs.36140-49740, the Deputy Director/Civil Surgeon (HG)/Senior Consultant start on

5<sup>th</sup> stage of the scale of Rs.44640-58640, Additional Director/Chief Consultant/Director PH Lab start on 5<sup>th</sup> stage of the scale of Rs.46640-59840 and Director of Health Services start on 5<sup>th</sup> 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 8<sup>th</sup> 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 10<sup>th</sup> 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
		<b>Administrative Cadre</b>			
#	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
<b>Speciality Cadre</b>					
	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)	<b>7</b>	36140-49740	72000-110400
	14.	Junior Consultant (Various Specialities)	<b>955</b>	24040-38840	48000-89000
a	15.	Junior Dental Consultant (various specialities)	<b>17</b>	20740-36140	41500-83000
<b>General Cadre</b>					
	16.	Civil Surgeon (HG)	<b>45</b>	44640-58640	89000-117600
	17.	Dental Civil Surgeon(HG)	<b>15</b>	44640-58640	89000-117600
a	18.	Civil Surgeon	<b>819</b>	36140-49740	72000-110400
a	19.	Dental Civil Surgeon	<b>15</b>	36140-49740	72000-110400
a	20.	Assistant Surgeon	<b>2150</b>	24040-38840	48000-89000
a	21.	Dental Assistant Surgeon	<b>62</b>	20740-36140	41500-83000
<b>DENTAL WING</b>					
b	22.	Dental Mechanic Sr. Grade	<b>6</b>	14620-25280	29200-59400
b	23.	Dental Hygienist. Sr. Grade	<b>15</b>	14620-25280	29200-59400
b	24.	Dental Mechanic Gr. I	<b>13</b>	13900-24040	27800-56700
b	25.	Dental Hygienist Gr. I	<b>32</b>	13900-24040	27800-56700
b	26.	Dental Mechanic Gr. II	<b>14</b>	11620-20240	23400-48000
b	27.	Dental Hygienist Gr. II	<b>32</b>	11620-20240	23400-48000
	28.	Dental Equipment Maintenance Technician	<b>1</b>	9940-16580	21100-43600

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- 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.

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

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

	46.	Senior Biologist	<b>3</b>	21240-37040	43600-85000
	47.	Biologist	<b>8</b>	20740-36140	41500-83000
	48.	Entomologist	<b>1</b>	20740-36140	41500-83000
	49.	District Malaria Officer (HG)	<b>4</b>	21240-37040	43600-85000
d	50.	District Malaria Officer	<b>10</b>	20740-36140	41500-83000
	51.	Assistant Entomologist	<b>8</b>	14620-25280	29200-59400
	<b>NURSING SERVICE- HOSPITAL WING</b>				
	52.	Additional Director (Nursing)	<b>1</b>	36140-49740	72000-110400
	53.	Deputy Director (Nursing)	<b>1</b>	29180-43640	58050-101400
	54.	District Nursing Officer	<b>14</b>	24040-38840	48000-89000
	55.	Assistant Director (Nursing Service)	<b>1</b>	24040-38840	48000-89000
	56.	Nursing Officer	<b>12</b>	22360-37940	45800-87000
	57.	Nursing Superintendent Gr. I	<b>90</b>	20740-36140	41500-83000
	58.	Nursing Superintendent Gr. II	<b>139</b>	18740-33680	37500-75600
e	59.	Head Nurse	<b>1503</b>	16180-29180	33900-68700
c	60.	Staff Nurse Gr. I	<b>3007</b>	14620-25280	30700-62400
c	61.	Staff Nurse Gr. II	<b>3007</b>	13900-24040	29200-59400
	62.	Honorary Nursing Sister (Fixed Pay)	<b>22</b>	5250	8000
	<b>NURSING SCHOOL/JUNIOR PUBLIC HEALTH NURSING SCHOOL</b>				
	63.	Principal, School of Nursing	<b>19</b>	24040-38840	48000-89000

d. 1/3<sup>rd</sup> 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.

	64.	Vice Principal	<b>15</b>	21240-37040	43600-85000
	65.	Senior Nursing Tutor		20740-36140	41500-83000
f	66.	Nursing Tutor	<b>87</b>	18740-33680	37500-75600
	<b>PHARMACY AND MEDICAL SUPPLIES</b>				
	67.	Assistant Director (Medical Supplies)	<b>1</b>	22360-37940	45800-87000
	68.	Stores Officer, Govt. Medical Stores	<b>1</b>	22360-37940	45800-87000
	69.	Stores Superintendent, District Medical Stores	<b>52</b>	18740-33680	37500-75600
	70.	Stores Verification Officer	<b>14</b>	18740-33680	37500-75600
	71.	Stores Officer/FW/IPP	<b>1</b>	18740-33680	37500-75600
	72.	Stores Verification Officer (District)	<b>13</b>	18740-33680	37500-75600
	73.	Pharmacist Store Keeper	<b>109</b>	16180-29180	32300-65400
	74.	Stores Superintendent, Hospital	<b>1</b>	16980-31360	33900-68700
	75.	Computer Programmer	<b>1</b>	16180-29180	32300-65400
c	76.	Pharmacist Gr. I	<b>772</b>	13900-24040	27800-56700
c	77.	Pharmacist Gr. II	<b>812</b>	11620-20240	23400-48000
	<b>PUBLIC HEALTH LABORATORY</b>				
	78.	Director/Chief Consultant	<b>1</b>	46640-59840	93000-120000
	79.	Senior Consultant	<b>1</b>	44640-58640	89000-117600
a	80.	Consultant	<b>5</b>	36140-49740	72000-110400

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.

	81.	Junior Consultant	<b>20</b>	24040-38840	48000-89000
g	82.	Scientific Officer (Sterile Solution)	<b>1</b>	20740-36140	41500-83000
g	83.	Scientific Officer (Biochemistry)	<b>1</b>	20740-36140	41500-83000
g	84.	Scientific Officer (Microbiology)	<b>1</b>	20740-36140	41500-83000
g	85.	Research Officer (Biochemistry)	<b>5</b>	19240-34500	39500-79200
	86.	Junior Proto zoologist /Scientific Officer	<b>1</b>	20740-36140	41500-83000
	<b>COMMON CATEGORIES IN LABORATORIES</b>				
	87.	Junior scientific Officer	<b>26</b>	19240-34500	39500-79200
	88.	Bacteriologist	<b>1</b>	18740-33680	37500-75600
	89.	Chemist	<b>1</b>	18740-33680	37500-75600
	90.	Store Superintendent	<b>1</b>	14620-25280	29200-59400
	91.	Food Analyst	<b>1</b>	13210-22360	26500-54000
	92.	Chemist	<b>2</b>	13210-22360	26500-54000
	<b>LABORATORY SERVICES-GENERAL</b>				
	93.	Junior Scientific Officer	<b>26</b>	19240-34500	39500-79200
	94.	District Lab Technician	<b>14</b>	18740-33680	37500-75600
	95.	Chief Lab Technician	<b>4</b>	14620-25280	29200-59400
	96.	Laboratory Technician Gr. I	<b>374</b>	13900-24040	27800-56700

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.

c					
	97.	Laboratory Technician Gr. II	<b>374</b>	11620-20240	23400-48000
	98.	Junior Laboratory Assistant	<b>93</b>	8960-14260	19000-39500
	<b>RADIOLOGY</b>				
	99.	Chief Radiographer	<b>2</b>	18740-33680	37500-75600
c	100.	Radio Grapher Gr. I	<b>80</b>	13900-24040	27800-56700
c	101.	Radio Grapher Gr. II	<b>80</b>	11620-20240	23400-48000
	<b>OTHER SUPPORTING SERVICE</b>				
	102.	Clinical Psychologist (HG)		24040-38840	48000-89000
h	103.	Clinical Psychologist	<b>18</b>	19240-34500	41500-83000
	104.	Radiation Physicist	<b>1</b>	19240-34500	39500-79200
h	105.	Psychiatric Social Worker (HG)	<b>7</b>	20740-36140	41500-83000
i	106.	Physiotherapist (General) HG	<b>5</b>	18740-33680	37500-75600
i	107.	Physiotherapist (General)	<b>12</b>	16980-31360	33900-68700
h	108.	Psychiatric Social Worker	<b>7</b>	16180-29180	32300-65400
	109.	Occupational Therapist	<b>3</b>	13900-24040	30700-62400
	<b>NUTRITION WING</b>				
	110.	State Nutrition Officer	<b>1</b>	36140-49740	72000-110400
	111.	Chief Scientific Officer (Nutrition)	<b>1</b>	29180-43640	58050-101400

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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



	112.	Technical Officer (Goiter)	<b>1</b>	19240-34500	39500-79200
b	113.	Senior Grade Dietician	<b>4</b>	19240-34500	39500-79200
b	114.	Dietician Gr. I	<b>6</b>	16180-29180	32300-65400
b	115.	Dietician Gr. II	<b>6</b>	14620-25280	29200-59400
	<b>OTHER TECHNICAL SERVICES</b>				
	116.	Blood Bank Technician Gr. I	<b>30</b>	13900-24040	27800-56700
	117.	Mortuary Technician Gr. I	<b>2</b>	13900-24040	27800-56700
	118.	Theatre Technician Gr. I	<b>5</b>	13900-24040	27800-56700
	119.	E.N.T. Technician Gr. I	<b>1</b>	13210-22360	26500-54000
	120.	E.C.G. Technician Gr. I	<b>6</b>	13210-22360	26500-54000
	121.	C.S.R. Technician Gr. I/Sterilization Technician Gr. I	<b>10</b>	13210-22360	26500-54000
	122.	Anaesthetic Technician Gr. I	<b>1</b>	13210-22360	26500-54000
	123.	Theatre Mechanic Gr. I	<b>2</b>	13210-22360	26500-54000
c	124.	Blood Bank Technician Gr. II	<b>30</b>	11620-20240	23400-48000
c	125.	Mortuary Technician Gr. II	<b>2</b>	11620-20240	23400-48000
c	126.	Theatre Technician Gr. II	<b>1</b>	11620-20240	23400-48000
j	127.	E. N.T Technician Gr. II	<b>1</b>	9940-16580	21100-43600
j	128.	E. C. G Technician Gr. II	<b>25</b>	9940-16580	21100-43600
j	129.	C. S. R Technician Gr. II/ Sterilization Technician Gr.II	<b>11</b>	9940-16580	21100-43600
j	130.	Anesthetic Technician Gr. II	<b>3</b>	9940-16580	21100-43600

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

	131.	Theatre Mechanic Gr. II	<b>3</b>	9940-16580	21100-43600
	<b>FAMILY WELFARE</b>				
	132.	State Mass Education & Media Officer	<b>1</b>	36140-49740	72000-110400
	133.	Communication Officer	<b>2</b>	24040-38840	48000-89000
	134.	Health Education Instructor	<b>2</b>	24040-38840	48000-89000
	135.	Medical Lecturer cum Demonstrator	<b>2</b>	22360-37940	45800-87000
	136.	Chief Health Education Officer	<b>1</b>	22360-37940	45800-87000
	137.	School Health Education Officer	<b>1</b>	22360-37940	45800-87000
	138.	Deputy State Mass Education and Media Officer	<b>1</b>	22360-37940	45800-87000
	139.	Training Co-ordinator	<b>1</b>	24040-38840	48000-89000
	140.	Technical Officer (Health Education)	<b>1</b>	22360-37940	45800-87000
	141.	District Education and Media Officer	<b>14</b>	21240-37040	43600-85000
	142.	Management Instructor	<b>2</b>	21240-37040	43600-85000
	143.	Health Education Extension Officer	<b>2</b>	21240-37040	43600-85000
	144.	Social Science Instructor	<b>2</b>	21240-37040	43600-85000
	145.	Production & Distribution Assistant	<b>1</b>	21240-37040	43600-85000
	146.	Social Scientist	<b>1</b>	21240-37040	43600-85000
	147.	Deputy District Education and Media Officer	<b>28</b>	20740-36140	41500-83000
	148.	Statistical Assistant	<b>11</b>	14620-25280	29200-59400

	<b>MCH WING</b>				
	149.	MCH Officer	<b>14</b>	20740-36140	41500-83000
	150.	District Public Health Nurse	<b>26</b>	19240-34500	39500-79200
	151.	Public Health Nursing Instructor	<b>61</b>	18740-33680	37500-75600
k	152.	Lady Health Supervisor	<b>157</b>	16180-29180	32300-65400
	153.	Lady Health Inspector	<b>962</b>	15380-25900	30700-62400
c	154.	Junior PH Nurse Gr. I	<b>2784</b>	13900-24040	27800-56700
c	155.	Junior PH Nurse Gr. II	<b>2784</b>	11620-20240	23400-48000
	<b>PUBLIC HEALTH</b>				
	156.	Technical Assistant Gr. I	<b>12</b>	19240-34500	39500-79200
	157.	Technical Assistant Gr. II/ District Health Education Officer/ Senior Sanitarian/ Senior Health Inspector	<b>34</b>	18740-33680	37500-75600
	158.	Medical Record Officer	<b>3</b>	18740-33680	37500-75600
k	159.	Health Supervisor/ Health Inspector Gr.I/ Filaria Inspector Gr. I/ Malaria Inspector Gr. I	<b>175</b>	16180-29180	32300-65400
	160.	Health Inspector Gr. II/ Filaria Inspector Gr. II/Malaria Inspector Gr. II	<b>864</b>	15380-25900	30700-62400
c	161.	Junior Health Inspector Gr. I /Evaluation Assistant	<b>1807</b>	13900-24040	27800-56700
	162.	Medical Record Librarian Gr. I	<b>28</b>	13210-22360	26500-54000

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

c	163.	Junior Health Inspector Gr. II	<b>1808</b>	11620-20240	23400-48000
c	164.	Medical Record Librarian Gr. II	<b>29</b>	11620-20240	23400-48000
	165.	Field Assistant	<b>120</b>	9190-15780	20000-41500
	166.	Insect Collector	<b>36</b>	9940-16580	21100-43600
	167.	Field Worker	<b>493</b>	8730-13540	18000-37500
	<b>PUBLICATION</b>				
	168.	Senior Editor	<b>1</b>	21240-37040	43600-85000
	169.	Editor	<b>1</b>	19240-34500	39500-79200
	170.	Sub. Editor	<b>1</b>	16180-29180	32300-65400
	171.	Publication Assistant	<b>1</b>	13900-24040	27800-56700
	<b>TRANSPORT ORGANIZATION</b>				
	172.	State Health Transport Officer	<b>1</b>	22360-37940	45800-87000
	173.	Store Superintendent	<b>1</b>	15380-25900	30700-62400
	174.	Chargeman	<b>1</b>	14620-25280	29200-59400
	175.	Foreman Machanic	<b>11</b>	13210-22360	26500-54000
	176.	Purchase Assistant	<b>1</b>	11620-20240	23400-48000
	177.	Mechanic (Health Transport)	<b>44</b>	9940-16580	21100-43600
	178.	Tinker	<b>1</b>	9190-15780	20000-41500
	179.	Black Smith	<b>1</b>	9190-15780	20000-41500
	180.	Assistant Sergeant	<b>1</b>	9190-15780	20000-41500
	181.	Electrician	<b>14</b>	9940-16580	21100-43600

		(Health Transport)			
	182.	Welder	<b>2</b>	9190-15780	20000-41500
	183.	Helper	<b>8</b>	8960-14260	19000-39500
	184.	Van Cleaner	<b>4</b>	8500-13210	17000-35700
	<b>LIMB FITTING CENTRE</b>				
	185.	Foreman	<b>2</b>	16980-31360	33900-68700
	186.	Rehabilitation Technician (Orthotics) Gr. I	<b>2</b>	13210-22360	26500-54000
	187.	Rehabilitation Technician (Leather Works) Gr. I	<b>2</b>	13210-22360	26500-54000
	188.	Rehabilitation Technician (Prosthetics) Gr. I	<b>2</b>	13210-22360	26500-54000
c	189.	Rehabilitation Technician (Prosthetics) Gr. II	<b>8</b>	9940-16580	23400-48000
c	190.	Rehabilitation Technician (Leather Works) Gr. II	<b>4</b>	9940-16580	23400-48000
c	191.	Rehabilitation Technician (Orthotics) Gr. II	<b>8</b>	9940-16580	23400-48000
	192.	Cobbler	<b>12</b>	8960-14260	19000-39500
	193.	Helper	<b>2</b>	8500-13210	17000-35700
	<b>OTHER MISCELLANEOUS CATEGORIES</b>				
	194.	Cold Chain Officer	<b>1</b>	20740-36140	41500-83000
	195.	Superintendent (Offset Press)	<b>1</b>	19240-34500	39500-79200
	196.	Helio Operator	<b>1</b>	14620-25280	29200-59400
	197.	Camerman	<b>1</b>	13900-24040	27800-56700
	198.	Offset Machine Operator	<b>1</b>	13900-24040	27800-56700

	199.	Proof Reader	<b>1</b>	13210-22360	26500-54000
	200.	Instructor Gr. I	<b>1</b>	13210-22360	26500-54000
	201.	Retouching Artist	<b>1</b>	13210-22360	26500-54000
	202.	Compositor (HG)	<b>2</b>	11620-20240	23400-48000
	203.	Binder UD	<b>1</b>	11620-20240	23400-48000
	204.	Graining Machine Operator	<b>1</b>	11620-20240	23400-48000
	205.	Store Keeper	<b>1</b>	11620-20240	23400-48000
	206.	Statistical Assistant	<b>4</b>	11620-20240	23400-48000
	207.	Foreman Power Laundry	<b>2</b>	11620-20240	23400-48000
	208.	Electrical Overseer	<b>1</b>	10480-18300	22200-45800
	209.	Plate maker	<b>1</b>	10480-18300	22200-45800
	210.	Electrician	<b>2</b>	9940-16580	21100-43600
I	211.	Refrigeration Mechanic (UIP)	<b>14</b>	9940-16580	21100-43600
	212.	Copy Holder	<b>1</b>	9940-16580	21100-43600
	213.	Instructor Gr. II	<b>1</b>	9940-16580	21100-43600
	214.	Assistant Instructor	<b>1</b>	9940-16580	21100-43600
	215.	Bunoi Instructor	<b>3</b>	9940-16580	21100-43600
	216.	Assistant Offset Machine Operator	<b>2</b>	9190-15780	20000-41500
	217.	Binder LD	<b>2</b>	9190-15780	20000-41500
	218.	Printer LD	<b>1</b>	9190-15780	20000-41500
	219.	LD Compositor	<b>2</b>	9190-15780	20000-41500
	220.	Data Entry Operator	<b>1</b>	9190-15780	20000-41500
	221.	Receptionist-cum-Computer	<b>1</b>	9940-16580	21100-43600

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.

		Operator			
	222.	Carpenter	<b>6</b>	9190-15780	20000-41500
	223.	Dark Room Assistant	<b>1</b>	9190-15780	20000-41500
	224.	Boiler Attendant	<b>4</b>	9190-15780	20000-41500
	225.	Tailoring Instructor	<b>1</b>	9190-15780	20000-41500
	226.	Auto Electrician	<b>14</b>	9190-15780	20000-41500
	227.	Fireman	<b>4</b>	8960-14260	19000-39500
	228.	Plumber cum Operator	<b>8</b>	8960-14260	20000-41500
	229.	Theatre Assistant	<b>1</b>	8960-14260	19000-39500
	230.	Boat Driver	<b>3</b>	8960-14260	19000-39500
	231.	Lift Operator	<b>2</b>	8960-14260	19000-39500
	232.	Junior Laboratory Assistant	<b>30</b>	8730-13540	19000-39500
	233.	Laboratory Assistant	<b>9</b>	8730-13540	19000-39500
	234.	Plaster Technician	<b>1</b>	8730-13540	18000-37500
	235.	Packer	<b>12</b>	8730-13540	18000-37500
	236.	Lab Attender	<b>19</b>	8730-13540	19000-39500
	237.	Record Attender	<b>3</b>	8730-13540	19000-39500
	238.	Power Laundry Attender	<b>10</b>	8730-13540	18000-37500
	239.	Stable Attender	<b>1</b>	8730-13540	18000-37500
	240.	Nursing Assistant	<b>3178</b>	8730-13540	19000-39500
	241.	Telephone Operator	<b>24</b>	8730-13540	18000-37500
	242.	Barber	<b>197</b>	8730-13540	18000-37500
	243.	Silk Screen Printing-cum-Duplicating Operator	<b>1</b>	8730-13540	18000-37500
	244.	House Keeper	<b>19</b>	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/ Boiler Attender/ Blood Bank Attender/ Pump House Attender/ Library Attender	3157	8730-13540	18000-37500
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
<b>HER UNIT</b>					
	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
<b>MINISTERIAL WING</b>					
	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

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



	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 Clerk)	1	13900-24040	27800-56700
<b>Post held by Personnel of Other Departments</b>					
	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
<b>COMMON CATEGORY</b>					
	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. Commissions 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 Governments 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		
6.	Senior Finance Officer	1		

7.	Assistant Director	4	As in PD	As in PD
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
	<b>Common Category</b>			
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
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### 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		29180-43640	58050-

		Officer(HG)			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
	<b>Common Category</b>				
	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**

	<b>Sl. No</b>	<b>Designation</b>	<b>No. of posts</b>	<b>Existing scale of pay</b>	<b>Existing scale of pay</b>
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
	<b>Common Category</b>				

	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
	<b>Common Category</b>			
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**

	<b>Sl. No.</b>	<b>Designation</b>	<b>No of Posts</b>	<b>Existing Scale of pay</b>	<b>Revised Scale of pay</b>
	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
	<b>Post held by personnel of other department</b>				
	29.	Finance Officer Gr. II	1	As in PD	As in PD
	<b>Common Category</b>				
	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

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- 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

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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		
	<b>Post held by Personnel of Other departments</b>				
	42.	Senior Administrative Officer	1	As in PD	As in PD
	<b>Common Category</b>				
	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) 1/3<sup>rd</sup> 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
		<b>Posts held by personnel of other Departments</b>			
	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
		<b>Common Category</b>			

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
	<b>Total</b>	<b>3276</b>		

- 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:**

	<b>Sl. No</b>	<b>Name of Post</b>	<b>No. of Posts</b>	<b>Existing Scale of Pay</b>	<b>Existing Scale of Pay</b>
	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(Coir)	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
<b>a</b>	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
		<b>Posts held by Personnel of other Departments</b>			
	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
		<b>Common Category</b>			
	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
		<b>Total</b>	<b>1682</b>		

- 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 1/3<sup>rd</sup>.
- 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:**

	<b>Sl. No.</b>	<b>Designation</b>	<b>No. of posts</b>	<b>Existing scale of pay</b>	<b>Revised scale of pay</b>
	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
		<b>Posts held by Personnel of other Departments</b>			
	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
		<b>Common Category</b>			
	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
		<b>Total</b>	<b>322</b>		

- a. 1/3<sup>rd</sup> 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**

	<b>Sl. No</b>	<b>Designation</b>	<b>No. of posts</b>	<b>Existing scale of Pay</b>	<b>Revised scale of Pay</b>
#	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	1	36140-49740	72000-110400

		(Homoeo)			
	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	10	20740-	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

		Officer (Ayurveda)		36140	
	17.	Assistant Insurance Medical Officer (Homoeo)	12	20740-36140	41500-83000
b	18.	Scientific Assistant (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

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

	30.	Laboratory Technician Grade-I	28	13900-24040	27800-56700
	31.	Dental Hygienist Grade-I	9	13900-24040	27800-56700
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. 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.

d	43.	Blood Bank Technician Gr.II	2	11620- 20240	23400-48000
d	44.	Laboratory Technician Gr.II	28	11620- 20240	23400-48000
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
		<b>Post held by personnel of other departments</b>			
	68.	Administrative Officer	1	As in PD	As in PD
	69.	Finance Officer	1	As in PD	As in PD
		<b>Common Category</b>			
	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:**

	<b>Sl. No.</b>	<b>Name of Post</b>	<b>No. of Post</b>	<b>Existing scale of Pay</b>	<b>Revised scale of Pay</b>
	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

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



	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
	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
		<b>Mechanical wing</b>			
	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

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

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
	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

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

	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
	<b>Posts held by personnel of other departments</b>				
	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
	<b>Common Category</b>				
	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 Gr II	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 Gardner	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 1/3<sup>rd</sup> 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:**

	<b>Sl. No.</b>	<b>Designation</b>	<b>No. of posts</b>	<b>Existing pay scale</b>	<b>Revised pay scale</b>
	1	Chief Ministerial Officer(Sheristadar District Court)	14	21240-37040	48000-89000
		Sheristadar Additional			45800-87000

		District Court(HG)			
	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
		<b>Common Category</b>			
	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
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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

	<b>Posts held by personnel of other Departments</b>			
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
	<b>Posts under Common Category</b>			
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
	<b>Total</b>	<b>60</b>		

#### 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
<b>Investigation Wing</b>				
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/ Watchman (HG)	5	10480-18300	22200-45800
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	32	As in CC	As in CC

		Sanitation worker			
	55.	Lift Operator	2	As in CC	As in CC
		<b>Post held by Personnel of other departments</b>			
	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
	<b>Common Category</b>			
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

	<b>TOTAL</b>	<b>103</b>		
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## 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:**

	<b>SI No</b>	<b>Name of post</b>	<b>No. of posts</b>	<b>Existing Scale of pay</b>	<b>Revised Scale of pay</b>
	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
	6.	Audit Officer (HG)	99	20740-36140	43600-85000
b	7.	Audit Officer	99	18740-33680	41500-83000
	8.	Assistant Audit Officer	199	16980-31360	33900-68700
	9.	Senior Grade Auditor	199	16180-29180	32300-65400
c	10.	Auditor	200	13900-24040	29200-59400
	11.	Office Superintendent (HG)	6	20740-36140	43600-85000
d	12.	Office Superintendent		18740-33680	41500-83000
	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
e	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.
- 1/3<sup>rd</sup> of the posts will be in Higher Grade
  - Grade ratio 1:1
  - Grade ratio of 1:1:1 among Assistant Audit Officer, Senior Grade Auditor and Auditor will continue
  - HG will be in the ratio 1:1
  - 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:

- 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
- 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
a	5.	Deputy Labour Commissioner(HQ)/ Deputy Labour Commissioner & Workmen Compensation Commissioner/ Deputy Labour Commissioner & Secretary State Advisory Contract Labour Board(HG)	10	24040-38840	58050-101400
	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
	<b>Posts held by Personnel of other Departments</b>			
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
	<b>Common Category</b>			
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
	<b>Total</b>	<b>971</b>		

- 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
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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
	<b>Total</b>	<b>42</b>		

#### 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/	3	16180-29180	As in PD



	Deputy Tahsildar			
5.	Senior Clerk/Special Village Officer	36	13210-22360	As in PD
	<b>Common Category</b>			
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
	<b>Posts held by Personnel of other department</b>			
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 Collectorates 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) 1/3<sup>rd</sup> 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
		<b>Common Category</b>			

	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) 1/3<sup>rd</sup> of the posts will be in Higher grade.
- c) 1/3<sup>rd</sup> 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

\* 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 .

14.	Assistant Geologist	1	19240-34500	39500-79200
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
	<b>COMMON CATEGORY</b>			
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-	1	As in CC	As in CC

	.II			
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) 1/3<sup>rd</sup> of the post of Senior Inspector be in the higher grade of 20740-33650
- vi) 1/3<sup>rd</sup> 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**

	<b>SI No</b>	<b>Designation</b>	<b>No of Posts</b>	<b>Existing Scale of Pay</b>	<b>Proposed Scale of Pay</b>
	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. 1/4<sup>th</sup> of posts will be in HG on ` 24040-38840
- b. 1/3<sup>rd</sup> 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:**

	<b>Sl. No</b>	<b>Name of post</b>	<b>No. of posts</b>	<b>Existing Scale of pay</b>	<b>Revised Scale of pay</b>
	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
		<b>Common Category</b>			
	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

		<b>Posts held by the Personnel of other departments</b>			
	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. 1/3<sup>rd</sup> 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**

	<b>Sl. No.</b>	<b>Name of post</b>	<b>No. of posts</b>	<b>Existing Scale of pay</b>	<b>Revised Scale of pay</b>
	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
	<b>Common Category</b>				

	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

- 25% of the posts will be in Higher Grade.
- 1/3<sup>rd</sup> of posts will be in Higher Grade .
- 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 9<sup>th</sup> 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 9<sup>th</sup> 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 9<sup>th</sup> 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
	<b>Colleges: A-Teaching (Medical and Non- Medical)</b>				
		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



				29180	65400
		Statistical Assistant	3	13900-24040	27800-56700
		<b>College of Pharmaceutical Sciences</b>			
		Principal	1	UGC	UGC
		Professor	4	UGC	UGC
		Associate Professor	4	UGC	UGC
		Assistant Professor	9	UGC	UGC
		Lecturer	15	UGC	UGC
		<b>College of Nursing</b>			
		Principal	1	UGC	UGC
		Professor	3	UGC	UGC
		Associate Professor	6	UGC	UGC
		Assistant Professor	9	UGC	UGC
		Tutor	15	UGC	UGC
		<b>Non -Teaching Medical</b>			
		Associate Professor of Medicine (Research)	1	UGC	UGC
		<b>Non -Teaching Non- Medical</b>			
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-	37500-

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

				33680	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

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

		Prosthetics and Orthotics Engineer	1	18740-33680	37500-75600
		Pharmacist Store Keeper	11	16180-29180	32300-65400
		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-	29200-

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.

				25280	59400
		Psychiatric Social worker	3	16180-29180	32300-65400
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

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.

h		Clinical Audio Metrician Gr. I	1	13210-22360	26500-54000
h		Staff Nurse Gr. II	1134	13900-24040	29200-59400
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

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

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

		Pharmacist Gr. II	78	11620-20240	23400-48000
		Mortuary Technician Gr. II	2	11620-20240	23400-48000
		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-

g. Post shifted from Health Services

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

					37500
		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
<b>Posts held by Personnel of Other Departments</b>					
		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
<b>Common Category</b>					
		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**

	Sl. 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
		<b>Post held by personnel of other departments</b>			
		Administrative Officer	1	As in PD	As in PD
		<b>Common category</b>			
		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:**

	<b>Sl. No.</b>	<b>Name of Post</b>	<b>No. of Posts</b>	<b>Existing scale of pay</b>	<b>Revised scale of pay</b>
	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
		<b>Common Category</b>			
	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
<b>Posts held by personnel of other Departments</b>				
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. 1/3<sup>rd</sup> 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
	<b>MCS Office &amp; Revenue</b>				
	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
	<b>Health</b>				
	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. 1/3<sup>rd</sup> 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
		<b>Miscellaneous</b>			
	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. 1/3<sup>rd</sup> 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
	<b>Common Category</b>			
60.	Junior Superintendant	233	As in CC	As in CC
61.	Faircopy Superintendant	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 & ZOOS**

The Department of Museums and Zoos 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
<b>Post held by the Personnel of other Departments</b>					
	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
	<b>Common Category</b>				
	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
	<b>Part Time Contingent Employees</b>				
	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

<b>Post held by personnel of other Department</b>				
11	Administrative Assistant	1	As in PD	As in PD
<b>Common Category</b>				
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**

<b>Sl. No.</b>	<b>Name of Post</b>	<b>No. of Post</b>	<b>Existing scale of pay</b>	<b>Revised scale of pay</b>
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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
<b>Common Category</b>				
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**

SI.	Name of Post	No. of	Existing Scale	Revised
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	No.		Post	of Pay	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
<b>Post held by the personnel of other Departments</b>					
	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
<b>Common category</b>					
	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 19<sup>th</sup> 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.  $\frac{1}{3}$  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 1/3<sup>rd</sup> 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
		<b>Posts held by personnel of other department</b>			
	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
		<b>COMMON CATEGORY</b>			
	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) 1/3<sup>rd</sup> 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  $\frac{1}{3}$ rd Higher Grade of ` 19240-34500 (instead of the earlier 20%).
- xv) Post of Finger print Expert in the Finger Print Bureau may be allowed  $\frac{1}{3}$  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 8<sup>th</sup> 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
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	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
<b>POLICE (LOCAL)</b>					
	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
<b>WOMEN POLICE</b>					
	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
<b>ARMED RESERVE POLICE</b>					
	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
<b>ARMED POLICE BATTALION</b>					
	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
<b>ARMOUR WING</b>					
	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
<b>MOTOR TRANSPORT UNIT</b>					
	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 Inspector		16980-31360	33900-68700
	60.	Havildar Mechanic		13900-24040	29200-59400
	61.	PC Mechanic/PC Fitter		10480-18300	23400-48000
	62.	PC Electrician	36	10480-18300	23400-48000
<b>POLICE DRIVER/MOTOR CYCLE RIDER</b>					
	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
<b>RW at MSP &amp; CW at SAP</b>					
	75.	Motor Transport Inspector		20740-36140	41500-83000
<b>POLICE TRAINING COLLEGE</b>					
	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
<b>CRIME BRANCH CID</b>					
	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	33	24040-38840	48000-89000

		Police			
	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
<b>FINGER PRINT BUREAU</b>					
	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
<b>PHOTOGRAPHIC BUREAU</b>					
	103.	Chief Photographer	1	22360-37940	45800-87000
	104.	Photographer	4	18740-33680	37500-75600
	105.	Attender	1	8730-13540	18000-37500
<b>FORENSIC SCIENCE LABORATORY</b>					
	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
<b>SPECIAL BRANCH CID</b>					
	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
<b>SPECIAL BRANCH CID (MINISTERIAL)</b>					
	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
<b>SHORTHAND BUREAU</b>					
	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
<b>POLICE TELECOMMUNICATIONS</b>					
	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	101		37500-75600

		(Telecommunication)(HG)			
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
<b>MINISTERIAL STAFF OTHER THAN IN SB</b>					
	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
<b>KEPA</b>					
	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
<b>INDIAN RESERVE (IR) BATTALION</b>					
	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
	<b>OTHER MISCELLANEOUS CATEGORIES - TECHNICAL EXECUTIVE STAFF</b>				
	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
		<b>Civilian Technical Staff</b>			
	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)	1137		18000-37500
d	233.	Camp Follower		8500-13210	17000-35700
	234.	Head Clerk/SA	-	14620-25280	29200-59400
	235.	Packer	2	8730-13540	18000-37500
	<b>POLICE COMPUTER CENTRE (SCRB)</b>				
	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
<b>RAILWAY POLICE</b>					
	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
<b>DOG SQUAD</b>					
	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
<b>MOUNTED POLICE</b>					
	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
<b>ORCHESTRA</b>					
	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
		<b>Post held by Personnel of other Departments</b>			
	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) 1/3<sup>rd</sup> 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(Bey pore) 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 Bey pore are managed by Port Conservators. Azhikkal and Bey pore 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**

	<b>Sl. No.</b>	<b>Name of Post</b>	<b>No. of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	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

		<b>Mechanical Engineering Wing</b>			
	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
		<b>DREDGING UNIT</b>			
	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

a. 1/3<sup>rd</sup> of post will be placed on HG

	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
	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
		<b>Posts held by personnel of other departments</b>			

	69.	Administrative Officer		As in PD	As in PD
	70.	Finance Officer	1	As in PD	As in PD
		<b>Common category</b>			
	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**

	<b>Sl. No.</b>	<b>Designation</b>	<b>No of posts.</b>	<b>Existing pay scale</b>	<b>Revised pay scale</b>
	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
		<b>Common Category</b>			

	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
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- 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, GrI 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  $\frac{1}{3}$  % 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:**

	<b>Sl. No.</b>	<b>Name of Post</b>	<b>No. of Posts</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	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
<b>Post held by personnel of other departments</b>					
	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
<b>Common Category</b>					
	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)  $\frac{1}{3}$ <sup>rd</sup> 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 Ferryman 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:**

	<b>Sl. No.</b>	<b>Designation</b>	<b>No. of posts</b>	<b>Existing Scale of pay</b>	<b>Revised Scale of pay</b>
	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
	<b>Architectural Wing</b>				
	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
		<b>Electrical &amp; Electronics Wing</b>			
	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
		<b>Rest house staff</b>			
	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
		<b>Mechanical Wing</b>			
		<b>Miscellaneous staff</b>			

	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
		<b>Staff absorbed from KSEW Ltd.</b>			
	68	Mechanic		8960-14260	19000-39500
	69	Unskilled Worker		8500-13210	17000-35700
		<b>Posts held by personnel of other departments</b>			
	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
		<b>Common category</b>			
	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

- 25% will be on Higher Grade.
- 1/3<sup>rd</sup> of the posts will be on Higher Grade.
- Existing ratio of 1:1 between Grade I and Grade II will continue.
- The post will be abolished when the present incumbent retires.
- 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 1<sup>st</sup> 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	360	18740-33680	41500-83000

		Inspectors/Chitty Auditors/Chitty Prosecuting Inspectors/cashier			
	6.	Binding Supervisors	7	13210-22360	26500-54000
		<b>Common Category</b>			
	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 9<sup>th</sup> 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:**

	<b>Sl. No.</b>	<b>Name of Post</b>	<b>No. of posts</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	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	4	40640-57440	81000-

		Commissioner			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
<b>a</b>	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>b</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
<b>c</b>	27	Joint BDO(EGS)	152	16180-29180	32300-65400
	28	Joint BDO(RH)	76	16180-29180	32300-65400

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- 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

	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
	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
<b>d</b>	44	Village Extension Officer Gr.II	724	10480-18300	22200-45800
<b>d</b>	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
<b>e</b>	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
<b>Post held by personnel of other departments</b>					
	54	Senior Administrative Officer	1	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.

	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
	66	Physical Instructor -cum- Librarian	1	As in PD	As in PD
		<b>Common Category</b>			
	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
		<b>Common Category</b>			
	6.	Junior Superintendant	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
	<b>Post held by personnel of other Department</b>			
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) 1/3<sup>rd</sup> 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:**

	<b>SI No.</b>	<b>Designation</b>	<b>No. of posts</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	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	83	18740-33680	41500-83000

		Gr I/Sr. Supdt			
	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
		<b>Common Category</b>			
	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	12	21240-37040	43600-85000

		Officer			
	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

		<b>Common Category</b>			
	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**

	<b>Sl. No</b>	<b>Designation</b>	<b>No. of Posts</b>	<b>Existing scale of pay</b>	<b>Revised scale of pay</b>
	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.	Computer Assistant 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**

<b>Sl. No</b>	<b>Designation</b>	<b>No. of Posts</b>	<b>Existing scale of pay</b>	<b>Revised scale of pay</b>
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 Dhobi 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
	<b>TOTAL</b>		<b>3600</b>		

#) 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) 1/3<sup>rd</sup> 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	Designation	No. of	Existing	Revised Scale
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	No		posts	Scale of Pay	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	8.	Under Secretary	23	24040-38840	48000-89000
	9.	Section Officer (HG)	49	20740-36140	43600-85000
b	10.	Section Officer	49	18740-33680	41500-83000
	11.	Office Superintendent (HG)	7	20740-36140	43600-85000
b	12.	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
	<b>Posts held by personnel of other Departments</b>			
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
	<b>Total</b>			

- #) 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) 1/3<sup>rd</sup> 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:**

	<b>Sl. No</b>	<b>Designation</b>	<b>Number of posts</b>	<b>Existing Scale of pay</b>	<b>Revised Scale of pay</b>
	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
		<b>Total</b>	<b>309</b>		

- #) Special pay in lieu of Higher Timer scale. Discontinued.
- The existing ratio of 2:1 will continue
  - Existing ratio 1:1 will continue
  - HG in the ratio 1:1
  - The Grade ratio 1:1:1
  - The present incumbent is sanctioned personal scale of pay of ` 72000-110400
  - The existing ratio 1:1:1:1 will continue
  - 1/3<sup>rd</sup> 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:

- 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 .
- 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.
- The post of Confidential Assistant Selection Grade will be placed in the scale of pay corresponding to ` 20740-36140.
- The post of Assistant may be placed in the revised scale corresponding to ` 14620-25280
- 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:**

	<b>SI No</b>	<b>Designation</b>	<b>Number of posts</b>	<b>Existing Scale of pay</b>	<b>Revised Scale of pay</b>
	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
		<b>Posts held by personnel of other Departments</b>			
	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
		<b>Common Category</b>			
	84.	Confidential Assistant Selection Grade	6	As in CC	As in CC
	85.	Confidential Assistant	6	As in CC	As in CC

		Senior Grade			
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.
- The existing ratio of 2:1 will continue
  - Existing ratio 1:1 will continue
  - 1/3<sup>rd</sup> post of Selection Grade Reporter will be in the HG
  - The existing ratio of 7:2:5:7 among Selection Grade, Senior Grade, Grade I and Grade II Reporters will continue
  - The Grade ratio will be 1:1:1
  - HG in the ratio 1:1
  - Existing ratio 1:1:1:1 will continue
  - Present incumbent will be in the scale of pay of ₹ 23400-48000.
  - 1/3<sup>rd</sup> of the posts will be in the Higher Grade
  - 25% of the posts will be in HG

**F. KERALA HOUSE, NEW DELHI**

Sl. No	Designation	Existing scale of pay	Revised scale of pay
	<b>Office of the Resident Commissioner</b>		
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
		<b>Office of the Controller</b>		
	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
		<b>Information Office</b>		
	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
		<b>NORKA Cell</b>		
	52.	Deputy Secretary	40640-57440+ 300#	81000-115200
	53.	Assistant	13900-24040	29200-59400
		<b>Cauvery Special Cell</b>		
	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
		<b>Tourism Information Office</b>		
	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:**

	<b>Sl. No.</b>	<b>Designation</b>	<b>No of posts</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	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	3	29180-43640	58050-101400

		Fund)			
	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	1	9190-15780	20000-41500

		Instructor			
	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 Honorary	8000 Honorary
78.	Tailoring Instructor(ETC)	2	11620-20240	23400-48000
	<b>Common category</b>			
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 9<sup>th</sup> 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:**

	<b>Sl. No</b>	<b>Name of post</b>	<b>No .of Posts</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	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
	16.	Tracer	13	9940-16580	21100-43600
	17.	Work Superintendent	167	9940-16580	21100-43600
	<b>Soil Survey</b>				
	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
	<b>Common Category</b>				
	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

d. Grade ratio 5:3:2 among Grade II, Grade I and Senior Grade will continue.

	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
<b>Posts held by personnel of other departments</b>					
	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	Designation	No. of	Existing Scale	Revised Scale
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No.		posts	of Pay	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
	<b>Common Category</b>			
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
	<b>Total</b>	<b>94</b>		

## 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:**

	<b>Sl. No.</b>	<b>Designation</b>	<b>No. of posts</b>	<b>Existing scale of pay</b>	<b>Revised scale of pay</b>
	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
		<b>Posts held by personnel of other Departments</b>			
	7.	Law Officer	1	As in PD	As in PD
		<b>Posts under Common Category</b>			
	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		



		<b>Total</b>	<b>319</b>		
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- 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:**

	<b>Sl. No</b>	<b>Name of Post</b>	<b>No of posts</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	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)	1	46640-59840	93000-120000

		Division)			
	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
		<b>Common Category</b>			
	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 Worker	1	As in CC	As in CC
	53.	Part Time Sanitation Worker	20	As in CC	As in CC
	54.	Part Time Cleaner	1	As in CC	As in CC
		<b>Personnel from Other Departments</b>			
	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
		<b>Personal Staff of Vice Chairman</b>			
	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
		<b>Category B</b>			
	70.	Chauffeur	12	9940-16580	21100-43600
	71.	Driver/Office Attendant /cook/Attender cum cook/Peon cum		8500-13200	17000-35700

		sweeper/Peon cum messenger			
		<b>Total</b>	<b>24</b>		
		<b>Employees in the Project Financing Cell</b>			
	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:**

	Sl. No	Name of post	No. of posts	Existing Scale of Pay	Revised Scale of Pay
a	1	Director	1	36140-49740	72000-110400
		<b>Operating Wing</b>			
	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
		<b>Repair and Maintenance Wing</b>			
	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
		<b>Common category</b>			
	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
		<b>Personnel from other Departments</b>			
	69	Finance Officer	1	As in PD	As in PD

- a. The incumbent Director will be on a personal scale of 85000-117600.
- b. 1/3<sup>rd</sup> 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**

	<b>Sl. No.</b>	<b>Designation</b>	<b>No of posts</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
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	6	13210-22360	26500-54000

		UD			
	11.	Assistant Store Keeper LD	14	9940-16580	21100-43600
	12.	Packer/Store Assistant/Store Attender	28	8730-13540	18000-37500
		<b>Common Category</b>			
	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		
		<b>Posts held by Personnel of other departments (Ministerial Staff</b>			
	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 Superintendent)	3	As in PD	As in PD
	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) 1/3<sup>rd</sup> 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:**

	<b>Sl. No.</b>	<b>Designation</b>	<b>No of posts</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	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	573	20740-36140	41500-83000



		Printing			
	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	1	13900-24040	27800-56700

		Typewriting/Stenography			
	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
		<b>Common Category</b>			
	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 nivases, 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:**

	<b>Sl. No.</b>	<b>Designation</b>	<b>No. of post</b>	<b>Existing scale of pay</b>	<b>Existing scale of pay</b>
	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 Chauffer	4	14620-25280	29200-59400
	18.	Manager Gr-III	11	13210-22360	26500-54000
	19.	Telephone Operator (HG)	9	11620-20240	23400-48000
	20.	Chauffer 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.	Chauffer 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
		<b>Total</b>	<b>742</b>		

- 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. 1/3<sup>rd</sup> 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:**

	<b>Sl. No.</b>	<b>Name of Post</b>	<b>No. of post</b>	<b>Existing scale of pay</b>	<b>Existing scale of pay</b>
	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
<b>a</b>	5	Town Planner	20	36140-49740	72000-110400
	6	Deputy Town Planner (HG)	17	24040-38840	48000-89000
<b>b</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
<b>c</b>	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
	<b>Post held by personnel of other Department</b>				
	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
	<b>Common Category</b>				
	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.  $\frac{1}{3}$ <sup>rd</sup> 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  $\frac{1}{3}$ % 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 9<sup>th</sup> 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.**

	<b>Sl. No.</b>	<b>Name of Post</b>	<b>No. of Posts</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	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
<b>Common Category</b>					
	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

- $\frac{1}{3}^{\text{rd}}$  of the post will be placed on Higher Grade.
- The ratio among Junior Accountant, Senior Accountant and Accountant Selection Grade will be 1:1:1.
- The Selection Grade Accountant/Senior Grade Accountant posted in future as Treasurer will draw cadre pay and usual allowances
- 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
	<b>Common Category</b>			
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	1	As in CC	As in CC

	Sweeper			
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## 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:**

Sl. 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
	<b>Common Category</b>			



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	5	36140-49740	72000-110400

	Secretary			
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
	<b>Posts held by personnel of other Departments</b>			
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
	<b>Common category</b>			
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 CORRUPTION 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**

	<b>Sl. No.</b>	<b>Name of Post</b>	<b>No. of Posts</b>	<b>Existing scale of pay</b>	<b>Revised scale of pay</b>
	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
<b>Personnel of Police Department</b>					
	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
<b>Post held by the Personnel of other Departments</b>					

	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
		<b>Common Category</b>			
	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) 1/3<sup>rd</sup> 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
	<b>Common Category</b>			
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.	Ronoeo 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 8<sup>th</sup> 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.

$$\text{Dearness Allowance} = (\text{Average of AICPI for the past 12 months} - \text{Index factor}) \times 100 / \text{Index factor}.$$

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 –

$$\text{Dearness Allowance} = (\text{Average of AICPI for the past 12 months} - 239.92) \times 100 / 239.92.$$

(Base year 2001).

DA as on 01.07.20104 Nil

DA as on 01.01.2015  $(246.92 - 239.92) \times 100 / 239.92 = 2.92 = 3\%$

### 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, Kunnankulam, Kottayam,*

*Malappuram, Manjeri, Nedumangad, Neyyattinkara, Palakkad, Payyannur,*

*Ponnani, Quilandi, Thalasseri, Thaliparamba, Thiruvalla, Tirur and Vadakara.*

*(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 Kakkand and 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
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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	Once in two years for visiting Home town along with family and once in an year for single travel.	Once in two year for visiting Home Town along with family and once in an year for single travel.	
10	Special Allowance	Nil	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 ).	

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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-

Sl.No	Pay Range of Officials	Existing rate per month	Proposed Rate per Month
1	Officers whose basic pay is 32300 (Rs.16180/-) and above	280	500
2	Officers whose basic pay is above 20550(	260	450



	Rs.10210/- )but below 32300 (Rs 16180/-)		
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.

Grade	Existing classification	Proposed
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	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

	Ministers will be treated as Grade II(b)	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-

Sl	Category of Officers	Existing	Proposed
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No		Weight (Kg)	
1	Officers whose actual basic pay is Rs.25280/- and above	3000	3000
2	Officers whose actual pay is Rs.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:

Grades	Existing	Proposed Rate (Rs)
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:

Grades	Existing New Delhi , Mumbai, Kolkatta, Chennai	Existing Other Cities/ Towns outside State (Rs)	Proposed New Delhi , Mumbai, Kolkatta, Chennai (Rs)	Proposed Other Cities/ Towns outside State (Rs)
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 taxis for the day as in the case of Government of India Officials. They are entitled to taxi-fare at the rates fixed by Government from time to time for journeys on tour from residence to airport/railway station/bus stand and back. The 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-

Events	Existing number of days	Proposed number of days
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 8<sup>th</sup>, 15<sup>th</sup>, 22<sup>nd</sup>, 27<sup>th</sup> years. For instance, if one doesn't get any normal promotion or ratio based promotion within 8 years of service in entry post, 8<sup>th</sup> 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 <sup>th</sup> Year TBHG	15 <sup>th</sup> Year TBHG	22 <sup>nd</sup> Year TBHG	27 <sup>th</sup> Year TBHG
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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	Pay Range	No of	Time intervals
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No			grades	(in years)			
	From	To					
1	8500-13210	9940-16580	4	8 <sup>th</sup>	15 <sup>th</sup>	22 <sup>nd</sup>	27 <sup>th</sup>
2	10480-18300	13900-24040	3	8 <sup>th</sup>	15 <sup>th</sup>	22 <sup>nd</sup>	
3	14620-25280	21240-37040	2	8 <sup>th</sup>	15 <sup>th</sup>		
4	22360-37940	29180-43640	1	8 <sup>th</sup>			
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 7<sup>th</sup>, 14<sup>th</sup>, 21<sup>st</sup> and 27<sup>th</sup> 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 <sup>th</sup>	14 <sup>th</sup>	21 <sup>st</sup>	27 <sup>th</sup>
2	22200-45800	27800-56700	3	7 <sup>th</sup>	14 <sup>th</sup>	21 <sup>st</sup>	
3	29200-59400	58050-101400	2	7 <sup>th</sup>	14 <sup>th</sup>		
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 ie., 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 8<sup>th</sup> 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 8<sup>th</sup> 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 4<sup>th</sup> TBHG even for those above the scale of Rs.9940-16580 (pre-revision). The Commission is of the view that the 4<sup>th</sup> 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	Rs.2300 + DA

above, but below 400 sq. m.	
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- 8.4 The 9<sup>th</sup> 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 9<sup>th</sup> 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.

## 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	7% subject to a minimum of

	30.6.1983	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 8<sup>th</sup> 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 9in 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 incrores)

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  $\frac{1}{2}$  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 8<sup>th</sup> 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 alone 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 to 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

## FINANICAL 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-

$168,13,00,000 \times 12(\text{months}) \times 493000 / 422227 = \text{` } 2356/- \text{ crore (rounded)}$

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)

EXISTIN G RATE OF HRA	NO OF EMPLOYE ES	% OF EMPLOYE ES IN EACH RATE	PROPOSE D AVERAG E INCREAS E IN %	PROPOSED REVISED ANNUAL COMMITME NT
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
<b>Total</b>	<b>9,810</b>	<b>12,311</b>		<b>1,958</b>

**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
	<b>Total</b>	<b>5277</b>

## 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 9<sup>th</sup> 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**

	<b>SI No</b>	<b>Designations</b>	<b>No. of posts</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	<b>I</b>	<b><i>UGC Scheme</i></b>			
		<b>Statutory Officers</b>			
	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		
		<b><i>Teaching Staff</i></b>			
	6	Professor	34	UGC Scheme	UGC Scheme
	7	Associate Professor	56		
	8	Assistant Professor	201		
		<b><i>Library</i></b>			
	9	University Librarian	1		

				UGC Scheme	UGC Scheme
	10	Deputy Librarian	Nil		
	11	Assistant Librarian	14		
		<b>Other Officers</b>			
	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
	<b>II</b>	<b>Administrative Staff</b>			
	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	-	9190-15780	20000-41500

		Assistant			
d	28	Last Grade Employees (Peon/Office Attendant, Lascar, Packer, Oiling Asst. , Animal House Attender etc.)	341	8500-13210	17000-35700
	<b>III</b>	<b>Technical Staff in the teaching departments</b>			
	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
	<b>IV</b>	<b>Library</b>			
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
	<b>V</b>	<b>Computer Wing</b>			
	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
	<b>VI</b>	<b><i>Fair Copy Wing</i></b>			
	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
	<b>VII</b>	<b><i>Engineering/Technical Wing</i></b>			
	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
	<b>VIII</b>	<b>Printing Press</b>			
	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	21100-43600
	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
	<b>IX</b>	<b>Transport Wing</b>			
#	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
	<b>X</b>	<b>Publication Wing</b>			
	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
	<b>XI</b>	<b><i>Lexicon Wing</i></b>			
	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
	<b>XII</b>	<b><i>Security Wing</i></b>			
#	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
	<b>XIII</b>	<b><i>Health Centre &amp; Lab</i></b>			
	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
	<b>XIV</b>	<b>Other Categories</b>			
	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
	Junior Foreman (Composing, Printing, Binding)	15380-24040	15380-24040	

				revision to the scales as per hierarchy.
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**Categories of Posts with the existing and proposed Scales of pay are given below**

	<b>SI N o.</b>	<b>Designations</b>	<b>No. of posts</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	<b>I</b>	<b><i>UGC Scheme</i></b>			
		<b>Statutory Officers</b>			
	1.	Vice Chancellor	1	<b><i>UGC Scheme</i></b>	<b><i>UGC Scheme</i></b>
	2.	Pro-Vice Chancellor	1		
	3.	Registrar	1		
	4.	Controller of Examinations	1		
	5.	Finance Officer	1		
		<b><i>Teaching Staff</i></b>			
	6.	Professor	31	<b><i>UGC Scheme</i></b>	<b><i>UGC Scheme</i></b>
	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		
		<b><i>Library</i></b>			

	12.	Information Scientist	1	<b>UGC Scheme</b>	<b>UGC Scheme</b>
	13.	University Librarian	1		
	14.	Deputy Librarian	1		
	15.	Assistant Librarian	17		
		<b>Other Officers</b>			
	16.	Dean of Students' Welfare	1	<b>UGC Scheme</b>	<b>UGC Scheme</b>
	17.	Project Officer(Adult Edn)	1		
	18.	Programme Co-ordinator NSS	1	29180-43640	58050-101400
		<b>ADMINISTRATIVE WING</b>			
	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 Attendant/Watchman		8500-13210	17000-35700
		<b>Publication Wing</b>			
	35.	Publication Officer	1	29180-43640	58050-101400
		<b>Adult Education Wing(Project)</b>			
	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
		<b>Technical Staff in Teaching Department</b>			
	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
		<b>Computer Wing</b>			
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
		<b>Library</b>			
#	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 Grade II	18	14620-25280	29200-59400
	51.	Library Assistant	13	9190-15780	20000-41500
		<b><i>Fair Copy Wing</i></b>			
	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)	25	20740-36140	43600-85000
b	56.	Office Superintendent		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
		<b><i>Laboratory Wing</i></b>			
	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
		<b>Health Centre</b>			
	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
		<b>School of Drama</b>			
	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
		<b>Engineering/Technical Wing</b>			
	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)	17	11620-20240	23400-48000
	110.	Pump Operator		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
		<b>Transport Wing</b>			
#	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
		<b>Printing Press</b>			
	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
		<b>Security Wing</b>			
	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
		<b>Other Categories</b>			
	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 revised scale of pay of 81000-115200
- f. Grade ratio of Computer Assistant is 1:1:1:1.
- g. 1/3<sup>rd</sup> 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), Data 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.

<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Re-designation</b>
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**

	<b>SI No</b>	<b>Designations</b>	<b>No. of posts</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
		<b>UGC Scheme</b>			
		<b>Statutory Officers</b>			
	1.	Vice Chancellor	1	UGC	UGC

	2.	Pro-Vice Chancellor	1		
	3.	Registrar	1		
	4.	Controller of Examinations	1		
	5.	Finance Officer	1		
		<b>Teaching Staff</b>			
	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		
		<b>Library</b>			
	13.	University Librarian	1	UGC	UGC
	14.	Deputy Librarian	1	UGC	UGC
	15.	Information Scientist	1		
	16.	Assistant Librarian	10		
		<b>Other Officers</b>			
	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		
		<b>Administrative Wing</b>			
	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
		<b>Technical Staff in Teaching Departments</b>			
	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
		<b>Computer Wing</b>			
	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
		<b>Library Staff</b>			
	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
		<b>Fair Copy Section</b>			
	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
		<b>Laboratory Wing</b>			
	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
		<b>Engineering/Technical Wing</b>			
	70.	University Engineer	1	36140-49740	72000-110400
	71.	Technical Officer/Exe. Engineer	1	36140-49740	72000-110400
d	72.	Assistant Executive	4	21240-37040	43600-85000

		Engineer(Civil)			
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	Instrument Technician(Physics, Photonics)	2	13900-24040	27800-56700
	109	Technician Gr II	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	Lathe Operator Technician Gr II	Nil	11620-20240	23400-48000
	113	Technician	Nil	13900-24040	27800-56700
		<b>Transport Wing</b>			
	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
		<b>Printing Press</b>			
	123	Artist cum Photographer	1	13210-22360	26500-54000
	124	Printer	1	9940-16580	21100-43600
		<b>Publication Wing</b>			
	125	Director of Public Relations and Publications	1	22360-37940	45800-87000
	126	Editorial Assistant	1	16180-29180	32300-65400
		<b>Security Wing</b>			
	127	Security Officer	1	20740-36140	41500-83000
	128	Sergeant	3	13900-24040	27800-56700
g	129	Security Guard	39	9940-16580	21100-43600
		<b>Other Categories</b>			



	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. 1/3<sup>rd</sup> 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 9<sup>th</sup> 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**

	<b>SI No</b>	<b>Designations</b>	<b>No.of posts</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
		<b><i>UGC Scheme</i></b>			
		<b>Statutory Officers</b>			
	1.	Vice Chancellor	1	UGC	UGC
	2.	Registrar	1		
	3.	Comptroller	1	44640-58640	89000-117600
	4.	<b><i>Teaching Staff</i></b>			

	5.	Professor	86	UGC	UGC
	6.	Associate Professor	190		
	7.	Assistant Professor	496		
		<b>Other Officers</b>			
	8.	Director of Students Welfare	1	UGC	UGC
	9.	Deputy Director of Students Welfare	1	UGC	UGC
		<b>Library</b>			
	10.	University Librarian	1	UGC	UGC
	11.	Deputy Librarian	1		
	12.	Assistant Librarian	7		
		<b>Administrative Wing</b>			
	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)	14	13900-24040	27800-56700
h	27.	Duplicating Machine Operator (Sen. Gr)		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
		<b>Library</b>			
	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
		<b>Fair Copy Section</b>			
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
		<b>Computer Section</b>			
	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
		<b>Technical Staff in Teaching Department</b>			
	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
		<b>Lab</b>			
	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
		<b>Farm Staff</b>			
#	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
		<b>Engineering/Technical Wing</b>			

	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	1	16180-29180	32300-65400

		Agricultural University			
	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
		<b>Transport Wing</b>			
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	27800-56700
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
		<b>Printing Press</b>			
	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

		<b>School Staff</b>			
	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	8	16180-29180	32300-65400
	150.	Teacher LPSA Gr-I		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
		<b>Security Wing</b>			
	154.	Chief Security Officer	1	22360-37940	45800-87000
		<b>Other Categories</b>			
	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. 1/3<sup>rd</sup> 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.
- l. 1:1:1 Ratio Promotion between Farm Asst. (Vety) Gr. II, Gr.I and Sen. Gr.

# As per 9<sup>th</sup> 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
		<b>UGC Scheme</b>			
		<b>Statutory Officers</b>			
	1	Vice Chancellor	1	UGC	UGC
	2	Pro-Vice Chancellor	1		
	3	Registrar	1		
	4	Controller of Examinations	1		
	5	Finance Officer	1		
		<b>Teaching Staff</b>			
	6	Professor	8	UGC	UGC
	7	Associate Professor	20		
	8	Assistant Professor	77		
		<b>Library</b>			
	9	University Librarian	1	UGC	UGC
	10	Deputy Librarian	1		
	11	Assistant Librarian	5		
		<b>Other Officers</b>			
	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		
		<b>Administrative Wing</b>			
	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
		<b>Library Staff</b>			
#	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

		<b><i>Fair Copy Wing</i></b>			
	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
		<b><i>Computer Wing</i></b>			
	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
		<b><i>Technical Staff in Teaching Departments</i></b>			
	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	1	19240-34500	39500-79200

		Computer Sciences)			
	53	Artist cum Photographer	1	19240-34500	39500-79200
		<b>Engineering/Technical Wing</b>			
	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
		<b>Security Wing</b>			
	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
		<b>Transport Wing</b>			
#	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
		<b>Publication Wing</b>			
	77	Director of Publication	1	29180-43640	58050-101400
	78	Assistant Editor(Eng/Mal)	2	18740-33680	37500-75600
		<b>Printing Press</b>			
	79	Copy Holder	1	10480-18300	22200-45800
		<b>Laboratory Wing</b>			
	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
		<b>School of Behavioral Science</b>			
	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

		<b>Health Centre</b>			
	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
		<b>Other Categories</b>			
	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
	<b><i>UGC Scheme</i></b>			
	<b><i>Statutory Officers</i></b>			
1	Vice Chancellor	1	UGC	UGC
2	Pro-Vice Chancellor	1		
3	Registrar	1		
4	Controller of Examinations	1		
5	Finance Officer	1		
	<b><i>Teaching staff</i></b>			
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		
		<b>Library</b>		UGC	UGC
	12	University Librarian	1		
	13	Deputy Librarian	3		
	14	Assistant Librarian	3		
		<b>Other Officers</b>			
	15	Director of Students Service	1	UGC	UGC
	16	Programme Co-ordinator NSS	1		
		<b>ADMINISTRATIVE WING</b>			
	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
		<b>Library</b>			
	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
		<b>Fair Copy Wing</b>			
	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
		<b>Computer Wing</b>			
	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
		<b>Engineering/Technical Wing</b>			

	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 Electrical Helper	1	9190-15780	20000-41500
		<b>Transport Wing</b>			
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
		<b>Security Wing</b>			
	51	Security Officer	1	20740-36140	41500-83000
	52	Security Guard	2	9940-16580	21100-43600
		<b>Other Categories</b>			
	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 :

- 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
	<b>I</b>	<b>UGC Scheme</b>			
		<b>Statutory Officers</b>			
	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		
		<b>Library</b>			

	8.	Deputy Librarian	1	UGC Scale	UGC Scale
		<b>Other Officers</b>			
	9.	Director Planning & Development	1	UGC Scale	UGC Scale
	10.	Finance Officer	1	UGC Scale	UGC Scale
		<b>Administrative Staff</b>			
	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
		<b>Publication Wing</b>			
	24.	Senior Publication Officer	1	29180-43640	58050-101400
		<b>Fair Copy Wing</b>			
	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
		<b>Security Wing</b>			
	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
		<b>Library</b>			
	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
		<b>Transport Wing</b>			
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
		<b>Computer Wing</b>			
	41.	Computer Operator	2	13900-24040	27800-56700
		<b>Teaching Staff</b>			
	42.	Lecturers(Non UGC)	8	18740-33680	37500-75600
		<b>Engineering/Technical Wing</b>			
	43.	Assistant Executive Engineer(Civil) (Non-cadre)	1	21240-37040	43600-85000
	44.	Assistant	1	20740-36140	41500-83000

		Engineer(Electrical)			
	45.	Overseer	2	9940-16580	21100-43600
	46.	Plumber	1	9190-15780	20000-41500
	47.	Electrician	1	9190-15780	20000-41500
		<b>Printing Press</b>			
	48.	Printer	2	9940-16580	21100-43600
	49.	Binder	1	9940-16580	21100-43600
		<b>Other Categories</b>			
	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

- 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 Computer Assistant is 1:1:1:1.
- Grade ratio between Security Guard and Security Guard (HG) is 5:1.
- 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.

## 12.10 Kerala University of Health Sciences

- 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	UGC Scheme	UGC Scheme
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

- HG will be in the ratio 2:1.
- HG will be in the ratio 1:1
- Ratio between Assistant Section Officer, Sr.Gr Assistant and Assistant is 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.

#### 12.11 Kerala University of Fisheries and Ocean Studies(KUFOS) :

- 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**

	<b>Sl No.</b>	<b>Designations</b>	<b>No of posts</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	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

- HG will be in the ratio 1:1.
- Ratio between Assistant Section Officer, Sr.Gr Assistant and Assistant is 1:1:1.
- Ratio among the Computer Assistants is 1:1:1:1.
- HG will be in the ratio 2:1.
- 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.
- 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
	<b>UGC Scheme</b>			
	<b>Statutory Officers</b>			
1.	Vice Chancellor	1	UGC Scale	UGC Scale
2.	Registrar	1		
3.	Finance Officer	1		
4.	Controller of Examinations	1		
	<b>Teaching Staff</b>			
5.	Professor	335	UGC Scale	UGC Scale
6.	Associate Professor			
7.	Assistant Professor			
	<b>Other Officers</b>			
8.	Director of Students Welfare	1	UGC Scale	UGC Scale



	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	UGC Scale	UGC Scale
	15.	Dean	1	UGC Scale	UGC Scale
	16.	Law Officer	1	UGC Scale	UGC Scale
	17.	Associate Director	2	UGC Scale	UGC Scale
		<b>Administrative Wing</b>			
	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
		<b>Library Staff</b>			

	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
		<b><i>Fair Copy Wing</i></b>			
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
		<b><i>Engineering/Technical Wing</i></b>			
	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
		<b>Transport Wing</b>			
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
		<b>Farm Staff</b>			
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
		<b>Other categories</b>			
	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

- HG will be in the ratio 2:1.
- HG will be in the ratio 1:1.
- Ratio between Assistant Section Officer, Sr.Gr Assistant and Assistant is 1:1:1.
- Ratio among the Computer Assistants is 1:1:1:1.
- Grade promotion ratio is 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.
- The incumbent in the post of Technician Gr I is having personal scale.
- 1:1:1 Ratio Promotion between Farm Officer Gr. II (Agri), Gr.I, Sen. Gr.
- 1:1:1 Ratio Promotion between Farm Asst. (Vety) Gr. II, Gr.I, Sen. Gr.

### 12.13 University Common category posts

- 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 9<sup>th</sup> 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 9<sup>th</sup> 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**

	<b>Category</b>	<b>Existing Pay Scale</b>	<b>Revised Scale of Pay</b>

	<b>UGC POSTS</b>		
	<b>STATUTORY OFFICERS</b>		
	Vice Chancellor	UGC	UGC
	Pro-Vice Chancellor		
	Registrar		
	Controller of Examinations/Comptroller		
	Finance Officer		
	<b>TEACHING STAFF</b>		
	Professor	UGC	UGC
	Associate Professor/Reader		
	Assistant Professor		
	Director of Physical Education		
	Deputy Director of Physical Education		
	Assistant Director of Physical Education		
	<b>OTHER OFFICERS</b>		
	Programme Co-ordinator NSS	UGC	UGC
	Director of Student Welfare /Director of Student Services/Deans of Student Welfare		
	Directors (Planning, Computer Centre etc)		
	<b>LIBRARY</b>		
	Information Scientist		

		UGC	UGC
	University Librarian		
	Deputy Librarian		
	Assistant Librarian		
	<b>NON- UGC POSTS</b>		
	<b>ADMINISTRATIVE WING</b>		
	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
	<b>TECHNICAL STAFF IN THE TEACHING DEPARTMENT</b>		
	Scientific Officer	29180-43640	58050-101400
	Technical Officer Gr. I	22360-	45800-

		37940	87000
	Technical Officer Gr. II	21240-37040	43600-85000
	Technical Assistant	19240-34500	39500-79200
	<b>LIBRARY</b>		
	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
	<b>COMPUTER WING</b>		
	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
	<b>FAIR COPY WING</b>		
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
	<b>ENGINEERING/TECHNICAL WING</b>		
	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
	<b>PRINTING WING</b>		
	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-	29200-

		25280	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
	<b>TRANSPORT WING</b>		
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
	<b>PUBLICATION WING</b>		
	Director of Publication/Publications	29180- 43640	58050- 101400
	<b>SECURITY WING</b>		
	Security Officer	20740- 36140	41500- 83000
	Assistant Security Officer/Sergeant	14620- 25280	29200- 59400
	Head Security Guard	11620-	23400-

h		20240	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. 1/3<sup>rd</sup> 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***

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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.

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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

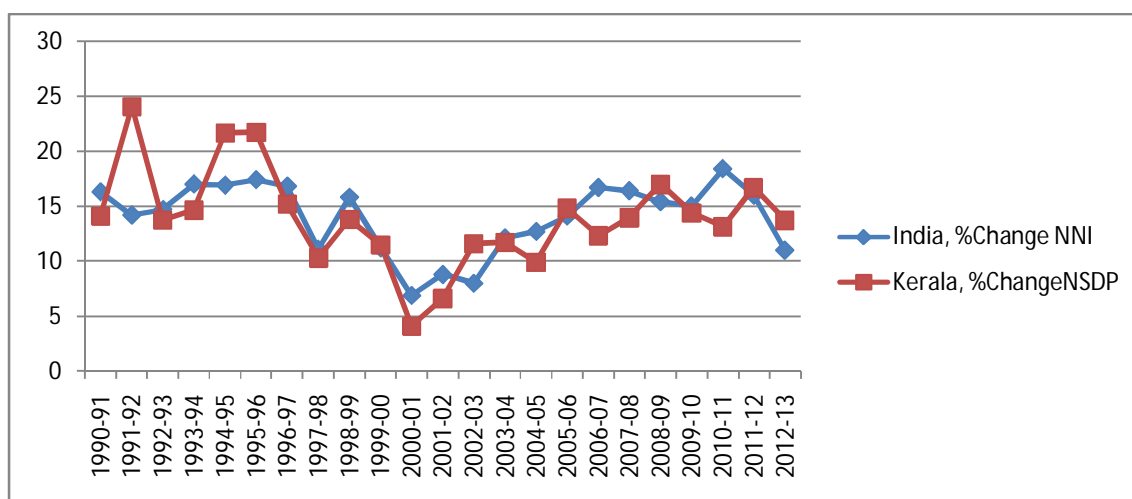
##### Introduction

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.

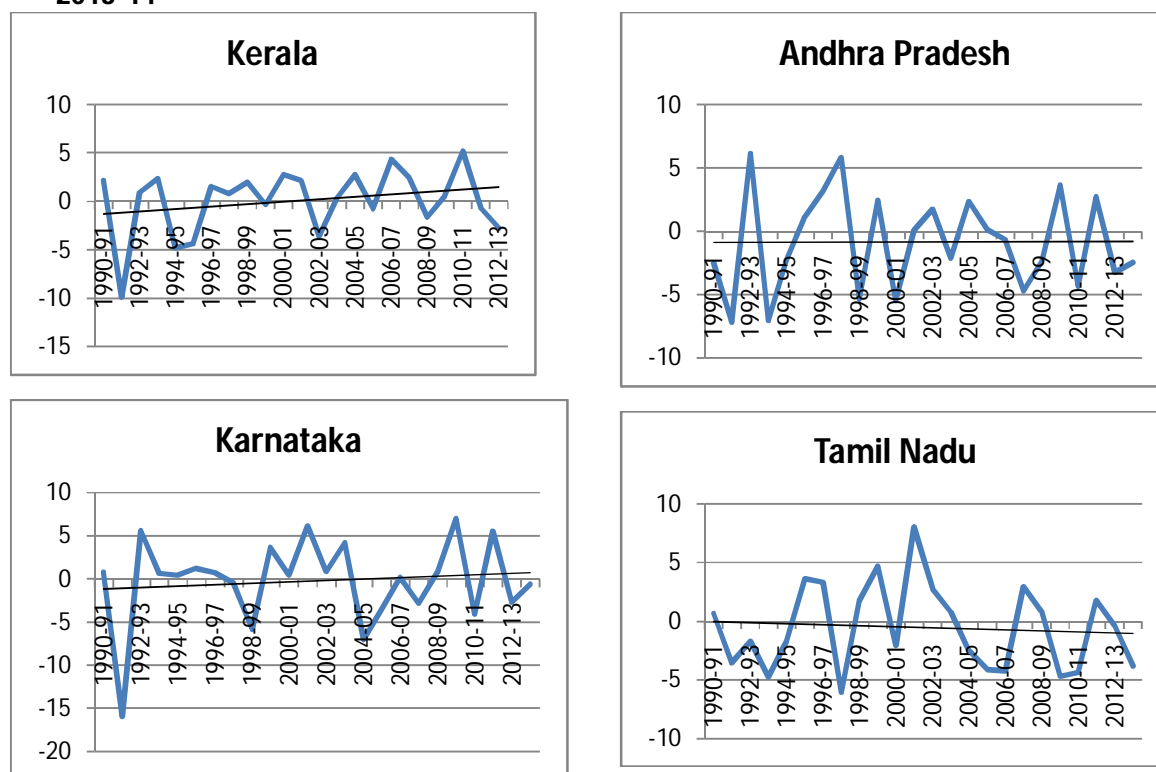
**Figure 1. Annual Per cent Change of NNI of India and NSDP Kerala in Current Prices, 1990-91 to 2012-13**



Source: Reserve Bank of India, Handbook of Statistics on the Indian Economy ([dbie.rbi.org.in/DBIE](http://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 68<sup>th</sup> 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 average<sup>145</sup>. 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

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<sup>145</sup>Based 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 Registrati on	State Excise	State Excise plus ST on Liquor	Motor Vehicle Tax	ST/VA T excludin g 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.

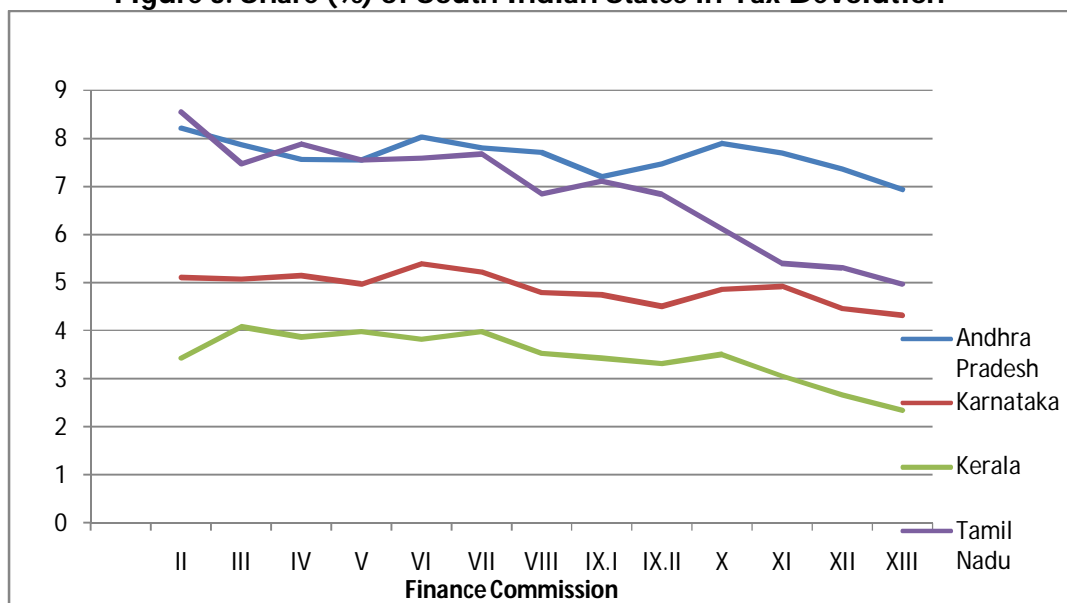
As regards non-tax revenue, the South Indian States, except Andhra Pradesh, are different from the other Indian States reporting fairly low share of it in the total revenue of the State. The absence of mineral wealth could be one of the prime reasons. Forests used to be a source of revenue. Since the 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**

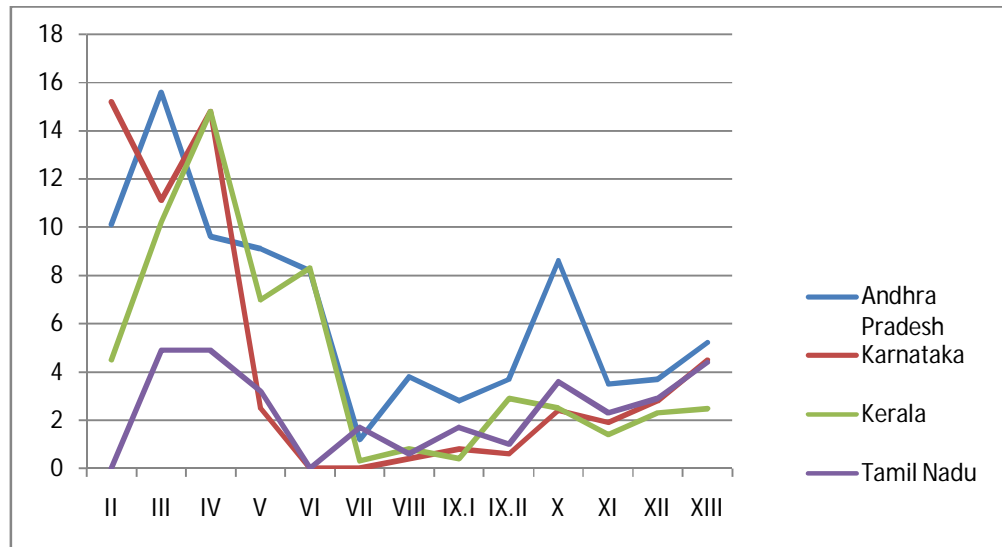
As regards the State Governments in India revenue receipts fall under two broad heads: own revenue and central transfers. Own revenue consists of both tax and non- tax revenues collected by the State the trends of which is a result of its own tax effort as discussed above. Central transfers are determined 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.

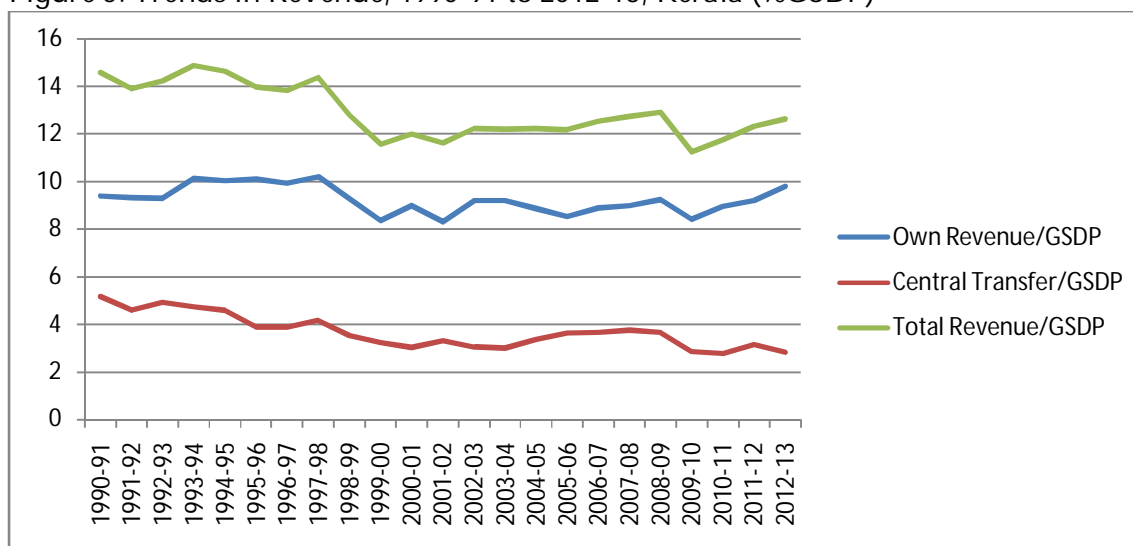
States such as Kerala continued to receive shares in taxes proportionate to their population till the Tenth Commission as their incomes were close to the national average. Kerala has seen an upward movement in per capita income in the new century as the population growth rate came down sharply. With 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 revenue<sup>146</sup> 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

<sup>146</sup>Strictly 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.

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 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 (115<sup>th</sup>) 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 (73<sup>rd</sup> 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 (122<sup>nd</sup> 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 on 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

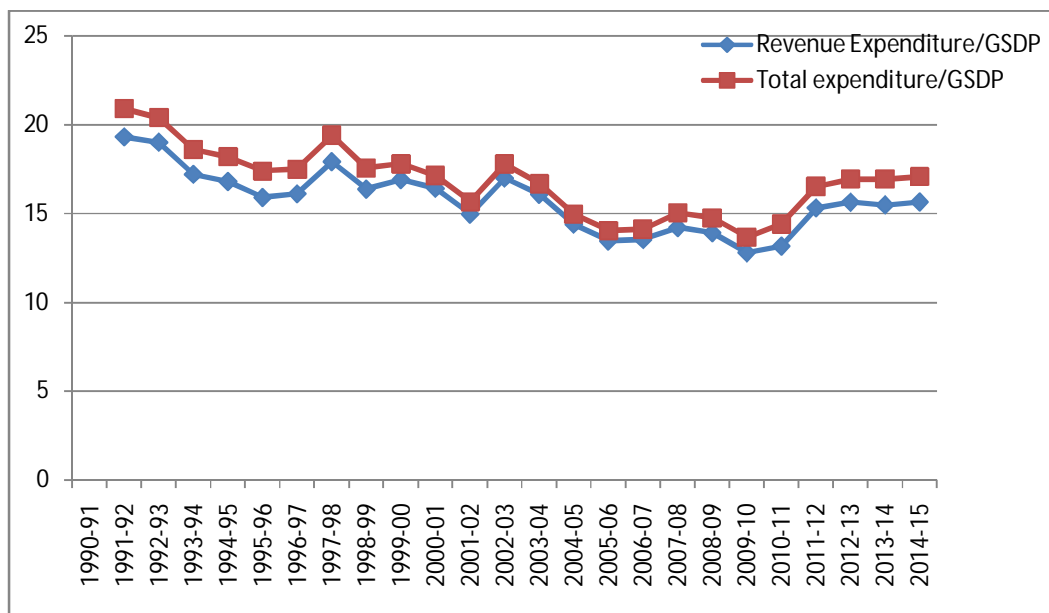
### Trends in Total and Revenue Expenditure

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.

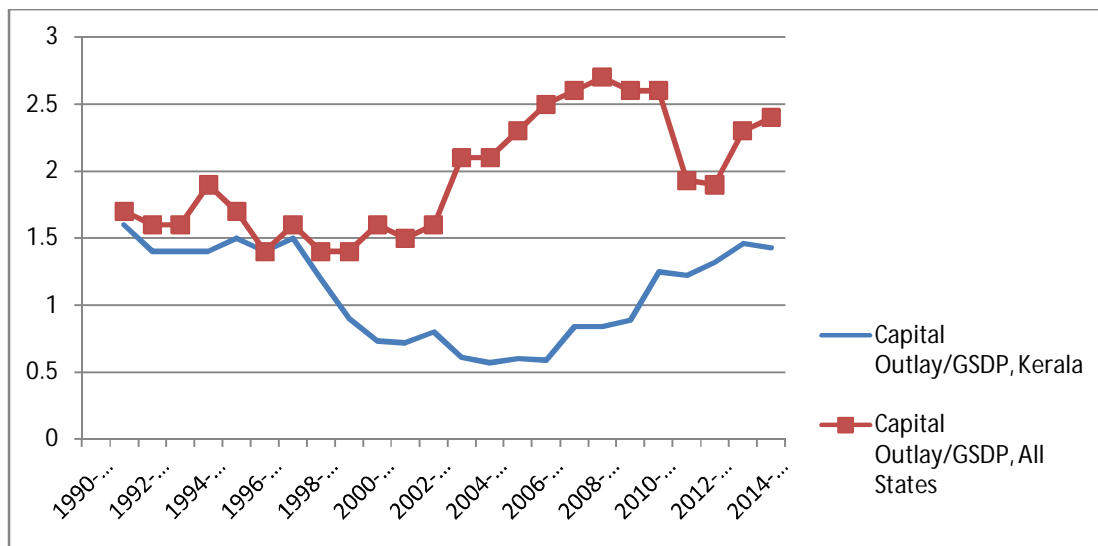
### **Trends in Capital Outlay in Kerala and All States**

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

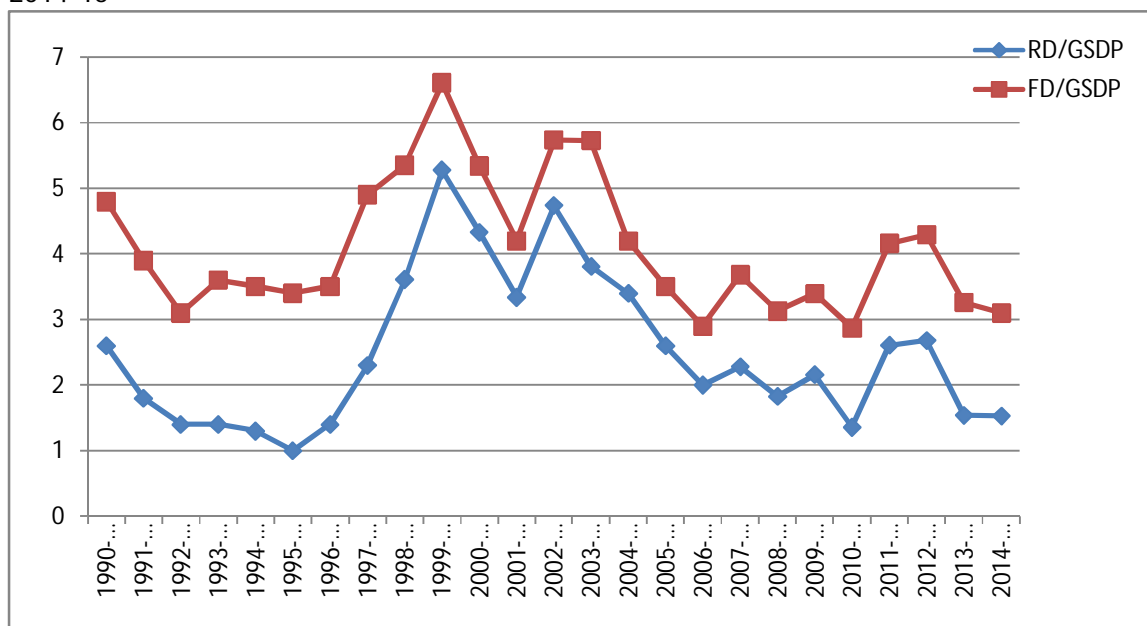
Source: Indian Public Finance Statistics, 2012-13.

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
<b>Revenue Deficit</b>					
Budget Estimate	1.37	1.40	<b>0.89</b>	<b>0.54</b>	<b>1.53</b>
Revised Estimate	1.41	1.67	<b>0.94</b>	<b>1.54</b>	-
Actual	1.36	2.61	<b>2.68</b>	-	-
Target as per KFR Act	Not Given	1.40	<b>0.9</b>	<b>0.5</b>	<b>0</b>
<b>Fiscal Deficit</b>					
Budget Estimate	3.22	3.50	<b>2.74</b>	<b>2.82</b>	<b>3.10</b>
Revised Estimate	2.89	3.46	<b>3.12</b>	<b>3.26</b>	-
Actual	2.93	4.16	<b>4.29</b>	-	-
Target as per KFR Act	3.33	3.50	<b>3.50</b>	<b>3.00</b>	<b>3.00</b>

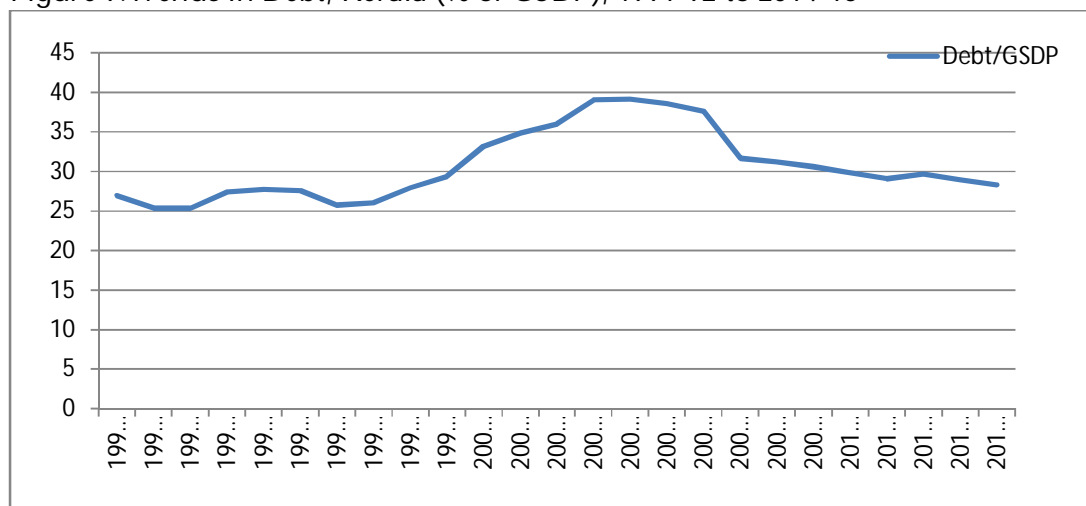
Source: Government of Kerala, Budget in Brief (Various Years)

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 GSDP<sup>147</sup>, the level which prevailed way back in 2006-07. Further, with the reversal in debt ratio the claim that Kerala has been meeting the 13<sup>th</sup> 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.

**Table 7. Debt as Percentage of GSDP**

Category	2010-11	2011-12	2012-13	2013-14	2014-15
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<sup>147</sup> 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.

Budget Estimate	29.52	28.99	<b>25.86</b>	<b>27.14</b>	<b>28.29</b>
Revised Estimate	29.52	27.33	<b>27.87</b>	<b>28.93</b>	-
Actual	29.83	29.04	<b>29.64</b>	-	-
Target as per KFR Act	32.80	32.30	<b>31.70</b>	<b>30.70</b>	<b>29.80</b>

Source: Government of Kerala, Budget in Brief (Various Years)

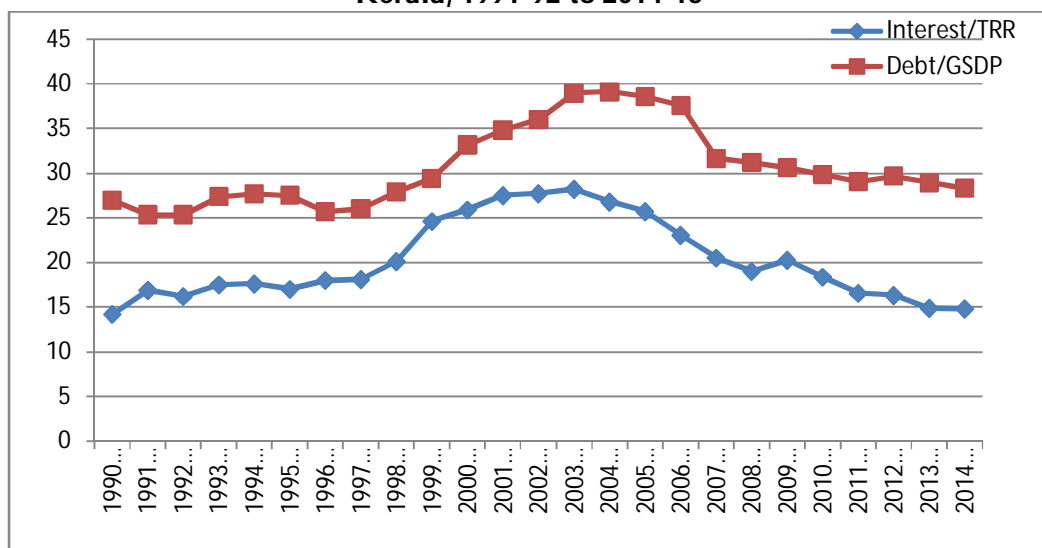
The Fourteenth Finance Commission awards bring some respite to the debt scenario of the State as the revenue deficit grants are aimed at doing away with revenue deficits and bring the account into balance over a period of three years. But such an achievement is conditional on expenditure management of 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.

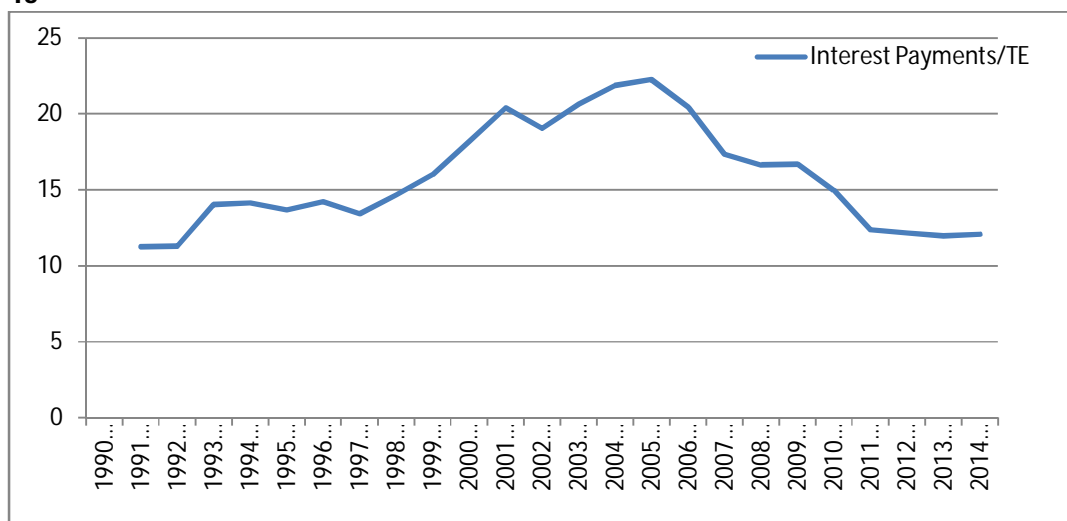
**Figure 10. Trends in Interest Payments (% of TRR) and Debt (% of GSDP), Kerala, 1991-92 to 2014-15**



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 1<sup>st</sup> April 2003 and reduce fiscal deficit to 2 per cent of GSDP by 31<sup>st</sup> 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.

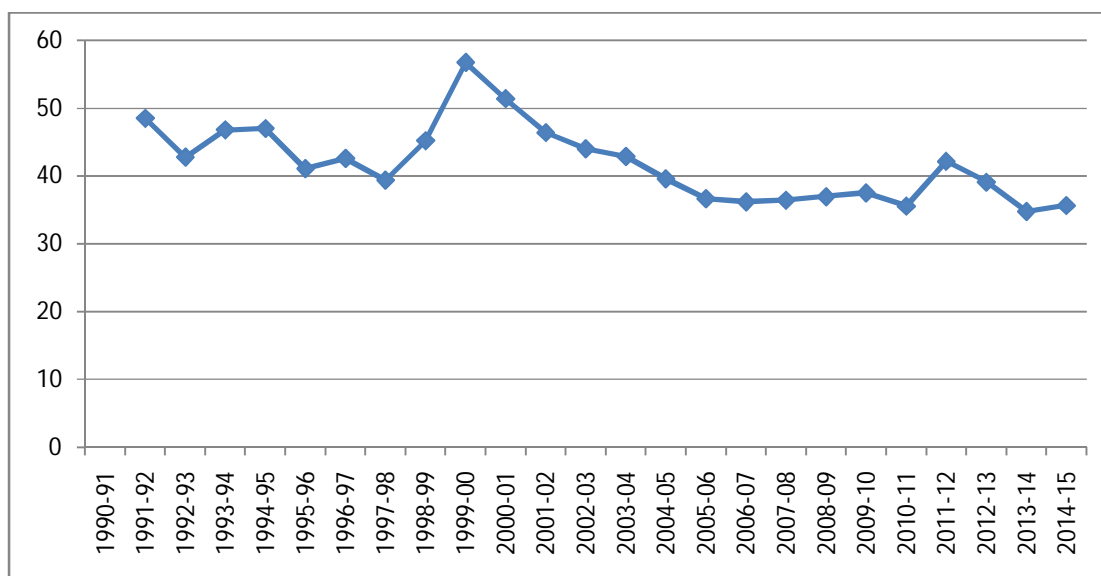
### **Trends in Salary Bill and Pension Payments**

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.

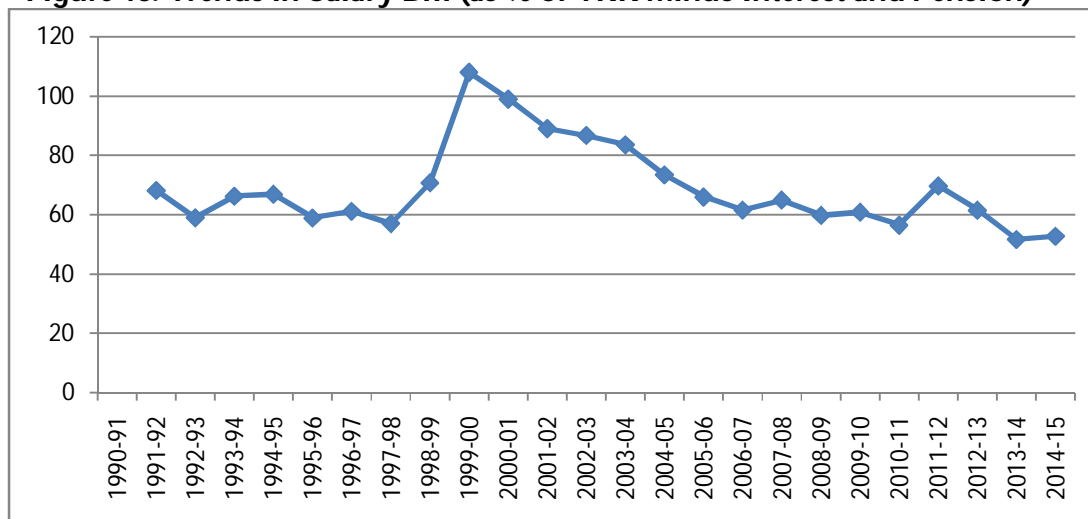
**Figure 12. Trends in Salary Bill (% of TRR), 1991-92 -2014-15**



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.

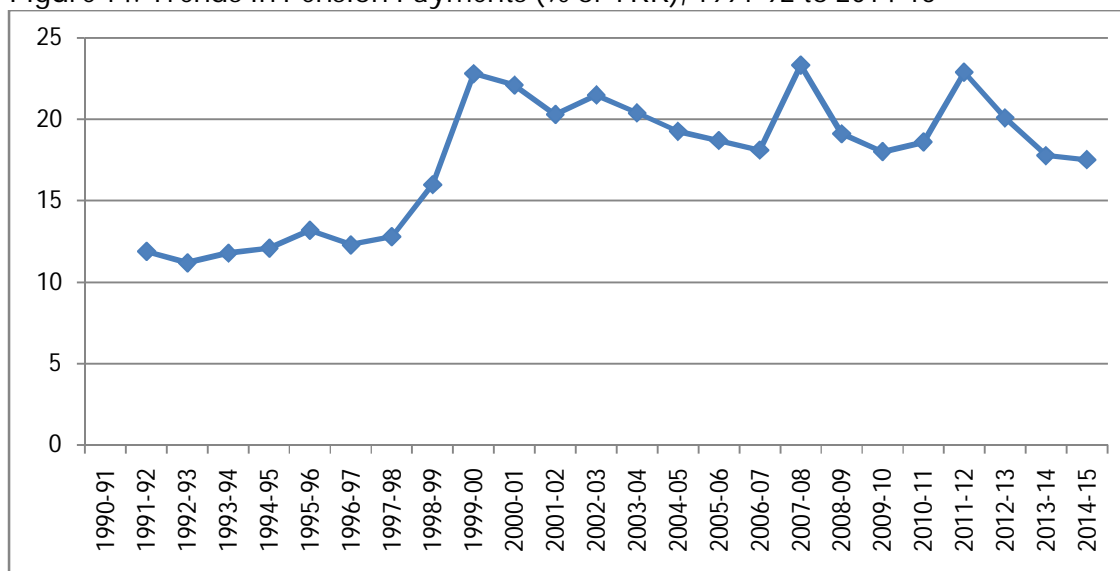
The high burden of salary bill and its consequences has been discussed by the Eleventh Finance Commission way back in the late 1990s as follows: "...Apart from aggravating the budget imbalances, the sharp rise in salaries has resulted in inadequate provision for spending on materials essential for running 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**

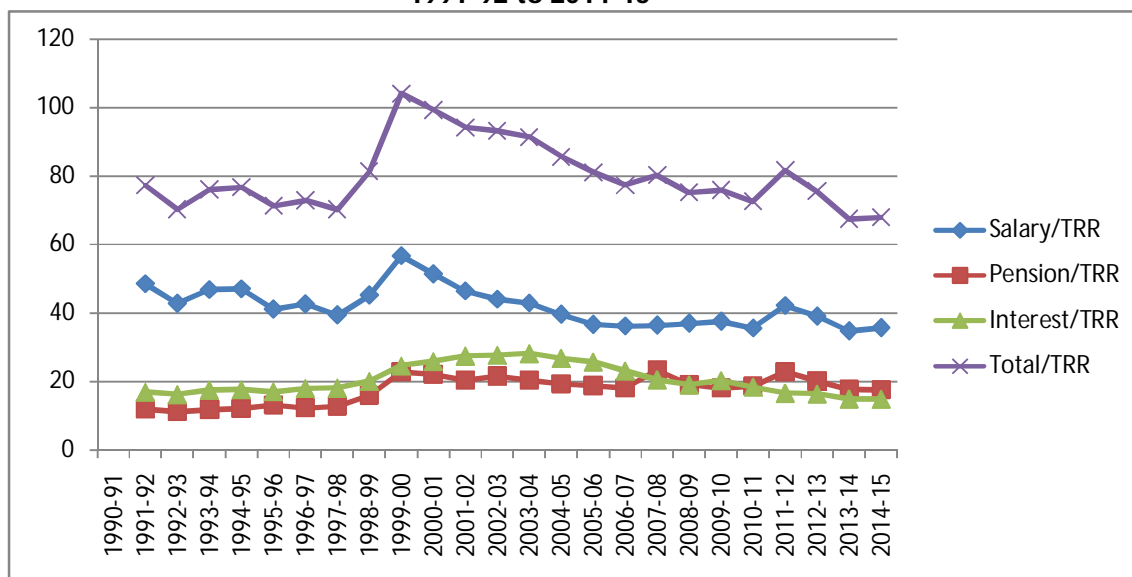
Source:Source: Government of Kerala, Budget in Brief (various Issues) and George and Krishna Kumar (2012).

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

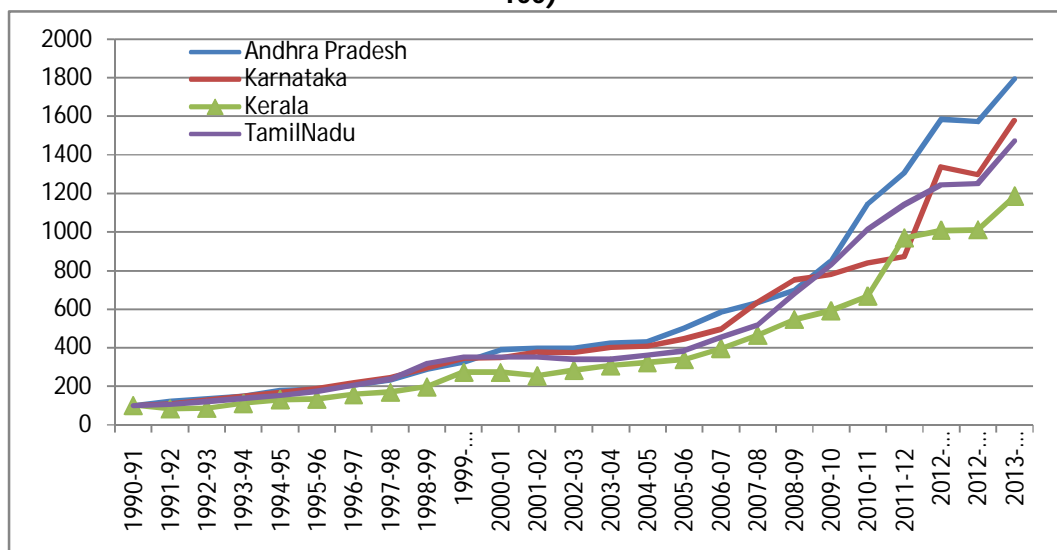
Note: Uttar Pradesh, Madhya Pradesh, Bihar, Andhra Pradesh refer to the undivided States.

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.



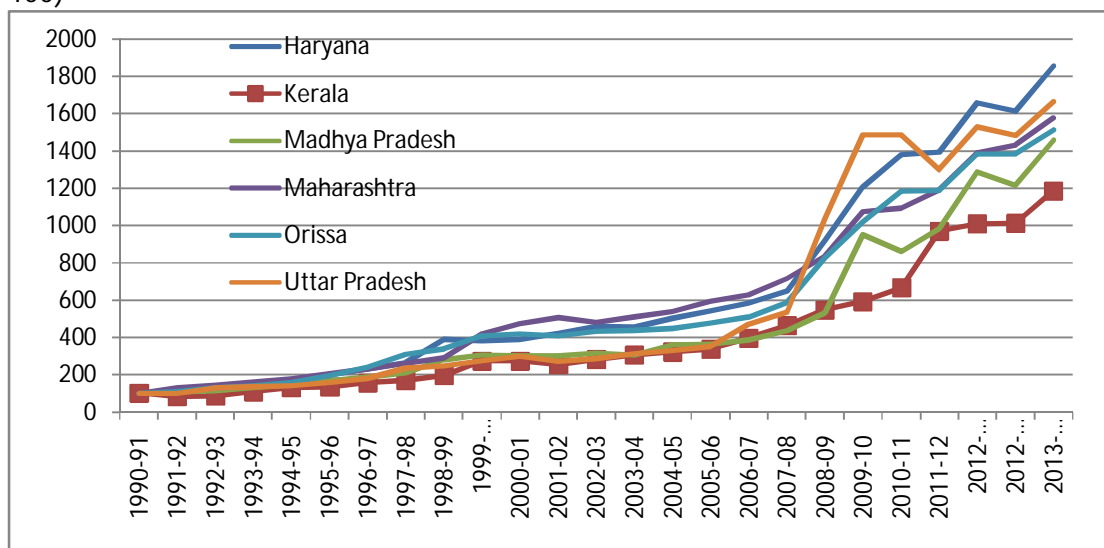
**Figure 16. Index of Salary Bill of Select States, 1990-91 to 2013-14 (1990-91 = 100)**



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,  $\text{Pension Bill} / \text{Salary Bill} = (\text{Number of Pensioners} \times \text{Average Pension}) / (\text{Number of Employees} \times \text{Average Salary})$ . 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.

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**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.**

<b>Sl. No</b>	<b>Name of Organisation/Association</b>
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.**

<b>Sl.No</b>	<b>Name of Department</b>
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